कर्मचारीको काज तथा आवद्यको सम्वन्धी विनियम, २०७३

कर्मचारी M जत'जफ ;]fsf]पटकfबग जफ लजत/0f उग्JolQm जफ कर्मचारी7fgaलr :jR5 कर्मचारी{sfod u/L /fli6म cyt्Gqnf0f{cema9L vhf, pbf/, ahf/dVl tyf कर्मचारीwल{agfpg, :jR5 कर्मचारीwf$sf] dflodaf6 pटकfबs जफ लजत/ssf]Jofj;flos Ifdtf ljsf; u/L /fli6म pटकfबsTj ज[4 ug{ ahf/nf0f{cjfl~5t ?kdf x:tIfff xगaf6 ;/hf0f कर्मचारीbfg ug{ Psflwsf/ tyf lgoलGqt Jofkfl/s cEof;nf0f{lgoलGq0f u/L pटकfबत ज:त' tyf ;]fsf]u0f:t/ clej[4 u/f0{कर्मचारीwल{dNodf pkefQmf ;dlf कर्मचारीwofpg]sfddf कर्मचारी;fxg ug{tyf Jofkfl/s cEof;df xग ;Sg]; Defljत c:j:y कर्मचारीwfnf0f{lgjf/0f u/L ; j{{fwf/0fsf]cflyह lxत tyf ;bfrf/ sfod ug{sfg$l Joj:yf ug{ जफ~5glo ePsf]h$]

कर्मचारीlglw;efsf]३fj़f0ff, २०७३ hf/L ePsf]klxnf]jif{df कर्मचारीlglw;efnf]jf]]Pg agfPsf]5

.

कर्मचारी/R5]b-!

कf/lDes

!=   ;H$fQt gfd, lj:tf/ / कf/lDe M-!_ o; Pghf0f{gfd æकर्मचारीको काज तथा आवद्यको सम्वन्धी विनियम, २०७३Æ /xग]5 .

    -@_ of]Pghf$ gकfन /fHoe/ nfu"xग]5 / s;ह]gकfन aflx/ a;L o; Pghf$ljk/Ltsf sfo{wf़f lghhf]xसsdf ;dt of]Pghf$ nfu"xग]5 .

    -#_ of]Pghf$ t?Gt कf/lDe xग]5 .

@=   कर्मचारी/efिff M lj;ifo जफ k|Ën]csf$]cy{गnf o; Pghf़df,-

    -s_   æcWolf़fÆ eKgfn]af$qsf]cWolf़ ;Demg'k5{.

    -v_   कर्मचारीti7fgÆ eKgfn]j:t'जफ ;]f pटकfबग जफ लजत/0f ug{sिg}kmd{sDkgL जफ ;El7t ;+yf ;Demg'k5{/ ;f]zJbn]To:tf]kmd{sDkgL जफ ;+yfsf]kKolf जफ ckKolf lgoलG0fdf /x$f ;xfos जफ ;f]ग cfa4 kmd{sDkgL जफ ;+yf ;dt)f{hgf0f{hgfp$5 .

    -u_   æaf$qÆ eKgfn]bkmf !@ adflहdsf]कर्मचारीको काज तथा आवद्यको ;/lf0f af़{;Demg'k5{.

    -3_   æaf$hkqÆ eKgfn]s$);yf जफ lgosfn]s$);yf j:t' vl/b ubf$ lgdf$f0f sf़{ubf$ जफ ;$sf]ddt ubf$ s$);yf जफ In$f To:tf] ;yf जफ lgosfn]सर्वfg$ tf़f$sf]9fक़dtf vfdaL u/L nfxf5fk nfufOlf u/$सf]kर्मचारीlghho ;Demg' k5{/ ;f]zJbn]कर्मचारी;fग]dNo ;lxtsf]jjf0f/ / ;f];DfGwL सfuhf़ जफ b/ /$];lxtsf]b/efp ;dt)f{hgf0f{hgfp$5 .

    -ª_   ælj1fkgÆ eKgfn];$)j:t'जफ ;]fsf]ahf/ क़/4 जफ क/fef/sf$]nflu ;fjhhfllgs ?kdf u/$f u/f0{sिg}कर्मचारीsf/sf]कf/fगsf];Demg'k5{.

    -r_   æ;b:oÆ eKgfn]af$qsf];b:o ;Demg'k5{/ ;f]zJbn]af$qsf]kKolf tyf ;b:o-;lrj ;dत)f{hgf0f{hgfp$5 .

-5_ æ;Demftf/ eGgfn]bO{jf bO¢Gbf a9L JolOm jf kllti7fgaLr sg}sfd
ug{jf gug{lnlvt jf dflvs ?kdf jf cfr/0faf6 u/$f]kllnt
sfgg adfllhd sfof{jog ug{;lsg]jf g;lsg] s/f/, ;Demtf,
aGbfa:t jf ;dembf/L ;Demg' k5{/ ;f] zJbn] To:tf JolOm jf
kllti7fgaLr ePsf]lg0f6 jf l;kmfl/; ;dtnf0f{hgfpE5 .

-h_ æcbfnt/ eGgfn]gkkfn ;/sf/sf];jflr cbfntsf]k/fdz{ln0f{gkkfn
/fhkqdf ;Pgf kSfzg u/L tflslbPsf] cbfntsa]jfl0fHo Ohnf];
;Demg'k5{ .

-em_ æahf/ ;/lf0f clwstfA eGgfn] bknf @@ adfllhdsf] ahf/ ;/lf0f
clwstf ;Demg'k5{ .

-`_ ælaqmL dNoA eGgfn]sg}j:t'jf ;]fsf]pTkfbg jf ljt/0f u/]afkt
kfft xg]dNo, sg}kSf/sf]ef8f, jldf, zNs, Jofhb/, ljlgdo b/,
lkkldod jf o:t}cGo sg}kSf/sf]/sd ;Demg'k5{ .

-6_ ætfllsPsf/ jf ætflkP adfllhd/ eGgfn] o; P\j cGtuf agS{sf]
lgoddf tfllsPsf jf tfllsP adfllhd ;Demg'k5{ .

kl/R5b] –@

:jR5 kllt:kwf{lj?4sf sfd sf/afxlx?

