

Government of Himachal Pradesh
Department of Personnel
Appointment-II

No. 8-17/73-DP (AP.II)- Pt. Dated Shimla-171 002, ^{8th} February, 2017

Subject: Filling up of posts on secondment basis (formerly deputation) - revised instructions thereof.

The undersigned is directed to invite attention to a reference to the subject cited above and to say that Finance (Regulation) Department, H.P. Government vide their O.M No. Fin(C)B(12)-4/96 dated 20-02-1999 and subsequent OM's has issued comprehensive guidelines and clarifications governing the secondment (formerly deputation), from time to time. The secondment is allowed by AD/Department, as the case may be, only in such cases where the R&P Rules for the post, in question, permit the same. In the absence of specific provision in the recruitment rules, the same can be done only after obtaining the prior approval of competent authority, in prior consultation with advisory Departments and the H.P. Public Service Commission. Further, any relaxation of terms and conditions of secondment can only be made after the prior concurrence of Department of Personnel and Finance Department.

The Department of Personnel has also issued instructions in this behalf vide O.M of even number dated 28-06-2001, which inter alia provides that the employee will be lent/borrowed in their own pay scales, no deputation allowance will be allowed and the resultant post(s) in the lending Department(s) will also not be filled up by any mode of recruitment. It has come to the notice that in some cases, where the approval of the State Government was necessary before appointing the incumbent on secondment, the same has not been obtained and the employees are still continuing as such in violation of rules/procedure.

This issue has been examined by the State Government and it has been decided that henceforth no appointment(s) will be made on secondment basis under the State Government except in the cases in which the concerned recruitment rules mandates the same that too with the prior approval of concerned AD. The services of the officer(s)/official(s) placed on secondment basis (formerly deputation) without having the approval of the competent authority, in violation of rules/ instructions or prescribed procedure be returned/repatriated after giving advance intimation of reasonable period. It has also been decided that in such cases, the salary of the concerned officer/official should not be drawn/disbursed by the borrowing department till they join back in the parent department(s).

The guidelines issued by the Finance Department as referred to above will be deemed to have been modified to this extent.

Please acknowledge the receipt.




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Government of Himachal Pradesh
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1. All the Administrative Secretaries to the
Government of Himachal Pradesh
2. All Heads of Departments in H.P.

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A copy is forwarded to the Addl. Chief Secretary (Finance) to the Government of Himachal Pradesh for information and necessary action.



Special Secretary (Personnel) to the
Government of Himachal Pradesh