

**HIMACHAL PRADESH RAJYA CHAYAN AAYOG, HAMIRPUR
DISTT. HAMIRPUR (H.P.)-177001**

Advertisement No. 08/2026 Dated: 09.04.2026 [https://hprca.hp.gov.in.](https://hprca.hp.gov.in)

Opening date for submission of Online Recruitment Application (ORA) Form : 17.04.2026

Closing date for submission of Online Recruitment Application (ORA) Form : 08.05.2026

Online Applications are invited from the desirous & eligible candidates only for the Scheme based direct recruitment/engagement for various post of teachers in CBSE affiliated Schools through the official website of Himachal Pradesh Rajya Chayan Aayog, Hamirpur i.e. <https://hprca.hp.gov.in>. The online application can be filled up from 17.04.2026 (10:00AM) to 08.05.2026 till 11:59 PM, thereafter website link will be disabled. The candidates are strictly advised to apply online well in advance to avoid rush during closing dates of submission of Online Recruitment Applications. No Offline Application Form will be accepted by the HPRCA. The candidates must read the instructions carefully before filling up of ORA.

A correction window shall be opened for a period of four days, commencing after the closing date for submission of ORAs, during which the candidates shall be permitted to rectify errors in their ORAs, subject to payment of the prescribed fee.

The downloaded copy of the online application form along with necessary original certificates and self attested photocopies must be brought at the time of document verification or to submit the same whenever required by the HPRCA to ascertain the eligibility of applicants.


General Instructions:-

Date for determining eligibility of all candidates in respect of Essential Qualification(s), and Experience, if any shall be the prescribed closing date for submission of Online Recruitment Application (ORA) Form i.e. 08.05.2026 till 11.59PM. However, the date for determining of validity of category certificate of the candidates belonging to OBC Category, BPL/EWS Category, Ward of Freedom Fighters Category etc. shall be the prescribed closing date for submission of ORA as well as the date of document verification, meaning thereby that these candidates should have valid category certificate throughout the selection process.

Age: The minimum and maximum age limit for all categories is 18 and 45 years, respectively and will be reckoned as on 01.01.2026.

Note:-

- i) The candidate(s) must be registered on One Time Registration (OTR) portal before filling the ORA.
- ii) The candidates must read the instructions/other terms and conditions carefully before filling up ORA Forms for the post(s) concerned.
- iii) The candidates are advised to remember his/her credentials, which will be applicable for all future reference regarding the examination/tests, downloading roll numbers/call letters/entering fee detail etc.
- iv) The candidates are advised to give their working mobile number and email ID, used by them in the online recruitment application (ORA) and ensure their working till the completion of selection process to avoid inconvenience. There is no other means of contacting them except their email & Mobile number and any information by HPRCA or its agency will be sent through SMS/e-mail in addition to notice on the official website of HPRCA.
- v) The candidates shall fill up their complete and correct particulars in the ORA forms to avoid rejection of candidature. Furnishing incorrect information may disqualify the candidate from appearing for recruitment to advertised post.
- vi) No other mode except online payment is acceptable for examination and other processing fees.
- vii) No. of post(s) is/are tentative and may increase or decrease from time to time for different categories of posts, if any, fresh requisitions received from any requisitioning authorities for the posts having common/similar R&P


9/4/26

Rules shall be included in the present number of posts up to 31.07.2026 or the date of Computer Based/Written objective Screening Test whichever is earlier. Therefore, all the candidates are requested to apply under their respective category (s) as the post of any reserved category can be included to be filled up on the basis of this advertisement. The number of vacancies & reservation of post is liable to be altered without any notice.

- viii) In case of the posts of various departments to be filled up by common examination or posts of various districts in case of District cadre posts, the candidates at the time of documentation process will have to exercise the option (i.e., give preference of districts/departments) in writing and the selection/allocation of the departments/district will be made on the basis of "Merit-Cum-Option-Cum-Availability of Post" formula. However, the desirous reserve category candidate may further opt that in case by considering him/her as MRC (Meritorious Reserve Candidate), he/she is not getting the post/department/district of his/her better preference/choice, then he/she may be considered in his/her respective reserve category for giving him/her better choice/preference for ultimate recommendation.
- ix) A meritorious candidate belonging to a reserved category, who enters the selection process on relaxed standards (i.e., under relaxed eligibility criteria including but not limited to marks, age and experience), except with respect to the fee component, shall be considered under their respective reserved category and would be deemed unavailable for consideration against unreserved vacancy.
- x) The minimum qualifying marks of written screening test/OMR/CBT shall be atleast 45% marks for general category candidates and 40% marks in the case of Scheduled Caste/ Scheduled Tribe/ Other Backward Classes/Wards of Freedom Fighters candidates. However, if the number of candidates securing the prescribed percentage of marks is less than the number of advertised posts, the Aayog may relax the qualifying percentage by a maximum of 5%, i.e., upto 40% for General category candidates and 35% for candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes, and Wards of Freedom Fighters, for reasons to be recorded in writing.
- xi) In case of multiple shifts CBT examination, the score of candidates shall be normalized using Z-Score Method (Mean and Standard Deviation Method) for preparation of the merit list.
- xii) The recommendations of the Aayog will be valid till the appointments are offered to the candidates by the Appointing Authority.
- xiii) While preparing the final result, a category wise waiting list (panel) shall be prepared. The candidates placed in the waiting list/panel shall have no right to be appointed except when a selected/recommended candidate does not join and the waiting list is still in operation, which shall be for one year from the date of sending recommendation by HPRCA to the concerned appointing authority.
- xiv) The waiting panel shall be as under:-
a) Where the number of advertised posts is upto 25 then @ 25% subject to minimum of two candidates.
b) Where the number of advertised posts is between 25 to 50 then @ 15% subject to minimum of seven candidates.
c) Where the advertised number for each post is above 50 then @ 10% subject to minimum of eight candidates. Any fraction shall be rounded off to next number.
- xv) The Aayog reserves the right to implement any clarifications/instructions, received from the Government during the recruitment process.
- xvi) The candidates must visit the website regularly for any further information regarding their roll numbers, admit card, documentation etc.
- xvii) As per instructions of the Government dated 11.06.2019 when an Economically Weaker Sections EWS candidate is not available for selection, the post(s) will be treated automatically as de-reserved and will be filled up from a non EWS candidate of unreserved category.
- xviii) The candidate shall be eligible for appointment, if he/she has passed Matriculation and 10+2 from any school/institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachalis.
- xix) Dispute, if any, shall be subject to Court jurisdictions of HP.



