

No:EDN-H(2)B(2)1/2010-12---R&P
Directorate of Elementary Education,
Himachal Pradesh Lal Pani Shimla.

Dated Shimla-171001 the 15th January, 2013.

To


All the Dy. Directors of Elementary Education
Himachal Pradesh

Subject: Regarding promotion/appointment in accordance of R&P Rules.

Memo:

Please find enclosed herewith a copy of R&P rules dated 31.05.2012 for information and necessary action. It is further directed to prepare the list of qualified in-service (Regular) JBTs/C&V teachers for promotion to the post of TGT(Arts/NM/Medical) in accordance with R&P Rules dated 31.05.2012 and same should be sent to this office through proper channel alongwith relevant documents/certificates for further necessary action.

Encls: as above.




Director Elementary Education
Himachal Pradesh

Endst No. even dated Shimla-171001, the 15th January, 2013

Copy is forwarded to :-

1. The Secretary (Elementary Education) to the Govt. of H.P.Shimla-171001.
2. All the Principals/Headmasters of GSSS/GHS of Himachal Pradesh (through website).
3. All the Block Elementary Education Officers, Himachal Pradesh (through website).
4. Guard file.



Director Elementary Education
Himachal Pradesh

(Authoritative English text of this Department Notification No. EDN-C- A(3)12/2007-L, dated 31.05.2012 as required under clause (3) of Article 348 of the Constitution of India).

**Government of Himachal Pradesh
Elementary Education Department
(Education-C)**

No. EDN-C-A(3)12/2007-L, Dated:- Shimla- 171002

31 May 2012

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India, the Governor, Himachal Pradesh, in consultation with the Himachal Pradesh Public Service Commission is pleased to make the following Rules further to amend the “Himachal Pradesh Elementary Education Department. Trained Graduate Teacher, Class-III, (Non- Gazetted) Recruitment and Promotion Rules, 2009 notified vide this Department notification of even number dated 22.10.2009 and further amended vide Notification of even number dated 16.07.2011; namely:-

Short Title and Commencement:	<p>1. (1) These rules may be called the “Himachal Pradesh, Elementary Education Department, Trained Graduate Teacher, Class-III (Non-Gazetted) Recruitment and Promotion (First amendment) Rules 2012.</p> <p>(2) These rules shall come into force from the date of publication in the Rajpatra, Himachal Pradesh.</p>
Amendment of Annexure-A	<p>2. In Annexure-A to the “Himachal Pradesh, Elementary Education Department, Trained Graduate Teacher, Class-III (Non-Gazetted) Recruitment and Promotion Rules, 2009.</p> <p>(a) For the existing provisions against Col. No. 7 the following shall be substituted, namely:-</p>
	<p>“(1) ESSENTIAL ACADEMIC & PROFESSIONAL QUALIFICATION:-</p>
	<p>1. TRAINED GRADUATE TEACHER (ARTS):-</p> <p>i) B.A./B.Com with at least 50% marks and 1-year Bachelor in Education (B.Ed.) OR B.A./B.Com with at least 45% marks and 1-year Bachelor in Education (B.Ed.) in accordance with NCTE (Recognition norms and procedure) regulations issued from time to time in this regard. OR Senior Secondary (or its equivalent) with at least 50% marks and 4 year Bachelor in Elementary Education (B.El.Ed.). OR Senior Secondary (or its equivalent) with at least 50% marks and 4 year B.A.Ed. OR B.A./B.Com with at least 50% marks and 1-year Bachelor in Education (B.Ed.) (Special Education) AND</p> <p>ii) Pass in Teacher Eligibility Test (TET), to be conducted by HP Subordinate Services Selection Board in accordance with the guidelines framed by the</p>

