

**AUTHORITATIVE ENGLISH TEXT OF H.P.GOVERNMENT NOTIFICATION
NO.IPH(A)3(1)-2/2017 DATED 12.10.2017 AS REQUIRED UNDER
CLAUSE(3) OF ARTICLE 348 OF THE CONSTITUTION OF INDIA**

GOVERNMENT OF HIMACHAL PRADESH
IRRIGATION & PUBLIC HEALTH DEPARTMENT

NO.IPH(A)3(1)-2/2017

Dated Shimla-171002, 12.10.2017

NOTIFICATION

In exercise of the powers conferred by proviso to article 309 of 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 Junior Engineer(Civil), Class-III (Non Gazetted) Technical Services in Irrigation and Public Health Department, HP as per Annexure-"A" appended to this notification , 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), Recruitment and Promotion Rules, 2017
		(2)	These rules shall come into force from the date of publication in the Rajpatra Himachal Pradesh
Repeal and Savings:	2	(1)	The Himachal Pradesh Department of Irrigation & Public Health, Junior Engineer (Civil) Class-III (Non Gazetted), Recruitment and Promotion Rules, 2013 notified vide this Department notification No. IPH-A-1(A)3-1/2012 dated 27 th June, 2013 and further amended vide notification No. IPH-A-1(A)3-1/2012 dated 29.08.2015 are hereby repealed.
		(2)	Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules, so repealed under the rule 2(1) supra shall be deemed to have been validity made, done or taken under these rules.

BY ORDER

Anuradha Thakur
Principal Secretary (IPH) to the
Government of Himachal Pradesh

Endst. No. No.IPH(A)3(1)-2/2017

Dated: Shimla-171002, 12-10-2017

Copy to:-

- 1 The Secretary, HP Public Service Commission, Shimla-2.
- 2 All the Pr. Secretaries to the Govt. of Himachal Pradesh.
- 3 The Engineer in Chief, IPH Department, Shimla-1.
- 4 All Heads of Departments in Himachal Pradesh.
- 5 All the Chief Engineers/Superintending Engineers in HP IPH Department
- 6 The Deputy Legal Remembrancer-cum-Deputy Secretary (Law) to the Govt. of HP
- 7 Sr. Law Officer, Hindi Section-II Law Department, HP Sectt. Shimla-2.
- 8 Guard File.

(Harikesh Meena)

Special Secretary (IPH) to the
Government of Himachal Pradesh

Annexure- "A"

RECRUITMENT AND PROMOTION RULES FOR THE POST 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 post (s) : 713 (Seven Hundred & thirteen)
3. Classification : Class-III (Non-Gazetted) Technical Services.
4. Scale of pay :
 - (i) Pay band for regular incumbent(s):-
Pay Band ₹ 10300-34800+₹ 3800 Grade pay.
 - (ii) Emoluments for Contract Employee(s):
₹. 14,100/- as per details given in Col. No.15-A.
5. Whether "Selection" :
post or "non-selection". : Non-Selection.
post:
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 adhoc or on contract basis:

Provided further that if a candidate appointed on adhoc 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:

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

- 6 -

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, as the case may be.

7. Minimum Educational and other qualifications required for direct recruit(s) :
- (a) **Essential Qualification(s):**
i) Should have passed Matric or 10+2 Examination or its equivalent from a recognized Board of School Education/ University.
ii) Regular full time Diploma in Civil Engineering (03 years) or B.E./B.Tech degree in Civil Engineering from a recognized University or from an Institution duly recognized by the Central or State Government.
- (b) **Desirable Qualification:**
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 education qualification(s) prescribed for direct recruit(s) will apply in the case of the promote(s) :
- Age:** Not Applicable
Educational Qualification(s): 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 the case of appointment on contract basis, tenure basis, re-employment

- 5 -

after superannuation and absorption.

(ii) Promotion:-

Not applicable.

10. Method(s) of recruitment whether by direct recruitment or by promotion/secondment/ transfer and percentages of post(s) to be filled in by various methods:
- i) 70% by direct recruitment on a regular basis or by recruitment on contract basis, as the case may be ; and
 - ii) 30% by promotion.