#= kllt:kwf{lj?4sf];Demtf ug{gxg]M -!_ sg}j:t'jf ;]f pTkfbg jf ljt/0f ug{sg}
JolOm jf kllti7gn]kllt:kwf{;lldt jf lgoGq0f ug{[p2fon]To:t}lsl; dsf]j:t'jf
;]f pTkfbg ug{cGo sg}JolOm jf kllti7fg;E PSn}jf ;fdlxs ?kdf bkfofsf]sg}
;Demtf ug{jf u/fpg xFbg M-

-s_ sg}j:t'jf ;]fsf]kfolf jf k/f[f ?kdf vl/b jf laqmL dNo lgwf{f
ug{jf To:tf]j:t'jf ;]fsf]vl/b laqmsf zt{x? tf$g]

-v_ sg}j:t'jf ;]fsf]pTkfbg jf ljt/0f ahf/ ;lldt jf lgoGq0f ug{jf
;f$f] kfljlws ljsf; jf pGgltsf nflu ul/g] nufgL ;lldt jf
lgoGq0f ugf

-u_ sg}j:t'jf ;]fsf] pTkfbg jf ljt/0fsf] yf$ kl/df0f ;lldt jf
lgoGq0f ug{jf To:tf]j:tsf]vbf] pkefo kl/df0f jf To;sf]u0f:t//
36fpg] .

-3_ sg}vf; 7fpFjf To:tf]j:t'jf ;]fsf]laqmL ljt/0f gug{jf sg}vf;
7fpEjf dfq laqmL ljt/0f ug{jf u/fpg]

-a_ sg}lglZrt JolOm jf kllti7fgn]pTkfbg jf ljt/0f u/]sf]j:t'jf
;]fsf]dfq ahf/ kj4o ug{u/fpL To:t}lsl;dsf j:t'jf ;]f pTkfbg
jf ljt/0f ug{cGo sg}JolOm jf kllti7fsf]j:t'jf ;]f vl/b laqmL
jf ljt/0f gug{jf To:tf j:t'jf ;]fsf]ahf/df kj6f xg] glbg]

-r_ sg}j:t'jf ;]fsf]pTkfbg jf ljt/0f ug{JolOm jf kllti7fgaLr
cfk;df ahf/ ljefhg ug{

-5_ sg}j:t'jf ;]f kfnkfnf]E pTkfbg jf ljt/0f ug{jf To:tf]j:t'jf
;]fsf]sfof lgwf{f u/L pTkfbg jf ljt/0f ug{

-h_   dgfl;a sf/0f lagf sg}j:t'jf ;]fsf]dNo km/s km/s tf§l vl/b,
       laqml jf ljt/0f ug{]jf vl/b, laqml jf ljt/0fsf km/s km/s zt{
       tf§g]

-em_   ;fj[lgs ?kdf cfXjfg ul/Psf]afjkkq jf b/efpkq pk/ cfk;Ll
       ;xdltaf6 afjkkq jf b/efpkq bflvnf ug{]jf ;dfg cÍ jf cÍo
       ljj/0f pNnÿy u/L bflvnf ug{.

-`_   sg}klg j:t'jf ;]fsf]9jfgL jf ljt/0fdf rqm k0ffnL -l;l08s$_
       nfu"ug[

-6_   tf§sP adfljndsf cÍo sfd ug{jf u/fpg].

-@_   pkbkmf -!_ sf];j0ffotfdf kltsh gxg]u/L sg} j:t§f]pTkfbg jf
ljt/0f ug{jf sg};]jf pTkfbg, ljt/0f jf ;~rfng ug§sg}b0{jf b0§gf a9L JolQm
jf kltgi7fgn]sg};=yf; ldnl jf cÍo sg}pkfo ckgf0{lghx?n]j:t'jf ;]f
pTkfbg, ljt/0f jf ;~rfng u/$sf]0nfsfdf csf{JolQm jf kltgi7fgn]To:tf]j:t'jf
;]f pTkfbg, ljt/0f jf ;~rfng ug{gkfpg]jf To:tf]j:t'jf ;]f pTkfbg, ljt/0f jf
;~rfng ug{To:tf]JolQm jf ;=yf; ;Da4 xg}'kg]jf To:tf]pkfodf ;=Ug xg}[kg]
jf To:tf];Demft jf pkfoåf/f tf§sPsf]sg}zt{kfngf ug{kg]u/L sg}lsl;dsf]
;Demft ug{;lsg]5g .
       -#_   pkbkmf -@_ sf]klttsh xg]u/L ePsf];Demft jtMab/ xg}5 .

$ keTjzfnl xl};otsf]b?kofllu ug{gxg]M -!_ keTjzfnl xl};ot ePsf]sg}
       klti7fgn]cfkm]n]jf cfkdgf ;Da4 lgsfo dfkmf{ sg}}j:t'jf ;]fsf
       pTkfbg jf ljt/0f ubf{klti:kwf{lgoGfq0f ug§jp27jon]To:tf]xl};otsf]
       b?kofllu ug{u/fpg xg§g} .

:ki6Ls/0f Mo; bkmsf]kofhngsf]nflu æke¶jzfnl xl};otÆ eGgfn]sg}j:t'jf ;]f
pTkfbg jf ljt/0f ug{sg}JolQm jf klti7fgn]PSn jf ;dfg k§tsf j:t'jf ;]f
pTkfbg jf ljt/0f ug{cÍo klti7fg;=E cfk;df ldnl To:tf j:t'jf ;]fsf]gkfn
/fHoleq jflif§ pTkfbg jf ljt/0fsf]sDtldf rfnl; klttzt jf ;f=Gbf a9L lx:;f
cfbo6§sf]xl};ot jf To:tf]klti7fgn]PSn jf ;dfg k§tsf j:t'jf ;]f pTkfbg jf
ljt/0f ug{cÍo JolQm jf klti7fg;=E ldnl ;Da4 ahf/ kefj kfg{;Sg]jf cfkdgf
lg0fo{ Psklflo ?kdf soflgog ug{;Sg]xl};ot ;Demg'k5{.
       -@_   pkbkmf -!_ sf];j0ffotfdf kltsh gxg]u/L keTjzfnl xl};ot ePsf]
sg}klti7fgn]gkfn /fHoe/ jf gkfn /fHosf]sg}0nfsfdf bÍfosf]sg}sfd u/]df
keTjzfnl xl};otsf]b?kofllu u/]sf]dflggg5 M—

