

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF AGRICULTURE

No. 16-10/73-Agr. (Seett.)

Simla-2, the 30th Nov., 1973.

/ N O T I F I C A T I O N /

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor, Himachal Pradesh, is pleased to make the following rules in respect of the Himachal Pradesh Agriculture Class-III (Executive Section) service in regard to the following matters, namely:-

- i) the method of recruitment to the Himachal Pradesh Agriculture Class-III (Executive Section) Service;
- ii) The qualifications necessary for appointment to such service and post;
- and
- iii) the conditions of service of persons appointed to such service and posts for the purposes of probation confirmation, seniority and promotion.

RECRUITMENT RULES PART-I GENERAL.

Short
title &
commence-
ment

1. (I) These rules may be called the Himachal Pradesh Agriculture Class-III (Executive Section) Service (Recruitment, Promotion and certain conditions of service) Rules, 1973 (Part-II).

2. These rules shall come into force from the date of their publication in the official Gazette.

Defini-
tions:

In these rules, unless there is any thing repugnant in the subject or context;

- (a) 'appointing authority' means the authority competent to make appointments to the category of posts in the service;
- (b) 'College' means any college in India imparting education in Agriculture and affiliated to a recognised University;
- (c) 'departmental promotion Committee' means a committee appointed by the Himachal Pradesh Government to recommend existing Official of the Department of Agriculture for promotion to a higher grade or class or to recommend candidates for appointments to the posts recruitment to which is not within the purview of the Commission;
- (d) 'Director' means the Director of Agriculture, Himachal Pradesh, (or any other authority appointed to perform the duties of Director of Agriculture in Himachal Pradesh;
- (e) 'Direct recruitment' means appointment made otherwise than by promotion from amongst the members of the service or transfer of an official already in the service of the Government of of the Union;
- (f) 'Government' means the Government of Himachal Pradesh;

- (g) 'Recognised University/Board of School Education' means any University/Board of School Education incorporated by law in the Union of India or any other University/Board of School Education which may be declared by the Government to be a recognised University or Board of School Education for the purpose of the rules;
- (h) 'School' means any school recognised by the Government
- (i) 'Scheduled castes' means the castes, or races or tribes or parts of or groups within castes, races, or tribes specified in the Constitution (Scheduled Castes) Order, 1950, as amended by section 19(1) read with the first Schedule of the State of Himachal Pradesh Act, 1970 (53 of 1970) and as it may further be amended from time to time;
- (j) 'scheduled tribes' means the tribes or tribal communities or parts of or groups within tribes or tribal communities specified in the Constitution (Scheduled Tribes) Order, 1950 as amended by the Section 20(I) read with Third Schedule of the State of Himachal Pradesh Act, 1970 (53 of 1970) and as it may be amended from time to time;
- (k) 'service' means the Himachal Pradesh Agriculture Class-III Service.

3. PART-II CONSTITUTION OF THE SERVICE AND GENERAL CONDITIONS FOR APPOINTMENT.

Character of post.

3. The character i.e. designation grade etc. of various posts included in the service and their rates of pay shall be as indicated in appendix 'A' to these rules subject to any additions/alterations that may be ordered by the Government.

Authority empowered to make appointments.

4. The service shall consist of such number of posts whether permanent or temporary, of each grade specified in Appendix 'A' or as the Government may from time to time determine. Recruitment/promotion to this service shall be made by the Head of Department or any other authority declared as such by the Government of Himachal Pradesh and on the recommendations of the Departmental Promotion Committee as may be constituted by the Government from time to time.

Nationality and age etc.

- 5(i) A candidate for appointment to any post in the service must:-
- (a) be a citizen of India, or
 - (b) be a subject of Sikkim, or
 - (c) be a subject of Nepal,
 - (d) be a person of Indian origin who has migrated from Pakistan with the intention of permanently settling in India;

Provided that if he/she belongs to category (c) or (d), he/she must be a person in whose favour a certificate of eligibility has been given by the Government of India;

Provided further that if he/she belongs to a category (A), the certificates of eligibility will be valid only for a period of one year from the date of his appointment beyond which he/she can be retained in service only if he/she has become a citizen of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or an interview and he/she may also provisionally be appointed subject to the necessary certificate being given to him/her by the Government.

