

Government of India  
Ministry of Water Resources

Ministry of Water Resources

New Delhi, the 18 November, 2004.

Notification :

GSR. - In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of Ministry of Water Resources, the Central Water Engineering Group 'A' Service rules, 1995, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the Engineering Service in the Ministry of Water Resources, namely: -

1. Short title and commencement: (1) These rules may be called the Ministry of Water Resources, the Central Water Engineering (Group 'A') Service Rules, 2004.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. Definitions. - In these rules, unless the context otherwise requires, --
- (a) "Commission" means Union Public Service Commission;
- (b) "Controlling Authority" means the Central Government in the Ministry of Water Resources;
- (c) "Departmental Promotion Committee" means a committee constituted under these rules to consider the promotion and confirmation in any grade as specified in Schedule-IV;
- (d) "duty post" means any post, whether permanent or temporary included in Schedule-I;
- (e) "examination" means the combined competitive examination conducted by the Commission for recruitment to Engineering Services;
- (f) "grade" means a grade of the Service;



(g) "regular service" in relation to any grade means the period or periods of service in that grade rendered after selection according to the procedure prescribed in Schedule-III, for regular appointment to that grade and includes any period or periods –

(i) taken into account for purposes for seniority in the case of those appointed as per rule 5;

(ii) during which an officer would have held a duty post in that grade but for being on leave or otherwise not being available for holding such posts;

(h) "Schedule" means a Schedule appended to these rules;

(i) "Scheduled Caste" and "Scheduled Tribes" shall have the same meaning as assigned to them in clauses (24) and (25) respectively of the article 366 of the Constitution;

(j) "Service" means the Central Water Engineering (Group 'A') Service constituted under rule 3.

3. Constitution of the Service. - The Service shall consist of the posts mentioned in Schedule-I and the appointments to the Service shall be made under rule 5 and 6.

4. Grades, authorised strength and its review.- (1) (a) The duty posts included in the various grades of the Service, their numbers and scales of pay on the date of commencement of these rules shall be as specified in Schedule-I.

(b) The duty posts included in a particular grade as mentioned in this Schedule would be interchangeable with one another.

(2) After the commencement of these rules, the authorised permanent strength of the duty posts in various grades shall be such as may, from time to time, be determined by the Central Government.

(3) The Central Government may make temporary additions or deletions to the strength of the duty posts in various grades as deemed necessary from time to time.



- (4) The promotion of officers shall be made by 'Selection' except in the following case, namely: -

Grant of Non-Functional Second Grade to the Deputy Directors / Executive Engineers and equivalent in the Senior Time Scale of the Service shall be in the order of seniority based on their suitability taking into account their overall performance, experience and other related matters in accordance with the guidelines issued by the Central Government from time to time.

- (5) Recruitment by promotion to every post of the Service shall be made on the recommendations of the Departmental Promotion Committee as specified in Schedule-IV.

- (6) Where juniors who have completed their qualifying or the eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or the eligibility service by more than half of such qualifying or the eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or the eligibility service.

7. Filling of duty posts by deputation. - (1) Notwithstanding anything contained in Rule 6 where the Central Government is of the opinion that it is necessary or expedient so to do, it may for reasons to be recorded in writing and in consultation with the Commission, fill the duty post in any of the grades by deputation for a period not exceeding three years, which may in special circumstances be extended up to five years, as the Central Government may think fit.

- (2) The qualifications, experience and the eligibility service for appointment under this Rule shall be decided by the Central Government in consultation with the Commission in each occasion.

8. Seniority. - (1) The relative seniority of officers of the Service appointed to a grade at the time of initial constitution of the Service under rule 5 shall be as obtaining on the date of commencement of these rules:

Provided that if the seniority of any such member had not been specifically determined on the said date, the same shall be determined on the basis of rules governing the fixation of seniority as was applicable to the members of the Service prior to the commencement of these rules.



(4) The Central Government may, in consultation with the Commission, include in the service any post other than those included in the Schedule-I or exclude from the Service a post included in the said Schedule.

(5) The Central Government may, in consultation with the Commission, appoint an officer whose post is included in the Service under sub-rule (4) to the appropriate grade in a temporary capacity or in a substantive capacity, as may be deemed fit and fix his seniority in the grade after taking into account continuous regular service in the analogous grade.