-s_   ;dfg k§tsf]j:t'jf ;]fsf]pTkfbg jf ljt/0f ug{cÍo klti7fgn]jf
       klti7fgn]pTkfbg jf k7f/L u/$sf]sg}j:t'jf ;]fnf0{cfkdgf]j:t'jf
       ;]fsf]ahf/ ljjzdf /$ jf aÍblh nufpg]

-v_   dgfl;a sf/0f lagf ahf/df cfkl't{sd xg ;Eg]u/L sg}j:t'jf
       ;]fsf]pTkfbg jf ljt/0f ;lldt jf lgoGq0f ug{jf To:tf]j:t'jf
       ;]fsf]pTkfbg jf ljt/0f ;DaGwL kljlwsf]ljsf; nflu ul/g]
       nufgldf ;lldt ug{jf /$ nufpg]

-u_   ; dfg efuflns Ifgsf]ahf/df dgfl;a sf/0f lagf sbj}:t'jf ;]fsf]
vl/b jf laqmL dNo km's sfod ug{jf To:tf j:t'jf ;]fsf]vl/b jf
laqmLsf yk zt{tf§g]

-3_   cfklh]pTkfbg jf ljt/0f u/\$f]j:t'jf ;]fsf]kjoIf jf k/f]f ?kdf
ahf/df kl|t:kwf{xg g;Sg]u/L dNo tf§g]

       t/ gkfn ;/sf/ jf k|lnt sfg)\ adflhd clwsf/ kfkt
clwsf/laf6 kJ{:jls[t ln0{; DalGwt kl|ti7fgn]To:tfj:t'jf ;]fsf]
dNo lgwf{0f ug{jf To:tf]sb}j:t'jf ;]fsf]dNodf xJkmn' ug{o;
v08df nlvPsf]sb}s/fn kl|tsh c;/ kf/]sf]dflgg]5§ .

-a_   dgfl;a sf/0f lagf pkefQmfnf0{kl|tsh c;/ kg{u/L cfklh]pTkfbg
jf ljt/0f u/\$f]j:t'jf ;]fsf]klf/df0f s6f}L ug{jf To:tf j:t'jf
;]fsf]u0f:t/ 36fpg]

-r_   sbj}j:t'jf ;]f pTkfbg jf ljt/0f ubf{To:tf] j:t'jf ;]f;
c;;DalGwt jf cgfjZos zt{tf§g] .

-#_ pkbkm -@_ df hg;Jf]s'/f n|JPsf]eP tfklg bJfosf]sbj}sfd ubf{;f]fpkbkm
adflhndsf]sfd xg' pPsf]kdfl0ft ePdf kef|Tjzfnl xJotsf]b?kofu u/\$f]dflgg]5§ M

-s_   kefjzfnl xJa;ot ePsf]sbj}AolOfm jf klti7fgn]pTkfbg jf ljt/0f
ubf{cfPsf]j:t'jf ;]fsf]u0f:t/ jf[4 ug{jf ;$f]kfl|lws ;wf/
ugsf nflu sbj}sfd sf/jfxL u/\$df / To:tf]sfd sf/jfxLaf6 kfkt
xg]klt|kfm To:tf]a:t'jf ;]fsf]pkef' ug{pkefQmnfsf]Ixtdf xg]
ePdf,

-v_   k/f]nt sfg)\ adflhd sbj}JolOQmnf0{kfkt ePsf]sbj}lsl;dsf]afj:s
;DklOQsf];/Alf0f jf k/ngsf nflu To:tf]sfo{u0f:f\df .

       -$_ o; bkmfsf]kofujsf]nflu af§h]ljleGg j:t'jf ;]f pTkfbg jf
ljt/0f ug{kef|Tjzfnl xJa;ot ePsf klti7fgsf];L'L tof/ u/L ;do ;dodf
;fjh|lgs ?kdf k$fzg ug{kg5§ .

       -%_ pkbkm -$_ adflhndsf];L'Ldf x/|kmJ geP;Dd To:tf klti7fgsf]
kefjzfnl xJa;ot sfod /x$f]dflgg$5 .

%=   kl|t:kwfhnf0{IgoGq0f ug{p22fon]klti7fg ufleg jf ldNg gxg]5§M sbj}j:t'jf ;]f
pTkfbg jf ljt/0f ug{klti7fgn]Psflwsf/ sfod ug{jf ahf/df IgoGqt Jofkfl/s
cEof; sfod ug{p22fon]dfg k$f[tsf]j:t'jf ;]f pTkfbg jf ljt/0f ug{cGo
klti7fg;E ufleg, cfk;df ldNg PSn}jf cf^gf] ;xfos klti7fg;E ldnL To:tf]
klti7fgsf]kgf{; klttzt jf ;f]eCbf a9L zf\/ vl/b ug{jf To:tf]klti7fgsf]
Joj;fo sAhf u/L uxJ0f -6$ cfe/ ug{;Sg$5§ .

:kli6s/0f M o; bkmfsf]kgf{hgsf]nflu sb}Ps}k$f[tsf]j:t'jf ;]f pTkfbg jf
ljt/0f ug{JolOQmjf klti7fg Ps cfk;df uflebf/ ldNbf, zf\/ vl/b ubf{6$ cfe/
ubf{To:tf j:t'jf ;]f gkfn /fHoleq xg]sh pTkfbg jf ljt/0f dWo$]rfnl; klttzt
eCbf a9L pTkfbg jf ljt/0f xg] ePdf kl|t:kwf{ IgoGq0f ug{p22fon]klti7fg
uflePsf]ldn$f]hf{f 6$cfe/ u/\$f]dflgg$5 .

