

**THE HARYANA CIVIL SERVICES RULES  
VOLUME I  
PART – I**

**Chapter VII – Dismissal, Removal and Suspension**

<b>Existing Rules</b>	<b>Modified Rules</b>	<b>Remarks</b>
<b>Chapter VII – Dismissal, Removal and Suspension</b>	<b>Chapter VII - Dismissal, Removal and Suspension</b>	
Cessation of pay and allowances on removal or dismissal	<b>Cessation of pay and allowances on removal or dismissal</b>	No change.
7.1 The pay and allowances of a Government employee who is dismissed or removed from service cease from the date of such dismissal or removal.	7.1. The pay and allowances of a Government employee who is dismissed or removed from service cease from the date of such dismissal or removal.	No change.
<b>ALLOWANCES DURING PERIOD OF SUSPENSION</b>	<b>Allowances during period of suspension</b>	
7.2 (1) A Government employee under suspension shall be entitled to the following payments, namely:-	7.2(1). A Government employee under suspension, as per Rule 4A of Haryana Civil Services (Punishment and Appeal) Rules, 1987, shall be entitled to the following payments, namely:-	Minor changes.
(i) In the case of a Warrant Officer in Civil employ who is liable to revert to military duty, the pay and allowances to which he would have been entitled had he been suspended while in military employment.	(i) Omitted.	Being redundant as no such Military personnel are working in Haryana.
(ii) in the case of any other Government employee-	(ii) Omitted.	Deleted due to deletion of (i)
(a) A subsistence allowance at an amount equal to the leave salary which the Government employee would have drawn if he had been on leave on half pay, and in addition dearness allowance, if admissible, on the basis of such leave salary;	(a) A subsistence allowance equal to fifty percent of pay immediately drawn before suspension, and dearness allowance on the basis of such reduced amount:	Simplified as leave salary etc. has been replaced with the term pay.
Provided that where the period of suspension exceeds six months, the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the period of the first six months as follows :-	Provided that where the period of suspension exceeds six months, the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the period of the first six months as follows :-	No change
(i) the amount of subsistence allowance may be increased by a suitable amount not exceeding 50 per cent of the subsistence allowance admissible during the period of the first six months, if, in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing, not directly attributable to the Government employee;	i) the amount of subsistence allowance may be increased by a suitable amount beyond fifty percent but not exceeding seventy five per cent of pay, if, in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing, not directly attributable to the Government employee.	simplified

<p>(ii) the amount of subsistence allowance may be reduced by a suitable amount, not exceeding 50 per cent of the subsistence allowance admissible during the period of the first six months, if, in the opinion of the said authority, the period of suspension has been prolonged due to reasons to be recorded in writing, directly attributable to the Government employee.</p>	<p>(ii) the amount of subsistence allowance may be reduced by a suitable amount below fifty percent but not below twenty five per cent of the pay. if, in the opinion of the said authority, the period of suspension has been prolonged due to reasons to be recorded in writing, directly attributable to the Government employee.</p>	<p>As above.</p>
<p>(iii) the rate of dearness allowance will be bases on the increased, or as the case may be, the decreased amount of subsistence allowance admissible under clauses (i) and (ii) above;</p>	<p>(iii) the dearness allowance will be calculated on the increased or decreased amount of subsistence allowance, as the case may be, admissible under clauses (i) and (ii) above;</p>	<p>Language simplified.</p>
<p>(b) any other compensatory allowances admissible from time to time on the basis of pay of which the Government employee was in receipt on the date of suspension subject to the fulfillment of other conditions laid down for the drawal of such allowances.</p>	<p>(b) any other compensatory allowances admissible from time to time on the basis of pay of which the Government employee was in receipt on the date of suspension subject to the fulfillment of other conditions laid down in Chapter V for the drawal of such allowances.</p>	<p>The admissibility of CCA, HRA etc. during suspension has been defined in Chapter V.</p>
<p>(2) No payment under sub-rule (1) shall be made unless the Government employment furnishes a certificate, and the authority which made or is deemed to have made the order of suspension is satisfied that he is not engaged in any other employment, business, profession or vocation;</p>	<p>(2) No payment under sub-rule (1) shall be made unless the Government employee furnishes a certificate, and the authority which made or is deemed to have made the order of suspension is satisfied that he is not engaged in any other employment, business, profession or vocation;</p>	<p>No change.</p>
<p>Provided that in the case of a Government employee dismissed, removed or compulsorily retired from service, who is deemed to have been placed or to continue to be under suspension from the date of such dismissal or removal or compulsory retirement and who fails to produce such a certificate for any period or periods during which he is deemed to be placed or to continue to be under suspension, he shall be entitled to the subsistence allowance and other allowances equal to the amount by which his earnings during such period or periods as the case may be falls short of the amount of subsistence allowance and other allowances that would otherwise be admissible to him. Where the subsistence and other allowances admissible to him are equal to or less than the amount earned by him nothing in proviso shall apply to him.</p>	<p>Provided that if a Government employee under suspension intimates that he has earned during suspension, then he shall be entitled to the subsistence allowance and other allowances equal to the amount by which his earnings falls short of the amount of subsistence allowance and other allowances that would otherwise be admissible to him. Where the subsistence and other allowances admissible to him are equal to or less than the amount earned by him nothing shall be payable to him.</p>	<p>Initial part of proviso is not relevant – modified accordingly.</p>

