

RAJASTHAN MEDICAL EDUCATION SOCIETY, JAIPUR RAJASTHAN

(A Body registered at No. 596 on 10.10.2016 under the Societies Registration Act, 1958)

NOTIFICATION

No.F.20(9)RajMES/Estt. H.Q./Pay-Rules/2023/E-03474/ 4693 Jaipur, Dated : 14/10/2024

In exercise of the powers conferred by Sub-clause (m) of Clause 11 of the "Rules and Regulations of the Rajasthan Medical Education Society, Jaipur" The Rajasthan Medical Education Society, Jaipur hereby makes the following rules regulating the Recruitment, Promotion, Seniority and other conditions of service of Medical Teachers appointed in connection with the affairs of the Society, namely:-

THE RAJASTHAN MEDICAL EDUCATION SOCIETY MEDICAL TEACHERS (RECRUITMENT, PROMOTIONS AND PAY) RULES, 2024

PART-I-GENERAL

1. Short title and commencement.- (1) These Rules may be called the Rajasthan Medical Education Society Medical Teachers (Recruitment, Promotions and Pay) Rules, 2024.
(2) They shall come into force with immediate effect.

2. Extent of Application.- These rules shall apply to the Medical Teachers recruited on or after 01.08.2024.

3. Definitions.- In these rules, unless the context otherwise requires-

- (a) **"Appointing Authority"** means the Director or any other officer of the Society to whom powers in this behalf may be delegated by the Society by a special or general order and subject to such conditions as it may deem fit;
- (b) **"Bye-laws"** means the Rules and Regulations of the Rajasthan Medical Education Society, Jaipur;
- (c) **"Competent Authority"** means the Society or any authority to whom relevant powers have been delegated under these rules;
- (d) **"Chairman"** means the chairman of Rajasthan Medical Education Society, Jaipur.
- (e) **"Committee"** means a committee constituted under these rules (Screening committee), as specified in these rules;
- (f) **"Direct Recruitment"** means recruitment by the method prescribed in Part IV of these rules;
- (g) **"Executive Committee"** means the Executive Committee formed under clause 14 of the Rules & Regulations of the Society;
- (h) **"Government"** means the Government of Rajasthan;
- (i) **"Governing Board"** means the Governing Board formed under Clause 10 of the Rules and Regulations of the Society;
- (j) **"Member of the Service or Medical Teachers"** means a person appointed to a post in the service on the basis of regular selection under the provisions of rule 6;

- (k) **"Regulatory Authority"/"Affiliation Authority"** means the Authority which regulate the education/Affiliation e.g. National Medical Commission/Dental Council of India, Rajasthan University of Health Sciences, etc.;
- (l) **"Schedule"** means the schedule(s) appended to these rules;
- (m) **"Service or Experience"** wherever prescribed in these Rules as a condition for promotion from one Service to another or within the Service from one category to another or to senior post, in the case of a person holding a lower post eligible for promotion to higher post(s) shall include the period for which the person has continuously worked on such lower post after regular selection in accordance with these rules;
- Note-** Absence during service e.g. training and deputation, which are treated as duty and all kinds of paid leave, extra ordinary leave sanctioned for higher studies purpose upto 3 years and other specified prescribed service for which Government decides from time to time, shall be counted as service for computing experience or service for promotion;
- (n) **"Society"** means the Rajasthan Medical Education Society, Jaipur;
- (o) **"State"** means the State of Rajasthan;
- (p) **"Substantive Appointment"** means an appointment made under the provisions of these Rules to a substantive vacancy after the selection by any of the methods of recruitment prescribed under these rules and includes an appointment on probation or as a probationer trainee followed by confirmation on completion of the probationary period;
- Note-** Due selection by any of the methods of recruitment prescribed under these Rules shall include recruitment either on initial constitution of the Service or in accordance with the provisions of any rules promulgated under "the Rules and Regulations of the Rajasthan Medical Education Society, Jaipur," except an urgent temporary appointment; and,
- (q) **"Teaching Faculties of the Government Medical Colleges"** means the medical teachers appointed under the Rajasthan Medical Service (Collegiate Branch) Rules, 1962 issued by the State of Rajasthan.

