

Authoritative English text of this Department Notification No. EDN (TE) A (3) 2/2014 dated:01-03-2019 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) 2/2014 Dated, Shimla-171002 the 01-03-2019

"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 Associate 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, Associate
Professor (Applied Sciences &
Humanities) Class-I(Gazetted)
Recruitment and Promotion Rules,
2019.

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

BY ORDER

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

Endst. No. EDN (TE) A (3)2/2014 Dated, Shimla-171002, 01-03-2019

Copy forwarded to:-

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

(Paramjeet Thakur)
Deputy Secretary (TE) to the
Govt. of Himachal Pradesh.

Annexure-“A”

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

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|---|---|---|
| 1 | Name of the Post: | Associate Professor (Applied Sciences and Humanities) |
| 2 | Number of post(s): | 07 (seven) |
| | | English 01 |
| | | Physics 02 |
| | | Chemistry 02 |
| | | Mathematics 02 |
| 3 | Classification: | Class-I (Gazetted) |
| 4 | Scale of Pay: | Pay Band ₹ 37400-67000+ ₹9000 Grade Pay |
| 5 | Whether "Selection" Post or "Non-selection" post: | Selection |
| 6 | Age for direct recruitment: | Between 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 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 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) Ph.D in the concerned subject i.e. English/ Physics/ Chemistry/ Mathematics; and
 - ii) Master's Degree in relevant subjects of Humanities and Sciences with first class at Bachelor's or Master's level from a recognized University.

If a Grade Point System is adopted in CGPA the same will be converted into equivalent percentage of marks as below:

<u>Grade Point</u>	<u>Equivalent %</u>
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

Experience:

Minimum 05 years experience in teaching or research work or working in industrial field of which 2 years post Ph.D experience is desirable..

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
- Age: Not Applicable.
- Educational Qualification: Yes, as prescribed against Column No. 7 (a) (i) & (ii) above

promotee(s):

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.

(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 by direct recruitment on regular basis.

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 Assistant Professors (Applied Sciences & Humanities) in English, Physics, Chemistry and Mathematics subject(s) possessing educational qualification prescribed for direct recruitment against Col. No. 7 (a)(i) & (li) above with 05 (five) years regular service or regular combined with continuous adhoc service rendered, if any, in the grade, failing which by direct recruitment on regular basis:

(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 (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 (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, of Rampur Teshil of District Shimla.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhawal 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:

(II) 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:

(I) 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 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-Serviceman (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 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.

- 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 (Himachal Pradesh Public Service Commission) 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.
- 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 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 provisions of these rules with respect to any class or category of person(s) or post(s).