^=   af§hkqdf clgoldttf ug{gxg]M -!_ sbj}lgsfon] ;fjh|lgs ?kdf cfJxfg u/\$f]
af§hkqdf To:tf]af§hkq kh] ug{af§hkqbftfn]bJfosf]sfd u/L af§hkqdf clgoldttf
ug{u/fpg xf\g$M-

k||ti7fgn]pTkfbg u/$f]jf lj t/0f u/$f]j:t'jf ;]f /fvl k$f|u ug{jf ljqmL
lj t/0f ug{gxg]

-u_ v08 -s_ jf -v_ adf|hdsf]zt{kfngf u/L s§}j:t'jf ;]fsf]k$f|u
jf ljqmL lj t/0f u/{f a9L ; xlnotk0f{zt(df To:tf]j:t'jf ;]f lj t/0f ug]

!)= e$k0f{lj 1fkg ug{gxg]M s§}j:t'jf ;]f pTkfbg jf lj t/0f ug{JolQm jf k||ti7fgn]
lgoGq0f jf ;Lldt ug{[p2]on]e$k0f{lj 1fkg ug{u/fpg x5g .

:ki6Ls/0f M o; bkmfsf]k$f|hgsf]nflu sg}JolQm jf k||ti7fgn]b}fosf]sg}sfd
u/df e$k0f{lj 1fkg u/$f]dflgg]5 M-

-s_ j:t'jf ;]fsf]jf:tljs u0f, kl/df0f jf dNoeGbf kms xg]u/L e$k{jf e¶f ljj/0f
lb0f{lj 1fkg u/df,

-v_ j:t'jf ;]fsf]jf/]6L, kmf0bf, u0f jf cfo' ; DjGwL e¶f jf e$k0f{lj 1fkg u/L
ahf/ kJ4§ u/df,

-u_ s§}JolQm jf k||ti7fgn]pTkfbg jf lj t/0f u/$f]j:t'jf ;]fsf]ahf/nf0{
k||tsh xg]jf To:tf]j:t'jf ;]f lj?4 e¶f jf e$k0f{lj 1fkg u/df,

-3_ lj 1fkgdf pNn]v ul/Psf]dNoeGbf a9L xg]u/L j:t'jf ;]f]ljqmL lj t/0f
u/df .

!!= of]Pg nfu"gxg]M o; kl/R5]df cGoq hg;S}s/'f n]vPsf]eP tfklg bkmf !) sf]
Joj:yf afxs§ b}fosf Jofkfl/s jf Joj;flos lqmofsnfkx?df of]Pg nfu"5g M-

-s_ cfBflus Joj;fo Pg, @)$(adf|hd n3'tyf 3/]h'pBfu ; DjGwL Joj;fo,
-v_ tf|sP adf|hdsf ;fgf ls;fgaf6 pTkflbt s[if pTkbg tyf s[ifhGo ;xsf/L
Joj;fo,
-u_ sRrf kbfy{sf]vl/b sfo,{
-3_ lgoft Joj;fo,
-a_ ; fdlxs ;fflhfhlsf]>lds clwsf/sf]nflu ul/g]sfo{
-r_ cg';Gwfg tyf ljsf; ; DjGwL sfo{
-5_ Joj:yfkg ; DjGwL ;xsfo{
-h_ Jofkfl/s Ifdtf clej[4sf]nflu ul/g]; Ë7gflds / k||qmfut ;wf/sf nflu
ul/g]; xsfo{.

kl/R5] -#
af¶sf]u7g tyf sfd, st{o / clwsf/

!@= af¶sf]u7nM -!_ ahf/ ; Hflf0f u/L ahf/df :jR5 k||t:kwf{clej[4 ug{k||t:kwf{kJ4§
tyf ahf/ ; Hflf0f af¶sf]u7g u/Psf]5 .

-@_ pkbkmf -!_ adf|hdsf]af¶f b}fosf ;b:ox? /xg]5g M-

-s_	; lrj, pBfu jfl0fHo tyf cfkl't{dGqfno	cWolf
-v_	k||tlgw, sfg'g, Gofo tyf ;+blo Joj:yf dGqfno	; b:o
-u_	k||tlgw, cy{dGqfno	; b:o
-3_	k||tlgw, pBfu jfl0fHo tyf cfkl't dGqfno	; b:o

-ª_	pBf[]u jfl0fHo tyf jfl0fHo ; Dj]Gwu ; 3 ; a/yfdf sfo({t JolQmx? d]Wbajf6 g]kfn ; /sf/n]dgf[]gt u/\$f]b0h[]gf	; b:o
-r_	pkef[]Qmf xslxt; []u ; Dj]Gwt ; 3 ; a/yfdf sfo({t JolQmx?d]Wbajf6 sDtldf Pshgf dlxnf /xg]u/L g]kfn ; /sf/n] dgf[]gt u/\$f]rf/hgf	; b:o
-r_	dxfl]gb[]z, jfl0fHo ljefu		; b:o-; lrj

-#_ pkbkmf -@_ adf[]hd dgf[]gt ; b:ox?sf]kbfjwL b0{jif{f]xg\$f .

-$_ pkbkmf -#_ df hg;'S}s'/f n]jPsf]eP tfklg sg\}dgf[]gt ; b:osf]sfd
 ; Gtf[]fhgs gb]jPdf g]kfn ; /sf/n]To; sf]sf/0f vhf0{lghnf0{hg; 'S}jvt jf8\$f]sf]
 ; b:oaf6 x6fpg ; Sg\$f .

!#= af8\$f]a?s / lg0fo[] []M -!_ af8\$f]a?s cfjZostf cg'; f/ a:g\$f .

-@_ af8\$f]a?s c]Wolfn]tf\$$f]ldlt, ; do / :yfgdf a:g\$f .

-#_ af8\$f]sh ; b:o ; []ofsf]krf; kl]tzt e]Gbf a9L ; b:ox? pkl:yt <br> ePdf af8\$f]a?ssf]nflu u0fk'/s ; wof ku\$f]flfgg\$f .

-$_ af8\$f]j?ssf c]Wolftf c]Wolfn]ug\$f / lghsf]cgkl:yltdf pkl:yt
 ; b:ox?n]cfkm]d]Wbajf6 5fg]$f]; b:on]a?ssf]c]Wolftf ug\$f .