4. Interpretation.- Where a doubt arises as to the interpretation or application of any of the provisions of these rules, the matter will be referred to the Administrative Department in Medical Education Department, whose decision thereon shall be final.

- Notes:** (a) The words used in these rules denoting masculine gender shall also include the feminine gender.
- (b) The words used in these rules denoting singular number shall imply the plural numbers wherever relevant or vice versa.

PART-II- CADRE STRENGTH

- 5. Composition and strength of the Employment.-**(1) The service shall consist of posts as specified in Schedule-I.
- (2) The strength of the posts in the Service shall be such as may be determined by the Governing Board, from time to time:
- Provided that subject to the provisions of the Bye-laws, the Governing Board may:-
- (a) create any post, permanent or temporary, from time to time, as may be considered necessary and may abolish any such posts in the like manner without thereby



entitling any person to any compensation, after due approval from the State Government, and

(b) leave unfilled or hold in abeyance or abolish any post, permanent or temporary from time to time, without thereby entitling any person to any compensation.

6. Constitution of the service.- The service shall consist of all persons recruited to the service in accordance with the provisions of these rules, except an urgent temporary appointment.

The teaching staff who have opted for the option 1 of the Rajasthan Medical Education Society Employees (Retirement and Promotions (Amendment) Rules, 2022 shall also be member of service.

PART-III **RECRUITMENT**

7. Methods of Recruitment.- (1) Recruitment to the post(s) in the Service after the commencement of these rules shall be made by the following methods in proportion as indicated in column 3 and 4 of Schedule-I,

(a) By direct recruitment in accordance with the procedure prescribed in Part-IV of these rules;

(b) By promotion in accordance with the procedure laid down in part-V of these rules.

(2) Recruitment to the service by the aforesaid methods shall be made in such a manner that the persons appointed to the service by each method do not at any time exceed the percentage laid down in the rules/Schedule of the total cadre strength as sanctioned for each category from time to time:

Provided that if the Appointing Authority is satisfied that suitable persons are not available for appointment by either method of recruitment in a particular year, appointment by the other method in relaxation of the prescribed proportion may be made in the same manner as specified in these rules.

(3) The Society may, at any time when the situation so warrants, fill up any post on deputation in accordance with the terms and conditions of deputation, applicable to the state government employee sent on deputation.

(4) The Society may, at any time when the situation so warrants, fill up any post by re-employment of the retired personnel of the State Government / Central Government / Other State Government / Government Societies / Government public undertaking / Local authorities. Such re-employment in the first instance shall be for one year which may be extended upto the age of 70 years or till regularly recruited candidate is available, whichever is earlier. Such re-employed person shall be paid fixed remuneration as may be decided by the Society/DOP/Govt. whichever is less. However, in special circumstances, the re-employed person may be allowed remuneration in accordance with the last pay (-) pension (without allowances) subject to the limit of consolidated salary prescribed in these rules and with the prior approval of the State Government. The re-employment under this sub rule shall be made subject to the approval of the Chairman.

8. Reservation of Vacancies for Scheduled Castes, Scheduled Tribes, Backward classes, More Backward classes, Economically Weaker Section, Outstanding Sports Person, Person with Disability (PwD), Women and Ex-Serviceman.- Reservation of vacancies for Scheduled Castes, Scheduled Tribes, Backward classes, More Backward classes,



Economically Weaker Section, Outstanding Sports Person, Person with Disability (PWD), women and Ex-Serviceman shall be in accordance with the rules / orders issued by the Government from time to time and in force at the time of advertisement of the recruitment i.e. by direct recruitment and by promotion, as the case may be.

9. Nationally.- A candidate for appointment to the Service must be:-

- (a) A citizen of India, or
- (b) A subject of Nepal, or
- (c) A subject of Bhutan, or
- (d) A Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or
- (e) A person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia, with the intention of permanently settling in India:

Provided that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favor a certificate of eligibility has been issued by the Government in the Department of Home Affairs and Justice after proper verification.

Provided further that for appointment to the Super Specialty Services the Chairman of the Society, by special order may allow the persons of any origin subject to law of Government of India applicable in this respect.

