

## **R&P Rules-JE (Civil)**

(Authoritative English text of this Department Notification No. PBW (SC) C (A) 3-1/94, dated 29.1.2002 as required under Clause (3) Article 348.of Constitution of India).

Government of Himachal Pradesh  
Irrigation & Public Health Department

No.PBW (SC) C (A) 3-1/94

Dated Shimla 171002, the 29.1.2002

### **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 H. P. Public Service Commission, is pleased to make the Recruitment and Promotion Rules for the post of Junior Engineer (Civil) Class-III (Non-Gazetted) Technical Services in Irrigation and Public Health Department, H.P. as per Annexure-A appended to this notification, namely: -

Short title and Commencement: 1.(1) These rules may be called Himachal Pradesh Department of Irrigation & Public Health, Junior Engineers (Civil) Class-III (Non-Gazetted) Technical Services, Recruitment and Promotion Rules, 2002.  
(2) These rules shall come into force from the date of publication in the Rajpatra, Himachal Pradesh.

Repeal & Savings: 2 (1) The Himachal Pradesh Deptt. of Irrigation & Public Health, Junior Engineer (Civil) Class-III (Non-Gazetted) Recruitment and Promotion Rules notified vide Notification No. PBW (SC) (A) 3-1/94 dated 16.7.1997 are hereby repealed to the extent these were made applicable to the post of Junior Engineer in the Department of Irrigation & Public Health H.P.  
(2) Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules, so repealed under Rule-2 (i) supra shall be deemed to have been validly made done or taken under these rules.

By order,

F.C. cum-Secretary (IPH) to the  
Govt. of Himachal Pradesh.

Endst. No. asabove

Dated : 29.1.2002.

Copy forwarded to:-

1. All the Secretaries to the Govt. of H.P.
2. The Engineer-in-Chief, I & PH Shimla-1 with 20 spare copies.
3. The Chief Engineer (South / North / Central Zone) I&PH Deptt.
4. The Controller Printing & Stationery, H. P. Govt. Press, Shimla-5 for publication in the Rajpatra.
5. The Secretary, H. P. Public Service Commission, Shimla-2 w.r.t.his letter No.1-5/95-PSC-Part, dated 17.11.2001 with 3 copies.
6. All the Superintending Engineers, I&PH Department H.P.
7. Sr.Law Officer English /Hindi, H.P. Sectt., Shimla-2.
8. Guard file.

Sd./-

Joint Secretary (IPH) to the  
Govt. of Himachal Pradesh.

Recruitment and Promotion Rules for the posts of Junior Engineer (Civil) Class-III (Non-Gazetted) in the Department of Irrigation & Public Health, Himachal Pradesh.

- 
1. Name of the post: Junior Engineer (Civil)
  2. Number of posts: 731 ( Seven Hundred Thirty one)..
  3. Classification: Class-III (Non-Gazetted).
  4. Scale of pay: Rs.5800-200-7000-220-8100-275-9200.
  5. Whether Selection post or Non- Selection post: Non-Selection.
  6. Age for direct recruitment: Between 18 and 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 adhoc or on contract basis;

Provided further that if a candidate appointed on adhoc basis 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 / Schedule Tribes / 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 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 were / are subsequently appointed by such Corporation / 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.

- (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 applications or notified to the Employment Exchanges or as the case may be.
- (2) Age and experience in the case of direct recruitment relaxable at the discretion of the H. P. Public Service Commission in case the candidate is otherwise well qualified.

7. Minimum educational and other qualifications required for direct recruits:
  - i) **ESSENTIAL QUALIFICATION:-** Matric or Higher Secondary Part-1 or its its equivalent from a recognized University / Board.
  - ii) Diploma of atleast three years duration in the trade of Civil Engineering or its equivalent from a recognized University or an Institution duly recognized by the Central / H.P. Government .

