



**HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED**  
(A State Govt. undertaking)



**आजादी का  
अमृत महोत्सव**

Registered office : Vidyut Bhawan, HPSEBL, Shimla-171004  
(H.P.)

GST No. : HPSEBL 02 AACCH4894EHZB

Telephone Number : 0177-2803600, 2801675 (Office),  
2813563 (Fax)

Corporate Identity Number : U40109HP2009SGC031255

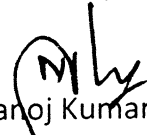
Website address : [www.hpseb.in](http://www.hpseb.in)

Email : [md@hpseb.in](mailto:md@hpseb.in) & [dir@hpseb.in](mailto:dir@hpseb.in)

**\*NOTIFICATION\***

In exercise of the power under Articles-71 of the Articles of Association of HPSEB Limited read with all other enabling provisions contained in Memorandum of Association and the Electricity Act, 2003, the Himachal Pradesh State Electricity Board Limited is pleased to update the Recruitment & Promotion Regulations for the posts of **Accounts Officer & Assistant Accounts Officer** as per **Annexure-A** (enclosed separately). The Recruitment & Promotion Regulations for Accounts Officer notified vide No. HPSEBL/(SECTT)/106-10/75-59814-904 dated 29.10.75 further amended vide notification No.94421-621 dated 2.1.10 even No 111671-871 dated 10.10.1996 and No 51117-337 dated 30.10.13 as well as Recruitment & Promotion Regulations for Assistant Accounts Officer notified vide No. HPSEB/ (SECTT)/106-10/R&E/06-74758-958 dated 1.11.2006 further amended vide notification No.94421-621 dated 2.1.2010, and No 34366-34581 dated 10.7.15 are hereby repealed.

This Notification will be applicable prospectively from the date of issue of notification.

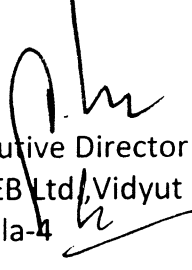
  
(Manoj Kumar)  
Executive Director (Pers.),  
HPSEBL, Vidyut Bhawan,  
Shimla-4.

No.HPSEBL. (SECTT)/R&E/106-10/22-23- ~~59756-976~~ Dated:-13.9.22

Copy of above is forwarded to the following for information and taking further necessary action at their end please:-

1. The Managing Director, H.P. Power Corp. Ltd; Him-Fed Building BCS Shimla-6.
2. The Managing Director HPPTCL, near old MLA Qtr. Panjari, Tutikandi Shima-5.
3. The Managing Director BVPCL, Jogindernagar, District Mandi (H.P.).

4. The Special Secretary (Power) to the Govt. of HP at Shimla-2.
5. All the Chief Engineers in HPSEBL.
6. The Chief Electrical Inspector, HPSEBL, Kasumpti, Shimla-9.
7. The Chief Engineer, Chamera, Hydel Project, Dalhousie Distt. Chamba.
8. The Director (Personnel), SJVNL, Shakti Sadan, Corporate Office, Complex, Shanan, Shimla-6.
9. The Chief Accounts Officer / Chief Auditor, HPSEBL, Shimla-4.
10. The Secretary H.P. Regulatory Commission, Khalini Shimla.
11. All the Superintending Engineers in HPSEBL.
- ✓ 12. The Superintending Engineer (IT), HPSEBL, Shimla-4, for uploading the same on the Board's Website.
13. The Secretary, Forum for Redressal of Grievances, HPSEBL, Kasumpti, Shimla-9.
14. All the Dy.Secretary / Under Secretary in the Board's Sectt.
15. All the Sr.Executive Engineers / Resident Engineers in HPSEBL.
16. All the Section Officers in the Board's Sectt.
17. The Company Secretary, HPSEBL, Vidyut Bhawan, Shimla-4, w.r.to agenda item No.21.20.
18. Guard file of this section.

