



**"Say YES to LIFE/ Say NO to DRUGS"**

**Chaudhary Sarwan Kumar  
Himachal Pradesh Krishi Vishvavidyalaya, Palampur  
General Administration Branch**

G20

No. QSD.2-9/CSKHPKV(GA)/- 63398-497

Dated Palampur, the

**30 DEC 2024**

**NOTIFICATION**

The Vice-Chancellor, CSKHPKV, Palampur has been pleased to adopt the guidelines/instructions in CSKHPKV, Palampur as contained in the Office Memorandum No. Fin(C)-B(7)-13/2009 dated 10.11.2023, No. Fin(C)-A(3)-5/2004 dated 24.07.2024, letter No. Fin(C) A(7)-13/2009 dated 09.08.2024 and letter No. Fin(C)-B(7)-13/2009 dated 07.10.2024 (copies enclosed) issued by the Principal Secretary (Finance) to the Govt. of Himachal Pradesh, Shimla regarding re-engagement/hiring of retirees in the Departments.

  
Registrar  
CSKHPKV, Palampur.

Endst. No. Even.  
Copy to:

Dated: Even.

1. All the Statutory Officers, CSKHPKV, Palampur.
2. All the Heads of Deptts./Offices/Units, CSKHPKV, Palampur.
3. All the Associate Directors/Scientists Incharge/Programme Coordinators, Regional Research Centres/RSSs/KVKs, CSKHPKV, Palampur.
4. The Joint Controller (Local Audit), CSKHPKV, Palampur.
5. The Incharge, Media Cell, CSKHPKV, Palampur.
6. The Incharge, UNS, CSKHPKV, Palampur.
7. All the Asstt. Registrars/Section Officers/Supdts. (HQs), CSKHPKV, Palampur.
8. The President, NTEU, HPAUTA, VASTA, TEWA, CSKHPKV, Palampur.
9. Members Senate, Teaching and Non-Teaching Constituency, CSKHPKV, Palampur.
10. The PS to Vice-Chancellor/the SPS Registrar, CSKHPKV, Palampur.
11. Guard File.

  
Registrar  
CSKHPKV, Palampur.

No. Fin (C)-B(7)-13/2009  
GOVERNMENT OF HIMACHAL PRADESH  
FINANCE (REGULATIONS) DEPARTMENT

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Dated Shimla-171002, the 10<sup>th</sup> Nov., 2023

OFFICE MEMORANDUM

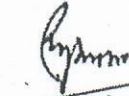
Subject: Fixation of emoluments and terms and conditions of the retirees re-engaged in the Departments.

The undersigned is directed to refer to the subject cited above regarding the service conditions of the retirees hired/re-engaged in the departments on fixed emoluments.

Attention is invited to the Finance Department's Office Memorandum of even number dated 23<sup>rd</sup> March, 2017 for the re-employed pensioners and dated 25<sup>th</sup> March, 2017 for the re-employed persons covered under National Pension System.

For reasons of economy and in the public interest, the Departments may consider hiring/engaging retired persons in on emoluments lesser than that permissible under the instructions dated 23.3.17 or 25.03.17 referred to as above, with the approval of the competent authority, on the following terms and conditions:

1.	Emoluments	He/She may draw fixed amount of emoluments not exceeding 40% of the basic pay last drawn. This would be the upper limit. No Dearness Allowance will be admissible on this fixed amount.
2.	Tenure	The tenure of engagement shall be for a period as determined by the Government and will be effective from the date of issue of the orders. Provided that the Government can terminate this engagement even before the expiry of the above period, in case the services of the incumbents are not required.
3.	TA/DA	He/She shall be entitled to TA/DA as was admissible to him/her at the time of retirement.
4.	Leave	One day's leave after completion of one month will be admissible.
5.	Medical Facilities/ Expenses	He/She shall continue to avail medical facilities and re-imbursment of Medical Expenses as admissible to him/her as a retiree.

  
10/11/2023

Contd.....2/-

6.	Government Accommodation	He/She may be allowed to retain the allotted Government residential accommodation if in continuous possession at the time of such engagement.
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The Departments are also advised to examine the matter for re-engagement at their own level before sending proposal to Finance Department keeping in view of directions passed by the Hon'ble High Court of Himachal Pradesh in CWPII No. 201 of 2017 titled as Court on its motion Versus State of H.P. & another, FR 56(d) and instructions issued by the Department of Personnel from time to time in this regard.

