

(AUTHORITATIVE ENGLISH TEXT OF THIS DEPARTMENT NOTIFICATION NO. HEALTH-A-B(2)-46/2015, DATED ----- AS REQUIRED UNDER CLAUSE (3) OF ARTICLE 348 OF THE CONSTITUTION OF INDIA).



GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF HEALTH & FAMILY WELFARE

Dated Shimla-171002, the 22 October, 2019

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India, the Governor, Himachal Pradesh, in consultation with the Himachal Pradesh Public Service Commission is pleased to make the following Recruitment and Promotion Rules for the post of Radiographer, Class-III (Non-Gazetted) in the Department of Health & Family Welfare, Himachal Pradesh as per Annexure-"A" attached to this notification, namely :-

Short title and commencement.

- (1) These rules may be called the Himachal Pradesh, Department of Health and Family Welfare, Radiographer, Class-III (Non-Gazetted) Recruitment and Promotion Rules, 2019.
- (2) These rules shall come into force from the date of publication in the Rajpatra (e-Gazette), Himachal Pradesh.

- (1) The Himachal Pradesh, Department of Health and Family Welfare, Radiographers, Class-III (Non-Gazetted), Recruitment & Promotion Rules, 2016 notified vide this Department Notification No. Health-A-B(2)-46/2015, dated 15-11-2016 are hereby repeal.

- (2) Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules, so repealed under sub-rule-2 (1) supra shall be deemed to have been validly made or done or taken under these rules.

By Order

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

Endst.No. Health-A-B(2)-46/2015 Dated Shimla-171002, the

1. Addl. LR-Cum-Addl. Secretary Law (o) to the Govt of H.P., Shimla-2.
2. The Accountant General (Audit), H.P. Shimla-3.
3. The Secretary, H.P. Public Service Commission, Shimla-2.
4. The Director of Health Services, Himachal Pradesh, Shimla-9.
5. The Controller, H.P. Printing Stationery Deptt. Shimla-5 for publication in the Rajpatra (e-Gazette), Himachal Pradesh.
6. Guard file.

Sh. M. R. Vermana

21/10/19

(Amarjeet Singh)
Special Secretary (Health) to the
Government of Himachal Pradesh.

RECRUITMENT AND PROMOTION RULES FOR THE POST OF RADIOGRAPHER, CLASS-III (NON-GAZETTED), IN THE HEALTH AND FAMILY WELFARE DEPARTMENT, HIMACHAL PRADESH.

- | | |
|--|---|
| 1. Name of Post | Radiographer |
| 2. Number of Posts | 208(Two Hundred eight) |
| 3. Classification | Class-III (Non-Gazetted) |
| 4. Scale of Pay | (i) <u>Pay Band for regular incumbent(s):</u>
₹ 5910-20200 + ₹ 3000/- Grade Pay

(ii) <u>Emoluments for contract employee(s):</u>
₹ 8910/- P.M. as per details given in Column No.15-A. |
| 5. Whether "Selection" post or "Non- Selection" post | Not Applicable |
| 6. Age for direct recruitment | Between 18 to 45 years : |

Provided that the upper age limit for direct recruitment will not be applicable to the candidates already in service of the Government including those who have been appointed on adhoc or on contract basis:

Provided further that if a candidate appointed on adhoc basis or contract basis had become over-age on the date he/she was appointed as such he/she shall not be eligible for any relaxation in the prescribed age-limit by virtue of his/her such adhoc or contract appointment:

Provided further that upper age limit is relaxable for Scheduled Castes / Scheduled Tribes/ Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Government:

Provided further that the employees of all the Public Sector Corporations and Autonomous Bodies who happened to be Government Servants before absorption in Public Sector Corporations/Autonomous Bodies at the time of initial constitutions of such Corporations/ Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations/ Corporations/Autonomous bodies who were/are subsequently appointed by such Corporation/ Autonomous bodies and who are/were finally absorbed in the service of such Corporations/Autonomous bodies after initial constitution of the Public Sector Corporations/Autonomous bodies.

Note: Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is / are advertised for inviting applications or notified to the Employment Exchanges, as the case may be.