  
Executive Director (Pers.)  
HPSEBL Ltd, Vidyut Bhawan,  
Shimla-4

**"ANNEXURE-A"**

**RECRUITMENT AND PROMOTION REGULATIONS FOR THE POST OF  
ACCOUNTS OFFICER**

1.	Name of the post	:	Accounts Officer
2.	Number of posts	:	16 or as determined from time to time
3.	Classification	:	Class -I (Gazetted)
4.	Scale of pay	:	(i) (Level-18) of pay matrix of Rs. 59900-189800 as per HPSEBL (Revised Pay Regulation 2022).  (ii) Emoluments for Contract Employee(s) shall be fixed amount equal to .60% (sixty percent) of the first cell of the applicable level of the pay matrix of the correspondence cadre of employees appointed / working on a regular basis.
5.	Whether selection or non selection post	:	Selection
6.	Age for direct recruitment.	:	<b>Between 18 to 45 years.</b>

Provided that the upper age limit for direct recruits will not be applicable to the Candidates already in service of the Government/ Boards/ Corporations including those who have been appointed on adhoc or on contract basis.

Provided further that if a candidate appointed on adhoc or on contract basis had become overage on the date he was appointed as such, he shall not be eligible for any relaxation in the prescribed age limit by virtue of his adhoc or on contract appointment.

Provided further that upper age limit is relax able for Scheduled Caste/Scheduled Tribes/ Other backward classes and other categories of persons to the extent permissible under the general or special order (s) of the Himachal Pradesh Government/ HPSEB Ltd.

Provided further that the employees of all the Public Sector Corporations and Autonomous Bodies, who happened to be Government Servants before absorption in Public Sector Corporations/ Autonomous Bodies at the time of initial constitution of such corporations/ Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations/ Autonomous Bodies who were/ are subsequently Appointed by such Corporations/ Autonomous Bodies and who are/ were finally absorbed in the service of such Corporations/ Autonomous Bodies after initial constitution of the Public Sector Corporation/ Autonomous Bodies.

Note :-( 1) Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is/are advertised for inviting applications or notified to the Employment Exchanges , as the case may be.

7.	Educational and other qualifications prescribed for direct recruit (s).	<p><b><u>(I) Essential Qualification(s)</u></b></p> <p>(a) Degree of ICWA/ CA from recognized Institute/ University.</p> <p style="text-align: center;"><b>OR</b></p> <p>MBA (Finance) on regular basis from recognized Institute/ University with minimum 50 % marks.</p> <p>(b) Minimum two years working experience after qualification with an undertaking / Company. In the case of CA / CWA, two years working experience after qualification i.e. as associate member of ICAI / ICWAI in a practicing Chartered Accountants / Cost Accountant firms can be considered.</p> <p><b><u>(II) Desirable Qualifications(s)</u></b></p> <p>Knowledge of customs, manner and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.</p>
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8.	Whether age and educational qualification(s) prescribed for direct recruit(s) will apply in case of the promote (s).	Not applicable.	
9.	Period of probation, if any.	<p><b><u>DIRECT RECRUITMENT:</u></b></p> <p><b>(a)</b> Two years subject to such further extension for a period not exceeding one year as may be ordered by appointing authority in special circumstances for reasons to be recorded in writing.</p> <p><b>(b)</b> No probation in the case of appointment on contract basis, tenure basis, re-employment after superannuation and absorption.</p>	<p><b><u>PROMOTION</u></b></p> <p><b>(a)</b> Two year of the period of probation prescribed for the direct recruitment to the post, if any, in the case of promotion another e.g. Class-II to Class-I.</p> <p><b>(b)</b> No probation in the case of promotion from one grade to another but within the same Class of posts .e.g. from Class-III to Class-III.</p>
10.	Method(s) of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of posts to be filled in by various methods.	<p><b><u>Method of Recruitment</u></b></p> <p>(i) By direct recruitment or on contract basis = 20 %</p> <p>(ii) By Promotion = 80%</p>	
11.	In case of recruitment by promotion / secondment /transfer grade(s) from which promotion/secondment transfer is to be made:	<p>80% by promotion from amongst the Assistant Accounts Officer who have rendered minimum two years service as AAO &amp; must have passed SAS Part-II.</p> <p><b>Note:-Passing condition of SAS Part-II shall not be applicable in case AAO (Direct Recruitee) for promotion to Accounts Officer.</b></p>	
12.	If a Departmental Promotion Committee exists, what is its composition:	As constituted by the HPSEBL from time to time.	

