

Rules under:—

Article 318 of Constitution of India

	The Goa Public Service Commission (Members and Staff) (Conditions of Service) Regulations, 1988 (Under Article 318 of Consitution of India)	8 (Ext.)	27-5-1988
1.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulation 1989	50	16-3-1989
2.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 1989	36	7-12-1989
3.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 1993	2	18-11-1993
4.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 1998	2	9-4-1998
5.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2000	38	21-12-2000
6.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2003	21	21-8-2003
7.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2003	43	22-1-2004
8.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2003	42	17-1-2008
9.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2008	47	21-2-2008
10.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2008	21	21-8-2008
11.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2003	22	27-8-2009
12.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2009	33	12-11-2009
13.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2003	15	8-7-2010
14.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2010	47	17-2-2011
15.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2012	27	4-10-2012
16.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2013 (Amendments)	46	14-2-2013
17.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2013 (Amendments)	16	18-7-2013
18.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2014 (Amendments)	41	9-1-2014
19.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2014 (Amendments)	50	13-3-2014
20.	Goa Public Service Commission (Members & Staff) (Condition of Service) Regulations, 2015 (Amendments)	50	12-3-2015

21	Goa Public Service Commission (Members and Staff) (Conditions of Service) (Eighteenth Amendment) Regulations, 2017	15	13-7-2013
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GOVERNMENT OF GOA

Department of Personnel

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Notification

13/54/88-PER(i)

The Government of Goa is pleased to set up the Public Service Commission for the State of Goa with effect from the 30th May, 1988.

By order and in the name of the Governor of Goa.

N. P. Gaunekar, Joint Secretary (Personnel).

Panaji, 26th May, 1988.

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Notification

126/87-PER

**Goa Public Service Commission (Members and Staff)
(Conditions of Service) Regulations, 1988**

Constitution of India

In exercise of the powers conferred by article 318 of the Constitution of India, the Governor of Goa is hereby pleased to make the following regulations, namely:—

Part I - Preliminary

1. These Regulations may be called the Goa Public Service Commission (Members and Staff) (Conditions of Service) Regulations, 1988.
2. These Regulations shall come into force with effect from 30-5-1988.
3. (1) In these Regulations, unless the context requires otherwise—
 - (a) ¹[“Chairman” means the Chairman of the Commission appointed by the Governor under article 316 of the Constitution of India;]
 - (b) ²[“Commission” means the Goa Public Service Commission];

¹ Substituted by the amendment dated 2-1-2008 published in the O.G., Serird I No. 42 dated 17-1-2008 in place of entry “Chairman” means the Chairman of the Commission and includes the person appointed by the Governor under clause (1A) of article 316 to perform the duties of the Office of the Chairman;”

² Substituted by the amendment dated 2-1-2008 published in the O.G., Series I No. 42 dated 17-1-2008 in place of entry “Commission” means the Public Service Commission for the State of Goa.

- (c) "Compensatory allowance" means an allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed;
- (d) "Governor" means the Governor of Goa;
- (e) "Government service" means any service under the Government of India or the Government of any State in India;
- (f) "Member" means a member of the Commission and includes the Chairman thereof;
- (g) "Secretariat" means the Secretariat of the Government of Goa;
- (h) "Service for pension" includes-
- (i) time spent by a member on duty as a member,
- (ii) any period of absence on leave on leave salary equivalent to full pay.

(2) In the calculation of service for the purpose of these regulations, the service, if any, rendered before the commencement of these regulations, and in the case of the Chairman, the service, if any, rendered as a member of the commission prior to his appointment to the office of the, Chairman shall be reckoned as service for Pension; but such previous service as a member in the case of the Chairman shall not be reckoned for purposes of additional pension under these regulations.

4. A member, who at the time of his appointment to the Commission, is in Government service, shall be deemed to have retired from such service with effect from the date of his appointment as member.

Part II - Composition and Pay – Members

5. To begin with the Commission shall consist of a Chairman and such other members, as may be appointed from time to time;

6. (1) ³[Subject to the provisions of these regulations, with effect from 1st January, 2006, there shall be paid to the Chairman salary of ⁴[Rs. 2,25,000/-] (fixed) per mensem and to each of the other members a salary of ⁵[Rs. 2,05,400/-] (fixed) per mensem".

⁶[Provided that in the case of the person who is appointed as Chairman and has drawn salary of more than ⁷[Rs. 2,25,000/-]per mensem, at the time of his retirement, then his salary shall be fixed at the same amount of salary last drawn by him at the time of his retirement. However, this will be subject to clause (3) hereunder].

⁸[Provided further that, a member who is required to hold current charge of the duties of post of the Chairman during the latter's absence on leave or otherwise may be paid a special pay at the rate of Rs. 400/- per mensem in addition to his salary as a Member, subject to the condition that

³ Sub-Regulation (1) of Regulation 6 was amended vide amendment dated 23-3-1998, 12-12-2000, 13-1-2004 and lastly substituted vide amendment dated 3-2-2011; published in the Official Gazette, Series I No. 27 dated 4-10-2012.

