

No. PER(AP)-C-A (3)-1/2015
Government of Himachal Pradesh
Department of Personnel (AP-III).

From

The Addl. Chief Secretary (Personnel) to the
Government of Himachal Pradesh.

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. All the Divisional Commissioners in Himachal Pradesh.
3. All the Heads of the Departments in Himachal Pradesh.
4. All the Deputy Commissioners in Himachal Pradesh.

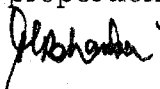
Dated: Shimla-171002, the 26th July, 2017

Subject: - Recruitment under Limited Direct Recruitment (LDR) quota of 20% from eligible regular Class-IV employees through competitive examination – guidelines thereof.

Sir,

In continuation of this Department's instructions circulated vide No.Per.(AP-C)A(3)-2/80, dated the 28th May,2010, on the subject cited above, I am directed to say that as per existing procedure, the Staff Selection Commission recommends selected candidates for appointment to the requisitioning departments in order of merit according to the option/choice indicated by the candidates. The practice in vogue to recommend selected candidates for appointment does not ensure allocation of candidates for appointment to each requisitioning department. This has resulted in non-filling up of vacancies earmarked under 20% quota of Limited Direct Recruitment in majority of departments and work of the Government is suffering due to less manpower. In order to curb out this situation, it has been felt necessary to frame a harmonious mechanism for allocating candidates under Limited Direct Recruitment quota to the requisitioning departments.

2. It has, therefore, been decided that the candidates may be recommended proportionately to the requisitioning departments, in proportion to the percentage of selected candidates against total



number of vacancies advertised under this mode of recruitment, keeping in view the number of posts requisitioned by the respective departments, on the basis of merit and option/choice exercised by the candidate(s). The method of allocating candidates is to multiply the number of requisitioned posts by the percentage of selected candidates. Where the multiple obtains complete number or oversteps the number, such number of candidates shall be recommended to the respective department, without rounding off fraction. The selected candidate(s), if any; left for allocation be recommended to the highest requisitioning department(s). The mechanism of allocating selected candidates can be understood with the following illustration:-

Illustration:-

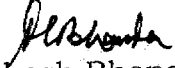
1. Number of total vacancies advertised under LDR in a recruitment year. =104
2. Number of candidates finally selected for appointment. =29
3. Percentage of successful/ selected candidates against total number of vacancies advertised in a recruitment year. $\frac{29}{104} \times 100 = 27.8\%$
4. Number of candidates requisitioned by department-"A". =54
5. Number of candidates requisitioned by department-"B". =33
6. Number of candidates requisitioned by department-"C". =17
7. Number of candidates to be recommended for appointment to department-"A" in proportion to the percentage of successful/selected candidates. $54 \times 27.8\% = 15$
8. Number of candidates to be recommended for appointment to department-"B" in proportion to the percentage of successful/selected candidates. $33 \times 27.8\% = 09$
9. Number of candidates to be recommended for appointment to department-"C" in proportion to the $17 \times 27.8\% = 04$

J. S. Bhatnagar

percentage of successful/selected candidates.

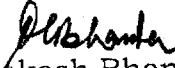
10. Number of total candidates worked out to be recommended to departments: "A" + "B" + "C" 15+09+04=28
11. Number of candidate(s) left for recommendation. 29-28 = 01
12. The candidate(s) left for recommendation shall be allocated to the highest requisitioning department(s) Department -"A".
13. Final tally of candidates to be recommended to departments; "A" + "B" + "C" 16+09+04=29

3. It has further been decided that the posts which would remain un-filled due to non-availability of candidates under Limited Direct Recruitment may be filled up through direct recruitment, as per provisions of the R&P Rules for the post of Clerk.


(Om Prakash Bhandari)
Deputy Secretary (Personnel) to the
Government of Himachal Pradesh.
Telephone No. 0177-2628499

Endst. No.PER(AP)-C-A (3)-1/2015 Dated: Shimla 26th July, 2017
Copy forwarded for information and necessary action to:-

1. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
2. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
3. The Registrar, H.P. High Court, Shimla-171001.
4. The Secretary, H.P. Public Service Commission, Shimla.
5. The Secretary, H.P. Staff Selection Commission, Hamirpur.
6. All the Section Officers in H.P. Secretariat, Shimla.
7. Spare Copies (50).


(Om Prakash Bhandari)
Deputy Secretary (Personnel) to the
Government of Himachal Pradesh.
