

No. PER (AP-III)-F (4)-5/2011-Loose  
Government of Himachal Pradesh  
Department of Personnel (AP-III)

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Dated: Shimla-171002, the

February, 2012

From

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

To

1. All the ACS/Principal Secretaries / Secretaries to the Government of Himachal Pradesh
2. All the Divisional Commissioner in Himachal Pradesh
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioner in Himachal Pradesh.

Subject: -

Proceedings of J.C.C. meeting held on 31.01.2012 at 11.00 A.M. with the representative of HP NGO's Federation.

Sir/Madam,

I am directed to say that the meeting of JCC was held on 31-01-2012 at 11:00 AM with the representatives of the HP NGO's Federation. The proceedings of the aforesaid meeting are forwarded for information and necessary action.

2. You are therefore, requested to take immediate necessary action in respect of item(s) discussed in the above mentioned meeting. Further compliance/action taken report on all the items pertaining to your Departments discussed in this meeting may be furnished to this Department.

3. These proceedings are also available on <http://www.himachal.nic.in/personnel/Notif.html>.

Yours faithfully,

*M. S. Dhillon*

Under Secretary (Personnel) to the  
Government of Himachal Pradesh

Endst. No. As above

Dated: Shimla, the

February, 2012

Copy alongwith a copy of the proceedings of J.C.C. meeting held on 31-01-2012 is forwarded for necessary action to: -

1. Shri Surinder Thakur, President, H.P. NGO's Federation, Sub-Division No.-2, HPPWD, Benmore, Shimla-2, Himachal Pradesh.
2. Shri N.R. Thakur, Secretary General, H.P. NGO's Federation, Zonal Hospital, Mandi, Himachal Pradesh.

*M. S. Dhillon*

Under Secretary (Personnel) to the  
Government of Himachal Pradesh

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**Minutes of the JCC meeting of HP Non Gazetted Services Federation held on 31-01-2012 at 11:00 AM in the Conference Hall, Armsdale Building HP Secretariat, Shimla-2.**

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The following were present in the meeting: -

Government Side : ACS/Pr. Secy/ Secretaries/HOD's  
Staff Side : Representatives of HPNGO's Federation.

At the outset, the Principal Secretary (Personnel) to the Government of Himachal Pradesh welcomed the Hon'ble Chief Minister, Chief Secretary and all the Additional Chief Secretaries/Administrative Secretaries/HODs, Sh. Surinder Thakur, President, HPNGO's Federation Secretaries General of the HP NGO's Federation and other office bearers of the HPNGO's Federation.

Shri Surinder Thakur, President, HP NGO's Federation thanked the Chief Minister, Chief Secretary, all the Administrative Secretaries and Officers for convening the meeting of JCC. Further, he thanked the Hon'ble Chief Minister for giving several financial benefits to Government employees.

In his opening address, Shri Surinder Thakur, President, HP NGO's Federation urged the Hon'ble Chief Minister that the following major demands of the State employees may be considered : -

1. Release of remaining arrear of pay revision in one go.
2. The slab of HRA be enhanced.
3. Fixed medical allowance be enhanced to Rs. 500/- minimum or scheme for health insurance be introduced to the Government employees.
4. Family planning allowance be enhanced and doubled with the existing one.
5. Enhancement of compensatory allowance.
6. Education allowance be given or loan arrangements may be made by the Government.
7. Employees Welfare Board be constituted at the earliest as per the Budget Assurance of the Hon'ble Chief Minister.

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8. Employees Cell be strengthened.
9. 4-9-14 time scale be given to employees of Himachal Pradesh as per Punjab pattern.
10. Part time workers be regularized.
11. Compassionate appointment policy be liberalized.
12. HBA be enhanced to 100 times of basic pay.

