

Authoritative English text of this Department Notification No. EDN (TE) A (3) 25/2012 dated: 3-4-2014 as required under Article 348 (3) of the constitution of India)

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

No. EDN (TE) A (3) 25/2012

Dated, Shimla-171002 3-4-2014

"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 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, 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.

BY ORDER

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

(276)

(297)

Endst. No. EDN (TE) A (3)25/2012

Dated, Shimla-171002, 31-12-2014

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.

(Laxmi Nand Kashyap)

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

(2)

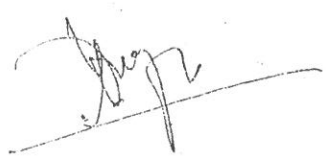
**RECRUITMENT AND PROMOTION RULES FOR THE POST OF PROFESSOR
(ENGINEERING) CLASS-I (GAZETTED) IN THE DEPARTMENT OF TECHNICAL
EDUCATION, VOCATIONAL & INDUSTRIAL TRAINING, HIMACHAL PRADESH.**

1	Name of post	Professor (Engineering)
2	Number of post(s)	08 (Eight) as per following detail: (a) Textile Engineering = 02 (Two) (b) Mechanical Engineering = 02(Two) (c) Computer Science & Engineering = 01(one) (d) Civil Engineering = 01 (one) (e) Electronics & Tele Communication = 02 (Two)
3	Classification	Class-I (Gazetted)
4	Scale of Pay	i) Pay scale for regular incumbents: Pay Band ₹ 37400-67000+ ₹ 10000/- Grade Pay. ii) Emoluments for contract employee(s) ₹ 47400/- as per details given in Column 15-A.
5	Whether "Selection" post or "Non-Selection" post	Selection.
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</p>	

	<p>absorption in Public Sector Corporation/ Autonomous Bodies at the time of initial constitutions of such Corporation/ Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to the 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 Bodies after initial constitution of the Public Sector Corporations/Automomous 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	<p>Minimum educational and other qualifications required for direct recruti(s)</p> <p>(a) Essential Qualification(s):-</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 and Ph.D. or equivalent in the appropriate discipline.</p> <p>Post Ph.D. publication and guiding Ph.D. students is highly desirable.</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> <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><u>Experience:</u></p> <p>Minimum of 10 years teaching /research/industrial experience out of which</p>	Grade Point	Equivalent Percentage	6.25	55%	6.75	60%	7.25	65%	7.75	70%	8.25	75%
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6.75	60%												
7.25	65%												
7.75	70%												
8.25	75%												

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		<p>at least 5 years should be at the level of Associate Professor.</p> <p>OR</p> <p>Minimum of 13 years experience in teaching and /or Research and /or Industry. <u>In case of research experience, good academic record and books/research paper publication/IPR/ patents record shall be required as deemed fit by the expert members of the Selection Committee.</u></p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, planning, executing, analyzing, quality control, innovating, training technical book / research paper publications/IPR/ patents, etc. as deemed fit by the expert members of the Selection Committee.</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: Not applicable.</p>
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:	<u>100% by promotion failing which on secondment basis failing both by direct recruitment on a regular basis or by recruitment on contract basis as the case may be.</u>
11.	In case of recruitment by promotion, deputation, transfer, grade for which promotion/deputation/transfer is to be made:	By promotion from amongst the Associate Professor (Engineering) i.e. of appropriate branch of Engineering who possess three years regular service or regular combined with continuous adhoc service, if any, in the grade failing which on secondment basis from amongst the incumbents working in the identical pay scale on analogous posts in other H.P. Government Departments/Colleges/Universities.
<p>Provided that for the purpose of promotion every employee shall have to serve at least one term in the Tribal/Difficult areas subject to adequate number of post(s) available in such areas;</p> <p>Provided further that the proviso (I) supra shall not be applicable in the case of those employees who have five years or less service, left for superannuation;</p> <p>Provided further that Officers/Officials 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 respective cadre.</p> <p>Explanation-I: - For the purpose of proviso (I) supra the "term" in Tribal/Difficult areas" shall mean normally three years or less period of posting in such areas keeping in view the administrative requirements and performance of the employee.</p> <p>Explanation-II: For the purpose of proviso (I) supra the Tribal/Difficult Areas shall be as under:-</p> <ol style="list-style-type: none"> 1. District Lahaul & Spiti, 2. Pangi and Bharmour Sub-Division of Chamba District. 3. Dodra Kwar Area of Rohru Sub-Division. 4. Pandrah Bis Pargana, Munish Darkali and Gram Panchayat 		



Kashapat, Gram Panchayats of Rampur Teshil of District Shimla.

5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhanga Areas of Baijnath Sub Division of Kangra District.
7. District Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangan Patwar Circles of Renukaji Tehsil and Kota Pab Patwar Circle of Shillai Tehsil, in Sirmaur 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, Graman, Devgarh, Trailla, Ropa, Kathog, Silh-Badhwani, Hastpur, Ghamrehar and Bhatehar Patwar Circles of Padhar Tehsil, Chiuni, Kalipar, Mangarh, Thach-Bagra, North Magru and South Magru Patwar Circles of Thunag Tehsil and Batwara Patwar Circle of Sundernagar Tehsil in Mandi District.

