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(Authoritative English text of this department notification No.EDN-A-Kha(3)-3/98 part-II dated 20-9-2010 as required under clause (3) of Article 348 of the Constitution of India.)

Government of Himachal Pradesh
Higher Education Department

No. EDN.-A-Kha (3)-3/98-Part-II, Dated: Shimla-171002,

20th Sept.2010

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India, the Governor, Himachal Pradesh, in consultation with the Himachal Pradesh Public Service Commission, is pleased to make the Recruitment and Promotion Rules for the post of Post Graduate Teacher Class-III (Non-Gazetted) in the Department of Higher Education Department, Himachal Pradesh as per Annexure "A" attached to this notification; namely:-

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|---------------------------------|--|
| 1. Short Title and Commencement | 1. (1) These rules may be called the Himachal Pradesh Higher Education Department, Post Graduate Teacher Class-III (Non-Gazetted), Recruitment and Promotion Rules, 2010 |
| | (2) These rules shall come into force from the date of publication in the Rajpatra, Himachal Pradesh. |

By orders,

Pr. Secretary (Education) to the
Government of Himachal Pradesh.

Endst. No. EDN-B-Kha (3)-3/98-Part-II, dated: Shimla-171002

20.9.2010.

Copy for information and necessary action to:-

1. All the Principal Secretaries/Secretaries to the Govt. of Himachal Pradesh.
2. Secretary, HP. Public Service Commission Shimla-2 w.r.t. his letter No. 1-10/71-PSC-Part, dated 30-6-2010 with three additional copies.
3. LR cum Principal Secretary (Law) to the Govt. of Himachal Pradesh.
4. DLR cum Deputy Secretary (Law) to the Govt. of Himachal Pradesh.
5. ALR (Hindi), Law Department, HP. Secretariat.
6. Controller, Printing and Stationary, HP Shimla-5 with the request to publish these Rules in Rajpatra (extra-ordinary) and send 10 spare copies to this department.
7. Director of Higher Education, Himachal Pradesh, Shimla-1.
8. Guard file/ additional copies.

Special Secretary (Edu.) to the
Government of Himachal Pradesh

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Annexure-A

Recruitment & Promotion Rules for the post of Post Graduate Teacher Class-III (Non-Gazetted) in the Department of Higher Education Himachal Pradesh..

1. *Name of the post* Post Graduate Teacher
(For teaching their subject of Post Graduation level for plus one and two classes and to teach subjects studied at Graduation level from class 6th to 10th).
2. *Number of posts* 1500 and future vacancies.
3. *Classification* Class-III (Non-Gazetted) (After three years they will be treated as class-II (Gazetted).
4. *Scale of Pay*
 - i) Pay-Scale for regular incumbents
Rs. 10300+34800 -. 4200 grade pay with initial-start of Rs.16290/-
 - ii) Emoluments for contract employees :Rs. 14500/- per month as per details given in Col.No -15-A Non-selection.
5. *Whether selection post or non selection post*
6. *Age for direct recruitment* Between 18 years and 45 years.

Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of the Government including those who have been appointed on adhoc basis or on contract basis;

Provided further that if a candidate appointed on adhoc basis or on contract basis had become over age on the date when he/she was appointed as such he/she shall not be eligible for any relaxation in the prescribed age limit by virtue of his/her such adhoc or contract appointment;

Provided further that the upper age limit is relaxable for scheduled Castes /Scheduled Tribes/Other Backward categories of persons to the extent permissible under general or special order(s) of the Himachal Pradesh Government;

Provided further that the employees of all the Public Sector, Corporations and autonomous Bodies who happened to be Government Servants before absorption in Public Sector/ Corporations/ Autonomous Bodies at the time of initial constitutions of such Corporations/Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servant. This concession will not, however, be admissible to such staff of the Public Sector Corporations/Autonomous Bodies who were/are subsequently appointed by such Corporations /Autonomous Bodies were finally absorbed in the service of such Corporations/Autonomous Bodies after initial constitution of the Public Sector/Corporations /Autonomous Bodies.

(1) Age limit for direct recruitment will be reckoned on the first day of the year in which the post (s) is/are advertised for inviting applications or notified to the Employment Exchanges or as the case may be.

(2) Age and the experience in the case of direct recruitment, relaxable at the discretion of the Recruiting authority in case the candidate is otherwise well qualified.

7. *Minimum educational qualification and other qualifications required for direct recruits.*

ESSENTIAL QUALIFICATIONS

1. Academic Qualification:-

Master's Degree in the subject concerned from a recognized University (with minimum of 45% marks in aggregate) or its equivalent in the following subjects:-

- a) Post Graduate Teacher(English):-English
- b) Post Graduate Teacher(Hindi):-Hindi
- c) Post Graduate Teacher(Sanskrit):-Sanskrit
- d) Post Graduate Teacher(Math):-Mathematics/ Applied Mathematics
- e) Post Graduate Teacher(Physics):- Physics/Electronics/Nuclear Physics
- f) Post Graduate Teacher(Chemistry):-Chemistry/Bio-Chemistry
- g) Post Graduate Teacher(Biology): Botany /Zoology, Life Microbiology/ BioTechnology /MolecularBio/ Plant Physiology provided they have studied Botany and