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 following categories :-

i) Surveyor having 3 years Diploma in the trade of Civil Engineering or its equivalent from a recognized University or an Institution recognized by the Central/Himachal Pradesh Government with 3 years regular service or regular combined with continuous adhoc service rendered, if any, in the case, failing which the quota will go to column 11(ii) below. The 3 years Diploma in Civil Engineering obtained through Distance Education from a recognized University or an Institution approved by the Central/Himachal Pradesh Government shall be valid subject to the approval of the State Level Board of Equivalence Committee constituted by the Education Department ;

.....5%

ii) Surveyor having 2 years Certificate Course in the trade of Surveyor/Draughtsman(Civil) or its equivalent from an ITI/Institution recognized by the Central/HP Govt. with 8 years regular or regular combined with continuous adhoc service rendered , if any, in the grade, failing which the quota will go to Column 11(iii) below ;

.....10%

- 6 -

iii) Work Inspector having 3 years Diploma in the trade of Civil Engineering or its equivalent from a recognized University or an Institution approved by the Central/Himachal Pradesh Government with 3 years regular service or regular combined with continuous adhoc service rendered , if any, in the grade, failing which the quota will go to column 11(iv) below. The Diploma in Civil Engineering obtained through Distance Education from a recognized University or an Institution approved by the Central/Himachal Pradesh Government shall be valid subject to the approval of State Level Board of Equivalence Committee constituted by the Education Department ;

....2%

iv) Work Inspector having 2 years Certificate Course in the trade of Surveyor/Draughtsman (Civil) or its equivalent from an ITI/Institution recognized by the Central/HP Government with 12 years regular service or regular combined with continuous adhoc service rendered , if any, in the grade, failing which the quota will go to Column 11(v) below.

..5%

v) Work Inspector who are Matriculates or possess its equivalent qualification with atleast 15 years 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 failing which the quota will go to Column 11(i) above.

..8%

For filling up the post of Junior Engineer(Civil)the following 100 points post based roster shall be followed:-

Roster Point No.	Category
1,2,3,4,5,6,7,8,9,11,12,14,15,16,17,18,19,23,24,26,27,28,29,31,32,33,34,35,36,37,39,43,44,45,46,47,48,52,53,54,55,56,57,58,59,64,65,66,67,68,69,71,72,73,74,76,77,78,82,83,84,85,86,87,89,91,92,93,94,95	Direct Recruitment
20,40,60,79,97	By Promotion from Surveyor having Diploma (Category-i)
10,22,30,42,51,61,70,81,90,100	By Promotion from Surveyor having Certificate in the trade of Surveyor/ Draughtsman)
50,96	By Promotion from Work Inspector having Diploma.
21,41,62,80,98	By Promotion from Work Inspector having Certificate in the trade of Surveyor/ Draughtsman
13,25,38,49,63,75,88,99	By Promotion from Work Inspector having 15 years of service.

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

(I) Provided that for the purpose of promotion every employee shall have to serve atleast one term in the Tribal/Difficult/Hard areas and remote/rural 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 cases of promotion:

Provided further that Officer/Officials who have not served atleast 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/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 Kawar Area of Rohroo Sub-Division.
4. Pandrah Bis Pargana, Munish Darkali and Gram Panchayat Kashapat of Rampur Tehsil of Distict Shimla.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhangal Areas of Baijnath Sub-Divisions of Kangra District.
7. District Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangna Patwar Circlce of Renukaji Tehsil and Kota Pab Patwar Circle of Shillai Tehsil, in Sirmour 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 Sunder Nagar 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 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:

(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 provisions 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 Recruitment & Promotion 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 persons 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 Services) Rules, 1972 and having been given the benefit of seniority thereunder or recruited under the provisions of rule-3 of the Ex-Servicemen (Reservation of vacancies in the Himachal Pradesh Technical Service) Rules, 1985 and having been given the benefit of seniority thereunder.