DESIRABLE QUALIFICATIONS:-:

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 prescribed for direct recruits will apply in the case of the promotees :
- Age: Not applicable.
- Educational Qualifications: 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 of recruitment Whether by direct recruitment promotion, deputation, transfer and the percentage of posts to be filled in by various methods.
- (i) 42% By direct recruitment through the concerned recruiting agency. or by
- (ii) 43% By direct recruitment on batch-wise basis at Departmental level; and
- (iii) 15% by promotion.
11. In case of recruitment by promotion, deputation, transfer grade from which promotion / deputation /transfer is to be made:
- By promotion from amongst the Following:-
- i) Surveyors having Diploma of atleast three years duration in the trade of Civil Engineering or its equivalent from a recognized University or an Institute duly recognized by the Central /State Government with at least 2 years regular service or regular combined with continuous adhoc (rendered upto 31.3.1998) service, if any, in the grade. -----03%
- ii) Surveyors having an I.T.I. Certificate course of at least two years duration in the trade of Surveyor /Draughtsmanship (civil) or its equivalent from a recognized I.T.I. or an Institute duly recognized by the Central /State Government with at least 8 years regular service or regular combined with continuous adhoc (rendered upto 31.03.1998) service, if any, in the grade. ....6%
- (iii) Work Inspector having Diploma of at least three years duration in the trade of Civil Engineering or its equivalent from a recognized University or an Institute duly recognized by the Central /State Government with at least 2 years regular service or regular combined with continuous adhoc (rendered upto 31.03.1998) service, if any, in the grade. ....01%

(iv) Work Inspectors having an I.T.I. Certificate course of at least two years duration in the trade of Surveyor / Draughtsmanship (Civil) or its equivalent from a recognized I.T.I. an Institute duly recognized by the Central /State Government with at least 8 years regular service or regular combined with continuous adhoc ( rendered upto 31.3.98) service, if any, in the grade.

.....01%

(v) Work Inspectors who are Matriculates or possess its equivalent recognized qualification with at least 15 years regular service or regular combined with continuous adhoc (rendered upto 31.3.1998) service, if any, in the grade and completed successfully the prescribed Departmental training course of six months duration.

-----04%

For the purpose of promotion the following 100 points roster shall be followed:-

1. 1% point No. 1 (Work Inspector possessing an I.T.I. Certificate in Surveyor/ Draughtsman ship (Civil).
2. 1% point No. 49 (Work Inspector possessing Diploma in Civil Engineering)
3. 3% points No. 33,66,99, (Surveyors possessing Diploma in Civil Engineering).
4. 4% points No. 25,50,75,100 (Matriculate Work Inspectors having completed successful the prescribed Departmental training course).
5. 6% points No. 2,22,42,62,82,92 (Surveyors possessing an I.T.I. Certificate in Surveyor /Draughtsman ship (Civil).
6. 85% direct recruitment as under:-  
43% points No. 3,5,7,9,11,13,15,17, 19,21,23,27,29,31,35,37,39,43,45,47,51,53,55,57,59,61,63,65,67,69,71,73,77,79,81,83,85 ,87,89,91,93,95 & 97- by direct recruitment on batch-wise. basis at Departmental level.  
  
42% points No.4,6,8,10,12,14,16,18, 20,24,26,28,30,32,34,36,38,40,41, 44,46, 48,52, 54,56,58,60,64,68, 70, 72,74, 76,78,80,84, 86,88,90,94, 96, & 98- by direct recruitment through the concerned recruiting agency.

Note: If no official from category No.(i) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category No.(ii). Provided they are otherwise

eligible. If no official from category No.(ii) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category No.(iii) provided they are otherwise eligible. If no official from category No. (iii) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category No. (iv) provided they are otherwise eligible. If no official from category No (iv) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category No. (v) provided they are otherwise eligible.

Provided further that the shortfall of the concerned category may be met out by filling up of the post of that category to whom an excess quota has been given.

(1) In all cases of promotion, the continuous adhoc service rendered in the feeder post upto 31.3.1998, 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 to 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 the cases where a junior person becomes eligible for consideration by virtue of his total length of service (including the service rendered on adhoc basis up to 31.3.1998) in the feeder post.-in view of the provisions referred to above, all person senior to him 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 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 persons happened to be Ex-servicemen recruited under the provisions of rule-3 of Demonilised Armed Forces Personal (Reservation of vacancies in Himachal State Non-Technical Services) Rules, 1972 and having been given the benefit of seniority there under or recruited under the provision of Rule-3 of Ex-serviceman (Reservation of Vacancies in the Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority there under.

(2) Similarly, in all cases of confirmation, adhoc service rendered on the feeder post upto 31.3.1998, if any, prior to the regular appointment 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 R&P Rules;

Provided that inter-se-seniority as a result of confirmation after taking into account, adhoc service rendered up to 31.3.1998 as referred to above 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 As required under the Law.

which the HPPSC  
is to be consulted in  
making recruitment:

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 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.
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 H.P. Govt. from time to time.
17. Departmental Examination: Not applicable.
18. Powers 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 HPPSC., relax any of the provisions of these Rules with respect to any class or category of persons or posts.

