

(Authoritative English text of this Department Notification No. EDN (TE) A (3) 2/2015 dated:..... as required under article 348 (3) of the constitution of India)

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

No. EDN (TE) A (3) 2/2015

Dated, Shimla-171002

12/07/ 2021

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 (Management), Class-I, (Gazetted) in the Technical Education, Vocational and Industrial Training Department, Himachal Pradesh as per Annexure-'A' appended to this notification, namely:-

Short Title and Commencement 1. (1) These rules may be called the Himachal Pradesh, Technical Education, Vocational and Industrial Training Department, Assistant Professor (Management), Class-I, (Gazetted) Recruitment and Promotion Rules, 2021
(2). These rules shall come into force from the date of publication in the Rajparta, (e-Gazzette) Himachal Pradesh.

BY ORDER

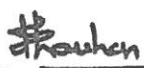
(Dr. Ajay Sharma)
Secretary (Technical Education) to the
Government of Himachal Pradesh.

Endst. No. EDN (TE) A (3)2/2015 Dated, Shimla-171002,

12/07/ 2021

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 and Stationery Department H.P. Shimla-05
5. The Asstt. LR-cum-Under Secretary Law (0) to the Government of H.P.
6. The Senior Law Officer (OL) Law Deptt. H.P. Sectt. Shimla - 171002.
7. Guard file.


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

1. The first part of the report is devoted to a general description of the project and its objectives.

2. The second part of the report is devoted to a detailed description of the methodology used in the study.

3. The third part of the report is devoted to a detailed description of the results of the study.

4. The fourth part of the report is devoted to a detailed description of the conclusions of the study and the implications of the findings.

5. The fifth part of the report is devoted to a detailed description of the limitations of the study and the directions for future research.

6. The sixth part of the report is devoted to a detailed description of the references used in the study.

7. The seventh part of the report is devoted to a detailed description of the appendices.

8. The eighth part of the report is devoted to a detailed description of the acknowledgments.

9. The ninth part of the report is devoted to a detailed description of the index.

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

1	Name of post	Assistant Professor (Management)
2	Number of post	04 (Four)
3	Classification	Class-I (Gazetted)
4	Scale of Pay	(i) <u>Pay Band for regular incumbent(s):</u> ₹ 15600-39100 + ₹ 6000/- Grade Pay (ii) <u>Emoluments for contract Employee(s):</u> ₹ 35,000/- P.M. as per details given in Column No.15-A.
5	Whether "Selection" post or "Non- Selection" post	Not applicable
6	Age for direct recruitment	Between 18 to 45 years
	<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 Backward Classes and 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 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 who are / were subsequently appointed by such Corporations / Autonomous Bodies and who are / were finally absorbed in the service of such Corporations / Autonomous Bodies after initial constitution of the Public Sector Corporations / Autonomous Bodies.</p> <p><u>Note:</u> 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 as the case may be.</p>	
7	Minimum educational and other qualifications required for direct recruit(s)	(a) <u>Essential Qualification(s):</u> Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C.A. / ICWA / M.Com. with First Class and two years professional experience in teaching in the subject concerned from Government Institution / Private

		<p>Institution recognized by the AICTE or UGC / Deemed University after acquiring the degree of Master's Degree.</p> <p><u>Note:-</u> 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 percentage as below:</p> <table><tr><th>Grade Point</th><th>Equivalent Percentage</th></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:</u></p> <p>Knowledge of customs, manner and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.</p>	Grade Point	Equivalent Percentage	6.25	55%	6.75	60%	7.25	65%	7.75	70%	8.25	75%
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6.25	55%													
6.75	60%													
7.25	65%													
7.75	70%													
8.25	75%													
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: Not applicable.</p>												
9	Period of probation, if any	<p>(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.</p> <p>(b) No probation in the case of appointment on contract basis.</p>												
10	Method(s) of recruitment, whether by direct recruitment or by promotion / secondment / transfer and the percentage of post(s) to be filled in by various methods:	100% by direct recruitment on regular basis or by recruitment on contract basis, as the case may be.												
11	In case of recruitment by promotion / secondment / transfer, grade for which promotion / secondment / transfer is to be made:	Not applicable												
12	If a Departmental Promotion Committee / Departmental Confirmation Committee exists, what is its composition?	<p>(a) <u>Departmental Promotion Committee:</u></p> <p>Not applicable</p> <p>(b) <u>Departmental Confirmation Committee:</u></p> <p>As may be constituted by the Government from time to time.</p>												