10. Conditions of eligibility of persons migrated from other countries to India.-

Notwithstanding anything contained in these Rules, provisions regarding eligibility for recruitment to the Service with regard to nationality, age limit and fee or other concessions to a person who may migrate from other countries to India with the intention of permanently settling in India shall be regulated by such orders or instructions as may be issued by the State Government for time to time and the same shall be regulated *mutatis mutandis* according to the instructions issued on the subject by the Government of India.

11. Determination of vacancies.- (1) Subject to the provisions of these Rules, the Appointing Authority shall determine on 1st April every year, the actual number of vacancies occurring during the year.

12. Age.- A candidate for direct recruitment to the posts in the service must have attained the minimum age of 21 years and must not have attained the age of 42 years except for post(s), where requiring minimum qualification is DM/MCH, the upper age limit shall be 47 years on the 1st day of January following the last date fixed for receipt of applications:

Provided that age relaxation in the upper age shall be available in accordance with Government Rules, as amended from time to time.

13. Academic and Technical Qualifications and experience.- A candidate for direct recruitment to the post specified in Schedule-I, shall possess the qualifications and experience as laid down in column 5 of Schedule-I appended to these rules, and Working knowledge of Hindi in Devnagari Script:

Provided that the person who has appeared or is appearing in the final year examination of the course which is the requisite educational qualification for the post as mentioned in the rules or schedules for direct recruitment, shall be eligible to apply for the post but he/she shall have to submit the proof of having acquired the requisite educational qualification to the appropriate selection agency:-

- (a) before appearing in the main examination, where selection is made through two stages of written examination and interview;
- (b) before appearing in interview where selection is made through written examination and interview;
- (c) before appearing in the written examination or interview where selection is made through only written examination or interview, as the case may be.

14. Character.- The character of a candidate for direct recruitment to the service, must be such as to qualify him for employment in the service. He/she must produce a certificate of good character from the Principal/Academic officer of the University or College in which he was last educated and two such certificates written not more than six months prior to the date of application, from two responsible persons not connected with his College or University and not related to him.

Note-

- (1) A conviction by a Court of law need not of itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude or association with crimes of violence or with a movement which has as its object the overthrow by violent means of Government as by law established, the mere conviction need not be regarded as a disqualification.
- (2) Ex-prisoners, who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed, should not be discriminated against, on grounds of the previous conviction for purposes of employment in the Service. Those, who are convicted of offence not involving moral turpitude or violence, shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent of 'After Care Home' or if there are no such homes in a particular District, from the Superintendent of Police of that District.
- (3) Those convicted of offences involving moral turpitude or violence shall be required to produce a certificate from the superintendent, After Care Home or if there is no such home in a particular District from the Superintendent of Police of that District, endorsed by the Inspector General of Prisons to the effect that they are suitable for employment as they have proved to be completely reformed by their disciplined life while in prison and by their subsequent good conduct in an 'After Care Home'.
- (4) In case any dispute decision of Rajasthan Medical Education Society, Jaipur shall be final.

15. Physical Fitness.- A candidate for direct recruitment to the Service, must be in good mental and bodily health and free from any mental and physical defect likely to interfere with the efficient performance of his/her duties as a member of the service and if selected, must produce a certificate of medical fitness to that effect from a Medical Authority notified by the Society for the purpose. The Appointing Authority may dispense with production of such certificate in the case of a candidate who is already serving in connection with the affairs of the State/Society, if he/she has already been medically examined for the previous



appointment and the essential standards of medical examination of the two posts held by him are held to be comparable for efficient performance of duties of the new post and his/her age has not reduced his/her efficiency for the purpose.

16. Employment of irregular or improper means.- A candidate, who is or has been declared by the Rajasthan Public Service Commission/Board/Governing Board/Appointing Authority, as the case may be, guilty of impersonation or of submitting fabricated document, or documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or appearance at any interview may, in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a specified period-

- (a) By the Board / Selection Committee / Appointing Authority from admission to any examination or appearance at any interview held by the Board / Selection Committee/Appointing Authority for selection of candidates; and
- (b) By the Governing Board from employment under the Society.