## AMENDMENT

(Authoritative English text of this Department Notification No. IPH (A) (B) (2)20/2002 dated \_\_\_\_\_ as required under Clause (3) of Article 348. of the Constitution of India).

Government of Himachal Pradesh  
Irrigation & Public Health Department

No. IPH (A) (B) (2) -20/2002

Dated Shimla 2, the 5<sup>th</sup> June, 2004

### 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 H. P. Public Service Commission, is pleased to make the following rules further to amend Himachal Pradesh Department of Irrigation & Public Health Department, Junior Engineer (Civil) Class-III (Non-Gazetted) Technical Services, Recruitment and Promotion Rules, 2002, notified vide this Department notification No. PBW (SC) C(A) 3-1/94, dated 29.1.2002, namely:-

- |                               |   |       |  |
|-------------------------------|---|-------|--|
| Short title and Commencement: | 1 | (1)   | These rules may be called the Himachal Pradesh Department of Irrigation & Public Health, Junior Engineer (Civil) Class-III (Non-Gazetted) Technical Services, Recruitment & Promotion Rules, (2 <sup>nd</sup> Amendment) Rules, 2004.  |
|                               |   | (2)   | These rules shall come into force from the date of publication in the Rajpatra, Himachal Pradesh.  |
| Amendment of Annexure-A       | 2 | (1).  | For the existing provisions against Col. No. 10 the following shall be substituted, namely:-   |
|                               |   | (i)   | 42% by direct recruitment through the concerned recruiting agency;   |
|                               |   | (ii)  | 22% by direct recruitment on batch-wise basis at Department level.   |
|                               |   | (iii) | 21% by appointment from against the candidates who were / are appointed on contract basis by the Department by adopting proper procedure and who possesses requisite professional qualification from recognized Technical Institutions having 7 years of continuous contract service in Himachal Pradesh Irrigation & Public Health Department, if their performance and conduct during service has been found satisfactory. |

Provided that for the purpose of appointment under this Sub Clause the year wise combined seniority list shall be prepared wherein the candidate senior in batch in such recruitment year shall be reckoned senior to the candidate who has obtained diploma in Civil Engineering in subsequent batch.

Provided further that where in a recruitment year more than one candidate of the same batch are eligible to be considered for appointment then their inter-se-seniority will be determined with

reference to their date of appointment in that recruitment year, or the merit, if any, prepared at the time of making selection for recruitment on contract basis, as the case may be.

Provided further that the JEs so appointed under this sub-clause shall be deputed in difficult area sub cadre; and

(iv) 15% by promotion.

(2) For the exiting provision against Col. No. 11 the following shall be substituted namely:-

By promotion from amongst the following:-

- (i) Surveyors having Diploma of at least three years duration in the trade of Civil Engineering or its equivalent from recognized University or institute duly recognised by the Central / State Government with at least 2 years regular service or regular combined with continuous adhoc service, if any in the grade. ---3%
- (ii) Surveyors having an ITI Certificate Course of at least two years duration in the trade of surveyor / draftsmanship (Civil) or its equivalent from a recognized ITI or an Institute duly recognized by the Central / State Government with at least 8 years regular service or regular combined with continuous adhoc service, if any, in the grade. ---6%
- (iii) Work Inspector having Diploma of at least three years duration in the trade of Civil Engineering or its equivalent from recognized University or Institute duly recognized by the Central / State Government with at least 2 years regular service or regular combined with continuous adhoc service, if any in the grade. ---1%
- (iv) Work Inspector having an ITI Certificate Course of at least two years duration in the trade of surveyor / draftsmanship (Civil) or its equivalent from a recognized ITI or an Institute duly recognized by the Central /State Government with at least 8 years regular service or regular combined with continuous adhoc service, if any in the grade. ---1%
- (v) Work Inspectors who are matriculates or possesses its equivalent recognized qualification with at least 15 yeas regular service or regular combined with continuous adhoc service, if any, in the grade and completed successfully the prescribed Departmental Training course of six months duration. ---4%

For the purpose of promotion the following 100 point roster shall be followed:-

1. 1% point No.1 (Work Inspector possessing an ITI Certificate in Surveyor / draftsmanship (Civil).
2. 1% point No. 49 (Work Inspector possessing Diploma in Civil Engineering.)
3. 3% point No. 33,66,99 (Surveyors possessing Diploma in Civil Engineering.)
4. 4% point No. 25, 50, 75,100 (Matriculate Work Inspectors having completed successful the prescribed Departmental Training Course).
5. 6% point No. 2, 22, 42, 62, 82, & 92 (Surveyors possessing an ITI Certificate in Surveyors / draftsmanship (Civil).

