

(AUTHORITATIVE ENGLISH TEXT OF THIS DEPARTMENT NOTIFICATION NO. AGR.A-B(2)-2/2014, DATED 2-3-2017 AS REQUIRED UNDER ARTICLE 348(3) OF THE CONSTITUTION OF INDIA.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF AGRICULTURE

No. Agr.A-B(2)/2014,

Dated Shimla-2,

2-3-2017

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 Agriculture Extension Officer, Class-III (Non - Gazetted) in the Department of Agriculture, H.P. as per Annexure-"A" attached to this notification, namely:-

Short title and
commencement

1. (1) These rules may be called the Himachal Pradesh, Agriculture Department, Agriculture Extension Officer, Class-III (Non Gazetted) Recruitment and Promotion Rules, 2007.
- (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, Agriculture Department Agriculture Extension Officer, Class-III, (Non-Gazetted) R&P Rules, 2011 notified vide notification No.Agr.A-(3)-6/2005, dated 4.4.2011 are hereby repealed.
- (2) Notwithstanding such repeal, any appointment made or anything done or any action taken under the Rules so repealed under sub-rule (1) supra shall be deemed to have been validly made or done or taken under these rules.

By Order,

Additional Chief Secretary (Agr.) to the
Government of Himachal Pradesh.

Dated Shimla-2,

2-3- 2017

Endst. No. as above.

Copy forwarded to the following:-

1. The Additional Chief Secretary (Personnel) to the Govt. of H.P. Shimla-2
2. The Additional Chief Secretary (Finance) to the Govt. of H.P. Shimla-2
3. The Secretary (GAD-C) to the Govt. of H.P. Shimla-2
4. The Secretary, H.P. Public Service Commission, Shimla-2 with reference to his letter No.1-6/98-PSC-Part, dated 22 nd November, 2016.
5. The JLR-cum-Joint Secretary (Law) to the Government of H.P. Shimla-2.
6. The Director of Agriculture, H.P. Shimla-5.
7. The Controller, P&S, Shimla-5 for publication in the Rajpatra.

Sd/-

Joint Secretary(Agr.)to the
Government of Himachal Pradesh.

ANNEXURE-"A"

**RECRUITMENT AND PROMOTION RULES FOR THE POST OF AGRICULTURE
EXTENSION OFFICER (NON GAZETTED) CLASS-III, IN THE DEPARTMENT OF
AGRICULTURE, HIMACHAL PRADESH.**

- | | | | |
|---|--|---|---|
| 1 | Name of the post | : | Agriculture Extension Officer |
| 2 | Number of post(s) | : | 978 (Nine Hundred Seventy Eight) |
| 3 | Classification | : | Class-III (Non-Gazetted) |
| 4 | Scale of pay | : | (i) <u>Pay Band for regular incumbent(s):</u>
Rs. 5910-20200+Rs. 2400/- Grade Pay
(ii) <u>Emoluments for Contract Employee(s):</u>
Rs. 8310/- P.M as per details given in Col.
No.15-A. |
| 5 | Whether "Selection" post or
"Non Selection" post: | : | Non Selection |
| 6 | Age for direct recruitment | : | Between 18 & 45 years |

Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of the Govt. 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 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 Govt. servants before absorption in Public Sector Corporation/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 Corporation/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.

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 Exchange, as the case may be.

- 7 Minimum Educational & other qualifications required for direct recruit(s):

a) ESSENTIAL QUALIFICATION(S) :

04 years B.Sc. (Agriculture) degree from an University established by Law in India and accredited by Indian Council of Agricultural Research (ICAR).

b) DESIRABLE QUALIFICATION(S):

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

- 8 Whether age and educational qualification(s) prescribed for direct recruit(s) will apply in the case of the promote(s):

Age : Not applicable

Educational Qualification(s): Yes, as prescribed in Column No. 11 below.

