

Government of Himachal Pradesh
Public Works Department

No. PBW-A-B(2)-112/1993 Dated Shimla-171002,

29th of May, 2009.

NOTIFICATION

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 Junior Engineer (Electrical) Class-III (Non-Gazetted) in Public Works Department, Himachal Pradesh as per Annexure 'A' attached to this notification, namely:-

Short title and
Commencement

- 1 (i) These rules may be called the Himachal Pradesh Public Works Department Junior Engineer (Electrical), Class-III (Non Gazetted) Recruitment & Promotion (First amendment) Rules, 2009.
- (ii) These Rules shall come into force from the date of publication in the Rajpatra, Himachal Pradesh

Repeal and Savings

- 2 (i) The Himachal Pradesh Public Works Department Subordinate Services Class-III Junior Engineer (Electrical) Technical Recruitment Rules, 1979, notified vide notification No.1-81/71-PWD dated 18-01-1979 are hereby repealed.
- (ii) Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules so repealed under sub-rule(i) supra shall be deemed to have been validly made, done or taken under these rules.

BY ORDER

(Dr.P.C.Kapoor)
Pr. Secretary (PW) to the
Government of Himachal Pradesh

Endst. No. As above, dated Shimla-2,

29th of May, 2009.

Copy forwarded to: -

1. All the Secretaries to the Govt. of H.P.
2. The Engineer-in-Chief, HP PWD, Shimla-1.
3. The Chief Engineers PWD/I&PH Department (Electrical/Civil), Himachal Pradesh.
4. All the Superintending Engineers, HP PWD, Civil/Electrical/Mechanical in H.P.
5. The Controller, Printing & Stationary H.P. Shimla-5 for publication in H.P. Rajpatra.
6. Guard file.

Under Secretary (PW) to the
Government of Himachal Pradesh

{{Sanjeev Sharma}}

"ANNEXURE-A"

RECRUITMENT AND PROMOTION RULES FOR THE POST OF JUNIOR ENGINEER (ELECTRICAL) CLASS-III (NON-GAZETTED) IN THE DEPARTMENT OF PUBLIC WORKS, HIMACHAL PRADESH.

1	Name of the post	Junior Engineer (Electrical)
2	Number of post(s)	70 (Seventy)
3	Classification	Class-III (Non-Gazetted)
4	Scale of Pay	Rs.5800-200-7000-220-8100-275-9200.
5	Whether "Selection" post or "Non-Selection" post	Non-Selection
6	Age for direct recruitment	Between 18 and 45 years
<p>Provided that 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 or on contract basis;</p> <p>Provided further that if a candidate appointed on adhoc basis or on contract basis had become over-age on the date 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;</p> <p>Provided further that upper age-limit is relaxable for Scheduled Castes / Scheduled Tribes / Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Government;</p> <p>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 of such constitutions of such Corporations / Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations / Autonomous Bodies and who are / were finally absorbed in the service of such Corporations / Autonomous after initial constitution of the Public Sector Corporations / Autonomous Bodies.</p> <p>(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 application or notified to the Employment Exchanges or as the case may be.</p> <p>(2) Age and experience in the case of direct recruitment, relaxable at the discretion of the Himachal Pradesh Public Service Commission in case the candidate is otherwise well qualified.</p>		
7	Minimum educational and other qualifications required for direct recruit(s)	<p><u>Essential Qualifications:</u></p> <p>i) Should have passed, Matriculation or its equivalent from a recognized Board / University.</p> <p>ii) Diploma / Degree in Electrical Engineering or Electronics Engineering from a recognised University or from an Institution duly recognized by the H.P. Government / Central Government.</p> <p><u>Desirable Qualification(s):</u></p> <p>Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.</p>
8	Whether age and educational qualification(s) prescribed for direct recruit(s) will apply in the case of the promotee(s)	<p>Age: Not applicable</p> <p>Educational Qualification: As prescribed against Column No.11 below.</p>