<p>Note 1. Mounted Police Officers who are placed under suspension will cease to draw horse, pony or camel allowance, as the case may be, and will hand over their mounts to the Lines Officer or the officer-in-charge of the Mounted Police who shall be responsible for the feeding and keeping of such animals under the supervision of a gazetted Government employee. The actual expenditure incurred on this account will be debitable to Materials and Supplies under the head “ Feeding and keeping of animals of Mounted Police Officer under suspension.”</p>	<p>Note 1.- Omitted.</p>	<p>Obsolete provision, hence deleted.</p>
<p>The term “Mounted Police Officer” includes members of the Mounted Police as well as Upper Subordinates who keep mounts.</p>		<p>As above</p>
<p>Note 2. The initial grant of subsistence allowance payable at an amount equal to leave salary on half pay shall be subject to the maximum limit prescribed in rule 8.122(2). In the event of an increase or decrease in the subsistence allowance after the first six month of suspension under the proviso to sub-rule (i) (ii) (a) of this rule, however the increase or decrease shall be calculated on the amount of subsistence allowance initially fixed and will not be subject to any maximum limit.</p>	<p>Note 2.- Omitted.</p>	<p>Provision has been made in the rule itself hence note 2 deleted.</p>
<p>Note 3. It is obligatory under this rule in sufficient time before the expiry of the six months of suspension the competent authority should review each case in which the period of suspension is likely to exceed six months and even if it comes to the conclusion that the rate is not to be altered having regard or all the circumstances of the case specific orders to that effect are to be passed placing on record the circumstances under which the decision had to be taken.</p>	<p><i>Note 3.- It is obligatory under this rule in sufficient time before the expiry of the six months of suspension the competent authority should review each case in which the period of suspension is likely to exceed six months and even if it comes to the conclusion that the rate is not to be altered having regard or all the circumstances of the case specific orders to that effect are to be passed placing on record the circumstances under which the decision had to be taken. Such review shall be made atleast on every six month and specific orders are to be passed for increasing or decreasing or not altering of the subsistence allowance</i></p>	<p>Slightly modified by adding the provision regarding suspension to be reviewed after every six month.</p>
<p><b>ALLOWANCES ON REINSTATEMENT</b></p>	<p><b>Allowances on reinstatement</b></p>	
<p>7.3 (1) When a Government employee, who has been dismissed, removed, compulsory retired, or suspended, is reinstated, or would have been reinstated but for his retirement on superannuation the authority competent to order the reinstatement shall consider and make a specific order :-</p>	<p>7.3(1). When a Government employee, who has been dismissed, removed, compulsory retired, or suspended, is reinstated, or would have been reinstated but for his retirement on superannuation the authority competent to order the reinstatement shall consider and make a specific order :-</p>	<p>No change.</p>
<p>(a) regarding the pay and allowances to be paid to the Government employee for the period of his absence from duty, occasioned by suspension and/or dismissal, removal or compulsory retirement ending with his reinstatement on or the date of his retirement on superannuation as the case may be ,and</p>	<p>(a) regarding the pay and allowances to be paid to the Government employee for the period of his absence from duty, occasioned by suspension and/or dismissal, removal or compulsory retirement ending with his reinstatement on or the date of his retirement on superannuation as the case may be ,and</p>	<p>No change.</p>