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Zoology at Graduation level.

h) Post Graduate Teacher HomeScience

i) Post Graduate Teacher Sociology

J) Post Graduate Teacher Music(Instrumental/Vocal)

k) Post Graduate Teacher(History):-History

l) Post Graduate Teacher(Geography):-Geography

m) Post Graduate Teacher(Commerce)Commerce with Accountancy /Financial Accountancy and Income Tax as major subjects of study..Holder of Degree in MFC(Master of Finance Control) is also eligible for the post of Post Graduate Teacher in Commerce subject from a recognized University .

n) Post Graduate Teacher(Economics):- Economics Applied Economics/ Business Economics .

o) Post Graduate Teacher (Political Science):-Political Science .

ii) Proficiency in teaching Hindi and English.

2. Professional Qualification:-

Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 45% marks.

or

Two years integrated M.Sc. Ed. course or an equivalent course from a recognized University.

Provided that for M.Com candidates, B.Ed qualification will not be essential till the expiry of period of three years from the date HP University allows B.Com/M.Com candidates to undertake B.Ed course.

Provided further that for Contract Lecturers (School Cadre)/others already engaged for teaching, B.Ed. qualification will not be essential till 31st December, 2010.

Note:-

my (i) In case of Post Graduate Teacher in Biology subject the candidate must have qualified Post-Graduate Degree of M.Sc. in Botany /Zoology / Life Micro Biology /Bio Technology /Molecular Bio Plant Physiology provided they have studied Botany and Zoology at graduation level.

(ii) In case of Post Graduate Teacher in Commerce subject the candidate must have qualified B.Com. with Accountancy and Income Tax as one of the papers.

Holder of Degree of MFC (Master of Finance & Control) is also eligible for the post of Post Graduate Teacher in commerce subject from a recognized University.

Holder of Degree in M.Com in Applied/Business Economics shall not be eligible.

b) Desirable Qualification:

Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.

8. *Whether age and Educational qualifications prescribed for direct recruits will apply in the case of the promotees.*

Age: Not applicable.

Educational Qualification; Yes.

9. *Period of probation, if any.*

Two years subject to such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and reasons to be recorded in writing.

10. *Method of recruitment whether by direct recruitment or by promotion, deputation, transfer, and the percentage of posts to be filled in by various methods.*

i) 50% by promotion.

ii) 50% by direct recruitment on regular basis or on contract basis as the case may be. The Contract employee will get emoluments as given in Col No.15-A and will be governed by service conditions as specified in the said column.

11. *In case of recruitment by promotion, deputation, transfer grade from which promotion / deputation / transfer is to be made.*

By promotion from amongst the Trained Graduate Teachers possessing the educational qualification as prescribed in Col. No. 7 above, with at least five years regular service or regular combined with continuous adhoc service rendered, if any, in the grade.

A (1) Provided that for the purpose of promotion every employee shall have to serve atleast one term in the Tribal/Difficult areas subject to adequate number of post (s) available in such areas;

Provided further that the proviso A (1) supra shall not be applicable in the case of those employees who have five years or less service, left for superannuation.

Provided further that Officers/Officials who have not served atleast one tenure in Tribal/difficult area shall be transferred to such area strictly in accordance with his/her seniority in the respective cadre.

Explanation I:-For the purpose of proviso A (1) supra the "term" in Tribal/Difficult areas shall mean normally three years or less period of posting in such areas keeping in view the administrative requirements and performance of the employee.

Explanation II:- For the purpose of proviso A (1) supra the Tribal/Difficult Areas shall be as under:-

1. District Lahaul & Spiti.
2. Pangi and Bharmour Sub Division of Chamba District.
3. Dodra Kwar Area of Rohru Sub Division.
4. Pandrah Bis Pargana, Munish Darkali and Gram Panchayat Kashapat, Gram Panchayats of Rampur Tehsil of District Shimla.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhangal Areas of Baijnath Sub Division of Kangra District.
7. District Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangna Patwar Circle of Renukaji Tehsil and Kota Pab Patwar Circle of Shillai Tehsil, in Sirmour District.
9. Khanyol-Bagra Patwar Circle of Karsog Tehsil Gada-Gusaini, Mathyani, Ghanyar, Thachi, Baggi, Songad and Kholanal of Bali-Chowki Sub Tehsil, Jharwar, Kutgarh, Graman, Devgarh, Trailla, Ropa, Kathog, Silh-Badhwani, Hastpur, Ghamrehar and Bhatehar Patwar Circle of Padhar Tehsil, Chiuni, Kalipar, Mangarh, Thach-Bagra, North Magru and South Magru Patwar

Circles of Thunag Tehsil and Batwara Patwar Circle of Sunder Nagar Tehsil in Mandi District.