⁴ Substituted vide amendment Regulation ,2017 published in the Official Gazette Series-I No.15 dated 13-7-2017

⁵ Substituted vide amendment Regulation ,2017 published in the Official Gazette Series-I No.15 dated 13-7-2017

⁶ First proviso was amended vide amendment dated 23-3-1998, thereafter vide amendment dated 13-1-2004 same has been substituted and again vide amendment dated 3-2-2011. Substituted with the present entry published in the Official Gazette, Series I No. 27 dated 4-10-2012.

⁷ Substituted vide amendment Regulation ,2017 published in the Official Gazette Series-I No.15 dated 13-7-2017

⁸ Second proviso amended vide amendment dated 23-3-1998, 12-12-2000 and lastly substituted vide amendment dated 13-1-2004 published in the O. G., Series I No. 43 dated 22-1-2004.

his total salary does not exceed the total of the salary and special allowance drawn by the Chairman.]

(2) The Chairman or a member who at the time of his appointment as such is in Government service and is entitled to receive pension under the rules applicable to the service to which he belongs shall, unless he elects to draw pension as contemplated in clause (2) of regulation 9, be entitled to draw salary in the scale of pay and at the rate at which he was drawing it prior to his appointment as Chairman, or as the case may be, member or at the rate as admissible under clause (1), whichever is more, till he attains the age of superannuation. On attaining the age of superannuation during his tenure on the Commission he shall draw salary as admissible to Chairman or member as the case may be, under clause (1), reduced by the gross amount of the pension⁹[omitted].

(3) The Chairman or a member who at the time of his appointment as such is a retired Government Servant, and is in receipt of pension in respect of Government service rendered by him, or who elects to draw pension as contemplated in clause (2) of regulation 9, his pay as Chairman, or as the case may be, member shall be reduced by the gross amount of the pension¹⁰[omitted].

Explanation: For the purpose of this regulation the expression “pension” includes gratuity and such portion of the pension as may have been commuted, if any.

Part III - Leave

7. A member who at the date of his appointment on the Commission is in Government service in a permanent capacity, may, even after such appointment, be granted leave under the rules applicable to him immediately before the date of such appointment, and his service as member shall count for such leave, and the leave at the credit of any such member in his leave account shall not lapse on to date of his appointment as member but shall be carried forward, and may be availed of during his tenure as member.

8.¹¹(1)¹²[A member, who at the date of his appointment is not in Government Service in a permanent capacity, may be granted leave as follows, namely:—

(a) Leave or Leave salary equivalent to full pay of 15 days for half year or subject to a maximum of 300 days.

(b) Leave, on medical certificate or on private affairs, on leave salary equivalent to half pay, at the rate of twenty days in respect of each completed year of service:

Provided that, commuted leave on full pay not exceeding half the amount of half pay leave due, may be granted, if the leave is taken on medical certificate and the authority competent to sanction such leave has reason to believe that the member will return to duty on its expiry.

(c) extraordinary leave without allowances subject to a maximum of 90 days at any one time.

⁹ The words “and pension equivalent of retirement benefits” omitted vide amendment dated 24-11-1989; published in the Official Gazette, Series I No. 36 dated 7-12-1989.

¹⁰ The words “and pension equivalent of retirement benefits” omitted vide amendment dated 24-11-1989 published in the Official Gazette, Series I No. 36 dated 7-12-1989.

¹¹ Figure (1) added vide the amendment dated 28-2-1989; published in the Official Gazette, Series I No. 50 dated 16-3-1989.

¹² Sub-Regulation (1) of Regulation 8 substituted vide amendment dated 28-10-2009; published in the Official Gazette, Series I No. 33 dated 12-11-2009.

Explanation: All or any two of the above kinds of leave may be granted in combination at one time.

(d) Leave at the credit of a member shall lapse on the date on which he vacates office on account of resignation:

Provided that a member who vacates office on account of resignation or on the expiry of his office may be paid compensation as cash equivalent of leave salary in on lums-sum as a one time settlement in respect of the unutilized earned leave standing at his credit on the date on which he vacates office, subject to the condition that such compensation shall be limited to leave salary for 300 days of such leave and shall be equal to the leave salary that the member would have drawn had he availed of the leave immediately before the date of vacation of office plus the dearness allowance admissible on such leave salary, but no compensatory local allowance or house rent allowance or both shall be payable in respect of such leave”.

(2) For the purpose of determining the amount of compensation payable to a member under clause (1) of this regulation, the total amount of –

- (i) the leave salary that the member would have drawn if the leave had not been refused, and
- (ii) the pension (including the pension equivalent of other retirement benefits) to which the member is entitled from the date of vacation of office for a period equivalent to the period of leave refused,

shall be calculated separately and the total amount of pension (including the pension equivalent of other retirement benefits) referred to in clause (ii) shall then be deducted from the total amount of leave salary referred to in clause (i) and the balance shall be the amount of compensation payable to the member under clause (1) of this regulation.

¹³[8-A. The ¹⁴[Governor] shall sanction leave to the Members and Secretary of the Commission subject to the condition that only such leave as due and admissible may be sanctioned.]

