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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- 5156-88

Dated: 24-11-94

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P.State Industrial Dev.Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 14.1.1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.


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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board.

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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HIMACHAL PRADESH 'Annexure-A'  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of Sweeper.

1. Name of the post : Sweeper
2. Number of posts : One
3. Classification : D
4. Scale of pay : Rs.2520-100-3220-110-3660-120-1140  
with initial start of Rs 2620/-
5. Whether selection post or Non-selection post. : Non selection.
6. Age for direct recruitment : Between 18-38 years.

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

Provided further that if a candidate appointed on adhoc basis had become overage on the date when he was appointed as such he shall not be eligible for any relaxation in the prescribed age limit by virtue of this 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 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/autonomous bodies who were/are subsequently appointed by such corporations/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.



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- (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 appointing authority in case the candidate is otherwise well qualified.

: Essential qualification

7. Minimum educational & other qualifications required for direct recruits. a) Should know to read and write in English Or Hindi.

(b) Desirable:

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 qualifications prescribed for direct recruits will apply in the case of promotees. : Age: No  
Educational Qualification: Not applicable.

9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.

10. Method of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of vacancies to be filled by various methods. : 100% by direct recruitment.

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case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made.

: Not applicable.

If a D. P.C. exists, what is its composition.

Not applicable.

13. Circumstances in which DPC is to be constituted 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) a citizen of India, or  
b) a subject of Nepal, or  
c) a subject to Bhutan, or  
d) a Tibetan refugee who came over to India before the 1st Jan.62 with the intention of permanently settling in India.  
e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries or Kenya, Uganda, the United Republic of Tanzania, Tanganyika (Zambia, Malawi, Zaire and Ethiopia) with the intention of permanently settling in India.

Provided that a candidate belonging to categories (b) (C), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the IIP General Industries Corporation Ltd or other recruiting authority but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government of India.

6/6/1 - 7/1 -

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 viva voce test, if the recruiting authority so consider necessary or expedient by a written test or practical test, the standard/syllabus etc., of which , will be determined by the recruiting authority as the case may be.

16. Reservation: The appointment to the service shall be subject to orders regarding reservation in the service for scheduled castes/scheduled tribes/backward classes/other categories of persons issued by the Himachal Pradesh Govt., from time to time.

17. Departmental Examination: Not applicable.

18. Power to relax : Where the Board of Directors of the H.P. General Industries Corporation Ltd., is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect of any class or category of persons.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88-5/97/5185

Dated: 24-12-89

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.


Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.



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JHARKHAND PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIBDIA

ANNEXURE - B

Recruitment & Promotion Rules for the post of Peon.

1. Name of the post : Peon
2. Number of posts : Twelve
3. Classification : D
4. Scale of pay : Rs.2520-100-3220-110-3660-120-4140  
with initial start of Rs.2620/-
5. Whether selection post or Non-selection post : Non selection.
6. Age for direct recruitment : Between 18-35 years.

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

Provided further that if a candidate appointed on adhoc basis had become overage on the date when he was appointed as such he shall not be eligible for any relaxation in the prescribed age limit by virtue of his 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 Jharkhand Pradesh Government.

(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 HP General Industries Corporation in case the candidate is otherwise well qualified.

Essential qualification

7. Minimum educational & other qualifications required for direct recruits. : Should be Middle pass or its equivalent from a recognised Board Institution of a School Education.

Desirable qualifications.

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 qualifications prescribed for direct recruits will apply in the case of promotees. : Not applicable.

9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.

10. Method of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of vacancies to be filled by various methods. : 100% by direct recruitment.

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1. If a D. P.C. exists, what is its composition. N.A.
12. Circumstances in which DPC is to be constituted in making recruitment. : As required under the law.
13. Essential requirement for a direct recruitment. : A candidate for appointment to any service or post must be:-  
a) a citizen of India, or  
b) a subject of Nepal, or  
c) a subject to Bhutan, or  
d) a Tibetan refugee who came over to India before the 1st Jan.62 with the intention of permanently settling in India.  
e) a person of Indian origin who has migrated from Pakistan, Burma, Srilanka, East African countries or Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaïre and Ethiopia with the intention of permanently settling in India.

Provided that a candidate belonging to categories (b) (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

whose case a certificate of eligibility is necessary may be interviewed or interview conducted by the HP General Industries Commission. The Commission may offer appointment but the offer of appointment may be subject to the condition that a certificate of eligibility has been issued to him by the Government 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 viva voce test, if the recruiting authority so consider necessary or expedient by a written test or practical test, the standard syllabus etc., of which , will be determined by the recruiting authority as the case may be.

16. Reservation:

The appointment to the service shall be subject to orders regarding reservation in the service for scheduled castes/scheduled tribes/backward classes/other categories of persons issued by the Himachal Pradesh Govt., from time to time.

16. Departmental Examination:

Not applicable.

17. Relaxation

: Where the Board of Directors of the H.P. General Industries Corporation Ltd., is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect of any class or category of persons.

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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88-

5106-12

Dated: 20-12-99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.


1. **Short title :** These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. **Interpretation:** If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. **Repeal & Savings:** These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 14.1.1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.



