

Government of Himachal Pradesh
Department of Animal Husbandry

No. AHY-B(12)-1/2024

Dated Shimla-2,

14.08.2025.

NOTIFICATION

The Governor Himachal Pradesh is pleased to notify the following "Pashu Mitra Policy-2025" for the engagement of Multi Task Workers (Animal Husbandry) to be known as "Pashu Mitra" in the Himachal Pradesh Animal Husbandry Department with immediate effect;

A. Introduction: -

Livestock sector provides a livelihood for people living in rural areas. Growth in Livestock production and productivity is needed to raise rural incomes and to meet the food and raw material needs of fast-growing urban population. This Sector plays a key role in reducing poverty since most of poor live in rural areas and are largely dependent on agriculture and Animal Husbandry. The Livestock integrate with and complement crop production, embody savings and provides a reserve against risks. Veterinary Services and Animal Health facilities are being provided to the livestock owners of the State by the Animal Husbandry Department.

B. Proposal and Justification: -

The idea of community driven Animal Husbandry practices, where communities and Government agencies share responsibility of welfare and Management of Livestock resources is not new. The engagement of "Pashu Mitra", a person from amongst the local community would address this need and ensure better participation of communities in management of livestock and at the same time provide local livelihood opportunities and open avenues for employment. The Pashu Mitra would be associated with the activities of Animal Husbandry Department, which would help in creation of awareness about the sector and critical localized issues like man-animal conflicts and Stray cattle etc.

The proposal is to engage Pashu Mitras in Veterinary Institutions/Livestock Farms of Animal Husbandry Department to strengthen the participation of local persons in Animal Husbandry Sector and bringing improvements in the Veterinary healthcare and breed improvement services delivery in the State.

C. Eligibility: - Following Shall be eligibility criteria for engagement of "Pashu Mitra"

C.1. General:

1. Normal/Neighboring resident of Gram Panchayat/Urban Local Body falling in the Jurisdiction of concerned Veterinary Institution.
2. Bonafide resident of Himachal Pradesh.
3. Able bodied, physically fit and having a sound mind.
4. Should be of sound character.

C.2. Educational Qualification: -

C.2.1- Essential: - The candidate should have a minimum qualification of Matric (10th) from a School/Institution situated within Himachal Pradesh. The condition of passing 10th from Himachali School shall not be applicable to Bonafide Himachali.

C.2.3. - Desirable:

- Knowledge of Animal Husbandry activities.
- Knowledge of custom, manners and dialects of Himachal Pradesh.

C.3. Age Criteria: The Candidate should be not less than 18 years and not more than 45 years of age as on the last date of receipt of applications.

C.4. Physical Test: Pashu Mitra will be required to perform various duties at Veterinary Institutions and Livestock Farms (as per Para-L) which require Physical fitness, Strength, Stamina and Endurance. These duties inter alia include lifting of Liquid Nitrogen Containers filled with Liquid Nitrogen Gas having weight capacity of 11 lts., 26 lts., 35 lts. They are required to handle/cast/secure large animals like Cows, Buffaloes, Horses, Mules etc. They have to lift Sick Sheep and Goats weighing on an average of 25 kilograms for treatment. Under Pregnancy Ration Scheme, cattle feed bags weighing 50 Kg. are required to be carried out to store and again carried for distribution to beneficiaries. When Sheep from departmental farms are carried to pastures, they deliver kids there and these kids will have to be carried by the accompanying staff in their lap. Accordingly the following physical test will be taken:-

The candidate should be able to carry 25 Kg of weight up to 100 meters within one minute.

D. Advertisement/Notification of Vacancies: -

D.1. Notification for inviting applications from desirous candidates will be issued by the Deputy Director (AH/B) of the district based on the approval of the Government of Himachal Pradesh through the Director, Animal Husbandry.

D.2. Wide publicity for process of inviting applications shall be ensured by placing the notification / advertisement on the Website of Animal Husbandry Department/Local radio/social media Channels and publication in district/local edition of two daily newspapers etc. A copy of the same will also be sent to the office of concerned Deputy Commissioner/SDM/Zila Parishad/Panchayat Samiti/Gram Panchayat for displaying on their notice board.