-%_ af8\$f]a?sdf axdtsf] /fo dfGo xg\$f / dt a/fa/ ePdf a?ssf]
 c]Wolftf ug{JolQmn]lg0ffo[]s dt lbg\$f .

-^_ af8\$f]lg0fo[] af8\$f]; b:o-; lrjn]kdf0flt ug\$f .

-&_ af8]n]cfjZos b]]Vbf ; Dj]Gwt ljifosf lj1nf0{jf8\$f]a?sdf ko\$f]]fssf]
 ?kdf efg lng cfd]Gq0f ug{; Sg\$f .

-*_ af8\$f]a?s ; Dj]GwL cGo sfo{[]lw af8\${cfkmn]][]lgwf[]f{0f u/]]adf[]hd xg\$f .

!$= af8\$f]sfd, st{o / clwsf/ []M o; Pgjdf cGoq n]jPsf sfd, st{o / clwsf/sf]
 cltl/Qm af8\$f]sfd, st{o / clwsf/ b]xfo adf[]hd xg\$f []M

-S_ :jR5 kl]t:kwf{sfod ug\{; Djwdf cjnDjg ug{kg\$gllt th\$bf u/L g]kfn ; /sf/
 ; dIf k]z ug\{

-v_ kl]t:kwf{; Djwdf sfg'gsf]kg//jnf$g ug{kg\$b]]jPdf ; f]sf]kg//jnf$g u/L <br> cfjZos ; wf/sf]nflu g]kfn ; /sf/nf0{; []mj lbg\{

-u_ :jR5 kl]t:kwf{af6 cyf\$Gqdf kg\{; sf/fTds kefj / :jR5 kl]t:kwf{ljkl/tsf <br> lq]mofsnfkaf6 kg\{sf/fTds c;/sf/f ; Dj]Gwdf hgr]tgf hufpg\{

-3_ dh\$;sf]cfly\$s cj:yf, Jofkfl/s l:ylt, jhf/df :jR5 kl]t:kwf{tyf pkef[]Qm <br> lxt clej[4sf nflu ug\{kg{sfo{sf ; Dj]Gwdf g]kfn ; /sf/nf0{cfjZos
 ; []mj lbg\{

-ª_ ahf/df :jR5 kl]t:kwf{cj[4sf nflu b]]Vbf ; b:osf]klxrfg ug\{tyf
 To:tf ; b:of ; b/fj ug{; Dj]Gwt lgsfonf0{; []mj lbg\{

-r_ ahf/df :jR5 kl]t:kwf{kj[4sf nflu lghl Ifq][] []u ; xsfo{ug\{

-5_ ahf/df :jR5 kl]t:kwf{nf0{kj[4 ug\{; Dj]Gwdf cfjZos cWoog tyf <br> cg';Gwfg ug{u/fpg\{

-h_   :jR5 k||t:kwf kJ4g ug[; DjGwdf sfoof|hgf agf0{nfu"u/fpg]

-em_   :jR5 k||t:kwf{ljkl/tsf sfd sf/jfxl s;àf6 eP gePsf];DjGwdf lg/LIf0f,
       cgudg tyf hfFjèm ug[u/fpg]

-`_   v08 -em_ adfl|hd lg/LIf0f, cgudg tyf hfFjèm ubf{u/fpBf s;àf6 :jR5
       kl|t:kwf{ljkl/tsf sg}sfd sf/jfxl xg nfu$sf]bl|VPdf To:tf]sfd t?Gt
       /f§g nufpg]

-6_   cfkl|h]ug{kg[sfdsf ;DjGwdf cfjZostfg';f/ ;ldlt u7g ug[

-7_   :jR5 kl|t:kwf{sfod ug[;DjGwdf cfjZos cGo sfd ug[u/fpg].

!%=   aÏs eQf M afßsf]aÏsdf efu lnP jfkt cl|bolf tyf ;b:on]tflsP adfl|hd aÏs
      eQf kfpg]5g\

!^=   afßsf];lrjfno M   jfl0fHo ljefun]afßsf];lrjfnosf]?kdf sfd ugÏ .

                        kl/R5ð -$

                  s;Ï tyf ;hfo ;DaGwL Joj:yf

!&=   :jR5 kl|tk:wf{ljkl/tsf]s;Ï u/$sf]dflgg]M sg}JolQmjf kl|ti7fgn]kl/R5ð –@
      ljkl/tsf]sg}sfd sf/jfxl u/]u/fPdf lghn]:jR5 kl|t:kwf{ljkl/tsf]s;Ï u/]
      u/fPsf]dflgg$.

!*=   ;hfo M-!_ bÏfosf]sfd sf/jfxl ug[u/fpg]JolQmjfkl|ti7fgnf0{s;Ïsf]dfqf cg';f/
      bÏfo adfl|hdsf]; hfo xg$ M-

-s_   bknf #,$ jf % ljkl/t sfd sf/jfxl u/]u/fPdf To:tf]sfd sf/jfxl jb/ u/L To:tf]
      sfd sf/jfxl ug[u/fpg]JolQmjf kl|ti7fgnf0{kfF nfv ?kêÏffFDd hl/jgf,

-v_   bknf ^ sf]pkbknf -!_ ljkl/t sfd sf/jfxl u/]u/fPdf To:tf]sfd sf/jfxl
      jb/ u/L To:tf]sfd sf/jfxl ug[u/fpg]JolQm jf kl|ti7fgnf0{ tlg nfv
      ?kêÏffFDd hl/jgf,

-u_   bknf & ljkl/t sfd sf/jfxl u/]u/fPdf To:tf]sfd sf/jfxl ug[u/fpg]JolQm
      jf kl|ti7fgnf0{Ps nfv ?kêÏffFDd hl/jgf,

-3_   bknf * ljkl/t sfd sf/jfxl u/]u/fPdf To:tf]sfd sf/jfxl ug[u/fpg]JolQm
      jf kl|ti7fgnf0{krf; xhf/ ?kêÏffFDd hl/jgf,

-ª_   bknf (jf !) ljkl/t sfd sf/jfxl u/]u/fPdf To:tf]sfd sf/jfxl ug[u/fpg]
      JolQmjf kl|ti7fgnf0 kRrl; xhf/ ?kêÏffFDd hl/jgf,

-r_   v08 -s_, -v_, -u_, -3_ / -ª_ df nl|VPPblV afx$s of]Pïg jf o; Pïg cGtu[t
      ag$sf]lgod ljkl/t sfd sf/jfxl ug[u/fpg]JolQm jf kl|ti7fgnf0{bz xhf/
      ?kêÏffFDd hl/jgf .