2. Unless he/she is already in Government service must produce:-

(i) a certificate of good moral character from the Principal, Academic Officer of his/her University, College or School or from the Head of the educational or technical institution last attended;

(ii) a certificate of his/her good moral character from a Gazetted Officer of the Central or a State Government or Member of Parliament or State Legislatures who can certify from his personal knowledge the identity of the applicant and the correctness of the particulars furnished by him/her;

(iii) a medical certificate as required by the service rules applicable to the other employees of the State of Himachal Pradesh which are in force, or may be adopted by the State Government from time to time;

(iv) a declaration to the effect that in case of a male he has not more than one living wife or in the case of female that she has not married a man having already a living wife.

Note:- (a) No person who has more than one wife living or who having a spouse living marriage in case in which such marriage is void by reasons of its taking place during the life time of such spouse, shall be eligible for appointment to service.

(b) No woman whose marriage is void by reason of the husband having a wife living at the time of such marriage or who has married a person who has a wife living at the time of such marriage shall be eligible for appointment to service,

Provided that the Government may satisfied that there are special grounds for doing so, exempt any person from the operation of the rule in clause (iv) above subject to observance of the Government's instructions in this behalf.

(3) He/she must not be less than 18 years and not more than 27 years of age on the date of his appointment;

4-1
Provided that minimum and maximum age limits as prescribed may be relaxed by the competent authority in accordance with the provisions of the rules/instructions issued by the Government from time to time.

Provided further that the maximum age limit may be relaxed in case of scheduled castes/tribes candidates, displaced persons and other special categories in accordance with the orders issued by the Government from time to time.

Educational 6. The educational qualifications and methods of recruitment to the posts included in the service shall be as indicated in column (8) (10) in the statement appended at Appendix 'A'.
Qualifications and method of recruitment.

Reservation 7. Such percentage of posts as may be prescribed by the Government from time to time shall be reserved for scheduled castes/tribes, and ex-servicemen, subject to the minimum qualifications being satisfied by them.
of vacancies for scheduled castes & scheduled tribes, etc.

PART-III CONDITIONS OF SERVICES

Probation 8(1) Members of the service, who are appointed against permanent vacancies shall, on appointment to any post in the service remain on probation for a period of two years.
of members of service

EXPLANATION. Approved officiating service shall be taken as a period spent on probation but no member, is officiating in any appointment shall on the completion of the prescribed probationary period be confirmed until he/she is appointed against a permanent vacancy.

(2) If the work or conduct of any member during his/her period of probation, is in the opinion of the appointing authority no satisfactory, the appointing authority may dispense with his/her services or revert him/her to his/her former post if he/she has been recruited otherwise than by direct appointment.

(3) On the completion of the period of probation of any member the appointment authority may confirm such member in his/her appointment subject to availability of a permanent post or if his/her work or conduct has, in the opinion of the appointing authority, not been satisfactory may dispense with his/her services or revert him/her to former post if he/she has been appointed otherwise than by direct recruitment, or may extend the period of probation and thereafter pass such orders as it could have passed on the expiry of the first period of probation:

Provided always that the total period of probation including extension if any, shall not exceed double the period as prescribed above.

Discipline 9. In respect of discipline punishment and appeals the members of the service shall be governed by the provisions of the rules made applicable in Himachal Pradesh Services from time to time unless one has exercised option otherwise.

Seniority of Members of Service

10(I) Persons appointed in a substantive or officiating capacity to a grade prior to the issue of these rules shall retain the relative seniority already assigned to them on such seniority as may here after be assigned to them under the existing orders applicable to their cases and shall enblock be senior to all others in that grade.

