

Asst. Secy. (Engg.)  
(3)

Authoritative English text of this Department Notification No. EDN (TE) A (3) 29/2012 dated: 29-3-2014 as required under Article 348 (3) of the constitution of India)

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Government of Himachal Pradesh  
Technical Education, Vocational &  
Industrial Training Department.

No. EDN (TE) A (3) 29/2012

Dated, Shimla-171002 29-3-2014.

**"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 Assistant Professor (Engineering), Class-I, (Gazetted) in the Department of Technical Education, Vocational & Industrial Training, Himachal Pradesh as per Annexure-'A' attached to this notification, namely:-

Short Title and Commencement 1. (1) These Rules may be called the Himachal Pradesh Technical Education, Vocational & Industrial Training Department, Assistant Professor (Engineering), Class - I (Gazetted) Recruitment and Promotion Rules, 2014.

(2). These Rules shall come into force from the date of publication in the Rajparta, Himachal Pradesh.

Repeal & Savings:

2. (1) The Himachal Pradesh Technical Education, Vocational & Industrial Training Department, Lecturer (Engineering) Class-I, (Gazetted) Recruitment & Promotion Rules, 2007 notified vide this Department notification No. EDN (TE) A (3) 6/2006 dated 28-11-2007 are hereby repealed.

- (2) Notwithstanding such repeal, any appointment made or anything done or any action taken under these rules so repealed under sub-rule 2 (1) supra shall be deemed to have been validly made, done or taken under these rules.

BY ORDER


K. Sanjay Murthty  
Principal Secretary (T.E.) to the  
Government of Himachal Pradesh.

Endst. No. EDN (TE) A (3)29/2012

Dated, Shimla-171002, 29-3-2014

Copy forwarded to:-

1. All Administrative Secretaries to the Govt. of Himachal Pradesh, Shimla-02
2. The Secretary, H.P. Public Service Commission, Shimla -02 along with 02 copies.
3. The Director, Technical Education, Vocational & Industrial Training, H.P. Sundernagar, Distt. Mandi-1714401.
4. The Controller Printing & Stationary, H.P. Shimla-171005 for publication in Rajpatra (Extra-Ordinary).
5. The ALR-cum- Under Secretary (Law) to the Govt. of Himachal Pradesh, Shimla-02.
6. The Senior Law Officer (H) Law Deptt. H.P. Sectt. Shimla - 171002.
7. Guard file.

  
Under Secretary (TE) to the  
Govt. of Himachal Pradesh

ANNEXURE-"A"RECRUITMENT AND PROMOTION RULES FOR THE POST OF ASSISTANT PROFESSOR (ENGINEERING) CLASS-I (GAZETTED) IN THE DEPARTMENT OF TECHNICAL EDUCATION, VOCATIONAL & INDUSTRIAL TRAINING, HIMACHAL PRADESH.

1	Name of post	Assistant Professor (Engineering)
2	Number of post(s)	30 (Thirty) Textile Engineering = 08 (Eight) Mechanical Engineering = 08 (Eight) Computer Science & Engineering = 06 (Six) Civil Engineering = 02 (Two) Electronics & Tele Communication = 06 (six)
3	Classification	Class-1 (Gazetted)
4	Scale of Pay	i) Pay scale for regular incumbents: Pay Band ₹ 15,600-39100+GP ₹ 6000/- ii) Emoluments for contract employees ₹ 21,600/- as per details given in Column 15-A. iii) The incumbent Assistant Professor and Lecturer (Selection Grade) after completing 3 years of service in the PB of ₹ 15,600-39,100 with GP of ₹ 8000/- shall be placed in the higher PB of ₹ 37,400-67,000+GP ₹ 9000/- and will be re-designated as Associate Professor.
5	Whether "Selection" post or "Non-Selection" post	Not applicable.
6	Age for direct recruitment	45 years and below
	<p>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 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 Corporation/ Autonomous Bodies at the time of initial constitution of such Corporation/ 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/ 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><b>(a) <u>Essential Qualification(s):-</u></b></p> <p>BE/B. Tech. and ME/M. Tech. in the relevant branch of Engineering with First Class or equivalent either in BE/ B. Tech. or ME/M. Tech.</p> <p>If a class/division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below:</p> <table><tr><td><b>Grade Point</b></td><td><b>Equivalent Percentage</b></td></tr><tr><td>6.25</td><td>55%</td></tr><tr><td>6.75</td><td>60%</td></tr><tr><td>7.25</td><td>65%</td></tr><tr><td>7.75</td><td>70%</td></tr><tr><td>8.25</td><td>75%</td></tr></table> <p><b><u>Desirable Qualification(s):-</u></b></p> <p>Knowledge of customs, manners and dialects of Himachal Pradesh and</p>	<b>Grade Point</b>	<b>Equivalent Percentage</b>	6.25	55%	6.75	60%	7.25	65%	7.75	70%	8.25	75%
<b>Grade Point</b>	<b>Equivalent Percentage</b>													
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6.75	60%													
7.25	65%													
7.75	70%													
8.25	75%													