	NCTE for the purpose.
	2. TRAINED GRADUATE TEACHER (NON-MEDICAL):-
	<p>i) B.Sc (NM) with at least 50% marks and 1-year Bachelor in Education (B.Ed.) OR B.Sc (NM) with at least 45% marks and 1-year Bachelor in Education (B.Ed.) in accordance with NCTE (Recognition norms and Procedure) regulations issued from time to time in this regard. OR Senior Secondary (or its equivalent) with at least 50% marks and 4 year Bachelor in Elementary Education (B.El.Ed.) OR Senior Secondary (or its equivalent) with at least 50% marks and 4 year B.Sc (NM).Ed. OR B.Sc (NM) with at least 50% marks and 1-year Bachelor in Education (B.Ed.) (Special Education) AND</p> <p>ii) Pass in Teacher Eligibility Test (TET), to be conducted by HP Subordinate Services Selection Board in accordance with the guidelines framed by the NCTE for the purpose.</p>
	3. TRAINED GRADUATE TEACHER (MEDICAL):-
	<p>i) B.Sc (Medical) with at least 50% marks and 1-year Bachelor in Education (B.Ed.) OR B.Sc (Medical) with at least 45% marks and 1-year Bachelor in Education (B.Ed.) in accordance with NCTE (Recognition norms and Procedure) regulations issued from time to time in this regard. OR Senior Secondary (or its equivalent) with at least 50% marks and 4 year Bachelor in Elementary Education (B.El.Ed.). OR Senior Secondary (or its equivalent) with at least 50% marks and 4 year B.Sc (Medical).Ed. OR B.Sc (Medical) with at least 50% marks and 1-year Bachelor in Education (B.Ed.) (Special Education) AND</p> <p>ii) Pass in Teacher Eligibility Test (TET), to be conducted by HP Subordinate Services Selection Board in accordance with the guidelines framed by the NCTE for the purpose.</p>
	“Note:- Relaxation upto 5% in the qualifying marks shall be allowed to the candidates belonging to Scheduled Castes, Scheduled Tribes/OBC/PH categories.”
	<p>II) DESIRABLE QUALIFICATIONS:- Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.”</p>

	<p>(b) For the existing provisions against Col. No. 10, the following shall be submitted, namely:-</p> <p>(i) 25% by promotion (15% from JBT & 10% C & V)</p> <p>(ii) 75% by direct recruitment on regular basis or recruitment on contract basis as the case may be in the following manners:-</p> <p>a) 37.5% through HPSSB, Hamirpur</p> <p>b) 37.5% by batch-wise basis.</p> <p>The date of issuance of original professional certificate recorded on the detail marks card of final professional examination of the candidate by the concerned University shall be deemed date for reckoning the batch seniority of the candidate. If more than one candidate has been issued the final professional examination certificate on the same date then the inter-merit would be determined on the basis of following criteria:-</p>
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Sr. No.	Particulars	Marks	Remarks
1.	Matric	5	5% of the percentage of marks obtained
2.	+2	5	5% of the percentage of marks obtained
3.	B.A/B.Sc/B.Com	30	30% of the percentage of marks obtained
4.	B.Ed.	20	20% of the percentage of marks obtained
5.	B.El.Ed/B.A.Ed/B.Sc. Ed	50	50% of the percentage of marks obtained in B.El.Ed/B.A.Ed/B.Sc. Ed
6.	M.A/M.Sc.	15	15% of the percentage of marks obtained
7.	<p>Experience (a) in a Govt./ aided Govt. recognised on or before 15.07.96 against the post for which the candidate is being interviewed</p> <p>(b) As a volunteer Teacher / Contract duly appointed by the Govt.</p> <p>(c) Appointed by the PTA (i.e. being paid out of PTA fund) against a vacant post with the prior approval of the competent authority.</p> <p>Note(1)Competent Authority Dy. Director of Elementary/Secondary Education concerned.</p> <p>The experience certificate must be clear with authentic dates and counter signed by the competent authority i.e. Dy. Director</p>	10	Experience less than 6 months would not be considered. For every six months, credit of 2.5 marks would be given subject to maximum of 10 marks.
8.	Knowledge of customs/manners	5	
9.	Viva voce	10	

	Total	100	
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(c) For the existing provisions against Col. No. 11, the following shall be substituted, namely:-

- “i) 15% by promotion from amongst the in service JBTs possessing the essential qualification as prescribed in Col. No.7 above with atleast five years regular service or regular combined with continuous adhoc service rendered, if any, in the grade.
- ii) 10% by promotion from amongst the in service C&Vs possessing the essential qualification as prescribed in Col. No.7 above with atleast five years regular service or regular combined with continuous adhoc service rendered, if any, in the grade.