85% direct recruitment as under:-

- (i) 42% points No. 4, 6, 8, 10, 12, 14, 16, 18, 20, 24, 26, 28, 30, 32, 34, 36, 38, 40, 41,44, 46, 48, 52, 54, 56, 58, 60, 64, 68, 70, 72, 74, 76, 78, 80, 84,



86, 88, 90, 94, 96, & 98- by direct recruitment through concerned recruiting agency..

- (ii) 22% points No. 3, 7, 11, 15, 19, 23, 29, 35, 39, 45, 51, 55, 59, 63, 67, 71, 77, 81, 85, 89,93 and 97- direct recruitment on batch-wise basis at Department level.
- (iii) 21% Point No. 5, 9, 13, 17, 21, 27, 31, 37, 43, 47, 53, 57, 61, 65, 69, 73, 79, 83, 87, 91 and 95- on batch wise basis from JE appointed on contract basis at Department level.

The roster will be rotated after every 100 point till the representation to all categories is achieved by the given percentage. Thereafter the vacancy is to be filled up from the category which vacates the post.

Note: If no official from category No.(i) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category of No.(ii). provided they are otherwise eligible.

If no official from category No.(ii) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category of No.(iii) provided they are otherwise eligible.

If no official from category No. (iii) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category of No. (iv) provided they are otherwise eligible.

If no official from category No (iv) is eligible at the time of promotion then the quota meant for this category will be filled up from amongst the officials of category of No. (v) provided they are otherwise eligible.

Provided further that the shortfall of the concerned category may be met out by filling up of the post of that category to whom an excess quota has been given.

(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 to 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 the cases where a junior person becomes eligible for consideration by virtue of his total length of service (including the service rendered on adhoc basis) followed by regular service/ appointment in the feeder post in view of the provisions referred to above, all person senior to him 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 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 persons happened to be Ex-servicemen recruited under the provisions of rule-3 of Demobilised Armed Forces Personal (Reservation of vacancies in Himachal Pradesh State Non-Technical Services) Rules, 1972 and having been given the benefit of seniority there under or recruited under the provision of Rule-3 of Ex-serviceman (Reservation of Vacancies in the Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority there under.

- (2) Similarly, in all cases of confirmation, adhoc service rendered on the feeder post, if any, prior to the regular appointment against such post shall be taken into account towards the length of service, if the adhoc appointment / promotion against such post had been made after proper selection and in accordance with the provision of R&P Rules;

Provided that inter-se-seniority as a result of confirmation after taking into account, adhoc service as referred to above shall remain unchanged.

By Order

Harinder Hira  
Principal Secretary (IPH) to the  
Government of Himachal Pradesh.

Endst. No.IPH (A) B(2)-20/2002. Dated Shimla-2 the 5<sup>th</sup> June, 2004.

Copy for information and n/a to:-

1. All Administrative Secretaries to the Govt. of H.P.
2. The Secretary, H. P. Public Service Commission, Shimla-2
3. The Engineer-in-Chief, I & PH Department, Shimla-1 with 20 spare copies.
4. The Engineer-in-Chief, PWD, Shimla-1.
5. All the Chief Engineers, IPH in H.P.
6. The Controller of H.P. Printing & Stationery, Press, Shimla-5 for publication in the Rajpatra HP and supply of a copy of the Rajpatra.
7. All the Superintending Engineers, IPH in H.P.
8. The Accountant General Himachal Pradesh, Shimla-3.
9. Addl. Secretary (GAD) to the Govt. of HP, Shimla-2.
10. Guard file.

Sd./-  
Addl. Secretary (IPH) to the  
Government of Himachal Pradesh.

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AMENDMENT

(Authoritive English Text of this department notification No. IPH(A)2(B)(2)-20/2002 dated 01.03.2006 as required under clause (3) of Article 348 of the constitution of India.

**Government of Himachal Pradesh  
Irrigation & Public Health Department**

No.IPH(A)(B)(2)-20/2002 Dated Shimla-2, the 01.03. 2006.