- xx) The HPRCA reserves the right to change any other terms of the advertisement or to rectify the inadvertent/technical errors at any stage.
- xxi) The working experience, if any required for any advertised post being part of the essential qualification, shall be acquired after acquisition of the basic qualification.
- xxii) The candidates of reserved categories of other States i.e. other than State of Himachal Pradesh, shall be treated as General category candidates i.e. in General (UR) and the benefit of reservation and fee concession, if any shall not be admissible to them.
- xxiii) The candidates shall be admitted to selection process provisionally subject to verification of their eligibility at the time of documents verification.
- xxiv) In case of any doubt regarding the **recognition of the institution** from which the candidate has acquired the prescribed essential qualifications, the onus shall be on the candidate to prove that the said institution is a recognized institution.
- xxv) The Aayog, before the closing date of advertisement, may club any post(s) having same essential qualification, nomenclature of the post as per R&P Rules, for the purpose of selection process.
- xxvi) **Where the number of eligible candidates is less than the advertised posts, the Aayog may determine and notify an appropriate criterion for selection.**
- xxvii) A meritorious candidate belonging to a reserved category, who enters the selection process on relaxed standards (i.e., under relaxed eligibility criteria including but not limited to marks, age and experience), except with respect to the fee component, shall be considered under their respective reserved category and would be deemed unavailable for consideration against unreserved vacancy.
- xxviii) Where the number of candidates for a post is limited, the option of OMR based tests may be preferred by the Aayog in place of CBT.
- xxix) Such numbers of candidates shall be shortlisted by the Aayog for documents verification so as to enable the Aayog to recommend candidates for appointment and to maintain the required waiting panel.
- xxx) If the number of eligible candidates at the stage of final selection is found to be less than the number of advertised posts, the additional available candidates who are next in merit and have qualified the benchmark of minimum prescribed marks may be called for document verification, in order to fill up the maximum number of advertised posts.
- xxxi) Where the number of eligible candidates is equal to the number of advertised posts, the Aayog shall consider any meritorious reserved category candidates against their own category in order to fill up the maximum number of advertised vacancies.
- xxxii) The shortlisted candidate at the time of documents verification shall disclose in writing as to whether he/she has been **convicted by any Court of law**. The candidates shall also disclose the **detail of FIR's**, if any, registered or pending against them alongwith the present status of the case.
- xxxiii) The **terms and conditions of appointment/engagement** will be regulated by the **"Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount"** (Annexure-I) as notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026, the copy whereof is enclosed herewith as **Annexure-"X"**. The teachers temporarily engaged under this Scheme shall not be deemed to be Government employee in any manner and shall be governed by the terms and conditions of this Scheme only. **The candidates are advised to go through the aforesaid scheme for further details of engagement before applying for the posts and the said scheme is the part of this Advertisement. The selected candidates shall be liable to be posted anywhere within the State.**
- xxxiv) The appointment/engagement of **Music Teacher, Teacher (Sanskrit), Teacher (Drawing), Physical Education Teacher (Elementary), Teacher (History), Teacher (Hindi) and Teacher (Geography)** will be purely Scheme based, temporary for a period of **Five (05) Years** and are not against any sanctioned posts. There shall be **no right of regularization** against any vacant sanctioned posts of Education Department. Further these Teachers shall not be deemed to be Government Employee in any manner and shall be governed by the terms and conditions of the aforesaid

scheme only. The **Government medical rules** for reimbursement claim shall not be applicable to these teachers and they are **liable to be posted** in any CBSE affiliated Government schools as well as in other Government schools, as per the requirement of the department. The **service Rules** (including CCS/CCA/Leave Rules/Pension Rule or any other rules as applicable to Government Servants) shall not be applicable to the persons engaged under this scheme. The period of engagement under this scheme shall not be counted for any purpose/service benefits and teachers shall be entitled only for the benefits as mentioned in this sub scheme. The State Government may prescribe any other terms and conditions of engagement, in addition to the conditions prescribed in the Scheme etc.

Important Note:- Candidates are advised to visit the Aayog's website from time to time for updates in their own interest.

1. The detail of Posts, Eligibility Conditions, Mode of Selection and other terms and conditions are as under:-
Detail of Posts:-

Name of Department & Honorarium	Post Code	Break-up of posts
<p>Department of School Education, Government of HP Music Teacher (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under the "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount" (Annexure-1). Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount" (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>	26021	<p>Gen(UR)-45, EWS-14, Gen(WFF)-01, SC(WFF)-01, SC(UR)-24, SC(BPL)-04, OBC(UR)-20, OBC(BPL)-04, ST(UR)-04, ST(BPL)-01.</p> <p style="text-align: right;">Total=118</p>
<p>Department of School Education, Government of HP Teacher (Drawing) (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under the "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount" (Annexure-1). Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education</p>	26022	<p>Gen(UR)-45, EWS-14, Gen(WFF)-01, SC(WFF)-01, SC(UR)-24, SC(BPL)-04, OBC(UR)-20, OBC(BPL)-04, ST(UR)-04, ST(BPL)-01.</p> <p style="text-align: right;">Total=118</p>

<p>(CBSE) on Fixed Honorarium/ Consolidated Amount” (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>		
<p>Department of School Education, Government of HP Teacher (Sanskrit) (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under the “Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount” (Annexure-1). Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above “Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount” (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>	26023	<p>Gen(UR)-45, EWS-14, Gen(WFF)-01, SC(WFF)-01, SC(UR)-24, SC(BPL)-04, OBC(UR)-20, OBC(BPL)-04, ST(UR)-04, ST(BPL)-01.</p> <p style="text-align: right;">Total=118</p>
<p>Department of School Education, Government of HP Physical Education Teacher (Elementary) (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under “Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount” (Annexure-1). Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above “Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount” (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>	26024	<p>Gen(UR)-45, EWS-14, Gen(WFF)-01, SC(WFF)-01, SC(UR)-24, SC(BPL)-04, OBC(UR)-20, OBC(BPL)-04, ST(UR)-04, ST(BPL)-01.</p> <p style="text-align: right;">Total=118</p>



<p>Department of School Education, Government of HP Teacher (History) (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount" (Annexure-1). Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount" (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>	26025	Gen(UR)-32, EWS-11, Gen(WFF)-01, SC(WFF)-01, SC(UR)-17, SC(BPL)-03, OBC(UR)-14, OBC(BPL)-03, ST(UR)-03, ST(BPL)-01 <p style="text-align: right;">Total=86</p>
<p>Department of School Education, Government of HP Teacher (Hindi) (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount" (Annexure-1). Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount" (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>	26026	Gen(UR)-56, EWS-19, Gen(WFF)-02, SC(WFF)-01, SC(UR)-31, SC(BPL)-05, OBC(UR)-25, OBC(BPL)-05, ST(UR)-05, ST(BPL)-02 <p style="text-align: right;">Total=151</p>
<p>Department of School Education, Government of HP Teacher (Geography) (Fixed honorarium/remuneration of Rs. 30,000/- per month payable for 10 months in an academic year, under "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/Consolidated Amount" (Annexure-1).</p>	26027	Gen(UR)-38, EWS-12, Gen(WFF)-01, SC(WFF)-01, SC(UR)-19, SC(BPL)-03, OBC(UR)-17, OBC(BPL)-03, ST(UR)-04, ST(BPL)-01 <p style="text-align: right;">Total=99</p>