By order

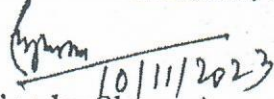
Devesh Kumar  
Principal Secretary (Finance) to the  
Government of Himachal Pradesh

To

All the Administrative Secretaries  
to the Government of Himachal Pradesh.

Endst No. Fin(C)-B(7)-13/2009 Dated Shimla-171002, the 10<sup>th</sup> Nov., 2023  
Copy forwarded to:-

1. The Registrar General, High Court of Himachal Pradesh, Shimla-1.
2. The Principal Accountant General, H.P. Shimla-3.
3. The Accountant General (A&E) H.P. Shimla-3.
4. The Divisional Commissioner, Shimla/Kangra/Mandi, H.P.
5. The Resident Commissioner, Himachal Bhawan, Sikandra Road, New Delhi.
6. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
7. The Secretary, H.P. Vidhan Sabha, Shimla-4.
8. All the Heads of Departments in Himachal Pradesh.
9. The Secretary, H.P. Public Service Commission, Shimla-2.
10. All the Deputy Commissioners in Himachal Pradesh.
11. The Director, Institutional Finance, Himachal Pradesh, Shimla-2
12. The Resident Commissioner, Pangi, Chamba, Himachal Pradesh.
13. The Secretary H.P. State Electricity Regulatory Commission, SDA Complex, Shimla.
14. The Secretary, Lokayukta, Pine Grove Building Shimla-2
15. The Registrar, H.P. State Consumer Disputes Redressal Commission, Shimla.
16. All the District Treasury Officers/Treasury Officers in H.P.
17. The Deputy Commissioner, Relief and Rehabilitation, Bias Dam Project, Fatehpur, Kangra, H.P.
18. The Controller (Finance & Accounts), Department of Personnel, H.P. Secretariat, Shimla-2
19. Guard File.

  
(Rajender Sharma)  
Joint Secretary (Finance) to the  
Government of Himachal Pradesh

No. Fin (C)-A(3)-5/2004  
GOVERNMENT OF HIMACHAL PRADESH  
FINANCE (REGULATIONS) DEPARTMENT

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Dated Shimla-171002, the 24<sup>th</sup> July, 2024.

OFFICE MEMORANDUM

Subject: Fixation of emoluments and terms and conditions for re-engagement of retirees in the Departments under Rule-131 of HPFR, 2009.

The undersigned is directed to refer to this department's office Memorandum No. Fin(C)-B(7)-13/2009 dated 10<sup>th</sup> November, 2023 regarding fixation of emoluments and terms and conditions of the retirees re-engaged in the Departments.

It has come to notice of this department that some departments are hiring the services of the retirees as per the provisions of the HPFR, 2009, where the post of the respective category is not available. The question relating to fixation of emoluments and terms and conditions of such cases was engaging the attention of the government for past some time.

For the reasons of economy and in the public interest, the Departments may consider hiring/engaging retired persons as per the Rule-131 of the HPFR, 2009, where the post of the respective category is not available, on the following terms and conditions:-

**(A). Nomenclature and Emoluments:-**

Category of retiree(s)	Nomenclature to be given	Emoluments permissible
Class-IV	Multi Task Worker	He/She may draw fixed monthly amount @ 40% of the basic pay last drawn.
Class-III	Office Assistant	He/She may draw fixed monthly amount @ 40% of the basic pay last drawn.
Class-II Class-I	Work Supervisor	He/She may draw fixed monthly amount @ 40% of the basic pay last drawn.

*[Signature]*  
24/07/2024

Contd...2/-


For retiree(s) of specialized category which includes Doctors, Engineers, any administrative services and the services of the HPSS (Ministerial cadre only)	Consultant (Name of specialized field)	He/She may draw fixed monthly amount @ 50% of the basic pay last drawn.
NOTE:- No Dearness Allowance will be admissible on this fixed amount.		

(B). Other Terms & Conditions:-

1.	Tenure	The tenure of engagement shall be for a period as determined by the Government and will be effective from the date of issue of the orders. But in no case it should exceed more than one year at a time in case of Class-I to IV retirees except in the case of specialized services termed as "Consultants". Provided that the Government can terminate this engagement even before the expiry of the above period, in case the services of the incumbents are not required.
2.	TA/DA	He/She shall be entitled to TA/DA as is admissible to an outsourced person, if any.
3.	Leave	He/She shall be entitled to Leave as is admissible to an outsourced person, if any.
4.	Medical Facilities/ Expenses	No medical facility will be given to a person to be hired under this policy because a retiree is already covered under such facility.
5.	Government Accommodation	He/ She may be allowed to retain the allotted Government residential accommodation if in continuous possession at the time of such engagement.

