

No. Fin-IF(A)4-3/2024  
Government of Himachal Pradesh  
Finance (IF) Department

CDE 1238  
01-01-25  
E-01, 09  
04/11/25

From

The Principal Secretary (Finance) to the  
Government of Himachal Pradesh

To

✓ All the Managing Directors/ Chief Executive officer,  
In Boards /Corporation /PSUs /Autonomous Bodies.

Dated: Shimla-17/10/22

30<sup>th</sup> December, 2024

Subject: Terms and conditions for re-employment of employees of PSUs.

Sir,

The undersigned is directed to refer to this department's letter of even No. dated 07.03.2024, regarding fixation of emoluments and terms and conditions of the retirees re-engaged in the Board/Corporation/PSUs/Autonomous Bodies.

It has come to notice of this department that some Board/ Corporation/ PSUs/ Autonomous Bodies are hiring the services of the retirees as per the provisions of the HPFR, 2009, where the post of the respective category is not available. The question relating to fixation of emoluments and terms and conditions of such cases was engaging the attention of the government for past some time.

For the reasons of economy and in the public interest, the Board/ Corporation/ PSUs/Autonomous Bodies may consider hiring/engaging retired persons as per the Rule-131 of the HPFR, 2009, where the post of the respective category is not available, on the following terms and conditions:-

(A). Nomenclature and Emoluments:-

Category of retiree(s)	Nomenclature to be given	Emoluments permissible
Class-IV	Multi Task Worker	He/She may draw fixed monthly amount @ 40% of the basic pay last drawn.
Class-III	Office Assistant	He/She may draw fixed monthly amount @ 40% of the basic pay last drawn.
Class-II Class-I	Work Supervisor	He/She may draw fixed monthly amount @ 40% of the basic pay last drawn.

Contd...2/-

SEA

Signature  
09/11/25



For retiree(s) of specialized category which includes Doctors, Engineers, any administrative services and the services of the HPSS (Ministerial cadre only)	Consultant (Name of specialized field)	He/She may draw fixed monthly amount @ 50% of the basic pay last drawn.
NOTE:- No Dearness Allowance will be admissible on this fixed amount.		

(B). Other Terms & Conditions:-

1.	Tenure	The tenure of engagement shall be for a period as determined by the Board/Corporation/PSUs/Autonomous Bodies and will be effective from the date of issue of the orders. But in no case it should exceed more than one year at a time in case of Class-I to IV retirees except in the case of specialized services termed as "Consultants". Provided that the Board/Corporation/PSUs/Autonomous Bodies can terminate this engagement even before the expiry of the above period, in case the services of the incumbents are not required.
2.	TA/DA	He/She shall be entitled to TA/DA as is admissible to an outsourced person, if any.
3.	Leave	He/She shall be entitled to Leave as is admissible to an outsourced person, if any.
4.	Medical Facilities/ Expenses	As per prevailing system in the concerned Board/Corporation/PSUs/ Autonomous Bodies etc.
5.	Accommodation	As per prevailing system in the concerned Board/Corporation/PSUs/ Autonomous Bodies etc.

(C). All the expenditure to be incurred on fixed emoluments on hiring of such manpower is to be borne under SOE "outsourcing" only.

(D). The Board/Corporation/PSUs/Autonomous Bodies may ensure that prior concurrence of the Finance Department on each such proposal may be obtained and no such engagement be made at their own level in any case.

Contd...3/-



(E). Such engagement can be terminated before the expiry of specified period in case conduct and performance of the incumbents are not found satisfactory by giving prior notice of 15 days.

(F). The retired persons hired on these Terms and Conditions is required to submit an self declaration form (enclosed) at the time of joining on such re-engagement.

Yours Faithfully,

(Rohit Jamwal, IAS)  
Special Secretary (Finance) to the  
Government of Himachal Pradesh

**DIRECTORATE OF ELEMENTARY EDUCATION  
HIMACHAL PRADESH, LALPANI, SHIMLA-171001**

**Endorsement No: EDN-H(Ele) B-6/99-2010-Vol-VI-113(Fin), dated**  
Copy is forwarded for information and necessary action to:-

प्रारम्भिक शिक्षा निदेशालय (हि.प्र.)  
**16 JAN 2025**  
January, 2025  
शिमला-1

1. The Joint Director (Schools), Directorate of Elementary Education, H.P. Shimla-1.
2. The Joint Controller (F&AS), Directorate of Elementary Education, H.P. Shimla-1.
3. All the Branch Officer, Directorate of Elementary Education, Shimla-1.
4. The District Attorney, Directorate of Elementary Education, H.P. Shimla-1.
5. All the Deputy Director, Elementary Education Himachal Pradesh with the directions that these instructions also be brought to the notice of all BEEOs working under their jurisdiction.
6. The Assistant Controller (F&AS), Directorate of Elem.Education, H.P. Shimla-1.
7. All the Branch Superintendent/Incharge, Directorate of Elem. Edu. H.P. Shimla-1.
8. The Section Officer (F&AS), Directorate of Elementary Education, H.P. Shimla-1.
9. ✓ The Nodal Officer-IT cell, Directorate of Elementary Education, Himachal Pradesh, Shimla-1 with the remarks to upload the same on departmental website.
10. P.S. to D.E.E., H.P. Shimla-1.
11. P.A. to Additional Director (Admn), Dte. of Elem.Edu.H.P.Shimla-1
12. Guard file.

(B.R. Sharma) HPAS,  
Addl. Director, Elem. Education,  
Himachal Pradesh, Shimla-1,



### DECLARATION FORM

I, Shri/ Smt. .... retired on ..... after superannuation and re-engaged as ..... w.e.f. .... in the department, do hereby affirm and declare as follows:-

1. I agree to provide my services on the Terms and Conditions as prescribed in the FD's Letter No.Fin-IF(A)4-3/2024 dated ..... November, 2024 and will not solicit any deviation at any stage.
2. I agree and undertake that I will maintain and protect the confidentiality of the information received by me while discharging my official responsibilities. Also, I will not misuse or share the information with anybody not eligible or connected to have this information. In case of any breach, I shall be liable to such action as deemed fit by the department.
3. I agree and undertake that I will not indulge in any unethical acts or practice which is against the interests of the department and which are illegal and not in conformity with the rules, policies and practices of the department.
4. I agree that my services will be purely on temporary basis and is liable to be terminated at any stage in case my performance/ conduct is not found satisfactory.

Signature of the Candidate