D.3. The Employment exchange need not be notified for the purpose.

Applications: -

- E.1. The candidates will have to apply for appointment as "Pashu Mitra" on the application form as per annexure-A along with self-attested photocopies of

S.N.	Purpose	Document/ To be issued by
1.	Identity/proof of residence of local Gram Panchayat/ULB	<ul style="list-style-type: none"> • Certified Copy of Gram Panchayat/ULB Parivar Register; and • Aadhar
2.	Educational Qualification: Essential	Matric Certificate with Mark sheet.
3.	Age Proof	Matric Certificate with Mark Sheet or Birth Certificate
4.	Himachali Bonafide Status	To be issued by SDO(C)/ Tehsildar/Naib Tehsildar/Executive Magistrate.
5.	Character Certificate	To be issued by SDO(C)/ Tehsildar/Naib Tehsildar/Executive Magistrate.
6.	Category (SC/ST/ OBC)	To be issued by SDO(C)/ Tehsildar/Naib Tehsildar/Executive Magistrate.
7.	BPL/EWS	To be issued by SDO(C)/ Tehsildar/Naib Tehsildar/Executive Magistrate.
8.	Widow/Divorced/destitute/ Single woman.	BDO (by taking the authenticated entries in the 'Parivar Register' as the basis of such certificate)
9.	single daughter/orphan.	BDO (by taking the authenticated entries in the 'Parivar Register' as the basis of such certificate)
10.	Land less family having less than 1 Hectare land.	To be issued by SDO(C)/ Tehsildar/Naib Tehsildar/Executive Magistrate.
11.	Non employment certificate	To be issued by SDO(C)/ Tehsildar/Naib Tehsildar/Executive Magistrate.
12.	NCC/NSS/ Scouts & Guides	Head of concerned institution.
13.	Medal Winners in national level sports competitions	Concerned District Youth Services and Sports Officer/Head of Institution.
14.	Experience of Animal Husbandry Activities (if any)	Certificate Issued as per Annexure-B by Competent Authority.

- E.2. The documents of the applicant shall be verified with the originals at the time of counseling prior to engagement.

F. Selection Process:-

- F.1 **Pashu Mitra Engagement Committee (PMEC):** -The following Pashu Mitra Engagement Committee shall recommend the candidates for engagement as Pashu Mitra (Out of candidates who have cleared the physical test) purely on merit basis.
- Concerned Sub-Divisional Officer (Civil) –Chairman.
 - Assistant Director of Animal Husbandry Department (to be nominated by the Deputy Director)-Member.

- iii) Senior Veterinary Officer of the concerned Sub-Division-Member Secretary.

F.2 Stage -1-Physical Test: -

- F.2.1 On receipt of approval from the State Government through the Director, Animal Husbandry, the Deputy Director AH/B/Controlling Officer of the respective District will prepare Sub-Division wise list of Veterinary Institutions for engagement of Pashu Mitra.
- F.2.2 The matter will be placed by the Senior Veterinary Officer before the PMEC, under intimation to the Deputy Director AH/B and the Chairman of PMEC will constitute a Sub-Committee for organizing Physical Test of the applicants as under: -
- i. Concerned Sub-Divisional Officer (Civil) or his nominee (not below the rank of Naib Tehsildar) - Chairman
 - ii. Concerned Senior Veterinary Officer - Member Secretary
 - iii. Concerned Veterinary Officer - Member
- F.2.3 The list so prepared along with terms and conditions for the engagement will be widely publicized as per provisions contained at Para. D above.
- F.2.4 The applications will be received and compiled by the Senior Veterinary Officer of the concerned Sub-Divisional Veterinary Hospital under jurisdiction of which the institutions fall.
- F.2.5 After compilation, he will fix dates for holding Physical Test after consultation with concerned Sub-Divisional Officer (Civil) under intimation to the Deputy Director, AH/B of the District. Who will then issue Schedule containing dates and venue for holding Physical Test.
- F.2.6 All the candidates will have to undergo physical test as per Para C.4. before the Committee mentioned at Para F.1.2. above.
- F.2.7 Only those candidates who will be able to clear prescribed Physical Test will be called for next/counseling round.
- F.2.8 Videography of Physical Test will be ensured and record of Videography will be maintained for one year after the engagement letter is issued to the finally selected candidate.
- F.2.9 After conducting Physical Test, list of candidates who qualify the specified Test will be prepared by the above Committee and the list of candidates who cleared Physical Test will be handed over by the concerned Senior Veterinary Officer to the PMEC.
- F.3. Preparation of Merit List: -**
- F.3.1 PMEC, after receiving list of candidates who have passed Physical Test, will prepare Merit Wise list of candidates by awarding marks as per following criteria: -