13.	Circumstances under which the Himachal Pradesh Public Service Commission (HPPSC) is to be consulted in making recruitment.	As required under the Law.
14.	Essential requirements for direct recruitment.	A candidate for appointment to any service or post must be a citizen of Indian.
15	Selection for appointment to post by direct recruitment:	Selection for appointment Regular/Contract to the post in the case of direct recruitment shall be made on the basis of interview/ personality test or if the Himachal Pradesh Public Service Commission or other recruiting agency /authority as the case may be , so consider necessary or expedient on the basis of interview/ personality test preceded by a screening test( objective type) written test or practical test or physical test, the standard/syllabus, etc. of which , will be determined by the Commission/ other recruiting agency/ authority as the case may be.
15 (A)	Selection for appointment to the post by Contract appointment.	<p><b><u>(I) CONCEPT:</u></b></p> <p><b>(a)</b> Under this policy the <b>Accounts Officer</b> in <b>HPSEBL</b> will be engaged on contract basis initially for one year, which may be extendable on year to year basis:</p> <p>Provided that for extension/renewal of contract period one year to year basis the concerned HOD shall issue a certificate that the service and conduct of the contract appointee is satisfactory during the year and only then his period of contract is to be renewed /extended.</p> <p><b><u>(b)POST FALLS WITHIN THE PURVIEW OF HPPSC/HPSSC:</u></b></p> <p>The <b>Executive Director (Personnel)</b> HPSEBL after obtaining the approval of the WTD/BOD to fill up the vacant posts on contract basis will place the requisition with the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission /Himachal Pradesh Staff Selection Commission, Hamirpur (HP).</p>

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**(C) POST FALLS OUT OF THE PURVIEW OF HPPSC/HPSSC:-**

The Executive Director (Personnel) HPSEBL after obtaining the approval of the WTD/BOD to fill up the vacant posts on contract basis will advertise the details of the vacant posts in atleast two leading newspapers and invite applications from candidates having the prescribed qualification and fulfilling the other eligibility conditions as prescribed in these rules.

(d) The selection will be made in accordance with the eligibility conditions prescribed in these rules;

**(III) APPOINTING/DISCIPLINARY AUTHORITY.**

The WTD (Whole Time Director) will be the appointing & disciplinary authority or any other authority decided by the HPSEBL.

**(IV) SELECTION PROCESS.**

**(a) FOR POST(S) FALLING WITHIN THE PURVIEW OF HPPSC/HPSSC:**

Selection for appointment to the post in case of contract appointment will be made on the basis of interview/personally test or if concerned necessary or expedient on the basis of interview/personality test preceded by a screening test ( objective type)/ written test of practical test or physical test, the standard/syllabus etc. of which will be determined by the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission/Himachal Pradesh Staff Selection Commission, Hamirpur (HP).

**(b) FOR POSTS(S) FALLING OUT OF THE PURVIEW OF HPPSC/HPSSC:**

Selection for appointment to the post in case of contract appointment will be made on the basis of interview/personally test or if concerned necessary or expedient on the basis of interview/personality test preceded by a screening test ( objective type)/ written test or practical test or physical test, the

standard/syllabus etc. of which will be determined by the concerned recruiting authority.

**(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:**

**(a) FOR POST(S) FALLING WITHIN THE PURVIEW OF HPPSC/HPSSC:-**

As may be constituted by the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission/Himachal Pradesh Staff Selection from time to time.

**(b) FOR POST(S) FALLING OUT SIDE THE PURVIEW OF HPPSC/HPSSC.**

As may be considered by the concerned recruiting authority from time to time.

**(VI) AGREEMENT:**

After selection of a candidate, he/she shall sign an agreement as per Annexure-"B" appended to these rules.