Recruitment & Promotion Rules for Class-C (Ministerial)

80-452

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
No.	Name of post	No. of posts.	Scale of pay	Selection or Non-selection	Age for direct recruits.	Min. Educat- Tional qual- ification	Whether age & educational qualification prescribed for direct recruits.	Period of probation.	Method of re- cruitment	In case of re- cruitment	If DPC class what is its composition.	With circum- stances in which DPC is	Revised provision
	1) Sr. Assistant 2) Sr. Assistants (Stores) (Accounts/ cash).	four two Seven	3800-9200	Non-releas- don	18-38 years Direct Recruits	Essential: 10-2 with 12 years experience in Ministerial post in Govt. office. Desirable:- Knowledge of customs, manners and conduct of HR suitability for appointment in the particular conditions prevailing in the office.	No	Two years Subject to such further extension for a period not exceeding one year or may be ordered in special circumstances as far reasons to be recorded in writing.	100% by promotion From amongst the Sr. Asst. with 5 years regular service or regular combined with cumulative ad hoc/interim upto 31.3.98)	As per Col. 10.	As may be Conducted by the competent authority from time to time.	As required under the law.	
	Total	13											

Amendment

81-MSZ

2 Jr Asstt.  
 3 50% of 4400-7000 clerks.  
 4  
 5 -do-  
 6 -do-  
 7 -do-  
 8 -do-  
 9 -do-

10 100% by promotion from amongst the clerks with five years regular service or regular combined with continuous adhoc rendered upto 31.03.1998 service in the grade

11 As per Cal.10.

12 As may be constituted by the competent authority from time to time.

13 As required under the law.

14

The designation and the revised equivalent of the unrevised pay scale of officials working as Sr. Clerk & Junior Assistants as on 1st January, 1996, shall be protected as a measure personal to them. For future, the total number of posts of clerk including Sr Clerk and Junior Assistants in a cadre existing on 1st January, 1996 shall be divided in the posts of clerk in the scale of Rs. 3120-5160 and Jr Assistants in the scale of Rs. 4400-7000 in the ratio of 50:50. The new posts of Junior Assistants shall be created on the basis of actual requirements.

The post of Junior Assistant shall be filled up by promotion to the extent of 100% from amongst the Clerks who have an experience of working as such for a minimum period of five years in the cadre of the department in which he is working at the time of promotion.

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1. Clerk 3. Nine 4. 2120-2160(50%6)

5. Non-selection. 6. Between 18-38 yrs. 7. Essential 10+2 of a recognised university/ Board with atleast 30 w.p.m. typing speed.

8. No 9. Two years subject to such further extension for a period not exceeding one year as may be ordered in special circumstances and for reasons to be recorded in writing.

10. 90percent by direct recruitment and 10percent by promotion from amongst class-iv employees having atleast 5 years regular service or regular combined with adhoc (refered upto 31.3.58.)

11. 10percent by promotion from amongst Class-IV employees having passed Matriculation 2<sup>nd</sup> Divn/1012. The promotees will have to qualify quality Hindi/English type writing test at the speed of 25/30 w.p.m. within six months. This period could be extended upto another six months to give him 2<sup>nd</sup> chance as a special case.

12. As they be constituted by the competent authority from time to time.

13. As required under the law.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No. HPGIC:Per:35:88-5098-5/03

Dated: 24/12/99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. **Short title :** These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. **Interpretation:** If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. **Repeal & Savings:** These rules have been framed in accordance with the Recruitment & Promotion Rules, of I.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 14.1.1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the I.P.S.I.D.C. or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

*(Signature)*

*alc*

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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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Annexure-2 Revised

Recruitment & Promotion Rules for Class-C (Administrative)

No.	Name of post	No. of posts	Scale of pay	Selection	Age for direct recruit.	Min. Education	Whether age & educational qualification prescribed for direct recruits.	Period of probation.	Method of recruitment	In case of recruitment by promotion	If DPC exists what is its composition.	Where vacancies in which DPC is to be constituted in backlog recruitment.	Revised provision.
1.	1. I/Sr. Assistants/ I/Sr. Assistants (Stores) I/Sr. Asstts. (Accounts cases)	four	\$800-9200	Non-selection	18-38 years less 1 year	Essential: 10+2 with three years experience as Ministerial post in Govt. office. Desirable:- Knowledge of customs, manners and customs of IP suitability. No appointment in the peculiar conditions prevailing in the Pradesh.	No	Two years Subject to such further extension for a period not exceeding one year as may be ordered in special circumstances as for reasons to be recorded in writing	100% by promotion from amongs the Jr. Asstts. with 5 years regular service or regular continuous combined with adhoc/interim upto 31.3.58) services in the grade, finding which by direct recruitment	As per Col. 10.	As may be constituted by the competent authority from time to time.	As required under the law.	
	Total	13											

1	2	3	4	5	6	7	8	9	10	11	12	13	14
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1. 2. Jr. Assst.
3. 3% of 4400-7000
4. -do-
5. -do-
6. -do-
7. -do-
8. -do-
9. -do-
10. 100% by promotion from amongst the clerks with five years regular service or regular
11. As Col. 10.
12. As may be considered by the competent authority from time to time.
13. As required under the law.
- 14.

regular  
 examined with  
 continuous  
 adhoc  
 tendered upto  
 31.03.1998  
 service in the  
 grade.

The designation and the revised equivalent of the un-revised pay scale of officials working as Sr. Clerk & Junior Assistants as on 1st January, 1996, shall be protected as a measure personal to them. For future, the total number of posts of clerk including Sr. Clerk and Junior Assistants in a cadre existing on 1st January, 1996 shall be divided in the posts of clerk in the scale of Rs. 3120-5160 and Jr. Assistants in the scale of Rs. 4400-7000 in the ratio of 50:50. The new posts of Junior Assistants shall be created on the basis of actual requirements.

The post of Junior Assistant shall be filled up by promotion to the extent of 100% from amongst the Clerks who have an experience of working as such for a minimum period of five years in the cadre of the department in which he is working at the time of promotion.

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1. 2. 3. 4. 5. 6. 7.

2. Clerk Minu 3120. 5160 (30%e) Non- selection. Between 18-38 yrs. Essential 10+2 of a recognised university/ Board writt. atleast 30 w.p.m. typing speed.

-2-

8. No

9. Two years subject to such further extension for a period not exceeding one year as may be ordered in special circumstances and for reasons to be recorded in writing.

10. 90 percent by direct recruitment and 10 percent by promotion from amongst class-IV employees having atleast 5 years regular service or regular combined with adhoc (rendered upto 31.3.98.)