(ii) Similarly, in all cases of confirmation, continuous adhoc service rendered on the feeder post if any, prior to the regular appointment against such posts

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 provisions of Recruitment & Promotion 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/confirmation 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 (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 the post by direct recruitment: Selection for appointment to the post in the case of direct recruitment shall be made on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, or if the Himachal Pradesh Staff Selection Commission or other recruiting agency/authority, as the case may be, so considers necessary or expedient on the basis of merit or written examination followed by evaluation as specified in Appendix-I appended to these Rules, by a screening test (Objective type) or practical test or skill test or physical test. the standard/syllabus etc. of which, will be determined by the Himachal Pradesh Staff Selection 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 appointment to the post will be made subject to the terms and conditions given below:-

(I) CONCEPT:

(a) Under this policy the Junior Engineer (Civil) in Irrigation & Public Health Department, HP, 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 Superintending Engineer 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 WITHIN THE PURVIEW OF HPSSC:

The Engineer-in-Chief, IPH, 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. Staff Selection Commission, Hamirpur.

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

(II) CONTRACTUAL EMOLUMENTS:

The Junior Engineer (Civil) appointed on contract basis will be paid consolidated fixed contractual amount @ ₹ 14100/- per month (which shall be equal to minimum of the pay band+ grade pay). An amount of ₹ 423/- (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.

(III) APPOINTING/DISCIPLINARY AUTHORITY:

The Superintending Engineer of the concerned Circles of IPH Department will be appointing and disciplinary authority.

(IV) SELECTION PROCESS

Selection for appointment to the post in the case of contract appointment shall be made on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, or if considered necessary or expedient on the basis of merit of written examination followed by evaluation as specified in appendix-I appended to these rules, preceded by a screening test (objective type) or practical test or skill test or physical test, the standard/syllabus, etc. of which, will be determined by the concerned recruiting agency i.e. Himachal Pradesh Staff Selection Commission Hamirpur/other recruiting agency/authority, as the case may be.

V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:

As may be constituted by the concerned recruiting agency i.e. Himachal Pradesh Staff Selection Commission, Hamirpur from time to time.

(VI) AGREEMENT:-

After selection of a candidate, he/she shall sign an agreement as per Appendix-II appended to these rules.

(VII) TERMS AND CONDITIONS:

(a) The contractual appointee will be paid fixed contractual amount @ ₹14100 per month (which shall be equal to minimum of the pay band + grade pay). The contract appointee will be entitled for increase in contractual amount @ ₹423/- (3% of 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.

(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.

(c) The Contract appointee will be entitled for one day's casual leave after putting one month's service, 10 days' medical leave and 5 days' special leave, in a calendar year. A female contract appointee with less than two surviving children may be granted maternity leave for 135 days'. A female contract appointee shall also be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. A contract employee shall not be entitled for medical re-imburement and LTC etc. No leave of any other kind except above is admissible to the contract appointee.

Un-availed casual leave, medical leave and special leave can be accumulated upto the calendar year and will not be carried forward for the next calendar year."

(d) Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for un-authorized absence from duty were beyond his/her control on medical grounds, such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer, as per prevailing instructions of the Government.

(e) An official appointed on contract basis who has completed 3 year's 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 the Government/Registered Medical Practitioner. Women candidate pregnant beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidate shall 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 official at the minimum of pay scale.

(h) Provisions of service rules like FR SR, Leave Rules, GPF Rules, Pension Rules and Conduct Rules etc. as are applicable in case of regular employees will not be applicable in case of contract appointees. The Employees Group

Insurance Schemes 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 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: Not applicable.
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 H.P. Public Service Commission relax any of the provisions of these Rules with respect to any class or category of person(s) or post(s).

