

**GOVERNMENT OF HIMACHAL PRADESH  
DEPARTMENT .....**

**NOTIFICATION**

No. ....

Shimla-02, the

January, 2026

In exercise of the powers conferred by section 10 of the Himachal Pradesh Recruitment and Conditions of Service of Government Employees Act, 2024, (Act No. 23 of 2025) and the proviso to article 309 of the Constitution of India, the Governor, Himachal Pradesh is pleased to make the following rules regulating the method of recruitment and conditions of service of Group-A, Group-B, Group-C and Group-D employees of the Department of ....., Himachal Pradesh, namely:-

Short title, commencement and application.	1	(1) These rules may be called the Department of .....(name of department), (Recruitment and Conditions of Service of Group-A, Group-B, Group-C and Group-D Employees) Rules, 2025.
		(2) These rules shall come into force from the date of publication in the Rajptra (e-Gazette), Himachal Pradesh.
		(3) These rules shall apply to .....
Nomenclature of post, cadre, strength, classification, scale of pay and selection or non selection post.	2	As specified in the SCHEDULE-I, annexed to these rules.
Age for direct recruitment.	3	18 to 45 years: Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of the Government including those who have been appointed on adhoc basis. Provided further that if a candidate appointed on adhoc basis had become over-age on the date he was appointed as such, he shall not be eligible for any relaxation in the prescribed age-limit by virtue of his

	<p>such adhoc appointment:</p> <p>Provided also that upper age limit is relaxable for Scheduled Castes/Scheduled Tribes/Other Backward Classes and Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Government:</p> <p>Provided also that the employees of all the Public Sector Corporations and Autonomous Bodies who happened to be Government Servant 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 Corporation/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.</p> <p><u>Note:</u> 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.</p>
<p>Essential educational and other qualification(s) required for direct recruit(s).</p>	<p>4</p> <p>A person shall be eligible for appointment to a post, possessing all the essential qualification(s) and other qualifications as mentioned in SCHEDULE-II, annexed to these rules.</p> <p><b>Note#</b> <i>In the cases of rules for Group-C and Group-D posts, the following proviso may be mentioned below essential qualification(s):-</i></p> <p>(i) A candidate shall be eligible for appointment to Group-C post(s), if he/she has passed Matriculation and 10+2 from any School/Institution situated within Himachal Pradesh and for Group-C posts having Technical qualification i.e. ITI or Diploma/certificate course, if he/she has passed Middle and Matriculation from any School/Institution situated within Himachal Pradesh.</p>

		<p>(ii) A candidate shall be eligible for appointment to Group-D post(s), if he/she has passed Middle and Matriculation from any School/Institution situated within Himachal Pradesh:</p> <p>Provided this condition shall not apply to Bonafide Himachalies.</p>
Desirable qualification(s) for direct recruit(s).	5	Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the State shall be desirable qualification.
Educational qualification(s) for promotee(s).	6	As mentioned in the SCHEDULE-II, annexed to these rules.
Probation.	7	<p>Person appointed either by direct recruitment or by promotion shall be on probation from the date of his initial appointment as under:-</p> <p><b>i) Direct Recruitment:</b></p> <p>(a) Two years subject to such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and reasons to be recorded in writing.</p> <p>(b) No probation in case of appointment on tenure basis, re-employment after superannuation and absorption.</p> <p><b>ii) Promotion:</b></p> <p>(a) Two years or the period of probation prescribed for the direct recruitment to the post, if any, in the case of promotion from one group to another e.g. Group-B to Group-A.</p> <p>(b) No probation in case of promotion from one grade to another but within same class of posts e.g. from Group-C to Group-C.</p>
Method(s) of recruitment.	8	<p>a) By direct recruitment on regular basis or recruitment by regularization, as the case may be.</p> <p>b) By promotion/secondment/ transfer, as the case may be.</p> <p>(Detailed procedure is indicated in SCHEDULE-II)</p>
Method of regularization.	9	Recruitment by way of regularization shall be made, from amongst the trainees and job trainees engaged through authorized agencies under the schemes framed by the State Government, subject to their qualifying an efficiency bar test (in the case of Job Trainee only) based on the work profile of the respective post:

