

No. EDN(SE)-H(5)-B(1)-8/2025-Cont.-Regl.  
Directorate of School Education  
Himachal Pradesh

Dated: Shimla-171001

the

Nov., 2025

**OFFICE ORDER**

**Whereas**, the petitioners were initially hired as Lecturer (School New) in various subjects under the Para Teacher Policy during the year 2004. Their services were regularized after completion of 10 years service as per Government Policy decision and they have represented the department for counting of Para services for pensionary benefits on the analogy of CWPOA No. 195/2019 titled as Sheela Devi Vs State and simultaneously he has also filed CWP No. 402/2025 titled as Rajinder Singh & Ors. Vs State of HP in Hon'ble High Court.

**And whereas**, Para Teacher Policy was notified on 17-09-2003 with a view to achieve the objectives of making teachers available against filling up of vacancies of Lecturers in various schools of the State with the condition that the services of the Para Teachers were hired purely on temporary basis which were liable to be terminated on appointment of fresh appointee as per R&F Rules, transferee or on not good performance. Thereafter, the Government of H.P. took a conscious decision to regularize the services of those Para Teachers who had completed 10 years continuous services and accordingly the services of the petitioner were also regularized on 18.12.2011.

**Whereas**, in compliance to the order of Hon'ble High Court, the department has issued instructions to release the salary to Para Teachers at par with contract Lecturers w.e.f. 01-04-2007 to 31-03-2010 but they have never been considered at par with contract appointment. Further, the contract and Para appointment are two different modes of appointment and their terms & conditions of recruitments are different. Also as per the Govt. decision regularization granted to Para Teachers after 10 years of continuous service itself is a generous gesture on the part of the Government since after regularization they have been given regular scale and are treated at par with other regular employee. This generous gesture shown by the Government is in deviation of the normal channel of recruitment.

**Whereas**, now the State Government has enacted the Himachal Pradesh Recruitment and Conditions of Service of Government Employees Act, 2024 which has come into force from 20.02.2025 vide notification No. Per(AP)-C-A(3)-6/2024 dated 19.02.2025.

**Whereas**, as per Section 6(2) of the HP Recruitment and Conditions of Service of Government Employee Act, 2024(Act. 23 of 2025), a person shall be entitled for the service benefits only from the date of regularization of his services. Further, the act idbid, provides that service benefits already extended to the persons for the service, other than regular service shall stand withdrawn and it stipulates that the service benefits available under various Central Civil Services Rules, as applicable in the State, the Himachal Pradesh Civil Services Rules, and other


service benefits such as, seniority, increment, promotion, etc. shall be applicable only to the employees appointed on regular basis.

**And whereas** as per Govt. instructions dated 10.06.2024 only the service rendered on contract basis followed by regular service was to be counted for pensionary benefits whereas there was not any provision for counting of service rendered under PARA Teacher Policy basis for pensionary benefits.

**And whereas** in view of provisions of the Act, 2024 the Government instructions dated 10.06.2024 with regard to counting of contractual services for grant of pensionary benefits under CSS(Pension) Rules, 1972 have become in-fructuous and all the office orders issued by this Directorate regarding counting of contract service towards pensionary benefits were withdrawn vide this office order dated 17-07-2025.

**Now therefore,** I have gone through the facts and circumstances of the case and in view of the provisions contained in the HP Recruitment and Conditions of Service of Government Employee Act, 2024(Act. 23 of 2025) the claim of the petitioners is considered and rejected.

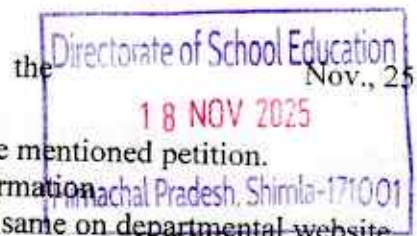
May inform the party accordingly.


  
Director School Education  
Himachal Pradesh

Endst. No. Even.      Dated :      Shimla-171001

Copies forwarded for information and necessary action to:-

1. The Branch Supdt. Legal Cell (Internal) with reference to above mentioned petition.
2. All the Dy. Directors of School Education (Secondary) for information.
3. The Incharge IT Cell (Internal) with the direction to upload the same on departmental website.
4. Guard file.



  
Director School Education  
Himachal Pradesh