		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 promotee(s)	Age : Not applicable Educational Qualification: Not applicable.
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(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:	100% by direct recruitment on a regular basis or by recruitment on contract basis, as the case may be, failing which on secondment basis.
11.	In case of recruitment by promotion, deputation, transfer, grade for which promotion/ deputation/transfer is to be made:	On secondment basis from amongst the incumbents of this post working on the analogous posts and identical pay band of this post from the other H.P. Govt./ Departments / Boards or other automous technical institutions, universities controlled/ establishment by them.
12	If a Departmental Promotion Committee exists, what is its composition?	Not applicable.
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 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	<p>Notwithstanding anything contained in these Rules, contract appointments to the post will be made subject to the terms and conditions given below:-</p> <p><b>(I) <u>CONCEPT:</u></b></p> <p>(a) Under this policy the Assistant Professor (Engineering) in the Department of Technical Education, Vocational &amp; Industrial Training, H.P. will be engaged on contract basis initially for one year; which may be extendable on year-to-year basis.</p> <p>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 year and only then his period of contract is to be renewed/ extended.</p> <p><b>(b) <u>POST FALLS WITH IN THE PURVIEW OF HPPSC:</u></b></p> <p>The Secretary (Technical Education) to the Government of Himachal Pradesh, 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. <b>Himachal Pradesh Public Service Commission.</b></p> <p>(c) The selection will be made in</p>

accordance with the eligibility conditions prescribed in these R&P Rules.

(II) **CONTRACTUAL EMOLUMENTS:**

The Assistant Professor (Engineering) appointed on contract basis will be paid consolidated fixed contractual amount @ ₹ 21,600/- per month (which shall be equal to minimum of the pay band + grade pay). An amount of ₹ 648/- (3% of the minimum of pay band + grade pay of the post) as annual increase in contractual emoluments for the subsequent year(s) will be allowed if contract is extended beyond one year.

(III) **APPOINTING / DISCIPLINARY**

**AUTHORITY:**

The Secretary (Technical Education) to the Government of Himachal Pradesh will be appointing and disciplinary authority.

(iv) **SELECTION PROCESS:**

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. Himachal Pradesh Public Service Commission.

(v) **COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:**

As may be constituted by the concerned recruiting agency i.e. the Himachal Pradesh Public Service Commission 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 @ ₹ 21,600/- per month (which shall be equal to minimum of pay band+ grade pay). The contract appointee will be entitled for increase in contractual amount @ ₹ 648/- (3% of the minimum of the pay band+ grade pay of the post) for further extended years and no other allied benefits 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) Contract appointee will be entitled for one day's casual leave after putting one month service. However, the contract employee will also be entitled for 12 weeks Maternity Leave and 10 day's Medical Leave. He/She shall not be entitled for Medical Re-imbursement and LTC etc. No leave of any kind except above is admissible to the contract appointee.

Provided that the un-availed Casual Leave and Medical Leave can be accumulated up to the Calendar Year and will not be carried forward for the

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next Calendar year.

- (d) Unauthorized absence from the duty without the approval of the controlling officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for un-authorized 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 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.

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		<p>(g) 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 counterpart official at the minimum of pay scale.</p> <p>(h) Provisions of service rules like FR SR, Leave Rules, GPF Rules, Pension Rules &amp; 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.</p>
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	Every member of the service shall pass a departmental examination as prescribed in the H.P. Departmental Examination Rules, 1997, as amended from time to time.
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 provision(s) of these Rules with respect to any Class or Category of person(s) or post(s).