5. Initial constitution of the Service. - (1) All the existing officers holding Group 'A' duty posts on regular basis in the Central Water Engineering (Group 'A') Service on the date of commencement of these rules shall be members of the Service in the respective grade.

(2) The regular continuous service of officers referred to in sub-rule (1) prior to their appointment to the Service shall count for the purpose of probation period, qualifying service for promotion, confirmation and pension in the Service.

(3) To the extent, the Controlling Authority is not able to fill the authorised regular strength of various grades in the Service in accordance with the provisions of this rule, the same shall be filled in accordance with the provisions of rule 6.

6. Future maintenance of Service. - (1) The posts in any of the grades referred to in Schedule-I shall be filled in the manner hereinafter provided in this rule, and the persons so appointed shall be the members of the Service in the respective grades from the date of such appointment.

(2) 50 per cent of the posts in the Junior Time Scale of the Service shall be filled by direct recruitment on the results of the Combined Competitive Examination conducted by the Commission for the recruitment to the Engineering Services on the basis of educational qualifications and age limit as specified in Schedule-II, and the remaining 50 per cent of the posts shall be filled by promotion amongst officers in the lower grade with minimum qualifying service as specified in Schedule-III.

(3) All the posts in the Senior Time Scale and above shall be filled in accordance with the method of recruitment, field of selection and minimum qualifying service as specified in Schedule-III.



- (2) The seniority of officers recruited to the Service other than appointed under rule 5 shall be determined in accordance with the general instructions issued by the Central Government in this regard from time to time.
- (3) In cases, not covered under sub rule (1) and (2), seniority shall be determined by the Central Government in consultation with the Commission.

9. Probation. - (1) Every officer recruited to the post of Junior Time Scale of the Service shall be on probation for a period of two years:

Provided that the Controlling Authority may extend the period of probation in accordance with the instructions issued by the Central Government from time to time in this behalf:

Provided further that any decision for extension of probation period shall be taken immediately after the expiry of initial period of probation and ordinarily within eight weeks and communicated in writing to the concerned officer together with reasons for doing so within the said period.

- (2) On completion of period of probation or any extension thereof, officers, if considered fit for permanent appointment, shall be confirmed in the Service.
- (3) If, during the period of probation, or any extension thereof, as the case may be, the controlling authority is of the opinion that an officer is not fit for permanent appointment, the controlling authority may discharge the officer or revert the officer to the post held by him prior to his appointment in the Service, as the case may be.
- (4) During the period of probation or any extension thereof, an officer may be required by Controlling Authority to undergo such courses of training and instructions or to pass such examinations and tests (including examination in Hindi) as Controlling Authority may deem fit, as a condition to satisfactory completion of probation.
- (5) As regards other matters relating to probation, not covered by these rules, the members of the Service will be governed by the order, instructions issued by the Central Government in this regard from time to time.



- (2) The seniority of officers recruited to the Service other than appointed under rule 5 shall be determined in accordance with the general instructions issued by the Central Government in this regard from time to time.
- (3) In cases, not covered under sub rule (1) and (2), seniority shall be determined by the Central Government in consultation with the Commission.

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- (4) During the period of probation or any extension thereof, an officer may be required by Controlling Authority to undergo such courses of training and instructions or to pass such examinations and tests (including examination in Hindi) as Controlling Authority may deem fit, as a condition to satisfactory completion of probation.
- (5) As regards other matters relating to probation, not covered by these rules, the members of the Service will be governed by the order, instructions issued by the Central Government in this regard from time to time.



10. Liability for service in any part of India and other conditions of Service. -

- (1) Officers appointed to the Service shall be liable to serve anywhere in India or outside.
- (2) Any officer appointed to the Service, if so required, shall be liable to serve in any Defence Service or post connected with the defence of India, for a period of not less than four years, including the period spent on training, if any:

Provided that such officers -

- (a) shall not be required to serve as aforesaid after expiry of ten years from the date of his appointment to the Service;
  - (b) shall not ordinarily be required to serve as aforesaid if he has attained the age of forty years.
- (3) The conditions of service of the members of the Service in respect of matters for which no specific provision has been made in these rules, shall be the same as are applicable, from time to time, to Group 'A' officers of the Central Civil Services.