(b) whether or not the said period shall be treated as a period spent on duty.	(b) whether or not the said period shall be treated as a period spent on duty.	No change.
(2) Where the authority mentioned in sub-rule (1) is of opinion that the Government employee has been fully exonerated or, in the case of suspension, that it was wholly unjustified, the Government employee shall be given the full pay and allowances to which he would have been entitled, had he not been dismissed, removed, compulsorily retired or suspended, as the case may be.	(2) Where the authority mentioned in sub-rule (1) is of opinion that the Government employee has been fully exonerated or, in the case of suspension, that it was wholly unjustified, the Government employee shall be given the full pay and allowances to which he would have been entitled, had he not been dismissed, removed, compulsorily retired or suspended, as the case may be.	No change.
(3) In other cases, the Government employee shall be given such proportion of such pay and allowances as such competent authority may prescribe:	(3) In other cases, the Government employee shall be given such proportion of such pay and allowances as such competent authority may prescribe:	No change.
Provided that the payment of allowances under sub-rule (2) or sub-rule (3) shall be subject to all other conditions under which such allowances are admissible.	Provided that the payment of allowances under sub-rule (2) or sub-rule (3) shall be subject to all other conditions under which such allowances are admissible.	No change.
Provided further that such proportion of such pay and allowances shall not be less than the subsistence and other allowances admissible under rule 7.2.	Provided further that such proportion of such pay and allowances shall not be less than the subsistence and other allowances admissible under rule 7.2.	No change.
(4) In a case failing under sub-rule (2) the period of absence from duty shall be treated as a period spent on duty for all purposes.	(4) In a case failing under sub-rule (2) the period of absence from duty shall be treated as a period spent on duty for all purposes.	No change.
(5) In a case failing under sub-rule (3) the period of absence from duty shall not be treated as a period spent on duty unless such competent authority specifically directs that it shall be so treated for any specified purpose:	(5) In a case failing under sub-rule (3) the period of absence from duty shall not be treated as a period spent on duty unless such competent authority specifically directs that it shall be so treated for any specified purpose:	No change.
Provided that if the Government employee so desires, such authority may direct that the period of absence from duty shall be converted into leave of any kind due and admissible to the Government employee.	Provided that if the Government employee so desires, such authority may direct that the period of absence from duty shall be converted into leave of any kind due and admissible to the Government employee.	No change.
Note1.- This rule is absolute and unconditional and so the question of lien does not arise in the case of a Government employee who is dismissed from service and re-instatement on appeal when the period of unemployment between the date of dismissal and re-instatement is declared by the appellate authority as duty.	<i>Note1.- This rule is absolute and unconditional and so the question of lien does not arise in the case of a Government employee who is dismissed from service and re-instatement on appeal when the period of unemployment between the date of dismissal and re-instatement is declared by the appellate authority as duty.</i>	No change.
Note 2. Clause (b) of sub-rule (1) of this rule does not forbid the period spent under suspension being regarded as leave, and it is open to the revising or appellate authority to prescribe as the proportion of pay and allowances to be paid the leave salary which would be permissible if the Government employee were on leave.	Note 2. The period spent under suspension, if treated as leave of the kind due on the request of the Government employee, the subsistence allowance already received shall be adjusted as per admissibility of leave salary. If the leave period consists of extraordinary leave, the subsistence allowance already paid to the Government employee for that period shall be recovered.	Note-2 modified for more clarification.