- | | |
|--|---|
| 7. Minimum Educational and other qualifications required for direct recruit(s) | (a) <u>Essential Qualification(s):</u>
(i) 10+2 in Science from a recognized Board of School Education/University;

(ii) B.Sc. Medical Technology (Radiology & Imaging)/ B.Sc. Medical Technology (Radio Diagnosis & Radiotherapy/ B.Sc. Medical |
|--|---|

(3)

Technology (X-Ray / Radiodiagnosis)/
B.Sc. Radiation Technology/ B.Sc.
Medical Imaging Technology/ B.Sc.
Medical Technology (Radio diagnosis &
Imaging)/ B.Sc. Medical Technology
(Radiography & Imaging)/ B.Sc. in
Allied Health Science/ Medical Imaging
Technology/ B.Sc. in Medical Radio &
Imaging Technology/ Bachelor of
Radiation & Imaging Technology/
Bachelor of Radiation Technology
(Lateral Entry) from recognized
University.

(b) Must be registered with the Himachal Pradesh
Para Medical Council, Shimla.

(c) Desirable Qualification(s):

Knowledge of customs, manners and dialects of
Himachal Pradesh and suitability for appointment
in the peculiar conditions prevailing in the Pradesh.

Age : Not applicable

Educational Qualification: Not applicable.

8 Whether age and educational
qualification(s) prescribed for direct
recruit(s) will apply in the case of the
promotee(s)

9 Period of probation, if any.

(a) Two years subject to such further extension for
a period not exceeding one year as may be
ordered by the competent authority in special
circumstances and reasons to be recorded in
writing.

(b) No probation in the case of appointment on
contract basis.

10 Method(s) of recruitment, whether by
direct recruitment or by promotion/
secondment/transfer and the percentage
of post(s) to be filled in by various
methods:

100% by direct recruitment on a regular basis or by
recruitment on contract basis, as the case may be.

11 In case of recruitment by promotion,
deputation/secondment/transfer, grades
from which promotion
/secondment/transfer is to be made:

Not Applicable.

12 If a Departmental Promotion/
Confirmation Committee exists, what is
its composition?

(a) Departmental Promotion Committee:
Not applicable

(b) Departmental Confirmation Committee:
As may be constituted by the Government from
time to time.

- 13 Circumstances under which the Himachal Pradesh Public Service Commission (H.P.P.S.C.) is to be consulted in making recruitment.
- 14 Essential requirement for a direct recruitment.
- 15 Selection for appointment to post by direct recruitment.

As required under the law.

A candidate for appointment to any service or post must be a citizen of India.

Selection for appointment to the post in case of direct recruitment shall be made on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, or if the Himachal Pradesh Public Commission or other recruiting agency/authority, as the case may be, so considers necessary or expedient on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these Rules, preceded by a screening test (objective type) or practical test or skill test or physical test, the standard/syllabus, etc. of which, will be determined by the Himachal Pradesh Public Service Commission / other recruiting agency/authority, as the case may be.

15-A Selection for appointment to the post by contract appointment.

Notwithstanding anything contained in these Rules, contract appointments to the post will be made subject to the terms and conditions given below :-

(I) CONCEPT :

- (a) Under this policy the Radiographer in the Health & Family Welfare Department, H.P. will be engaged on contract basis initially for one year; which may be extendable on year to year basis:

Provided that for extension/ renewal of contract period on year to year basis the concerned HOD shall issue a certificate that the service and conduct of the contract appointee is satisfactory during the year and only then his/her period of contract is to be renewed /extended .

- (b) Post falls within the purview of HP Staff Selection Commission:

The Director of Health Services, Himachal Pradesh after obtaining the approval of the Government to fill up the vacant posts on contract basis will place the requisition with the concerned recruiting agency i.e. Himachal Pradesh Staff Selection Commission, Hamirpur.

- (c) The Selection will be made in accordance with the eligibility conditions prescribed in these Rules.

