

Authoritative English text of this Department's Notification No.Home-F(A)3-1/2014 dated -----2016 as required under Clause(3) of Article 348 of the Constitution of India.

Government of Himachal Pradesh
Department of Home

No. Home-F(B)3-1/2014

Dated Shimla-2 the 20-12-2016

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 Recruitment and Promotion Rules for the post of Fireman-Class-III (Non-Gazetted), Technical Services, in the Department of Fire services, Himachal Pradesh, as per Annexure –“A” attached to this notification namely:-

- Short title and commencement. 1 (1)These Rules may be called the Himachal Pradesh, Fire Services Department Fireman (Class-III) (Non-Gazetted), Technical Services, Recruitment and Promotion Rules, 2016.
- (2)These Rules shall come into force from the date of publication in the Rajpatra, Himachal Pradesh.
- Repeal & Savings. 2 (1)The Department of Himachal Pradesh Fire Services Fireman, class-III(Non-Gazetted)(Technical Services), Recruitment and Promotion Rules, 2007 notified vide notification Home-B(B)3-8/95(Fire) dated 28-09-2007 as amended from time to time are hereby repealed.

(2) Notwithstanding such repeal any appointment made or any thing done or any action taken under the relevant rules, so repealed under Sub-Rule(2) supra shall be deemed to have been validly made done or taken under these rules.


By Order

Principal Secy.(Home) to the
Government of Himachal Pradesh.

No. Home- Home-F(B)3-1/2014 Dated Shimla-2, the 23-12-2016

Copy forwarded to :-

- 1 All the Administrative Secretaries to the Government of Himachal Pradesh.
- 2 The Secretary, Himachal Pradesh Public Service Commission, Shimla-2 along with 2 spare copies.
- 3 The Director Fire Services, General, Home Guards, Civil Defence & Fire Services, Himachal Pradesh, Shimla-1 for information and necessary action with 5 spare copies.
- 4 The Controller, Printing & Stationery, Himachal Pradesh, Shimla-5 with the request that the same may be publish in the Rajpatra and copy of the same be supplied to this department.
- 5 The Deputy Legal Remembrance-cum-Dy. Secy. (Law) to the Government of Himachal Pradesh, Shimla-2.
- 6 Guard file.


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

RECRUITMENT AND PROMOTION RULES FOR THE POST OF FIREMAN CLASS-III, (NON-GAZETTED) TECHNICAL SERVICES, IN THE DEPARTMENT OF FIRE SERVICES, HIMACHAL PRADESH.

1.	Name of the post	Fireman.
2.	Number of post(s)	384(Three Hundered Eighty Four)
3.	Classification	Class-III(Non Gazetted)Technical Services
4.	Scale of pay	i) <u>Pay scale for regular incumbents:</u> Pay Band Rs 5910-20200+Rs1900/- Grade Pay ii) <u>Emoluments for contract employees</u> Rs.7810/P.M.-as per details given in col.No.15-A
5.	Whether "Selection" post or "Non-Selection" post	Non Selection
6.	Age for direct recruitment	Between 18 and 45 years:

Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of the Government including those who have been appointed on ad-hoc or on contract basis;

Provided further that if a candidate appointed on adhoc basis or on contract basis had become overage 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 ad-hoc 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 of such constitution 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 Corporation/Autonomous Bodies.



- (1) 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 or as the case may be.
- (2) Age and experience in the case of direct recruitment, relaxable at the discretion of the Himachal Pradesh Public Service Commission in case the candidate is otherwise well qualified.

7.	Minimum Educational and other qualifications required for direct recruit(s)	<p>(a) Essential qualification(s):</p> <p>i) Should be a member of Himachal Home Guards Or Should be an ex-serviceman.</p> <p>ii) Should have passed at least a Plus Two standard examination of a recognized board or its equivalent. Or Should have possessed Army 1st Class Certificate.</p> <p>iii) Should have qualified the basic training course of Himachal Home Guards and the Elementary Fire Course conducted by the H.P. Fire Services Department. The Ex-Serviceman so sponsored by the Ex-Serviceman Employment Cell, HP and appointed to the post of Fireman shall have to qualify the Elementary Fire Fighting Course conducted by the H.P. Fire Services Department within one year from the date of appointment failing which he shall not be granted annual increment and shall not be eligible for promotion.</p> <p>iv) Minimum physical standard: Height -165 CM Chest-80cm(with expansion up to 85cm.) Weight -52Kg. Eye sight -6/6 without glasses.</p> <p>v) Physical efficiency: (a) 100 Mtrs. Race with 50 Kg Weight of sand bag in 1 minute. (b) Climbing of Rope up to 12 feet.</p> <p>Desirable qualification(s): Knowledge of customs, manner and</p>
----	---	--

		dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.
8.	Whether age and educational Qualification(s) prescribed for direct recruit(s) will apply in the case of the promotee(s)	Age :Not applicable Essential Qualification : Not applicable
9.	Period of probation, if any	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.
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:	i) 50% by direct recruitment, regular basis or on contract basis, as the case may be. ii) 50% by batch wise from amongst the candidates possessing essential qualification as prescribed under Col.No.07 above.
11.	In case of recruitment by promotion, secondment, transfer, grade from which promotion/ secondment/ transfer is to be made:	N.A.
12.	If a Departmental Promotion Committee exists, what is its composition?	N.A.
13.	Circumstances under which the H.P.P.S.C. is to be consulted in making recruitment	As required under the Law.
14.	Essential requirement for a direct recruitment	A candidate for appointment to any service or post must be a Citizen of India.
15.	Selection for appointment to post by direct recruitment	Selection for appointment to the post in case of direct recruitment shall be made on the basis of written test, ground/physical test and viva-voce. Standard/syllabus for written and ground/physical test will be determined by the recruiting authority i.e.DIRECTOR FIRE