Part IV - Pension and Provident Fund

9. (1) Subject to the provisions of these regulations, a member shall, on ceasing to hold office of the member, be paid pension in accordance with the provisions of these regulations:

Provided that, no pension shall, save as provided in regulation 6 and clauses (2), (3) and (4) of this regulation, be payable to a member, if—

- (a) he has completed less than three years of service as member for pension, or
- (b) he has been removed from office under the provisions of clause (1), or sub-clauses (a) or sub-clause (b) of clause (3), of article 317 of the Constitution, or
- (c) at the date of his appointment, being a retired Government servant, is in receipt of pension or being in Government service is entitled to pension under the rules applicable

¹³ Regulation 8-A inserted by the amendment dated 28-2-1989; published in the O.G., Series I No. 50 dated 16-3-1989.

¹⁴ Substituted in place of entry “*Chairman of the Goa Public Service Commission*” by the amendment dated 2-1-2008; published in the O. G., Series I No. 42 dated 17-1-2008.

to the service to which he belonged or being a retired Government servant, has received or is entitled to receive, the benefits of a contributory provident fund.

(2) A member, who at the time of his appointment as such is in the service of the Government, shall, if he elects so to do within a period of six months from the date of his appointment, as member or within six months from the commencement of these regulations whichever is later, be eligible to draw his pension and other retirement benefits under the rules applicable to the service to which he belongs with effect from the date of his appointment as member:

Provided that a member may elect to draw his pension and other retirement benefits with effect from any date between the date of his appointment as member and the date on which he attains the age of 58 years, to be specified by him while making such election, and if he does so, he shall count his service under the Commission upto the date so specified as qualifying service for the purpose of pension under clause (4) of this regulation.

(3) If the pay of any officer is reduced by the gross amount of pension and pension equivalent to the retirement benefits as provided in clause (3) of regulation 6, he shall not be entitled for any other pension for the service as Chairman or member.

(4) A member, who at the time of his appointment as such is in the service of the Government, and does not make his election as provided in clause (2) of this regulation, shall count his service under the Commission as qualifying service for the purpose of pension under the relevant rules of the Government applicable to him immediately before he entered service under the Commission:

Provided that, the retirement benefits shall be subject to the overall ceiling of the amount of retirement benefits which the Officer would have drawn had he not been appointed to the Commission and continued in service.

¹⁵[Provided further that a member, who, at a time of his appointment as such, has rendered not less than 20 years of pensionable service in the Government ¹⁶[including the service rendered in Commission], be paid full pension as is applicable to the Government employee under the recommendations of Sixth Central Pay Commission where completed pensionable service is 20 years.]

10. The Governor may, for special reasons, make an addition of a period which shall not exceed three months to the period of service performed by any member which under the provision of this regulation may be treated as service counting for pension.

11. A pension payable under regulation 9 shall be at the following rates, namely:—

(i) in the case of the Chairman,¹⁷[rupees five lakh, fifty thousand, two hundred and ninety-seven”] per annum, if he has completed six years of service; and

¹⁵ Inserted vide amendment dated 3-2-2011; published in the Official Gazette, Series I No. 47 dated 17-2-2011.

¹⁶ Substituted in place of words “plus six years of service in Commission” vide amendment dated 5-2-2013; published in the Official Gazette, Series I No. 46 dated 14-2-2013.

¹⁷ Substituted vide amendment dated 6-8-2003 published in the Official Gazette, Series I No. 21 dated 21-8-2003, thereafter vide amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008 amendment dated 3-2-2011; published in to O. G., Series I No. 47 dated 17-2-2011 and lastly vide amendment dated 12-7-2017 published in the Official Gazette Series-I No.15 dated 13-7-2017.

(ii) in the case of a member, ¹⁸[rupees four lakh, seventy-six thousand, eight hundred and twenty-two] per annum, if he has completed six years of service:

Provided that, where the service rendered by a member is for a period of three years or more but less than six years, the amount of pension shall be determined in accordance with the following formula, namely:—

Completed years of service for pension shall be multiplied by the amount of the maximum pension admissible under clause (i) or clause (ii), as the case may be, and shall be divided by six.

Explanation I.—Where a member, who has completed not less than three years of service for pension, resigns from his post and such resignation is accepted by the Governor, pension shall be payable to such member in accordance with these regulations.

Explanation II.—When the total service for pension is rendered by a person partly as a member and partly as Chairman, the pension admissible to such person in each such term shall be calculated separately subject to the condition that the aggregate pension shall not exceed the pension admissible to the Chairman. If, however, the total service rendered by such person partly as a Member and partly as Chairman exceeds six years than the limit of the aggregate pension in the manner indicated above shall be ¹⁹[rupees six lakh, eighty-eight thousand, seven hundred and fourteen] per annum.

Explanation III.—The duration of service of a person as member shall be computed in terms of completed years; but if the service rendered is six months or more, additional benefit of half an year's pension shall be allowed.

12. ²⁰[(1) A pension granted under these regulations shall subject to the provisions of these regulations, be payable to a Member during his life time and on his death, pension shall be payable to his spouse during her lifetime:

Provided that no pension shall be payable to spouse on the death of Member, if spouse is in receipt of pension being a retired Government servant or being in Government service is entitled to pension under the rules applicable to the service to which he/she belonged or being a retired Government servant has received or is entitled to receive the benefits of a contributory provident fund.]

(2) A pension granted under these regulations to a member who is later appointed to the office of the Chairman shall be held in abeyance with effect from the date on which he enters upon that office, and shall be merged in the pension payable to him on his ceasing to hold that office.

