



# HARYANA STATE HIGHER EDUCATION COUNCIL

No.:- 6/4-2020 Adv./HSHEC

Dated:- 03.04.2023

## NOTICE

Haryana State Higher Education Council in its 2<sup>nd</sup> meeting held on 25.02.2023, unanimously approved the Regulations to provide for appointment of Temporary staff. These are accordingly notified and uploaded on the website today i.e. 3<sup>rd</sup> April, 2023.

*K.K. Agnihotri*

K.K. Agnihotri  
Advisor cum SPD  
HSHEC

## HARYANA STATE HIGHER EDUCATION COUNCIL Notification

In exercise of the powers available under sub-section (1) of section 20 read section 22 of the Haryana State Higher Education Council Act, 2018, and amendment Act 12 of 2020 the Haryana State Higher Education Council, hereby, makes the following regulations, namely:-

**1. Short title and commencement.-** (1) These Regulations may be called the Haryana State Higher Education Council (Appointment of Temporary Staff) Regulations, 2023.

(2) These regulations shall come into force on the date of their publication on the website of the Haryana State Higher Education Council.

**2. Definitions.-** In these regulations, unless the context otherwise requires,-

(a) "Act" means the Haryana State Higher Education Council Act, 2018 and amendment Act 12 of 2020;

(b) "temporary staff" means such personnel appointed in the Council for a temporary period and having no claim for permanent appointment;

(c) "Schedule" means the Schedule to these Regulations;

(d) "section" or "sub-section" means a section or sub-section of the Act.

(2) Words and expressions used herein and not defined in these Regulations but defined in the Act and the rules notified under the Act shall have the meanings respectively assigned to them in the Act/rules.

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**3. Posts for appointment of Temporary Staff.**-(1) The temporary support staff under these Regulations shall be considered for appointment for the completion of projects, surveys, studies etc. as to be undertaken for short durations.

(2) The Chairperson may, if in his opinion circumstances so exist and for reasons to be recorded in writing, specify post, along with duties and qualifications

(3) The Chairperson shall report any action taken under sub - regulation (1 and 2) for ratification to the Council constituted under section 3 of the Act.

(4) Where the Council declines to ratify the action taken by the Chairperson under sub regulation (2), then the Chairperson shall forthwith disengage any person or persons appointed to such post.

**4. Qualifications for appointment of temporary staff.**- (1) The qualifications for appointment of temporary staff shall be such as is specified suiting a particular project, studies, surveys etc. to be undertaken.

(2) In the case of a person who has retired from the service of the Central Government or the State Government or any board, company or other agency owned or controlled by the Central Government or the State Government, there shall be no limitation on educational qualifications for appointment on a post equivalent to the post held prior to retirement.

**5. Reservation.**- The rules and instructions of the State Government on reservation for special categories of persons shall apply to the appointment of temporary support staff.

**6. Method of Appointment.**- Appointment of temporary support staff shall be made by the Chairperson or the officer so authorised by the Chairperson in the following manner, namely;

(i) by way of advertisement on the Council website; or

(ii) by appointment of persons who have served on regular basis in the Central Government or the State Government or any board, company or other agency owned or controlled by the Central Government or the State Government provided such person has served in such Government or such board, company or other agency for a period of not less than ten years and has relevant and necessary experience for the post.

**7. Manner of Appointment.**-(1) The appointment of temporary support staff under clause (i) of regulation 6 of these Regulations shall be through a competitive examination for selection on the basis of merit and if so required, on the basis of weightage given to previous experience:

(2) The weightage given for previous experience under sub regulation (1) –

(a) shall not exceed fifteen per cent of the total marks for selection; and

(b) shall be so declared in the advertisement.

(3) The appointment of temporary support staff under clause (ii) of regulation 6 of these Regulations shall be on the recommendations of a Committee to be constituted by the Chairperson for the purpose:

(4) The Committee constituted under sub regulation (3) shall evaluate the suitability of the person in terms of relevant experience for the post and the integrity and performance of such person during his service in Central Government or the State Government or any board, company or other agency owned or controlled by the Central Government or the State Government.

**8. Age Limit and Term of appointment of temporary staff.**-(1) The term of appointment of a person as temporary support staff shall be three years or the duration of the project on which he is appointed, or till he attains the age of fifty eight years where such person is appointed under clause (i) of regulation 6 of these Regulations or sixty five years where such person is appointed under clause (ii) of regulation 6 of these Regulations, whichever is earlier.

(2) The term of appointment of a person as temporary support staff may, after an assessment of the performance, integrity and ability of such person, be renewed for another period of three years or till he attains the age of fifty eight years where such person is appointed under clause (i) of regulation 6 of these Regulations or sixty five years where such person is appointed under clause (ii) of regulation 6 of these Regulations, whichever is earlier.

(3) The appointment of a person as temporary support staff shall, unless renewed earlier, stand terminated automatically on expiry of the period of appointment; and there shall be no need to issue a separate order terminating the appointment.

(4) Either the person appointed as temporary support staff or the **Chairperson or the officer authorised may terminate**, at any time, **the appointment**, by giving at least two months notice in advance or paying two months salary in lieu thereof.

**9. Pay.**-(1) Only lump-sum monthly pay shall be payable to a person appointed as temporary support staff under clause (i) of regulation 6, and no special pay, compensatory allowance, house rent allowance, or any allowance shall be payable, and there shall be no annual increment.

(2) The lump-sum monthly pay for the purposes of sub regulation (1) shall be determined from time to time by the Chairperson by a general or special order; and shall, in principle, be equal to the minimum of the scale of pay for an equivalent post in the State Government with applicable dearness allowance calculated on such scale of pay at the time of appointment.

(3) Where a person has been appointed as temporary staff under clause (ii) of regulation 6 on a post equivalent to that occupied by him immediately prior to his retirement from the service of the Central Government or the State Government or any board, company or other agency owned or controlled by the Central Government or the State Government and is in receipt of pension there from, such person shall receive a lump-sum monthly pay **equal to the last pay drawn minus the pension received**.

**10. Eligibility for leave.**-(1) Persons appointed as temporary support staff shall be entitled for 15 days casual leave and 5 days optional leave in each calendar year of actual service, and where the appointment is made during the calendar year, or on termination of appointment, calculation of eligibility for casual leave shall be made on proportionate basis for full completed months of appointment.

(2) The Chairperson shall have the discretion and power to grant, for specific reasons to be recorded in writing, special leave to any person appointed as temporary support staff.

**11. Travelling Allowance.**-Person appointed as temporary support staff shall be eligible for travelling allowance equivalent to that permissible to a government servant occupying an equivalent post provided that such person is to travel on duty beyond the limits of the notified Area.

**12. Other conditions.**-(1) The provisions of the Haryana Civil Services (Government Employees Conduct) Rules, 2016, shall apply *mutatis mutandis* to every appointment made under these Regulations.

(2) Persons appointed as temporary support staff shall not be eligible for any kind of pension, gratuity or death benefit etc. for the period of such appointment.

(3) Confidential Report of the person, appointed as temporary support staff shall be recorded quarterly, by that reporting officer so designated by the Chairperson, and shall assess his performance, knowledge, skill, work and conduct.

(4) Person appointed as temporary staff under clause (i) of regulation 6 shall deposit a minimum of 10 percent of his lump sum pay in a provident fund scheme for social security; and the Council shall deposit its share equal to a sum of 10 per cent of lump sum pay into the scheme so designated and inform the person appointed as temporary staff.

**13. Removal of difficulties.**-In the implementation of these regulations, if any doubt or question arises, such doubt or question shall be placed before the Council and the decision of the Council shall be final and binding.