For filling up the posts the following roster shall be followed:-

- 1) 1st post JBT.
- 2) 2nd post through HPSSSB
- 3) 3rd post through Batch-wise
- 4) 4th post through HPSSSB.
- 5) 5th post through Batch-wise
- 6) 6th post C&V
- 7) 7th post through HPSSSB
- 8) 8th post through Batch-wise
- 9) 9th post through HPSSSB
- 10) 10th post through Batch-wise
- 11) 11th post JBT
- 12) 12th post through HPSSSB
- 13) 13th post through Batch-wise
- 14) 14th post through HPSSSB
- 15) 15th post through Bath-wise
- 16) 16th post C&V
- 17) 17th post through HPSSSB
- 18) 18th post through Batch-wise
- 19) 19th post through HPSSSB
- 20) 20th post JBT
- 21) 21st post JBT.
- 22) 22nd post through Batch-wise
- 23) 23rd post through Batch-wise
- 24) 24th post through HPSSSB
- 25) 25th post Batch-wise
- 26) 26th post C&V
- 27) 27th post through HPSSSB
- 28) 28th post through Bath-wise
- 29) 29th post through HPSSSB
- 30) 30th post through Batch-wise
- 31) 31st post JBT
- 32) 32nd post through HPSSSB
- 33) 33rd post through Batch-wise
- 34) 34th post through HPSSSB
- 35) 35th post through Batch-wise
- 36) 36th post C&V
- 37) 37th post through HPSSSB
- 38) 38th post through Batch-wise

- 39) 39th post through HPSSSB
40) 40th post JBT

Note:- This roster will be rotated after every 40th post till the representation to all the categories is achieved by the given percentage and thereafter the vacancy is to be filled-up from the category which vacates the post.

A.(1) Provided that for the purpose of promotion every employee shall have to serve at least one term in the Tribal /Difficult areas subject to adequate number of post(s) available in such areas.

Provided further that the proviso A(1) supra shall not be applicable in the case of those employees who have five years or less service, left for superannuation.

Provided further that Officers / Officials who have not served at least one tenure in Tribal / Difficult area shall be transferred to such area strictly in accordance with his / her seniority in the respective cadre.

EXPLANATION-I:- For the purpose of proviso A(I) supra the term in Tribal/Difficult areas shall mean normally three years or less period of posting in such areas keeping in view the administrative requirements and performance of the employee.

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 Division.
3. Dodra Kwar Area of Rohru Sub Division.
4. Pandrah Bis Pargana, Munish Darkali and Gram Panchayat Kashapat, Gram Panchayats of Rampur Tehsil of District Shimla.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhanghal Areas of Baijnath Sub Division of Kangra District.
7. District Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangna Patwar Circle of Renukaji Tehsil, and Kota Pab Patwar Circle of Shillai Tehsil, in Sirmour District.
9. Khanyol-Bagra Patwar Circle of Karsog Tehsil Gada-Gusaini, Mathyani, Ghanyar, Thachi, Baggi, Somgad, and Kholanal of Bali-Chowki Sub Tehsil, Jharwar, Kutgarh, Graman, Devgarh, Trailla, Ropa, Kathlog, Silh-Badhwani, Hastpur, Ghamrehar and Bhatehar Patwar

Circle of Paddar Tehsil, Chiuni, Kalipar, Mangarh, Thach-Bagra, North Magru and South Magru Patwar Circle of Thunag Tehsil and Batwara Patwar Circle of Sunder Nagar Tehsil in Mandi District.

B (1) In all cases of promotion, the continuous adhoc service rendered in the feeder post, if any, prior to the 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 provision of R&P Rules:-

i) In all cases where a junior person become 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 provision 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 further that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least 03 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 the Demobilised Armed Forces Personnel (Reservation of Vacancies in Himachal State Non-Technical Services), 1972 and having been given the benefit of seniority there

under or recruited under the provisions of Rule-3 of the Ex-Servicemen (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, continuous 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 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 as referred to above shall remain unchanged.”

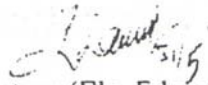
By order

Secretary (Ele. Education) to
the Government of Himachal Pradesh.

Endst.No. As above dated: Shimla-171002, 31.05.2012

Copy for information and necessary action to:-

1. All the Principal Secretaries/Secretaries to the Govt. of Himachal Pradesh.
2. The Secretary, HP, Public Service Commission Shimla-2
3. The Director, Higher Education, Himachal Pradesh, Shimla-1.
4. The Director of Elementary Education, Himachal Pradesh, Shimla-1.
5. The Controller, Printing and Stationary, HP Shimla-5 with the request to publish these Rules in Rajpatra (extra-ordinary) and send 10 spare copies to this department.
6. The ALR –cum-Under Secretary (Law) (Official Language Wing) to the Govt. of Himachal Pradesh.
7. The Secretary, Himachal Pradesh Subordinate Services Selection Board, Hamirpur.
8. Guard file/additional copies.