**(VII) TERMS AND CONDITIONS.**

(a) Emoluments for Contract Employee(s) shall be fixed amount equal to 60% (sixty percent) of the first cell of the applicable level of the pay matrix of the correspondence cadre of employees appointed / working on a regular basis of HPSEBL according to the (Revised pay Regulation 2022) of HPSEBL and there will be no other allied benefits such as senior/selection scales etc. given.

(b) "The service of the contract appointee will be purely on temporary basis. The appointment is liable to be terminated in case of performance/ conduct of the contract appointee is not found satisfactory. In case the contract appointee is not satisfied with the termination orders issued by the Appointing Authority, he/she may prefer an appeal before the Appellate Authority who shall be higher in rank to the Appointing authority, with in a period of 45 days, from the date on which a copy of termination orders is delivered to him/her."

(c) The Contract appointee will be entitled for one day casual leave after putting one month's service.



However, the contract appointee will also be entitled for 180 days maternity leave, 10 days medical leave and 5 days special leave. A female contract appointee shall also be entitled for surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. He/She will not be entitled for Medical Reimbursement & LTC etc. No leave of any other kind except above is admissible to the contract appointee:

Provided that the 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.

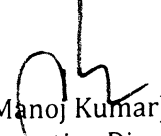
(d) Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for un- authorized absence from duty were beyond his/her control on medical grounds, such period shall 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 contract appointee shall not be entitled for contractual amount for this period of absence from duty:

Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer, as per prevailing instructions of the Government.

(e) An official appointed on contract basis who has completed three years tenure at one place of posting will be eligible for transfer on need based basis wherever required on administrative grounds.

(f) "Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of a Gazetted Government servant and by Government Medical Officer in the case of a Non- Gazetted Government servant. In case of women candidates who are to be appointed against post carrying hazardous nature of duties, and in case they have to complete a period of training as a condition of service, such woman candidate, who as a result of tests is found to be

		<p>pregnant of twelve weeks standing or more shall be declared temporarily unfit and her appointment 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 appointed to the post kept reserved for her."</p> <p>(g) Contract appointee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular counterpart official at the minimum of pay scale.</p> <p>(h) Provisions of service rules like FR SR, Leave Rules, GPF Rules, Pension Rules &amp; Conduct rules etc. as are applicable in case of regular employees will not be applicable in case of contract appointee. The Employees Group Insurance Scheme as well as EPF/GPF will also not be applicable to contract appointee(s).</p>
16.	Reservation.	The appointment to the service shall be subject to the orders regarding reservation in the service for Scheduled Caste/Scheduled Tribes/Other Backward Classes/other categories of persons issued by the HPSEBL from time to time.
17	Departmental Examination:	Not applicable.
18.	Powers to relax.	In the matter of granting relaxation in qualification/experience and length of service as provided in these regulations shall be HPSEBL.

  
 (Manoj Kumar)  
 Executive Director (Pers.),  
 HPSEB Ltd., Vidyut Bhawan,  
 Shimla-4.

**"ANNEXURE-A"**  
**RECRUITMENT AND PROMOTION REGULATIONS FOR THE POST OF**  
**ASSISTANT ACCOUNTS OFFICER**

1.	Name of the post	:	Assistant Accounts Officer
2.	Number of posts	:	35 or as determined from time to time
3.	Classification	:	Class -I (Gazetted)
4.	Scale of pay	:	(i) (Level-17) of pay matrix of Rs.52600-166600 as per HPSEBL (Revised Pay Regulation 2022).  (ii) Emoluments for Contract Employee(s) shall be fixed amount equal to 60% (sixty percent) of the first cell of the applicable level of the pay matrix of the correspondence cadre of employees appointed / working on a regular basis.
5.	Whether selection or non selection post	:	Selection
6.	Age for direct recruitment.	:	<b>Between 18 to 45 years.</b>

Provided that the upper age limit for direct recruits will not be applicable to the Candidates already in service of the Government/ Boards/ Corporations including those who have been appointed on adhoc or on contract basis.

Provided further that if a candidate appointed on adhoc or on contract basis had become overage on the date he was appointed as such, he shall not be eligible for any relaxation in the prescribed age limit by virtue of his adhoc or on contract appointment.