-@_   pkbknf -!_ adfl|hdsf];hfo kfPsf]JolQm jf kl|ti7fgn]o; Pïg cGtu{tsf]
      sg}s;Ï kgMu/]df To:tf]JolQm jf kl|ti7fgnf0{;f]pkbknf adfl|hd xg]hl/jgfsf]
      bfÏa/ hl/jgf xg$.

-#_   pkbknf -!_ adfl|hdsf]sfd sf/jfxl sg};Defqf cg';f/ eP u/$sf]/x$
      eg]To:tf];Defqf ;dt ab/ xg$.

-$_   s;Ïn]sg}JolQm jf kl|ti7fgnf0{xfgL gf$;fgl k¦ofpg]jf blV lbg]lgotn]
      elÏf ph/ lbPsf]7x/]lghnf0{bz xhf/ ?kêÏffFDd hl/jgf xg$.

!(=   afwf lj/fW ugĥf0{; hfo Mo; Pö cĠtu{ s;'/df cg'; Gwfg tyf txlssft ;DjĠwL
        sfd s/fjfxldf s;ĥ]afwf lj/fW u/ĝf lghnf0{ahf/ ;AlfOf clws[tsf]kĺtjĥgsf]
        cfwf/df cbfntn]kRrl; xhf/ ?kĵfFĎd hĺ/jgf ug{; Sgĵ .

@)=   dVo e0{sfd ugĥ]s;'/ u/$f]dflgg]Msö}kmd{sDkgL jf ;ҥ7t ; :yfn]o; Pö
        adfĺhd s;'/ dflgg]sö}sfd u/ĝf kmd$f]xsdf To:tf]sfd ubf$f jvt sfod /x$f
        kmd$f lx:; ĵf/ / sDkgL jf ;ҥ7t ; :yfsf]xsdf To:tf]sDkgL jf ;yfsf]dVo e0{
        sfd ugĺJolQm]To:tf]s;'/ u/$f]dflgg$.

        t/ dVo e0{sfd ugĺJolQm lgolQm xö'cufj}To:tf]sfd eP u/$f]jf ; f]
        sfd ugĺlg0f6 To;/L dVo e0{sfd ugĺJolQmsf]d~h'/L lagf ePsf]xf]eĠg]s'/f
        kĵffl0ft ePdf h;]n]To:tf]sfd u/$f]5 ; f]l JolQm]s;'/ u/$f]dflgg$.

        :ki6Ls/0f Mo; bkmfsf]kĵffĥgsf]nflu ądVo e0{sfd ugĺJolQmE eĠgfn]sDkgL jf
        ;ҥ7t ; :yfsf]cWolf, ŕfns ;ldltsf ;b:o, dxfkĵGw, kĵGw lgbĵzs jf ; f]L
        xĵ]; otdf sfd ugĺJolQm ; Demg'k5{.

@!=   ; hfodf 56 M -!_ sö}s;'/sf]cg'; Gwfg tyf txlssft ubf{; f]s;'/; E ; DjĠwt
        sö}JolQmjf kĺti7fgn]bĵfo adfĺhd ; xofĵ u/$f ahf/ ; :yfn]o; AlfOf clws[tn]d2f bfo/
        ubf{To:tf]JolQmjf kĺti7fgf0{bkmf !* adfĺhd xö]; hfo k'/}jf cfĥzs 56 lbg]
        u/L cbfnt ; dlf dfu ug{; Sgĵ M

    -s_ cg'; Gwfg tyf txlssft kf//De xö'cl3 g}To:tf]s;'/sf]af/]df hgsf/L jf ; ŕgf
        lbPdf,

        -v_   cg'; Gwfg tyf txlssftsf]l;nl;nfdf hf̐jĕm ug{clwsf/Ln]kQf nufpg
               g;s$f dxTjk0{kḑf0f jf hgsf/L pknAw u/fPdf,

        -u_   cg'; Gwfg tyf txlssftsf]sfd sf/fjldf cĠo sö}ljzĵjf xö' k̃ofPdf .

        -@_ pkbkmf -!_ adfĺhd ahf/ ; AlfOf clws[tn]dfu u/$f];hfo 56sf]Joxf̐jjf
        dgfl;j bĺjPdf cbfntn]s;'/ ug{ĺJolQmjf kĺti7fgf0{o; Pö adflhd xö ; Sg$
        ; hfo cfĥzs jf k0f{{kn$56 ug{; Sg$.

        -#_ pkbkmf -@_ df hö;̒}s;'/ n}jPsf]eP tfklg s;'/df ; ̃Ug JolQmjf
        kĺti7fgadfĺhd @(adfĺhd lfltklÏt{lbgkg̀bfloljjaf6 56 kfpg ; Sg$5g .

                            kl/R5ĵ̒ -$
                d2fsf]txlssft / bfo/L ; DjĠwL Joj:yf

@@=   ahf/ ; AlfOf clws[tn] tf̒g]M-!_ o; Pö adfĺhd ; hfo xö]s;'/ ; DjĠwL d2fsf]
        cg'; Gwfg tyf txlssft u/L cbfnt ; dlf d2f bfo/ ugĺsfd ; d!̒sf]nflu gĥfn
        ;/sf/n] gĥfn /fhkdf ; ŕgf k$lzg u/L gĥfn /fOsf]cfjZos lhNnfdf sö}
        clws[t sd̐f/Lnf0{ahf/ ; AlfOf clws[tsf]?kdf tf̒g]5 .