11. 10 percent by promotion from amongst Class-IV employees having passed Matriculation Divn./10+2. This promotee will have to quality Hindi/English type writing test at the speed of 25/30 w.p.m. within six months. This period could be extended upto another six months to give him 2nd chance as a special case.

12. As may be constituted by the competent authority from time to time.

13. As required under the law.

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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.IPGIC/Per:35:88- 5080-5090

Dated: 24-12-99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.




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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-


1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

**Recruitment & Promotion Rules for Class-C (Ministerial)-**

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Annexure-E Revised

1	2	3	4	5	6	7	8	9	10	11	12	13	14
Sr. No.	Name of post	No of posts	Scale of pay	Selection or Non-selection	Age for direct recruits	Min Educa-tional qualifi-cation	Whether age & Edu qual ification prescribed for direct recruits	Period of probation.	Method of re-cruitment	In case of re-ruitment	If DPC exists what is its composition.	What circum-stances in which DPC is to be con-sulted in backlog recruitment	Revised provision.

1.	(Sr. Assistants/ Jt. Sr. Assista (Accounts/ clerk)	four	\$600-9200	Non selec-tion	18-38 years	Essential: 10+2 with three years experience in Ministerial post in Govt. office. Desirable- Knowledge of customs, manners and dialects of HP suitability for appointment in the peculiar conditions prevailing in the Pradesh.	No	1 two years	100% by promotion from the Jt. Assit. with 5 years regular service or regular combined with continuous adhoc (renewed upto 31.3.98) service in the grade, falling within by direct recruitment.	As per Col. 10.	As may be constituted by the competent authority from time to time.	As required under the law.	
	Total	13											



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1. Asst. 2	3	4	5	6	7	8	9	10	11	12	13	14
	Sr. of clerks.	4400-7000	-do-	-do-	-do-	-do-	-do-					

10 10% by promotion from amongst the clerks with five years regular service or combined with continuous service rendered upto 31.03.1998 service in the grade.

11 As per Col. 10.

12 As may be confirmed by the competent authority from time to time.

13 As required under the law.

14

The designation and the revised equivalent of the unrevised pay scale of officials working as Sr Clerk & Junior Assistants as on 1st January, 1956, shall be protected as a measure personal to them. For future, the total number of posts of clerk including Sr Clerk and Junior Assistants in a cadre existing on 1st January, 1996 shall be divided in the posts of clerk in the scale of Rs. 3120-5160 and Jr Assistants in the scale of Rs. 4400-7000 in the ratio of 50:50. The new posts of Junior Assistants shall be created on the basis of actual requirements.

The post of Junior Assistant shall be filled up by promotion to the extent of 100% from amongst the Clerks who have an experience of working as such for a minimum period of five years in the cadre of the department in which he is working at the time of promotion.

Signature

Authority

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2  
Clerk

3  
Name

4  
3120-  
5160(SM's)

5  
Non-  
selection

6  
Between  
19-28  
Yes

7  
Essential 10+2  
of a recognized  
university/  
Board with  
at least 30  
w.p.m. typing  
speed.

8  
No

9  
Two years  
subject to such  
further extension  
for a  
period not  
exceeding one  
year as may be  
ordered in  
special  
circumstances and  
for reasons  
to be recorded  
in writing.

10  
Synchron by  
direct  
recruitment and  
by promotion  
from  
amongst  
class-iv  
employees  
having atleast 3  
years regular  
service or  
regular  
combined with  
ad hoc  
(tendered  
vide Pt. 3.98.)

11  
If there by  
promotion  
from  
amongst  
Class IV  
employees  
having  
passed  
Mauritiation  
7<sup>th</sup>  
Din./10-2.  
The  
promotee  
will have to  
qualify  
Hindi/English  
type writing  
test at the  
speed of  
25%  
w.p.m. within  
six months.  
This period  
could be  
extended  
upto another  
six months to  
give him 2<sup>nd</sup>  
chance as a  
special case.

12  
As may be  
consulted by  
the competent  
authority from  
time to time.

13  
As required  
under the  
law.

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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88-

5059-5079

Dated: 24-12-99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. **Short title :** These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. **Interpretation:** If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. **Repeal & Savings:** These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 14.1.1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

50-1993 H A/c

a/c




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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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Recruitment & Promotion Rules for Class-C (Ministerial)-  
 Sr. Name of post No. of posts Scale of pay Selection or Non-selection Age for direct recruits Min. Educa-  
 tion Whether age is equal to fixation prescribed for direct recruits. Period of probation Method of re-  
 cruitment In case of re-  
 cruitment by promotion composition. If DPCC exists what is its composition. What circum-  
 stances in which DPCC is to be consulted in factlog recruitment. Annexure-1  
 Revised provision.

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	
1.	1 Sr. Assistant Dist. Assistant (Steno. Secy.) 7 Sr. Assists. (Accounts Cash) Total 13	Four	5800-9200	Non selection	18-28 years Essential	Essential: 10+2 with three years experience in Ministerial post in Govt. office. Desirable - Knowledge of customs, manners and dialects of EP suitability for appointment in the peculiar conditions prevailing in the Pradesh.	No	Two years	Subject to such further extension for a period not exceeding one year as may be ordered in special circumstances as for reasons to be recorded in writing.	10% by promotion from amongst the Sr. Assst. with 5 years regular service or regular combined with continuous upto 31.3.88) service in the grade, failing which by direct recruitment.	As per Col. 10.	As may be considered by the competent authority from time to time.	As required under the law.	

10+2 with three years experience in Ministerial post in Govt. office.

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

Subject to such further extension for a period not exceeding one year as may be ordered in special circumstances as for reasons to be recorded in writing.

10% by promotion from amongst the Sr. Assst. with 5 years regular service or regular combined with continuous upto 31.3.88) service in the grade, failing which by direct recruitment.

As per Col. 10.

As may be considered by the competent authority from time to time.

As required under the law.