9	Period of probation, if any	<p>---2---</p> <p>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.</p> <p>85% by direct recruitment as under: -</p>
10	Method(s) of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of post(s) to be filled in by various methods:	<p>i) 55% by direct recruitment on regular or on contract basis through the concerned recruiting agency;</p> <p>ii) 30% by direct recruitment on batch wise basis on regular or on contract basis at the Department level;</p> <p>15% by promotion.</p>
11.	In case of recruitment by promotion, deputation, transfer, grade from which promotion / deputation / transfer is to be made:	<p>i) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Grade-II & Technician Grade-I who possess 03 years Diploma in Electrical or Electronics Engineering from a recognized University or from an Institute duly recognized by the H.P. / Central Government with 03 years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which the quota will go to Column 11 (ii) below.</p> <p>.....05%</p> <p>Provided that for the purpose of promotion a select list of all eligible officials shall be prepared wherein the incumbents with higher pay scales shall be kept enbloc above the eligible person and thereafter the incumbents next in the lower pay scales be placed below it and so on.</p> <p>ii) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Grade-II & Technician Grade-I who possess Degree in Electrical or Electronics Engineering from a recognized University or from an Institute duly recognized by the H.P. / Central Government with 02 years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which the quota will go to Column 11 (i) above.</p> <p>.....02%</p> <p>Provided that for the purpose of promotion a select list of all eligible officials shall be prepared wherein the incumbents with higher pay scales shall be kept enbloc above the eligible person and thereafter the incumbents next in the lower pay scales be placed below it and so on.</p> <p>iii) By promotion from amongst the Surveyor(s) / Work Inspector(s) / Draughtsman who possess 03 years Diploma or Degree in Electrical or Electronics Engineering from a recognized University or from an Institute duly recognized by the H.P. / Central Government with 03 years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which the quota will go to Column 11 (ii) above.</p> <p>.....01%</p> <p>Provided further that for the purpose of promotion a combined seniority list of all eligible officials of the feeder posts shall be prepared on the basis of their length of service in their respective grades without disturbing their inter-se-seniority in their respective cadres.</p>

iv) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Grade-II & Technician Grade-I who possess I.T.I. Certificate of 02 years duration in the trade of Electrician / wireman or its equivalent from a recognized I.T.I. / Institute duly recognized by the H.P. / Central Government with 03 years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which the quota will go to Column 11 (i) above.

Provided that for the purpose of promotion a select list of all eligible officials shall be prepared wherein the incumbents with higher pay scales shall be kept enbloc above the eligible person and thereafter the incumbents next in the lower pay scales be placed below it and so on.

Provided that if suitable candidates are not available against the provisions in Column No.11 (i), (ii) & (iii), quota will go to Column No.11 (iv) above and if suitable candidates are not available under Column No.11(iv), quota will go to Column No.11(i) above.

For filling up the posts of Junior Engineer (Electrical) the following 100 points post based roster shall be followed:-

Roster Point No.	Category
1 st , 5 th , 7 th , 9 th , 11 th , 13 th , 15 th , 17 th , 19 th , 21 st , 23 rd , 24 th , 25 th , 27 th , 28 th , 29 th , 31 st , 33 rd , 35 th , 37 th , 38 th , 39 th , 41 st , 43 rd , 45 th , 47 th , 49 th , 51 st , 53 rd , 55 th , 57 th , 59 th , 61 st , 63 rd , 65 th , 67 th , 68 th , 69 th , 71 st , 73 rd , 75 th , 77 th , 78 th , 79 th , 81 st , 83 rd , 85 th , 87 th , 89 th , 91 st , 93 rd , 95 th , 97 th , 98 th & 99 th	Direct recruit

Roster Point No.	Category
2 nd , 6 th , 10 th , 12 th , 16 th , 20 th , 22 nd , 26 th , 30 th , 32 nd , 36 th , 40 th , 42 nd , 46 th , 50 th , 52 nd , 56 th , 60 th , 62 nd , 66 th , 70 th , 72 nd , 76 th , 80 th , 82 nd , 86 th , 90 th , 92 nd , 96 th & 100 th	Batch-wise recruit
4 th , 18 th , 44 th , 54 th & 88 th	Feeder Category (i)
3 rd & 74 th	Feeder Category (ii)
84 th	Feeder Category (iii)
8 th , 14 th , 34 th , 48 th , 58 th , 64 th & 94 th	Feeder Category (iv)

(The roster will be repeated after every 100th post till the representation to all the categories is achieved upto the prescribed percentage. Thereafter, the post is to be filled up from the category which vacates the post)

- (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 provisions of R&P Rules;

Provided that in all cases where a junior person becomes eligible for consideration by virtue of his / her total length of service (including the 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 that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least three years' or that prescribed in the R&P Rules for the post, whichever is less;

Provided further that where a 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 provisions of Rule-3 of the Demobilized Armed Forces Personnel (Reservation of vacancies in Himachal State Non-Technical Service) Rules, 1972 and having been given the benefit of seniority there-under or recruited under the provisions of Rule-3 of the Ex-Serviceman (Reservation of vacancies in the Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority there under.

- (2) Similarly, in all cases of confirmation, adhoc service rendered on the feeder post, if any, prior to the regular appointment / promotion 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 H.P.P.S.C. 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 post by direct recruitment	Selection for appointment to the post in the case of direct recruitment shall be made on the basis of viva-voce test if the Himachal Pradesh Public Service Commission 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 Commission / other recruiting authority, as the case may be.
15-A	Selection for appointment to the post by contract appointment	(I) CONCEPT: (a) Under this policy the Junior Engineer (Electrical) in the Department of Public Works, H.P. will be engaged on contract basis initially for one year, which may be extendable for further two years more on year-to-year basis.