Hon'ble Chief Minister addressed the representatives of JCC meeting & he earnestly made an appeal to the employees to work hard with dedication for the betterment of the State so that the benefits of Government policies are extended to the common man particularly in the rural areas of the State. The Hon'ble Chief Minister made the following announcements: -

1. The remaining arrear of revision of pay scales be cleared @ 50% in cash and 50% credit in G.P.F. to the employees of the State – Rs. 825 Crore.
2. The existing slab of the HRA will be doubled.
3. Two increments be given to such employees who will undergo sterilization after only two female children (बेटी है अनमोल) to encourage parents of girl children.
4. Government will facilitate education loans to the employees of the State Government to undertake professional courses for their wards. The Principal Secretary (Finance) will formulate a scheme for the budget session.
5. Capital Allowance would be enhanced from Rs. 175/- to 275/- P.M.
6. Employees Welfare Board to be constituted.

After Hon'ble CM announced the benefits the demands submitted by the President, HPNGO's Federation were taken for discussion under the Chairpersonship of the Chief Secretary.

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Item

- 1 ***Providing of time scale after completion of 4-9-14 years of service on Punjab Pattern and as is given to Himachal Pradesh State Services and Engineering Staff***

The Principal Secretary (Finance) informed that a copy of revised notification had been received from the Punjab Government recently. The matter was being examined.

**Finance Department**

M. J. Singh

## 2 **Enhancement of Allowances:**

- a) *Capital Allowance from R 175/- to R 500/- only.*

The Hon'ble Chief Minister had announced the enhancement of Capital Allowance from R 175/- to 275/- per month.

**Finance Department**

- b) *Fixed Medical Allowance from ₹ 100/- to ₹ 500/- +*

After prolonged discussion, it was decided that the matter will be taken up with the Insurance Companies for formulation of a scheme to grant medical benefits through the Insurance Companies. For this purpose a committee will be constituted by the Finance Department consisting of Principal Secretary (Health) and members of HPNGO's Federation which will examine the issue and a workable formula will be drawn after negotiation with insurance company/ies.

**Finance Department**

- c) *HRA at slab system as per pervious practice*

The Hon'ble Chief Minister had announced the enhancement of HRA by way of doubling the existing slab rates.

**Finance Department**

- d) *HCA to the employees of Himachal Pradesh*

It was informed by the Principal Secretary (Finance) that this allowance is not given in neighbouring states. However, the matter would be examined afresh.

**Finance Department**

- e) *Capital Allowance at par with Shimla based employees to the employees posted at Dharamshala being 2<sup>nd</sup> Capital of State*

It was informed by the Principal Secretary (Finance) that the Capital Allowance is admissible in only the Capital city and Dharmshala is not the Capital, as such, the demand cannot be accepted.

**Finance Department**

- f) *HCA to the employees of H.P. who are posted more than 900 meter height above mean sea level as per parameter laid down by Central Government*

It was decided that the matter will be examined by the Finance Department.

**Finance Department**

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g) *Winter Allowance/Tribal Allowance*

It was decided that Finance Department/Tribal Development will convene a meeting.

*Finance/Tribal Development Department*

3 *FTA be given at revised rate in Health, Forest, Revenue, R&D and Judiciary departments etc.*

It was informed by the Principal Secretary (Finance) that the matter to revise the TA/FTA is being examined and final decision will be taken within two months.

*Finance Department*

4 *Liabilities of pending TA and Medical Bills be cleared.*

It was informed that sufficient provision of funds was made to clear the liabilities of all pending TA/Medical Bills and maximum liability of such pending bills had been cleared. However, if any, bills are pending for lack of funds, Finance Department would provide additionality.

*Finance Department*

5 *Enhancement of daily allowance as per revised pay scale.*

This demand is under consideration of the Government.

*Finance Department*

6 *Enhancement of superannuation age up to 60 years as is applicable to Central Government employees as the employees of the Himachal Pradesh are governed by the Central Pension Rules*

Shri Surinder Thakur, President, HPNGO's Federation emphatically raised his demand by putting examples. The representatives of HPNGO's Federation that the superannuation age of such Class-IV employees who have been appointed after 2001, may be enhanced to 60 years equivalent to those who have been appointed prior to 2001.

After discussion it was decided that Finance department will examine the pros and cons of the proposal.

