

ANNEXURE: B-III
(Referred to in Bye-Laws 5.1)

**RECRUITMENT & PROMOTION RULES FOR THE POST OF SR. PROJECT OFFICER,
CLASS-I (GAZETTED) IN HIMURJA (H.P. ENERGY DEVELOPMENT AGENCY)**

1.	Name of Post:	Sr. Project Officer
2.	Number of Post(s):	5 (Five)
3.	Classification:	Class-I (Gazetted)
4.	Scale of Pay:	i) <u>Pay Band for regular incumbent(s):</u> Rs.15600-39100+Rs.5400 Grade Pay Rs.15600-39100+Rs.6600 Grade Pay after 20 years of regular service including Jr. Engineer and Project Officer. (Approved by Executive Committee HIMURJA through circulation on 16.01.2014)
5.	Whether "Selection" post or "Non-Selection" post:	Selection post.
6.	Age for direct recruitment:	Not Applicable.
7.	Minimum educational and other qualifications required for the direct recruit(s):	Not Applicable.
8.	Whether age and educational qualification prescribed for direct recruit(s) will apply in the case of the promotee(s):	Not Applicable.
9.	Period of Probation, if any:	Two year 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(s) of recruitment, whether by direct recruitment or by promotion/secondment, transfer and the percentage of post(s) to be filled by various methods:	100% by promotion, failing which by secondment.



11. In case of recruitment by promotion/secondment/transfer, grade from which promotion, secondment/transfer is to be made:	100% by promotion amongst the Project Officers having Degree or Diploma in Elect./Civil/Mech./Electronic Engineering and having 5 years regular or regular combined with adhoc service as Project Officer, failing which by secondment from incumbents of HPSEB/HPPWD/ IPH holding equivalent post.
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(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 Officers/Officials who have not served atleast one tenure in Tribal/Difficult/Hard areas and remote/rural areas shall be transferred to such areas 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 Kwar Area of Rohru Sub-Division.
4. Pandrah Bis Pargana, Munish Darkali and Gram Panchayat Kashapat of Rampur Tehsil of District Shima.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhargal Areas of Baijnath Sub Division of Kangra District.
7. Distt. Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangna Patwar Circles of Renukaji Tehsil and Kota Pab Ptwar 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-Bdhwani, Hastpur, Ghamrehar and Bhatehar Patwar Circle of Padhar Tehsil, Chiuni, Kalipar, Mangarh, Thach-Bagra, Borth Magru and South Magru Patwar Circles of Thunag Tehsil and Batwara Patwar Circle of Sunder Nagar Tehsil in Mandi Dsitric.

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 Headquarter 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 conditions 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 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 his 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 prescribed in the Recruitment & Promotion Rules for the post.

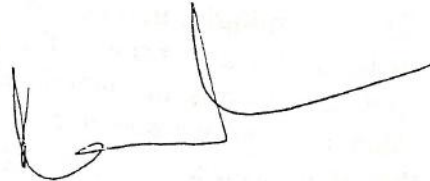
Provided further that where a person becomes ineligible to be considered for promotion on account of the requirements of the preceding proviso, the person(s) junior to him shall also be deemed to be ineligible for consideration for such promotion.

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 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 rules-3 of 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 accounts towards the length of service, if the adhoc appointment/promotion had been made after proper selection and in accordance with the provision of the 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 Committee exists, what is its composition?	Departmental promotion committee shall consist:- Chief Executive Officer: Chairman Project Director-cum-Dy.CEO: Member 3 rd Member to be nominated by the C.E.O.
13.	Circumstances under which the H.P.P.S.C. is to be consulted in making recruitments:	As required under the Law.
14.	Essential requirements for a direct recruitment:	N. A.
15.	Selection for appointment to post by direct recruitment:	Not applicable.
15 (A)	Selection for appointment to the post by contract appointment:	Not applicable
16.	Reservation:	The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/ Scheduled Tribes/ Backward Class/ Other categories of persons issued by the H.P. Govt. from time to time.
17.	Departmental Examination:	Every member of the service shall pass a Departmental Examination as prescribed in the Departmental Examination Rules, 1997 as amended from time to time.
18.	Power to Relax:	Executive Committee, HIMURJA shall have the power to relax any of the provision of these rules on recommendation of the Service Committee.


CHIEF EXECUTIVE OFFICER
HIMURJA, SHIMLA-171 009.