(b) POST(S) FALL(S) WITHIN THE PURVIEW OF DEPARTMENT / HPSSSB:

In respect of the vacancy(s) falling to the batch-wise quota the Engineer-in-Chief, H.P.P.W.D., after obtaining the approval of the Government for filling up the vacant posts on contract basis at the Department level will place the requisition with the employment exchanges in the Pradesh in term of the compulsory Notification of vacancies Act, 1959 and also advertise the details of the vacant posts in two leading newspapers and invite applications from the candidates having the prescribed qualifications and fulfilling the other eligibility conditions as prescribed in these Rules.

However, in respect of the vacancy(s) falling to the direct recruitment quota the Engineer-in-Chief, H.P.P.W.D., after obtaining the approval of the Government for filling up the vacant posts on contract basis will place the requisition with the concerned recruiting agency i.e. the H.P. Subordinate Services Selection Board.

(c) The selection will be made in accordance with the eligibility conditions prescribed in these Rules.

(d) Contract appointee so selected under these Rules will not have any right to claim for regularization or permanent absorption in the Government job.

(II) CONTRACTUAL EMOLUMENTS:

The Junior Engineer (Electrical) appointed on contract basis will be paid consolidated fixed contractual amount @Rs.8700/- P.M. (which shall be equal to initial of the pay scale & Dearness pay). An amount of Rs.200/- (equal to annual increase in the pay scale of the post) as per annual increase in contractual emoluments for the second and third years respectively will be allowed if contract is extended beyond one year.

(III) APPOINTING / DISCIPLINARY AUTHORITY:

The Engineer-in-Chief, H.P.P.W.D., will be appointing and disciplinary authority.

(IV) SELECTION PROCESS:

(a) FOR THE POST(S) FALLING WITHIN THE PURVIEW OF HPSSSB:

Selection for appointment to the post in the case of Contract Appointment will be made on the basis of viva-voce test or if considered necessary or expedient by a written test or practical test the standard / syllabus etc. of which will be determined by the concerned recruiting agency i.e. H.P. Subordinate Services Selection Board.

(b) FOR THE POST(S) FALLING WITHIN THE PURVIEW OF DEPARTMENT:

Selection for appointment to the post in the case of contract appointment will be made on the basis of viva-voce test or if considered necessary or expedient by a written test or practical test, the standard / syllabus etc. of which will be determined by the concerned selection committee.

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:

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(a) FOR THE POST(S) FALLING WITHIN THE PURVIEW OF HPSSSB:

As may be constituted by the concerned recruiting agency i.e. the H.P. Subordinate Services Selection Board, from time to time.

(b) FOR THE POST(S) FALLING WITHIN THE PURVIEW OF DEPARTMENT:

As may be constituted by the Government 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 contract appointee will be paid fixed contractual amount @ Rs.8700/- per month (which shall be equal to initial of the pay scale + dearness pay). The Contract Appointee will be entitled for increase in contractual amount @200/- (equal to annual increase in the pay scale) per annum for second and third years respectively and no other allied benefits such as senior / selection scales etc. shall 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 appointment shall not confer any right to incumbent for the regularization in service at any state.
- (d) Contract 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 Re-imbursment and LTC etc. Only maternity leave will be given as per rules.
- (e) 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.
- (f) Transfer of a contract appointee will not be permitted from one place to another in any case.
- (g) Selected candidate will have to submit a certificate of his / her fitness from a Government / Registered Medical Practitioner. Women candidate pregnant beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidate will be re-examined for the fitness from an authorized Medical Officer / Practitioner.
- (h) Contract appointee will be entitled to TA / DA 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 the pay scale.

(VIII) RIGHT TO CLAIM REGULAR APPOINTMENT:

The candidate engaged on contract basis under these Rules shall have no right to claim for regularization / permanent absorption as Junior Engineer (Electrical) in the Department at any stage.

The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes / Scheduled Tribes /

		---7--- Other Backward Classes / other categories of persons issued by the Himachal Pradesh Government from time to time.
17	Departmental - Examination	Not applicable
18	Powers 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 H.P.P.S.C. relax any of the provision(s) of these Rules with respect to any Class or Category of person(s) or post(s).

(1)

**(AUTHORITATIVE ENGLISH TEXT OF THIS DEPARTMENT NOTIFICATION
NO. PBW-AA(3)-6/2017 DATED 23-5-20 AS REQUIRED UNDER CLAUSE(3) OF
ARTICLE 348 OF THE CONSTITUTION OF INDIA)**

Government of Himachal Pradesh
Public Works Department.

No. PBW-AA(3)-6/2017

Dated Shimla-2 the
NOTIFICATION

23rd May, 2020

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 Junior Engineer (Electrical), Class-III (Non- Gazetted) in Public Works Department, Himachal Pradesh as per Annexure 'A' attached to this notification, namely:-

Short title and
Commencement

1 (i) These rules may be called the Himachal Pradesh Public Works Department, Junior Engineer (Electrical), Class- III (Non- Gazetted), Recruitment and Promotion Rules, 2020.

