

UTTAR PRADESH SHASHAN  
NAYAY ANUBHAG-1 (UCCH NAYALAYA)  
NO.: 5025 /VII-Naya-1-10-78/2005  
LUCKNOW: DATED: 13 JANUARY, 2011

**THE ALLAHABAD HIGH COURT COMPUTER  
CADRE SERVICE RULES, 2010**

In exercise of the power conferred under Article 229(2) of the Constitution of India, the Chief Justice is pleased to make the following rules regulating the appointment and other conditions of Service of various posts of the Computer Cadre in the High Court of Judicature at Allahabad.

**PART-I GENERAL**

1. **Short title and Commencement:**

- (1) These rules may be called the Allahabad High Court Computer Cadre Service Rules, 2010
- (2) They shall come into force from the date of their publication in the official Gazette.

2. Definitions: In these rules, unless the context otherwise requires;-

- (a)' Appointing Authority' means the Chief Justice or such other judge or officer of the High Court as the Chief Justice may direct.
- (b) 'Chief Justice' means the Chief Justice of the High Court.
- (c) 'Governor' means the Governor of Uttar Pradesh.
- (d) 'High Court' means the High Court of Judicature at Allahabad.
- (e) 'Member of the Service' means, a person appointed in the substantive capacity on a post in the Service and in case the appointment is,
  - (i) prior to the enforcement of these rules then under the orders/executive instructions applicable at the time of appointment;
  - (ii) subsequent to the enforcement of these rules then under these rules.
- (f) 'Registrar General' means the Registrar General of the High Court.
- (g) 'State Government' means the State Government of Uttar Pradesh.
- (h) 'Substantive appointment' means, a appointment that is-
  - (i) neither an ad hoc nor temporary appointment; and
  - (ii) on a post (temporary or permanent) in the cadre of the Service; and
  - (iii) made in accordance with the rules/orders/executive instructions applicable at the time of appointment.
- (j) 'Year of recruitment' means a period to twelve months commencing on the first dat of July of a Calender year.

## **PART-II CADRE**

### **3. Cadre of Service:**

- (1) The strength of the Service and the number of the posts therein shall be such as may be determined by the Chief Justice with approval of the Governor.
- (2) The strength of the Service at the time of the commencement of these rules along with their rearrangement/ up-gradation is mentioned in Schedule-I appended to these rules.

## **PART-III RECRUITMENT**

4. Recruitment: The recruitment to the various posts in the Service shall be as follows:

(1)	Computer Operator Grade-B	On merit, by direct recruitment.
(2)	Computer Operator Grade-C	By promotion on the basis of Seniority cum Merit from amongst the Computer Operator Grade-B who have completed 6 years of satisfactory Service.
(3)	Programmer Grade-2:	By promotion on the basis of Seniority cum Merit from amongst the Computer Operator Grade-C.
(4)	Programmer Grade-1:	(i) By promotion on the basis of Seniority cum Merit from amongst such Programmer Grade-2 who have completed 5 years of satisfactory Service or from amongst Computer Operator Grade-B who have completed 11 years of satisfactory Service. (ii) In case, no suitable candidate is available then the post may be filled by direct recruitment.
(5)	Systems Analyst:	(i) By promotion on the basis of Seniority Cum Merit from amongst such Programmer Grade-I who have completed 5 years of satisfactory Service. (ii) In case, no suitable candidate is available then the post may be filled by direct recruitment.
(6)	Senior Systems Analyst:	By promotion on the basis of Seniority cum Merit from amongst the Systems Analysts who have completed 7 years of satisfactory Service.

(7)	Systems Manager:	By promotion on the basis of Seniority Cum Merit from amongst such Senior Systems Analyst who have completed 4 years of satisfactory Service or from amongst such Systems Analyst who have completed 11 years of satisfactory Service.
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#### **PART-IV QUALIFICATIONS**

5- Qualifications: The qualifications for the direct recruitment to the post of Computer Operator Grade-B, Programmer Grade-I (in case the selection is direct recruitment) & Systems Analyst (in case the selection is by direct recruitment) shall be as follows:

(1)	Computer Operator Grade-B	<p>(i) Educational qualification: At least second class bachelor degree from a recognized University Computer Science or related subject; or Second class bachelor degree from a recognized University with PGDCA; or Second class bachelor degree from a recognized University with 'A' level course from DOE.</p> <p>(ii) Desirable Experience: Working knowledge of Operating Systems and Office applications suites.</p> <p>(iii) Speed: Data entry speed of 8000 keys depression per hour.</p>
(2)	Programmer Grade-1: (if it is required to be filled by direct recruitment)	<p>(ii) Working knowledge of Unix/Open Source Software/ required to be Windows NT/ Oracle and other filled by direct RDMS packages/ Programming languages with the following minimum educational qualification: * B.E. (Computer Science or related subject) or equivalent higher qualification from a recognized University/Institution; or * M.C.A./ M.Sc. (Computer Science or related subject) from a recognized University/ Institution; or * Second class bachelor degree from a recognized University with 'B' level course Certificate from DOE.</p>