(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 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;

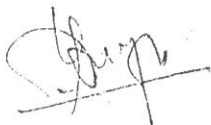
Provided that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least three years or that prescribed in the R&P Rules for the post, whichever is less;

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)



	<p>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.</p> <p>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.</p> <p>Provided that inter-se-seniority as a result of confirmation after taking into account, adhoc service rendered as referred to above shall remain unchanged.</p>	
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 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 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 Professor (Engineering) in the Department of Technical Education, Vocational & Industrial Training, H.P. 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 year and only then his period of contract is to be renewed/ extended.

(b) **POST FALLS WITH IN THE PURVIEW OF HPPSC:**

The Principal Secretary/ Secretary (Technical Education) to the Government of Himachal Pradesh, after obtaining the approval of the Government to fill up the vacant posts on contract basic will place the requisition with the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission.

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

(II) **CONTRACTUAL EMOLUMENTS:**

The Professor (Engineering) appointed on contract basis will be paid consolidated fixed contractual amount @ ₹ 47400/- per month (which shall be equal to minimum of the pay band+ grade pay). An amount of ₹ 1422/-




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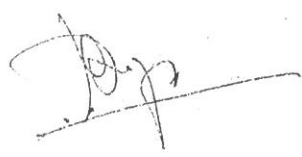
		<p>(3% of the minimum of pay band + grade pay of the post) as annual increase in contractual emoluments for the subsequent year(s) will be allowed if contract is extended beyond one year.</p> <p>(III) <u>APPOINTING / DISCIPLINARY AUTHORITY:</u></p> <p>The Principal Secretary/ Secretary (Technical Education) to the Government of Himachal Pradesh will be appointing and disciplinary authority.</p> <p>(iv) <u>SELECTION PROCESS:</u></p> <p>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.</p> <p>(v) <u>COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:</u></p> <p>As may be constituted by the concerned recruiting agency i.e. the <u>Himachal Pradesh Public Service Commission</u> from time to time.</p> <p>(VI) <u>AGREEMENT:</u></p> <p>After selection of a candidate, he/she shall sign an agreement as per Annexure-B appended to these Rules.</p> <p>(VII) <u>TERMS AND CONDITIONS:</u></p> <p>(a) The contractual appointee will be paid fixed contractual amount @ ₹ 47400/- per month (which shall be</p>
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		<p>equal to minimum of pay band+ grade pay). The contract appointee will be entitled for increase in contractual amount @ ₹ 1422/- (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.</p> <p>(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.</p> <p>(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.</p> <p>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 next Calendar year.</p> <p>(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 case where the circumstances for un-authorized absence from duty were beyond his/her</p>
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		<p>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:</p> <p>However, the contract appointee shall not be entitled for contractual amount for this period of absence from duty.</p> <p>Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer as per prevailing instructions of the Government.</p> <p>(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:</p> <p>(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.</p> <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>
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		(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 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).



(Authoritative English text of this Department Notification of even number dated.15.03.2016 as required under Clause (3) of Article 348 of the Constitution of India).

**Government of Himachal Pradesh
Technical Education Department**

No. EDN(TE)A(3)28/2015

Dated:Shimla-2, the

15 March,2016

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 following rule to amend the Himachal Pradesh, Technical Education, Vocational & Industrial Training Department, Professor (Engineering), Class-I (Gazetted) Recruitment & Promotion Rules, 2014 notified vide this Department notification of even number dated 03.04.2014 namely:-

Short title and
commencement

1(1) These Rules may be called the Himachal Pradesh, Technical Education, Vocational and Industrial Training Department, Professor (Engineering), Class-I (Gazetted) Recruitment and Promotion (First Amendment) Rules, 2016.

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

Amendment of 2.
Annexure-"A"

In Annexure-"A" to the Himachal Pradesh Technical Education, Vocational and Industrial Training Department, Professor (Engineering), Class-I (Gazetted) Recruitment and Promotion Rules, 2014:-

For the existing provisions against the Column No. 2, the following shall be substituted as namely:-

09 (Nine)

Textile Engineering	=02 (two)
Mechanical Engineering	=02 (two)
Computer Science & Engineering	=01 (one)
Civil Engineering	=01 (one)
Electronics & Tele Communication	=02 (two)
Electrical Engineering	=01 (one)

BY ORDER

SANJAY GUPTA
Principal Secretary (TE) to the
Government of Himachal Pradesh

Endst No. As above Dated: Shimla-2,
Copy forwarded to:-

15 March, 2016

1. All Administrative Secretaries to the Govt. of Himachal Pradesh, Shimla-2.
2. The Secretary, H.P. Public Service Commission, Shimla-2 alongwith 02 copies.
3. The Director, Technical Education, Vocational & Industrial Training, H.P. Sundernagar, District Mandi -174401.
4. The Controller, Printing & Stationery, H.P. Shimla-171005 for publication in Rajpatra, Himachal Pradesh.
5. The ALR-cum-Under Secretary (Law) to the Govt. of Himachal Pradesh.
6. The Senior Law Officer (H), Law Department, H.P. Sectt. Shimla-2.


Under Secretary (TE) to the
Government of Himachal Pradesh