17. Canvassing.- No recommendation for direct recruitment either written or oral other than that required under these rules, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his/her candidature by any means may disqualify him/her for recruitment.

PART-IV **PROCEDURE FOR DIRECT RECRUITMENT**

18. Competitive Examination.- The Appointing Authority shall decide the mode of recruitment i.e. whether the posts advertised be filled in by holding a competitive written examination/test or by interview or by a test/written examination followed by interview.

19. Authority for conducting the examination, syllabus and frequency of examination.- (1) The examination shall be conducted by the Appointing Authority or any other officer authorized by the Appointing Authority or by an agency (hereinafter called Examination Agency) authorized by the Chairman, as the case may be, in accordance with the syllabus prescribed by the Appointing Authority, from time to time.

(2) Syllabus for the Competitive Examinations for direct recruitment to the posts encadred in Schedule-I may be notified by the Appointing Authority from time to time.

20. Inviting of applications.-(1) Application for direct recruitment to posts in the Service shall be invited by the Appointing Authority or the Examination Agency as the case may be, by advertising the vacancies to be filled, in the Official Gazette or in such other manner, as may be deemed fit. The advertisement shall contain a clause that a candidate who accepts the assignment on the post being offered to him/her shall be paid monthly fixed remuneration as prescribed in these rules, during the period of probation and the pay of the post as shown



elsewhere in the advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in these rules:

Provided that while selecting candidates for the vacancies so advertised, the Appointing Authority or the Examination Agency, as the case may be, may, if intimation of additional requirement not exceeding 50% of the advertised vacancies, is received before selection, also select suitable persons to meet such additional requirement.

(2) Subject to the provisions of these rules, the Examination Agency/Appointing Authority may issue, along with the notice or in such other manner as they/it may deem fit, such instructions for the guidance of the candidates as they/it may deem necessary, giving information, among and others on the following details:-

(i) Number of vacancies to be filled by direct recruitment, indicating the number of vacancies reserved for candidates belonging to Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes, Economic Weaker Section, women etc.;

(ii) Date of submission of applications and the method of submission;

(iii) Qualifications required for candidates and methods by which these qualifications shall be established;

(iv) Date and place of examination; and

(v) Syllabus of examination.

21. Form of Application and admission to the examination.- (1) The application shall be made in the form prescribed by the Board /Appointing Authority, as the case may be, and obtainable from the office of the Appointing Authority or the Examination Agency, as the case may be, on payment of such fee as the Appointing Authority may fix, from time to time.

(2) Before appearing in the examination, the candidate should ensure his/her eligibility in respect of age, educational/professional qualifications, experience etc. as provided in the rules. Being allowed to take the examination/interview shall not entitle the candidate to presumption of eligibility. The Appointing Authority or the Examination Agency, as the case may be, shall scrutinize later on the applications of such candidates only as they find suitable for appointment, before preparing the list under rule 26.

(3) The decision of the Appointing Authority/Examination Agency as to the eligibility or otherwise of a candidate for admission to the examination, shall be final.

22. Application fee.- (1) A candidate for direct recruitment to a post in the Service shall pay to the Appointing Authority /Examination Agency, as the case may be, such fees as are fixed by the Appointing Authority, from time to time, in such manner as may be indicated by it.

(2) No claim for refund of the application fee shall be entertained nor the fee shall be held in reserve for any other recruitment, except when the advertisement is cancelled for any reason by the Appointing Authority, in which case an amount, as fixed by the Appointing Authority, shall be deducted before the refund is made.

23. Scrutiny of applications.- (1) The Appointing Authority or the Examination Agency, as the case may be, shall scrutinize the applications received by them/it and require, as many

candidates qualified for appointment under these rules as seem to them/it desirable, to appear before them/it for interview/written test:

(2) The applications which are found to be incomplete shall be rejected by the Appointing Authority or the Examination Agency, as the case may be.