*Finance Department*

7 *Regularisation of employees appointed on contract basis and settlement their leave cases as per analogy of regular employees. Besides, Adhoc/Contractual/Daily paid period of service be counted for pension benefits. Uniform pattern of annual increments be adopted for all contractual employees without any discrimination.*

The representatives of HPNGO's Federation urged that employees appointed on contract basis are not being given regular increments after completion of one year in some departments and requested to maintain uniformity for granting annual increment to contract employees.

Thereafter, Shri Surinder Thakur, President, HPNGO's Federation urged to make a uniform policy regarding granting of Medical leave, leave and other

*M. J. Singh*

benefits to contract employees.

After discussion, it was informed by the Principal Secretary (Personnel) that Government is keen to make uniform policy for contract employees and a bill regarding this policy is under consideration of the Government, which is being processed.

At present, the part time workers who had completed 10 years of continuous service are being converted to whole time daily wage workers. The NGO Federation had requested that such workers may be regularized on completion of putting 8 years of daily waged services without prescribing any cut off date policy. If the posts are not available in that particular department, where they are working, the vacant posts in other departments may be rationalized and on regularization their deployment may be made to such departments, where the vacant posts are available. The representatives of HPNGOs Federation also urged that there should be similarity in wages in respect of part time workers.

The Principal Secretary (Finance) intimated that after 2009 the part time water carriers in Education Department are appointed under the same policy. The matter regarding pay anomaly of water carriers appointed prior to and after 2009 will be examined and the Education Department will process the proposal in this regard.

After detailed discussion, the Chief Secretary, Himachal Pradesh directed that with regard to the rationalization of incumbents relating to part time/Contract/Daily wagers, the HPNGO's Federation will submit a proposal in writing to the Government and the matter will be examined. The representative of Fire Services Department stressed that the staff of fire services may be appointed on regular basis and not on contract, considering arduous nature of their duties. Principal Secretary (Home) may examine the demand of the association of fire services.

**Education/Personnel/Finance/Home Departments**

**8 Providing of regular employment to the Wards of deceased Govt. employees while in Govt. Service and income criteria be also enhanced from ₹1.50 Lakh to ₹2.50 Lakh**

The General Secretary, HPNGO's Federation stressed that priority be given for appointment on compassionate grounds in the case of death due to accident and to children of the deceased employees who had been orphaned. The income ceiling of ₹ 1.5 Lakh be enhanced to ₹ 2.5 Lakh.

Further, the representatives of HPNGO's Federation pointed out that the "Indigent Certificate" condition for employment under compassionate grounds may be exempted because the concerned revenue authorities decline to countersign this certificate on the plea that no specific criteria has been mentioned to issue this certificate.

The F.C.-cum-Secretary (Revenue) informed that latest instructions have been issued whereby all revenue officers including DCs can issue such certificate. FC-cum-Secretary (Revenue) stated that after this, if any such instance occurs, the same may be brought to the notice of Government.

The Chief Secretary directed that the HPNGO's Federation will discuss the matters relating to compassionate appointment policy with her after 15<sup>th</sup> February, 2012.

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- 9 ***Uniform and Special Allowance be given to Drivers at par with the Secretariat Drivers*** HPNGOs Federation

The representatives of HPNGO's Federation urged to provide snow-kit in the snow bound areas for drivers and Special Allowance and Uniform allowance be enhanced at par with Secretariat Drivers.

The Principal Secretary (Finance) stated that the demand would be examined.

Finance Department

- 10 ***Increase in the age limit from 40 to 45 years for SAS as per analogy of recruitment age in H.P. Government services.***

The Principal Secretary (Finance) informed that age for SAS examination was enhanced to 42 years.

Further, the representatives of HPNGO's Federation stressed that the age for Government employees in Administrative services be again enhanced to 45 years.

The Chief Secretary informed that the age in HAS has been reduced on the proposal received from the H.P. Public Service Commission, which was placed before the CMM and the same was approved. However, on receipt of this demand, the matter will be taken up with the H.P. Public Service Commission again.