(ii) These Rules shall come into force from the date of publication in the Rajpatra (e-Gazette), Himachal Pradesh

Repeal and
Savings

2 (i) The Himachal Pradesh Public Works Department Junior Engineer (Electrical) Class-III (Non Gazetted) Recruitment Promotion Rules, 2012 notified vide this department notification No. PBW-A-B(2)-112/1993-I dated 10.01.2012 are hereby repealed.

(ii) Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules so repealed under sub-rule (i) supra shall be deemed to have been validly made, done or taken under these rules.

By Order,

Jagdish Chander Sharma
Principal Secretary (PW) to the
Government of Himachal Pradesh

Endst.No. As above

Dated Shimla-2

23rd May, 2020

Copy is forwarded to:-

1. All the Administrative Secretaries, HP Govt. Shimla.
2. The Secretary, HP, Public Service Commission Shimla-2.
3. The JLR-Cum-Joint Secretary (Law) to the Govt. of HP Shimla.
5. The Engineer-in-Chief, HP PWD Shimla-1.
6. All the Chief Engineers, HPPWD.
7. All the Superintending Engineers, HPPWD.
8. The Controller, Printing and Stationery, HP Department, Press, Shimla-5 for Publication in the Rajpatra.
9. Guard file.


(D. C. Negi)

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

RECRUITMENT AND PROMOTION RULES FOR THE POST OF JUNIOR ENGINEER (ELECTRICAL), CLASS-III (NON-GAZETTED), IN THE DEPARTMENT OF PUBLIC WORKS, HIMACHAL PRADESH

- | | | |
|-----|--|---|
| 1. | Name of the post | Junior Engineer (Electrical) |
| 2. | Number of posts | 71 (Seventy one) |
| 3. | Classification | Class-III (Non-Gazetted) |
| 4. | Scale of Pay | i) Pay band for regular incumbent(s) :
₹ 10300-34800 plus Grade pay ₹ 3800/-
ii) Emoluments for Contract Employee(s):
Rs. 14,100/- PM as per details given in Col. 15-A. |
| 5. | Whether selection or non-selection Post: | Non-Selection |
| 5-A | Appointing and Disciplinary Authority | Engineer-in-Chief, HPPWD |
| 6. | Age for direct recruitment | Between 18 to 45 years : |

Provided that 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 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 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 upper age-limit is relaxable for Scheduled Castes / Scheduled Tribes / Other categories of persons to the extent permissible under the 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 of such constitutions of such Corporations / Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations / Autonomous Bodies and who are / were finally absorbed in the service of such Corporations / Autonomous Bodies after initial constitution of the Public Sector Corporation / Autonomous Bodies.

Note:

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 application or notified to the Employment Exchanges or as the case may be.
2. Age and experience in the case of direct recruitment, relaxable at the discretion of the Himachal Pradesh Public Service Commission in case the candidate is otherwise well qualified.

7. Minimum educational and other qualifications required for direct recruit (s)

(a) Essential Qualification (s):

Regular full time three years Diploma or Degree in Electrical Engineering or Electrical & Electronics Engineering from an institution/University duly recognized by the Central or State Government :

Provided that Matriculation must be passed from any School/Institution situated within Himachal Pradesh :

Provided further that this condition shall not apply to Bonafide Himachalis :

(b) Desirable Qualification (s):

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**

qualification(s) prescribed for direct recruit(s) will apply in the case of the promottee (s)

9. Period of probations , if any:

Age: Not applicable

Educational Qualification:

As prescribed in Col. No. 11 below.

Direct Recruitment :

(a) 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.

(b) No probation in case of appointment on contract basis, tenure basis, re-employment after superannuation and absorption.

Promotion:

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/ secondment / transfer and the percentage of posts to be filled in by various methods.

(i) 75% by direct recruitment as under:-

- (a) 45% by direct recruitment on regular basis or by recruitment on contract basis as the case may be.
- (b) 30% by batch wise basis on a regular basis or by recruitment on contract basis at departmental level from amongst the candidate (s) who possesses regular full time Degree/Diploma in Electrical Engineering or Electrical and Electronics Engineering from an Institute recognized by the State Government/Central Government .

Provided that for the purpose of appointment under this sub column, the year wise combined seniority list shall be prepared wherein the candidate senior in batch in such recruitment year shall be reckoned senior to the candidate who has obtained regular full time Diploma /Degree in Electrical Engineering/ Electrical & Electronics Engineering in subsequent batch:

Provided further that where in a recruitment year more than one candidate of the same batch are eligible to be considered for appointment, then, their inter-se-seniority will determined with reference to their date of appointment in that recruitment year, or the time of making selection for recruitment on contract basis.