(3)	Systems Analyst: (if it is required to be filled by direct recruitment)	<p>Educational Qualification: Working knowledge of Unix/Open Source Software/Windows NT/Oracle and other RDMS packages/Systems Analysis and Programming with the following educational qualifications.</p> <p>* M.E. or equivalent degree (Computer Science or related subject) from recognized a University/Institution.</p> <p>or</p> <p>'C' level course from DOE;</p> <p>or</p> <p>* B.E. or its equivalent in Computer Science or related subject from recognized institution/university with five year experience.</p> <p>or</p> <p>*M.C.A./M.Sc. (Computer science or related subject) with three years experience.</p>
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- 6- Age: In case, direct recruitment is required to be made to the post of Console Operator Grade-B, Programmer Grade-I and Systems Analyst, Candidates must have attained the age of 21 years and must not have attained the age of 35 years on the first day of July of the calender year in which vacancies for direct recruitment are advertised:
- Provided that there may be relaxation of five years in the upper age limit in the case of Schedule Castes and Schedule Tribes Candidates.
- Provided further that departmental candidates shall be. given relaxation in maximum age limit.

#### **PART-V PROCEDURE FOR RECRUITMENT**

7. **Determination of Vacancies:** The appointing authority shall determine the number of vacancies to be filled during the course of the year of recruitment as also the number of vacancies to be reserved for candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories under rule.
8. **Method of Selection:**
- (1) The appointing authority may make the selection under these rules or appoint a selection committee to do so.
  - (2) The merit-in the discretion of the appointing authority or the selection committee- may be determined on the basis of written examination, or interview, or by both.
  - (3) The appointing authority or the selection committee may prescribe additional qualifications, or procedure, or syllabus for the selection.
  - (4) In the selection, if two or more candidates secure equal marks then, the candidate securing higher marks in the written examination will be placed higher in the merit list. If the written

marks are also equal then the candidates senior in age will be placed higher.

- (5) The selection list shall be valid for one year from the date of declaration of the results or the next selection, whichever is earlier.

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

### **9. Appointment and Probation:**

- (1) The appointments shall be made according to the merit list prepared at the time of selection.
- (2) A candidate shall be placed on probation for a period of one year.
- (3) The appointing authority may, for reasons to be recorded in writing, extend the period of probation.

Provided that, the total period of probation, including the extended period of probation, shall not exceed three years.

10. **Confirmation:** A probationer may be confirmed at the end of the period of probation or extended period of probation if,
  - (i) his work and conduct is satisfactory; and
  - (ii) his integrity is certified; and
  - (iii) the appointing authority is satisfied that he is otherwise fit for confirmation.

### **11. Seniority:**

- (1) The Seniority shall be determined from the date of substantive appointment.
- (2) If members of the Service are appointed on the same date then the seniority shall be determined according to the merit list prepared at the time of the appointment.
- (3) These rules will not affect seniority of the members of service as it existed prior to the date of enforcement of these rules.

### **12. Pay, Allowances and Facilities:**

- (1) The pay-scale of the members of the Service shall be such as may be determined by the Chief Justice with the approval of the Governor.
- (2) The pay-scales of different posts, on the date of the commencement of these rules, are given in Schedule-2
- (3) The members of the Service shall be entitled to allowances and other facilities as are admissible to the members of other Services in the High Court in the same pay-scale/grade.

13. **Higher Grade:** In view of limited posts and in order to avoid stagnation, next higher Pay Scale/Pay grade as applicable may be granted to the members of the Service after completion of 10 years, 20 years, 30 years of satisfactory Service.

## **PART-VII OTHER PROVISIONS**

**14. Reservation for Scheduled Castes, etc.-** (i) Reservation in favour of Scheduled Castes, Scheduled Tribes, Other Backward Classes and Economically Weaker Sections- In direct recruitment to the various categories of posts in the establishment, the following percentages of vacancies to which recruitments are to be made shall be reserved in favour of the candidates belonging to Scheduled Castes of U.P., Scheduled Tribes of U.P., Other Backward Classes of U.P. and Economically Weaker Sections of U.P. as per the provisions of the Uttar Pradesh Public Services (Reservation for Economically Weaker Sections) Act, 2020.-

(a)	In case of Scheduled Castes	21%
(b)	In case of Scheduled Tribes	02%
(c)	In case of Other Backward Classes	27%
(d)	In case of Economically Weaker Sections	10%

(ii) Horizontal Reservation in favour of Women, Dependent of Freedom Fighters, Ex-servicemen and Physically Handicapped-

In direct recruitment to the various categories of posts in the establishment, for the purpose of implementation of horizontal reservation in favour of women, dependent of freedom fighters, physically handicapped and Ex-servicemen, the following percentages shall apply -

(a)	Women	20%
(b)	D.F.F.	02%
(c)	Ex-servicemen	05%
(d)	Physically Handicapped	04%

**Explanation-I:-** The expression dependent of freedom fighters and ex-servicemen shall be as defined under the Uttar Pradesh Public Services (Reservation for Physically Handicapped, Dependents of Freedom Fighters and Ex- Servicemen) Act, 1993 and its subsequent amendments enacted from time to time.