		<p>SERVICES, (DFS)HIMACHAL PRADESH SHIMLA-2 Selection for appointment to the post in the case of batch wise recruitment shall be made on the basis of physical measurements and viva-voice test.</p>
15-A	<p>Selection for appointment to the post by contract appointment</p>	<p>Notwithstanding anything contained in these rules, contract appointments to the post will be made subject to the terms and conditions given below:-</p> <p><u>(1) CONCEPT</u></p> <p>(a) Under this policy the Fireman in the Department of Fire Services , H.P. will be engaged on contract basis initially for one year; which may be extendable on year to year basis:</p> <p>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.</p> <p>(b) POST FALLS OUT OF THE PURVIEW OF HP SUBORDINATE SERVICE SELECTION BOARD.</p> <p>The HOD (Director Fire Services) after obtaining the approval of the Government to fill up the vacant post(s) on contract basis will advertise the details of vacant posts in at least two leading news papers and invite application from candidates having the prescribed qualification and fulfilling the other eligibility conditions as prescribed in these Rules.</p> <p>(c) The selection will be made in accordance with the eligibility conditions prescribed in these R & P Rules.</p> <p><u>(II) CONTRACTUAL EMOLUMENTS:</u></p> <p>The Fireman appointed on contact basis will be paid consolidated fixed contractual amount @ Rs 7810 /-PM(which shall be equal to initial of the pay scale + Grade Pay). An amount of</p>

Rs.234/-(3% of the minimum of pay band + grade pay of the post) as annual increase in contractual emoluments for subsequent years will be allowed if contract is extended beyond one year.

(III) APPOINTING/DISCIPLINARY

AUTHORITY:

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

(IV) SELECTION PROCESS:

Selection for appointment to the post in the case of Contract Appointment will be made on the basis of viva-voice test or if considered necessary or expedient by a written test or practical test the standard/syllabus etc. of which will be determined by the concerned recruiting authority i.e. HOD of the concerned Department(Director Fire Services Himachal Pradesh Shimla-2).

(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:

As may be constituted by DIRECTOR FIRE SERVICES HIMACHAL PRADESH SHIMLA-2

(VI) AGREEMENT:

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

(VII) TERMS AND CONDITIONS:

(a) The contract appointee will be paid consolidated fixed contractual amount @ Rs 7810 /-PM (which shall be equal to initial of the pay band + grade Pay) The contract appointee will be entitled for increase in contractual amount @ Rs.234/-(3% of minimum of the payband+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 Contractual 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.

(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 135 days Maternity Leave, 10 day's 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-imburement and LTC etc. No leave of any other kind except above is admissible to the contract appointee.

Provided that the 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 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 candidates will have to submit a certificate of his/her fitness from a Government/Registered Medical Practitioner. Women candidate pregnant beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidate will be re-examined for fitness from an authorized Medical Officer/Practitioner.

(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 officials at the minimum of pay scale.

(h) Provisions of service rules like FR SR, Leave Rules, GPF Rules, Pension Rules & Conduct rules etc. as are applicable in case of regular employees will not be applicable in case of contract appointees. They will be entitled for emoluments etc.as detailed in this column.

16.	Reservation	The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/ Scheduled Tribes/ Other Backward Classes/other categories of persons issued by the Himachal Pradesh Government from time to time.
17.	Departmental Examination	Not applicable.
18.	Powers to Relax	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).



ANNEXURE-'B'

FORM OF CONTRACT/ AGREEMENT TO BE EXECUTED BETWEEN THE FIREMAN AND THE DIRECTOR (FIRE SERVICES) HIMACHAL PRADESH.

This agreement is made on thisday of in the year.....Between Sh./Smt.....S/o/D/o Shri..... R/O..... Contract appointee (hereinafter called the "FIRST PARTY") AND THE DIRECTOR FIRE SERVICES, HIMACHAL PRADESH, SHIMLA (here-in-after the "SECOND PARTY").

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

1 That the "FIRST PARTY" shall remain in the service of the "SECOND PARTY" as a FIREMAN for a period of 1 year commencing on day ofand ending on the day ofIt 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. onand information notice shall not be necessary:

Provided that for- further 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 the period of contract is to be renewed/ extended.

2. The contractual amount of the "FIRST PARTY" will be Rs.7810/-per month.

3. The service of "FIRST PARTY" 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 good or if a regular incumbent is appointed/ posted against the vacancy for which the first party was engaged on contract.

4. Contractual FIREMAN will be entitled for one day's casual leave after putting one month service. However, the contract employee will also be entitled for 135 days Maternity Leave, 10 day's 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 Reimbursement and LTC etc. No leave of any other kind except above is admissible to the contract Fireman:

Provided that the un-availed casual leave, medical leave and special leave can be accumulated up to the calendar year and will not be carried forward for the next calendar year.



5. Unauthorised 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 of 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 have 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 from a Government/ Registered Medical Practitioner. In case of women candidates pregnant beyond twelve weeks will render of temporary un fit till the confinement is over. The women candidate should have re-examined for fitness from an authorized Medical Officer/ Practitioner.

8. Contract appointee shall 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 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 contractual appointee(s).

IN WITNESS THE FIRST PARTY AND SECOND PARTY have here in 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)

IN THE PRESENCE OF WITNESS

(Signature of the SECOND PARTY)

1. _____

(Name and full Address)

2. _____

(Name and full Address)