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13	Circumstances under which the Himachal Pradesh Public Service Commission (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 the post by direct recruitment	Selection for appointment to the post in the case of direct recruitment shall be made on the basis of Interview / Personality test, if the Himachal Pradesh Public Service Commission or other recruiting agency / authority as the case may be, so consider necessary or expedient on the basis of Interview / Personality test preceded by a Screening test (objective type) / Written test or Practical test or Physical test, the standard / syllabus, etc. of which, will be determined by the Commission / other recruiting agency / 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>(I) <u>CONCEPT:</u></p> <p>(a) Under this policy the Assistant Professor (Management), in the Department of Technical Education, Vocational & Industrial Training, Himachal Pradesh, 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 / her period of contract is to be renewed / extended.</p> <p>(b) <u>POST FALLS WITHIN THE PURVIEW OF HPPSC:</u></p> <p>The Administrative 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. Himachal Pradesh Public Service Commission, Shimla.</p> <p>(c) The selection will be made in accordance with the eligibility conditions prescribed in these R&P Rules.</p> <p>(II) <u>CONTRACTUAL EMOLUMENTS:</u></p> <p>The Assistant Professor (Management) appointed on contract basis will be paid consolidated fixed</p>

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contractual amount @ ₹ 35,000/- per month.

(III) APPOINTING / DISCIPLINARY AUTHORITY:

The Administrative 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 shall be made on the basis of interview / personality test or if considered necessary or expedient on the basis of interview / personality test preceded by a screening test (objective type) / written test or practical test or physical 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 contract appointee will be paid fixed contractual amount @ ₹ 35,000/- per month.
- (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. In case the contract appointee is not satisfied with 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 termination orders is delivered to him/her.
- (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 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

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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 the Calendar Year and will not be carried forward for the 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 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 duties at the same rate as applicable to

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		regular counterpart official 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.
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 Himachal Pradesh 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).

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Form of contract/ agreement to be executed between the Assistant Professor (Management) Class-I(Gazetted) and the Government of Himachal Pradesh through..... (Designation of the Appointing Authority).

This agreement is made on this..... day of..... in the year..... Between Sh./ Smt..... S/o/ D/o Shri..... R/o....., contract appointee (hereinafter called the FIRST PARTY), AND The Governor, Himachal Pradesh through..... (Designation of the Appointing Authority) Himachal Pradesh (here-in-after called the SECOND PARTY).

Whereas, the SECOND PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as Assistant Professor (Management) Class-I(Gazetted) on contract basis on the following terms and conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as Assistant Professor (Management) Class-I(Gazetted) for a period of one 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 conduct of the contract appointee was 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 per month.
3. 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. 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 termination orders is delivered to him/ her.

4. Contractual Assistant Professor (Management) Class-I(Gazetted) 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. He/she 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 the Calendar Year and will not be carried forward for the next Calendar Year.

5. 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.

6. 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 ground.
7. Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of 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

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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.

8. Contract appointee shall be entitled to TA/DA if required to go on tour in connection with his official duties at the same rate as applicable to regular counter-part official at the minimum of pay scale.
9. Employees Group Insurance Scheme, EPF/GPF will not be applicable to the contractual appointee(s).

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

IN THE PRESENCE OF WITNESS:

1.....

.....

.....

(Name and full address)

(Signature of the FIRST PARTY)

2.....

.....

.....

(Name and full address)

IN THE PRESENCE OF WITNESS:

1.....

.....

.....

(Name and full address)

(Signature of the SECOND PARTY)

2.....

.....

.....

(Name and full address)

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