EXPLANATION:

For the purpose of these rules:-

- (a) Person who are confirmed retrospectively with effect from the date earlier than the issue of these rules, and
- (b) persons appointed on probation to a permanent post substantively vacant in a grade prior to the issue of these rules; shall be considered to be a permanent members of the grade.
- (2) Subject to the provision of paragraph (1) and (3) of this rule permanent members of each grade shall be ranked senior to persons who are officiating in that grade.
- (3) Direct recruits:- Notwithstanding the provisions rule (2) above, the relative seniority of all direct recruits shall be determined by the order of merit in which they are selected for such appointment on the recommendations of the selecting authority, persons appointed as a result of an earlier selection being senior to those appointed as a result of a subsequent selection;

Provided that where persons recruited initially on temporary basis are confirmed subsequently in an order different from the order of the merit indicate at the time of their appointment seniority shall follow the order of confirmation and not the original order of merit;

Provided further that a person who does not join within the prescribed period shall lose his/her seniority, according to the selection and shall rank in the seniority list next to the person who joined earlier;

Provided further that he/she shall not lose his/her seniority, if the fact of his/her joining later was omit caused by circumstances beyond his/her control and for the reasons to be recorded in writing and the appointing authority is satisfied that this was so.

4. Promotees. (1) The relative seniority of persons promoted to the various grades shall be determined in the order of their selection for such promotion:

Provided that where persons promoted initially on temporary basis are confirmed subsequently in an order different from the order of merit indicated at the time of their promotion, seniority shall follow the order of confirmation and not the original order of merit.

- (11) Where promotions to a grade are made from more than one grade, the eligible persons shall be arranged in separate lists in the order of their relative seniority in their respective grades. Thereafter the Departmental Promotion Committee shall select persons for promotion from each list up to the prescribed quota and arrange all the candidates selected from different lists in a consolidated order of merit which will determine the seniority of the persons on promotion to the higher grade.

5. Relative Seniority of direct recruits and promotees: The relative seniority of direct recruits and of promotees shall be determined according to the rotation of vacancies reserved for direct recruits & promotees respectively in these rules.

Explanatory Memorandum
Sub-rule (11)

Where promotions are made on the basis of selection by a Departmental promotion Committee the seniority of such promotees shall be in an order in which they are recommended for such promotion by the committee. Where promotions are made on basis of seniority to the rejection of the unfit, the seniority of person considered fit for promotion at same time shall be the same as the relative seniority of the lower grade from which they are promoted. Where, however, a person is considered as unfit for promotion and if superseded by a junior, such person shall not, if he is subsequently found suitable and promoted, take seniority in the higher grade over junior persons who had superseded him.

Illustrations:

Where 75% of the vacancies are reserved for promotion and 25% for direct recruitment each direct recruit shall be ranked in seniority below three promotees.

Where the quotas are 50% each, every direct recruit shall be ranked below promotees. If for any reasons a direct recruit or promotee ceases to hold the appointment in the grade, seniority list shall not be re-arranged merely for the purpose of ensuring the proportion referred to above.

Training and Examination. 11. The members of the service shall have to undergo training as may be prescribed by the Government from time to time for any class of posts.

Liability to Transfer.

12. Every member of the service shall be liable to transfer any where within the State of Himachal Pradesh.

Leave and Pension etc. and other conditions of service.

13. In respect of leave, pension and other cognate matters not specifically mentioned in these rules, the member of the service shall be governed by the service rules applicable to other employees of the State of Himachal Pradesh which are in force or may be adopted by the State Government from time to time, unless one has exercised option otherwise.

Powers to relax.

14. Where the Government is of the opinion that it is necessary, or expedient to do so, it may by orders for reasons to be recorded in writing relax any of the provisions of these rules with respect to any class or category or persons.

Repeal & Savings.

15. All the corresponding rules and the rules promulgated with Himachal Pradesh Administration Gazette notification No. Agr.-2/421/57, dated 7.12.1962 as amended from time to time, and orders issued by the Himachal Pradesh Government on the subject from time to time, so far these are not in consistent with the provision contained in these rules are hereby repealed.

