

[Authoritative English Text of this Department Notification No. Fish- A (3)-5/2004-II dated 09/02/2018 as required under clause (3) of article 348 of the Constitution of India.]

**FISHERIES DEPARTMENT**

**NOTIFICATION**

*Shimla-2, the 09<sup>th</sup> February, 2018*

**No. Fish-A (3)-5/2004-II.**—In exercise of the powers conferred by proviso to article 309 of the Constitution of India, the Governor, Himachal Pradesh, is pleased to make the Recruitment and Promotion Rules for the post of **Fisheries Field Assistant, Class-IV** (Non-Gazetted) in the Department of Fisheries, Himachal Pradesh, as per Annexure-“A” attached to this notification, namely:—

**1. Short title and commencement.**—(1) These rules may be called the Himachal Pradesh, Department of Fisheries, Fisheries Field Assistant, Class-IV (Non-Gazetted) Recruitment and Promotion Rules, 2017.

(2) These rules shall come into force from the date of publication in the Rajpatra/e-Gazette of Himachal Pradesh.

**2. Repeal & savings.**—(1) The Himachal Pradesh, Department of Fisheries, Fisheries Field Assistant, Class-IV (Non-Gazetted) Recruitment and Promotion Rules, 2014 notified *vide* this Department Notification of even number, dated 08-05-2014 are hereby repealed.

(2) Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules so repealed under rule 2(1) *supra* shall be deemed to have been validly made, done or taken under these rules.

By order,  
Sd/-  
Additional Chief Secretary (Fisheries).

ANNEXURE-A

**RECRUITMENT AND PROMOTION RULES FOR THE POST OF FISHERIES FIELD ASSISTANT, CLASS-IV (NON-GAZETTED) IN THE DEPARTMENT OF FISHERIES, HIMACHAL PRADESH**

- 1. Name of Post.**—Fisheries Field Assistant
- 2. Number of Post(s).**—140 (ONE HUNDRED FORTY)
- 3. Classification.**—Class-IV (Non- Gazetted)
- 4. Scale of Pay.**—(1) *Pay band for regular incumbents(s)*:— ₹ 4900-10680 + ₹1650 Grade Pay.

(II) *Emoluments for Contract Employee(s)*:— ₹ 6550/- 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 to 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 *ad hoc* basis or on contract basis has become over-age on the date when he was appointed as such, he/ she shall not be eligible for any relaxation in the prescribed age-limit by virtue of his/ her *ad hoc* or contract appointment:

Provided further that upper age limit is relaxable for Scheduled Castes/Scheduled Tribes/Other Backward Classes and Other categories of person 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/Autonomous Bodies who were/are subsequently appointed by such Corporations/Autonomous Bodies 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 Exchange or as the case may be.

7. **Minimum Educational and other qualifications required for direct recruit (s).**—  
(a) **ESSENTIAL QUALIFICATION:** (i) Matriculation from a recognized University/Board or its equivalent.

(ii) **Physical standard:**—

(a) Height = 165 cm

(b) Chest = 79-84 cm

(c) Speed on foot 16 Km. within 4 hours & knowledge of swimming.

(b) **DESIRABLE QUALIFICATION:**—Knowledge of customs, manners and 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 promote(s).**—*Age:*—Not applicable.

*Educational Qualification (s):*—Not applicable.

**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 case of appointment on contract basis, tenure basis, re-employment after superannuation, absorption and placement.

**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) 66<sup>2</sup>/<sub>3</sub> % by direct recruitment on regular basis or on contract basis as the case may be.

(ii) 33<sup>1</sup>/<sub>3</sub> % by placement, failing which by transfer.

**11. In case of recruitment by promotion/ secondment/ transfer, grade(s) from which promotion/ secondment/ transfer is to be made.**—By placement from amongst Fisherman having at least 5 (Five) year of regular service or regular combined with *ad hoc* service, if any, in the grade, failing which by transfer of officials from other H.P. Government Department/ Government Undertaking Organizations having equivalent pay scale.

For filling up the posts, the following roster shall be followed :—

1st Point	By Direct Recruitment
2nd Point	By Direct Recruitment
3rd Point	By placement

The roster will be rotated after every 3rd post till the representation to all the categories is achieved by the given percentage and thereafter, vacancy is to be filled up from amongst the categories which vacate the post:

(I) Provided that for the purpose of placement every employee shall have to serve atleast one term in the Tribal/ difficult/Hard areas and remote rural areas subject to adequate number of posts(s) available in such areas:

Provided further that the proviso (I) *supra* shall not be applicable in the case of those employees who have five years or less service, left for superannuation except posting/transfer in remote/rural area. However, this condition of five years shall not be applicable in cases of placement:

Provided further that Officers/Officials who have not served atleast one tenure in Tribal/Difficult/Hard areas and remote/ rural shall be transferred to such area strictly in accordance with his/her seniority in the respective cadre.

**Explanation I:** For the purpose of proviso (I) *supra* the “term” in Tribal/Difficult/Hard areas/remote rural areas shall mean normally three years or less period of posting in such areas keeping in view the administrative exigencies/convenience.