Deputy Secretary (Ele. Education) to the
Government of Himachal Pradesh

(Authoritative English text of this Department Notification No. EDN-C- A(3)12/2007-L dated 16.07.2011 as required under clause (3) of Article 348 of the Constitution of India).

**Government of Himachal Pradesh
Elementary Education Department
(Education-C)**

No. EDN-C-A(3)12/2007-L, Dated:- Shimla- 171002

the 16th July, 2011

NOTIFICATION

In exercise of the powers conferred under proviso to Article 309 of the Constitution of India, the Governor, Himachal Pradesh, in consultation with the Himachal Pradesh Public Service Commission, is pleased to make the following Rules further to amend the Himachal Pradesh, Elementary Education Department, Trained Graduate Teacher, Class-III, (Non- Gazetted) Recruitment and Promotion Rules, 2009 notified vide this Department notification of even number dated 22.10.2009; namely:-

Short Title and Commencement:

1. (1) These rules may be called the “Himachal Pradesh, Elementary Education Department, Trained Graduate Teacher, Class-III (Non-Gazetted) Recruitment and Promotion (First amendment) Rules, 2011.

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

Amendment of Annexure-A

2. In Annexure-A to the Himachal Pradesh, Elementary Education Department, Trained Graduate Teacher, Class-III (Non-Gazetted) Recruitment and Promotion Rules, 2009.

(a) For the existing provisions against Col. No. 7, the following shall be substituted, namely:-

(a) ESSENTIAL ACADEMIC & PROFESSIONAL QUALIFICATION:-

TRAINED GRADUATE TEACHER (ARTS):-

B.A. with atleast 50% marks and B.Ed./B.El.Ed. with English as an elective subject and any tow of the following subjects in all the three years of Graduation:-

- i) Hindi
- ii) Economics
- iii) Mathematics
- iv) History
- v) Political Science
- vi) Geography
- vii) Sociology
- viii) Sanskrit
- ix) Public Administration

or

B.A. (Honours) in any of the above subjects with at least 50% marks in B.A. with the condition that the candidate must have passed English as an elective subject and has taken any of the above subject as subsidiary subject in the two years of Graduation and B.Ed.

TRAINED GRADUATE TEACHER (NON MEDICAL):-

B.Sc. with at least 50% marks and B.Ed./B.El.Ed.
The B.Sc./B.El.Ed. Degree should have been with the following subject combinations:-

i) Pass course with Physics, Chemistry & Maths as combination subject.

Or

ii) Honours course in Physics with Chemistry and Maths as subsidiary subjects.

or

iii) Honours course in Chemistry with Physics and Maths as subsidiary subjects.

or

iv) Honours course in Maths with Physics and Chemistry as subsidiary subjects.

TRAINED GRADUATE TEACHER (MEDICAL):-

B.Sc. with atleast 50% marks and B.Ed./B.El.Ed.

The B.Sc./B.El.Ed. Degree should have been with the following subject combinations:-

i) Pass course with Chemistry, Botany and Zoology.

or

ii) Honours in Botany with Chemistry and Zoology as subsidiary subjects.

or

iii) Honours in Chemistry with Botany and Zoology as subsidiary subjects.

or

iv) Honours in Zoology with Chemistry & Botany as subsidiary subjects.

b) DESIRABLE QUALIFICATION:-

Knowledge of customs, manner and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.

By orders

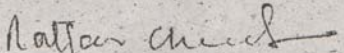
Principal Secretary (Ele. Education) to
the Government of Himachal Pradesh.

Endst.No dated : Shimla-171002,

16th July, 2011

Copy for information and necessary action to:-

1. All the Principal Secretaries/Secretaries to the Govt. of Himachal Pradesh.
2. The Secretary, HP, Public Service Commission Shimla-2.
3. The Director, Higher Education, Himachal Pradesh, Shimla-1.
4. The Director of Elementary Education, Himachal Pradesh, Shimla-1.
5. The Controller, Printing and Stationary, HP Shimla-5 with the request to publish these Rules in Rajpatra (extra-ordinary) and send 10 spare copies to this department.
6. The ALR –cum-Under Secretary (Law) (Official Language Wing) to the Govt. of Himachal Pradesh.
7. The Secretary, Himachal Pradesh Subordinate Services Selection Board, Hamirpur.
8. Guard file/additional copies.