(C). All the expenditure to be incurred on fixed emoluments on hiring of such manpower is to be borne under SOE "outsourcing" only.

(D). The Administrative Departments may ensure that prior concurrence of the Finance Department on each such proposal may be obtained and no such engagement be made at their own level in any case.

  
24/07/2024

Contd...3/-

(E). Such engagement can be terminated before the expiry of specified period in case conduct and performance of the incumbents are not found satisfactory by giving prior notice of 15 days.

(F). The retired persons hired on these Terms and Conditions is required to submit a self declaration form (enclosed) at the time of joining on such re-engagement.

By order


Devesh Kumar  
Principal Secretary (Finance) to the  
Government of Himachal Pradesh

To

All the Administrative Secretaries  
to the Government of Himachal Pradesh.

Endst No. Fin.(C)-A(3)-5/2004 Dated Shimla-171002, the 24<sup>th</sup> July, 2024.  
Copy forwarded to:-

1. The Registrar General, High Court of Himachal Pradesh, Shimla-1.
2. The Principal Accountant General, H.P. Shimla-3.
3. The Accountant General (A&E) H.P. Shimla-3.
4. The Divisional Commissioner, Shimla/Kangra/Mandi, H.P.
5. The Resident Commissioner, Himachal Bhawan, Sikandra Road, New Delhi.
6. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
7. The Secretary, H.P. Vidhan Sabha, Shimla-4.
8. All the Heads of Departments in Himachal Pradesh.
9. The Secretary, H.P. Public Service Commission, Shimla-2.
10. All the Deputy Commissioners in Himachal Pradesh.
11. The Director, Institutional Finance, Himachal Pradesh, Shimla-2
12. The Resident Commissioner, Pangi, Chamba, Himachal Pradesh.
13. The Secretary H.P. State Electricity Regulatory Commission, SDA Complex, Shimla.
14. The Secretary, Lokayukta, Pine Grove Building Shimla-2
15. The Registrar, H.P. State Consumer Disputes Redressal Commission, Shimla.
16. All the District Treasury Officers/Treasury Officers in H.P.
17. The Deputy Commissioner, Relief and Rehabilitation, Bias Dam Project, Fatehpur, Kangra, H.P.
18. The Controller (Finance & Accounts), Department of Personnel, H.P. Secretariat, Shimla-2
19. Guard File.


  
24/07/2024  
(Rajender Sharma)

Joint Secretary (Finance) to the  
Government of Himachal Pradesh

## DECLARATION FORM

I. Shri/ Smt. .... retired on ..... after superannuation and re-engaged as ..... w.e.f. ....in the department, do hereby affirm and declare as follows:-

1. I agree to provide my services on the Terms and Conditions as prescribed in the FD's OM No. Fin(C)-A(3)-5/2004 dated 24<sup>th</sup> July, 2024 and will not solicit any deviation at any stage.
2. I agree and undertake that I will maintain and protect the confidentiality of the information received by me while discharging my official responsibilities. Also, I will not misuse or share the information with anybody not eligible or connected to have this information. In case of any breach, I shall be liable to such action as deemed fit by the department.
3. I agree and undertake that I will not indulge in any unethical acts or practice which is against the interests of the department and which are illegal and not in conformity with the rules, policies and practices of the department.
4. I agree that my services will be purely on temporary basis and is liable to be terminated at any stage in case my performance/ conduct is not found satisfactory.

  
24/07/2024

Signature of the Candidate

No.Fin@A(7)-13/2009  
Government of Himachal Pradesh  
Finance (Regulations) Department

...  
Dated, SHIMLA-171002, the 09<sup>th</sup> August, 2024

From:

The Principal Secretary (Finance) to the  
Government of Himachal Pradesh.

To

All the Administrative Secretaries to the  
Government of Himachal Pradesh.

Subject: Regarding re-engagement/ hiring of the retirees in the  
Departments.

Sir/Madam,

I am directed to invite your attention to this department's  
Office Memorandum of even number dated 10<sup>th</sup> November, 2023 and  
Office Memorandum No. Fin@A(3)-5/2004 dated 24<sup>th</sup> July, 2024 regarding  
re-engagement/hiring of the retired persons in the Departments.