<p>“Administrative Instruction.- A permanent post vacated by the dismissal, removal or compulsory retirement of Government employee should not be filled substantively until the expiry of the period of one year from the date of such dismissal, removal or compulsory retirement, as the case may be. Where on the expiry of the period of one year, the permanent post is filled and the original incumbent of the post is reinstated thereafter, he should be accommodated against any post which may be substantively vacant in the grade to which his previous substantive post belonged. If there is no such vacant post, he should be accommodated against a supernumerary post which should be created in this grade with proper sanction and with the stipulation that it would be terminated on the occurrence of the first substantive vacancy in that grade.”</p>	<p>“Administrative Instruction.- A permanent post vacated by the dismissal, removal or compulsory retirement of Government employee should not be filled substantively until the expiry of the period of one year from the date of such dismissal, removal or compulsory retirement, as the case may be. Where on the expiry of the period of one year, the permanent post is filled and the original incumbent of the post is reinstated thereafter, he should be accommodated against any post which may be substantively vacant in the grade to which his previous substantive post belonged. If there is no such vacant post, he should be accommodated against a supernumerary post which should be created in this grade with proper sanction and with the stipulation that it would be terminated on the occurrence of the first substantive vacancy in that grade.”</p>	<p>No change.</p>
<p>Note3.- A suspended Mounted Police officer on reinstatement, even if such officer is found not guilty of charges preferred against him, will not be given conveyance allowance for the period of suspension.</p>	<p>Note 3.- Omitted.</p>	<p>Deleted being redundant.</p>
<p>Note 4.- The term “ revising authority” as used in this rule includes an authority revising its own orders.</p>	<p>Note 4. - Omitted.</p>	<p>No word such as revising authority is existing, hence this note deleted.</p>
<p>Note 5.- The period spent under medical treatment by a Government employee under suspension shall be treated as spent under suspension and the subsistence allowance as admissible under the rules shall be given for that period. On reinstatement, it shall be specified whether it is to be treated as 'duty' or 'non duty' with reference to the provisions of the above rule, unless the Government employee concerned desires that it may be converted into leave of the kind due and admissible.</p>	<p><i>Note 5.- The period spent under medical treatment by a Government employee under suspension shall be treated as spent under suspension and the subsistence allowance as admissible under the rules shall be given for that period. On reinstatement, it shall be specified whether it is to be treated as 'duty' or 'non duty' with reference to the provisions of the above rule, unless the Government employee concerned desires that it may be converted into leave of the kind due and admissible.</i></p>	<p>No change.</p>
<p>Note-6. The order of the competent authority regarding the treatment of the period of absence from duty passed under the proviso to sub-rule (5) above is absolute and no higher sanction would be necessary for the grant of extraordinary leave in excess of six months in so far as temporary Government employees are concerned.</p>	<p><i>Note 6- . The order of the competent authority regarding the treatment of the period of absence from duty passed under the proviso to sub-rule (5) above is absolute and no sanction from higher authority would be necessary for the grant of any kind of leave to any extent at the credit of the Government employee including extraordinary leave. The officer maintaining the service book of the Government employee shall issue the order accordingly. The period of extraordinary leave shall not be treated as qualifying service for any purposes.</i></p>	<p>Note modified according to present requirement.</p>
<p>Note 7.- The term “ Proportion” used in sub-rule (3) of this rule does not mean “whole”.</p>	<p><i>Note 7.- The term “ Proportion” used in sub-rule (3) of this rule does not mean “whole”.</i></p>	<p>No change.</p>

<p>Note 8.- If no order is passed under sub-rule (5) of this rule directing that the period of absence be treated as duty for any specified purpose, the period of absence should be treated as 'non-duty'. In such event, the past service (i.e. service rendered before dismissal removal, compulsory retirement or suspension) will not be forfeited.</p>	<p><i>Note 8.- If no order is passed under sub-rule (5) of this rule directing that the period of absence be treated as duty for any specified purpose, the period of absence should be treated as 'non-duty'. In such event, the past service (i.e. service rendered before dismissal removal, compulsory retirement or suspension) will not be forfeited.</i></p>	<p>No change.</p>
<p>Note 9.- Where a Government employee under suspension is acquitted by a Court of Law and the order reinstating him is passed some time after the date of acquittal, full pay and allowances have to be paid from the date of acquittal to the date of re-joining duty and the period counted as duty for all purposes whereas for the period from the date of suspension/removal/dismissal to the date of acquittal he is to be allowed pay and allowances as directed by competent authority under sub-rule (2) or sub-rule (3) of this rule and the period treated as duty or non-duty under sub-rule (4) or sub-rule (5) of this rule, as the case may be.</p>	<p><i>Note 9.- Where a Government employee under suspension is acquitted by a Court of Law and the order reinstating him is passed some time after the date of acquittal, full pay and allowances have to be paid from the date of acquittal to the date of re-joining duty and the period counted as duty for all purposes whereas for the period from the date of suspension/ removal/dismissal to the date of acquittal he is to be allowed pay and allowances as directed by competent authority under sub-rule (2) or sub-rule (3) of this rule and the period treated as duty or non-duty under sub-rule (4) or sub-rule (5) of this rule, as the case may be.</i></p>	<p>No change.</p>
	<p><i>Note 9 A.- Where a Government employee is prosecuted for commission of defalcation of public funds and fabrication of records and said prosecution culminates into acquittal, he cannot be made entitled to reinstatement with grant of all consequential benefits along with back wages etc. as a matter of course, if the conduct alleged is the foundation for prosecution, though it may end in acquittal on appreciation or lack of sufficient evidence. In such a case, unless the selfsame conduct was subject of charge and on trial the acquittal was recorded on a positive finding that the accused did not commit the offence at all or the acquittal is not on a benefit of doubt given, it would be open to the competent authority to enquire into the misconduct and take appropriate action thereon. Even otherwise, the competent authority may, on reinstatement after following the principles of natural justice, pass appropriate order including treating suspension period as non-duty and when the suspension period pending trial of such an employee is so treated to be as non-duty, he would not be entitled to the consequential benefits i.e. not entitled to be treated as on duty from the date of suspension till the date of the acquittal for the purpose of computation of pensionary benefits etc.</i></p>	<p>Inserted as per notification dated 25.07.2001.</p>