        -@_ ahf/ ; AlfOf clws[tsf]ofňotf tyf cĠo sfd, st̒o / clwsf/ tf̒sP
        adfĺhd xö$g\

@#=   ph'/L lbg ; Sg]M-!_ sö}JolQmjf kĺti7fgo; Pö sö}sfd sf/jfxl u/$f
        ;f]s;'fsf]hgsf/L kfpg hö; ̑}JolQmn]cfk\̑ eƖsf]hgsf/L jf ; t kĵf0f ; lxt
        tf̒sP adfĺhd jfĝ{{jf ahf/ ; AlfOf clws[t ; dlf ph'/L lbg ; Sg$.

        -@_ pkbkmf -!_ adfĺhd ph'/L lbg]Jolan]cf^gf]gfd ufl^o /OVg rfxĵf To:tf]
        Jolanĵfgfgfsegĵaflo8ĵofg̒foĵĵovg̒gveĝfoĳ .

@$= d2fsf] txlssft / bfo/L M -!_ o; Pg adflhd ;hfo xg]sg}s;'/ eP u/$f]
;DjGwdf bkmf @# adflhd ph'/L kfKt ePdf jf ;f]ljifodf cGo sg}dfNodaf6
cfkltnf0{ hfgsf/L xg cfPdf ahf/ ;AlfOf clws[n] ;f] d2fsf] cg'Gwfg tyf
txlssft ug$5 .

        -@_ pkbkmf -!_ df hg;s}s'/f n]VPsf]eP tfklg o; Pg adflhd ;hfo xg]
sg}s;'/ eP u/$f] ;DjGwdf bkmf @# adflhd af$df ph'/L k/$fdf jf8$n]To:tf]
ph'/L cfjZos sf/jfxlsf]nflu sg}ahf/ ;AlfOf clwst ;dIf k7fpg jf To:tf]ph'/L
pk/ pk;ldlt u7g u/L cfkkn]cg' Gwfg tyf txlssft u/fpg ;Sg$5 .

        -#_ bkmf @# adflhd ph'/L lbg]JolQm]s;'/sf]cg' Gwfg tyf txlssftsf]
l;nl;nfdf yk kdf0f jf hfgsf/L lbPdf cg' Gwfg tyf txlssft ug{clwsf/Ln]
To:tf]kdf0f jf hfgsf/Lnf0{;df ljrf/ u/L cg' Gwfg tyf txlssft ug{kg$5 .

        -$_ pkbkmf -@_ adflhd pk;ldltaf6 sg}d2fsf] cg' Gwfg tyf txlssft
ePsfdf To:tf]d2fsf]cg' Gwfg tyf txlssftsf]sfd ;dfKt ePkl5 cfkntsf d2f
bfo/ ug{afOf]sg}ahf/ ;AlfOf clws[nf0{cfkt ;f] lbg$5 .

        -%_ pkbkmf -!_ adflhd d2fsf]cg' Gwfg tyf txlssftsf]sfd ;dfKt ePsf]
jf pkbkmf -$_ adflhd af$af6 d2f bfo/ ug{cfkt kfPsf]ldltn]k}H; lbgleq ahf/
;AlfOf clwst]cfkmt ;dIf d2f bfo/ ug{kg$5 .

        -^_ pkbkmf -%_ adflhd d2f bfo/ ubf{ahf/ ;AlfOf clwst] ;/sf/L
jslnsf]/fo lng'kg$5 .

        -&_ pkbkmf -%_ adflhd cfkmt ;dIf bfo/ ePsf]d2fsf]jx; k/$jl tyf
kltt/Iff ;/sf/L jslnaf6 xg$5 .

@%= lg/LIf0f, hfFjefn jf vfFgtf;L ug{;Sg]M -!_ s;n]of]Pg jf o; cGtu{f ag$sf]
lgod ljkl/t sg}sfd sf/jfxl ug//x$f]5 eCg]ljZjf; xg]dgfl;j sf/0f ePdf jf
;f]; DjGwdf bkmf @# adflhd ph'/L kfKt ePdf ahf/ ;AlfOf jf af$af/f ul7t
pk;ldltn];DjGwt 7pFEf]lg/LIf0f, hfFjefn jf vfFgtf;L ug{;Sg$5 .

        -@_ pkbkmf -!_ adflhd lg/LIf0f, hfFjefn jf vfFgtf;L ubf{ckgfpg' kg$
sfo{ljl tfKsf adflhd xg$5 .

@^= gkkfn ;/sf/ jfblL xg]M o; Pg cGtu{ s;'/ xg]d2f gkkfn ;/sf/ jfblL xg$5 .

@&= ljzif1sf] ;xof lng ;Sg]M sg}s;'/sf]k${t / ufDelo{fsf] sf/0f ;f]s;'/sf]
cg' Gwfg tyf txlssftdf ;DjGwt ljifosf]ljzif1sf] ;xof cfjZos ePdf jf
txlssft ug${pk;ldlt jf ahf/ ;AlfOf clwst]; DjGwt ljzif1sf] f lng ;Sg$5 .

@*= d2fsf] sf/jfxL / lsgf/f M -!_ o; cGtu{sf]d2fsf] sf/jfxL / lsgf/f ug${
clwsf/ cfdtnf0{xg$5 .

        -@_ cfdtn]o; cGtu{ bfo/ ePsf]d2fsf] sf/jfxL / lsgf/f ubf{;fKt
sfgg jdf]lhd Pg, @)@* adflhdsf]sfgg jdf]lhd ckgfpg'kg$5 .

                            kl/R5]b -^
                            ljljw

@(= Ifltklt{{M -!_ sg}JolQm jf klti7fgn]o; cGtu{sf]sg}s;'/sg}s;'/ u/$f]sf/0faf6
s;}hf0{sg}kf/s/f]xflg gf$5;fgl xg uPdf To:tf]xfgl gf$sf;fn] Ifltklt{{e/fO0{
kfpg cfkt ;dIf lgj]bg lbg ;Sg$5 .