It has been noticed that while examining such cases, the  
Administrative Departments are not adhering to the orders of Hon'ble High  
Court in CWPIL No. 201 of 2017 titled as Court on its motion Versus State of  
HP & another passed on 19.12.2017 and the guidelines contained in  
Department of Personnel letter No. Per(AP-B)E(3)-56/2017 dated 8<sup>th</sup>  
February, 2018 and 8<sup>th</sup> June, 2018, vide which said orders of Hon'ble High  
Court have been circulated. The provisions contained in Chapter-22 of the  
Handbook on Personnel Matters Vo.II are also not being adhered to.  
Accordingly, the public interest is not being justified in the proposals for  
such re-engagement/hiring.

*(Signature)*  
09/08/24

The objective of issuing the instructions dated 10<sup>th</sup> Nov, 2023  
and 24<sup>th</sup> July, 2024 is to consider re-engagement, if it is warranted in public  
interest and that too, within the ambit of the orders of the Hon'ble High  
Court dated 19.12.2017 and the guidelines of the Department of Personnel  
and not in a casual manner. Therefore, all the Administrative departments  
are requested that before submitting the cases of re-engagement/ re-  
employment for approval of the competent authority and concurrence of  
Finance Department, it shall be ensured that:-


1. The cases are examined within the ambit of orders of the Hon'ble  
High Court dated 19.12.2017 and guidelines issued by the  
Department of Personnel on 8<sup>th</sup> February, 2018 and 8<sup>th</sup> June, 2018,



- vide which the orders of Hon'ble High Court have been circulated for compliance.
2. The parameters prescribed in the policy on this issue as contained in Chapter-22 of Handbook on Personnel Matters Vo.II, are complied with.
  3. The public interest should be justified in terms of orders of Hon'ble High court.

In view of the above, it is requested that it shall be the responsibility of the Administrative Departments to ensure compliance of the orders of Hon'ble High Court dated 19.12.2017. It shall also be ensured by the respective Administrative Departments that the orders of re-engagement/re-employment are not issued without prior concurrence of the Finance Department.

Yours faithfully,

  
09/08/2024

Joint Secretary (Finance-Regulations) to  
The Government of Himachal Pradesh.

No. Fin(C)-B(7)-13/2009  
Government of Himachal Pradesh  
Finance (Regulations) Department

From

The Principal Secretary (Finance) to the  
Government of Himachal Pradesh, Shimla-2.

To

✓ All the Administrative Secretaries to the  
Government of Himachal Pradesh, Shimla-2.

Dated Shimla-2, the

7<sup>th</sup> October, 2024.

**Subject:** *Regarding re-engagement / hiring of the retirees in the Departments.*

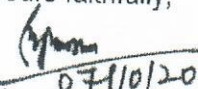
Sir/Madam,

I am directed to refer to this department's letter of even number dated 9<sup>th</sup> August, 2024, on the subject cited above wherein it has been emphasized that it shall be ensured by the Administrative Departments that the orders of re-engagement/ re-employment are not issued without prior concurrence of the Finance Department.

In this regard, now it has been decided that re-employment/ re-engagement cases which have been approved by the Hon'ble Chief Minister, Himachal Pradesh on the file of Administrative Department, will be decided/ settled at the level of respective Administrative Department. However, it shall be ensured by the Administrative Department that:-

1. *The case be examined within the ambit of orders of the Hon'ble High Court dated 19.12.2017 in CWPIL No. 201/ 2017 and guidelines issued by the Department of Personnel on 8<sup>th</sup> February, 2018 and 8<sup>th</sup> June, 2018, vide which the orders of Hon'ble High Court have been circulated for compliance.*
2. *The parameters prescribed in the policy on this issue as contained in Chapter-22 of Handbook on Personnel Matters (Vol-II), are complied with.*
3. *The public interest should be justified in terms of orders of Hon'ble High Court.*
4. *Terms & Conditions on re-employment/ re-engagement be fixed as per Finance Department's O.M. dated 10.11.2023 OR dated 24.07.2024, whichever is applicable in the respective case.*
5. *If there is any issue of contempt of the Court occurred for non-observance of guidelines issued by the Department of Personnel/ non-compliance of orders of Hon'ble High Court dated 19.12.2017, the concerned Administrative Department shall solely responsible for such violation.*

Yours faithfully,

  
07/10/2024  
(Rajender Sharma)

Joint Secretary (Finance) to the  
Government of Himachal Pradesh

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