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1. Jr. Assst.
2. 50% of 4400-7000 clerks.
3. -do-
4. -do-
5. -do-
6. -do-
7. -do-
8. -do-
9. -do-
10. 100% by promotion from amongst the clerks with five years regular service or combined with continuous adhoc rendered upto 31.03.1998 service in the grade.
11. As per Col. 10.
12. As may be constituted by the competent authority from time to time.
13. As required under the law.
14. -

The designation and the revised equivalent of the unrevised pay scale of officials working as Sr Clerk & Junior Assistants as on 1st January, 1995, shall be protected as a measure personal to them. For future, the total number of posts of clerk including Sr Clerk and Junior Assistants in a cadre existing on 31st January, 1996 shall be divided in the posts of clerk in the scale of Rs. 3120-5160 and Jr. Assistants in the scale of Rs. 4400-7000 in the ratio of 50:50. The new posts of Junior Assistants shall be created on the basis of actual requirements.

The post of Junior Assistant shall be filled up by promotion to the extent of 100% from amongst the Clerks who have an experience of working as such for a minimum period of five years in the cadre of the department in which he is working at the time of promotion.

RE 5000



97 - 454 -

1. Clerk
2. Clerk
3. Mile
4. 3120-5164 (5086)
5. Non-selection.
6. Between 18-38 yrs.
7. Essential 10+2 of a recognised university/ Board with atleast 30 w.p.m. typing speed.

9. No
9. Two years subject to such further extension for a period not exceeding one year as may be ordered in special circumstances and for reasons to be recorded in writing.
10. 96 percent by direct recruitment and 10 percent by promotion from amongst class-IV employees having atleast 5 years regular service or regular continued with adhoc (re-endered upto 31.3.98.)
11. 10 percent by promotion from amongst class-IV employees having passed Matriculation 2<sup>nd</sup> Divn./10+2. The promotee will have to qualify Hindi/English type writing test at the speed of 25/30 w.p.m. within six months. This period could be extended upto another six months to give 1st 2<sup>nd</sup> chance as a special case.
12. As may be constituted by the competent authority from time to time.
13. As required under the law.

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1. Clerk
2. Clerk
3. Nine
4. 3120-5164 (S.P.S.)
5. Non-selection.
6. Between 18-38 yrs.
7. Essential 10+2 of a recognised university/Board with atleast 30 w.p.m. typing speed.
8. No
9. Two years subject to such further extension for a period not exceeding one year as may be ordered in special circumstances and for reasons to be recorded in writing.
9. 96 percent by direct recruitment and 10 percent by promotion from amongst class-IV employees having atleast 5 years regular service or regular combined with adhoc (rendered upto 31.3.98.)
10. 10 percent by promotion from amongst employees having passed Meritulation 2<sup>nd</sup> Divn./10+2. The promotee will have to qualify Hindi/English type writing test at the speed of 25/30 w.p.m. within six months. This period could be extended upto another six months to give 1st 2<sup>nd</sup> chance as a special case.
11. 10 percent by promotion from amongst class-IV employees having passed Meritulation 2<sup>nd</sup> Divn./10+2. The promotee will have to qualify Hindi/English type writing test at the speed of 25/30 w.p.m. within six months. This period could be extended upto another six months to give 1st 2<sup>nd</sup> chance as a special case.
12. As may be constituted by the competent authority from time to time.
13. As required under the law.



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- 1 -

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- 5125-5148

Dated: 24/12/99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 14.1.1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.




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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board.

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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HIMACHAL PRADESH

GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Annexure - C

**Recruitment & Promotion Rules for the post of Security Guard.**

1. Name of the post : Security Guard.
2. Number of posts : Eleven
3. Classification : Class-D.
4. Scale of pay : Rs.2520-100-3220-110-3660-120-4140  
with initial start of Rs.2620/-
5. Whether selection post or Non-selection post. : Non selection.
6. Age for direct recruitment : Between 18-38 years.
7. Minimum educational & other qualifications required for direct recruits. : Middle pass or above. Preference to be given to Ex-servicemen from Indian Army.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : Not applicable.
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of vacancies to be filled by various methods. : 100% by direct recruitment.

101 - 61, 7 -

-2-

- 1. In case of recruitment by promotion, deputation/transfer grades from which promotion, deputation/transfer to be made. : Not applicable.
- 12. If a D. P.C. exists, what is its composition. Not applicable.
- 13. Circumstances in which DPC is to be constituted in making recruitment. : Not applicable. As required under the law.
- 14. Relaxation : Where the Board of Directors of the HP General Industries Corporation is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.

Notes:

- 1. Upper age limit for direct recruits will not be applicable to candidates already in the service of the Government.
- 2. Upper age limit is relaxable for scheduled caste, scheduled tribes and ex-servicemen candidates and other categories of persons to the extent permissible under the General or Special orders of the HP Government.
- 3. Age and qualifications relaxable at the discretion of the Board in case of candidates otherwise well qualified.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED SHIMLA

No.HPGIC:Per:35:88-

S113-S124.

Dated: 24/12/99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P.State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-4-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

a/c Director


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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board.

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.



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Annexure - D

HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of Driver.

1. Name of the post : Driver
2. Number of posts : six
3. Classification : Class C (Technical service)
4. Scale of pay Rs.3330-110 3660-120-4260-140-4400-150-5000 160-5800-200-6200+SP
5. Whether selection post or Non-selection post. : Non selection.
6. Age for direct recruitment : Between 18-35 years.

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

Provided further that if a candidate appointed on adhoc basis or on contract basis had become overage on the date when he was appointed as such he shall not be eligible for any relaxation in the prescribed age limit by virtue of his 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 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 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 HP General Industries Corporation in case the candidate is otherwise well qualified.

Essential qualification

7. Minimum educational & other qualifications required for direct recruits.

i) Should be Middle pass or its equivalent from a recognised Board/Institution of a school education.

ii) Must possess valid driving licence for the plying of heavy-light vehicles in hilly terrains.

Desirable qualifications

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 qualifications prescribed for direct recruits will apply in the case of promotees.