<p>Note:- The candidates may note that the recruitment and engagement/appointment under this advertisement shall be governed by the provisions of the above "Scheme for the Engagements of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount" (Annexure-1) notified by the Government of Himachal Pradesh, Department of School Education vide notification No. EDN-B-A(1)-3/2025 dated 01.04.2026.</p>		
<p>2. Minimum Essential Qualifications as per applicable Rules/Engagement Scheme:</p>		
<p>Music Teacher Post Code-26021</p>	<p>Essential qualification(s)</p> <ol style="list-style-type: none"> 1. A candidate must possess a Master's Degree in Vocal/Instrumental from a recognized university with at least 50% marks in aggregate. 2. Bachelor of Education (B.Ed) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P. Board of School Education, Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English. <p>Relaxation: Relaxation upto 5 % will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>	
<p>Teacher (Drawing) Post Code-26022</p>	<p>Essential qualification(s)</p> <ol style="list-style-type: none"> 1. 10+2 with 50% marks with two years Diploma in Art & Craft Teacher from a recognized Institution/University. OR Bachelor of Arts with Fine Arts/Visual Arts (Painting or Sculpture or Applied Arts) as an Elective Subject with 50% marks from a recognized University. OR Master Degree in Fine Arts/Visual Arts (Painting and Sculpture) with at least 55% marks from a recognized University. 2. Proficiency in teaching Hindi and English. <p>Relaxation: Relaxation upto 5 % will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>	
<p>Teacher (Sanskrit) Post Code-26023</p>	<p>Essential qualification(s)</p> <ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate). 2. Bachelor of Education (B.Ed) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher 	

	<p>Eligibility Test (TET) conducted by H.P. Board of School Education, Dharamshala, District Kangra or any other Agency authorized by the Government.</p> <p>3. Proficiency in teaching Hindi and English.</p> <p>Relaxation: Relaxation upto 5 % will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>
<p>Physical Education Teacher (Elementary) Post Code-26024</p>	<p>Essential qualification(s)</p> <p>1. Senior Secondary School (+2) or its equivalent examination passed with at least 50% marks and Diploma in Physical Education (D.P.Ed) of a duration of two academic years from a University/Board recognized by HP Government.</p> <p>OR</p> <p>Bachelor's Degree in Physical Education with 50% marks (B.P.Ed) from a University recognized by HP Govt.</p> <p>OR</p> <p>Bachelor's Degree with Physical Education as an elective subject with 50% marks in Physical Education from a University recognized by HP Govt.</p> <p>OR</p> <p>For Ex-Servicemen candidates Senior Secondary School (+2) or its equivalent examination with pass course of P.T.I from Army School of Physical Education, Poona.</p> <p>2. Proficiency in teaching Hindi and English.</p> <p>Relaxation: (i). Relaxation upto 5% will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>(ii). 05% relaxation in marks will also be given to those who have at least participated in International/National/SGFI/Sports competition or Position Holders in Inter-Zonal sports competitions.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>
<p>Teacher (History) Post code-26025</p>	<p>Essential qualification(s)</p> <p>1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate.)</p> <p>2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P. Board of School Education, Dharamshala, District Kangra or any other Agency authorized by the Government.</p> <p>3. Proficiency in teaching Hindi and English</p> <p>Relaxation: Relaxation upto 5 % will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>



Teacher (Hindi) Post code-26026	Essential qualification(s) <ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate. 2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and passed Teacher Eligibility Test (TET) conducted by H.P Board of School Education Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English <p>Relaxation: Relaxation upto 5 % will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>
Teacher (Geography) Post code-26027	Essential qualification(s) <ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate.) 2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P. Board of School Education, Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English. <p>Relaxation: Relaxation upto 5 % will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.</p> <p>Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any School/Institution situated within Himachal Pradesh. Provided that this condition shall not apply to Bonafide Himachali.</p>
3 Mode of Selection: Computer Based Test/ written screening test of 120 marks of 1 ½ hours (one and a half hours) duration or as decided by the Aayog.	
Syllabus: The objective type screening test will consist of 120 multiple-choice questions, with each question carrying 1 mark. <ol style="list-style-type: none"> i) Subjects(s)/field(s) upto the level of prescribed essential qualification(s) as notified in the advertisement. ii) (a) General Knowledge including General Knowledge of Himachal Pradesh, Current Affairs. (b) Everyday Science, Logical Reasoning, Social Science, General English & General Hindi etc. of Matric Standard. <p>However, the HPRCA may issue a detailed syllabus on its official website in due course of time.</p>	

4. **IMPORTANT INSTRUCTIONS FOR FILLING UP ONLINE APPLICATIONS**

1. The candidates must read the instructions carefully before **filling up ORA for the post(s) concerned. Incomplete ORA submitted without prescribed essential qualifications, age, Date of Birth, category, requisite examination fee and other processing fees, scanned photograph & signatures of prescribed size etc. will be rejected straightway.**
2. The candidate should enter his/her particulars i.e. Name, Father's Name, Mother's Name & Date of Birth as per his/her Matric Certificate and upload scanned photograph (latest **passport size** photograph-**not older than one (01) month**) and scanned signature. The size of scanned photograph should be JPG or JPEG or PNGs only (Max 1 Mb) and size of scanned signatures should be JPG or JPEG or PNGs only (Max 1 Mb). Only after filling the mandatory fields the candidate can move to the next step, otherwise the application will be considered incomplete.

3. The candidates must ensure their eligibility in respect of category, age and essential qualifications(s), etc. as mentioned against each post in the advertisement to avoid rejection at later stage.
4. The benefit of reservation for various post(s) will be admissible only to the candidates, who are bonafide residents of Himachal Pradesh in respect of categories, viz., S.C., S.T., O.B.C, BPL, WFF etc. The candidates of reserved categories of other States i.e. other than State of Himachal Pradesh shall be treated as General category candidates i.e. in General (UR).
5. The candidate should possess requisite essential qualification(s) prescribed for the post(s) for which he/she wants to apply as on closing date fixed for submission of Online Recruitment Applications (ORA).
6. The candidate is allowed to submit only one application form against each post. Multiple application Forms for same post submitted by a candidate are liable to be rejected.
7. The application forms through fax/post shall not be entertained and the HPRCA does not take responsibility to inform such candidates.
8. The certificate of Scheduled Caste, Scheduled Tribe & Other Backward Classes should be on parental basis, failing which candidature of such candidates will be rejected.
9. The candidates belonging to OBC of HP Category must produce OBC certificate(s) on the prescribed format (validity of the certificate is one year or as prescribed by the Government of H.P.) which should be valid on the last date fixed for submission of Online Recruitment Application as well as on the date of document verification. The validity of the certificate(s) is required to be seen at the time of documentation, meaning thereby that the candidate should have valid OBC category throughout the selection process. If the candidate fails to produce the required OBC category certificate, valid at the time of document verification, he/she shall be treated in General (UR) category subject to depositing the differential fee and qualifying the cut off marks of respective category.
10. The validity of IRDP/BPL certificate is of six months from the date of its issuance. The candidate is required to furnish the IRDP/BPL which should be valid on the last date fixed for submission of Online Recruitment Application as well as on the date of document verification. The validity of the certificate(s) is required to be seen at the time of documentation, meaning thereby that the candidate should have valid IRDP/BPL category throughout the selection process. If the candidate fails to produce the required IRDP/BPL category certificate, valid at the time of document verification, he/she shall be treated in respective main category subject to depositing the differential fee, if any and qualifying the cut off marks of respective category.
11. The validity of EWS category certificate is of one year from the date of its issuance. The candidate is required to furnish the EWS certificate which should be valid on the last date fixed for submission of Online Recruitment Application as well as on the date of document verification. The validity of the certificate(s) is required to be seen at the time of documentation, meaning thereby that the candidate should have valid EWS category throughout the selection process. If the candidate is failed to produce the required EWS category certificate, valid at the time of document verification, he/she shall be treated in respective main category subject to depositing the differential fee, if any and qualifying the cut off marks of respective category.
12. The validity of all certificates—both on the date of submission of the ORA and on the date of document verification, shall be verified at the time of documentation. The candidates belonging to un-reserved BPL category are not required to submit Income & Asset Certificate. They shall be treated as eligible for EWS reservation on the basis of valid BPL Certificate issued by the competent authority and supplemented by the non-SC-/ST/OBC Certificate. If any BPL candidate applies for the post reserved for EWS category he/she shall have to submit a valid BPL certificate countersigned by the Block Development Officer and also a non-SC-/ST/OBC certificate issued by the competent authority. The candidate must possess these certificates on prescribed formats at the time of submission of Online Recruitment Application Form or by the prescribed closing date of applications as well as valid at the time of document verification.
13. The **eligible** PwBD/PwD candidates who, due to their disability, face **functional limitations** in writing the examination, may be allowed to avail the **facility of scribe/reader from the Panel of Scribe maintained by**



