

No. EDN-HE(19)B(5)- 06/10
Directorate of Higher Education,
Himachal Pradesh

Dated Shimla-171001 the 18 MAR 2025 March., 2025

ORDER

Whereas, the working of Staff Selection Board Hamirpur was under a cloud, a Para Teacher Policy was introduced as the teaching work in schools may not be suffered in compelled circumstances. Para Teacher Policy was notified on 17-09-2003 with a view to achieve the objectives of making teachers available against filling up of vacancies of Lecturers in various schools of the State with the condition that the services of the Para Teachers were hired purely on temporary basis which were liable to be terminated on appointment of fresh appointee as per R&P Rules, transferee or on not good performance. Thereafter, the Government of H.P. took a conscious decision to regularize the services of those Para Teachers who had completed 10 years continuous services and accordingly the services of the petitioner were also regularized on 18.12.2014. Now some of Para Lecturer regularized have filed CWP No. 6351 /2024 titled as Sunil Dogra and Ors Vs. State of H.P and another and on 8.7.2024 Hon'ble High Court has directed as under:-

“Taking into consideration the fact that the petitioners have directly approached this Court without firstly making a representation to the employer vis-à-vis the reliefs being claimed in the petition, as prayed for, this writ petition is disposed of by granting liberty to the petitioners to file an appropriate representation to the respondent-Department vis-à-vis the issues raised in the present petition. In the event of any such representation being filed within two weeks’, let appropriate decision thereupon be taken by the competent Authority, within eight weeks’ as from the date of the receipt thereof. Pending miscellaneous application(s), if any, stand disposed of accordingly.”

And whereas, Govt. has notified Act No. 23/2025. The Himachal Pradesh Recruitment and Conditions of Service of Govt. employee 2024 on 07.02.2025. Wherein it has been mentioned that notwithstanding anything contained in any judgment, decree or order of any court; law, rule, notification, order, etc., for the period commencing on and from 12th, December, 2003 and ending on the date of commencement of this Act, in Column number 10 of the recruitment and promotion rules notified in exercise of powers conferred by proviso to article 309 of the Constitution of India, the words “on contract basis”, or such similar words conveying the same meaning, wherever occurs, the words “by regularization” shall be deemed to have always been substituted as if this Act had been in force at all material times.

And whereas, in compliance to the Hon'ble Apex Court directions dated 07-08-2023 rendered in the SLP(C) No. 10399 of 2020, the Finance (Pension) Department, Government of Himachal Pradesh vide its Office Memorandum No. Fin(Pen)E(1)-1/2020 dated 10-06-2024 has clarified in its terms and conditions at point no. (iii) that “the counting of contract service for pensionary benefits shall be subject to the condition that contractual service of a Government servant was/is followed by regular appointment on same post by way of regularization of such contract service under the “Regularization Policy” of the Government issued by the Personnel Department, Government of Himachal Pradesh, from time to time.”

Whereas, as per Govt. Letter 07.04.2007 the emoluments of para teachers were equated with contract teachers with effect from 01.04.2007 but mode of appointment of para teacher were never changed to contract, hence contract policy and para teacher policy are two different set of policies and having different conditions of engagement/ hiring in the department so that instructional work may not suffer in Govt. schools. Also as per the Govt. decision regularization granted to Para

Teachers after 10 years of continuous service itself is a generous gesture on the part of the Government since after regularization they have been given regular scale and are treated at par with other regular employee. This generous gesture shown by the Government is in deviation of the normal channel of recruitment.

And whereas in representation (Annexure P- 2) all petitioner are claiming counting of initial service i.e from 2003-2004 or from 01.04.2007 till their regularization i.e. 18.12.2014 and 06.01.2015 for purpose of seniority, annual increments, and pension .Govt has directed vide letter dated 06.02.2025 to decide claim of Para Teachers in accordance with law.

Now, have gone through the facts and circumstances of the case as per the Govt. decision regularization granted to Para Teachers after 10 years of continuous service itself is a generous gesture on the part of the Government since after regularization they have been given regular scale and are treated at par with other regular employee. This generous gesture shown by the Government is in deviation of the normal channel of recruitment. Now Govt. has notified Act No. 23/2025, The Himachal Pradesh Recruitment and Conditions of Service of Govt. employee 2024 on 07.02.2025. The seniority and annual increments will be admissible from date of regularization only. Therefore claim of the petitionersto count para service for purpose of seniority, annual increments, and pensionary benefit is rejected

May inform the parties accordingly.