The distribution of marks shall be as under: -

S.	Criteria	Marks
a.	Essential Educational Qualification (For this purpose, percentage of marks in Matric shall be multiplied by 0.85 For Example, a candidate scoring 50% marks in Matric will be awarded $50 \times 0.85 = 42.5$ marks)	85
b.	Preference for Practical Experience in Animal Husbandry: <ul style="list-style-type: none"> - To be decided on the basis of certificate as per Annexure-B. - Maximum of 4.5 marks will be allotted if applicant or any member of his family (as per Parivar Register) owns: <ul style="list-style-type: none"> • Tagged/registered large Animal(s)– Cow/Buffalo 	
	• Horse/Mule; or	4.5
	• Poultry Farm of more than 100 birds	3.5
	• Tagged Small Animal(s) – Sheep/ Goat; or	2.5
	• Poultry Unit of not less than 30 birds.	
	• Untagged Large/Small Animals/Poultry Birds	1
c.	Preference for permanent resident of the Gram Panchayat: - (Subject to Maximum Marks -1) to be decided as per copy of Pariwar Register of the Gram Panchayat/ULB as under	
	• Permanent resident of Gram Panchayat/ULB where the engagement is being done	1
	• Any Gram Panchayat sharing boundary with Gram Panchayat/ULB where the engagement is being done	0.5
	• Any Other Gram Panchayat	0
d.	Belonging to SC/ST/OBC family	1
e.	Belonging to BPL family/EWS family	1.5
f.	Widow/Divorcee/destitute/Single woman	1.5
g.	Single daughter/orphan	1
h.	Land less family/family having land less than 1 Hectare to be certified by the concerned Revenue Authority.	2
i.	Non-employment certificate to the effect that none of the family member is in Government/Semi Government service.	1.5
j.	NSS (atleast one year) certificate holders in NCC/The Bharat Scout and Guide, Medal winner in nation level sports competition.	1
	Total Marks	100

G. Document Screening: -

- G.1. After awarding Marks to the candidates as above, by screening the documents submitted by the candidates with the application, the P MEC will prepare a panel of five candidates on Merit basis for each institution, who will be called for verification of original documents at the time of Counseling.

H. Counselling & Record: -

H.1. At the date and time appointed for counseling, the five shortlisted candidates will have to submit their original documents for verification by the P MEC. Based on the verification of the original documents, the committee will recommend engagement of candidate highest in merit as Pashu Mitra. In case the candidate with highest Merit, established during document screening, fails to submit original documents to the satisfaction of the Committee, the Committee may recommend next candidate in the list strictly in order of Merit and so on.

H.2. For every selected candidate, a waiting list of two candidates will be prepared on merit. In case the candidate falling in waiting list, established during document screening, fails to submit original documents to the satisfaction of the Committee, the Committee may recommend next candidate in the list strictly in order of Merit and so on.

H.3. The panel of wait listed candidates will remain valid for one year from the date of declaration of result. In case the selected candidate fails to join the assignment within period of 15 days or is found medically unfit or dis-engages himself within one year or his engagement is nullified within this period, the Deputy Director (AH/B) may appoint candidate next in order of Merit under intimation to the Director (AH).