Provided that such repeal shall not affect the previous operation of the rule and orders or any thing done or any action taken thereunder.

Secretary to the Government of Himachal Pradesh.

No.16-10/73-Agr. Secret; Simla-2, the 20-11-1973.

Copy forwarded to:-

1. All Secretaries/Joint Secretaries/Deputy Secretaries/Under Secretaries in the Himachal Pradesh.
2. All the Heads of Department in Himachal Pradesh.
3. All the Deputy Commissioners, in Himachal Pradesh.
4. The Manager, Himachal Pradesh Government Press, Simla-3; for publication in the 'Rajpatra'.
5. The Director of Agriculture, Himachal Pradesh, Simla-5.

Sd/-

Joint Secretary to the Government of Himachal Pradesh

ANNEXURE-4 35

No. Name of post.	Classi- fication.	No. of post.	No. Pay scale.	Whether selection post or non selec- tion.	Age limit for direct recruit- ment.	Education or other qualification required.	Whether age or education qualification prescribed for the direct rectt. will apply in the case of promotees.	Method of Rectt. whether by direct rectt. or by promotion or transfer & percentage to be filled by various methods.	If DM exists what its compos	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.
Manure Super-visor.	Class-III Non-Mini-sterial.	44	140-300	Non selection.	1. 18-27 Yrs. 2. Upper age limit will be relaxable by 3-5 Yrs. in case of highly qualified persons.	<u>Essential</u> Matric, followed by training from vocational Agril. School/Gram Sewaks Training Centre.	No	By promotion from the junior Scientific Asstt./ Agril. Sub Inspect-ors/Farm Supervi-sors/skilled operat-ors on the basis of pooled seniority to be drawn on the basis of length of service in each category of post. Having 3 years experience in the grade.	1. Chair Director Agricultural. 2. Member Dy. Direc-tor of Agr. 3. Dy. Dir. of Agr. 4. the line	
Craft Teacher.	-do-	1	110-220	-do-	-do-	<u>Essential</u> Matric, followed by Diploma/Certificate in cutting embroidery and tailoring from recognised, institution.	No	By direct rectt. on the recommendation of the selection committee.	-do-	-do-

	2	3	4	5	6	7	8	9	10	11
Junior Scientific Assistant.	-do-	-do-	110-200	-do-	-do-	-do-	Essential Matric. followed by Draining from Vocational Agril. School/Gram Sewaks Training Centre.	No 1) 75% posts by direct rectt. -do- ii) 25% by promotion from amongst the Lab. Attendants with 3 Yrs. experience in the grade possessing minimum qualification of Middle failing which from amongst Chain man/Rouger/Mule teer/Beldars/Malis/Field man having 10 Yrs. experience in the respective grade and possessing minimum qualification Middle standard. In case the Lab. Asstt./attendants are not available or fulfil the conditions the remaining categories will be considered for promotion.	-do-	-do-
Agril. Sub-Inspectors.	-do-	-do-	291	110-200	-do-	-do-	-do-	-do-	-do-	-do-
Farm Supervisor.	-do-	-do-	1	110-200	-do-	-do-	-do-	-do-	-do-	-do-
Skilled Operator.	-do-	-do-	1	110-200	-do-	-do-	-do-	-do-	-do-	-do-
Workshop Mechanic.	-do-	-do-	10	140-300	-do-	-do-	Essential Middle Standard followed by I.T.I. training in Auto or having 2 years experience of the grade in the workshop.	By promotion from the field Mechanic Grade-II having 5 Yrs. experience in the grade.	-do-	-do-

-Contd.....

