

**Government of Himachal Pradesh,
Department of Panchayati Raj.**

No. PCH-HB(1)24/2006-JE-Apptt-II

Shimla-171009, Dated 10th April 2008

“Notification”

In supersession of this Department notification No. PCH-HB(1)12/2000-6320-6546 dated 24.3.2005 relating to the appointment of Junior Engineers on contract basis by Panchayat Samiti, the Governor, Himachal Pradesh is pleased to order formulation of following new scheme for engaging Junior Engineers on contract basis by the Panchayat Samitis. The objective of the Scheme is to ensure quality and cost effectiveness of civil works being carried out and executed by the PRIs and Department of Rural Development and Panchayati Raj in the State of Himachal Pradesh. The Junior Engineers, henceforth, will be engaged on contract basis by the Panchayat Samitis under the provisions of this scheme.

1. Eligibility Criteria:

**Educational/
Technical
Qualification:** A person who has a Degree/Diploma in Civil Engineering from recognized Institution and has secured not less than 50% marks.

Minimum age limit: 18 years.

Other conditions:

- (i) The candidate should be of sound mind and good physical health.
- (ii) The candidate should not have any criminal record.
- (iii) The candidate should not have any outstanding dues payable to the State Government or the Gram Panchayat.
- (iv) The candidate or any of his family members should not be or have been encroachers upon Govt. land.

**2. Selection
Committee:** A personal interview would be held and a merit list prepared. This work would be done by a committee consisting of the following members:-

1. Sub Div. Magistrate	Chairman.
2. Chairman Panchayat Samiti.	Member.
3. Assistant Engineer (Dev.)	Member.
4. Executive Officer Panchayat Samiti	Member Secy

3. Mode of Selection.

The Executive officer of Panchayat Samiti will invite the application from the desirous persons possessing necessary qualification as mentioned above by putting up a notice on the notice board of Panchayat Samiti, Block Development Office as well as Gram Panchayat office and all other conspicuous places such as Patwar Khana, Mahila Mandal Bhawan, Yuvak Mandal Bhawan, Community centre etc. A minimum time of 15 days would be given for receiving applications. On receipt of applications within the prescribed time, the date of interview will be fixed by the Executive officer, Panchayat Samiti concerned. The selection committee will conduct the interview on the date, time and place as notified.

4. Distribution of Marks:

The selection of the candidates, who appear in the interview, shall be made on the basis of the performance of the candidates purely on merit basis out of the total 100 marks which shall be divided in the following manner:-

(A) Educational Qualification.	
Percentage of marks obtained in degree divided by 2.127 Or Percentage of marks in 3 years diploma divided by 2.5.	to the maximum of 47 marks.
(B) Experience Three marks shall be awarded for every one year of experience in relevant nature of duties in any development Block or in Panchayati Raj Institutions.	to the maximum of 20 marks.
(C) Personal Interview	to the maximum of 15 marks.
(D) In case of candidate belongs to the category of Scheduled Castes or Scheduled Tribes or Other backward Classes or Below Poverty line.	10 Marks.
(E) In case candidate is physically handicapped.	3 Marks.
(F) In case candidate belongs to a family having no member in the employment of Government.	5 Marks.

After selecting the required number of Junior Engineers, a waiting list will be prepared in the order of merit of the un-selected candidates. The waiting list will be

valid for a period of one year. If the selected candidates does not report for joining to the Executive Officer Panchayat Samiti within 15 days from the date of issue of his appointment letter or vacancy arises in the post of Junior Engineer during the period for which waiting list is valid, as the case may be, the next candidate from the waiting list appearing at the top of waiting list will be given appointment.

5. Appointing Authority and allocation of Panchayats.

The Panchayat Samiti concerned shall be the appointing authority and letter of appointment shall be issued by the Executive Officer, Panchayat Samiti. He will also allocate the Gram Panchayats to a Junior Engineer.

6. Emoluments.

The Contract appointees will be paid remuneration of Rs. 8700/- per month. They will also be entitled for TA/DA for journeys performed in connection with the affairs of Panchayat Samiti at such rate as fixed by the appropriate authority from time to time.

7. Leave

The Contract appointees will be entitled for 12 Casual leave in a year and no other leave will be admissible other than Gazetted Holidays and Sundays.

8. Terms/other conditions of appointment & termination of contract.

(i) The appointment to the post of Junior Engineer shall be purely on contract basis. The Junior Engineer shall report for duty within a period of fifteen days from the date of receipt of appointment letter. The Executive Officer of the Panchayat Samiti concerned shall sign the contract agreement with the person to be appointed as the Junior Engineer.