**Explanation II:** For the purpose of proviso (I) *supra* the Tribal/Difficult Areas shall be as under:—

1. District Lahaul & Spiti.

2. Pangi and Bharmour Sub Division of Chamba District.
3. Dodra Kavar Area of Rohru Sub-Division.
4. Pandrah Bis Pargana, Munish Darkali and Gram Panchayat Kashapat, Gram Panchayats of Rampur Tehsil of District Shimla.
5. Pandrah Bis Pargana of Kullu District.
6. Bara Bhangal Areas of Baijnath Sub Division of Kangra District.
7. District Kinnaur.
8. Kathwar and Korga Patwar Circles of Kamrau Sub Tehsil, Bhaladh Bhalona and Sangna Patwar Circles of Renukaji Tehsil and Kota Pab Patwar Circle of Shillai Tehsil, in Sirmaur District.
9. Khanyol-Bagra Patwar Circle of Karsog Tehsil, Gad-Gussaini, Mathyani, Ghanyar, Thachi, Baggi, Somgad and Kholanal of Bali Chowki Sub Tehsil Jharwar, Kutgarh, Graman, Devgarh, Trailla, Ropa, Kathog, Silh-Badhvani, Hastpur, Ghamrehar and Bhatehar Patwar Circle of Padhar Tehsil, Chiuni, Kalipar, Mangarh, Thach-Bagra, North Magru and South Magru Patwar Circles of Thunag Tehsil and Bawara Patwar Circle of Sunder Nagar Tehsil in Mandi District.

**Explanation III:** For the purpose of proviso (I) *supra* the Remote/ Rural Areas shall be as under :—

- (i) All stations beyond the radius of 20 Kms. from Sub Division/ Tehsil headquarter.
- (ii) All stations beyond the radius of 15 Kms. from State Headquarter and District head quarters where bus service is not foot journey is more than 3 (three) Kms.
- (iii) Home town or area adjoining to area of home town within the radius of 20 Kms. of the employee regardless of its category.

(II) In all cases of placement, the continuous *ad hoc* services rendered in the feeder post, if any, prior to regular appointment to the post shall be taken into account towards the length of service as prescribed in these Rules for promotion subject to the condition that the *ad hoc* appointment/placement in the feeder category had been made after following proper acceptable process of selection in accordance with the provisions of R&P Rules;

(i) Provided that in all cases where a junior person becomes eligible for consideration by virtue of his total length of service (including the service rendered on *ad hoc* basis followed by regular service/appointment) in the feeder post in view of the provision referred to above, all persons senior to him in the respective category post/cadre shall be deemed to be eligible for consideration and placed above the junior person in the field of consideration;

Provided that all incumbents to be considered for placement shall possess the minimum qualifying service of at least three years or that prescribed in the R&P rules for the post, whichever is less;

Provided further that where a person becomes ineligible to be considered for placement on account of the requirements of the preceding proviso, the person(s) junior to him shall also be deemed to be ineligible for consideration for such placement.

**EXPLANATION.**—The last proviso shall not render the junior incumbents ineligible for consideration for placement if the senior ineligible person happened to be Ex-Servicemen recruited under the provisions of Rule-3 of The Demobilized Armed Forces Personnel (Reservations of vacancies in Himachal State Non-Technical services) Rules, 1972 and having been given the benefit of seniority thereunder or recruited under the provision of Rule-3 of the Ex-servicemen (Reservations of vacancies in Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority thereunder.

(ii) Similarly, in all cases of confirmation continuous *ad hoc* service rendered in the feeder post, if any, prior to the regular appointment against such posts shall be taken into account towards the length of service, if the *ad hoc* appointment/placement had been made after proper selection and in accordance with the provisions of R&P Rules ;

Provided that *inter-se*-seniority as a result of confirmation after taking into account, *ad hoc* service rendered as referred to above shall remain unchanged.

**12. If a Departmental Promotion/ Confirmation Committee, exists, what is its composition?—**As may be constituted by the Government from time to time.

**13. Circumstances under which the Himachal Pradesh Public Service Commission (HPPSC) 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 the case of direct recruitment shall be made on the basis of merit of prescribed educational qualification followed by evaluation as specified in Appendix-I appended to these rules .

**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 Fisheries Field Assistant in Department of Fisheries, 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 service and conduct of the contract appointee is satisfactory during the year and only than his/ her period of contract is to be renewal/extended.

**(b) Post Falls out of the purview of HPPSC/HPSSC:—**The Director, Fisheries after obtaining the approval of the Government to fill up the posts on contract basis will advertise the details of the vacant posts in atleast two leading Newspapers and invite applications from candidates having the prescribed qualifications and fulfilling the other eligibility conditions as prescribed in these Rules.

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

**(II) CONTRACTUAL EMOLUMENTS:**—The Fisheries Field Assistant on contract basis will be paid consolidated fixed contractual amount @ `6550/- P.M. (which shall be equal to minimum of pay band+Grade pay). An amount of `197/-(3% of the minimum of 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 Fisheries H.P. 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 prescribed educational qualification followed by evaluation as specified in Appendix-I appended to these rules.