(II) CONTRACTUAL EMOLUMENTS:

The Radiographer appointed on contract basis will be paid consolidated contractual amount @ ₹ 8,910/- per month (which shall be equal to minimum of the pay band + grade pay of the post). An amount of ₹ 267/- (3% of the minimum pay band + grade pay of the post) as annual increase in contractual emoluments for the subsequent year(s) will be allowed if contract is extended beyond one year.

(III) APPOINTING/DISCIPLINARY AUTHORITY:

The Director of Health Services, Himachal Pradesh, will be appointing and disciplinary authority.

(IV) SELECTION PROCESS:

Selection for appointment to the post in the case of contract appointment shall be made on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, or if considered necessary or expedient on the basis of merit of written examination followed by evaluation as specified in Appendix-I appended to these rules, preceded by a screening test (Objective type) or practical test or skill test or physical test, the standard/syllabus, etc, of which, will be determined by the concerned recruiting agency i.e. Himachal Pradesh Staff Selection Commission, Hamirpur/ other recruiting agency/authority, as the case may be.

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:

As may be constituted by the concerned recruiting agency i.e. Himachal Pradesh Staff Selection Commission, Hamirpur, from time to time.

(VI) AGREEMENT:

After selection of a candidate, he/she shall sign an agreement as per Appendix-II appended to these Rules.

(VII) TERMS AND CONDITIONS:

(a) The contractual appointee will be paid fixed contractual amount @ ₹ 8910/- per month (which shall be equal to minimum of the pay band + grade pay). The contract appointee will be entitled for increase in contractual amount @ ₹ 267/- (3% of minimum of the pay band+grade pay of the post) for further extended years and no other allied benefits such as senior/ selection scales etc. will be given.

- (b) The service of the contract appointee will be purely on temporary basis. The appointment is liable to be terminated in case the performance/conduct of the contract appointee is not found satisfactory. In case the contract appointee is not satisfied with the termination orders issued by the Appointing Authority, he/she may prefer an appeal before the Appellate Authority who shall be higher in rank to the Appointing Authority, with-in a period of 45 days, from the date on which a copy of termination orders is delivered to him/her.
- (c) Contract appointee will be entitled for one day's casual leave after putting one month service. However, the contract appointee will also be entitled for 180 days Maternity Leave, 10 days Medical Leave and 5 days Special Leave. A female contract appointee shall also be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. He/ She shall not be entitled for medical re-reimbursement and LTC etc. No leave of any other kind except above is admissible to the contract appointee.

Un-availed Casual Leave, Medical Leave and Special Leave can be accumulated upto the Calendar Year and will not be carried forward for the next the next Calendar Year.

- (d) Unauthorized absence from the duty without the approval of the controlling officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for un-authorized absence from duty were beyond his/her control on medical grounds, such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer as per prevailing instructions of the Government.

- (e) An official appointed on contract basis who has completed three years tenure at one place of posting will be eligible for transfer on need based basis wherever required on administrative grounds.
- (f) Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of a Gazetted Government servant and by Government Medical Officer in the case of a Non-Gazetted Government servant. In case of women candidates who are to be appointed against posts carrying hazardous nature of duties, and in case they have to complete a period of training as a condition of service, such woman candidate, who as a result of tests is found to be pregnant of twelve weeks standing or more shall be declared temporarily unfit and her appointment shall be held in abeyance until the confinement is over. Such woman candidate be re-examined for medical fitness six weeks after the date of confinement, and if she is found fit on production of medical fitness certificate form the authority as specified above, she may be appointed to the post kept reserved for her.
- (g) Contract appointee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular counterpart official at the minimum of pay scale.
- (h) Provisions of service rules like FR SR, Leave Rules, GPF Rules, Pension Rules and Conduct Rules etc. as are applicable in case of regular employees will not be applicable in case of contract appointees. The employees Group Insurance Scheme as well as EPF/ GPF will also not be applicable to contract appointee(s).

The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes /Scheduled Tribes / Others Backward Classes/ other categories of persons issued by the Himachal Pradesh Government from time to time.

16 Reservation.

Not Applicable.

17 Departmental Examination.

Where the State Government is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing and in consultation with the Himachal Pradesh Public Service Commission relax any of the provision(s) of these Rules with respect to any class or category of person(s) or post(s).

