From

Secretary (Personnel) to the
Government of Himachal Pradesh.

To

1. All Administrative Secretaries to the
   Government of Himachal Pradesh.
2. All Heads of Departments in Himachal
   Pradesh.
3. All Divisional Commissioners in Himachal
   Pradesh.
4. All Deputy Commissioner in Himachal
   Pradesh.
5. All the Chairmen/ Managing Directors/
   Registrars of Boards/ Corporations/
   Universities in Himachal Pradesh.

Dated Shimla-171 002 30th October, 2008

Subject: Transfer of employees from Tribal /Difficult
Areas-instructions regarding providing of
substitutes.

Sir,

I am directed to refer to the subject cited above
and to say that Sr.No 6 of the Guiding Principles for effecting
transfers of State Government employees as circulated vide O.M.
No. Per(AP-B)B(7)-1/2008 dated 10th April, 2008 provides as
under :-

"Transfer order to specify invariably whether the Officer/
Official is to wait for substitute or otherwise. If not specified
he will proceed immediately to join new posting on being
relieved by the competent authority".

By making above provision, it was expected that
each department while issuing orders will specify whether
substitutes in a particular place is required to join before relieving
the official transferred. The intention is not to vacate the tribal
areas and transfer employees out without providing their
substitutes. This discretion was made available to the department

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concerned and it is their responsibility to see that adequate number of employees serve wherever the vacancies exist. It has been brought to the notice of the Government that the employees from tribal areas are being transferred without making alternative arrangement. All Head of Departments may monitor the position in their respective departments and take corrective measures immediately wherever needed. The transfer orders may be issued very carefully and the work in tribal areas may not be allowed to suffer for want of working hands.

These instructions may kindly be brought to the notice of all concerned for strict compliance and any deviation will be viewed seriously by the Government.

Yours faithfully,

Deputy Secretary (Personnel) to the Government of Himachal Pradesh.

Endst. No. Per(AP-B) B(7)-1/98-Pt.IV dated Shimla-2 30th October, 08
Copy to :-
1. The Special Secretary-com-Pr. Private Secretary to Hon’ble Chief Minister, Himachal Pradesh for information.
2. The Private Secretaries to all Ministers, Himachal Pradesh.

Deputy Secretary (Personnel) to the Government of Himachal Pradesh.

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