H.4 Record:

H.4.1 The record of deliberations of the committee shall be duly signed by all the members of the committee.

H.4.2 The complete record of entire process shall be preserved in safe custody by the concerned Senior Veterinary Officer, being Member Secretary of the P MEC, for one & half year after the issuance of letter of engagement to the selected candidate.

H.4.3 Personal record of all non selected/non engaged candidates shall be duly weeded out after one and half year after issuance of letter of engagement.

H.4.4 The deliberations of the P MEC and its sub-committee as well as personal record of the selected/engaged candidates shall be preserved by the SVO.

H.5. Appeal against Selection Process: -

Appeal can only be filed within 30 days of issuance of the letter of engagement to the selected candidate before the concerned Deputy Commissioner of the District. The Deputy Commissioner may further delegate the same to the Additional District Magistrate /Additional Deputy Commissioner of the District, as per his discretion.

I. Terms and Conditions of Service: -

I.1. **Engaging Authority:** - The P MEC shall send recommendation to the Deputy Director (AH/B) for issuance of letter of engagement. Based on the recommendations of the P MEC, the Pashu Mitra will be engaged by the Deputy Director (AH/B) of the concerned District strictly in order of merit. The recommended candidate will be required to furnish a medical certificate signed by concerned Civil Surgeon/Block Medical Officer/Government Medical Officer as per the prescribed form at Annexure-C, prior to joining the assignment. The joining Report will not be accepted in the event of failure to submit the requisite medical certificate. In case the selected Pashu Mitra is found medically unfit, his/her engagement is liable to be nullified.

No extension in Joining time will be granted to the Pashu Mitra.

- 1.3. The Pashu Mitra once engaged in a Veterinary Institution would remain only at their place of engagement and their engagement will be nontransferable.
- 1.4. **Honorarium:** -The selected incumbent will be paid honorarium at the rate of Rs. 5000/- (Rupees Five Thousand only) per month for working as part time (04 hours a day) Multi Task Worker.
- 1.5. **Monthly Attendance report** of Pashu Mitra will be submitted by Incharge of Veterinary Institution where he is engaged, not later than 5th of every month to the concerned DDO of the District for payment of the honorarium.
- 1.6. **Leave Entitlement:**
- 1.6.1 The Pashu Mitra will be entitled to one day leave after putting in one month service with a total leave admissibility of maximum 12 days in a year.
- 1.6.2 Apart from this they will be entitled to Gazetted Holidays including holiday on Sunday.
- 1.6.3 Unavailed leave will not be carried forward for the next calendar year.
- 1.6.4 Female workers with less than two surviving children will also be entitled for 180 days maternity leave and 45 days maternity leave in case of miscarriage including abortion (irrespective of number of surviving Children).
- 1.6.5 No other kind of leave will be admissible.
- 1.6.6 No amount will be paid against absentee period.
- 1.6.7 Continuous unauthorized absence beyond a week shall lead to nullification of engagement without any payment.
- 1.6.8 The Leave sanctioning authority will be concerned Veterinary Officer/ Veterinary Pharmacist.
- 1.7. **Maintenance of Record:-** It will be the responsibility of the concerned Deputy Director to maintain the record of working of each Pashu Mitra.
- 1.8. **Notice for Voluntary Disengagement:-** The Pashu Mitra may, at any time and for any reason submit a notice for voluntary disengagement in writing to the engaging Authority i.e. Deputy Director (AH/B) by giving a notice of one month.
- 1.9. **Discontinuance of Engagement:-** The engagement of the Pashu Mitra may be discontinued at any time by the concerned Deputy Director, AH/B on grounds of Misconduct/Misbehavior/Unsatisfactory performance/Becoming unfit due to any reason. The concerned Veterinary Officer/Veterinary Pharmacist would have to report to the Deputy Director, AH/B, in writing, the reasons for recommending such discontinuance, duly countersigned by the concerned Senior Veterinary Officer. An opportunity of being heard shall be afforded to the concerned Pashu Mitra prior to discontinuance by the Deputy Director (AH/B).
- J. **Appeal on Disengagement:** Appeal against Discontinuance of Engagement can be made to the Director, Animal Husbandry Department within 30 days of the order of Deputy Director (AH/B).