: Not applicable.

9. Period of probation, if any

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

10. Method of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of vacancies to be filled by various methods.

: 100% by direct recruitment.

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- 11. In case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made. : Not applicable.
- 12. If a D. P.C. exists, what is its composition. : Not applicable.
- 13. Circumstances in which DPC is to be constituted 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) a citizen of India, or
  - b) a subject of Nepal, or
  - c) a subject of Bhutan, or
  - d) a Tibetan refugee who came over to India before the 1st Jan. 62 with the intention of permanently settling in India.
  - e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India.

Provided that a candidate belonging to categories (b) (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.



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A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the HP General Industries Corporation Ltd or other recruiting authority but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government of India.

15. Selection for appointment : Selection for appointment to the post in the case of direct recruitment shall be made on the basis of viva voce test. If the HPGIC Ltd., or other recruiting authority as the case may be so consider necessary or expedient by a written test or practical test, the standard syllabus etc., of which will be determined by the HPGIC/ other recruiting authority as the case may be.

16. Reservation:

The appointment to the service shall be subject to orders regarding reservation in the service for scheduled castes/scheduled tribes/backward classes/other categories of persons issued by the Himachal Pradesh Govt., from time to time.

17. Relaxation

: Where the Board of Directors of the H.P. General Industries Corporation Ltd., is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect of any class or category of persons.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- 5021-5024

Dated : 2.11.1998

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C. cum. Secretary (Industries) to the Govt. of Himachal Pradesh, for information.



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THE HINDIAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Annexure - 0

Recruitment & Promotion Rules for the post of  
Sr. Manager (General):

1. Name of the post : Sr. Manager (General)
2. Number of posts : Two
3. Classification : A.
4. Scale of pay : Rs. 10025-275-10300-340-12000-375-13500-400-15100.
5. Whether selection post or Non-selection post. : Selection.
6. Age for direct recruitment : Below 45 years.
7. Minimum educational & other qualifications required for direct recruits. : Master degree in Business Administration or M.A. with Diploma in Personal Management & Industrial Relations or Labour Law/Marketing Management with minimum 10 years experience as Manager in a reputed Organisation.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : No.
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation transfer and the percentage of vacancies to be filled by various methods. : 100% by promotion failing which by direct recruitment.



- 11. In case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made. : By promotion from amongst Managers (General) with minimum 5 years experience as such.
- 2. If a D. P.C. exists, what is its composition. : As constituted by the competent authority from time to time.
- 3. Circumstances in which DPC is to be constituted : As required under law.
- 4. Relaxation : Where the Board of Directors of the IIP General Industries Corporation is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.

Notes:

- 1. Upper age limit for direct recruits will not be applicable to candidates already in the service of the Government.
- 2. Upper age limit is relaxable for scheduled caste, scheduled tribes candidates and other categories of persons to the extent permissible under the General or Special orders of the IIP Government.
- 3. Age and qualifications relaxable at the discretion of the Board Government in case of candidates otherwise well qualified.

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- 1 -

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- ~~5025-25~~

Dated : 26-12-99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

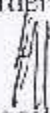
437 -

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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh) for information.



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THE HIMACHAL PRADESH      ANNEXURE - (A)  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of Manager(General):

1. Name of the post : Manager(General)
2. Number of posts : Two.
3. Classification : A.
4. Scale of pay : Rs. 7880-220-8100-275-10,300-340-11550.
5. Whether selection post or Non-selection post. : Selection.
6. Age for direct recruitment : Below 40 years.
7. Minimum educational & other qualifications required for direct recruits. : Master degree in Business Administration or MA with Diploma in Personnel Management & Industrial Relations or Labour Welfare Marketing Management with atleast 5 years experience as Dy. Manager in some reputed concern.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : No
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation transfer and the percentage of vacancies to be filled by various methods. : 100% by promotion failing which by direct recruitment.

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- 11. In case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made.
- 12. If a D. P.C. exists, what is its composition.
- 13. Circumstances in which DPC is to be constituted in making recruitment.
- 14. Relaxation

- : By promotion from amongst Dy. Managers (Genl) Private Secretaries with minimum 5 years experience in respective fields.
- : As constituted by the competent authority from time to time.
- : As required under law.
- : Where the Board of Directors of the HP General Industries Corporation is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.

Notes:

1. Upper age limit for direct recruits will not be applicable to candidates already in the service of the Government.
2. Upper age limit is relaxable for scheduled caste, scheduled tribes candidates and other categories of persons to the extent permissible under the General or Special orders of the HP Government.
3. Age and qualifications relaxable at the discretion of the Board Government in case of candidates otherwise well qualified.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- 5027-28

Dated : 24.12.99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. **Short title :** These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. **Interpretation:** If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. **Repeal & Savings:** These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-4-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

G.M. (P.A.) de

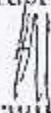


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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh, for information.

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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of  
Sr. Manager (Fin. & Accounts):

1. Name of the post : Sr. Manager (Fin. & Accounts)
2. Number of posts : One
3. Classification : A.
4. Scale of pay : Rs. 10025-275-10300-340-12000-375-13500-400-15100.
5. Whether selection post or Non-selection post. : Selection.
6. Age for direct recruitment : Below 45 years.
7. Minimum educational & other qualifications required for direct recruits. : Master degree in Business Administration with specialization in Financial Management, M.Com. with 10 years experience in the relevant field.  

Or

Associate Member of the Institute of Chartered Accountants of India Associate Member of Institute of the Costs and Works Accountants of India with six years experience.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : No.
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation transfer and the percentage of vacancies to be filled by various methods. : 100% by promotion failing which by direct recruitment.

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11 9 - - - E/P/S

- 11. In case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made. : By promotion from amongst Managers(F&A) Company Secy. with minimum 5 years experience as such.
- 12. If a D. P.C. exists, what is its composition. : As constituted by the competent authority from time to time.
- 13. Circumstances in which DPC is to be constituted in making recruitment. : As required under law.
- 14. Relaxation : Where the Board of Directors of the IIP General Industries Corporation is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.