APPENDIX-I
FOR CLASS-III POST

1.	<u>WRITTEN TEST</u>	85 marks
	{Percentage of marks obtained in written examination to be calculated out of 85 marks. For example, a candidate getting 50% marks in written examination will be given 42.5 marks}.	
2.	<p>Evaluation of candidate to be made in the following manner:-</p> <p>i) Weightage for the minimum educational qualification, prescribed in the Recruitment & Promotion Rules. =2.5 Marks {Percentage of marks obtained in the educational qualification would be multiplied by 0.025. For example, an individual has secured 50% marks in the required educational qualification, he/she will be allowed 1.25 marks (50x0.025=1.25)}</p> <p>ii) Belonging to notified Backward Area or Panchayat, as the case may be. =01 Mark</p> <p>iii) Land less family/family having land less than 1 Hectare to be certified by the concerned Revenue Authority. =01 Mark</p> <p>iv) Non-employment Certificate to the effect that none of the family members is in Government/Semi-Government service. =01 Mark</p> <p>v) Differently abled persons with more than 40% impairment/disability/infirmity. =01 Mark</p> <p>vi) NSS (alleast one year)/certificate holders in NCC/ The Bharat Scout and Guide/Medal winner in National Level sports competitions. =01 Mark</p> <p>vii) BPL family having annual income (from all sources) below ₹40,000/-or as prescribed by the Govt. from time to time. =02 Marks</p> <p>viii) Widow/divorced/destitute/single woman. =01 Mark</p> <p>ix) Single daughter/Orphan =01 Mark</p> <p>x) Training of atleast 6 months duration related to the post applied for from a recognized University/ Institution. =01 Mark</p> <p>xi) Experience upto a maximum of 5 years in Govt./Semi-Govt. Organization relating to the post applied for (0.5 marks only for each completed year) =2.5 Marks</p>	15 marks

Appendix-II

Form of contract/agreement to be executed between the Junior Engineer (Civil) and the Government of Himachal Pradesh through the Superintending Engineer.

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 Engineer of the concerned Circle of IPH Department) Himachal Pradesh (here-in-after referred to as the SECOND PARTY).

Whereas, the SECOND PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as a Junior Engineer (Civil) on contract basis on the following terms & conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Junior Engineer(Civil) for a period of one year commencing on day of and ending on the day of It is specifically mentioned and agreed upon by both the parties that the contract of the..... FIRST PARTY with SECOND PARTY shall ipso-facto stand terminated on the last working day i.e. on and information notice shall not be necessary:

Provided that for further extension/renewal of contract period, the concerned Superintending Engineer shall issue a certificate that the service and conduct of the contract appointee was satisfactory during the year and only then the period of contract is to be renewed/extended.

2. The contractual amount of the FIRST PARTY will be Rs 14100/- per month.
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 satisfactory.
4. The Contract appointee will be entitled for one day's casual leave after putting one month's service, 10 days' medical leave and 5 days' special leave, in a calendar year. A female contract appointee with less than two surviving children may be granted maternity leave for 135 days'. A female contract appointee shall also be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in

case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. A contract employee shall not be entitled for medical re-imburement and LTC etc. No leave of any other kind except above is admissible to the contract appointee.

Un-availed casual leave, medical leave and special leave can be accumulated upto the calendar year and will not be carried forward for the next calendar year.

- 5 Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for un-authorized absence from duty were beyond his/her control on medical grounds such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer, as per prevailing instructions of the Government.

- 6 An official appointed on contract basis who has completed three years tenure at one place of posting will be eligible for transfer on need based basis wherever required on administrative ground.
- 7 Selected candidate will have to submit a certificate of his/her fitness from a Government/Registered Medical Practitioner. In case of women candidates pregnant beyond twelve weeks will render her temporarily unfit until the confinement is over. The women candidate should be re-examined for fitness from an authorized Medical Officer/Practitioner.
- 8 Contract appointee shall 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 counter-part official at the minimum of pay scale.
- 9 The Employees Group Insurance Scheme as well as EPF/GPF will not be applicable to contractual appointee(s).

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

IN THE PRESENCE OF WITNESS :

I
.....

(Name and Full Address)
(Signature of the FIRST PARTY)

2.....
.....

(Name and Full Address)

IN THE PRESENCE OF WITNESS :

1.....
.....

(Name and Full Address)

(Signature of the SECOND PARTY)

2.....
.....

(Name and Full Address)