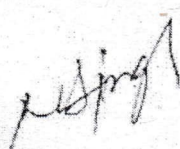
K. **Right to claim regular appointment:** -Any candidate engaged as Pashu Mitra shall have no right to claim for regularization/ absorption/appointment as regular employee of the State Government.

L. **Roles and Responsibilities:-** Pashu Mitra will have to, inter alia, perform following duties depending on his engagement in a particular Veterinary Institutions/Livestock Farm/Laboratory etc.

Veterinary Polyclinic/Veterinary Hospital/Veterinary Dispensary: -

- Casting, handling and securing of animals when required.
- To render assistance during treatment, vaccination and artificial insemination and natural services.
- Lifting carrying sick/new born animals as and when required.
- Helping the Veterinary Pharmacist in keeping the instruments, medicines and other appliances neat and tidy.
- Keeping Veterinary Institution neat and clean and required to do the cleaning/sweeping work
- Taking care of flowerbeds and plants in the veterinary Institution.
- Loading, unloading of stock and store received at the Institution and shall help the Veterinary Pharmacist in keeping the stores in order.
- Any other duty assigned by the Incharge of the Institution.

Cattle/Sheep Breeding Farms: -

- 
- Casting, handling and securing of animals when required.
 - Feeding, watering of Animals and cleaning of livestock sheds
 - Exercise and grooming of animals
 - Carrying of feed/Water/hay from the store to the Livestock shed and feed the livestock
 - Cleaning of sheds, removal of dung, urine, soiled bedding from the sheds to the manure pit.
 - To assist during treatment, vaccination, Artificial Insemination/Natural service and other farm operations
 - Carrying of dead animals and to render help in conduct of post mortem and burial of dead animals.
 - Shearing of Sheep
 - Chaffing and cutting of fodder trees
 - Carrying of lambs as and when necessary, during migration.
 - Loading, unloading of trucks or any other transport vehicle and will accompany the sheep in the trucks during migration to pastures.
 - Any other duty assigned by the Incharge of the Institution.

Poultry Farms: -

- Transfer and carry poultry birds and other stores from one shed to another or loading and unloading in the vehicle.
- Disposal of the dead birds and rotten eggs in the manner as advised by his superiors
- Cleaning of Feeders and Drinkers and cleaning of farm premises.
- Any other duty assigned by the Incharge of the Institution.

Laboratories: -

- To undertake systematic disposal of morbid cultured and clinical material received or collected from the field when discontinued from investigation.
- Cleaning and washing of laboratory premises, laboratory tables, sinks and other fixtures.
- Cleaning and washing of glass-wares and other laboratory equipment after use.
- Any other duty assigned by the Incharge of the Institution.

M. Training: -

The Pashu Mitra will be provided training for 10 days in the nearest Veterinary Hospital to acquaint him with the duties he is required to perform.

- N. Right of Amendments/Power to Relax/Removal of any difficulties:** The Government of Himachal Pradesh shall have the right to amend any of provisions of this policy in public interest. The Government of Himachal Pradesh also reserves the right to issue instructions/clarification etc. for purpose of removing any difficulties in the implementation/operation of this Policy.

By Order

Ritesh Chauhan
Secretary (A.H.) to the
Government of Himachal Pradesh

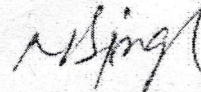
Endst. No.: As above.

Dated Shimla-2,

14.08.2025

Copy is forwarded to the followings :-

1. The Sr. Private Secretary to the Hon'ble Animal Husbandry Minister, HP.
2. The Pr. Secretary (GAD) to the Government of Himachal Pradesh, Shimla-2 w.r.t. Item No. 25 of CMM dated 28.06.2025.
3. The Director Animal Husbandry, HP Shimla-5.