¹⁸ Substituted vide amendment dated 6-8-2003 published in the Official Gazette, Series I No. 21 dated 21-8-2003, thereafter vide amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008 amendment dated 3-2-2011; published in to O. G., Series I No. 47 dated 17-2-2011 and lastly vide amendment dated 12-7-2017 published in the Official Gazette Series-I No.15 dated 13-7-2017.

¹⁹ Substituted vide amendment dated 6-8-2003 published in the Official Gazette, Series I No. 21 dated 21-8-2003, thereafter vide amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008 amendment dated 3-2-2011; published in to O. G., Series I No. 47 dated 17-2-2011 and lastly vide amendment dated 12-7-2017 published in the Official Gazette Series-I No.15 dated 13-7-2017.

²⁰ Substituted by the amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008 in place of existing entry "A pension granted under these regulations shall, subject to the provisions of these regulations, be payable to a member for life".

(3) A pension granted under these regulations to a member shall be held in abeyance for any period during which he may hold office as Chairman or member of the Union Public Service Commission or as Chairman of any State Public Service Commission other than the Goa Public Service Commission.

13. The authority competent to sanction a pension under these regulations shall be the Governor.

14. Save as otherwise expressly provided in these regulations, the provisions of the rules applicable to the payment of retiring or superannuation pension to Heads of Major Departments shall, so far as may be, apply to the grant and payment of pensions to members.

15. A member, who at the date of his appointment was in Government service either under a contract or otherwise, and prior to that date had been admitted to the benefits of any provident fund maintained by the Government, shall be eligible, after appointment on the Commission, to continue to subscribe to the said fund upon the same terms and conditions and subject to the same rules as previously:

Provided that, on attaining the age of fifty-eight or on the expiry of the term, of his appointment specified in the contract; as the case may be, the amount standing to the credit of such member in the said fund or the balance thereof after such deductions have been made as are authorized under the rules applicable to him shall, notwithstanding anything contained in the said rules become payable to him, and shall be paid in the manner provided in section 4 of the Provident Fund Act, 1925 (XIX of 1925).

16. ²¹(1) A member who is not eligible under regulation 15 to continue to subscribe to a provident fund maintained by the Government or who, being so eligible has been paid the amount standing to his credit in a provident fund in accordance with the provision, to the said regulation, shall be eligible to join the General Provident Funds. On his joining the said Fund, the provisions of the General Provident Fund Rules, shall, as far as possible, apply to him.

²²(2) With effect from the 30th day of May, 1988, a member who on the date of his appointment to the Commission is a retired Government servant or is in Government service, shall be entitled to Contribute to the Contributory Provident Fund:

Provided that where the term of re-employment is initially for a period of one year or less but is later extended so as to exceed one year the Government contribution with interest will be credited only after completion of one year's re-employed service. The Government contribution with interest shall be payable for the entire period for which the re-employee officer is allowed to contribute to the contributory Provident Fund if such period exceeds one year:

Provided further that the member, who is in Government service shall be entitled to contribute to such fund only from the date his service as a member ceases to count for the purpose of pension."

Part V - Travelling Allowance

²¹ Re-numbered by the amendment dated 24-11-1989; published in the Official Gazette, Series I No. 36 dated 7-12-1989.

²² Inserted by the amendment dated 24-11-1989; published in the Official Gazette, Series I No. 36 dated 7-12-1989.

17. (1) The Chairman and other members of the Commission shall be entitled for journeys made by them in the performance of their duties to such, travelling allowances and at such rates as are for the time being admissible to Heads of Major Departments:

Provided that, the Chairman and Members of the Commission when travelling on duty, shall be allowed to draw travelling allowance calculated on the route, actually taken, without sanction from Government.

(2) If a member at the date of his appointment as such was in Government service and has not retired or reached the age of superannuation under the rules applicable to such service, he shall be entitled for journeys made by him to join his duty as such member to such travelling allowance, joining time and pay for joining time as would have been admissible to him under the rules applicable to such Government service if he had been transferred to any post in Government service from the post held by him at the date of his appointment as a member.

Part V-A-²³[House Rent Allowance, Compensatory Allowance, Dearness Allowance and Medical Facilities]

18. The Chairman and other members of the Commission shall be entitled to draw house rent allowance, Compensatory Local Allowance and Dearness Allowance as may be admissible to the members of the State Service and under the orders issued from time to time by the State Government.

²⁴[18-A. The Member and the Chairman of the Commission shall be entitled to such medical facilities as are admissible to the Heads of Department under the Medical Attendance Rules as applicable to the State of Goa.]

²⁵[18-B. While considering claims of the Chairman or Member for any advance, entitlement or reimbursement in respect of travelling allowance, house rent allowance, compensatory allowance, dearness allowance, medical facilities and any other allowances, entitlement or facility, no rule or Office Memorandum applicable to the Heads of Departments or to the Members of the State Service shall be applicable to such claims of the Chairman or of the Member, but the extent of such allowances, entitlements or facilities admissible to the Heads of Departments or to the Members of the State Service, as the case may be shall be considered before finalization of the claims.]

Part VI- Composition

19. The staff of the Commission shall be such, as the Government may, from time to time, determine:

Provided that, the Commission may, for special reasons, employ temporary staff not higher than those carrying ²⁶[salary of a Section Officer in the Government].