Notes:

1. Upper age limit for direct recruits will not be applicable to candidates already in the service of the Government.
2. Upper age limit is relaxable for scheduled caste, scheduled tribes candidates and other categories of persons to the extent permissible under the General or Special orders of the IIP Government.
3. Age and qualifications relaxable at the discretion of the Board Government in case of candidates otherwise well qualified.



436-120-1-

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- 5029-37

Dated: 24/12/99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. **Short title :** These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. **Interpretation:** If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. **Repeal & Savings:** These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.


The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

Dy. M. (F/A)  
all

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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.



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Annexure - K

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of  
Dy. Manager(Fin.&Accounts):

1. Name of the post : Dy. Manager(Fin. & Accounts)
2. Number of posts : Five.
3. Classification : B.
4. Scale of pay : Rs.7220-220-8100-275-10300-340-11660.
5. Whether selection post or Non-selection post. : Selection.
6. Age for direct recruitment : Not applicable.
7. Minimum educational & other qualifications required for direct recruits. : Not applicable.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : No
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation transfer and the percentage of vacancies to be filled by various methods : 100% by promotion,



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- 11. In case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made. : By promotion from amongst Sr. Assistants(Accounts)/(Cash) with minimum 5 years experience as such.
- 12. If a D. P.C. exists, what is its composition. : As may be constituted by the competent authority from time to time.
- 13. Circumstances in which DPC is to be constituted in making recruitment. : As required under law.
- 14. Relaxation : Where the Board of Directors of the IIP General Industries Corporation is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.

436-124-1-1

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88-

5040-5086

Dated : 24-1-98

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P.State Industrial Dev.Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-4-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

By *Manoj (Gen)*

*[Signature]*




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4. Commencement: These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Annexure - L

Recruitment & Promotion Rules for the post of  
Dy. Manager(General):

1. Name of the post : Deputy Manager(General)
2. Number of posts : Three.
3. Classification : B.
4. Scale of pay : Rs.7220-220-8100-275-10300-340-11660.
5. Whether selection post or Non-selection post : Selection.
6. Age for direct recruitment : Not applicable.
7. Minimum educational & other qualifications required for direct recruits : Not applicable.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : No
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation transfer and the percentage of vacancies to be filled by various methods : 100% by promotion.

11. In case of recruitment by promotion, deputation/transfer, grades from which promotion, deputation/transfer to be made. : By promotion from amongst Sr. Assistants (General Store) with minimum 5 years experience as such.
12. If a D. P.C. exists, what is its composition. : As may be constituted by the competent authority from time to time.
13. Circumstances in which DPC is to be constituted in making recruitment. : As required under law.
14. Relaxation : Where the Board of Directors of the IIP General Industries Corporation is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No. IHPGIC:Per:35:88- 5094-5098.

Dated: 29-12-99

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.




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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board.

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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Annexure - I

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA


Recruitment & Promotion Rules for the post of Personal Assistant.

1. Name of the post : Personal Assistant
2. Number of posts : One
3. Classification : Class C
4. Scale of pay : Rs. 6400-200-7000-270-8100-275-10300-340-10640.
5. Whether selection post or Non-selection post : Non selection
6. Age for direct recruitment : Between 18-38 years.
7. Minimum educational & other qualifications required for direct recruits : Essential qualification  
i) Should possess a Bachelor's degree or its equivalent from a University recognised by H.P./ Centre Govt.

ii) Must possess the following speed in shorthand and typewriting in both the languages i.e., English & Hindi at the time of initial recruitment.

<u>Speed in shorthand</u>	
<u>English</u>	<u>Hindi</u>
100 w.p.m.	80 w.p.m.

<u>Speed in Typewriting</u>	
<u>English</u>	<u>Hindi</u>
40 w.p.m.	30 w.p.m.



Provided that at the time of initial appointment the candidate shall have to pass the test in English shorthand and typewriting as prescribed supra and such candidate shall have to pass the test in Hindi Shorthand and Typewriting as prescribed supra within a period of 2 years from the date of his appointment. The appointment letter of such candidate who does not qualify the shorthand-typewriting test in Hindi language, shall contain the specific condition that he shall have to pass the test in shorthand and typewriting in Hindi within a period of two years and if he qualifies the test in Hindi shorthand typewriting within a period of two years he will be eligible to draw his annual increment from due dates and the candidate who qualifies the said test after two years he will be eligible to draw his first increment only from the date of qualifying the prescribed test.



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Desirable qualifications

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 qualifications prescribed for direct recruits will apply in the case of promotees.

: No.

9. Period of probation, if any

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

10. Method of recruitment, whether by direct recruitment or by promotion, deputation/ transfer and the percentage of vacancies to be filled by various methods.

: 100% by promotion failing which by direct recruitment.



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

By promotion from amongst Sr.Scale Stenographers with six years regular or regular combined with continuous ad hoc (rendered upto 31.3.91) service in the grade failing which by promotion from amongst the Sr. Scale Stenographer who possesses 11 years regular or regular combined with continuous ad hoc(rendered upto 31.3.91) service in the grade as Sr.Sc.Stenographer and Jr.Scale Stenographers combined failing both by deputation/transfer from amongst the incumbents of this post working in the identical pay scale in other H P Govt. Departments.

(1) In all cases of promotion, the ad hoc service rendered in the feeder post upto 31.3.91, 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:-

(2) 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 upto 31.3.91) in the feeder post in view of the provisions 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 the incumbents to be considered for promotion shall possess the minimum qualifying service of atleast three years or that prescribed in the Recruitment & Promotion rules for the post of whichever is less.