Deputy Secretary (Ele. Education) to the
Government of Himachal Pradesh

(Authoritative English text of this Department Notification No. EDN-C- A(3)12/2007-L, dated 2009 required under clause (3) of Article 348 of the Constitution of India).

**Government of Himachal Pradesh
Elementary Education Department
(Education-C)**

No. EDN-C-A(3)12/2007-L, Dated:- Shimla- 171002

22.10.2009

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 Trained Graduate Teacher, (Class-III, Non- Gazetted) in the Department of Elementary Education Department, Himachal Pradesh as per Annexure "A" attached to this notification; namely:-

1. Short Title and Commencement:

1. (1) These rules may be called the Himachal Pradesh, Elementary Education Department, Trained Graduate Teacher, (Class-III (Non-Gazetted)) Recruitment and Promotion Rules 2009.

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

2. Repeal & Savings:

1. The Himachal Pradesh, Education department Class-III (School and Inspection Cadre) Services Rules, 1973, issued vide Notification No. 17-4/69-Edu-II, dated 28.12.1973, are hereby repealed to the extent these pertain to the post of Trained Graduate Teacher.

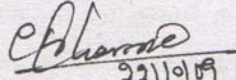
2. Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules, so repealed under sub-rule (I) supra shall be deemed to have been validly made, done or taken under these rules.

By orders,

Principal Secretary (Ele. Education) to
the Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Principal Secretaries/Secretaries to the Govt. of Himachal Pradesh.
2. The Secretary, HP, Public Service Commission Shimla-2 w.r.t. his letter No. 1-10/71-PSC-Part, dated 03.10.2009 with three additional copies.
3. The Director of Higher Education, Himachal Pradesh, Shimla-1.
4. The Director of Elementary Education, Himachal Pradesh, Shimla-1.
5. The Controller, Printing and Stationary, HP Shimla-5 with the request to publish these Rules in Rajpatra (extra-ordinary) and send 10 spare copies to this department.
6. The ALR –cum-Under Secretary (Law) (Official Language Wing) to the Govt. of Himachal Pradesh.
7. The Secretary, Himachal Pradesh Subordinate Services Selection Board, Hamirpur.
8. Guard file/ additional copies.



Under Secretary (Ele. Education) to
the Government of Himachal Pradesh.

Annexure-A

Recruitment and Promotion Rules for the post of Trained Graduate
Teacher (Regular /Contract)(Class-III, Non-Gazatted) in the Department of
Elementary Education Himachal Pradesh.

1	Name of the post	Trained Graduate Teacher
2	Number of posts	14224 (Fourteen thousand two hundred twenty four)
3	Classification	Class-III (Non-Gazatted)
4	Scale of Pay	Pay scale for regular incumbents. 5480-160-5800-200-7000-220-8100-275-8925. Emoluments for contract employees:- Rs.8220 (as per details given in column No. 15-A)
5.	Whether selection post or non selection post	Non-Selection.
6.	Age for direct recruitment	<p><u>Between 18 and 45 years.</u></p> <p>Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of Govt. including those who have been appointed on ad-hoc basis or on contract basis;</p> <p>Provided further that if a candidate appointed on ad-hoc basis or on contract basis had become over-age on the date when he/she was appointed as such he/she shall not be eligible for any relaxation in the prescribed age limit by virtue of this ad-hoc or contract appointment ;</p> <p>Provided further that the upper age limit is relaxable for scheduled Caste /Scheduled Tribe/Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Govt.</p> <p>Provided further that the employees of all the public sector corporations and autonomous Bodies who happened to be Govt. 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 Govt. 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</p>

		<p>Corporations/Autonomous Bodies who are/were finally absorbed in the service of such Corporations/Autonomous Bodies after initial Constitution of the Public Sector Corporations/Autonomous Bodies.</p> <p>(1) Age limit for Direct Recruitment will be reckoned on the first day of the year in which the post(s)is/are advertised for inviting applications or notified to the Employment Exchange or as the case may be.</p> <p>(2)Age and the experience in the case of direct recruitment relaxable at the discretion of the recruitment authority in case the candidate is otherwise well qualified.</p>
7.	<p>Minimum educational and other qualification required for direct recruits:-</p>	<p><u>ESSENTIAL ACADEMIC & PROFESSIONAL QUALIFICATION:-</u></p> <p>TRAINED GRADUATE TEACHER (ARTS):- B.A.B.Ed/ B.El.Ed. With English as an elective subject and any two of the following subjects in all the three years of Graduation:-</p> <ul style="list-style-type: none"> i) Hindi ii)Economics iii)Mathematics iv)History v)Political Science vi)Geography vii)Sociology viii)Sanskrit ix)Public Administration. <p style="text-align: center;">Or</p> <p>B.A.(Honours) in any of the above subjects with the condition that the candidate must have passed English as an elective subject and has taken any of the above subject as subsidiary subject in all the two years of Graduation and B.Ed.</p> <p>TRAINED GRADUATE TEACHER (NON-MEDICAL):-</p> <p><u>B.Sc. B.Ed./B.El. Ed.</u> The B.Sc./B.El.Ed. Degree should have been with the following subject combinations-</p> <ul style="list-style-type: none"> i) Pass course with Physics, Chemistry & Math as combination subject. <p style="text-align: center;">or</p> <ul style="list-style-type: none"> ii) Honours course in Physics with Chemistry and Math as subsidiary subjects <p style="text-align: center;">or</p> <ul style="list-style-type: none"> iii) Honours course in Chemistry with Physics and Math as subsidiary subjects <p style="text-align: center;">or</p> <ul style="list-style-type: none"> iv) Honours course in Math with Physics and Chemistry as subsidiary subjects

		<p>TRAINED GRADUATE TEACHER(MEDICAL):- <u>B.Sc. B.Ed./B.El. Ed.</u></p> <p>The B.Sc./B.El.Ed. Degree should have been with the following subject combinations:-</p> <p>i) Pass course with Chemistry, Botany & Zoology.</p> <p>Or</p> <p>ii) Honours in Botany with Chemistry & Zoology as subsidiary subjects.</p> <p>Or</p> <p>iii) Honours in Chemistry with Botany & Zoology as subsidiary subjects.</p> <p>Or</p> <p>iv) Honours in Zoology with Chemistry & Botany as subsidiary subjects.</p> <p>b) <u>Desirable Qualification:</u></p> <p>Knowledge of customs, manner and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.</p>
8.	Whether age and Educational qualification prescribed for direct recruits will apply in the case of promotees.	Age: N.A. Educational Qualification; Yes.
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 or by promotion, deputation, transfer and percentage of posts to various methods.	<p>i) 25% by Promotion (15% from JBT & 10% from (C&V).</p> <p>ii) 75% by direct recruitment on regular basis or recruitment on contract basis as the case may be in the following manners:-</p> <p>a) 37.5% through HPSSSB, Hamirpur</p> <p>b) 37.5% by batch-wise basis.</p>
11	In case of recruitment by promotion, deputation, transfer grade from which promotion / deputation/ transfer is to be made.	<p>i)15% by Promotion from amongst the in service JBTs possessing the educational qualification as prescribed in Col. No. 7 above, with at least five years regular service or regular combined with continuous adhoc service rendered, if any in the grade.</p> <p>ii)10% by promotion from amongst the in service C&Vs possessing the essential educational qualification as prescribed in Col. No. 7 above, with at least five years regular service or regular combined with continuous adhoc service rendered, if any in the grade.</p>