(Narain Singh)
Under Secretary (A.H.) to the
Government of Himachal Pradesh

Annexure-A

Application Format for engagement as Pashu Mitra in Animal Husbandry
Department

To

The Senior Veterinary Officer
Sub Divisional Veterinary Hospital-----
District -----

Application for engagement as Pashu Mitra at----- (name of Veterinary Institution/Farm)
falling in the Gram Panchayat/ULB----- District-----.

1	Name of the Applicant		Attach Passport Size Photo
2	Father's/Husband's Name		
3	Permanent Address (mention of Gram Panchayat/ULB is mandatory)		
4	Sex	Male/Female	
5	Date of Birth		
6	Category- General/SC/ST/OBC/BPL/EWS		
7	Essential Educational Qualification - Matric	Marks Obtained in Matric -----, Out of Total marks----- Percentage of marks -----	
8	Whether Livestock Rearing Self/Family	Yes/No	
9	Documents Attached:-	Document Description	Page No.
	1. Identity/proof of residence of local Gram Panchayat/ULB		
	2. Educational Qualification- Matric/ Diploma/ Degree in veterinary Science.		
	3. Date of Birth Proof- (Matric Certificate/Birth certificate)		
	4. Matric certificate with Marksheet		
	5. Bonafide Himachali Certificate		
	6. Character Certificate		
	7. Category Certificate (SC/ ST/ OBC)		
	8. Category Certificate (BPL/EWS)		
	9. Certificate of widow/divorcee/ destitute/single woman.		
	10. Certificate of single daughter/orphan		
	11. Certificate of land less family having less than 1 Hectare land		

on employment certificate		
NCC/NSS/Scouts & Guides Certificate		
14. Sports competition certificate		
15. Experience of Animal Husbandry Activities (if any)		

Date:

Place:

(Signature of candidate)

(Name of candidate)

Declaration: -

1. I hereby declare that the contents of the application form above have been filled by me and are true to best of my knowledge and belief and is based on official record. If, at any stage, any information/statement is found to be false or any document tampered with or forged, I am liable to be proceeded against in a court of law beside my engagement as Pashu Mitra being nullified /discontinued without any further notice.
2. I shall have no right to claim for regularization/ absorption/appointment as regular employee of the State Government.

(Signature of candidate)

Annexure-B

Certificate of Livestock Rearing Farmer/Family

(To be issued by Veterinary Pharmacist of nearest Veterinary Dispensary /Hospital and counter signed by the Panchayat Secretary of concerned Gram Panchayat)

Certified that Mr./Ms.-----, Son/Daughter/wife of ----- is resident of Village-----, Gram Panchayat-----, Tehsil-----, District----- Himachal Pradesh.

That as per record, as on 31-12-2024, the above applicant/his/her family (as detailed in the Parivar Register of Gram Panchayat), are/were owners of livestock as per following detail:-

S.No	Type of Animal	Number			Tag No./Registration No. on NDLM Portal
		Female	Male	Total	
1	Cattle				
2	Buffalo				
3	Horses/Donkeys/Mule				
4	Goat				
5	Sheep				
5	Poultry Birds	-	-		

Veterinary Pharmacist
I/V Veterinary Disp./Hospital-----
District-----

Panchayat Secretary
Gram Panchayat-----
District

Form of the Medical certificate

A. I/We do hereby certify that I/We have examined-----, a candidate for engagement as Pashu Mitra in the Animal Husbandry Department and can not discover that he/she has any disease (Communicable or Otherwise), constitutional weakness or bodily infirmity except-----, I/we do not consider this a disqualification for engagement as Pashu Mitra in the Animal Husbandry Department.

B. His/her general health parameters are as under: -

1. Circulatory System:

Blood Pressure: -

Systolic -----

Diastolic -----

2. Respiratory System:

3. Digestive System

4. Genito Urinary System: - Urine examination

Reaction -----

Specific Gravity -----

5. Nervous System

6. Special Senses including remarks on correction of visual defects, if any

C. His/her age is, according to his/her own Statement ----- years and by appearance about ----- years.

(Signature of the Candidate)

Station

Date

(Signature and Designation of
Examining Medical Authority)