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

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Explanation:

The last proviso shall not render the junior incumbent ineligible for consideration for promotion if the senior ineligible persons happened to be ex-servicemen recruited under the provision of Rule 3 of Demobilised Armed Forces personnel (Reservation of vacancies in Himachal State Non-Technical Services) Rules, 1972 and having been given the benefit of seniority thereunder, or recruited under the provisions of Rule 3 of Ex-servicemen (Reservation of vacancies in the Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority thereunder.

2. Similarly, in all cases of confirmation, ad hoc service rendered on the feeder post upto 31.3.91, if any, prior to the regular appointment against such post shall be taken into account towards the length of service.

Provided that inter- se-seniority as a result of confirmation after taking into account ad hoc service rendered upto 31.3.91 shall remain unchanged.

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| 12. | If a D.P.C. exists, what is its composition.                         | As may be constituted by the competent authority from time to time.  |
| 13. | Circumstances in which DPC 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:-<br><br>a) a citizen of India, or<br>b) a subject of Nepal, or<br>c) a subject to Bhutan, or<br>d) a Tibetan refugee who came over to India before the 1st Jan.62 with the intention of permanently settling in India. |



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e) a person of Indian origin who has migrated from Pakistan, Barma, Srilanka, East African countries or Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malwa, Zaire and Ethiopia with the intention of permanently settling in India.

Provided that a candidate belonging to categories (b) (C), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the IIP General Industries Corporation Ltd or other recruiting authority but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government 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 viva voce test. If the IIPGIC Ltd., or other recruiting authority as the case may be so consider necessary or expedient by a written test or practical test, the standard syllabus etc., of which will be determined by the IIPGIC, or other recruiting authority.

16. Reservation: The appointment to the service shall be subject to orders regarding reservation in the service for scheduled castes, scheduled tribes, backward classes, other categories of persons issued by the Himachal Pradesh Government from time to time.



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17. Power to relax:

1. Where the Board of Directors of the H.P. General Industries Corporation Ltd. is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of persons.
2. Age and qualifications relaxable at the discretion of the Board in case of candidates otherwise well qualified.

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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88-

~~5057-88~~ 5057-88

Dated: 26-12-98

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P.State Industrial Dev.Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.




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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.



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Annexure - J

THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of: Private Secretary

1. Name of the post : Private Secretary
2. Number of posts : One
3. Classification : Class B
4. Scale of pay : Rs.7220-220-8100-275-10300-340-11660 + Spl.pay
5. Whether selection post or Non-selection post. : Non selection
6. Age for direct recruitment : Not applicable
7. Minimum educational & other qualifications required for direct recruits. : Not applicable
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : Not applicable.
9. Period of probation, if any : Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.
10. Method of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of vacancies to be filled by various methods. : 100% by promotion.



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11. In case of recruitment by promotion, deputation transfer, grades from which promotion, deputation transfer to be made.

:By promotion from amongst the Personal Assistants who possess 5 years regular service or regular ad hoc (rendered upto 31.3.98) service, if any.

(1) In all cases of promotion, the ad hoc service rendered in the feeder post upto 31.3.98, 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:-

(i) 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 upto 31.3.98) in the feeder post in view of the provisions 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 the incumbents to be considered for promotion shall possess the minimum qualifying service of atleast three years or that prescribed in the Recruitment & Promotion rules for the post of whichever is less.

Provided further that where person becomes ineligible to be considered for promotion 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 promotion.

Explanation:

1. The last proviso shall not render the junior incumbent ineligible for consideration for promotion if the senior ineligible persons happened to be ex-servicemen recruited under the provision of Rule-3 of Demobilised Armed Forces Personal (Reservation of vacancies in Himachal State Non-Technical services) Rules, 1972 and having been given the benefit of seniority thereunder or recruited under the provisions of Rule-3 of Ex-servicemen (Reservation of Vacancies in the Himachal Pradesh Technical Services) Rules 1985 and having been given the benefit of seniority thereunder.

2. Similarly, in all cases of continuation, ad hoc service rendered on the feeder post upto 31.3.98, if any, prior to the regular appointment against such post shall be taken into account towards the length of service.

Provided that inter-se-seniority as a result of continuation after taking into account ad hoc service rendered upto 31.3.98 shall remain unchanged.

12. If a D. P.C. exists, what is its composition. : As may be constituted by the HPGIC from time to time.
13. Circumstances in which DPC is to be constituted in making recruitment. : As required under the law.
14. Essential requirement for a direct recruitment. : Not applicable.
15. Selection for appointment to post by direct recruitment. : Not applicable.
16. Reservation: The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/scheduled tribes/ Backward classes/other categories of persons issued by the Himachal Pradesh Government from time to time.
17. Departmental Examination: 1. Every member of the service shall pass a Departmental Examination as prescribed in the Departmental Examination Rules, 1976 of the HP State Secretariate as amended from time to time, failing which he shall not be eligible to :-  
i) Grant of proficiency step up increment next due;  
ii) Confirmation in the service even after completion of probationary period; and



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iii) Promotion to the next higher post provided that an officer who has qualified the Departmental Examination in whole or in part prescribed under any rules before the notification of these rules shall not be required to qualify the whole or in part of the examination as the case may be:

~~Provided further that an officer for whom no Departmental Examination was prescribed prior to the notification of these rules and who has attained the age of 45 years on the 1st March, 1976 shall not be required to qualify the Departmental Examination prescribed under these rules.~~

Provided further that an officer for whom no departmental examination was prescribed prior to the Notification of these rules and who had not attained the age of 45 years on 1.3.76 shall not be required to qualify the Departmental Examination prescribed under these rules after attaining the age of 50 years for the purpose of (i) grant of proficiency step up increment next due and (ii) confirmation in the service after completion of probationary period.

(2) An Officer on probation to higher post in his direct line of promotion shall not be required to pass the aforesaid examination if he has already passed the same in the lower officer cadre post.

(3) The Corporation may in consultation with the Board of Directors grant in exceptional circumstances and for reasons to be recorded in writing, exemption in accordance with the Departmental Examination Rules to any class or category of persons from the Departmental Examination in whole or in part provided that such officer is not likely to be considered for any other higher promotion before the date of his superannuation.