11. Disqualifications. - No person -

- (a) who has entered into or contracted a marriage with a person having a spouse living, or
- (b) who, having a spouse living has entered into or contracted a marriage with any person,

shall be eligible for appointment to the Service,;

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

12. Power to relax. - Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.



13. Savings. - Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for persons belonging to the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
14. Interpretation. - If any question, relating to the interpretation of these rules arises, it shall be decided by the Central Government in consultation with the Commission.

**SCHEDULE-I**  
[See sub-rule (1) of rule 4]

Name of duty posts, their number and scale of pay included in the various grades of the Service.

Sl No	Name of the post/Grade	Name of the duty posts included in the grade	No. of duty posts	Scale of Pay
1	2	3	4	5
1.	Chairman	1. Chairman, Central Water Commission	1	Rs. 26,000 (Fixed)
		Total	1	
2.	Higher Administrative Grade	1. Member, Central Water Commission	3*	Rs. 22,400- 525-24,500
		2. Chairman, Ganga Flood Control Commission	1	
		Total	4*	



1	2	3	4	5
3.	Senior Administrative Grade	1. Commissioner, Ministry of Water Resources 2. Chief Engineer, Central Water Commission 3. Member, Ganga Flood Control Commission 4. Secretary, Sardar Sarovar Construction Advisory Committee 5. General Manager, Farakka Barrage Project 6. Chief Engineer, Central Electricity Authority Total	5* 31* 2* 1 1 1 41*	Rs. 18,400-500-22,400
4.	Junior Administrative Grade	1. Joint Commissioner, Ministry of Water Resources 2. Director/Superintending Engineer, Central Water Commission 3. Director, Ganga Flood Control Commission 4. Deputy Secretary, Sardar Sarovar Construction Advisory Committee 5. Director/Superintending Engineer, Central Electricity Authority Total	17* 140* 4* 1 2* 164*	Rs. 14,300-400-18,300



1	2	3	4	5
5	<p>(a) Non-functional second grade</p> <p><u>Note:</u> Officers holding posts of Executive Engineer or equivalent in the service who are granted Non-Functional second grade will continue to be designated here in as before.</p> <p>(b) Senior Time Scale</p>	<ol style="list-style-type: none"> <li>Deputy Commissioner, Ministry of Water Resources</li> <li>Deputy Director/ Executive Engineer, Central Water Commission</li> <li>Deputy Director/ Executive Engineer, Ganga Flood Control Commission</li> <li>Assistant Secretary, Sardar Sarovar Construction Advisory Committee</li> <li>Deputy Director / Executive Engineer, Central Electricity Authority</li> </ol> <p align="right">Total</p>	<p>**</p> <p>7 *</p> <p>223 *</p> <p>8 *</p> <p>3 *</p> <p>9 *</p> <p>250*</p>	<p>Rs. 12,000-375-16,500</p> <p>Rs. 10,000-325-15,200</p>

\* (2004) Subject to variation dependent on work-load.

\*\* The number of posts in 'Non-Functional Second Grade' in the pay scale of Rs.12,000-375-16,500/- shall be restricted to 30% of the senior duty posts (i.e. posts in the pay scale of Rs.10,000-325-15,200/- and above). There will be no increase in the overall strength of the cadre and the number of posts to be operated in the 'non functional second grade' will not exceed the number of posts available in the Senior Time Scale.



1	2	3	4	5
6.	Junior Time Scale	1. Assistant Commissioner, Ministry of Water Resources	2 *	Rs. 8,000-275-13,500
		2. Assistant Director/ Assistant Executive Engineer, Central Water Commission	245* (**)	
		3. Assistant Director/ Assistant Executive Engineer, Ganga Flood Control Commission	8 *	
		4. Assistant Director/ Assistant Executive Engineer, Central Electricity Authority	8 *	
		Total	263*	

\* (2004) Subject to variation dependent on work-load

\*\* This includes 22 posts in deputation reserve, 22 posts in leave reserve and 6 posts in training reserve



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SCHEDULE - II  
[See sub-rule (2) of rule 6]