Part VII - The Secretary, Deputy Secretaries, Under Secretaries and other Gazetted Officers

²³ Substituted by the amendment dated 28-2-1989; published in the Official Gazette, Series I No. 50 dated 16-3-1989.

²⁴ Inserted by the Amendment dated 28-2-1989; published in the Official Gazette, Series I No. 50 dated 16-3-1989.

²⁵ Inserted by the amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008.

²⁶ Substituted in place of entry "pay scale of Rs. 1640-2900 and at a cost not exceeding Rs. 25,000/- in any one year" by the amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008.

20. The Secretary shall be appointed by the Governor after consultation with ²⁷[the Commission].

21. (1) The Secretary shall hold office for such period as may be fixed at the time of his appointment:

Provided that the period of the Secretary's tenure may be extended by such further period or periods as the Governor may decide.

(2) Notwithstanding anything contained in sub-regulation (1), a person appointed as Secretary shall, unless he is granted re-employment or extension of service by the Governor, retire on attaining the age of superannuation as prescribed for members of the service to which he belongs or where he is not a member of any organised service, on attaining the age of ²⁸[Sixty years].

22. (1) The Secretary shall receive pay in the senior scale of IAS, and in addition, shall receive such allowance as the Governor may determine.

(2) Notwithstanding anything contained in sub-regulation (1), the Governor may, in any particular case, fix such pay and allowances as he may, in the special circumstances of the case, think proper.

23. ²⁹[The Deputy Secretary shall receive the pay in the scale attached to the post in Senior Scale of Goa Civil Service and the Under Secretary shall receive the pay in the scale attached to the post in Junior Scale of Goa Civil Service and in addition, shall receive such allowances, as the Government may, from time to time, determine for said posts.]

24. In respect of all other matters, the conditions of service of the Secretary and Deputy Secretaries and Under Secretaries shall be such as are applicable to members of I.A.S./State Service, except that when they are not members of I.A.S./State Service, the authority who may impose any of the penalties prescribed in rule 49 of the Civil Services (Classification, Control and Appeal) Rules shall be ³⁰[the Commission], and the appellate authority shall be the Governor.

25. The Gazetted Officers below the rank of Secretary shall be appointed by ³¹[the Commission] with the approval of the Governor:

Provided that where an appointment of a Gazetted Officer in the office of the Commission is for a period not exceeding 3 months, it shall not be necessary for the Chairman to obtain the prior approval of the Governor, but the Governor shall be informed of such appointment as soon as it is made, and in any case before expiry of the period of such an appointment, subject to the condition that the same person shall not be appointed again without the specific prior approval of the Governor:

²⁷ Substituted in place of word "the Chairman" by the amendment dated 2-1-2008; published in the Official Gazette, Series I No. 42 dated 17-1-2008.

²⁸ Substituted by the amendment dated 3-8-2009 in place of word "Fifty eight years" published in the O. G., Series I No. 22 dated 27-8-2009.

²⁹ Substituted in place of entry "The Deputy Secretary shall receive pay in the scale of Rs. 3000-4500 and the Under Secretary shall receive pay in the scale of Rs. 2000-3500 and in addition, shall receive such allowances as the Governor may determine" by the amendment dated 7-2-2008; published in the Official Gazette, Series I No. 47 dated 21-2-2008.

³⁰ Substituted in place of word "the Chairman" by the amendment dated 2-1-2008; published in the Official Gazette, Series I No. 42 dated 17-1-2008.

³¹ Substituted in place of word "the Chairman" by the amendment dated 2-1-2008; published in the Official Gazette, Series I No. 42 dated 17-1-2008.

Provided further that, where the Governor has already approved the appointment of an officer for a specified period, it shall ordinarily not be necessary to seek his approval again if the appointment of ,that officer is to be continued in the same post without any break for another specified period, subject to the condition that the same person shall not continue in the same post for a total period exceeding six months, without the specific prior approval of the Governor under this proviso.

26. Every other Gazetted Officer shall, receive such pay and allowances as the Governor may, by general or special order, from time to time determine.

27. In respect of all other matters, the conditions of service of other Gazetted Officers, if any, shall be such as are applicable to a member of a Class II State Service, except that-

(1) the authority who may grant leave and sanction pension and gratuity to other Gazetted Officers, if any, shall be ³²[the Commission]; and

(2) the authority who may impose any of the penalties prescribed in rule 49 of the Civil Services (Classification, Control and Appeal) Rules shall be ³³[the Commission] and the appellate authority shall be the Governor.

Part VIII- Ministerial Establishment

28. (1) The ³⁴[Section Officers, Senior Assistants, Stenographers Grade I and Grade II, Accountants, Assistants, Junior Assistants, Drivers and other Group 'C' staff] shall be appointed by the Secretary:

Provided that the previous approval of ³⁵[the Commission] shall be required to any appointment to a post carrying ³⁶[salary not less than that of Group 'C' post in the Government].

(2) The staff referred to in sub-regulation (1) shall receive pay and allowances as follows:-

(a) those recruited after the commencement of these regulations, according to the rates and on the conditions prescribed from time to time for new entrants to corresponding grades in the Secretariat:

Provided that in the case of holders of posts of a special character for which there are no corresponding grades in the Secretariat, the Governor may fix such pay and allowances as he may in the special circumstances of the case think proper.