For filling up the posts the following roster shall be followed:-

- 1) 1st post JBT
- 2) 2nd post through HPSSSB
- 3) 3rd post through Batch-wise
- 4) 4th post through HPSSSB.
- 5) 5th post through Batch-wise
- 6) 6th post C&V
- 7) 7th post through HPSSSB
- 8) 8th post through Batch-wise
- 9) 9th post through HPSSSB
- 10) 10th post through Batch-wise
- 11) 11th post JBT
- 12) 12th post through HPSSSB
- 13) 13th post through Batch-wise
- 14) 14th post through HPSSSB
- 15) 15th post through Bath-wise
- 16) 16th post C&V
- 17) 17th post through HPSSSB
- 18) 18th post through Batch-wise
- 19) 19th post through HPSSSB
- 20) 20th post JBT
- 21) 21st post JBT.
- 22) 22nd post through Batch-wise
- 23) 23rd post through Batch-wise
- 24) 24th post through HPSSSB
- 25) 25th post Batch-wise
- 26) 26th post C&V
- 27) 27th post through HPSSSB
- 28) 28th post through Bath-wise
- 29) 29th post through HPSSSB
- 30) 30th post through Batch-wise
- 31) 31st post JBT
- 32) 32nd post through HPSSSB
- 33) 33rd post through Batch-wise
- 34) 34th post through HPSSSB
- 35) 35th post through Batch-wise
- 36) 36th post C&V
- 37) 37th post through HPSSSB
- 38) 38th post through Batch-wise
- 39) 39th post through HPSSSB
- 40) 40th post JBT

Note: - The roster will be rotated after every 40th post till the representation to all the categories is achieved by the given percentage and thereafter the vacancy is to be filled-up from the category which vacates the post.

A (1) Provided that for the purpose of promotion every employee shall have to serve atleast one time in the Tribal/Difficult areas subject to adequate number of post(s) available in such areas;

Provided further that the proviso (1) supra shall not be applicable in case of those employees who have five years or less service, left for superannuation.

Provided further that Officers/Officials who

have not served atleast one tenure in Tribal/Difficult area 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 areas shall mean normally three years or less period of posting in such areas keeping in view the administrative requirements and performance of the employee.

Explanation II:- For the purpose of proviso (1) 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 Tehsil of District Shimla.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhangal Areas of Baijnath Sub Division of Kangra District.
7. District Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangna Patwar Circle of Renukaji Tehsil, and Kota Pab Patwar Circle of Shillai Tehsil, in Sirmour District.
9. Khanyoi-Bagra Patwar Circle of Karsog Tehsil Gada-Gusaini, 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 Circle of Thunag Tehsil and Batwara Patwar Circle of Sunder Nagar Tehsil in Mandi District.

B(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 provision of Recruitment and Promotion Rules:-

i) In all cases where a junior person becomes eligible for consideration by virtue of his/her total length of service (including service rendered on adhoc basis, followed by regular service/appointment) in the feeder post in view of the provision referred to above, all persons

		<p>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 further 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;</p> <p>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.</p> <p>Explanation:- The last proviso shall not render the junior incumbent (s) ineligible for consideration for promotion if the senior ineligible person (s) happened to be Ex-Servicemen recruited under the provision of rule-3 of the Demobilized Armed Forces Personnel (Reservation of vacancies in H.P. State Non-Technical Services) Rules 1972 and having been given the benefit of seniority there under or recruited under the provisions of Rule-3 of the Ex-Servicemen (Reservation of Vacancies in the H.P. Technical Services) Rules, 1985 and having been given the benefit of seniority there under.</p> <p>2)Similarly, in all cases of confirmation, continuous adhoc service rendered on the feeder post, if any, prior to the regular appointment/promotion against such post shall be taken into account towards the length of service; if the adhoc appointment/promotion had been made after proper selection and in accordance with the provisions of the Recruitment and Promotion rules;</p> <p>Provided that inter-se-seniority as a result of confirmation after taking into account, adhoc service rendered as referred to above shall remain unchanged.”</p>
12	If a Departmental Promotion Committee exists. What is its composition.	As may be constituted by the Government from time to time.
13	Circumstances under which the HPPSC Shimla is to be consulted in making recruitment.	As required under the law.