Minimum educational qualifications and age limit for direct recruitment to the posts in Group 'A' Junior Time Scale of the Central Water Engineering (Group 'A') Service, on the results of the Combined Competitive Examination to be conducted by the Union Public Service Commission -

A. A candidate shall possess --

(1) A degree in Civil or Mechanical Engineering from:

(i) an University incorporated by an act of the Central or State Legislature in India;

or

(ii) an educational institution established by an Act of Parliament or declared to be deemed University under section 3 of the University Grants Commission Act, 1956;

or

(2) Such other qualifications as have been recognised by the Central Government for the purpose of admission to the examination;

or

(3) A degree / diploma in Engineering from such foreign Universities / Colleges / Institutions and under such conditions as may be recognised by the Central Government for the purpose from time to time.

B. A candidate shall have attained the age of 20 years but shall not have attained the age of 30 years on the first day of August of the year in which the examination is held.



**SCHEDULE - III**  
[See sub-rule (2) and (3) of rule 6]

Method of recruitment, the field of promotion, the minimum qualifying service in the next lower grade in the field of selection, educational qualifications for deputation for appointment to duty post included in the Central Water Engineering (Group 'A') Service.

Sl. No.	Name of the post	Method of Recruitment	Field of Selection and minimum qualifying service for promotion	Field of Selection for deputation
1	2	3	4	5
1.	Chairman, Central Water Commission	By promotion failing which by deputation	<p>1. Promotion: Officers in the Higher Administrative Grade (Rs.22400-525-24500) of the service with two years regular service in the grade.</p> <p>2. Deputation (*): Officers under the Central Government / State Governments / Union territories-</p> <p>(a)(i) holding analogous posts on regular basis in the parent cadre / department; or</p> <p>(ii) with two years service in the grade rendered after appointment thereto on a regular basis in the scale of pay of Rs 22400-525-24500 or equivalent in the parent cadre/department; and</p> <p>(b) Possessing degree in Civil Engineering or Mechanical Engineering from a recognised University or equivalent and twenty years experience in the field of irrigation and water utilization or in design, construction, operation and maintenance of irrigation projects or flood control and flood management works.</p>	* As per column No. 4.



1	2	3	4	5
			3. The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall not exceed five years. For appointment on deputation, the officer must not be more than 56 years of age on the closing date of receipt of application in the Ministry of Water Resources.	
2.	Duty posts in Higher Administrative Grade	By promotion	Officers in the Senior Administrative Grade of the service with three years regular service in the grade.	Not applicable
3.	Duty posts in Senior Administrative Grade	By promotion	Officers in the Junior Administrative Grade with three years regular service in the Grade and having field experience or experience of investigation for two years in a post in the Junior Administrative Grade and/or Senior Time Scale of the Service.	Not applicable
4.	Duty posts in Junior Administrative Grade	By promotion	Officers holding posts of Executive Engineer or equivalent in the Service with a minimum nine years of regular service in the grade including regular service if any, rendered in the non-functional second grade for the Executive Engineer or equivalent in the pay scale of Rs. 12000-375-16500; and possessing a degree in Engineering (Civil or Mechanical) or equivalent from a recognised University/Institute.	Not applicable



1	2	3	4	5
			NOTE: Officers appointed prior to 18.11.1995 in the Senior Time Scale of the Service and not possessing a degree in engineering will be considered for promotion to the Junior Administrative Grade provided they are otherwise eligible	
5 (a)	Duty posts in Non-functional second grade	By appointment in the order of seniority based on suitability taking into account the overall performance, experience and other related matters	Officers holding posts of Executive Engineer or equivalent in the Senior Time Scale of the Service with a minimum of five years of regular service in the pay scale of Rs. 10000-325-15200.	Not applicable
5 (b)	Duty posts in Senior Time Scale	By promotion	Officers in the Junior Time Scale with four years regular service in the grade and having passed the prescribed departmental test and have successfully cleared the probation period.	Not applicable
6.	Posts in Junior Time Scale	50% by promotion, and 50% by direct recruitment, as per provisions of Sub-rule (2) of Rule 6.	Promotion: From Extra Assistant Directors (Engineering)/ Assistant Engineers with five years regular service in the grade.	Not applicable