HPRCA and/or compensatory time (irrespective of whether they actually use the facility of a scribe/reader or not), subject to **prior authorisation** from HPRCA by applying on the **prescribed proforma**. The said **proforma along with Guidelines** shall be available on the official website of HPRCA at least 15 days prior to the CBT examination. **Eligible PwBD/PwD** candidates shall mandatorily fill and submit the **prescribed form** along with the required information, certificates and undertaking to HPRCA, and after its approval, the permission/authorisation shall be produced at the examination centre, along with other relevant documents, at the time of entry. Failure to produce the permission/authorisation shall result in denial of the scribe/reader and/or compensatory time facility. **The compensatory time** at the rate of 20 minutes for every complete hour of examination, calculated strictly on **pro-rata basis** may be allowed and shall automatically increase or decrease in proportion to the total duration of the examination. The scribe/reader allowed to PwBD/PwD candidate will be under continuous CCTV surveillance from entry to exit in the examination premises, and any violation shall lead to the immediate disqualification of the candidate. **No request for scribe/reader/compensatory time or for the change of Scribe/reader shall be entertained at the examination centre under any circumstances.**

14. Examination and processing fee once paid will not be refunded and neither it shall be held in reserve for any other examination or selection under any circumstances.
15. Once the correction window is opened, any correction in the ORA shall be allowed only upon payment of the requisite processing fee through the prescribed payment gateway.

5. EXAMINATION AND OTHER PROCESSING FEES

The detail of fee for all categories is as under:-

Category	Total Fees
The candidates of all categories shall be required to pay ₹100/- as examination fee and ₹700/- as processing fee.	₹ 800.00
Correction fee (A link for correction window shall be opened for a period of four days, commencing after the closing date for submission of ORAs)	₹ 100.00

6. MODE OF PAYMENT

The candidate can deposit the requisite fee through "**Online Payment Gateway**" using Credit Card/Debit Card/ Net Banking. There will not be any other mode of payment of examination and other processing fee.

7. FACILITATION COUNTER FOR GUIDANCE OF CANDIDATES:-

In case of any guidance/information/clarification regarding their Online Recruitment Applications (ORA), candidature etc. candidates may contact HPRCA Reception Counter in person or on Phone No. 01972-222204 or on email ID i.e. hp-rca@hp.gov.in. **on any working day between 10:00 A.M. to 05:00 P.M.**

8. PRACTICE CENTRE

In order to facilitate the candidates regarding CBT exam pattern, practice centre/online practice link shall be provided to familiarize the candidates with the exam pattern.

9. ADMISSION/ REJECTION

The information in respect of provisionally admitted candidates and rejected candidates will be uploaded on the official website of the HPRCA before the conduct of CBT/ Written Screening Test for the concerned post(s).

The candidates are required to submit their requisite documents in support of their eligibility for the concerned post(s) at the time of documentation. The requisite documents submitted by the candidates, will be scrutinized and list of proposed rejected candidates will be uploaded on the website of the HPRCA for information of all concerned. Admissions and rejections will be uploaded on the official website and **No separate intimation in this regard will be sent by post. 07 day's time will be given to file representation(s) against the proposed rejections, if any, from the date of uploading the list of rejected candidates on the official website of the HPRCA for the concerned post(s).** The candidates are advised to visit the HPRCA's official website <https://hprca.hp.gov.in>. from time to time for updates in their own interest.

10. ADMIT CARD

No Admit Card(s) will be sent by post and provisionally admitted candidates will have to download their respective Admit Card from the official website of the HPRCA i.e. <https://hprca.hp.gov.in>. The message in this regard will also be sent on their registered Mobile No. or e-mail Id (if provided during the registration). The candidates may download his/her Admit Card either by entering Application ID, Name and Date of Birth. A One Time Password (OTP) will be sent on registered mobile/e-mail ID which will be required to be entered before downloading the Admit Card.

11. SUBMISSION OF CERTIFICATES/DOCUMENTS

The downloaded/printed copy of the Online Application Form alongwith necessary original certificates and self attested photocopies will have to be produced at the time of documentation. No offline Application Form will be accepted by the office.

12. CATEGORY CLAIMS

The category once claimed by the candidate(s) will not be allowed to be changed at any stage after the closer of correction window. The SC of Himachal Pradesh/ST of Himachal Pradesh/OBC of Himachal Pradesh candidates must possess such certificates(s) in support of their claims made in the Online Recruitment Application(s) (ORA) while applying for the concerned post(s). The benefit of reservation will be admissible on parental basis only. All the candidates belonging to reserved categories are also required to go through the relevant instructions of the Government of Himachal Pradesh issued from time to time in order to ensure that they are eligible under a particular category and submit the applicable certificates only on the prescribed formats at the time of documentation. However, the date for determining of validity of category certificate of the candidates belonging to OBC Category, BPL/EWS Category, Ward of Freedom Fighters Category etc. shall be the prescribed closing date for submission of ORA as well as the date of document verification, meaning thereby that these candidates should have valid category certificate throughout the selection process.

13. ELIGIBILITY CONDITIONS

- i. The date of determining the eligibility of all candidates in terms of Essential Qualifications, and experience, if any shall be reckoned as on the closing date for submitting the Online Recruitment Applications (ORA).
- ii. The decision of the HPRCA regarding eligibility etc. of a candidate will be final.
- iii. Onus of proving that a candidate has acquired requisite degree/essential qualifications by the stipulated date is on the candidate and in the absence of proof, the date as mentioned on the face of the certificate/degree or the date of issue of the certificate/degree shall be taken as date of acquiring essential qualification.