(ii) The Panchayat Samiti, if it deems proper, may initiate proceedings for disengagement/removal of the Junior Engineer by giving him a show cause notice of one month, if the Panchayat Samiti is not satisfied with the

services of the appointee or in case the appointee is not maintaining proper discipline or has indulged in corruption, misutilization of funds or has committed a criminal offence or fails to perform the duties assigned to him or he has been guilty of misconduct in the discharge of his duties, as the case may be:

Provided that the matter for his disengagement/removal will be placed before the Panchayat Samiti alongwith the reply, if any, of the show cause notice for consideration and decision of the Panchayat Samiti. The services of Junior Engineer shall be terminated, if the Panchayat Samiti pass a resolution in this behalf by a majority of two-thirds of the total elected members of the Panchayat Samiti.

- (iii) The Junior Engineer could also be removed by the Executive Officer Panchayat Samiti after giving him opportunity of being heard, if three or more Gram Panchayats of the group allocated to the Junior Engineer pass a resolution for his removal on the grounds that he is not performing his duties properly in the Panchayats.
- (iv) Notwithstanding anything contained in this scheme, if it comes to the notice of the Rural Development or Panchayat Raj Department that there has been gross misutilization or embezzlement of funds by the Junior Engineer or he has been guilty of misconduct in the discharge of his duties or he has failed to perform the duties assigned to him by the Panchayat Samiti or any authority of the above departments and his continuance in the office of the Panchayat Samiti is undesirable and

the Panchayat Samiti fails to disengage his services by terminating his contract, in that event Director Panchayati Raj may direct District Panchayat Officer concerned to get an inquiry conducted against the Junior Engineer and the District Panchayat Officer on the basis of inquiry report, after scrutinizing the material on record and satisfying himself may issue the order for termination of contract of the Junior Engineer concerned:

Provided that during the course of enquiry the delinquent Junior Engineer shall hand over all record in his possession to another Junior Engineer or other technical staff of PRIs as ordered by Executive Officer Panchayat Samiti till the order of the District Panchayat officer under 8 (iv) above.

9. Appeal:

The Junior Engineer removed/terminated under the provisions of 8 (ii), (iii) & (iv) may prefer an appeal to the Deputy Commissioner of the concerned District within a period of 30 days from the date of order of the Executive Officer Panchayat Samiti or District Panchayat Officer, as the case may be. The decision of the Deputy Commissioner shall be final.

10. Transfer:

The Chief Executive officer, Zila Parishad may transfer the Junior Engineer from one Panchayat Samiti to another Panchayat Samiti on availability of vacancy if the resolution to this effect is passed by the Panchayat Samiti or due to other administrative reasons.

11. Duties.

The duties of the contract appointees are as under:-

- (i) Preparation of estimates, execution/supervision of works.
- (ii) Making entries in MB.

- (iii) Maintenance of all registers allied to works.
- (iv) Reporting of physical and financial progress of Developmental works.
- (v) Any other related work assigned by the Department, Panchayat Samiti or the Executive Officer.

11. Dispute resolution.

Aggrieved party may prefer an appeal before Deputy Commissioner of the concerned district within 30 days from the declaration of the result. The decision of Deputy Commissioner shall be final.

12. Power to remove difficulties:

If any difficulty arises in the implementation or interpretation of the provisions of this scheme, the matter may be referred to the State Government for clarification/guidance, who shall be competent, by an order, to do anything to remove such difficulty not inconsistent with the provisions of this scheme.

The services of the existing Junior Engineers appointed on contract basis by Panchayat Samiti will also be governed by this scheme.

By order

**Secretary (Panchayati Raj) to the
Government of Himachal Pradesh**

EndstNo.PCH-HB(1)24/2006-JE-Apptt-II- 922-1276 Shimla-9, dated 10-4-2008

Copy forwarded for information and necessary action to:-

1. The Secretary (GAD) to the Govt. of H.P., Shimla-2 for information in compliance to the decision of the Council of Minister dated 13.3.2008.
2. All the Administrative Secretary to the Government of Himachal Pradesh Shimla-2.
3. All the Heads of Department in Himachal Pradesh.
4. All the Deputy Commissioners in H.P.
5. All the Sub Divisional Officers in H.P .
6. All the Chairperson Panchayat Samiti in H.P.
7. All the District Panchayat Officers in Himachal Pradesh .
8. Principal, Panchayati Raj Institute Baijnath, Distt. Kangra, & Mashobra, Distt. Shimla H.P.
9. All the Assistant Engineers (Dev.) in H.P.
10. All the Block Dev. Officers/Executive officer, Panchayat Samiti in H.P.
11. Concerned official for up loading the said Notification on Internet I.D.No. of this Department for publication in e-gazette, H.P.
12. Guard file.

**Joint Secretary (Panchayats) to the
Government of Himachal Pradesh.**