-@_ pkbknf -!_ adf‖hd k/}sf]lgj‖bg pk/ sf/jfxL xɓf IfltkI't{e/fpg'kgɪ
b‖vPdf cbfntn]xflg gf§;fgL k¥ofpng]JolQmjf k‖ti7fgaf6 lgj‖bsnf0{IfltkI't{e/f0{
lbg'kg§ .

#)= gkfn ;/sf/sf]ljzɪf clwsf/ Ӎ o; Ptdf cҤoq h§;S}s7f n‖vPsf]eP tfklg
gkfn /fHoe/ jf gkfn /fHosf]sҕ}vf; If{ɖdf sҕ}j:t'jf ;]fsf]pTkfbg jf
ljt/0fdf ;s6 pTkɕg ePdf jf xҕ ;Sg]b‖vPdf jf sҕ}j:t'jf ;]fsf]cfkI't{tyf
ljt/0fsf]cj:yfnf0{ljrf/ u/l gkfn ;/sf/n]gkfn /fhkqdf ;ऄgf k$fzg u/l ;f]
;ऄgfdf tf‖sPsf]cjlw / Ifadf kl/R5ҥ-@ df n‖vPsf]sҕ}sⅣf nfu"gxҕ]u/l
cfjॣos cfbझ hf/l ug{;Sg§ .

t/ of]Plg nfu"xg̍eGbf cl3 gkfn ;/sf]n]u/]cfkI't{tyf ljt/0f ;DjGwl
Joj:yf / cfbझ o; }Plg adf‖hd eP u/]flf]dflgg§ .

#!= sfd sf/jfxL /f§g cfbझ lbg ;Sg]Ӎ s;ᵗ]o; Ptɕ ljkl/t ug{nfu‖sf]sҕ}sfd
sf/jfxL tⅦsfn g/f‖sPdf ahf/df sҕ}j:t'jf ;]fsf]cfkI't{ljt/0fdf tⅦsfn uDel/
k‖tsֆ cj:yf ;‖ngf xҕ ;S5 eҕg]sⅣf ahf/ ; /Ilf0f clws̍ jf af§sf6f6 cbfntnf0{
hfgsfl xҕ cfkPdf / ;f]sⅣfdf cbfnt lj:j:t ePdf cbfntn];f]sfd sf/jfxL
tⅦsfn /f§g cfbझ lbg ;Sg§ .

#@= af‖4s ;DklQsf]b7?koflु /f§g]Joj:yf ug{;Sg]Ӎ sҕ}af‖4s ;DklQsf]wgln]cf̂gf]
af‖4s ;DklQsf]b7?koflु u/l :jfR5 kl‖t:kwf{ afwf k‖ofPdf jf pkefɕmfnf]xs lxt
ljkl/t sfd u/‖df gkfn ;/sf/n];f]; jf‖tljg];ҕ Joj:yf ug{;Sg§ .

##= k̍ln̍t sfgҕ adf‖hd d2f rnfpg afwf gkg]Ӎo; Pҕ adf‖hd s;ᵗ7 7xl/g]s̊g}sfd
sf/jfxL c̍o k̍ln̍t sfgҕ adf‖hd klg s;ᵗ7 7xl/g]/x̓ eg];]fsfgҕ adf‖hd d2f
rnfpg o; Pҕ sf]sҕ7f/fn]afwf k‖ofPsf]dflgg]5ↄn .

#$= k‖:sf/ lbg ;Sg]Ӎ s;ᵗ]o; Pҕ ljkl/t sҕ}s;ᵗ7 u/]jf ug{nfu‖sf]e̍g]
;DjGwl afɕ{jf ahf/ ; /If0f clws̍ jf‖tljg0{lbPsf]/f§g cbfntaf6 d2fsf]clⅦtd
lsgf\f x̓f ;To 7xl/Pdf To:tf]/f§gafftfnf0{afȐ̍]plⅣt k‖:sf/ lbg ;Sg§ .

#%= ;xoflु ug{kg]Ӎo; Ptҕ cҔtuↄsf]s;7/sf]jf‖tljg0{cg̕Gwfg tyf txlssft ubf{
afȐ{afȒf̂f/f ul7t pk;ldlt jf ahf/ ; /If/0f clws̍ cfjॣos ;xoflु k‖ofpg'
jf‖twt ;aᵗ]st7o xg§ .

#^= c̍gfsf]uflोotf Ӎ o; Pҕ adf‖hd lg/LIf0f , cg̕dg, cg̕Gwfg jf txlssft ubf{
afȐjf ahf/ ; /If0f clws̍n]cf‖ttgf0{kf̍t x̓ cfPsf]Jofkfl/s sf/f/jf tyf afȐ
uf̍o /fTg'kg§ .

t/ cf̂gf]sfo{; /If0f ;DjGwl afbl;af/df pNnɕ̈ u/‖df jf ;fj̈̍lgs axⅡjsf]
hfgfl/l lbnfPsf]ljifonf0{gf̍otf eↄ cㄱbf̓f/f/f§g'kg§ .

#&= clwsf/ k̍ofofॣg]Ӎ af̍̍]cfॣtnf̍t clwsf/ clwsf/ dⅣ]cfȐ̍]Jofsॣostf sᄗᵗ / ; sॣ]clwsf/
afȐ{sf]cⅣ̍f, ;b:o, ;b:o–, lrj, o; Ptҕ adf‖hd uⅣt ;aᵗ]jf gkfn ;/sf/
;xॣ]clwsf/ sⅦ/;fⅦf̍of0{ kofॣg ug{;Sg§ .

#*= jflif̍ k‖tjⅤg]Ӎ af̍̍]c̍gfsf]sfd sf/jfⅣsf]jflif̍ k‖tjⅤg kↄo: cflys j̍̍{
;Dᵗt ePsf]ldⅦn];7L lbgleq gkfn ;/sf/ ;DjlⅦ u/{kg§ .

-@_ pkbknf -!_ adf‖hd k̍ ePsf]cflos̍ k‖tjⅤg gkfn ;/sf/n];f j̍o
ug{;Sg§ .

#(= lgod ag̍fpg]clwsf/ Ӎ o; Pҕ sf]p2㌰o sfॣⅦafg ug{gkfn ;/sf/n]cfjॣos
lgod ag̍fpg ;Sg§ .