Note 10.- As this rule, is absolute, the law of limitation need not be invoked at the time of paying the arrears of pay and allowances for the period from the date of dismissal/removal/compulsory retirement/suspension to the date of reinstatement in respect in respect of cases where the pay and allowances are regulated on reinstatement in accordance with the provisions contained in sub-rule (2) or sub-rule (3), as the case may be.	<i>Note 10.- As this rule, is absolute, the law of limitation need not be invoked at the time of paying the arrears of pay and allowances for the period from the date of dismissal/removal/compulsory retirement/suspension to the date of reinstatement in respect in respect of cases where the pay and allowances are regulated on reinstatement in accordance with the provisions contained in sub-rule (2) or sub-rule (3), as the case may be.</i>	No change.
Note 11.- Where any amount is earned by a Government employee through an employment during any period between the date of dismissal/ removal/compulsory retirement and the date of reinstatement; and the emoluments admissible under this rule, exceed those earned during such employment, the former shall be reduced by the latter. Where however, the emoluments admissible under this rule are equal to or less than those earned during the employment, nothing shall be paid to the Government employee.	<i>Note 11.- Where any amount is earned by a Government employee through an employment during any period between the date of dismissal/ removal/compulsory retirement and the date of reinstatement; and the emoluments admissible under this rule, exceed those earned during such employment, the former shall be reduced by the latter. Where however, the emoluments admissible under this rule are equal to or less than those earned during the employment, nothing shall be paid to the Government employee.</i>	No change.
<b>LEAVE TO A GOVERNMENT EMPLOYEE UNDER SUSPENSION</b>	<b>Leave to a Government employee under suspension</b>	
7.4. Leave may not be granted to a Government employee under suspension. See also note 2 under rule 7.3.	7.4. Leave may not be granted to a Government employee under suspension. See also note 2 under rule 7.3.	No change.
Note 1.- A suspension vacancy should be treated as filled by a reservist, if one is available at the time , a Government employee belonging to an establishment containing a leave reserve is placed under suspension. If no reservist is available at the time, an outsider may be appointed but replaced by a reservist as soon as one is available.	<i>Note 1.- A suspension vacancy should be treated as filled by a reservist, if one is available at the time , a Government employee belonging to an establishment containing a leave reserve is placed under suspension. If no reservist is available at the time, an outsider may be appointed but replaced by a reservist as soon as one is available.</i>	No change.
Note 2- In an establishment where provision for leave reserve exists, any vacancy caused on account of suspension of a Government employee should be filled by a 'reservist' and where a 'reservist' is not available, the post should be filled by an officiating appointment. It is, however, not necessary to create an extra post.	<i>Note 2.- In an establishment where provision for leave reserve exists, any vacancy caused on account of suspension of a Government employee should be filled by a 'reservist' and where a 'reservist' is not available, the post should be filled by an officiating appointment. It is, however, not necessary to create an extra post.</i>	No change.
<b>SUSPENSION DURING PENDENCY OF CRIMINAL PROCEEDINGS, OR PROCEEDINGS FOR ARREST FOR DEBT, OR DURING DETENTION UNDER A LAW PROVIDING FOR PREVENTIVE</b>	<b>Suspension during criminal proceedings or proceedings for arrest for debt, etc.</b>	Minor modification
<b>DETENTION</b>	<b>Detention</b>	