(Dr. Amarjeet K. Sharma)
Director Higher Education
Himachal Pradesh

Endst. No. Even dated: Shimla-1, the March, 2025

Copy forwarded for information and necessary action to: -

1. The District Attorney (Edu.) Directorate of Higher Education HP, Shimla-1.
2. All the Dy. Director of Higher Education in HP.
3. Sh. Sunil Dogra, Lecturer (School-New) Mathematics at G.S.S.S. Matiana, Tehsil Theog, District Shimla, H.P.
4. Sh. Harish Kumar Verma, Lecturer (School-New) Commerce at G.S.S.S. Bychari, Tehsil and District Shimla, H.P.
5. Sh. Manish Kumar Sharma, Lecturer Mathematics at G.S.S.S. Gumma (Basantpur), Distt. Shimla, H.P.
6. Sh. Vishal Thakur, Lecturer (School-New) Mathematics at JBLK G.S.S.S. Kumarsain, Distt. Shimla, H.P.
7. Sh. Subodh Jaret, Lecturer (School-New) Biology at GSSS Virgarh, District Shimla H.P.
8. Sh. Rajesh Kumar, Lecturer Chemistry at G.S.S.S. Ghallour, District Kangra, H.P.
9. Smt. Reena Bhaik, Lecturer (School-New) English at SSK G.S.S.S. Baragaon, Distt. Shimla, H.P.
10. Sh. Yogender Sawroop, Lecturer (School-New) Commerce at G.S.S.S. Jhakri, Rampur Bushahr, Distt. Shimla, H.P.
11. Smt. Sunita Devi, Lecturer Biology at G. S.S.S. Jhakri, Rampur Bushahr, District Shimla, H.P.
12. Sh. Malk Ram, Lecturer English at G.S.S.S. Bahli, District Shimla, H.P.
13. Smt. Mukta Verma, Lecturer Commerce at G.S.S.S. Totu, District Shimla, H.P.
14. Sh. Khem Chand, Lecturer Physics at P.G.S.S.S. Rampur-Bushahr, District Shimla, H.P.
15. Smt. Uma Verma, Lecturer Mathematics at P.G.S.S.S. Rampur- Bushahr, District Shimla, H.P.
16. Sh. Jai Krishan, Lecturer English at G.S.S.S. Kungal Balti, District Shimla, H.P.
17. Sh. Ranvir Singh, Lecturer Economics at G.S.S.S. Dealth, Sub-Tehsil Nankhari (Rampur-Bushahr), District Shimla, H.P.
18. Smt. Harsh Lata, Lecturer Economics at G.S.S.S. Totu, District Shimla, H.P.

19. Smt. Manisha Soni, Lecturer Commerce at G.S.S.S. Duttanagar, District Shimla, H.P.
20. Sh. Gulab Singh, Lecturer English at G. Boys S.S.S. Rampur- bushahr, Shimla H.P.-172001.
21. Sh. Vinod Kumar, Lecturer History at G. S.S.S. Sarhan Bushahr, District Shimla.
22. Sh. Ram Saran , Lecturer Political Science at G. Boys S.S.S. Rmapur bushar, District Shimla.
23. Sh. Sunder Singh Tagore, Lecturer History at G. Girls S.S.S. Rmapur bushar, District Shimla.
24. Smt. Neelam Thakur, Lecturer English at G. S.S.S. Shoghi, District Shimla.
25. Smt. Bhavna Knawar, Lecturer Hindi, G.S.S.S. Sarahan bushahr, District Shimla H.P.
26. Smt. Nirmla Sunail, Lecturer (School- New) Commerce at G.S.S.S Jhakri (Rampur Bushahr), District Shimla, H.P.
27. Smt. Kiran Thakur, Lecturer Hindi at G.S.S.S. Majheoti, District Shimla.
28. Technical Officer (Internal) with the direction to upload the same on departmental website.
29. Guard File.



Director Higher Education
Himachal Pradesh

18 MAR 2025