14. SCREENING TEST/WRITTEN EXAMINATION/ DOCUMENTATION ETC.

- i) The mode of examination will be Computer Based Test (CBT) or OMR.
- ii) The provisional answer key of CBT will be uploaded on the official website after the freezing of the answer sheets of the candidates for calling objections from the candidates. Seven days time shall be given for inviting objections in the answer key, if any. A non-refundable fee of Rs.200 shall be charged for every challenge to the

answer key. The objections will be got vetted through an expert panel and the result will be finalized as per the revised answer key.

- iii) Any request for rechecking/re-evaluation of scripts of written tests/Skill tests/Physical tests will not be entertained.
- iv) The eligibility of candidate(s) called for the documentation will be determined on the basis of original documents produced at the time of documentation and the HPRCA will not be responsible if the candidature of any candidate is rejected at that stage or at the time of verification by the Appointing Authority. As such, admission to the CBT/Written Examination shall be purely provisional.
- v) The Centers for holding the examination are liable to be changed at the discretion of the HPRCA. However, every effort will be made to allot the examinations centre(s) of their choice to the candidates. But, the HPRCA may, at its discretion, allot a different centre to a candidate if circumstances so warrant.

15. NORMALIZATION OF SCORES

In case of multiple shifts CBT examination, the score of candidates shall be normalized using **Z-Score Method (Mean and Standard Deviation Method)** for preparation of the **merit list**.

To normalize the scores using the **Z-Score Method**, the raw/prorate raw score of candidates from different shifts will be standardized to a common scale. This will be done by applying the following formula:

Z-Score Method/Mean-Standard Deviation Method

$$X_n = (S_2/S_1) * (X - X_{av}) + Y_{av}$$

X _n	Candidates' normalized score.
S ₂	Standard Deviation (SD) of the shift with the Highest Average Score taken as base for normalization.
S ₁	Standard Deviation for the corresponding shift (to be scaled to S ₂)
X	Raw /prorate raw score of a candidate.
X _{av}	Simple average of the Shift.
Y _{av}	Average corresponding to the shift with Highest Average (taken as base for normalization).

Normalization Process in Candidate Scheduling: To ensure fairness and consistency during exam scheduling, the following steps are implemented as part of the normalization process:

1. **Subject distribution across shifts-** Same subject will be appeared across all shifts to maintain uniformity.
2. **Equal node allocation-**An equal number of nodes will be booked across all shifts.
3. **City- based iteration-** While scheduling, iteration is executed based on candidates final exam city.
4. **Category-wise allocation-** Candidates will be allocated in a balanced manner according to their category (SC/ST/OBC etc).
5. **Difficulty level consistency-** The difficulty level of the Question Paper (QP) will be maintained across all shifts for the same subject.

If scheduling needs to be done on the basis of candidate preference cities, then-

1. **Gender –based iterations:** Iteration are executed based on gender.
2. **Additionally, Priority for PH/PwD & female candidates:** These candidates will be scheduled in their first preference city or as decided by the Aayog.
3. **Uniform percentage allocation:** The Uniform Percentage Allocation option will be used to set

the required percentage.

4. **Candidate distribution across shifts:** Candidates will be evenly distributed across all shifts.

Note: The Candidates may visit the official website of HPRCA for detailed information about the normalization method/ process.

16. **OTHER CONDITIONS**

1. All candidates, whether in Government Service or Government owned Industrial or Public Enterprises or other similar organizations or in private employment should submit their applications online directly to the HPRCA. Persons already in regular Government service, whether in a permanent or temporary capacity are required to submit a declaration that they have informed in writing to their Head of Office/ Department that they have applied for a particular post. In case, a communication is received from their employer by the HPRCA withholding permission to any candidate applying for/ appearing for the examination, his/her application(s) will be liable to be rejected.
2. Contract/Casual/adhoc/daily wages/work charged/Job-Trainee/Trainee employees do not need to produce NOC from the concerned employer.
3. In Government service (regular service) candidates may apply to the HPRCA along with requisite examination and processing fees with information to their Heads of Departments/Employer for issuing NOC.
4. **Candidate who is found to be involved in :-**
Obtaining support for his/her candidature by the following means, namely:-
 - (a) Offering illegal gratification to, or applying pressure on, or blackmailing or threatening to blackmail any person connected with the conduct of the examination, or
 - (b) impersonating, or
 - (c) procuring impersonation by any person, or
 - (d) submitting fabricated documents or documents which have been tampered with, or
 - (e) making statements which are incorrect or false or suppressing material information, or
 - (f) resorting to the following means in connection with his/her candidature for the examination, namely:-
Conspiring or attempting or obtaining copy of question paper through improper means, finding out the particulars of the persons connected with secret work relating to the examination or document verification or physical test, influencing the examiners, or
 - (g) using unfair means during the examination, or
 - (h) writing obscene matter or drawing obscene sketches in the scripts, or
 - (i) misbehaving in the examination hall including tearing of the scripts, provoking fellow examinees to boycott examination, creating disorderly scene and the like, or
 - (j) harassing or doing bodily harm to the staff employed by the HPRCA or any third party engaged for the conduct of their examinations, or
 - (k) being in possession of or using mobile phone, pager or any electronic equipment or device or any other equipment capable of being used as a communication device during the examination; or
 - (l) violating any of the instructions issued to candidates along with their admission certificates permitting them to take the examination, or
 - (m) attempts to tamper with the hardware/software of the computer based device installed in the examination center for the conduct of CBT examination, or
 - (n) attempts to hack the computer system or the server of the center/remote server connected with the conduct of CBT examination, or
 - (o) attempts to temper with the recorded response to the answer of question given during CBT examination, or

- (p) found using any Bluetooth/Wi-Fi or any other electronic device/gadget to contact inside/outside the examination centre, or
- (q) tampers or use whitener/correction fluid on the OMR sheet to alter/add the answers of the questions, or
- (r) conspiring, attempting to commit, or abetting any of the acts specified in the foregoing clauses, whether directly or indirectly affecting the functioning or integrity of the Aayog, or furnished false information/certificate/declaration/undertaking to avail the **facility of scribe/reader/compensatory time** and/or managed a false **functional limitation certificate** for writing the examination-thereby compromising the integrity and fairness of the examination; may in addition to rendering himself/herself liable to Criminal prosecution, be liable to be disqualified by the HPRCA from the examination for which he/she is a candidate and/or to be debarred either permanently or for a period as specified by the HPRCA from any examination or selection. The candidature/appointment of a candidate shall be liable to be cancelled/ terminated, even after joining, if at any stage it is found that the candidate has secured such appointment by fraud, **cheating**, malpractice, concealment of facts, misrepresentation, **impersonation**, **forgery**, **other misconduct** or by any of the aforesaid means etc.