	<p>Provided that such regularization shall be subject to the following conditions:-</p> <ul style="list-style-type: none"> <li>(i) the trainees and job trainees have been engaged on a consolidated fixed remuneration in Government Departments only;</li> <li>(ii) the engagement was made against substantive or sanctioned posts, with the concurrence of the State Government.</li> </ul>
<p>Conditions for recruitment by promotion/secondment/transfer.</p>	<p>10</p> <p>The recruitment by way of promotion shall be made in accordance with the procedure as laid down in SCHEDULE-II, annexed to these rules, subject to the following conditions/exceptions;</p> <p><i>(Note# The provisions for promotion may be prescribed by indicating feeder categories, defined length of service, qualification etc. in the feeder grade, requirement/conditions for secondment/transfer, as the case may be.)</i></p> <p>(I) For the purpose of promotion every employee shall have to serve atleast one term in the Tribal/Difficult/Hard areas and remote/rural areas subject to adequate number of post(s) available in such areas:</p> <p>Provided that the above conditions shall not be applicable in the case of those employees who have five years or less service, left for superannuation except posting/transfer in remote/rural area. However, this condition of five years shall not be applicable in cases of promotion:</p> <p>Provided further that Officer/Official who has not served atleast one tenure in Tribal/ Difficult/Hard areas and remote/rural areas shall be transferred to such area strictly in accordance with his/her seniority in the respective cadre.</p> <p><b>Explanation I:</b> For the purpose of condition (I) supra the "term" in Tribal/Difficult/Hard area/remote/rural areas shall mean normally three years or less period of posting in such areas keeping in view the administrative exigencies/convenience.</p> <p><b>Explanation II:-</b>For the purpose of condition (I) supra the Tribal/Difficult Areas shall be as under:-</p> <ol style="list-style-type: none"> <li>1. All tribal areas in the State.</li> </ol>

Amey

2. Churah and Mehla Blocks of Chamba District.
3. 15/20, 18/20, 12/20 areas of Rampur Sub Division including Kuki, Darkali, Munish, Kashapat Panchayat, District Shimla.
4. Dodra Kwar Sub Division of District Shimla.
5. Jabal, Khabal, Pekha, Tangnu, Janglik, Diudi, Mayla, Sindasli, Dhagoli, Rohal, Ranol, Kharshali, Gaonsari, Diswani, Dhakgaon Panchayats of Chhohara Block of Rohru Sub Division, District Shimla.
6. Sub- Tehsil Kupvi of District Shimla..
7. Chhota Bhangal and Bara Bhangal areas of Kangra District.
8. Shillai and Sangrah Tehsils of Sirmour District.
9. Patwar Circle Charana of Tehsil Nohradhar and Patwar Circles; Khala kyar, Bhatgarh, Koti Dhiman and Jarag of Tehsil Dadahu, District Sirmour.
10. Chuhar Ghati of District Mandi.

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

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

(II) In all cases of promotion, the continuous adhoc service rendered in the feeder post if any, prior to regular appointment to the post shall be taken into account towards the length of service as prescribed in these rules for promotion subject to the conditions that the adhoc appointment/ promotion in the feeder category had been made after following proper acceptable process of selection in accordance with the provisions of Recruitment and Promotion Rules:

Provided that in all cases where a junior person

becomes eligible for consideration by virtue of his total length of service (including the service rendered on adhoc basis followed by regular service/appointment) 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 further that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least three years' or that prescribed in the Recruitment and Promotion Rules for the post, whichever is less:

Provided also that where a 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: The last proviso shall not render the junior incumbents ineligible for consideration for promotion if the senior ineligible persons happened to be Ex-servicemen who have joined Armed Forces during the period of emergency and recruited under the provisions of rule-3 of Demobilized 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 Service) Rules, 1985 and having been given the benefit of seniority thereunder.

(III) Similarly, in all cases of confirmation, continuous adhoc service rendered on the feeder post, if any, prior to the regular appointment against such posts shall be taken into account towards the length of service, if the adhoc appointment/promotion had been made after proper selection and in accordance with the provision of the Recruitment and Promotion Rules:

