Annexure-A

Terms & Condition of Job Trainees (JBT)

1. The candidates shall be engaged as Job-Trainee Junior Basic Trained Teacher.

2. The candidate engaged as Job-Trainee shall sign an agreement as per Annexure-C appended to these instructions.

3. The regularization of the incumbents engaged as Job-Trainees will be governed by the instructions issued in this regard by the Government from time to time, i.e. after completion of training.

4. The Job-Trainee JBT will be paid consolidated fixed amount @ 18000/- P.M (as per Government bearing letter No. EDUC-B015/14/2024-EDU-C dated 19.12.2025).

5. The candidates engaged as Job Trainee shall not be entitled for the service benefits as are admissible to Government employees on regular basis.

6. The service of the Job Trainee will be governed on the basis of agreement (Annexure-C). The engagement is liable to be terminated in case the performance/conduct of the Job Trainee is not found to be satisfactory. In case, the Job-Trainee is not satisfied with the termination orders served by the Engaging Authority, he/she may prefer an appeal before the Appellate Authority who shall be higher in rank to the Engaging Authority, within a period of 45 days, from the date on which a copy of termination orders is delivered to him/her.

7. The Job-Trainee engaged will be entitled for one day's casual leave after putting in one month's service, 10 day's medical leave and 5 days' special leave, in a calendar year. A female Job-Trainee engaged with less than two surviving children, may be granted maternity leave for 180 days. A female Job Trainee engaged shall also be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. A Job-Trainee engaged shall not be entitled for medical re-imbursement, LTC etc. No leave of any other kind, except above, will be admissible to the Job-Trainee. Un-availed casual leave, medical leave and special leave can be accumulated up to the calendar year and will not be carried forward for the next calendar year.

8. Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of the Job-Trainee. However, in exceptional cases, where the circumstances for un-authorized absence from duty were beyond his/her control on medical grounds, such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the Job-Trainee shall not be entitled for any remuneration for this period of absence from duty. Provided that he/she shall submit the certificate of illness/fitness in support of his/her illness, issued by the Medical Officer, as per prevailing instructions of the Government.

9. Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in case the post for which he is being given appointment, is a Gazetted post and by the Government Medical Practitioner in case the said post is a non-gazetted. In case of women candidates who are to be engaged for training to carry out hazardous nature of duties as a result of tests is found to be pregnant of 12 weeks' standing or more shall be declared temporarily unfit and her engagement shall be held in abeyance until the confinement is over. Such woman candidate be re-examined for medical fitness six weeks after the date of confinement, and if she is found fit on production of medical fitness certificate from the authority as specified above, she may be engaged.

10. Job-Trainee will be entitled for TA/DA if required to go on tour in connection with his/her training duties at the same rate as applicable to regular counterpart official at the minimum of pay scale.

11. Provisions of service rules like F.R. S.R., Leave Rules, GPF Rules, Pension Rules and Conduct rules etc. as are applicable in case of regular employees will not be applicable in case of a Job-Trainee. The Employees Group Insurance Scheme as well as EPF/GPF will also not be applicable to a Job-Trainee.

12. The candidate concerned shall have to submit a declaration to the effect that if married, he/she has only one spouse living. The woman candidate(s) will declare that she has not married a person having a living wife.

13. The concerned candidate shall have to produce attested copies of his/her academic/professional qualification/domicile/ date of birth etc.

14. The concerned candidate shall furnish a declaration to the effect that he/she is not a dismissed employee of any Govt./Semi Govt. Department/ Organization and nor is any matter pending adjudication before any Hon'ble Court of Law, if any.

15. The concerned candidate will have to make an oath of allegiance/faithfulness to the constitution of India.

16. The candidate(s) belonging to SC/ST/OBC etc. will furnish the requisite certificate on the prescribed form only issued by the competent authority from H.P.

17. His/her retention in service is subject to his/her character and antecedent being found satisfactory which should be got verified by the concerned Deputy Director/Head of concerned school from the issuing authority within, scheduled period of three months.

18. He/she will have to give in writing whether he/she was ever convicted by a Court of law and if so the particulars of the offence and punishment be stated. Failing to disclose the facts, he/she will render himself/herself liable to be removed from service without any notice as and when the factual facts come to light.

19. In case the candidate belongs to IRDP/BPL family he/she shall have to produce a certificate to this effect from the competent authority of the area concerned.

20. In case of any of the certificates/information produced/given by the candidate is found false/wrong later on, his/her services will be terminated.

21. The appointee shall have to serve in the difficult area Sub-Cadre for a minimum period of three years.

22. The appointee shall have to submit an undertaking to the effect that he/she has passed educational/professional qualification from a recognized University/institution. If at any stage it is detected that the educational & professional qualification are not from a recognized University/Institution, then his/her services are liable to be terminated forthwith.

Dy. Director of School Education (Elementary),
Kangra at Dharamshala.