**Explanation-II:-** The expression physically handicapped shall be as defined under the Rights of Persons with Disabilities Act, 2016 and its subsequent amendments enacted from time to time.

Provided that four percent of vacancies shall be reserved for the following persons with “benchmark disabilities”, namely:-

(i) One percent for the persons in the following category of disabilities under the category of 'Locomotor disability' (as defined in the Schedule appended to the Rights of Persons with Disabilities Act, 2016):-

- (a) Locomotor disability of One Arm, One Leg and Both Legs;
- (b) Leprosy cured person;
- (c) Dwarfism;
- (d) Acid attack victims;

(ii) One percent for the persons with 'Low vision' under the category of 'Visual Impairment' (as defined in the Schedule appended to the Rights of Persons with Disabilities Act, 2016);

(iii) One percent for the persons with 'hard of hearing' under the category of 'Hearing Impairment' (as defined in the Schedule appended to the Rights of Persons with Disabilities Act, 2016);

(iv) Remaining One percent for the persons mentioned in the above clauses (i), (ii) & (iii), on rotation basis.

**Explanation:-** the roster points meant for the candidates with benchmark disabilities mentioned in clauses (d) and (e) of sub-section (1) of Section 34 of the said Central Act, shall be allotted to the candidates in categories (i) to (iii) mentioned above, in the same order.

Provided further that reservation for direct recruitment for various categories of posts in the establishment shall be in accordance with the orders issued by the Chief Justice from time to time.

15. **Regulation of Other matter:**

(1) Subject to any modification in writing by the Appointing Authority the members of the Service shall of matters be governed by the rules, regulations and orders applicable to the Government servants holding corresponding posts in the State Government in respect not provided herein.

(2) In case of any doubt regarding any post being corresponding to a post in the State Government, the matter will be decided by the Appointing Authority.

16. **Residuary Powers:** The Appointing Authority may issue orders in regard to the matters incidental or ancillary to these rules.

Provided that if the order relates to salaries/ allowances/ leave/ pension, then the same shall be made after approval the Governor.

By Order,

(K. K.Sharma)  
Principal Secretary, Law

**Schedule -I**  
(See rules 3)  
**Existing Posts**

**Existing posts and cadre structure in the Allahabad High Court**

Designation	No. of Posts	Pay Scale
<i>Incharge Computer Centre</i>	01	12000-375-16500
<i>Systems Analyst Cum Programmer</i>	05	8000-275-13500
<i>Console Operator</i>	25	4500-125-7000
<i>Total</i>	31	



**Schedule-II**  
(See rule 12)  
**New nomenclature, pay Scales and number of posts of Computer Cadre**  
**after rearrangement/up-gradation from the existing posts**

S.N.	Designation	No. of Posts	Cadre	Pay scale after rearrangement and up-gradation based on Fifth Pay Commission	Pay scale after rearrangement and up-gradation based on Sixth Pay Commission	
					Pay Scale	Grade Pay
1	System Manager	2	Gr-A	14300-400-18300	37400-67000 PB-4	8700
2	Senior Systems Analyst	1	Gr-A	12000-375-16500	15600-39100 PB-3	7600
3	Systems Analyst	3	Gr-A	10000-325-15200	15600-39100 PB-3	6600
4	Programmer Grade-1	2	Gr-A	8000-275-13500	15600-39100 PB-3	5400
5	Programmer Grade-2	6	Gr-B	6500-200-10500	9300-34800 PB-2	4600
6	Computer Operator Grade-C	8	Gr-C	5000-150-8000	9300-34800 PB-2	4200
7	Computer Operator Grade-B	9	Gr-C	4500-125-7000	5200-20200 PB-I	2800

**Note:** Revision/up-gradation of Pay Scales after rearrangement of existing posts in new nomenclature placement of incumbents in above posts shall be done in Pay Scales of Fifth Pay Commission which shall be applicable w.e.f. 01.01.2006. Pay Scale of Rs. 5000-8000 shall be grant Console Operators adjusted against 9 posts of Computer Operator Grade-B w.e.f. 01.01.2006 which shall be personal to them. Pay Scales of Sixth Pay Commission shall be fixed accordingly.

By Order of  
Hon'ble The Chief Justice

Registrar General