Provided that inter-se-seniority as a result of confirmation after taking into account, adhoc service

		rendered shall remain unchanged.
Departmental promotion committee/ confirmation committee.	11	<p>a) Where promotion is prescribed as method of recruitment, the composition of Department Promotion Committee (for considering promotion) shall be indicated.</p> <p>b) Where the method includes direct recruitment/ absorption/re-employment of Armed Forces personnel, the composition of Departmental Confirmation Committee (for considering confirmation) shall be indicated.</p>
Consultation of Himachal Pradesh Public Service Commission.	12	As required under the Law.
Essential requirement for direct recruitment.	13	A candidate for appointment to any service or post must be a Citizen of India.
Selection for appointment to the post by direct recruitment.	14	<p><b>(For Group A and B)</b></p> <p>Selection for appointment to the post in the case of direct recruitment shall be made on the basis of interview/ personality test or if the Himachal Pradesh Public Service Commission or other recruiting agency/authority as the case may be, so consider necessary or expedient on the basis of interview/personality test preceded by a screening test (objective type)/ written test or practical test or physical test, the standard/syllabus, etc. of which, will be determined by the Commission/ other recruiting agency/ authority as the case may be.</p> <p><b>(For Group-C)</b></p> <p>Selection for appointment to the post in the case of direct recruitment shall be made on the basis of merit of written examination <u>and/or</u> practical test or skill test or physical test, the standard/syllabus etc. will be determined by the Himachal Pradesh Public Service Commission/ Himachal Pradesh Rajya Chayan Aayog Hamirpur/other recruiting agency/ authority, as the case may be</p> <p><b>(For Group-D)</b></p> <p>Selection for appointment to the post in the case of direct recruitment shall be made on the basis of merit</p>

		of prescribed educational qualification followed by evaluation as specified in Appendix-I appended to these rules.
Reservation.	15	The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/Scheduled Tribes/Other Backward Classes/other categories of persons issued by the Himachal Pradesh Government from time to time.
Departmental examination.	16	Every member of the service shall pass a Departmental Examination as prescribed in the Himachal Pradesh Departmental Examination Rules, 1997, as amended from time to time. repealed under sub-rule (i) supra, shall be deemed to have been validity made or OR Not applicable
Power to relax.	17	Where the State Govt. is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing and in consultation with the Himachal Pradesh Public Service Commission relax any of the provision(s) of these rules with respect to any class or category of person(s) or post(s).
Repeal and savings	18	(i) The Himachal Pradesh, Department of ....., rule.....notified, vide No. ....dated..... and, published in Rajpra (e-Gazette), Himachal Pradesh dated.....are repealed. Note:- In the cases where categories of posts are more in number, the details of repealed rules may be appended as Annexure to these rules. (ii) Notwithstanding such repeal, any appointment made or anything done or any action taken under the rules so repealed under sub-rule (i) supra, shall be deemed to have been validity made or done or taken under these rules.

\*\*\*\*\*

**SCHEDULE-I**

Statement showing details of various posts in the establishment of department of  
 ....., (name of the department)

Sl. No.	Name of Post (ii)	Number of post(s) (iii)	Classification (iv)	Scale of Pay (v)	Selection/ Non Selection (vi)
1.			Group-A/B/C/D, as the case may be	"Level of the pay matrix attached with time scale of the post, as per H.P. Civil Services (Revised Pay) Rules, 2022"	
2.					

*Agg*

\*\*\*\*\*

**SCHEDULE-II**

Sl.No.	Name of post	Method of recruitment	Educational and other qualification(s)
(i)	(ii)	(iii)	(iv)
1.			
2.			

\*\*\*\*\*

*Aug.*

For Group-D posts		
1.	Merit of minimum educational qualification, in terms of the Recruitment and Promotion Rules, shall be calculated as under:- {Percentage of marks obtained in prescribed educational qualification to be calculated out of 85 marks. For example, a candidate getting 50% marks in Matric will be given 42.5 marks}.	85 marks
2.	(Evaluation of the candidates to be made in the following manner):- (i) Belonging to notified Backward Area or Panchayat, as the case may be. =01 Mark (ii) Land less family/family having land less than 1 Hectare to be certified by the concerned Revenue Authority. =2 Marks (iii) Non-employment Certificate to the effect that none of the family members is in Government/ Semi-Government service. =2.5 Marks (iv) Differently abled persons with more than 40% impairment/disability/infirmity. =1 Mark (v) NSS(atleast one year)/certificate holders in NCC/The Bharat Scout and Guide/Medal winner in National Level sports competitions. =1Mark (vi) BPL family having annual income (from all sources) below Rs. 40,000/-or as prescribed by the Govt. from time to time. =2.5 Marks (vii) Widow/divorced/destitute/single woman. =1.5 Marks (viii) Single daughter/Orphan =1 Mark (ix) Experience upto a maximum of 5 years in Govt./Semi-Govt. Organization relating to the post applied for (0.5 marks only for each completed year) =2.5 Marks	15 marks

Ans: