

**1. Draft Guidelines to Engage the Watershed Development Team Members(WDTs) under Integrated Watershed Management Programme is proposed as under:**

Presently about 140 Watershed Development Team Members (WDTs) are working under ongoing watershed projects being implemented by the department in the State. In view of their experience, it has been decided that the preference would be given to the existing WDTs for engagement under Integrated Watershed Management Programme (IWMP). The WDTs at PIA level under IWMP would be selected by the District Watershed Selection Committee consisting of following Members.

- |   |              |
|---|--------------|
| 1. Deputy Commissioner-cum-CEO, DRDA          | Chairman     |
| 2. Project Director                           | Member       |
| 3. Project Officer                            | Member       |
| 4. Executive Officer Panchayat Samiti-cum-BDO | Member Secy. |

**2. Selection Procedure:**

Only the WDTs having minimum experience of three years under Watershed Development Programme would be engaged amongst the existing strength of WDTs in the district by obtaining the option from the desirous candidates possessing the professional qualification in their respective fields. Thereafter the date for personal interview would be fixed by the District Level Selection Committee.

**3. The District wise/PIA wise detail of WDT members (Category-wise) proposed to be engaged under IWMP is as under:**

**Table-I**

Sr. No	Distt.	Block	Area	Proposed WDT Members				
				JE (Civil)	Expert From Agr/ Hort/ Forestry/ Soil Sc. Experts	Community Organizer	Computer Operator	Total
1.	<b>Bilaspur</b>	Sadar	4361	1	1	1*	1	4
		Jhandutta	2331	1	1	0	1	3
		Ghumarwin	1462	1	-	-	1	2
		<b>Sub-Total</b>	<b>8154</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>9</b>
2.	<b>Chamba</b>	Mehla	<b>20162</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
3.	<b>Hamirpur</b>	Bijhari	<b>5000</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
4.	<b>Kangra</b>	Dehra	<b>26857</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
5.	<b>Kinnaur</b>	Pooh	3500	1	1	0	1	3
		Kalpa	3500	1	1	1**	1	4
		Nichar	3000	1	1	0	1	3
		<b>Sub-Total</b>	<b>10000</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>10</b>
6.	<b>Kullu</b>	Naggar	<b>5983</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
7.	<b>Lahaul Spiti</b>	Spiti	5000	1	1	1	1	4
		Keylong	5000	1	1	1	1	4
		<b>Sub-Total</b>	<b>10000</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>8</b>
8.	<b>Mandi</b>	Seraj	8046	1	1	1	1	4

		Karsog	9419	1	1	1	1	4
		Dharampur	8486	1	1	1	1	4
		Sundernagar	6685	1	1	1	1	4
		<b>Sub-Total</b>	<b>32636</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>16</b>
9.	<b>Shimla</b>	Theog	<b>34890</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
10.	<b>Sirmour</b>	Nahan	7513	1	1	1	1	4
		Paounta Sahib	6036	1	1	1	1	4
		<b>Sub-Total</b>	<b>13549</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>8</b>
11.	<b>Solan</b>	Nalagarh	<b>26108</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
12.	<b>Una</b>	Bangana	<b>7693</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
		<b>Grand Total</b>	203832	21	20	17	21	79

\* Community Organiser in Development Block Sadar Bilaspur would also function as Community Organiser in Development Block Ghumarwin & Jhandhutta distt. Bilaspur.

\*\*Community Organiser in Development Block Kalpa Kinnaur would also function as Community Organiser in Development Block Nichar & Pooh Block distt. Kinnaur.

In case of any difficulties in the implementation of projects due to large area and shortages of staff, the Block Development Officer concerned would made internal arrangements as per requirements by involving by existing staff of department/MGNREGA for smooth implementation of the programme.

#### **4.Criteria to Engage Watershed Development Team(WDT) Members from existing Strength:**

##### **4.(a)Technical Person/Junior Engineer(Civil):**

One WDT member as Junior Engineer (Civil) would be engaged at PIA level in those blocks from the existing strength of WDT at district level on the basis of experience and merit, where the Watershed Development Project under IWMP have been sanctioned . The first preference would be given to the person having the qualification of degree in Civil Engineering and second preference for the person having diploma in Civil Engineering with experience of at least three years under Watershed Development Programme implemented by Rural Development Department.

##### **4.a(i)Honorarium to be paid to the JE(Civil):**

1. Technical Expert having Bachelor Degree  
(Civil Engineering) Rs 14000/-
2. Diploma in Civil Engineering with more than eight years working experience Rs 14000/-
3. Diploma in Civil Engineering having working Experience of five to eight years Rs 10000/-
4. Diploma in Civil Engineering having working Experience of three to five years Rs 8000/-

**4.(b)Agriculture/Horticulture/Forestry/Soil Science Experts:**

One WDT member having the professional degree in Agriculture/Horticulture/Forestry/Soil Science would be engaged at PIA level as per detail given in Table-I above, in those blocks where the new Projects under IWMP have been sanctioned. The first preference would be given to the candidate having M.Sc. in respective fields with working experience of at least 3 years under Watershed Development Programme. Thereafter the person with Bachelor degree in Agriculture/Horticulture/Forestry and Soil Science having experience at least 3 years would be eligible for the post of WDT under IWMP.