14	Essential requirement for Appointment for 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 HIMACHAL PRADESH SUBORDINATE SERVICES SELECTION BOARD 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 recruiting authority.
15-A	Selection for appointment to the post by contract recruitment.	<p>Notwithstanding anything contained in these rules, contract appointments to the post will be made subject to the terms and conditions given below:-</p> <p><u>(I) CONCEPT</u></p> <p>(a) Under this policy, the Trained Graduate Teacher in the Department of Elementary Education H.P. will be engaged on contract basis initially for one year, which may be extendable on year to year basis.</p> <p>(b) <u>POST FALLS WITHIN THE PURVIEW OF HPPSC/ HPSSSB:-</u></p> <p>The Director, Elementary Education 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.HIMACHAL PRADESH SUBORDINATE SERVICES SELECTION BOARD.</p> <p>(c) The selection will be made in accordance with the eligibility condition prescribed in these Rules.</p> <p><u>(II) CONTRACTUAL EMOLUMENTS:-</u></p> <p>The Trained Graduate Teacher appointed on contract basis will be paid consolidated fixed contractual amounts @ Rs. 8220/- P.M. (Which shall be equal to initial pay scale + dearness pay). An amount of Rs. 160/- (equal to annual increment in the minimum initial start of the pay scale of the post) as annual increase in the contractual emoluments for the subsequent year(s) will be allowed if contract is extended beyond one year.</p> <p><u>(III) APPOINTING/DISCIPLINARY AUTHORITY</u></p> <p>The Director, Elementary Education, Himachal Pradesh will be appointing and disciplinary authority.</p> <p><u>(IV) SELECTION PROCESS:</u></p> <p>Selection for appointment to the post in the case of contract appointment will be made on the basis of viva-voce test or if considered necessary or expedient by a written test or practical test the standard/syllabus etc. of which will be determined by the concerned recruiting agency i.e. HIMACHAL PRADESH SUBORDINATE SERVICES SELECTION BOARD or any other recruiting agency as the case may be.</p>

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:-

As may be constituted by the concerned recruiting agency i.e. HIMACHAL PRADESH SUBORDINATE SERVICES SELECTION BOARD /any other recruiting agency 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 @ Rs.8220/- P.M. (which shall be equal to initial of the pay scale + dearness pay). The contract appointee will be entitled for increase in contractual amount@ Rs.160/- (equal to annual increase in the minimum / initial start of the pay scale of the post) for further extended years and no other allied benefits such as senior/selection scale 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) Contract appointee will be entitled for one day casual leave after putting one month service. This leave can be accumulated up to one year. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled for medical re-imburement and LTC etc. only maternity leave will be given as per rules.

(d) Unauthorized absence from the duty without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for contractual amount for the period of absence from duty.

(e) Transfer of a contract appointee will not be permitted from one place to another in any case.

(f) Selected candidate will have to submit a certificate of his/her fitness from a Government/registered Medical Practitioner. Women candidate pregnant beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidate will be re-examined for the fitness from an authorized Medical officer/ Practitioner.

(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 officials 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 employees. They will be entitled for emoluments etc. as detailed in this column.
16	Reservation	The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/Scheduled Tribes/Other Backward Classes/Other categories of persons issued by the Himachal Pradesh Government from time to time.
17	Departmental Examination	Not applicable
18	Power Relax	Where the State Government is of the opinion that it is necessary of expedient to do so, it may, by order for reasons to be recorded in writing and in consultation with the Himachal Pradesh Service Commission Shimla, relax any of the provisions of these rules with respect to any class or category of persons or posts.

Annexure-B

Form of contract/agreement to be executed between the Trained Graduate Teacher and the Government of Himachal Pradesh through Director of Elementary Education.

This agreement is made on this _____ day of _____ in the year _____ between Sh./Smt. _____ S/o/D/oSh. _____ R/O _____

_____ Contract appointee (hereinafter called the FIRST PARTY), AND The Governor of Himachal Pradesh through Director of Elementary Education Himachal Pradesh (here-in-after the SECOND PARTY), Whereas , the SECOND PARTY has engaged the aforesaid FIRST PARTY and FIRST PARTY has agreed to serve as TGT on contract basis on the following terms & conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as Trained Graduate Teacher 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 contractual amount of the FIRST PARTY will be Rs.8220/- per month. No amount will be paid for vacation period.
3. The service of the 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 or if a regular incumbent is appointed/ posted against the vacancy for which the first party was engaged on contract.
4. Contractual Trained Graduate Teacher will be entitled for one day casual leave after putting in one month service. This leave can be accumulated upto one year. No leave of any kind is admissible to the contractual TGT. He will not be entitled for Medical Reimbursement and LTC etc. only maternity leave will be given as per Rules.
5. Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of the contract. A contractual TGT will not be entitled for contractual amount for the period of absence from duty.
6. Transfer of an official appointed on contract basis will not be permitted from one place to another in any case.
7. Selected candidate will have to submit a certificate of his/her fitness from a Government/ Registered Medical Practitioner. In case of woman candidates pregnancy beyond twelve weeks will render her temporarily unfit till the confinement is over. The woman 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 minimum of the 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:

1. _____

(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)