**Notification**

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India, the Governor, Himachal Pradesh, in consultation with Himachal Pradesh Public Service Commission, is pleased to make the following rules further to amend Himachal Pradesh Irrigation & Public Health Department, Junior Engineer (Civil) Class-III (Non-Gazetted) Technical Services, Recruitment and Promotion Rules, 2002, notified vide this Department notification No. PBW(SC)C(A)3-1/94, dated 29.01.2002, 20.05.2002 & IPH(A)(B)(2)-20/2002 dated 05.06.2004 namely:-

**Short title and commencement**

1. (1) These rules may be called the Himachal Pradesh Department of Irrigation & Public Health, Junior Engineer (Civil) Class-III (Non-Gazetted) Technical Services, Recruitment & Promotion Rules (Ist Amendment) Rules,2006

These rules shall be deemed to have come into force w.e.f. 01.05.2005

(2)

**For the existing provision against Col. No. 4 the following shall be substituted namely:-**

**Amendment of Annexure –A**

2. (1) Rs.5800-200-7000-220-8100-275-9200 for appointment made on regular basis

( 2.)

**For the existing provision against Col. No. 10, the following shall be substituted namely:**

- i) 42% by direct recruitment or on contract basis through the concerned recruiting agency ;
- ii) 22% by direct recruitment or on contract on batch-wise basis at Departmental level ;
- iii) 21% by appointment from amongst the candidates who are appointed on contract basis by the Department by adopting proper procedure and who possess the requisite professional qualifications from recognized technical institutions having 7 years of continuous contract service

in Himachal Pradesh Irrigation & Public Health Department, if their performance and conduct during service has been found satisfactory.

Provided that for the purpose of appointment under this Sub Clause, the year wise combined seniority list shall be prepared wherein the candidate senior in batch in such recruitment year shall be reckoned senior to the candidate who has obtained Diploma in Civil Engineering in subsequent batch.

Provided further that where in a recruitment year more than one candidate of the same batch is eligible to be considered for appointment then their inter-se-seniority will be determined with reference to their date of appointment in that recruitment year or the merit, if any, prepared at the time of making selection for recruitment on contract basis as the case may be.

Provided further that the J.Es appointed under this sub-clause shall be deputed in difficult area sub cadre.; and

iv) 15% by promotion.

(3)

**After the existing provision against Col. No. 15 the following shall be added namely:**

**(I) CONCEPT**

15-A Selection for appointment to the post by contract appointment.

(a) Under this policy, the Junior Engineer (Civil) in I&PH Department, HP will be engaged on contract basis initially for one year, which may be extendable on year to year basis depending upon their performance and work and conduct on the job. However, their services may be terminated even prior to the completion of one year period, on issuance of one month notice or payment in lieu of the notice of one month, if available work load or their performance does not merit their retention.

b) The Engineer-in-Chief after obtaining the approval of the Government to fill the vacant posts on contract basis will advertise the details of the vacant posts in two leading newspapers and invite applications from candidates having the prescribed qualifications and fulfilling the other eligibility conditions as prescribed in these Rules.

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

(d) Contract appointees so selected under these Rules will not have any right to claim regularization or permanent absorption in Govt. job.

e) The age and qualification for the contract appointment will be as per the provisions contained in Col. No. 6 and 7 of the R&P Rules.

**II) EMOLUMENT PAYABLE :**

For appointments made on contract basis : Rs.6000/- P.M.(in non-tribal areas) & Rs. 7500/-P.M. (in tribal areas) fixed emoluments or as shall be fixed by the Govt. from time to time.

**(III) APPOINTING/DISCIPLINARY AUTHORITY**

The contract appointment will be made against the vacant posts by the concerned Superintending Engineer of the circle. The Superintending Engineer of the concerned circle will be the 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 Selection Committee prescribed under these Rules.

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

- i) As may be constituted by the competent authority from time to time.

The Selection will be made by conducting interviews and assessing the candidates as per the distribution of marks given below :-

<b><u>Sl.</u></b>	<b><u>Particulars</u></b>	<b><u>Marks</u></b>	<b><u>Remarks</u></b>
1.	Qualifications Diploma/Degree/ Performance	30	30% of the percentage of marks obtained plus weightage of 5 marks for degree holders.
2.	Work Experience	20	----
3.	Post graduation	20	10% of the percentage of marks obtained at degree level.
4.	Knowledge of customs, manners and dialects of HP	10	-----
5.	Interview/Viva Voce	20	-----

ii) For the assessment of work of the contractual JEs, annual performance report will be maintained at the Executive Engineer level.

iii) The performance reports will form the basis of assessment by the Committee to make recommendations for regular appointment after completion of 7 years Contractual service.