- 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 case of appointment on contract basis, tenure basis, re-employment after superannuation and absorption.

ii) Promotion:

- (a) Two years or the period of probation prescribed for the direct recruitment to the post, if any, in the case of promotion from one group to another e.g. Class-II to Class-I.
- (b) No probation in case of promotion from one grade to another but within same

class of posts e.g. from Class-III to Class-III.

10 Method(s) of Recruitment, whether by direct recruitment or by promotion/secondment/transfer and the percentage of post(s) to be filled in by various methods.

(i) 90% by direct recruitment on regular basis or by recruitment on basis, as the case may be.

(ii) 10% by promotion failing which by direct recruitment on regular or on contract basis, as the case may be.

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 Laboratory Assistants who are 10+2 pass from a recognized Board of School Education or from an Institution duly recognized by the Himachal Pradesh Government with 03 year (three) years regular service or regular combined with continuous adhoc service, if any, in the grade after acquiring the qualification of 10+2.

For filling up the posts of Agriculture Extension Officer the following 10th points roster shall be followed:-

Roster Point No.	Category
1 st to 9 th	Direct recruitment through the concerned recruiting agency.
10 th	Promotee

Note:- This roster will be rotated after every 10th point till the representation to all the categories is achieved by the given percentage thereafter the vacancy shall be filled up from the category which vacates the posts.

(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 he proviso (I) supra shall not be applicable in the case of those employees who have five years or less service, left for superannuation. However, such incumbents may be posted/transferred to remote/rural areas in their promotion:

Provided further that Officers/officials, who have not served at least one tenure in Tribal/difficult 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 area shall mean normally three years or less period of posting in such areas keeping in view the administrative exigencies/convenience.

Explanation-II :- For the 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, Munihs Darkali and Gram Panchayat Kashapat of Rampur Tehsil of District Shimla.
5. Panddrah Bis Pargana of Kullu District.
6. Bara Bhawal Area 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 Circles 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, Kutgaon, Graman, Devgarh, Traila, Ropa, Kathog, Silh Badhwani, Hastpur, Ghamrehar and Bhatehar Patwar Circle of Padhar Tehsil, Chiuni

Kalippar, Mangarh Thac-Bagra, North Magru and South Magru Patwar Circles of Thunag Tehsil and Batwara Patwar Circle of Sundernagar Tehsil in Mandi District.

Explanation-III :- For the purpose of proviso (I) supra the Remote/Rural Areas shall be as under:-

- i) All stations beyond the radius of 20 Kms. from Sub Division / Tehsil headquarter.
 - ii) All stations beyond the radius of 15 Kms. from State Headquarter and District head quarters where bus service is not available and on foot journey is more than 3 (three) Kms.
 - iii) Home town or area adjoining to area to home town within the radius of 20 Kms. of the employees 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 promotions 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 provision referred to above, all persons senior to him/her in the respective category/post/cadre shall be deemed to be eligible for consideration and placed above the junior person in the field of

Consideration:

Provided further that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least three years or that proscribed in the Recruitment and 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(s) happened to be Ex-servicemen recruited under the provisions of Rule-3 of the Demobilized Armed Forces Personnel (Reservations of Vacancies in Himachal 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 (Reservations of Vacancies in Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority there under.

(ii) Similarly, in all cases of confirmation continuous adhoc service rendered 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 has 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 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 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 post by direct recruitment: Selection for appointment to the post in the case of direct recruitment shall be made on the basis of interview/ personality test, if the Himachal Pradesh Public Service Commission or other recruiting agency/authority as the case may be, so consider necessary or expedient on the basis of interview/personality test preceded by a screening test (objective type)/written test or practical test or physical test, the standard/syllabus, etc. of which, will be determined by the Commission/other recruiting agency/authority as the case may be.
- 15- A Selection for appointment to the post by contract appointment: Notwithstanding anything contained in these rules, contract appointments to the post will be made subject to the terms and conditions given below:-

(I) CONCEPT:-

(a) Under this policy, the Agriculture Extension Officer in the Department of Agriculture, 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 HOD shall issue a certificate that the service and conduct of the contract appointee is satisfactory during the year and only then his/her period of contract is to be renewed / extended.