18 Power to Relax :

8

APPENDIX-I

1	<u>WRITTEN TEST</u>	85 Marks
	<p>{Percentage of marks obtained in written examination to be calculated out of 85 marks. For example, a candidate getting 50% marks in written examination will be given 42.5 marks}.</p>	
2	<p>Evaluation of candidate to be made in the following manner:-</p> <p>i) Weightage for the minimum educational qualification, prescribed in the Recruitment & Promotion Rules.</p> <p style="text-align: right;">=2.5 Marks</p> <p>{Percentage of marks obtained in the educational qualification would be multiplied by 0.025. For example, an individual has secured 50% marks in the required educational qualification, he/she will be allowed 1.25 marks (50x0.025=1.25)}</p> <p>ii) Belonging to notified Backward Area or Panchayat, as the case may be.</p> <p style="text-align: right;">=01 Mark</p> <p>iii) Land less family/family having land less than 1 Hectare to be certified by the concerned Revenue Authority.</p> <p style="text-align: right;">=01 Mark</p> <p>iv) Non-employment Certificate to the effect that none of the family members is in Government/Semi-Government service.</p> <p style="text-align: right;">=01 Mark</p> <p>v) Differently abled persons with more than 40% impairment/disability/infirmity.</p> <p style="text-align: right;">=0 1 Mark</p> <p>vi) NSS (atleast one year)/certificate holders in NCC/ The Bharat Scout and Guide/Medal winner in National Level sports competitions.</p> <p style="text-align: right;">=01 Mark</p> <p>vii) BPL family having annual income (from all sources) below ₹40,000/-or as prescribed by the Govt. from time to time.</p> <p style="text-align: right;">=02 Marks</p> <p>viii) Widow/divorced/destitute/single woman.</p> <p style="text-align: right;">=01 Mark</p> <p>ix) Single daughter/Orphan</p> <p style="text-align: right;">=01 Mark</p> <p>x) Training of atleast 6 months duration related to the post applied for from a recognized University/ Institution.</p> <p style="text-align: right;">=01 Mark</p> <p>xi) Experience upto a maximum of 5 years in Govt./Semi-Govt. Organization relating to the post applied for (0.5 marks only for each completed year)</p> <p style="text-align: right;">=2.5 Marks</p>	15 Marks

Form of contract/agreement to be executed between the Radiographer & the Government of Himachal Pradesh through Director, Health & Family Welfare Department H.P.

This agreement is made on this.....day of...in the year.....Between Sh./Smt.S/o/D/oShri.....R/o..... Contract appointee (hereinafter called the FIRST PARTY), AND The Governor, Himachal Pradesh through Director, Health & Family Welfare Department, Himachal Pradesh (here-in-after referred to as the SECOND PARTY).

Whereas, the SECOND PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as a Radiographer on contract basis on the following terms & conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Radiographer on contract basis for a period of 1 year commencing on day of.....and ending on the day of..... It is specifically mentioned and agreed upon by both the parties that the contract of the FIRST PARTY with SECOND PARTY shall ipso-facto stand terminated on the last working day i.e. on and information notice shall not be necessary:

Provided that for extension/ renewal of contract period the HOD shall issue a certificate that the service and conduct of the contract appointee was satisfactory during the year and only then his/her period of contract is to be extended /renewed.

2. The contractual amount of the FIRST PARTY will be Rs. 8910/- per month.
3. The service of the contract appointee will be purely on temporary basis. The appointment is liable to be terminated in case the performance/conduct of the contract appointee is not found satisfactory. In case the contract appointee is not satisfied with the termination orders issued by the Appointing Authority, he/she may prefer an appeal before the Appellate Authority who shall be higher in rank to the Appointing Authority, with-in a period of 45 days, from the date on which a copy of termination orders is delivered to him/her.
4. The Contractual appointee will be entitled for one day's casual leave after putting one month service. However, the contract appointee will also be entitled for 180 days' Maternity Leave, 10 days' Medical Leave and 5 days' Special Leave. A female contract appointee shall also be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. He/ She shall not be entitled for medical re-reimbursement and LTC etc. No leave of any other kind except above is admissible to the contract appointee.