29. The ministerial establishment shall be subject to the same conditions of service as the personnel corresponding grades in the Secretariat who were recruited at the same time, save that the authority who may impose any of the penalties prescribed in rule 11 of the Central Civil

³² Substituted in place of ward "the Chairman" by the amendment dated 2-1-2008; published in the O. G., Series I No. 42 dated 17-1-2008.

³³ Substituted in place of ward "the Chairman" by the amendment dated 2-1-2008; published in the O. G., Series I No. 42 dated 17-1-2008.

³⁴ Substituted in place for the expression "Superintendents, Assistants, Stenographers, Accountants, Drivers, Lower Division Clerks and other Group 'C' staff and Typists" vide amendment dated 13-8-2009; published in the O. G., Series I No. 22 dated 27-8-2009.

³⁵ Substituted in place of ward "the Chairman" by the amendment dated 2-1-2008; published in the O. G., Series I No. 42 dated 17-1-2008.

³⁶ Substituted in place of expression "pay scale of not less than Rs. 950-1500 per mensem" vide amendment dated 7-2-2008; published in the O. G., Series INo. 47 dated 21-2-2008.

Service (CCA) Rules, 1965 be the Secretary and the appellate authority shall be, ³⁷[the Commission].

Part IX - Group 'D' Servants

30. Group 'D' servants shall be appointed by the Secretary and their pay, allowances and conditions of service shall be the same as those of the corresponding grades in the Secretariat, save that the authority who may impose any of the penalties prescribed shall, be the Secretary, and the appellate authority shall be ³⁸[the Commission].

³⁹[Part IX-A

Rules to regulate recruitment

30-A. Notwithstanding anything contained elsewhere in these regulations, the recruitment for the posts in the Commission as mentioned in column (2) of the Schedule hereto shall be governed by the conditions of service as specified in the corresponding entries in columns (3) to (13) of the said Schedule.]

Part X - Miscellaneous

31. In respect of any matters for which special provision is not made by these regulations, the conditions of service of a person serving as member of the Commission or of its staff shall be governed by the rules and orders for the time being applicable to such classes of Government servants as shall be specified by the Governor.

32. During the absence of the Chairman on leave or otherwise, the current charge of the duties of the Chairman, under these regulations shall be held by such member as may be designated in this behalf by the Governor.

33. Where Government is satisfied that the operation of any of these regulations causes or is likely to cause undue hardship in the case of the Chairman or any Member who at the date of his appointment on the Commission was in Government service, it may by an order in writing exempt any such Chairman or Member from any provisions of these regulations or may direct that such provision shall apply to such Chairman or Member with such modifications as may be specified in such order.

By order and in the name of the Governor of Goa.

N. P. Gaunekar, Joint Secretary (Personnel).

Panaji 24th May, 1988.

³⁷ Substituted in place of ward "*the Chairman*" by the amendment dated 2-1-2008; published in the O. G., Series I No. 42 dated 17-1-2008.

³⁸ Substituted in place of ward "*the Chairman*" by the amendment dated 2-1-2008; published in the O. G., Series I No. 42 dated 17-1-2008.

³⁹ Inserted vide amendment dated 13-8-2009; published in the O.G., Series I No. 22 dated 27-8-2009.



Sl. No.	Name/Designation of the Post	Number of Posts	Classification	Scale of Pay	Whether selection post or non-selection post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether the age and Educational qualification prescribed for direct recruits will apply in the case of promotion	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion/transfer or by deputation/transfer / contract and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion / deputation/transfer grades from which promotion/deputation/transfer is to be made	If a D.P.C. exists, what is its composition
1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
1.	Secretary	1 (2009)	Group 'A' Gazetted	1] Rs. 15600-39100+Grade Pay Rs. 6600	Not applicable	Not applicable	No.	Not applicable	Not applicable	Not applicable	By Transfer on deputation	Transfer on deputation, Senior Scale Officer of the Goa Civil Service	To be appointed by the Governor under Regulation-20 of the GPSC (Members and staff) (Condition of Service) Regulations, 1988 after consultation with the Chairman, Goa Public Service Commission.
2.	Deputy Secretary	1 (2009) (Subject to variation dependent on work load)	Group 'A' Gazetted	2] Rs. 15600-39100+Grade Pay Rs. 6600	Selection	Not applicable	No.	Not applicable	Not applicable	Not applicable	By: promotion filling which by transfer on deputation	Promotion : Under Goa Public Service Commission with at least 8 years regular service in the Grade. Transfer on deputation Senior Scale/ Junior Scale Officer of the Goa Civil Service. (Period of deputation shall ordinarily not exceed three years.)	Group 'A' DPC consisting of - (1) Chairman GPSC- Chairman (2) Secretary, GPSC- Member (3) Any other Member of Goa Public Service Commission - Member (For promotion and Confirmation only)
3.	Under Secretary	2 (2009) (Subject to variation dependent on work load)	Group -A Gazetted.	1] Rs. 15600-39100+Grade Pay Rs. 5400	Selection	Not applicable	No.	Not applicable	Not applicable	Two years	By: Promotion filling which by transfer on deputation	Promotion :Section officer in Goa Public Service Commission with 5 years regular service in the Grade. Transfer on deputation, Junior Scale Officer of the Goa Civil Service.(Period of deputation shall ordinarily not exceed 3 years)	Group 'A' DPC consisting of - (1) Chairman GPSC- Chairman (2) Secretary, GPSC- Member (3) Any other Member of Goa Public Service Commission - Member (For promotion and Confirmation only)