17. CHECK LIST

VERIFY THE FOLLOWING BEFORE SUBMITTING THE ONLINE RECRUITMENT APPLICATION OR DOCUMENTS/ CERTIFICATES:-

- a. That no column is wrongly filled or kept blank as the information furnished therein would be used to determine the eligibility of candidates.
- b. That copies of only following documents/certificates are to be uploaded in support of the claims made/information given in the Online Recruitment Application(ORA) and should also be produced/provided at the time of documentation:-
 - i) Matriculation certificate for age proof.
 - ii) Degree/Diploma/certificates if any, along with Marks Sheets of all years in support of Educational Qualifications as prescribed under Essential Qualification column of R&P Rules. The provisional certificate(s) along with marks sheets of all semesters/ years.
 - iii) Experience certificate(s) wherever required, the post practical experience shall be considered only if the same is attained after acquiring qualification i.e. Degree/Diploma and should be duly verified/counter signed by the concerned Government Authority/Departmental Officer.
 - iv) Caste certificates, if applicable.
 - v) BPL certificates, if applicable.
 - vi) All other certificates, if any required for determining eligibility etc. as mentioned in mode of selection criteria which so ever is applicable to the applicants.
- c. All certificates required in support of eligibility, category claims, experience, etc., shall be in the **prescribed format**, failing which the candidature is liable to be rejected.

18. DISQUALIFICATIONS FOR ADMISSION TO THE EXAMINATION(S)

No candidate will be eligible for admission to the examination-

- a) If he/she has been dismissed from any previous service; or
- b) If he/she has been convicted of any offence involving moral turpitude, or has been bound down for good conduct under the provisions contained in Chapter IX of Bhartiya Nagrik Suraksha Sahita, 2023 or of Cr.PC, or has been permanently debarred/disqualified from appearing in any examination or selection;
- c) If he/she is found either directly or indirectly influencing the selection process in any manner; or
- d) If he or she has entered into a marriage with a person having a living spouse, or if the candidate has more than one living spouse; or
- e) If he/she is an un-discharged insolvent.

19. ABBREVIATIONS

- OTP : One Time Password
- HPRCA : Himachal Pradesh Rajya Chayan Aayog
- UR : Unreserved



- SC : Scheduled Caste of HP
- ST : Scheduled Tribe of HP
- OBC : Other Backward Classes of HP as declared by the Govt. of HP from time to time

20. Steps to Fill Up Online Application Form

Step 1: Sign Up

The candidate must first register on the HPRCA portal by clicking the "Sign Up" option to create a username and password.

Step 2: One-Time Registration

After successful sign-up, the candidate must complete the One-Time Registration by providing the following details:

- Personal information
- Educational qualifications
- Work experience (if any)
- Uploading a recent photograph and signature
- Uploading relevant supporting documents

Note: This information is stored in the user's profile and can be utilized for future applications

Step 3: Complete/Update Profile

Only users who have completed their profile can apply for posts. If any updates are required (e.g., change in qualification, contact details), the candidate can edit their profile.

Step 4: Apply for a Post

Once the profile is complete:

- Candidates can view the list of available posts under different categories on the HPRCA portal (<https://hprca.hp.gov.in>).
- Click on the "Apply" button corresponding to the desired post.

Step 5: Preferred Exam District

Please select your preferred district(s) for the examination from the dropdown menu. However, due to unavailability of choice center, due to limitation of computer nodes etc., HPRCA reserves the right to allot any of the district/center.

Step 6: Confirm Application Details


The system will automatically fill your application form using the information from your profile. Please review the details before proceeding.

Step 7: Pay Application Fee

Proceed to make the application fee payment through the available payment gateway options.

Step 8: Application Submission Confirmation

After successful payment, your application will be considered complete.

 9/14/26
(Dr. Vikram Mahajan) HPAS
 Secretary,
 HP Rajya Chayan Aayog
 Hamirpur.

Government of Himachal Pradesh
Department of School Education

No. EDN-B-A(1)-3/2025

Dated: Shimla-01 the

01.04.2026.

NOTIFICATION

The Governor, Himachal Pradesh, is pleased to approve the "*Scheme for the Engagement of Teachers in Government Schools Affiliated to Central Board of Secondary Education (CBSE) on Fixed Honorarium/ Consolidated Amount*" (Annexure-1) for implementation in Government Schools in the State, affiliated with the Central Board of Secondary Education (CBSE) in the public interest.

The Scheme shall come into force with immediate effect.

By Order

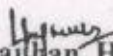
Rakesh Kanwar, IAS
Secretary (Education) to the
Government of Himachal Pradesh.

Endst. No. EDN-B-A(1)-3/2025 Dated:

01.04.2026

Copy forwarded to the following for information :-

1. The Chief Secretary, Government of Himachal Pradesh.
2. All the Addl/ Principal/Secretaries to the Government of Himachal Pradesh.
3. The Secretary to the Chief Minister Himachal Pradesh-02.
4. The Secretary to the Governor, Himachal Pradesh, Shimla-02.
5. The Principal Accountant General (Audit)/Pr. Accountant General (A&E) Himachal Pradesh, Shimla-03.
6. The Director of School Education, Himachal Pradesh, Shimla-01.
7. The Director of Higher Education, Himachal Pradesh, Shimla-01.
8. The State Project Director, Himachal Pradesh, Shimla-01.
9. The Joint Secretary (GAD) to the Government of Himachal Pradesh for information w.r.t decision taken on Item No.31 in the meeting of CMM held on 23-03-2026.
10. The Pr. PS-cum- Special Secretary to Chief Minister, Himachal Pradesh, Shimla-02
11. The Controller Printing & Stationary, Himachal Pradesh, Shimla-5.
12. All Deputy Directors of School Education (Secondary/ Elementary), Himachal Pradesh.
13. Guard file.


Anil Chauhan, HAS
Addl. Secretary (Education) to the
Government of Himachal Pradesh

SCHEME FOR THE ENGAGEMENT OF TEACHERS IN GOVERNMENT SCHOOLS AFFILIATED TO CENTRAL BOARD OF SECONDARY EDUCATION (CBSE) ON "FIXED HONORARIUM/CONSOLIDATED AMOUNT"

1. INTRODUCTION:

- a. The State Government, in discharge of its constitutional obligation to provide equitable, inclusive and quality education, and in alignment with the vision and guiding principles of the National Education Policy, 2020, has undertaken a series of systemic reforms in the school education sector. These reforms emphasize competency-based learning, foundational literacy and numeracy, activity-based and competency-based learning approaches and continuous professional development of teachers. In furtherance of these objectives, the Government has taken a policy decision to shift the affiliation of selected Government schools from the Himachal Pradesh Board of School Education (in short 'HPBOSE') to the Central Board of Secondary Education (in short 'CBSE'), with a view to ensuring national-level standards, wider academic exposure, national/international mobility and enhanced opportunities for students, particularly those in rural and tribal areas.
- b. Consequent upon such transition, an immediate and critical requirement has arisen for the availability of suitably qualified, professionally competent and CBSE-oriented teachers in these schools. The existing system is constrained by a shortage of qualified teachers capable of effectively delivering CBSE curriculum in a competency-driven and outcome-oriented manner. Further, the conventional methods of recruitment against sanctioned posts of teachers, though necessary in the long term, involve procedural timelines which are likely to delay timely deployment of teachers in CBSE affiliated Government Schools. Such delay may likely to adversely affect the academic interests of students and the quality of education during this crucial transition phase in newly affiliated CBSE schools.
- c. In order to address this emergent requirement, while ensuring adherence to the principles of equality, transparency and merit in public employment as envisaged under Articles 14 and 16 of the Constitution of India, the Government has decided to introduce a structured, merit-based selection/engagement through competitive examination in time bound manner, to be engaged temporarily on fixed honorarium or consolidated monthly amount. This approach enables timely availability of teaching resources while maintaining fiscal prudence as well.