(ii) 25% by Promotion

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

- i) By promotion from amongst the Surveyor(s) /Work Inspector(s) / Draughtsman who possesses Regular full time 03 years Diploma or Degree in Electrical Engineering or Electrical & Electronics Engineering from a recognized University or from Institute duly recognized by the H.P./Central Government with 03 years regular service or regular combined with continuous adhoc service rendered, if any in the

grade failing which the quota will go to Column 11(ii) below

.....01%

Provided that for the purpose of promotion a combined seniority list of all eligible officials of the feeder post shall be prepared on the basis of their length of service in their respective grades without disturbing their inter-se-seniority in their respective cadres.

- ii) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Grade-II & Technician Gr-I who posses Regular full time three years Diploma in Electrical Engineering or Electrical and Electronics Engineering from an Institute recognized by the Himachal Pradesh/Central Government with three years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which the quota will go to Column 11 (iii) below

.....06%

Provided that for the purpose of promotion a select list of all eligible officials shall be prepared wherein the incumbents with higher pay scales shall be kept enbloc above amongst the eligible person and thereafter the incumbents next in the lower pay scale be placed below it and so on.

- iii) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Gr-II and Technician Gr-I who posseses Regular full time Degree in Electrical Engineering or Electrical and Electronics Engineering from a recognized University or from an Institute duly recognized by the Himachal Pradesh/Central Government with two years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which the quota will go to Column 11(IV) below

.....03%

Provided that for the purpose of

promotion a select list of all eligible officials shall be prepared wherein the incumbents with higher pay scales shall be kept enbloc above amongst the eligible person(s) and thereafter the incumbents next in the lower pay scale be placed below it and so on.

- (iv) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Grade-II and Technician Grade-I, who possesses Regular full time ITI certificate of two years duration in the trade of Electrician/Wiremen from an I.T.I./Institute duly recognized by the H.P. / Centre Government with five years of regular service or regular combined with continuous adhoc service rendered, if any in the grade failing which the quota will go to Column 11(v) below.

.....11%

Provided that for the purpose of promotion a select list of all eligible officials shall be prepared wherein the incumbents with higher pay scales shall be kept enbloc above amongst the eligible person and thereafter the incumbents next in the lower pay scale be placed below it and so on.

- (v) By promotion from amongst the common cadre of Junior Technician (Electrical), Technician Gr-II and Technician Gr-I, who are Matriculate with atleast fifteen years of regular service or regular combined with continuous adhoc service rendered, if any, in the grade and has completed successfully the prescribed Department Training Course of three months duration, failing which the quota will go to Column 11 (i) above.

.....04%

Provided that for the purpose of promotion, a select list of all eligible officials shall be prepared wherein the incumbents with

higher pay scale shall be kept enbloc above in the eligible person and thereafter the incumbents next in the lower pay scale be placed below it and so on.

For filling up the posts of Junior Engineer (Electrical), the following 71 points "post" based roster shall be followed:-

Roster Point No	Category
1,2,4,6,8,11,13,15,16,18,22, 24,26,28,29,32,34,38,39,41, 43, 45, 46,49,52, 54, 58,59, 62,64, 65 & 71	Direct recruit
3,7,10,14,17,21,23,27, 31, 33, 37,40,44,47,50,53,57,61,63, 66 & 69	Batch-wise
70	Category (i)
19,35,55 & 67	Category (ii)
9 & 30	Category (iii)
5,20,25,36,42, 51, 56 & 68	Category (iv)
12,48 & 60	Category(v)
The roster will be repeated after every 71 st post till the representation to all the categories is achieved upto the prescribed percentage. Thereafter, the post is to be filled up from the category which vacates post:	

- (1) Provided that for the purpose of promotion every employee shall have to serve at least one term in the Tribal/Difficult/Hard areas and remote/rural areas subject to adequate number of post(s) available in such areas:

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

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in remote/rural areas. However, this condition of five years shall not be applicable in cases of promotion :

Provided further that Officer(s)/Officials(s) who have not served at least one tenure in Tribal/difficult areas shall be transferred to such area strictly in accordance with his/her seniority in the respective cadre.

Explanation-I: For the purpose of proviso 1 supra the "term" in Tribal/Difficult/Hard areas shall mean normally remote/rural areas 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 I supra the Tribal/Difficult Areas shall be as under:-

1. District Lahul & 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 and Sangna Patwar Circles of Renukaji Tehsil and Kota Pab Patwar Circle of Shillai Tehsil in Sirmour District.
9. Khanyol-Bagra Patwar Circle of Karsog Tehsil, Gada-Gussaini, Mathyani, Ghanyar, Thachi Baggi, Somgad and Kholanal of Bali-Chowki Sub Tehsil, Jharwar, Kutgarh, Gramman Devgarh, Trailla, Ropa, Kathog,

Shilh-Badhwani, Hastpur, Ghamrehar and Bhatehar Patwar Circle of Padhar Tehsil, Chiuni, Kalipar, Mangarh, Thaoj-Bagra, North Magru and South Magru Patwar Circles of Thunag Tehsil and Batwara Patwar Circle of Sundernagar Tehsil in Mandi District.