¹ Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

² Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

³ Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
4.	Section Officer	2 (2009) (Subject to variation dependent on work load)	* [Group B (Gazetted)]	Rs.9300- 34800-Grade Pay Rs. 4600]	Selection	Not applicable	No.	Not applicable	Not applicable	Two years	By Promotion falling which by transfer on deputation	Promotion: Senior Assistant/Secretary Grade-I in the Goa Service Commission with 5 years regular service in their respective Grades. Transfer on deputation. Suitable official holding analogous post in the State Government. (The period of deputation shall ordinarily not exceed three years.)	* Group 'B' DPC consisting of- (1) Chairman GPSC- Chairman (2) Secretary, GPSC- Member (3) Any other Member of Goa Public Service Commission - Member. (For promotion and Confirmation only)]
5.	Senior Assistant	4 (2009) (Subject to variation dependent on work load)	Group 'C' (Non-Gazetted Ministerial	Rs.9300- 34800-Grade Pay Rs. 4200]	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	Essential : (i) Degree of a recognized University or equivalent. (ii) Knowledge of Konkani. Desirable: (i) Knowledge of Marathi (ii) 3 years office experience.	Age: No Educational Qualification : N.A.	Two years	60% promotion, falling which by transfer on deputation and 40% by direct recruitment.	Promotion: Assistant in the Goa Public Service Commission with 3 years regular service in the Grade. Transfer on deputation. Suitable official holding analogous post in any State Government Department. (Period of deputation shall ordinarily not exceed three years.)	Group 'C' DPC/DSC consisting of - (1) Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission- Member (3) Under Secretary, Goa Public Service Commission - Member.
6.	Stenographer Grade-I	4 (2009) (Subject to variation dependent on work load)	Group 'C' (Non-Gazetted Ministerial	Rs.9300- 34800- Grade Pay Rs. 4200]	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	Essential: (i) Higher Secondary School Certificate or equivalent qualification from a recognized institution. (ii) Should be Computer literate. (iii) Speed of 120 words per minute in shorthand and 40 words per minute in typewriting. (iv) Knowledge of Konkani. Desirable: (i) Knowledge of Marathi	Age: No Educational Qualification : yes	Two years	75% promotion, falling which by transfer on deputation and 25% by direct recruitment.	Promotion: Steno Grade-II in the Goa Commission with 5 years regular service in the Grade. Deputation: Suitable official holding analogous post in any State Government Department. (Period of deputation shall ordinarily not exceed 3 years.)	Group 'C' DPC/DSC consisting of - (1) Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission- Member (3) Under Secretary, Goa Public Service Commission - Member.

* Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

* Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

* Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

* Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

* Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
7	Stenographer Grade-I	3 (2009) (Subject to variations dependent on work load)	Group 'C' (Non Gazetted Ministerial)	Rs.5200-20200-Grade Pay Rs. 2400	N.A.	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	<i>Essential:</i> (iv) Higher Secondary School Certificate or equivalent qualification from a recognized institution. (v) Should be Computer literate. (iii) Speed of 100 words per minute in shorthand and 35 typewriting. (vi) Knowledge of Konkani. <i>Desirable:</i> (i) Knowledge of Marathi	Not applicable	Two years	By direct recruitment falling which by deputation	Deputation: Suitable holding analogous post in any State Government Department. (Period of deputation shall ordinarily not exceed 3 years.)	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission – Member
8	Assistant	3 (2009) (Subject to variations dependent on work load)	Group 'C' (Non Gazetted Ministerial)	Rs.5200-20200-Grade Pay Rs. 2400	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	<i>Essential:</i> (i) Higher Secondary School Certificate or equivalent qualification from a recognized institution. (ii) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi	Age: No Educational Qualification: n: No	Two years	By promotion, falling which by direct recruitment, falling both - by transfer on deputation.	Promotion: Junior Assistant in the Goa Public Service Commission with 5 years regular service in the Grade. Transfer on deputation: Suitable official holding analogous post in any State Government Department. (Period of deputation shall ordinarily not exceed 3 years.)	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission – Member
9	Junior Assistant	5 (2009) (Subject to variations dependent on work load)	Group 'C' (Non Gazetted Ministerial)	Rs.5200-20200-Grade Pay Rs.1900	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	<i>Essential:</i> (i) Higher Secondary School Certificate or equivalent qualification from a recognized institution. (ii) Should be Computer literate. (iii) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi	Age: No Educational Qualification: n: 12% as prescribed in Col. No.12]	Two years	12% by promotion, falling which by direct recruitment and 87% by direct recruitment.	Group 'D' employees of the Goa Public Service Commission possessing following qualifications: (i) Secondary School Certificate or equivalent from a recognized institution. (ii) Computer Literacy	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission – Member (3) Under Secretary, Goa Public Service Commission – Member