**4.b(i)Honorarium to be paid to the Expert:**

1. Candidates having more than eight years  
Working experience Rs 14000/-
2. Candidates having experience of five to  
eight years Rs 10000/-
3. Candidates having experience of three to  
five years Rs 8000/-

**4.(c)Community Organiser:**

One post of Community Organizer as WDT would be engaged at PIA level from the existing strength as per detail give in the Table I above in those blocks where the new Projects under IWMP have been sanctioned. The first preference would be given to the candidate having Master degree in Social Work (MSW), Sociology and Graduate with Diploma in Rural Development and having experience of at least 3 years under Watershed Development Programme.

**4.c(i)Honorarium to be paid to the Community Organizer:**

1. Candidates having more than eight years  
Working experience Rs 14000/-
2. Candidates having experience of five to  
eight years Rs 10000/-
3. Candidates having experience of three to  
five years Rs 8000/-

**4.(d)Computer Operator/Data Entry Operator:**

One WDT member as Computer Operator would be engaged at PIA level from the existing strength of person already working under ongoing Watershed Development Programme in those blocks where new Projects under IWMP have been sanctioned the preference would be given to the candidate having the qualification of MCA/BCA. However the qualification of Graduate with diploma in Computer Application from recognized Institutes/Universities can be considered for the same.

**4.d(i) Honorarium:**

1. Fixed remuneration of Rs 6000/- would be paid to the Computer Operators.

**5. Proposal for Fresh Recruitment of Watershed Development**

**Team (WDT) Members:**

In case the available strength of existing WDT Member is less or not falls in eligibility criteria or not opting resulting of which the vacancies of WDT member exists, in that case the WDT members under IWMP would be engaged with prior approval of the department/SLNA by the District Watershed Selection Committee (as already proposed at para-1) on honorarium basis from open market by inviting application from the desirous persons possessing the professional qualification in their respective fields. Notice in this regard would be displayed on the notice board of the District Head Quarter, Block Development Offices as well as Gram Panchayat Offices and all other conspicuous places. A minimum time of 15 days would be given for submission of applications.

**6. Criteria to engage fresh Watershed Development Team(WDTs)**

**Members under IWMP:**

**6(a) Technical Person/Junior Engineer(Civil):**

The preference to the Junior Engineer (Civil) to be engaged under IWMP would be given in following manner:

- (i) First preference shall be given to the candidate having degree in Civil Engineering.
- (ii) In case the degree holder candidate is not available the preference shall be given to the candidate having Diploma in Civil Engineering with minimum of 50% marks

**6.a.(i) Distribution of Marks:**

The selection of the candidate, who appears in the Interview, shall be made on the basis of the performance purely on merit basis out of total hundred marks which shall be divided in the following manner:

Education Qualification	
Percentage of marks obtained in degree divided by 2.217 Or (incase degree holder are not available) Percentage of marks in 3 years diploma divided by 2.5	To the maximum of 47 marks
Experience Three marks shall be awarded for every one year of experience in relevant nature of duties in any development Block or in Panchayati Raj Institutes	To the maximum of 20 marks
Personal Interview	To the maximum of 15 marks

In case of candidate belongs to the category or Scheduled Castes or Scheduled Tribes or Other Backward Classes or Below Poverty Line.	10 marks
In case of candidate is physically handicapped	3 marks
In case of candidate belongs to a family having no member in the employment of Government.	5 marks

**6.a.(ii) Honorarium to be paid to the JE(Civil):**

Rs 8000/- would be paid to the WDT Member JE(Civil).(As per availability of budget and in view of performance of WDT, gradual increase in honorarium can be considered after completion of five years & eight years services as WDT under Integrated Watershed Management Programme)

**6.(b). Agriculture/Horticulture/Forestry/Soil Science Experts:**

The preference to the Agriculture/Horticulture/Forestry/Soil Science Experts to be engaged under IWMP shall be given in following manner:

- (i) 1<sup>st</sup> preference to the candidates having Master Degree in Agriculture/Horticulture/ Forestry/ Soil Science.
- (ii) In case the candidates of above categories are not available the 2<sup>nd</sup> preference shall be given to the candidates having Bachelor Degree in Agriculture/Horticulture/ Forestry/Soil Science with minimum 50% marks.