Un-availed Casual Leave, Medical Leave and Special Leave can be accumulated upto the calendar year and will not be carried forward for the next the next calendar year.

5. Unauthorized absence from the duty without the approval of the controlling Officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for unauthorized absence from duty were beyond his/her control on medical grounds, such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer as per prevailing instructions of the Government.

6. An official appointed on contract basis who has completed three years tenure at one place of posting will be eligible for transfer on need based basis wherever required on administrative grounds.
7. Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of a Gazetted Government servant and by Government Medical Officer in the case of a Non-Gazetted Government servant. In case of women candidates who are to be appointed against posts carrying hazardous nature of duties, and in case they have to complete a period of training as a condition of service, such woman candidate, who as a result of tests is found to be pregnant of twelve weeks' standing or more shall be declared temporarily unfit and her appointment shall be held in abeyance until the confinement is over. Such woman candidate be re-examined for medical fitness six weeks after the date of confinement, and if she is found fit on production of medical fitness certificate form the authority as specified above, she may be appointed to the post kept reserved for her".
8. Contract appointee shall be entitled to TA/DA if required to go on tour in connection with his official duties at the same rate as applicable to regular counter-part official at the minimum of the pay scale.
9. The Employees Group Insurance Scheme as well as EPF/GPF will not be applicable to the contractual appointee (s).

IN WITNESS the **FIRST PARTY AND SECOND PARTY** have herein to set their hands the day, month and year first, above written.

IN THE PRESENCE OF WITNESS:

1.....

 (Name and Full Address)

(Signature of the FIRST PARTY)

2.....

 (Name and Full Address)

(Signature of the SECOND PARTY)

20 copies

Personal Attention

Seen
 Chairman.....
 Member-I.....
 Member-II.....
 Member-III.....
 Member-IV.....
 Secretary..... From
 Deputy Secretary.....
 Under Secretary..... To
 Law Officer.....

No. PER (AP)C-C(17) -2/2018
 Government of Himachal Pradesh
 Department of Personnel (AP-III)

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

1. The Director,
 Department of Empowerment of SCs/OBCs and Minority
 Affairs and Specially Aabled, Shimla-9.
2. The Director,
 Youth Services and Sports, Shimla-2.
3. The Secretary,
 H.P. Public Service Commission,
 Shimla-171002.
4. The Secretary,
 H.P. Staff Selection Commission,
 Hamirpur-177001.
5. The Chairman-cum-Managing Director,
 H.P. Ex-Servicemen Corporation, Hamirpur-177001.

Dated: Shimla-171002, the 23rd October, 2019

Subject: -

Eligibility for Appointment to Class-III and Class-IV Posts.

Sir,

I am directed to invite your attention to the Himachal Pradesh Eligibility for Appointment to Class-III and Class-IV Posts, Rules, 2019 framed vide this department notification of even number dated 19-11-2019. As per the provisions of the Rule 4 of Rules ibid:

"A candidate shall be eligible for appointment to Class-III post(s), if he/she has passed Matriculation and 10+2 and for Class-IV post(s), if he/she has passed Middle and Matriculation from any School/Institution situated within Himachal Pradesh:

Provided this condition shall not apply to Bonafide Himachalis."

Further, it has been provided explicitly under Rule 2(2) that:

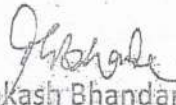
SE (Ext) / J.P. H. (Ext)
 28/10/20

[Handwritten signature]

"These rules may be read with Clause 7 of the Recruitment and Promotion Rules framed under article 309 of Constitution of India in any Government Department for Class-III and Class-IV posts."

Accordingly wherever requisition is received for filling up Class-I and /or Class-IV posts from any department under the State Government, it may be ensured that copies of the R&P Rules for the relevant post and Himachal Pradesh Eligibility for Appointment to Class-III and Class-IV Posts, Rules, 2019 are invariably annexed with such requisition and the eligibility of the applicants is determined accordingly.

Yours faithfully,


(Om Prakash Bhandari)
Joint Secretary (Personnel) to
Government of Himachal Pradesh
Telephone No. 0177-262600