(b) POST FALLS WITHIN THE PURVIEW OF HPSSC:

The Director of Agriculture, Himachal Pradesh, after obtaining the approval of the Government to fill up the vacant post(s) 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 as prescribed in these Rules.

(II) CONTRACTUAL EMOLUMENTS:

The Agriculture Extension Officer appointment on contract basis will be paid consolidated fixed contractual amount @ Rs. 8310/- P.M.(which shall be equal to minimum of Pay band + Grade pay). An amount of Rs.249/- (3% of the minimum pay band+ grade pay of the post) as per 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 Director of Agriculture, HP will be appointing and disciplinary authority.

(IV) SELECTION PROCESS:

FOR POSTS FALLING WITHIN THE PURVIEW OF HPSSC:

Selection for appointment to the post in the case of contract appointment will be made on the basis of interview/personality test or if considered necessary or expedient on the

basis of interview/ personality test preceded by a screening test(objective type)/written test or practical test or physical test, the standard/syllabus etc. of which will be determined by the concerned recruiting agency i.e. H.P. Staff Selection Commission, Hamirpur.

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:

(a) FOR POST(S) FALLING WITHIN THE PURVIEW OF HPSSC:

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

(b)FOR POST(S) FALLING OUTSIDE THE PURVIEW OF HPSSC:

As may be constituted by the Government 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. 8310/- per months (which shall be equal to minimum of the pay band + grade pay). The contract appointee will be entitled for increase in contractual amount @ Rs. 249/- (3% 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 services 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 contractual Appointee will be entitled for one day's casual leave after putting one month service. However, the contract appointee will also be entitled for 135 days Maternity leave, 10 days medical leave and 5 days special leave. 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. He/She shall not be entitled for Medical Re-imbursement and LTC etc. No leave of any other kind except above is admissible to the contract appointee:

Provided that the 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 ground, such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimated 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 three years 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 a Govt./Registered Medical Practitioner. Women candidate, pregnancy beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidate will be re-examined for 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 officials at the minimum of the pay scale.
- (h) Provision 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 Scheme as well as EPF/GPF will also not be applicable to contract appointee(s).

The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Casts/Scheduled Tribes/Others Backward Classes/Other Categories of persons issued by the H.P. Govt. from time to time.

16 Reservation

17 Departmental Examination

Not applicable

18 Powers to relax

Where the State Govt. 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 provision(s) of these rules with respect to any class or category of person(s) of post(s).

ANNEXURE "B"

**FORM OF CONTRACT/AGREEMENT TO BE EXECUTED BETWEEN THE
AGRICULTURE EXTENSION OFFICER AND THE GOVERNMENT OF HIMACHAL
PRADESH THROUGH DIRECTOR OF AGRICULTURE, H.P.**

This agreement is made on this _____ day of _____ in the year _____
Between Miss/Sh./Smt. _____ S/O/ D/OShri _____
R/O _____

Contract appointee (here-in-after called the FIRST PARTY), AND the Governor of Himachal Pradesh through the Director of Agriculture, 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 Agriculture Extension Officer on contract basis on the following terms & conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Agriculture Extension Officer 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 HOD 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. 8310/- 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. Contractual Agriculture Extension Officer will be entitled for one day casual leave after putting one month service. However, the contract appointee will also be entitled for 135 days Maternity leave, 10 days medical leave and 5 days special leave. 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. He/She shall not be entitled for Medical Reimbursement and LTC etc. No leave of any other kind except above is admissible to the contract appointee:

Provided that the 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

unauthorized absence from duty were beyond his/her control on medical ground, 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 grounds.
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 till the confinement is over. The women candidate will 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 WITNESSES:

(1) _____

(Name and Full Address).

(Signature of FIRST PARTY)

(2) _____

(Name and Full Address).

(Signature of SECOND PARTY)