Personnel-IV Department

- 11 ***Filling up of all vacant posts of Class-III and Class-IV in Different departments and the dying cadre formula after two years as is given by the Government be scrapped up or it should be implemented in Gazetted officer also.***

The Chief Secretary informed that the matter regarding promotions was discussed in the previous meeting of JCC and also discussed in the meeting of Committee of Secretaries, wherein it was decided to make promotions on availability of vacant posts. However, the instances/cases of disputes may be brought to the notice of the Government for necessary action.

The representatives of HPNGO's Federation stated that the vacant posts/functional posts may be filled up. It has also been stated that various Department has declared various posts of Class-III & Class-IV non-functional, besides the fact that the posts were required in department for smooth functioning. As such, they urged that Departmental Associations may be consulted before declaring posts non-functional.

Further, the representatives of the Departmental Association of Forest Department urged that the posts of Range Officers and ministerial staff may be filled in by giving relaxation to the incumbents of feeder category.

The ACS (Forest) informed that the matter to fill up the vacant post of Range Officer is under process and the HPPSC has fixed the interviews in this regard for 8<sup>th</sup> & 9<sup>th</sup> February, 2012, which will be filled up, shortly. The Chief Secretary advised the ACS (Forest) to sort out the issue at departmental level by considering the demands of concerned associations, also.

Thereafter, the Chief Secretary directed all the departments to make an exercise to fill up the functional posts lying vacant in the Departments.

All the Departments

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- 12 ***Grant of Special allowance and conveyance allowance be given to Personal Assistant, Senior Auditor (non-SAS) Supdt. Grade-II and Supdt. Grade-I on the analogy of Punjab pattern***

The Principal Secretary (Finance) informed that the matter will be considered at the time of revision of other allowances.

**Finance Department**

- 13 ***Settlement of anomaly cases under FR-27 created due to pay scale revision of 1-1-2006***

The Principal Secretary (Finance) informed that no such matter has come to the notice and on receipt of any such cases, the matter will be decided on merit.

**Finance Department**

- 14 ***All benefits related to pay enhancement as Punjab has given to its employees may be given to the employees of Himachal also.***

The Principal Secretary (Finance) has informed that the matter is under consideration and appropriate decision will be taken.

**Finance Department**

- 15 ***Restoration of grant of 5 years EOL***

The Principal Secretary (Finance) informed that the demand has already been implemented.

- 16 ***Enhancement of HBA (House Building Advance) to the employees of the State @ 100 times of basic pay (i.e. pay in pay band + grade pay) keeping in view increase in construction cost.***

The Principal Secretary (Finance) informed that the matter will be examined.

**Finance Department**

- 17 ***A complete policy for the contract employees for granting leave and other benefits at par with regular employees of the State Government***

Demand has already been discussed with item No. 7 above.

- 18 ***Enhancement of Pay scales of various categories as given by Punjab Government to its employees***

Demand has already been discussed with item No. 14 above.

- 19 ***Enhancement of allowances to State Government employees***

The Principal Secretary (Finance) informed that the matter is under consideration of the Government.

**Finance Department**

- 20 ***Uniform allowance to Female Health Workers and Female Health Supervisors be enhanced as per analogy to Staff Nurses/Ward Sisters to remove the anomaly/discrimination***



The Principal Secretary (Finance) stated that as soon as the proposal is received from Health Department, the case will be examined and appropriate decision will be taken.

**Health Department**

- 21 ***Pay anomaly of Craft Instructors in ITI's in the department of Technical Education be removed w.e.f. 1.1.1986.***

The representatives of HPNGO's Federation conveyed their thanks to Chief Secretary for granting pay scale to the Craft Instructors w.e.f. from 1986. They also requested that arrears of only three years have been given to them, whereas the arrears have to be given from 1.1.1986 in lump-sum.

The Chief Secretary directed the Principal Secretary (Technical Education) to examine the issue.

**Technical Education Department**

- 22 ***Bringing the services of Part time workers on daily wages basis in all Departments and half period be counted for pensionary benefits in each departments and equal remuneration be given to water carrier in Education Department.***

The Principal Secretary (Personnel) informed that the issue raised in this demand is sub-judice, therefore, any comment on this demand is not possible.