18. Relaxation

Notes:

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-5-  
:Where the Board of Directors of the H.P. General Industries Corporation Ltd is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these Rules with respect of any class or category of persons.

1. Upper age limit for direct recruits will not be applicable to candidates already in the service of the Government.
2. Upper age limit is relaxable for scheduled caste, scheduled tribe candidates and other categories of persons to the extent permissible under the General or Special orders of the H P Government.
3. Age and qualifications relaxable at the discretion of the Board in case of candidates otherwise well qualified.



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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

No.HPGIC:Per:35:88- 5091-5093

Dated: 24-10-98

NOTIFICATION

The Board of Directors of this Corporation by virtue of the powers vested in it under section 291 of the Companies Act, 1958 hereby make the Recruitment & Promotion Rules for the posts as per Annexure-"A" to Annexure-"O" attached to this notification.

1. Short title : These rules may be called the Himachal Pradesh General Industries Corporation Ltd. Recruitment & Promotion Rules, 1998.
2. Interpretation: If any question arises relating to the interpretation of these rules, it shall vest with the Board of Directors of this Corporation whose decision thereon shall be final.
3. Repeal & Savings: These rules have been framed in accordance with the Recruitment & Promotion Rules, of H.P. State Industrial Dev. Corporation Ltd. as the services of the most of the employees of this Corporation were transferred from the aforesaid Corporation w.e.f. 1-1-1988 and also the provisions of revised pay scales rules w.e.f. 1-1-1996 whatever amendments are made henceforth in these rules by the HPSIDC or the State Government with reference to R & P Rules of any post, the same shall be amended by this Corporation as per requirement.

The rules already in existence in this respect, if any are hereby repealed or stand amended to the extent provided for in these Recruitment & Promotion Rules.

Provided that such repeal shall not effect the previous operation of the said rules or anything done or any action taken thereunder.

Stena H.P. Ind

*[Handwritten signature]*




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4. **Commencement:** These rules shall come into force from the date of its notification.

By order of the Board,

  
Managing Director

CC:-

1. Official/Officer concerned.
2. The Head of Department/Unit for information.
- ✓ 3. The F.C.cum.Secretary(Industries) to the Govt. of Himachal Pradesh for information.

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THE HIMACHAL PRADESH  
GENERAL INDUSTRIES CORPORATION LIMITED, SHIMLA

Recruitment & Promotion Rules for the post of Steno typist.

1. Name of the post : Steno typist.
2. Number of posts : Four
3. Classification : Class C
4. Scale of pay : Rs. 3120-100-3220-110-3660-  
120-4260-140-4400-150-5000-  
160-5160 + S.P.
5. Whether selection post or  
Non-selection post. : Non selection
6. Age for direct recruitment : Between 18-38 years.

Provided that the upper age limit for direct recruits will not be applicable to the candidates already in the service of the Corporation 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 had become overage on the date when he was appointed as such he shall not be eligible for any relaxation in the prescribed age limit by virtue of his 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:



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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 constitution of such Corporation/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 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:

1. Age limit for direct recruitment will be reckoned on the first day of the year in which the posts 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 Board of Directors of the HPGIC Ltd., in case the candidate is otherwise well qualified.

7. Minimum educational & other qualifications required for direct recruits.

Essential qualification

- i) Should have passed matriculation examination in 2<sup>nd</sup> Division or 10+2 examination or its equivalent from University recognised by H.P. Central Government.
- ii) Must possess the following speed in shorthand and typewriting in English or Hindi as the case may be.

Speed in shorthand

60 w.p.m.

Speed in Typewriting

25 w.p.m.

However preference will be given to the candidates who possesses the requisite speed in shorthand and typewriting in both the languages i.e. English & Hindi.



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Desirable qualifications:

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 qualifications prescribed for direct recruits will apply in the case of promotees.   | : Age: Not applicable.<br>Edu. Quali. As indicated in Col. 7  |
| 9. Period of probation, if any :  | Two years subject to any such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and for reasons to be recorded in writing.  |
| 10. Method of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of vacancies to be filled by various methods. | : 100% by promotion, failing which by direct recruitment.   |
| 11. In case of recruitment by promotion, deputation, transfer, grades from which promotion, deputation, transfer to be made.                                    | : By promotion from amongst the clerks who possess the prescribed speed of English and Hindi shorthand typewriting as per rule 7 (essential) (ii) above and also possesses three years regular service or regular combined with continuous adhoc (rendered upto 31.3.95) service, if any. |
| 12. If a D. P.C. exists, what is its composition.   | : As may be constituted by the HPGIC from time to time.   |
| 13. Circumstances in which DPC is to be consulted in making recruitment.  | : As required under the law.  |

Essential requirement for a direct recruitment.

A candidate for appointment to any service or post must be :-

- a) a citizen of India, or
- b) a subject of Nepal, or
- c) a subject to Bhutan, or
- d) a Tibetan refugee who came over to India before the 1st Jan.62 with the intention of permanently settling in India.
- e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries or Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India.

Provided that a candidate belonging to categories (b) (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the IIP General Industries Corporation Ltd or other recruiting authority but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government 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 viva voce test, if the IIPGIC Ltd., or other recruiting authority as the case may be so consider necessary or expedient by a written test or practical test, the standard syllabus etc., of which



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, will be determined by the HPGIC,  
or the other recruiting authority as  
the case may be.

16. Reservation:

The appointment to the service shall  
be subject to orders regarding  
reservation in the service for  
scheduled castes/scheduled  
tribes backward classes/other  
categories of persons issued by the  
Himachal Pradesh Govt. from time  
to time.

17. Relaxation

: Where the Board of Directors of the  
U.P. General Industries Corporation Ltd. is of  
the opinion that it is necessary or expedient so  
to do, it may by order for reasons to be  
recorded in writing and relax any of the  
provisions of these Rules with respect of any  
class or category of persons.