2.	3.	4.	5.	7.	8.	9.	10.	11.
Mechanic (Grade-I).	-do-	✓	140-300-do-	-do-	-do-	-do-	-do-	-do-
Field Mechanic Grade-I.	-do-	✓	140-300-do-	-do-	-do-	-do-	-do-	-do-
Field Mechanic Grade-II.	-do-	5	120-250-do-	-do-	-do-	-do-	50% by promotion from the Mechanic (Technical) 50% by direct rectt. having 4 yrs. experience in the grade.	-do-
Mechanic (Grade-II).	-do-	2	110-200 -do-	-do-	-do-	-do-	-do-	-do-
Mechanic (Technical)	-do-	2	110-200 -do-	-do-	<u>Essential</u> Training from I.T.I. in the trade.	-do-	50% by promotion from the Driver-cum-Mechanic Vehicle Mechanic. 50% direct rectt. on the recommendation of the selection committee.	-do-
Jeep Driver.	-do-	40	100-160 -do-	-do-	<u>Essential</u> Driving licence of the light vehicle in hill region with a knowledge of working of engine and its maintenance.	-do-	2% by promotion from cleaner/possessing light vehicle driving licence and knowledge of working of engine and allied machinery. 7% direct recruitment.	-do-
Tractor Driver.	-do-	16	100-160 -do-	-do-	-do-	-do-	Direct recruitment.	-do-

2.	3.	4.	5.	6.	7.	8.	9.	10.	11
1. Driver-cum-Mechanic.	-do-	12	100-180	-do-	-do-	<u>Essential</u> Possessing heavy driving licence of hilly region and qualified Mechanic from the recognised institution having 3 years experience in the trade.	-do-	-do-	-do-
6. Vehicle Mechanic.	-do-	1	110-180	-do-	-do-	-do-	-do-	-do-	-do-
7. Truck Driver.	-do-	18	110-180	-do-	-do-	<u>Essential</u> Heavy vehicle licence with a knowledge of removing defect of trucks/vehicle.	-do-7	By promotion from jeep drivers possessing heavy vehicle licence with 2 years experience in the grade.	-do-
8. Bulldozer cum-heavy tractor operator.	-do-	12	110-180	-do-	-do-	<u>Essential</u> Heavy vehicle licence with a knowledge of working the engine allied machinery and experience of overhauling the machinery.	-do-	By promotion from the tractor driver with 2 years experience in the grade.	-do-
9. Fitter.	-do-	1	120-250	-do-	-do-	<u>Essential</u> Middle followed by I.T.I. training as fitter failing which should possess 3 years experience in the line.	-do-	Direct recruitment.	-do-
10. Drilling operator.	-do-	2	100-160	-do-	-do-	<u>Essential</u> Diploma from the recognised institution for the operation of drilling mechanic and knowledge of trade.	-do-	Direct recruitment.	-do-

39

9. 1 10. 11.

7. 8.

6.

5.

4.

3.

2.

21. Patwari	-do-	3	110-200	-do-	-do-	Essential As per rule prescribed by the Revenue Department.	-do-	-do-	By transfer from Revenue Deptt. of an official holding avulogous post.	-do-
22. Kanungo	-do-	1	140-300	-do-	-do-	Essential Middle standard, & Knowledge of English/ Hindi, practical knowledge of composing in both the languages.	-do-	-do-	By promotion from the distributors and having practical knowledge of expressing in both English and Hindi languages.	-do-
23. Compositor	-do-	1	120-250	-do-	-do-	Essential Middle followed I.T. training in painting from the recognised institution having 3 years experience in the painting.	-do-	-do-	By direct recruitment.	-do-
24. Painter	-do-	1	120-250	-do-	-do-	Essential Middle followed I.T. training in painting from the recognised institution having 3 years experience in the painting.	-do-	-do-	By direct recruitment.	-do-
25. Project Operator	-do-	2	120-250	-do-	-do-	Essential: Metric followed licence in cinema- tegraphy.	-do-	-do-	By promotion from Driver-cum-Cinema Operator.	-do-
26. Cinema Operator-cum-Driver	-do-	1	110-200	-do-	-do-	Essential Middle should possess light vehicle driving licence knowledge of operating 16 M.M. Projector.	-do-	-do-	By direct recruitment	-do-
27. Dark Room Attendant-cum-Bromide Painter	-do-	1	100-160	-do-	-do-	Essential Metric experience in still photography and knowledge of off set plate making.	-do-	-do-	By direct recruitment	-do-

Contd.....