- 23 ***Relaxation be given in computer test to Class-IV employees as per old pattern who have qualified commission test for Clerical Cadre***

The Chief Secretary directed that the matter be examined very early.

**Personnel-III Department**

- 24 ***First move from tribal area be ensured on transfer without waiting for substitute***

The Chief Secretary reiterated that the transfer/ posting policy of two winters and three summers in tribal areas should be respected and implemented. It was decided that the persons who are under transfer to the Tribal area, shall automatically stand/deemed to be relieved from his/ her present place of posting. Department of Personnel will issue instructions, immediately in this regard.

**Personnel-II Department**

- 25 ***Formation of Employees Welfare Board as per announcement of Hon'ble Chief Minister made in budget session in Vidhan Sabha***

This has already been announced by the Hon'ble Chief Minister in his opening address. DOP to expedite it.

**Personnel-III Department**

- 26 ***Timely holding of DPC and doing confirmation in each category of all departments***

Instructions was issued by the Department of Personnel on 26.05.2011 However, during deliberations, Chief Secretary directed that the DPCs of ensuing/ likely vacancies which would come up during the year in all departments be convened in the first quarter of the year. Department of Personnel will also issue instructions to all concerned, immediately.

**Personnel-II Department**

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- 27 ***Creation of new Patwar Circle in accordance with the norms laid down in the H.P Land Record Manual and creation of field Kanoongo posts i.e. 1 field kanoongo over 4 patwaris***

The representatives of HPNGO's Federation submitted that there are 15-18 Patwar circles under the jurisdiction of one Kanungo and his working without supporting staff/ field staff resulted therein numbers of demarcation/partition cases etc. are piling up. The association demanded that more Kanungo circles be created according to norms and work load. They further stated that the R&P Rules for the category of Chainman may be finalized.

The F.C.-cum-Secretary (Revenue) informed that posts are created as per norms where necessary depending upon quantum of work load. However, keeping in view advancement of technology, the posts cannot be created as per old norms. He further apprised that some posts of Patwaris are being filled up and the norms of appointment at the ratio of 4:1, is being implemented. The proposal will be examined and if necessary posts will be created but this may not be taken as an assurance. The R&P Rules of Chainman will be finalized within three months.

Revenue Department will examine the case of regularization of eight left out casual Patwaris.

Revenue Department

- 28 ***Employees from Departments may be deployed in H.P. Secretariat on secondment basic rather than direct recruitment***

Secretary (SAD) will examine the proposal.

Secretariat Administration

- 29 ***Representative of NGO's Federation be included in house allotment committee as per District norms.***

The Chief Secretary directed the Secretary (GAD) to examine the proposal.

GAD

- 30 ***Construction of Federation Bhawan at Shimla as well as in remaining Districts and Block Levels.***

It was informed by representatives of the NGO's Federation that the land identified for Federation Bhawan at Shimla is not sufficient and also disputed.

The Chief Secretary directed the Deputy Commissioner, Shimla to look into the matter in consultation with HPNGO's Federation.

Representative of the district NGO Federation of Chamba has pointed out that construction work of NGO Bhawan Chamba, has not been completed on account of paucity of funds. Deputy Commissioner, Chamba was asked to provide funds for its completion.

D.C. Shimla/D.C. Chamba

- 31 ***Residential accommodation be constructed at least 1000 Sets in State level, 500 in District headquarters and 200 at Block headquarters respectively.***

The representative of NGO's Federation stated that the existing Government quarters are in dilapidated condition as no maintenance was carried out since long.

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Representative of NGOs Federation, Bilaspur pointed out that thousands of Government houses in Bilaspur town are in dilapidated conditions which require repair/ maintenance. Engineer-in-Chief, HPPWD (PWD) will prepare the estimates and forwarded the proposal to the Government for providing funds.

The Principal Secretary (Finance) assured that sufficient funds for repair and maintenance of Government quarters will be provided in ensuing budget.

