

Authoritative English text of this Department Notification No. EDN (TE) A (3) 3/2014 dated: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) 3/2014

Dated, Shimla-171002 ~~24~~the 2017

"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 (Applied Sciences & Humanities), 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 (Applied Sciences & Humanities) Class-I(Gazetted) Recruitment and Promotion Rules, 2017.

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

BY ORDER

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

Endst. No. EDN (TE) A (3)3/2014 Dated, Shimla-171002, 27-05-2017

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 DLR-cum-Deputy 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.

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

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

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| 1 | Name of the Post: | Professor (Applied Sciences & Humanities) |
| 2 | Number of post(s): | 02 (two) |
| 3 | Classification: | Class-I (Gazetted) |
| 4 | Scale of Pay: | i) Pay scale of regular incumbents
₹ 37400-67000+ ₹10000 Grade Pay
ii) Emoluments for Contract
employees ₹ 47,400/- as per details
given in Column No. 15-A |
| 5 | Whether "Selection" Post or "Non-selection" post: | Selection |
| 6 | Age for direct recruitment: | 18 to 45 years |

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 ad-hoc or on contract basis:

Provided further that if a candidate appointed on ad-hoc or on contract basis had become overage on the date when he was appointed as such, he shall not be eligible for any relaxation in the prescribed age- limit by virtue of his such adhoc or contract appointment:

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:

Provided further that the employees of all the Public Sector Corporations and Autonomous Bodies who happened to be Government Servant before absorption in Public Sector Corporations/Autonomous Bodies at the time of initial constitution 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 were/are 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.

NOTE:-

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 or as the case may be.

7 Minimum Educational and other qualifications required for direct recruit(s) :

(a) ESSENTIAL QUALIFICATION(s):-

(i) Bachelor's & Master's Degree in concerned subject (i.e. Physics, Chemistry, Mathematics, English) with 1st class either at Bachelor or Master level and Ph.D in the concerned subject.

(ii) Post Ph.D publications and guiding Ph.D students is highly desirable.

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 in CGPA will be converted into equivalent marks as below:

Grade Point	Equivalent %
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

Experience

Minimum of 10 yrsrs teaching /research/industrial experience out of which at least 5 years should be at the level of Associate Professor.

OR

Minimum of 13 years experience in teaching/Research/Industry.

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.

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.

(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 promote(s):
- Age : Not Applicable.
- Educational Qualification: Not Applicable

- 9 Period of Probation, if any:

(i) 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

(ii) Promotion:

No probation

- 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 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.

- 11 In case of recruitment by promotion/ secondment/ transfer, grade(s) from which promotion/ secondment/ transfer is to be made : By promotion from amongst the Associate Professors (Applied Sciences & Humanities) in concerned subject who possess 03 years regular service or regular combined with continuous adhoc service rendered, if any, in the grade failing which on secondment basis from amongst the offices working on the analogous posts in the identical pay scale from other H.P. Govt./Central Govt. Departments.

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

Provided further that the proviso A(I) supra shall not be applicable in the case of those employees who have five years or less service, left for superannuation except posting/transfer in remote/rural area. However, this condition of five years shall not be applicable in case of promotion:

Provided further that Officers/Officials, who have not served at least one tenure in Tribal/Difficult/Hard areas and remote/rural 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 (I) supra the "term" in Tribal/Difficult/Hard areas and remote/rural areas shall mean normally three years or less period of posting in such areas keeping in view the administrative exigencies/convenience.

Explanation-II: For the purpose of proviso A(I) supra the Tribal/Difficult Areas shall be as under:-

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 Bhagal 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 Circle 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.

Explanation III: For the purpose of proviso (I) supra the Remote/Rural Areas shall be as under:-

- i) All stations beyond the radius of 20 kms 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 3 (three) Kms.
 - iii) Home town or area adjoining to area of 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 qualifying 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:
- (i) 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 incumbents 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) Rule, 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) Rule, 1985 and having been given the benefit of seniority there-under.

- (ii) Similarly, in all cases of confirmation, continuous adhoc service rendered in 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 shall remain unchanged.

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| 12 | If a Departmental Promotion Committee exists, what is its composition: | As may be constituted by the Govt. from time to time. |
| 13 | Circumstances under which the HPPSC 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 interview/personality test or if the Himachal Pradesh Public Service Commission or other recruiting agency/authority as the case may be, so considers 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:

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 (Applied Sciences & Humanities) 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) The Principal 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. H.P. Public Service Commission.
- (c) The selection will be made in accordance with the eligibility conditions prescribed in these rules.

(II) CONTRACTUAL EMOLUMENTS:

The Professor, appointed on contract basis will be paid consolidated fixed contractual amount @ ₹ 47,400/- PM (which shall be equal to minimum of the pay band + grade pay). An amount of ₹ 1492/- PM (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 years.

(III) APPOINTING / DISCIPLINARY AUTHORITY:

The Principal Secretary to the Government of Himachal Pradesh will be appointing and disciplinary authority.

(iv) SELECTION PROCESS:

FOR POST (S) FALLING WITHIN THE PURVIEW OF HPPSC:

Selection for appointment to the post in the case of Contract Appointment will 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 Commission/other recruiting agency i.e. Himachal Pradesh Public Service Commission.

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENT:

FOR POSTS(S) FALLING WITHIN THE PURVIEW OF HPPSC

As may be constituted by the concerned recruiting agency i.e. 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 @ ₹ 47,400 /- P.M. (which shall be equal to minimum of the pay band+ grade pay). The contract appointee will be entitled for increase in contractual amount @ ₹ 1492 /- (3% of minimum of the pay band + grade pay of the post) for further extended years and no other allied benefits such as senior /selction 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.
- Refer* (C) The contract appointee will be entitled for one day's casual leave after putting in one month's service. However, the contract employee will also be entitled for 135 days' Maternity Leave, 10 days' Medical Leave and 5 days special leave. 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:

Provided that the 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, contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate for 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 candidates pregnant beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidates will be re-examined for the fitness from an authorized Medical Officer/Practitioner.
- (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 officials 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. 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/instructions regarding reservation for

Schedule Castes/Schedule Tribes Other
Backward Classes/Other categories of persons
issued by the Himachal Pradesh Govt. 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 provisions
of these rules with respect to any class or
category of person(s) or post(s).

admission