Explanation-III:-

For the purpose of proviso (1) Supra the Remote/Rural Areas shall be as under:-

- (i) All stations beyond the radius of 20Kms. from Sub Division/Tehsil headquarter.
- (ii) All stations beyond the radius of 15 Kms. from State Headquarter and District head quarters where bus service is not available and on foot journey is more than 03 (three) Kms.
- (iii) Home town or area adjoining to area to home town within the radius of 20 Kms of the employee regardless of its category.

II) 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 conditions that the adhoc appointment/promotion in the feeder category had been made after following proper acceptable process of selection in accordance with the provisions of R&P Rules:

- (1) Provided that in all cases where a junior person becomes eligible for consideration by virtue of his/her total length of service (including the service rendered on adhoc basis, followed by regular service/appointment) in the feeder post in view of the provisions 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 atleast three years or that prescribed in the R&P Rules for the post, whichever is less:

Provided further that where a person becomes ineligible to be considered for promotion on account of the requirements of the proceeding 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 **who have joined Armed Forces during the period of emergency** and recruited under the provisions of Rule-3 of the Demobilized Armed Forces Personnel (Reservation of vacancies in Himachal State Non-Technical Service), 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.

- (ii) Similarly, in all cases of confirmation, continuous adhoc service rendered on the feeder post, if any, prior to the regular appointment against such posts 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 continuous after taking into account, adhoc service rendered shall remain unchanged.

12. If a Departmental Promotion/ Confirmation Committee exists, what is its composition?
13. Circumstances under, which the H.P.P.S.C is to be consulted in making recruitment
14. Essential requirement for a direct recruitment.
15. Selection for appointment to post by direct recruitment

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

As required under the Law.

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

a. Direct recruitment through Himachal Pradesh Staff Selection Commission, Hamirpur:-

Selection for appointment to the post in the case of direct recruitment shall be made on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, or if considered necessary or expedient on the basis of merit of written examination followed but evaluation as specified in Appendix-I appended to these rules, preceded by a screening test (objective type) or practical test or skill test or physical test, the standard/syllabus, etc. of which, will be determined by the concerned recruiting agency i.e. Himachal Pradesh Staff Selection Commission, Hamirpur.

b. Direct recruitment on batch-wise basis through the concerned recruiting authority:-

Selection for appointment to the post in the case of direct recruitment on batch-wise basis shall be made by the Engineer-in-Chief, HPPWD on the basis of batch-wise merit/inter-se-seniority of the candidates of a particular batch who has passed out from the University/Institution duly recognized by the State/Central Government followed by evaluation as specified in Appendix-I appended to these rules.

- 15-A Selection for appointment to the post by contract recruitment.

Notwithstanding anything contained in these rules, contract appointments to the post will be made subject to the terms and conditions given below:-

(I) CONCEPT:

- (a) Under this policy the Junior Engineer (Electrical) in Department of Public Works, HP will be engaged on contract basis initially for one year, which may be extendable on

year to year basis:

Provided that for extension/renewal of contract period on year to year basis the concerned HOD shall issue a certificate that the service and conduct of the contract appointee is satisfactory during the years and only then his period of contract is to be renewed/extended.

(b) **POSTS FALLS WITHIN THE PURVIEW OF HPSSC:**

The Engineer-in-Chief, HPPWD after obtaining the approval of the Government to fill up the vacant posts on contract basis will place the requisition with the concerned recruiting agency i.e. HP Staff Selection Commission, Hamirpur

(c) **POST FALLS OUT OF THE PURVIEW OF HPSSC:**

The Engineer-in-Chief, HPPWD in case of appointments on batch-wise basis, after obtaining the approval of the Government to fill up the vacant posts on contract basis will advertise the details of the vacant posts in atleast two leading newspapers and invite applications from the candidates having the prescribed qualification and fulfilling the other eligibility conditions as prescribed in these Rules.

(d) The selection will be made in accordance with the eligibility conditions prescribed in these Rules.

(II) **CONTRACTUAL EMOLUMENTS:**

The Junior Engineer (Electrical) appointed on contract basis will be paid consolidated fixed contractual amount of Rs. 14100/- PM (which shall be equal to minimum of the pay band plus grade pay). An amount of Rs. 430/- {3% of the minimum of pay band + grade pay of the post} as annual increase in the contract emoluments for the subsequent year(s) will be allowed, if contract is extended beyond one year.