**Finance Department/Engineer-in-Chief, HPPWD**

- 32 ***15% quota may be enhanced upto 30% in respect of Work Inspector, Surveyors in PWD and I&PH while promoting them as Junior Engineer & after 15 years of regular service they may be designated as Addl. Junior Engineer***

After detailed deliberations, it was decided that a Committee comprising of Finance/Law/Personnel Departments will be constituted, which will examine the demand and identify a solution.

Engineer-in-Chief (IPH) will hold meeting with the departmental associations, early.

**PWD/IPH**

- 33 ***Pay scale of the Helpers in I&PH Department & PWD be given 2720-4260 w.e.f. 1-1-1996 as per Government notification circulated in 1998***

It was decided that concerned department will move the proposals to the FD for consideration.

**PWD, IPH, FD**

- 34 ***Class-IV employees who have been deputed/posted as Computer Operators in PWD & IPH department may be designated as Computer Operators***

The Principal Secretary (Finance) agreed that matter will be examined.

**IPH/PWD**

- 35 ***The post of Store Clerk & Receptionist in PWD and I&PH department may be absorbed in Clerical Cadre.***

It was informed that Finance Department had concurred in the case of receptionists of PWD.

**IPH Department, Finance, PWD**

- 36 ***Creation of post of Foreman (Section wise) for the promotion of non ITI pump Operators, Electricians and Mechanics. 20% quota be given for the promotion of JE's from the pump operators who have undergone ITI diploma.***

Engineer-in-Chief (IPH) will hold meeting with the departmental associations, early.

**IPH Department**

- 37 ***Matriculate/+2 Beldars/Forest Workers and other Class-IV employees in different Departments be promoted to higher posts as per eligibility on the basis of their***

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***technical and academic qualification/background.***

All concerned departments will prepare the proposal and the same will be forwarded to Finance Department before 20<sup>th</sup> February, 2012 to take further action regarding LDR for different categories.

Department of Personnel will monitor the process.

**All the Departments/Finance/DOP****38 25% Veterinary service allowance be given to Veterinary Pharmacists**

The representatives of HPNGO's Federation stated that the allowance on the pattern of Gujarat State be given.

The Chief Secretary directed the Principal Secretary (Animal Husbandry) to obtain the information from neighbouring States including Gujarat Government and examine the demand.

**Animal Husbandry/Finance****39 Upgradation of 40 posts of ADO to AADO & 10 post of Suptd. Gr-II to Grade-I in Agriculture Department**

After detailed discussion, the Chief Secretary directed that the matter will be examined.

**Agriculture Department****40 Creation of 45 post of Senior Assistant in Ayurveda Department at SDA M.O. level**

The Secretary (Ayurveda) apprised that the matter will be examined and taken up with the Finance Department again, but this would not be an assurance.

**Ayurveda Department/Finance Department****41 117 posts of Suptd. Grade-I in education department already created be shifted in Government Colleges/NCC Offices/DIET/Sanskrit Colleges etc.**

The Principal Secretary (Finance) informed that the no new offices were opened, therefore, the demand was dropped after deliberations.

**Education Department****42 *Annex.* Ophthalmic Assistant be given the designation as Ophthalmic Officer as per pattern of Punjab**

The proposal will be submitted by the Health Department to the Finance Department within 15 days.

**Health Department/Finance Department****43 Senior Laboratory Tech. be given scale on the analogy of Punjab**

The proposal will be submitted by the Health Department to the Finance Department within 15 days.

**Finance Department/Health Department****44 Artist-cum-Photographer (Health Department) be given two increments after 15 years who have 5 years diploma in Fine Arts.**

The proposal will be submitted by the Health Department to the

Finance Department within 15 days.

*Finance Department/Health Department*

- 45 ***The post of Projectionist in Health and Family Welfare Department be upgraded as Senior Projectionist***

The proposal will be submitted by the Health Department to the Finance Department within 15 days.