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d. The Government is further of the considered view that improving educational outcomes in CBSE affiliated Government schools requires engagement of highly qualified and professionally competent teachers with academic standards aligned with the objectives of National Educational Policy, (in short NEP, 2020). This initiative is intended to promote professionalism, accountability, flexibility in deployment and performance- oriented teaching practices. Accordingly, after due consideration, the State Government hereby introduces a comprehensive scheme namely "*Scheme for Engagements of teachers in Government school affiliated to the Central Board of Secondary Education (CBSE) on fixed Honorarium or Consolidated Amount*", with the objective to ensure timely availability of quality teachers, strengthening institutional capacity and improving learning outcomes for all students from Foundational Stage to Senior Secondary Stage.

2. AIMS AND OBJECT OF THE SCHEME

- a. To ensure immediate and timely availability of suitably qualified, professionally competent teachers in Government schools, affiliated to CBSE, so that academic continuity is maintained and the interests of students are safeguarded during the transition phase.
- b. To improve the overall quality of school education by promoting competency-based learning, foundational literacy and numeracy, activity-based and learner-centric teaching approaches, and integration of skills essential for holistic development of students, in alignment with the objectives of the National Education Policy, 2020.
- c. To establish a fair, transparent and merit-based system of selection through a competitive examination and structured counseling process, ensuring adherence to the constitutional principles of equality, equal opportunity and non-arbitrariness in public employment.
- d. To engage teachers possessing higher academic qualifications, subject expertise and professional competence so as to effectively meet the academic, pedagogical and assessment requirements of CBSE curriculum.
- e. To promote professionalism, accountability and performance-oriented teaching practices by clearly defining roles, responsibilities and expected learning outcomes, thereby ensuring measurable improvement in student achievement levels.
- f. To enable flexibility in deployment and optimum utilization of teaching resources, including multi-subject teaching and rational distribution of teachers across

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schools/classes clusters or regions, in the larger interest of students and the education system.

- g. To provide a time efficient and administratively feasible alternative to conventional recruitment processes, which are inherently time-consuming, so as to address urgent requirements without compromising transparency and merit.
- h. To ensure financial sustainability and prudent management of public resources by adopting a model of engagement on fixed honorarium or consolidated amount basis, without creation of additional permanent posts, while maintaining the desired quality of human resources.
- i. To strengthen institutional capacity of Government schools by infusing qualified human resources capable of adopting innovative teaching practices, use of technology in education, and continuous academic improvement.
- j. To enhance access to quality education for students, especially those belonging to rural, remote and tribal areas, by providing exposure to CBSE curriculum, national-level standards and improved academic opportunities.
- k. To support effective implementation of the State Government's policy initiatives, including transition from HPBOSE to CBSE and alignment with NEP 2020, ensuring that systemic reforms translate into tangible improvements in classroom practices and student outcomes.
- l. To provide adequate teaching resource to fill the gap between the required and actual competence level of students.

3. DEFINITIONS:

- a. **"Agency/Recruiting Agency"** means an authority or agency authorized by the Government to conduct selection process for engagement under this Scheme and to recommend suitable candidates to the requisitioning Department.
- b. **"Competent Authority"** means the authority competent to approve and make engagement under this Scheme, as may be notified by the Government from time to time.
- c. **"Engagement"** means selection of eligible and meritorious candidates for deployment as teachers of different categories in Government schools, on fixed honorarium/amount temporarily for a specified period, without creation of any sanctioned post under this Scheme through a competitive process followed by counseling..

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- d. **“Teacher”** means a person engaged for imparting subject-specific instruction to ensure acquisition of desired knowledge, competencies and skills by students in accordance with the prescribed curriculum and grade level. Such teachers shall possess academic and professional standards in tune with the NEP-2020. The teacher shall be deployed from Foundational Stage to Senior Secondary Stage (*Balvatika I to Class XII*) and may also teach additional subject(s) based on his/her academic qualifications, as directed by the Head of the Institution in the interest of students.
- e. **“CBSE”** means the Central Board of Secondary Education, a national level Board of School Education to which the concerned Government schools are affiliated.
- f. **“HPBOSE”** means the Himachal Pradesh Board of School Education, Dharamshala.
- g. **“Scheme”** means the *“Scheme for Engagement of Teachers in Government Schools affiliated to CBSE on fixed Honorarium/Consolidated Amount”*, as notified by the Government.
- h. **“Honorarium/Consolidated Amount”** means the fixed monthly remuneration payable to a teacher engaged for specified period/months during any given academic years under this Scheme, as determined by the Government, which shall not be treated as pay or salary under any service rules.
- i. **“Competitive Examination”** means the selection test conducted by the Recruiting Agency for assessing merit and suitability of candidates for engagement under this Scheme.
- j. **“Counseling”** means the process of allocation of schools/posts to selected candidates based on merit, preference and availability, as per procedure prescribed by the Government.
- k. **“Foundational Stage”** means the stage of education comprising *Balvatika* and Classes I and II, as defined under NEP 2020.
- l. **“Preparatory Stage”, “Middle Stage” and “Secondary Stage”** shall have the same meaning as assigned under the National Education Policy, 2020.
- m. **“Head of the Institution”** means the Principal or any other officer designated as the administrative head of the concerned Government school.
- n. **“Requisitioning Department”** means the Department of School Education or any authority under it which places requirement of teachers for engagement under this Scheme.

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- o. "Merit" means the relative ranking of candidates based on marks obtained in the competitive examination and such other criteria as may be prescribed by the Government.
- p. "Academic Year" means the period as notified by the Government for conduct of teaching and learning activities in schools.
- q. "Deployment" means engaging teacher to a particular school, cluster or location as per requirement of the Department.

4. **APPLICABILITY OF THE SCHEME:** - This Scheme is applicable for engagement of different categories of teachers required to teach students from Foundational Level to Senior Secondary Level in the educational institutions of the State Government Affiliated to CBSE as per the requirement/need under the Directorate of School Education. The teachers engaged under this Scheme shall not to be engaged against any sanctioned post of TGT/PGT/PRT but are specifically engaged temporarily under this scheme on fixed monthly honorarium/consolidated amount only and shall be entitled for such benefits as prescribed under this Scheme or as may be prescribed from time to time by Government, as the case may be.

5. **EDUCATIONAL QUALIFICATION FOR DIFFERENT CATEGORIES OF TEACHER:-**

7.	Teacher (History)	<ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate) 2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P Board of School Education Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English.
8.	Teacher (Hindi)	<ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate) 2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P Board of School Education Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English.
9.	Teacher (Geography)	<ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate) 2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P Board of School Education Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English.