(III) **APPOINTING/DISCIPLINARY AUTHORITY:**
The Engineer-in-Chief, HPPWD will be appointing and disciplinary authority.

(IV) **Selection Process:**

a. Direct recruitment through Himachal Pradesh Staff Selection Commission.

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Hamirpur:-

Selection for appointment to the post in the case of contract recruitment shall be made on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, or if considered necessary or expedient on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, preceded by a screening test or physical test, (object type) or practical test or skill test or physical test the standard/syllabus, etc. of which, will be determined by the concerned recruiting agency i.e. the Himachal Pradesh Staff Selection Commission, Hamirpur.

b. Direct recruitment on batch-wise basis through the concerned recruiting authority:-

Selection for appointment to the post in the case of contract recruitment on batch-wise basis shall be made by the Engineer-In-Chief, HPPWD on the basis of batch-wise merit/inter-se-seniority of the candidates of a particular batch which has passed out from the University/Institution duly recognized by the State/Central Government followed by evaluation as specified in Appendix-I appended to these rules.

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:

(a) FOR THE POST(s) FALLING WITHIN THE PURVIEW OF HPSSC:

As may be constituted by the concerned recruiting agency i.e. HPSSC, Hamirpur from time to time.

(b) FOR THE POST(s) FALLING OUT OF THE PURVIEW OF HPSSC:

As may be constituted by the concerned recruiting agency from time to time.

(VI) AGREEMENT:

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

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(VII) TERMS AND CONDITIONS:

- (a) The contractual appointee will be paid fixed contractual amount of ₹14,100/pm for which shall be equal to minimum of the pay band + grade pay. The contract appointee will be entitled for annual increase in contractual amount of ₹ 430/- (3% of the minimum of Pay Band + Grade Pay) for further extended years and no other allied benefits such as senior/ selection scales etc. shall 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) The Contract appointee will be entitled for one day's casual leave after putting one month's service, 10 days' medical leave and 5 day's special leave, in a calendar year. A female contract appointee with less than two surviving children may be granted maternity leave for 180 days'. A female contract appointee shall also be entitled for maternity leave not exceeding 45 days'(irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. A contract employee shall not be entitled for medical re-imbursement and LTC etc. No leave of any other kind except above is admissible to the contract appointee.

Un-availed casual leave, medical leave and special leave can be accumulated up the calendar year and will not be carried forward for the next year.

- (d) Unauthorized absence from duty without the approval of the Controlling Officer shall automatically lead to the termination of contract. However, in exceptional cases where the circumstances for unauthorized absence from duty were beyond his/her control on medical grounds such period shall not be

excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate of illness/ fitness issued by the Medical Officer, as per prevailing instructions of the Government.

- (e) An official appointed on contract basis who has completed three years tenure at one place of posting will be eligible for transfer on need based basis, wherever required on administrative grounds.
- (f) Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of a Gazetted Government servant and by Government Medical Officer in the case of a Non-Gazetted Government servant. In case of women candidates who are to be appointed against posts carrying hazardous nature of duties, and in case they have to complete a period of training as a condition of service, such woman candidate, who as a result of tests is found to be pregnant of twelve weeks' standing or more shall be declared temporarily unfit and her appointment shall be held in abeyance until the confinement is over. Such woman candidate be re-examined for medical fitness six weeks after the date of confinement, and if she is found fit on production of medical fitness certificate from the authority as specified above, she may be appointed to the post kept reserved for her.
- (g) Contract appointee will be entitled to TA/DA, if required to go on tour in connection with his/her official duty at the same rate as applicable to regular official at the minimum of the pay scale
- (h) Provisions of service Rules like FR, SR, Leave Rules, GPF Rules, Pension Rules and Conduct Rules etc. as are applicable in case of regular employee will not be applicable in case of contract appointees. The Employees

Group Insurance Scheme as well as EPF/GPF will also not be applicable to contract appointee(s).

16. Reservation

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

17. Departmental-
Examination

Not applicable

18. Powers to relax

Where the State Government is of the opinion that it is necessary or expedient to do so, it may, be order for reasons to be recorded in writing and in consultation with the H.P.P.S.C relax any of the provision (s) of these Rules with respect to any Class or Category of person(s) or post (s)