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	
28. Dark Room Assistant.	-do-	-do-	1	100-200	-do-	-do-	-do-	No	By promotion from Dark Room Attendant with one year experience.	Coop-Sul Inspect
29. Book Binder.	-do-	-do-	1	100-160	-do-	-do-	-do-	No	By promotion from packer with two years experience.	Gram
30. Assistant Operator.	-do-	-do-	1	100-160	-do-	-do-	-do-	No	By promotion from the Inker/distributors.	Vety. Assl
31. Machineman.	-do-	-do-	2	100-200	-do-	-do-	-do-	No	50% by promotion from Asstt. Operators. 50% by direct recruitment.	O. Tra
32. Carpenter	-do-	-do-	1	120-250	-do-	-do-	-do-	No	Direct recruitment.	1. As
33. Blacksmith	-do-	-do-	2	120-250	-do-	-do-	-do-	No	-do-	2. In
34. Electrician	-do-	-do-	1	110-200	-do-	-do-	-do-	No	-do-	3. I
35. Welder	-do-	-do-	1	110-180	-do-	-do-	-do-	No	-do-	
36. Mistry.	-do-	-do-	1	110-180	-do-	-do-	-do-	No	-do-	

Contd.....

2.	3.	4.	5.	6.	7.	8.	9.	10.	11.
7. Coop-Sub Inspector.	-do-	48	110-200	-do-	-do-	Essential. As prescribed by the Coop. Deptt. in the rectt. and promotion rules for analogous posts.	No	By transfer of a person -do- holding analogous post in the Coop. Department.	-do-
38. Gram Sewak.	-do-	181	110-200	-do-	-do-	Essential As prescribed by the Dev. Deptt. in the rectt. and Promotion rules for analogous posts.	No	By transfer of a person -do- holding analogous post in the Dev. Coop. Deptt.	-do-
39. Vety. Stock Assistant.	-do-	31	130-200	-do-	-do-	Essential As prescribed by the Animal Husbandry Deptt. in their rectt. and Promotion rules for analogous posts.	No	By transfer of a person -do- holding analogous post in the Animal Husbandry Deptt.	-do-
40. Tracer.	-do-	9	110-200	-do-	-do-	Essential Matric followed by Diploma in Draftsmanship (Civil)	No	By direct rectt. on the recommendation of the selection committee.	-do-
41. Asstt. Draftsman.	-do-	9	170-300	-do-	-do-	-do-	No	By promotion from tracers -do- having 5 years experience in the trade.	-do-
42. Investigators.	-do-	14	110-200	-do-	-do-	Essential Matric followed by training from Govt. Basic/Vocational School / Gram Sewak Training Centre Mashobra.	No	By direct recruitment	-do-
43. Lab. Attendant.	-do-	13	100-160	-do-	-do-	Essential Middle standard and having knowledge of handling equipment of laboratory.	No	By promotion from the Beldars / Channan / Fieldman / Rougers.	-do-

Contd.....

42

2.	3.	4.	5.	6.	7.	8.	9.	10.
4. Surveys.	-do-	28	140-300	-do-	-do-	Essential Metric followed by Diploma in the trade.	No	By direct recruitment.
5. Gestator Operator.	-do-	1	100-160	-do-	-do-	Essential Middle with two years experience of operating and handling of duplicating machine.	No	By promotion from peons having experience for operating machine for 2 years.
46. Machineman	-do-	2	120-250	-do-	-do-	Essential Middle followed by I.T.I. training in the trade with 2 years experience.	No	By direct recruitment.

Joint Secretary (Agr.) to the
Govt. of Himachal Pradesh,
Shimla-2.

....