24. Personality and viva-voce examination.- Unless the appointing authority decides otherwise, the number of candidates to be called for interview may not exceed 05(Five) times the number of posts to be filled. The limit of number of candidates to be called for interview may be extended up to 10(Ten) times after due approval from the Chairman. In order to enable the appointing authority to select the persons who may be called for interview, the marks obtained in the written test, if conducted, shall be the basis for the same:

Provided that the Board/Examination Agency shall not recommend any candidate who has failed to obtain a minimum of 40% marks in each paper in written examination. However relaxation in minimum marks upto 5% shall be available in each paper of written examination to the candidates of reserved category according to the rules/orders of the State Government:

Provided further that the maximum marks for personal interview should not be more than 12.5% of the total maximum marks prescribed for the examination (both written & personal interview).

25. Candidates who are selected for interview in accordance with the above rules shall appear before the relevant Recruitment Board constituted as under, namely:-

1.	Director, Raj-MES	Chair-person
2.	Any one Principal from Society Medical Colleges nominated by the Chairman of the Executive Committee of the Society.	Member
3.	Two Expert/Specialists to be nominated by the Chairperson of the Recruitment Board.	Member

Note: In emergency circumstances if the situation warrants, the Chair-person may organize online/digital interview of any candidate's.

26. Recommendations of the Recruitment Board/ Appointing Authority/Examination Agency.- (1) The Recruitment Board or the Appointing Authority or the Examination Agency, as the case may be, shall adjudge the suitability of the candidates for appointment to the posts and shall prepare for each post, a list of the candidates, whom they/it consider suitable for appointment to vacant posts concerned, and arrange in the order of merit of the candidates as disclosed by the aggregate marks finally awarded to each candidate. If two or more of such candidates obtain equal marks in the aggregate, the Recruitment Board or Appointing Authority or the Examination Agency as the case may be, shall arrange their names in the order of merit on the basis of their date of birth, giving precedence to the elder:

Provided that the candidate(s) belonging to the Scheduled Castes/Scheduled Tribes/Backward Classes/More Backward Classes, who get placement in the merit list as a

result of special concessions given to them by the Society, shall be counted against the reserved vacancies determined for the respective reserved category.

(2) The Examination Agency or the Appointing Authority, as the case may be, shall not recommend any candidate who has failed to obtain a minimum of 40% marks in each of the papers of the competitive examination:

Provided that the percentage fixed as above shall be relaxed by 5% for the candidates of reserved category in accordance to the rules/ order of the State Government.

(3) The Recruitment Board or the Appointing Authority or the Examination Agency as the case may be, may, to the extent of 50% of the advertised vacancies, keep names of suitable candidates, on the reserve list category wise. The name of such candidates may on requisition be recommended in the order of the merit to the Appointing Authority within 06 (six) month from the date on which the original list is forwarded by the Recruitment Board. The reserve list shall lapse after 6 months from the date on which the original list is forwarded by the Recruitment Board or till a fresh process of recruitment starts, whichever is earlier.

27. Disqualification for appointment.- (1) No candidate, who has more than one spouse living, shall be eligible for appointment to the service unless the Society after being satisfied that there are special grounds permissible under the personal law for doing so, exempt any candidate from the operation of this rule.

(2) No candidate, who is married to a person having already a spouse living, shall be eligible for appointment to the service unless the Society after being satisfied that there are special grounds for doing so, exempt any candidate from the operation of this rule.

(3) No married candidate shall be eligible for appointment to the service if he/she had at the time of marriage or at any time there-after, accepted any Dowry;

Explanation: For the purpose of this rule, 'Dowry' has the same meaning as in the Dowry Prohibition Act, 1961 (Central Act No.28 of 1961).

(4) No candidate shall be eligible for appointment to the service who has more than two children on or after 1st June 2002.

Provided that,-

(i) the candidate having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 1st June, 2002, does not increase;

(ii) where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children;

(iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted;

(iv) any candidate who has performed remarriage which is not against any law and before such remarriage he is not disqualified for appointment under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.

(v) the provision of this sub-rule shall not be applicable to the appointment of a widow and divorcee woman.

28. Selection by the Appointing Authority.- Subject to the provisions of Rule 8, the Appointing Authority, shall select candidates who stand highest in the order of merit in the list prepared under rule 26:

Provided that inclusion of a candidate's name in the list confers no right to appointment unless the Appointing Authority is satisfied after such inquiry as may be considered necessary that such candidates are suitable in all other respects for appointment to the post concerned.