⁹ Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.
¹⁰ Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.
¹¹ Substituted vide amendment Rules, 2013 published in the O.G. Series-I No. 16 dated 18-7-2013.
¹² Substituted vide amendment Rules, 2010 published in the O.G. Ser-I No. 15 dated 8-7-2010.
¹³ Substituted vide amendment Rules, 2010 published in the O.G. Ser-I No. 15 dated 8-7-2010.
¹⁴ Substituted vide amendment Rules, 2010 published in the O.G. Ser-I No. 15 dated 8-7-2010.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
10	Light Vehicle Driver Note: Promotes as well as direct recruits will have to undergo practical driving test conducted by D.P.C./D.S.C. before selection. An Inspector from the Directorate of Transport will be associated to the D.P.C. as an expert.	6 (2009) (Subject to variation dependent on work load)	Group 'C' (Non Gazetted Ministerial)	15 [Rs. 5200-20200]-Grade Pay Rs.1900]	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	<i>Essential:</i> (1) Middle School or equivalent qualification (2) Driving License to drive light vehicle. (3) Experience of light vehicle repairing. (4) Unblemished experience of at least 2 years in the line. (5) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi	Age: No Educational Qualification: n : as prescribed in Col. No.12	Two years	50% by promotion, falling which by direct recruitment and 50 % by direct recruitment.	[Promotion: Group 'D' employees of the G.P.S.C. with VII or higher posts or equivalent qualification and possessing driving licence for light vehicle.	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, and Under Secretary, as Member Invites / Experts :- (1) Director of Transport or his nominee not below the rank of Assistant Director of Transport. (2) Assistant Engineer (Mechanical) from Government Garage, Public Works Department.
11	Peon	B (2009) (Subject to variation dependent on work load)	Group 'D'	16 [Rs. 4400-7440]-Grade Pay Rs.1300]	Not applicable	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	<i>Essential:</i> (1) Middle School or equivalent qualification preferably in English (ii) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi	Not applicable	Two years	By direct recruitment.	[Not applicable.]	Group 'D' DSC consisting of – Deputy Secretary, G.P.S.C. Chairman (2) Under Secretary, GPSC as Member (3) Section Officer – as Member
12	Private Secretary to Chairman	1 (2009)	Group 'C' (Non Gazetted Ministerial)	17 [Rs. 9500-34800]-Grade Pay Rs.4600]	N.A.	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	<i>Essential:</i> (1) Degree of recognized University or equivalent (ii) Shorthand speed of 110 words per minute and typing speed of 50 words per minute. (iii) Should be Computer literate. (iv) Knowledge of Konkani. <i>Desirable:</i> (1) Knowledge of Marathi (2) 5 years experience as Personal Assistant/Private Secretary in Government.	Not applicable	Not applicable	By transfer on deputation	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Govt. Public Service Commission- Member (1) Under Secretary, Govt. Public Service Commission – Member. Transfer: Transfer of person from amongst the staff of the Secretariat or other State Government holding analogous post from any Government Department or office of State Government or Central Government (The period of deputation shall not exceed 3 years.)	

¹⁵ Substituted vide amendment Rules, 2013 published in the O.G. Series-1 No. 16 dated 18-7-2013.

¹⁶ Substituted vide amendment Rules, 2013 published in the O.G. Series-1 No. 16 dated 18-7-2013

¹⁷ Substituted vide amendment Rules, 2013 published in the O.G. Series-1 No. 16 dated 18-7-2013

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
13 ¹⁶	Technical Officer (Computer)	1 (2012) (Subject to variation dependent on work load)	Group 'C' (Non-Gazetted Non-Ministerial)	Rs. 9300-34800+Grade Pay Rs. 4200	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	Essential: (1) Bachelor's degree in the discipline of Computer/Computer Application/ Information Technology/Electronic and Telecommunication from a recognized institution. (2) Two years experience in the relevant field. (3) Knowledge of Konkani. <i>Desirable:</i> (1) Knowledge of Marathi (ii) Experience in Programming/ Testing/ Networking.	N.A.	Two years	By direct recruitment	N.A.	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission- Member (3) Under Secretary, Goa Public Service Commission – Member.
14 ¹⁷	Legal Assistant	1 (2013) (Subject to variation dependent on work load)	Group 'C' (Non-Gazetted Non-Ministerial)	Rs. 9300-34800+Grade Pay Rs. 4200	Selection	Not exceeding 40 years (Relaxable for employees of G. P. S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the GPSC and / or Government.	No	Essential: (1) Degree in Law of a recognized university or equivalent. (2) Knowledge of Konkani. <i>Desirable:</i> (1) Experience of Legal work in any legal Department or practice of two years as an Advocate. (ii) Knowledge of Marathi	N.A.	Two years	By direct recruitment	N.A.	Group 'C' DPC/DSC consisting of – Secretary, G.P.S.C. Chairman (2) Deputy Secretary, Goa Public Service Commission- Member (3) Under Secretary, Goa Public Service Commission – Member.

¹⁶ Entry inserted vide Fourteenth Amendment Rules, 2012 published in the Official Gazette, Series I No. 27 dated 4-10-2012.

¹⁷ Designation of post substituted vide Amendment Rules, 2014 published in the Official Gazette, Series I No. 50 dated 13-3-2014.

¹⁸ Entry Inserted vide Sixteenth Amendment Rule, 2013 published in the Official Gazette, Series I No. 41 dated 9-1-2014.