*Finance Department/Health Department*

- 46 ***Quota be enhanced to Sr. Assistant for the post of T.W.O. in the Social Justice & Empowerment Department as per old pattern & 30% quota be allocated or the post of CDPO from Sr. Assistant & opening of TWO's offices in 13 newly created Tehsils***

The Principal Secretary (SJ & E) informed that matter is sub-judice.

- 47 ***Creation of post of Principal of ITIs Where the institutions are running without Principals.***

The Principal Secretary (Tech. Education) informed that the posts of Principals had been filled. Shortly Principals would be provided in the Institutions as per norms.

*Technical Education Department*

- 48 ***100% promotion quota be given to the post of Group Instructors from the ITI instructors as per Punjab pattern***

Principal Secretary (Tech. Education) informed that the posts of Group Instructors are filled as per the norms of NCVT and State Government cannot deviate from the same. However, Principal Secretary (Technical Edu) will convene the meeting with the concerned representatives of NGOs Federation, shortly.

*Technical Education Department*

- 49 ***Departmental Association meetings are required to be convened regularly after 3 months with Principal Secretaries/Directors/HOD as per direction of Chief Secretary given from time to time and these meetings must be convened in consultation with NGO's Federation-if not action thereof.***

The Chief Secretary has directed that the Administrative Departments/ HODs may ensure that the meetings with the NGO's Associations will be convened well before the budget session and accordingly minutes of the meeting will be issued within a week's time.

*All the Departments*

- 50 ***Providing of supporting staff according to norms in all new institutions/offices/projects***

After detailed discussion, it was decided that the matter may be

examined and the staff be provided according to norms, wherever it is needed.

*All the Departments*

51 ***Creation of Post of Administrative Officers, Registrars and Private Secretaries in all the Directorate/Head of Offices***

It was decided that the matter will be examined.

*All the Departments*

52 ***Creation of legal Cell in all the Directorates***

Shri Surinder Thakur, President, HPNGO's Federation has submitted that there are number of Law Graduate persons working in various cadres in many departments. The litigation work in every department is increasing day by day and the cases of the Government are not being attended/defended properly. In order to utilize the qualification/services of these Law Graduate persons, he proposed that a State cadre of Law Officers on the analogy of SAS Cadre of T&A Department may be created by the Law Department. The services of these Law Officers can be utilized by their inter-department transfer keeping in view the volume of legal work of the concerned department. This demand has meager financial involvement.

It was decided that Law/Finance Department would examine the proposal.

*Law, Finance Departments*

53 ***Up-gradation of the posts in different Departments.***

After detailed discussion, it was decided to examine each proposal separately.

*All the Departments*

54 ***Cabinet decisions and Chief Minister announcements be implemented as per commitment without procrastination.***

The Chief Secretary stressed that the Cabinet decisions as well as announcements made by the Hon'ble Chief Minister are implemented in letter and spirit.

*All the Departments*

55 ***New formation/amendments in R&P Rules of various Departments in consultation with concerned associations and finalization of them in due course of time***

The representatives of the NGOs informed that R&P Rules on Nursing categories have been finalized by the Health Department without taking the respective association in confidence.

The Principal Secretary (Personnel) informed that the Government had already issued instructions regarding consulting the respective associations while finalizing the R&P Rules of any category.

The Chief Secretary directed that the R&P Rules which have been finalized by the departments without consulting respective associations may be re-examined after consulting respective associations.

*Health, All the Departments*

56 ***Employees Cell be strengthened so that the employees issues are taken up/settled in proper manner***

*MJom.*

The views of H.P.NGO's Federation may be invited on this issue along with their suggestion/proposal.

Shri N.R. Thakur, Secretary General of HPNGO's Federation thanked the Hon'ble Chief Minister, Chief Secretary, all the administrative Secretaries of the Government and officers attended the meeting. He expressed his gratitude to the Chief Minister for accepting the demands of the employees of State. Further, he also assured that the cooperation of the employees of the State would always be with the Government and the employees of the State are the backbone of the Government.

The meeting ended with a vote of thanks to and from Chair.

*Ananda*  
13/2/2012

Principal Secretary (Personnel) to the  
Government of Himachal Pradesh

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