PART-V
PROCEDURE FOR RECRUITMENT BY PROMOTION

29. Constitution of the Screening Committee.- The constitution of the Screening Committee shall be as under:-

1.	Chairman, Executive Committee	Chair-person
2.	Director, Raj-MES	Member
3.	Additional Director (Adm.), Raj-MES	Member
4.	Joint LR Raj-MES	Legal Member
5.	Deputy Director (Acad.), Faculty, Raj-MES	Member-secretary

Provided that in case any Member or Member-Secretary, as the case may be, constituting the Committee has not been appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member or Member-Secretary, as the case may be, of the Committee:

Provided further that in case selection is for a post being held by an officer who is within the Zone of Consideration for regular promotion and a member of the Committee as well, he/she shall not participate in the meeting of the committee.

30. Promotion under the Assured Career Progression Scheme (ACP).- Promotion to the members of the service shall be in accordance to the DACP granted to the teaching faculties of the Government Medical Colleges under the Rajasthan Medical Service (Collegiate branch) Rules, 1962 as amended from time to time.

31. Criteria, Eligibility and Procedure for Promotion.-(1) The Appointing Authority shall on 1st April of every year prepare a list of the members of the service, who are eligible for promotion in the year.

(2) Promotion shall be granted irrespective of vacancy. If there is no vacancy for granting promotion is available, the post held by the candidate shall be converted into the post on which the candidate is to be promoted till he/she will hold that post.

(3) The persons enumerated in the column 6 of Schedule-I shall be eligible for promotion to posts specified against them in column 2 thereof to the extent indicated in column 4 subject to their possessing minimum qualifications and experience on the first day of the month of April of the year of selection as specified in Column 7.

(4) No person shall be considered for first promotion in the service unless he/she is regularly selected on the post from which promotion is to be made in accordance with one of the methods of recruitment prescribed under the provisions of these rules.

Explanation: In case direct recruitment to a post has been made earlier than regular selection by promotion in a particular year such of the persons who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

(5) The person who has more than two children on or after 1st June 2002 shall be considered for promotion, but he/she shall be entitled for annual increment notionally for three subsequent years and after such three years he/she shall be allowed actual benefits of such increments, however no arrears shall be paid for such notional increments. There shall be no consequential effect on subsequent promotions of the person promoted as per provisions of this sub-rule:

Provided that-

- (i) the candidate having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on 1st June, 2002 does not increase.
- (ii) where a candidate has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.
- (iv) any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be deemed to be disqualified with effect from 01.06.2002, if any child is born out of single delivery from such remarriage.

(6) The Committee shall consider the cases of all the persons who are eligible and qualified for promotion to the class of post(s) concerned under these rules and shall prepare a list containing names of the persons found suitable.

(7) Lists prepared under sub-rule (6) shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal Reports and other Service Records of all the candidates included in the lists as also of those not selected, if any.

(8) The Chairman of the Executive Committee or the Appointing Authority may order for the review of the proceedings of the Committee held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the Committee or for any other sufficient reasons e.g. judgment/ direction of any Court or Tribunal, or where adverse entries in the Confidential Reports of an individual are expunged or toned down or a punishment inflicted on him/her is set aside or reduced. The

concurrence of the Chairman of the Executive Committee shall always be obtained before holding the meeting of the review committee.

(9) The Chairman of the Executive Committee/Appointing Authority may issue instructions for provisionally dealing with the promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceedings is under progress, at the time promotions are considered to a post to which they are eligible or would have been eligible but for such suspension or pendency of such enquiry or proceedings.

32. Restriction of promotion of persons forgoing promotions.- In case a person on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendations of the Committee, foregoes such an appointment through his written request, and if the concerned Appointing Authority accept his/her request the person concerned shall be debarred from consideration for promotion (both on the basis of urgent temporary appointment or on regular basis) for subsequent two recruitment years for which the Committee is held and the name of such person who foregoes promotion shall not be included in the seniority-cum-eligibility list to be placed before the Committee for subsequent two recruitment years.