(IV) AGREEMENT:

After selection of a candidate for appointment he/she shall sign an agreement as per Annexure-B appended to these rules.

VIII) TERMS AND CONDITIONS:

a) For appointments made on contract basis :Rs.6000/- P.M. (in non-tribal areas) & Rs. 7500/-P.M. (in tribal areas) fixed emoluments or as shall be fixed by the Govt. from time to time.

b) The appointment is liable to be terminated in case the performance/conduct of the contract appointee is not found good.

c) Contract appointment shall not confer any right to the incumbent for regularization in service at any stage.

d) Contract appointee will be entitled for one day casual leave after putting one month service. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled for Medical Reimbursement & LTC etc. Only Maternity Leave will be given as per rules.

e) Unauthorized absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for salary for the period of absence from duty.

f) Transfer of contract appointee will not be permitted from one place to another.

g) Selected candidate will have to submit a certificate of his/her fitness from a Govt./ Registered Medical Practitioner. Women candidate, pregnant beyond 12 weeks will be considered temporarily unfit till the confinement is over. The women candidates will be re-examined for the fitness by an authorized Medical Officer/ Practitioner.

h) 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 staff members.

VIII) RIGHT TO CLAIM REGULAR APPOINTMENT:

The candidate engaged on contract basis under these rules shall have no right to claim for regularization/permanent absorption as Junior Engineer (Civil) in the Department at any stage.

By Order

Principal Secretary (IPH) to the  
Government of Himachal Pradesh

Endst.No. IPH(A)(B)(2)-20/2002 Dated: Shimla-2 the 01.03. 2006.

Copy for information and necessary action to:-

1. All Administrative Secretaries to the Govt. of Himachal Pradesh.
2. The Secretary, HP Public Service Commission, Shimla-2.
3. The Engineer-in-Chief, IPH Department, Shimla-1 with 20 spare copies.
4. The Engineer-in-Chief, PWD, Shimla-1.
5. All the Chief Engineers. IPH Department in H.P.
6. The Controller, P&S Govt. Press Shimla-5 for publication in Rajpatra.
7. All the SEs, IPH Department, H.P.
8. The Accountant General, Himachal Pradesh, Shimla-3
9. The Addl. Secretary (GAD) to the Govt. of Himachal Pradesh.
10. The ALD-cum-Under Secretary (Law) to the Govt. of H.P.
11. Sr. Law Officer, Hindi Section-II, Law Deptt. H.P. Sectt. Shimla-2.
12. Guard file.

Sd/-

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

**ANNEXURE-“B”**

**Form of contract/agreement to be executed between the Senior Technical Assistant & the Government of Himachal Pradesh through Irrigation & Public Health Department**

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 Superintending Engineers IPH Himachal Pradesh (here-in-after the SECOND PARTY).

Whereas, the SECOND PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as a Senior Technical Assistant on contract basis on the following terms & conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Senior Technical Assistant for a period of 1 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.
2. The contract salary of the FIRST PARTY will be Rs. 6000/-P.M.(in non tribal areas) and 7500/-P.M. (in tribal areas).
3. The service of FIRST PARTY 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 good.
4. The contractual appointment shall not confer any right to incumbent for the regular service at any stage.
5. Contractual Senior Technical Assistant will be entitled for one day casual leave after putting one month service. No other leave of any kind is admissible to the contractual Senior Technical Assistant. He will not be entitled for Medical Reimbursement and LTC etc. Only maternity leave will be given as per Rules.
6. Unauthorized absence from the duty without the approval of the controlling officer shall automatically lead to the termination of the contract. A contractual Senior Technical Assistant will not be entitled for salary for the period of absence from duty.
7. Transfer of a Senior Technical Assistant on contract basis will not be permitted from one place to another in any case.
8. Selected candidate will have to submit a certificate of his/her fitness from a Government/Registered Medical Practitioner. In case of women candidates pregnant beyond twelve weeks will render her temporarily unfit till the confinement is over. The women candidate should be re-examined for fitness from an authorized Medical Officer/ practitioner.
9. Contractual Senior Technical Assistant 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 Officer.
10. The Employees Group Insurance Scheme will not be applicable to the contractual appointee (s) as well as EPF/GPF.