

From

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

To

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

Dated: Shimla-171002, the 1st November, 2025.

Subject:-

Regarding amendment of Recruitment and Promotion Rules-
instructions thereof.

Madam/Sir,

I am directed to refer to the subject cited above and to say that the Government vide Department of Personnel's notification No.PER(AP)-C-A(3)-6/2024, dated 19.02.2025 has appointed the 20th February, 2025 as the date on which the provisions of the Himachal Pradesh Recruitment and Conditions of Service of Government Employees Act, 2024 have come into force and accordingly all the departments vide Department of Personnel's letter No.PER(AP)-C-A(3)-6/2024, dated 20th February, 2025 have been requested to comply the provisions of the *ibid* Act in letter and spirit. Although, the provisions of the aforesaid Act are specific and clear, however, in view of the impediments being faced by the departments in complying to the provisions of the *ibid* Act, a need is felt for issuing general clarifications, in consultation with the Law Department, regarding provisions of the Act and implications thereof:-

1. As per section 12 of the Act, all provisions contained in the Recruitment and Promotion Rules notified under Article 309 of the Constitution of India, which are inconsistent with the provisions the said Act, stand repealed with effect from the date of commencement of the Act.
2. Section 8 of the Act provides that the words "on contract basis" appearing in Column No.10 of the Recruitment and Promotion Rules shall be deemed to have been substituted with the words

“by regularization” with effect from 12th December, 2003. Accordingly, in all Recruitment and Promotion Rules notified after 12th December, 2003, the words “on contract basis” shall be read as “by regularization”.

3. In Recruitment and promotion Rules where the mode of appointment is 100% by promotion or secondment, the words “on contract basis” do not appear and hence the said Recruitment & Promotion Rules continue to remain valid and unaffected as there is no provision in the said rules, inconsistent with provisions of the Act. There is no legal impediment to amending these rules, if necessary, in accordance with the established procedure and practice.
4. Similarly, Recruitment and Promotion Rules prescribing appointment on a regular basis continue to hold good, provided the word “contract” nowhere appearing in the said Rules and deemed to have been deleted as per the provisions of the Himachal Pradesh Recruitment and conditions of Service of Government Employees Act, 2024. There is no legal impediment to amending these rules, if necessary, in accordance with the established procedure and practice.
5. The Department of Personnel in pursuance to the provisions of the Himachal Pradesh Recruitment and Conditions of Service of Government Employees Act, 2024, has already issued instructions vide letter No.PER(AP)-C-A(3)-3/2023, dated 5th July, 2025 in consultation/approval of all advisory Departments to carry-out requisite amendments in Column-4,9,10 & 15A of the Recruitment & Promotion Rules of various categories of posts /services. In accordance with the provisions of Act *ibid*, all the Recruitment and Promotion Rules are to be framed under the provisions of the Act. Accordingly, a model format for framing of Recruitment and Promotion Rules is being devised which shall be circulated in due course.
6. The Department of Personnel has issued instructions regarding amendment in the provisions of Recruitment and Promotions Rules against Col. No. 7 regarding specifying/deletion of word

'equivalent' vide No. PER(AP)C-A(3)-5/2013-I, dated 19th April, 2018 and 23rd June, 2023. Although, these instructions already put an obligation upon the Administrative Departments to carry out required amendment(s) in the respective R&P Rules at their level, however, if the same has yet not been done, it may not be an impediment for the purpose of placing requisitions to the respective Recruiting Agencies for engagement as "Job Trainees".

7. Though the Department of Personnel has already issued clarificatory instructions in this regard vide letter No.PER(AP)-C-B(15)-3/2024-Loose, dated 26th September, 2025 yet it is again clarified that while placing requisitions to the Recruiting Agencies for engagement of "Job Trainee" the word 'equivalent' may be avoided and clear cut essential qualifications be communicated. It is not pre-requisite to amend the provisions of Rules before placing requisitions to the Recruiting Agencies for engagement as "Job Trainee".
8. These instructions may be brought to the notice of all concerned. This instruction can also be seen on the website www.himachal.nic.in/personnel.

Yours faithfully,

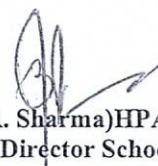
May
 (Sant Raj Puharta)
 Deputy Secretary (Personnel) to the
 Government of Himachal Pradesh

DIRECTORATE OF SCHOOL EDUCATION
 HIMACHAL PRADESH, LALPANI, SHIMLA-171001

Endorsement No: EDN (SE)-H(1)A(7) /2025(PER), dated
 Copy is forwarded for information and necessary action to:-

1. All the Joint Director (Schools), Directorate of School Education, H.P. Shimla-1.
2. The Joint Controller (F&AS), Directorate of School Education, H.P. Shimla-1.
3. The District Attorney, Directorate of School Education, H.P. Shimla-1.
4. All the Nodal/Branch Officer, Directorate of School Education, Shimla-1.
5. All the Deputy Director of Education (Elementary/Secondary/Quality) in Himachal Pradesh with the directions that these instructions also be brought to the notice of all concerned under their jurisdiction.
6. The Nodal Officer-IT Cell, Directorate of School Education, Himachal Pradesh, Shimla-1 with the remarks to upload the same on departmental website.
7. The Assistant Controller (F&AS), Directorate of School Education, H.P. Shimla-1.
8. All the Branch Superintendent/Incharge, Directorate of School Education H.P. Sml-1.
9. The Section Officer (F&AS), Directorate of School Education, H.P. Shimla-1.
10. P.S. to Director School Education, Himachal Pradesh, Shimla-01.
11. P.A. to Additional Director (Admn), Dte. of School Education, H.P. Shimla-1
12. Guard file.

13 NOV 2025
 November, 2025
 Directorate of School Education
 Himachal Pradesh-171001


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