**6.(b) (i) Distribution of Marks:**

The selection of the candidate, who appear in the Interview shall be made on the basis of the performance purely on merit basis out of total hundred marks which shall be divided in the following manner:

Education Qualification	
Percentage of marks obtained in Master degree divided by 2.217 Or ( incase Master degree holders are not available) Percentage of marks in Bachelor degree divided by 2.5	To the maximum of 47 marks
Experience Three marks shall be awarded for every one year of experience in relevant nature of duties in any development Block or in Panchayati Raj Institutes	To the maximum of 20 marks
Personal Interview	To the maximum of 15 marks
In case of candidate belongs to the category or Scheduled Castes or Scheduled Tribes or Other Backward Classes or Below Poverty Line.	10 marks
In case of candidate is physically handicapped	3 marks
In case of candidate belongs to a family having no member in the employment of Government.	5 marks

**6 (b).(ii) Honorarium to be paid to the Expert:**

- (i) Rs 8000/- P.M. would be paid to the Experts.
- (ii) As per availability of budget and in view of performance of WDT member, gradual increase in honorarium can be considered after completion of five years & eight years services as WDT under Integrated Watershed Management Programme.

**6 (c) Community Organiser:**

The preference for WDT member as Community Organizer would be given in following manner:

- (i) 1<sup>st</sup> preference shall be given to the candidates having Master degree in Social Work (MSW), Sociology.
- (ii) In case the candidates of above categories are not available the 2<sup>nd</sup> preference shall be given to the candidates having qualification of Graduation with diploma in Rural Development.

**6 ( c ) ( i ) Distribution of Marks**

The selection of the candidate, who appears in the Interview, shall be made on the basis of the performance purely on merit basis out of total hundred marks which shall be divided in the following manner:

Education Qualification	
Percentage of marks obtained in Master degree divided by 2.217 Or (In case Master degree holders are not available) Percentage of marks in Bachelor degree with diploma in RD divided by 2.5	To the maximum of 47 marks
Experience (Three marks shall be awarded for every one year of experience in relevant nature of duties in any development Block or in Panchayati Raj Institutes	To the maximum of 20 marks
Personal Interview	To the maximum of 15 marks
In case of candidate belongs to the category or Scheduled Castes or Scheduled Tribes or Other Backward Classes or Below Poverty Line.	10 marks
In case of candidate is physically handicapped	3 marks
In case of candidate belongs to a family having no member in the employment of Government.	5 marks

**n**

**orarium to be paid to the Community Organizer:**

- Rs 8000/- P.M. would be paid to the Community Organizer.
- As per availability of budget and in view of performance of WDT member, gradual increase in honorarium can be considered after completion of five years & eight years services as WDT under Integrated Watershed Management Programme.

**6 (d)Computer Operator/Data Entry Operator:**

The preference to the Computer Operators/Data Entry Operators as WDT shall be given in following manner:

- (i) 1<sup>st</sup> preference shall be given to the candidates having MCA/BCA from recognized Institute/University.
- (ii) In case the candidates of above qualifications are not available, the 2<sup>nd</sup> preference shall be given to the candidates having qualification of Graduation with diploma in Computer Application with minimum 50 % marks from recognized Institute/University

**6 (d) (i) Distribution of Marks**

The selection of the candidate, who appears in the Interview, shall be made on the basis of the performance purely on merit basis out of total hundred marks which shall be divided in the following manner:

Education Qualification	
Percentage of marks obtained in MCA/BCA degree divided by 2.217 Or ( in case MCA/BCA degree holders are not available) Percentage of marks in Bachelor degree with diploma in Computer Application divided by 2.5	To the maximum of 47 marks
Experience Three marks shall be awarded for every one year of experience in relevant nature of duties in any development Block or in Panchayati Raj Institutes	To the maximum of 20 marks
Personal Interview	To the maximum of 15 marks
In case of candidate belongs to the category or Scheduled Castes or Scheduled Tribes or Other Backward Classes or Below Poverty Line.	10 marks
In case of candidate is physically handicapped	3 marks
In case of candidate belongs to a family having no member in the employment of Government.	5 marks

**6 (d) (ii) Honorarium:**

Rs 6000/- P.M. fixed honorarium would be paid to the Computer Operator.

**7. The Terms and Conditions :**

(a) **Minimum age limit** 18 years

**(b) Other Conditions:**

- (i) The Candidate should be of sound mind and Good physical health.
- (ii) The Candidate should not have any criminal record.
- (iii) The Candidate should not have any outstanding dues payable to the State Government or the Gram Panchayat.
- (iv) The Candidate or any of his family members should not be or have been encroacher upon Govt. land.

(v) The above appointment shall be purely on honorarium basis for the project period only.

(vi) The above categories would be engaged initially for a period of one year and may be extended yearly basis on the basis of performance.

(vii) The WDTs member shall report for their duties within a period of 15 days from the receipt of appointment letter.

(viii) The DC-cum-CEO, DRDA shall sign the agreement with the person to be engaged in WDT.

(ix) If any WDT member found guilty or not performing his/her duties properly, the DC-cum-CEO may initiate proceeding for disengagement/removal of the WDT by giving him/her notice of a month.