(B) (1) In all cases of promotion, the continuous adhoc service rendered in the feeder post, if any, prior to regular appointment to the post shall be taken into account towards the length of service as prescribed in these rules for promotion subject to the condition that the adhoc appointment/promotion in the feeder category had been made after following proper acceptable process of selection in accordance with the provision of Recruitment and Promotion Rules:-

In all cases where a junior person becomes eligible for consideration by virtue of his/her total length of service (including service rendered on adhoc basis, followed by regular service /appointment in the feeder post in view of the provision referred to above) all persons senior to him/her in the respective category/post/cadre shall be deemed to be eligible for consideration and placed above the junior person in the field of consideration;

Provided further that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least three years or that prescribed in the Recruitment and Promotion Rules for the post, whichever is less.

Provided further that where a junior person becomes ineligible to be considered for promotion on account of the requirements of the preceding proviso, the person(s) junior to him/her shall also be deemed to be ineligible for consideration for such promotion.

Explanation:-The last proviso shall not render the junior incumbent (s) ineligible for consideration for promotion if the senior ineligible person (s) happened to be Ex-Servicemen recruited under the provision of Rule 3 of Demobilized Armed Forces Personnel (Reservation of vacancies in Himachal State Non-Technical Services) Rules, 1972 and having been given the benefit of seniority there under or recruited under the provisions of Rule 3 of the Ex-Servicemen (Reservation of Vacancies in the Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority there under.

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(2) Similarly, in all cases of confirmation continuous adhoc service rendered on the feeder post, if any, prior to the regular appointment against such post shall be taken into account towards the length of service, if the adhoc appointment/promotion had been made after proper selection and in accordance with the provision of the R & P Rules;

Provided that inter-se-seniority as a result of confirmation after taking into account, adhoc service rendered as referred to above shall remain unchanged.

12 *If a Departmental Promotion Committee exists, What is its composition ?.*

As may be constituted by the Government from time to time.

13 *Circumstances under which the HP Public Service Commission is to be consulted in making recruitment.*

As required under the Law.

14 *Essential requirement for a direct recruitment.*

A candidate for appointment to any service or post must be a citizen of India.

15 *Selection for appointment to the post by direct recruitment.*

Selection for appointment to the post in case of direct recruitment shall be made on the basis of viva -voce test, if H.P.SUBORDINATE SERVICES SELECTION BOARD, Hamirpur or other recruiting authority as the case may be so consider necessary or expedient by a written test or practical test, the standard/syllabus etc. of which will be determined by the recruiting authority, as the case may be.

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recruiting Agency i.e. H.P.SUBORDINATE SERVICES SELECTION BOARD, Hamirpur.

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS :-

As may be constituted by the concerned recruiting Agency i.e. H.P.SUBORDINATE SERVICES SELECTION BOARD, Hamirpur from time to time.

VI) AGREEMENT :-

After selection of a candidate, he/she shall sign an agreement as per Annexure-B appended to these Rules.

(VII) TERMS AND CONDITIONS :-

(a) The contractual appointee will be paid fixed contractual amount @ Rs. 14500/- per month (which shall be equal to minimum of the pay band + Grade pay). The contract appointee will be entitled for increase in contractual amount @ Rs. 440/- (3% of the minimum of the pay band + grade pay of the post) for further extended years and no other allied benefit such as senior / selection scales etc. will be given.

(b) The service of the contract appointee will be purely on temporary basis. The appointment is liable to be terminated in case the performance/conduct of the contract appointee is not found satisfactory.

(c) Contractual appointee will be entitled for one day casual leave after putting one month service. This leave can be accumulated up to one year. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled for Medical Reimbursement and LTC etc. only maternity leave will be given as per Rules.

(d) Unauthorized absence from the duty without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract Appointee shall not be entitled for contractual amount for the period of absence from duty.

(e) An official appointed on contract basis who have completed five years tenure at one place of posting will be eligible for transfer on need based basis wherever required on administrative grounds.

meeg (f) Selected candidate will have to submit a certificate of his/her fitness from a Government/Registered Medical Practitioner. Women candidate pregnant beyond Twelve weeks will stand temporarily unfit till

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the confinement is over. The women candidate will be re-examined for the fitness from an authorized Medical Officer/Practitioner.

(g) Contract appointee will be entitled to TADA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular officials at the minimum of pay scale.

(h) Provisions of service rules like FR-SR Leave Rules, GPF Rules, Pension Rules & Conduct rules etc. as are applicable in case of regular employees will not be applicable in case of Contract Appointees. They will be entitled for emoluments etc. as detailed in this column.

(i) Contract Post Graduate Teacher of school cadre shall teach those subjects from Class 6th to 10th which they had studied at Graduation level, in addition to teaching of plus one and plus two classes of the subjects studied by them at the post graduation level, to enable them to fulfil the minimum norms of teaching in a month.

16 Reservation:

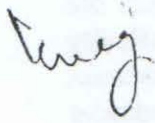
The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/ Scheduled Tribes/other Backward Classes/other categories of persons issued by the Himachal Pradesh Government from time to time.

17 Departmental Examination:

Not applicable.

NOTE: Departmental Examination is applicable only after the conferment of Gazetted Status to the incumbents.

18 Power to relax:



Where the State Government is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing and in consultation with the Himachal Pradesh Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons or posts.