PART-VI **APPOINTMENT, PROBATION AND CONFIRMATION**

33. Appointment to the Service.- Appointment to post / posts in the service by direct recruitment as probationer trainee on fixed remuneration or by promotion, as the case may be, shall be made by the Appointing Authority on occurrence of substantive vacancies, from the candidates selected under rule 28 in the order of merit and by promotion from the persons selected under rule 31.

34. Urgent temporary appointment.- (1) A vacancy in the Service which cannot be filled in immediately either by direct recruitment or by promotion under these rules may be filled in by the authority competent to make appointment, as the case may be, by appointing in an officiating capacity thereto a person eligible for appointment to the post by promotion or by appointing temporarily thereto a person eligible for direct recruitment to the Service, where such direct recruitment has been provided under the provisions of these rules :

Provided that,-

(i) such an appointment shall not be continued beyond a period of one year without referring the case to the Medical Education Department for concurrence, and shall be terminated immediately on its refusal to concur:

(ii) in respect of the Service or a post in Service for which both the methods of recruitment have been prescribed, the Appointing Authority, shall not, save with the specific permission of the Chairman fill the temporary vacancy against the direct recruitment quota by a whole-time appointment for a period not exceeding three months, other-wise than out of persons eligible for direct recruitment and after a short-term advertisement.



(2) The person appointment on urgent temporary basis shall be allowed fixed remuneration equal to the amount of first cell of pay level of Pay Matrix of the post under the Rajasthan Civil Service (Revised Pay) Rules 2017.

Provided that the fixation of pay, in the case of appointment/promotion on urgent temporary of a regularly appointed Government Servant, shall be made on pay last drawn plus allowances viz DA, HRA if admissible on last post.

35. Seniority.— Seniority of persons appointed to the post encadared in the service shall be determined from the date of appointment on the post after regular selection in accordance with the provisions of these rules. Appointment on adhoc or urgent temporary basis shall not be deemed to be appointment after regular selection:

Provided that,-

(i) the inter-se seniority of persons appointed to posts in a particular category by direct recruitment on the basis of one and the same selection, except those who do not join service when a post is offered to them within a period of 6 weeks from the date of issue of order or longer, if extended by the Appointing Authority, shall follow the order in which their names have been placed in the list prepared under rule 28.

(ii) if two or more persons are appointed to post in the same group in the same year, a person appointed by promotion shall rank senior to a person appointed by direct recruitment;

(iii) the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection;

(iv) seniority inter-se of persons appointed to a post in a particular selection by promotion shall be the same as in the next lower grade. If promotion of a person is deferred for any cogent reason and later on promotion is ordered from a retrospective date, seniority shall be the same as in the next lower grade;

(9) reservation for Scheduled Castes and Scheduled Tribes employees, with consequential seniority, shall continue till the roster points are exhausted, and adequacy of promotion is achieved. Once the roster points are complete the theory of replacement shall thereafter be exercised in promotion whenever vacancies earmarked for Scheduled Castes/Scheduled Tribes employees occur.

Explanation: Adequate representation means 16% representation of the Scheduled Castes and 12% representation of the Scheduled Tribes in accordance with the roster point.

36. Period of Probation.- A person entering the service by direct recruitment against a clear vacancy shall be placed as Probationer-trainee for a period of two years, he/she will be allowed fixed remuneration during the period of probation as may be prescribed for the post. However, for direct recruitment on the post of Professor and Associate Professor, the period of probation will be one year and during the probation period full salary including allowances will be allowed. The period of probation shall count for annual increase:

Provided that in the cases of Assistant Professor who possess MBBS degree and have spent one year in internship, the period of probation training shall be one year instead of two

years and during the probation training they will be allowed fixed remuneration as may be prescribed for the post.

37. Unsatisfactory progress during probation.- If it appears to the Appointing Authority, at any time, during or at the end of the period of probation, that services of a probationer trainee are not found to be satisfactory, the Appointing Authority may revert him/her to the post on which he/she is regularly selected immediately preceding his/her appointment probationer-trainee or in other cases may discharge or terminate him from service. The Appointing Authority shall accord appropriate opportunity to the probationer trainee before final orders are passed in this respect:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases, extend the period of probation of any probationer trainee by a specified period not exceeding one year.