<p>7.5. An employee of Government against whom proceeding have been taken either for his arrest for debt or on a criminal charge or who detained under any law providing for preventive detention should be considered as under suspension for any periods during which he is detained in custody or is undergoing imprisonment, and not allowed to draw any pay and allowances (other than any subsistence allowance that may be granted in accordance with the principles laid down in rule 7.2) for such period until the final termination of the proceedings taken against him or until he is released from detention and allowed to rejoin duty, as the case may be. An adjustment of his allowances for such periods should thereafter be made according to the circumstances of the case, the full amount being given only in the event of the officer being acquitted of blame or (if the proceedings taken against him were for his arrest for debt), of its being proved that the officer's liability arose from circumstances beyond his control or the detention being held by the competent authority to be unjustified.</p>	<p>7.5. An employee of Government against whom proceeding have been taken either for his arrest for debt or on a criminal charge or who detained under any law providing for preventive detention should be considered as under suspension for any periods during which he is detained in custody or is undergoing imprisonment, and not allowed to draw any pay and allowances (other than any subsistence allowance that may be granted in accordance with the principles laid down in rule 7.2) for such period until the final termination of the proceedings taken against him or until he is released from detention and allowed to rejoin duty, as the case may be. An adjustment of his allowances for such periods should thereafter be made according to the circumstances of the case, the full amount being given only in the event of the employee being acquitted of blame or (if the proceedings taken against him were for his arrest for debt), of its being proved that the employee's liability arose from circumstances beyond his control or the detention being held by the competent authority to be unjustified.</p>	<p>No change.</p>
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<p>7.6. (1) A Government servant against whom a criminal charge is pending may, at the discretion of the competent authority be placed under suspension by the issue of a specific order to this effect during the periods when he is not actually detained in custody or imprisoned (e.g. while released on bail), if the charge made against him is connected with his position as Government servant or is likely to embarrass him in the discharge of his duties as such or involves moral turpitude. However, as soon as a criminal charge is framed by a court against a Government servant in a case involving moral turpitude, suspension should follow automatically.</p>	<p>7.6.(1). A Government employee against whom a criminal charge is pending may, at the discretion of the competent authority be placed under suspension by the issue of a specific order to this effect during the periods when he is not actually detained in custody or imprisoned (e.g. while released on bail), if the charge made against him is connected with his position as Government employee or is likely to embarrass him in the discharge of his duties as such or involves moral turpitude. However, as soon as a criminal charge is framed by a court against a Government employee in a case involving moral turpitude, suspension should follow automatically.</p>	<p>No change.</p>
<p>(2). A Government servant against whom a proceeding for arrest for debt is pending should be placed under suspension by the issue of specific order to this effect during the period when he is not actually detained in custody or imprisoned (e.g. while released on bail) if the proceeding taken against him is connected with his position as a Government servant or is likely to embarrass him in the discharge of his duties as such.</p>	<p>(2). A Government employee against whom a proceeding for arrest for debt is pending should be placed under suspension by the issue of specific order to this effect during the period when he is not actually detained in custody or imprisoned (e.g. while released on bail) if the proceeding taken against him is connected with his position as a Government employee or is likely to embarrass him in the discharge of his duties as such.</p>	<p>No change.</p>
<p>(3). In regard to pay and allowances in the cases referred to in sub rules (1) and (2) the provisions of rule 7.5 shall apply.</p>	<p>(3). In regard to pay and allowances in the cases referred to in sub rules (1) and (2) the provisions of rule 7.5 shall apply.</p>	<p>No change.</p>

	<p><b>Deductions from subsistence allowance:</b></p> <p>Rule 7.7: - The monthly deductions from the subsistence allowance of a Government employee under suspension shall be made as under: -</p> <p>(1) Compulsory deductions:</p> <ul style="list-style-type: none"> <li>(i) Income tax;</li> <li>(ii) Profession tax</li> <li>(iii) House rent, water charges, electricity charges and other charges relating to the occupation of residence;</li> <li>(iv) Recovery of loans and advances taken from the Government at such rates as the Head of Department may deem fit to fix;</li> <li>(v) Group Insurance Scheme ;</li> <li>(vi) Attachment orders from court of law.</li> </ul> <p>(2) Optional deductions: -</p> <ul style="list-style-type: none"> <li>(i) Subscription and any refund of advances taken from the General Provident Fund.</li> <li>(ii) Any other type of recovery.</li> </ul> <p>(3) Deductions not to be made : -</p> <ul style="list-style-type: none"> <li>(i) Recovery of loss to Government.</li> <li>(ii) Recoveries of over payment.</li> </ul>	<p>New insertion on the basis of instructions issued from time to time.</p>
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