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**SCHEDULE - IV**  
[See sub-rule (5) of rule 6]

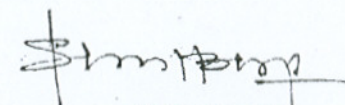
Composition of Group 'A' Departmental Promotion Committee for considering cases of Promotion and confirmation of Group 'A' posts included in the Central Water Engineering (Group 'A') Service

Sl. No.	Name of the post	Group 'A' Departmental Promotion Committee (For Promotion)		Group 'A' Departmental Promotion Committee for considering confirmation
1	2	3		4
1.	Chairman	1. Chairman/Member, Union Public Service Commission	- Chairman	Not applicable
		2. Secretary, Ministry of Water Resources	- Member	
		3. Director General (Works), Central Public Works Department	- Member	
2.	Higher Administrative Grade	1. Chairman/Member, Union Public Service Commission	- Chairman	Not Applicable
		2. Secretary, Ministry of Water Resources	- Member	
		3. Chairman, Central Water Commission	- Member	
3.	Senior Administrative Grade	1. Chairman/Member, Union Public Service Commission	- Chairman	Not Applicable
		2. Secretary/Additional Secretary, Ministry of Water Resources	- Member	
		3. Chairman/Member, Central Water Commission	- Member	
4.	Junior Administrative Grade	1. Chairman/Member, Union Public Service Commission	- Chairman	Not Applicable
		2. Additional Secretary/Joint Secretary, Ministry of Water Resources	- Member	
		3. Member/Chief Engineer, Central Water Commission	- Member	
5 (a)	Non-Functional Second Grade	1. Member, Central Water Commission	- Chairman	Not Applicable
		2. Joint Secretary, Ministry of Water Resources	- Member	
		3. Chief Engineer, Central Water Commission	- Member	



1	2	3	4
5 (b)	Senior Time Scale	1. Member, Central Water Commission - Chairman 2. Joint Secretary, Ministry of Water Resources - Member 3. Chief Engineer, Central Water Commission - Member	Not Applicable
6.	Junior Time Scale	1. Chairman/Member, Union Public Service Commission - Chairman 2. Chief Engineer, Central Water Commission - Member 3. Director / Deputy Secretary, Ministry of Water Resources - Member	1. Member, Central Water Commission - Chairman 2. Joint Secretary, Ministry of Water Resources - Member 3. Chief Engineer, Central Water Commission - Member

{No.29/2004 File No.35/3/98-Estt.I (vol.II)}

  
(J.S. Burjia)

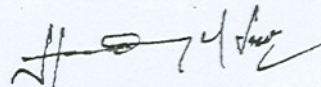
Joint Secretary to the Government of India

To  
The Manager,  
Government of India Press,  
Mayapuri,  
New Delhi (with Hindi version)



Copy forwarded with Hindi version to:

1. The Chairman, Central Water Commission, Sewa Bhawan, R.K. Puram, New Delhi.
- ✓ 2. The Department of Personnel & Training, North Block, New Delhi with reference to their ID Dy.No.924/US RR-I/03 dated 17.9.03 & Dy. No.834/US-RR/04 dated 26.7.2004.
3. The Secretary, Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi (Kind attention Smt. P.L. Saini, Under Secretary) with reference to their letter No. F.No.3/36(9)/2003-RR dated 17.12.2003 & 16.11.2004.
4. The Chief Librarian, Parliament House Library, New Delhi.
5. The Lok Sabha Secretariat (Committee Branch), New Delhi.
6. The Rajya Sabha Secretariat (Committee Branch), New Delhi.
7. The Ministry of Law & Justice, Legislative Department, Shastri Bhawan, New Delhi with reference to their UO No.1614/04 SRO dated 12.7.2004
8. The Ministry of Law & Justice, Official Language Wing, Bhagwan Dass Road, New Delhi with reference to their UO No.857/04 Translation -I dated 5.10.2004.
9. Notification file.
10. US (A) / US (GB-FBP) / US (PR) / US (Indus) / US (PP) / US (ER), Ministry of Water Resources, New Delhi.

  
(Hardayal Singh)

Under Secretary to the Government of India