38. Confirmation.- A probationer shall be confirmed in his/her appointment at the end of successful completion of his/her period of probation:

provided that, -

- (a) the Appointing Authority is satisfied that his/her integrity is unquestionable and that he/she is otherwise fit for confirmation;
- (b) there is no departmental enquiry pending against the employee;

PART-VII **Pay and Miscellaneous**

39. Pay during probation.- A probationer trainee shall draw fixed remuneration during the period of probation training. Only on successful completion of period of probation training, he will be allowed pay in the revised pay structure. The fixed remuneration shall be such as allowed to the probationer trainee appointed under the Rajasthan Medical Service (Collegiate Branch) Rules, 1962 of State of Rajasthan.

40. Pay and Allowance.- (1) The Pay and Allowances will be allowed in accordance to the pay and allowances prescribed for the Teaching Faculties of the Government Medical Colleges, under Rajasthan Civil Service (Revised Pay) Rules, 2017 and Pay rules issued by the Government of Rajasthan from time to time.

41. Whole time Employment.- Subject to the provisions of any Law enacted by the Government of India or the State Government for the time being in force, a person appointed in the service of the Society may be employed in any manner and his whole time would be at the disposal of the Society without any claim.

42. Retirement Benefits.- Member of the service shall be entitled to pensionary benefits in accordance to the benefits allowed to the teaching faculties of the Government Medical Colleges under Rajasthan Civil Service (Pension) Rules, 1996.

43. Superannuation and Retirement.- Member of service shall superannuate and retire from the service of the Society on the afternoon of the last day of the month in which he attains the age of 65 years.

44. Regulation of Pay, Leave, Allowances and other service conditions etc.- Except as provided in these rules, to regulate the pay, allowances, leave and other conditions of the service of a member of the service shall be regulated by:-

- (i) The Rajasthan Service Rules, 1951, as amended from time to time with regards to pay fixation only;
- (ii) Disciplinary rules of the Society;
- (iii) The Payment of Gratuity Act 1972 (Government of India); and
- (iv) Any other rules prescribing general conditions of service and leaves for Society employees made by the Society and for the time being in force, or any rules of the State Government as adopted by the Society after due approval from Administrative Department.

45. Power to relax Rules.- In exceptional cases where the Appointing Authority is satisfied that operation of the rules in relation to age or regarding requirement of experience for recruitment causes undue hardship in any particular case or where the Society is of the opinion that it is necessary or expedient to relax any of the provisions of these rules with respect to age or experience of any person, it may with the concurrence of the Medical Education Department which is the administrative department of Raj-MES, by order dispense with or relax the relevant provisions of these rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner, provided that such relaxation shall not be less favorable than the provisions already contained in these rules.

46. Miscellaneous.- With regards to the matter (recruitment, promotions and pay of medical teachers) for which these rules are promulgated, the effect and operation of the provisions of the Rajasthan Medical Education Society Employees (Recruitment and Promotions) Rules, 2022 shall be ceased with effect from 01.08.2024.



Schedule-I

S. No.	Name of the Post	Method of Recruitment With percentage		Qualification and Experience for Direct recruitment	Post from Which promotion is to be made	Promotion	Remarks
		Direct Recruitment	Promotion				
1	2	3	4	5	6	7	8
1	Senior Professor	-	100%	As prescribed by the National Medical Commission.	Professor	As prescribed by the National Medical Commission.	If the appointing Authority is satisfied that suitable persons are not available for appointment by either method of recruitment in a particular year, appointment by the other method in relaxation of the prescribed method may be made in the same manner as specified in these rules.
2	Professor	-	100%	As prescribed by the National Medical Commission.	Associate Professor	As prescribed by the National Medical Commission.	
3	Associate Professor	-	100%	As prescribed by the National Medical Commission.	Assistant Professor	As prescribed by the National Medical Commission.	
4	Assistant Professor	100%	-	As prescribed by the National Medical Commission.	-	-	



For : Rajasthan Medical Education Society,
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Director