APPENDIX-I

1.	WRITTEN TEST {Percentage of marks obtained in written examination to be calculated out of 85 marks. For example, a candidate getting 50% marks in written examination will be given 42.5 marks}	85 Marks
2.	<p>Evaluation of candidate to be made in the following manner:-</p> <p>(i) Weightage for the minimum educational qualification, prescribed in the Recruitment & Promotion Rules. = 2.5 Marks</p> <p>{Percentage of marks obtained in the educational qualification would be multiplied by 0.025. for example, an individual has secured 50% marks in the required educational qualification, he/she will be allowed 1.25% ($50 \times 0.025=1.25$)}</p> <p>(ii) Belonging to notified Backward Area or Panchyat, as the case may be. = 01 Mark</p> <p>(iii) Land less family/family having land less than 1 Hectare to be certified by the concerned Revenue Authority. = 01 Mark</p> <p>(iv) Non-employment Certificate to the effect that none of the family members is in Government/Semi-Government service. = 01 Mark</p> <p>(v) Differently abled persons with more than 40% impairment/disability/infirmity. = 01 Mark</p> <p>(vi) NSS (atleast one year)/certificate holders in NCC/The Bharat Scout and Guide/Medal winner in National Level sports completions. = 01 Mark</p> <p>(vii) BPL family having annual income (from all sources) below Rs. 40,000/- or as prescribed by the Govt. from time to time. = 02 Marks</p> <p>(viii) Widow/divorced/destitute/single woman. = 01 Mark</p> <p>(ix) Single Daughter/Orphan. = 01 Mark</p> <p>(x) Training of atleast 6 months duration related to the post applied for from a recognized University/Institution. = 01 Mark</p> <p>(xi) Experience upto a maximum of 5 years in Govt./Semi Govt. Organization relating to the post applied for (0.5 marks only for each completed year) = 2.5 Marks</p>	15 Marks

"APPENDIX-II"

FORM OF CONTRACT/AGREEMENT TO BE EXECUTED BETWEEN THE JUNIOR ENGINEERS (ELECTRICAL) AND THE GOVERNMENT OF HIMACHAL PRADESH THROUGH ENGINEER-IN-CHIEF, HP PUBLIC WORKS DEPARTMENT.

This agreement is made on this day of in the year between Smt./Sh. S/o/D/oSh. resident of contract appointee (hereinafter called the FIRST PARTY), AND the Governor Himachal Pradesh through Engineer-in-Chief, HP Public Works Department, (hereinafter called the SECOND PARTY).

WHEREAS, the SECOND PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as a Junior Engineer (Civil) on contract basis on the following terms and conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Junior Engineer (Electrical) for a period of 1 year commencing on day of and ending on the day of It is specifically mentioned and agreed upon by both the parties that the contract of the FIRST PARTY with SECOND PARTY shall ipso-facto stand terminated on the last working day i.e. on and information notice shall not be necessary.
Provided that for further extension/renewal of contract period the HoD shall issue a certificate that the service and the conduct of contract appointee is satisfactory during the year and only then the period of contract is to be renewed/extended.
2. The contractual amount of the FIRST PARTY will be Rs 14,100/- per Month.
3. The service of 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. In case the contract appointee is not satisfied with the termination orders issued by the Appointing Authority, he/she may prefer an appeal before the Appellate Authority who shall be higher in rank to the Appointing Authority, within a period of 45 days, from the date on which a copy of order (s) appended, is delivered to him/her.
4. The contract appointee will be entitled for one day's casual leave after putting one month's service, 10 days' medical leave and 5 days' special leave, in a calendar year. A female contract appointee with less than two surviving children may be granted maternity leave for 180 days. A female contract appointee shall also be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. A contract employee shall not be entitled for medical re-imbursement and LTC etc. no leave of any other kind except above is admissible to the contract appointee.

Un-availed casual leave, medical leave and special leave can be accumulated upto 10 days in a calendar year and will not be carried forward for the next year.

5. Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of contract. However, in exceptional cases where

circumstances for unauthorized absence from duty were beyond his/her control on grounds such period shall not be excluded while considering his/her case for regular but the incumbent shall have to intimate the controlling authority in this regard in time. However, the contract appointee shall not be entitled for contractual amount for period of absence from duty:

Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer, as per prevailing instructions of the Government.

6. An official appointed on contract basis who has completed three years tenure at one of posting will be eligible for transfer on need based basis, wherever required on administrative grounds.
7. Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of a Gazetted Government servant and by Government Medical Officer in the case of a Non-Gazetted Government servant. In case of women candidates who are to be appointed against posts carrying hazardous nature of duties and in case they have to complete a period of training as a condition of service, such woman candidate, whose result of tests is found to be pregnant of twelve weeks-standing or more shall be declared temporarily unfit and her appointment shall be held in abeyance until the confinement is over. Such woman candidate to be re-examined for medical fitness six weeks after date of confinement and if she is found fit on production of medical fitness certificate from the authority as specified above, she may be appointed to the post kept reserve for her.
8. Contract appointee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular official at the minimum pay scale.
9. The employee's group insurance as well as EPF/GPF will not be applicable to contract appointee(s).

IN WITNESS the FIRST PARTY AND SECOND PARTY have herein to set their hands and seals on the day, month and year first, above written.

IN THE PRESENCE OF WITNESS

1. _____

(Name and full address)

(1) Signature of the First party)

2. _____

(Name and Full Address)

(2) Signature of Second party)

Signature