**(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:**—As may be constituted by the Director of Fisheries, H.P. 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 @ `6550/- P.M. (which shall be equal to minimum of the pay band + Grade Pay). The contract Appointee will be entitled for increase in contractual amount @ `197/-(3% 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.

(c) The Contract appointee will be entitled for one day's casual leave after putting one month's service, 10 days' medical leave and 5 days' special leave, in a calendar year. A female contract appointee with less than two surviving children may be granted maternity leave for 135 days'. 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. A contract employee shall not be entitled for medical re-imbursement 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 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 from a Government/ Registered Medical Practitioner. Women candidate pregnant beyond 12 weeks will stand temporarily unfit till the confinement is over. The women candidate shall be re-examined for the 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 counter part 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. The Employees Group Insurance Scheme as well as EPF/ GPF will also not be applicable to contract appointee (s).

**16. Reservation.**—The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Caste/ Scheduled Tribes/ Other Backward Classes/ other categories of persons issued by the H.P. Government from time to time.

**17. Departmental Examination.**—Not applicable.

**18. Power 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 HP PSC, relax any of the provision(s) of these Rules with respect to any Class or Category of person(s) or post(s).

APPENDIX-I

1.	Merit of minimum educational qualification, in terms of the Recruitment & Promotion Rules, shall be calculated as under:—  (Percentage of marks obtained in prescribed educational qualification to be calculated out of 85 marks. For example, a candidate getting 50% marks in Matric will be given 42.5 marks.)	85 marks												
2.	Evaluation of candidates to be made in the following manner :—	15 marks												
	<table border="1"> <tr> <td>(i)</td> <td>Belonging to notified Backward Area or Panchayat, as the case may be.</td> <td>=01 Mark</td> </tr> <tr> <td>(ii)</td> <td>Land less family/ family having land less than 1 Hectare to be certified by the concerned Revenue Authority.</td> <td>=02 Marks</td> </tr> <tr> <td>(iii)</td> <td>Non-employment Certificate to the effect that none of the family members is in Government/ Semi- Government service</td> <td>=2.5 Marks</td> </tr> <tr> <td>(iv)</td> <td>Differently abled persons with more than 40% impairment/ disability /infirmity.</td> <td>=01 Mark</td> </tr> </table>	(i)	Belonging to notified Backward Area or Panchayat, as the case may be.	=01 Mark	(ii)	Land less family/ family having land less than 1 Hectare to be certified by the concerned Revenue Authority.	=02 Marks	(iii)	Non-employment Certificate to the effect that none of the family members is in Government/ Semi- Government service	=2.5 Marks	(iv)	Differently abled persons with more than 40% impairment/ disability /infirmity.	=01 Mark	
(i)	Belonging to notified Backward Area or Panchayat, as the case may be.	=01 Mark												
(ii)	Land less family/ family having land less than 1 Hectare to be certified by the concerned Revenue Authority.	=02 Marks												
(iii)	Non-employment Certificate to the effect that none of the family members is in Government/ Semi- Government service	=2.5 Marks												
(iv)	Differently abled persons with more than 40% impairment/ disability /infirmity.	=01 Mark												

(v)	NSS (atleast one year)/ certificate holders in NCC/The Bharat Scout and Guide/ Medal winner in National Level sports competitions.	=01 Mark
(vi)	BPL family having annual income (from all sources below ₹ 40,000/- or as prescribed by the Govt. from time to time.	=2.5 Marks
(vii)	Widow/divorced/destitute/ single woman	=1.5 Marks
(viii)	Single daughter/ Orphan	=01Mark
(ix)	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).	=2.5 Marks

APPENDIX-II

**Form of contract/agreement to be executed between the Fisheries Field Assistant & the Government of Himachal Pradesh through Director-cum-Warden of Fisheries, Fisheries Department, Himachal Pradesh**

This agreement is made on this-----day of -----in the year.....Between Sh/Smt./Km.....s/o/d/o.....Shri.....r/o.....

.....contract appointee(hereinafter called the FIRST PARTY), AND The Governor, Himachal Pradesh through Director, Fisheries, Himachal Pradesh(herein-after called the SECOND PARTY) whereas the Second Party has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as a **Fisheries Field Assistant** on contract basis on the following terms & conditions:—

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Fisheries Field Assistant 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 further extension/ renewal of contract period the concerned 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 contract amount of the FIRST PARTY will be ₹ 6550/- P.M.
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 satisfactory.
4. The Contract appointee will be entitled for one day's casual leave after putting one month's service, 10 days' medical leave and 5 days' special leave, in a calendar year. A



female contract appointee with less than two surviving children may be granted maternity leave for 135 days'. 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. A contract employee 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 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.

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 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.

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 from a Government/Registered Medical Practitioner. In case of women candidates pregnancy beyond twelve weeks will render her temporarily unfit till the confinement is over. The women candidate should be 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 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 hereinto set their hands the day, month and year first, above written.

**IN THE PRESENCE OF WITNESSES :**

1. ....  
.....  
.....

(Name and Full address)

(Signature of the FIRST PARTY)

2. ....

.....

.....

(Name and Full address)

(Signature of the SECOND PARTY)

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