16.	Music Teacher	<ol style="list-style-type: none">1. A candidate must possess a Master's Degree in Vocal/Instrumental from a recognized university with at least 50% marks in aggregate.2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P Board of School Education Dharamshala, District Kangra or any other Agency authorized by the Government.3. Proficiency in teaching Hindi and English.
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17.	Teacher (Sanskrit)	<ol style="list-style-type: none"> 1. Master's Degree in the subject concerned from a recognized University (with minimum of 50% marks in aggregate) 2. Bachelor of Education (B.Ed.) as professional qualification from a recognized University/Institution with minimum 50% marks and should have passed Teacher Eligibility Test (TET) conducted by H.P Board of School Education Dharamshala, District Kangra or any other Agency authorized by the Government. 3. Proficiency in teaching Hindi and English.
18.	Teacher (Drawing)	<ol style="list-style-type: none"> 1. 10+2 with 50% marks with two years Diploma in Art & Craft Teacher from a recognized Institution/ University. OR Bachelor of Arts with Fine Arts / Visual Arts (Painting or Sculpture or Applied Arts) as an Elective Subject with 50% marks from a recognized University. OR Master Degree in Fine Arts / Visual Arts (Painting and Sculpture) with at least 55% marks from a recognized University. 2. Proficiency in teaching Hindi and English.
19.	Physical Education Teacher (Elementary)	<ol style="list-style-type: none"> 1. Senior Secondary School (+2) or its equivalent examination passed with at least 50% marks and Diploma in Physical Education (D.P.Ed) of a duration of two academic years from a University/Board recognized by HP Govt. OR Bachelor's Degree in Physical Education with 50% percent marks (B.P.Ed.) from a University recognized by HP Govt. OR Bachelor's Degree with Physical Education as an elective subject with 50% percent marks in Physical Education from a University recognized by HP Govt. OR For Ex-servicemen candidates Senior Secondary School (+2) or its equivalent examination with pass Course of P.T.I. from Army School of Physical Education, Poona. 2. Proficiency in teaching Hindi and English. <p>Note: 05% relaxation in marks will be given to those who have at least participated in International/ National/ SGFI / Sports competition or Position Holders in Inter-Zonal sports competitions.</p>

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Note: A candidate shall be eligible for engagement under this Scheme, if he/she has passed matriculation and 10+2 from any school/Institution situated within Himachal Pradesh provided that this condition shall not apply to Bonafide Himachali.

- ii. **RELAXATION:** Relaxation upto 5% will be allowed in minimum educational qualifications to the candidates belonging to SC/ST/OBC/PWD categories of H.P.
- iii. **AGE:** Between 18-45 years.

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6. **FIXED HONORARIUM:** The teachers engaged under this Scheme shall be entitled for fixed honorarium of ₹30,000 (INR) per month payable for 10 months in an academic year

7. **MODE OF ENGAGEMENT/SELECTION:** Eligible candidates shall be selected through open competitive examination and shall be temporarily engaged in any CBSE affiliated Government schools through merit-based counselling system, for which guidelines may be prescribed by the Government, if required.

8. **TERMS AND CONDITIONS OF APPOINTMENT**

- (i) All the teachers temporarily engaged under this scheme shall be given monthly consolidated fixed honorarium for 10 months only in an academic year.
- (ii) The Teachers temporarily engaged under this Scheme shall not be deemed to be Government employee in any manner and shall be governed by the terms and condition of this scheme only. Any benefit available to Government employees on regular basis shall not be extended to a candidate engaged under this Scheme.
- (iii) These teachers shall be engaged temporarily for period of 5 years and are liable to be posted in any CBSE affiliated Government Schools, as per the requirement of the requisitioning department. Government/Department may deploy any teachers engaged under this Scheme in Government schools affiliated to HPBOSE on need basis, if required.
- (iv) The teacher engaged under this scheme shall be paid Honorarium/consolidated fixed amount only which shall not be treated as salary.
- (v) The Reservation policy (Horizontal/Vertical) of the State Government shall be strictly followed for engagement of teachers under this scheme.
- (vi) Engagements shall be made through competitive process followed by counseling by the H.P Rajya Chayan Aayog, Hamirpur or any other recruiting agency, as may be authorized by the Government from time to time.
- (vii) If, at any stage, it is found that the person engaged under this scheme does not fulfill the criteria for the post or is otherwise ineligible, the person shall be removed from engagement, after issuing prior notice.
- (viii) In the event of dereliction of duty, misbehavior, embezzlement of funds, any criminal offence, moral turpitude, involvement in sexual harassment at work place etc. or any other misconduct, the teachers engaged under this Scheme shall be disengaged by following the principles of Natural Justice by competent authority. The criminal proceedings can also be initiated against the teacher under in accordance with law.
- (ix) Teachers engaged under this Scheme will be entitled for TA/DA, for tours in connection with his/her official duties, as assigned by the Head of the Institute, at the rate as prescribed by the State Government from time to time.
- (x) Teachers engaged under this sub scheme shall have to perform such duties as directed by their Controlling Officers (Principal) or higher authorities; any violation shall amount to termination of engagement after giving reasonable opportunity of hearing.
- (xi) The general terms and conditions of the engagement of the teachers, in addition to conditions specified in this scheme, may be prescribed by the Government, if required,

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- and same shall also be mentioned in the advertisement and engagement order of the person to whom the engagement is offered.
- (xii) The teachers engaged under this Scheme shall be eligible for Medical benefit schemes under HIMCARE/Ayushman Bharat, if fulfills the eligibility under these schemes. The engagement under this scheme as teacher shall not render him ineligible for the aforesaid schemes. The Government medical rules for reimbursement claims shall not be applicable to such teachers.
 - (xiii) The teachers engaged under this Scheme shall be selected through a prescribed competitive examination followed by counseling. In the event the Government, at any stage, decides to undertake regular recruitment against vacant sanctioned posts, the teachers engaged under this scheme shall be required to participate in and qualify the prescribed selection process or examination applicable to such posts. Engagement under this Scheme shall not confer any right, claim or preference whatsoever for appointment against any regular sanctioned post.
 - (xiv) Teachers engaged under this Scheme shall arrange for extra/remedial classes for students, if required. They may be assigned any other subject for teaching as may be directed by the Head of the Institutions.
 - (xv) The teachers engaged under this scheme shall be entitled for 10days Casual Leaves and 5 days Medical Leave in a year.
 - (xvi) The service Rule (*including CCS/CCA/Leave Rules/Pension Rule or any other rules as applicable to Government servants*) shall not be applicable to the persons engaged under this scheme. The period of engagement under this scheme shall not be considered and counted for any purpose/service benefits and teachers shall be entitled only for the benefits as mentioned in this Scheme. Further, the engagement under this scheme shall not confer any right or entitlement to claim equivalence with any temporary appointments made by the Government in the past, by whatever name called.
 - (xvii) Teachers engaged under this Scheme shall have no right to claim regularization or appointment against any vacant sanctioned post. Engagement under this Scheme shall not confer any right, title or interest for absorption in Government service, and no such claim shall be entertained at any stage.
 - (xviii) Teachers engaged under this Scheme shall also function as substitute teachers during the leave period of any teacher or against any vacant post as and when required. The Head of the Institution shall assign teaching duties in respect of any teacher who proceeds on leave, deputation, or is otherwise unavailable. Such teachers may also be deputed to primary schools or to any school within the cluster, or, where required, to nearby Government schools outside the cluster for short durations, in order to support improvement in the learning levels of students.