Provided further that upper age limit is relax able for Scheduled Caste/Scheduled Tribes/ Other backward classes and other categories of persons to the extent permissible under the general or special order (s) of the Himachal Pradesh Government/ HPSEB Ltd.

Provided further that the employees of all the Public Sector Corporations and Autonomous Bodies, who happened to be Government Servants before absorption in Public Sector Corporations/ Autonomous Bodies at the time of initial constitution of such corporations/ Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations/ Autonomous Bodies who were/ are subsequently Appointed by such Corporations/ Autonomous Bodies and who are/ were finally absorbed in the service of such Corporations/ Autonomous Bodies after initial constitution of the Public Sector Corporation/ Autonomous Bodies.

Note :-( 1) Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is/are advertised for inviting applications or notified to the Employment Exchanges , as the case may be.

7.	Educational and other qualifications prescribed for direct recruit (s).	<p><b><u>(I) Essential Qualification(s)</u></b></p> <p>(a) MBA (Finance) with minimum 55 % marks</p> <p>OR</p> <p>Degree of ICWA / CA from recognized Institute / University.</p> <p><b><u>(II) Desirable Qualifications(s)</u></b></p> <p>Knowledge of customs, manner and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.</p>	
8.	Whether age and educational qualification(s) prescribed for direct recruit(s) will apply in case of the promote (s).	Not applicable.	
9.	Period of probation, if any.	<p><b><u>DIRECT RECRUITMENT:</u></b></p> <p>(a) Two years subject to such further extension for a period not exceeding one year</p>	<p><b><u>PROMOTION</u></b></p> <p>(a) Two year of the period of probation prescribed for the direct recruitment to the post, if any, in the case</p>

		as may be ordered by appointing authority in special circumstances for reasons to be recorded in writing. <b>(b)</b> No probation in the case of appointment on contract basis, tenure basis, re-employment after superannuation and absorption.	of promotion another e.g. Class-II to Class-I.  <b>(b)</b> No probation in the case of promotion from one grade to another but within the same Class of posts .e.g. from Class-III to Class-III.
10.	Method(s) of recruitment, whether by direct recruitment or by promotion, deputation, transfer and the percentage of posts to be filled in by various methods.	<b><u>Method of Recruitment</u></b> . (i) By direct recruitment or on contract basis = 20 % (ii) By Promotion = 80% <b>Failing both on secondment from Government Department / PSUs</b>	
11.	In case of recruitment by promotion / secondment /transfer grade(s) from which promotion/secondment transfer is to be made:	80 % by promotion from amongst the Superintendent (Divisional Accounts) who have passed Part-II of HPSEBL SAS examination and having minimum three years service on the post of Supdt. (D/A).	
12.	If a Departmental Promotion Committee exists, what is its composition:	As constituted by the HPSEBL from time to time.	
13.	Circumstances under which the Himachal Pradesh Public Service Commission (HPPSC) is to be consulted in making recruitment.	As required under the Law.	
14.	Essential requirements for direct recruitment.	A candidate for appointment to any service or post must be a citizen of Indian.	
15.	Selection for appointment to post by direct recruitment:	Selection for appointment Regular/Contract to the post in the case of direct recruitment shall be made on the basis of interview/ personality test or if the	

		Himachal Pradesh Public Service Commission or other recruiting agency /authority as the case may be , so consider necessary or expedient on the basis of interview/ personality test preceded by a screening test( objective type) written test or practical test or physical test, the standard/syllabus, etc. of which , will be determined by the Commission/ other recruiting agency/ authority as the case may be.
15 (A)	Selection for appointment to the post by Contract appointment.	<p><b><u>(I) CONCEPT:</u></b></p> <p><b>(a)</b> Under this policy the <b>Assistant Accounts Officer</b> in <b>HPSEBL</b> will be engaged on contract basis initially for one year, which may be extendable on year to year basis:</p> <p>Provided that for extension/renewal of contract period one year to year basis the concerned HOD shall issue a certificate that the service and conduct of the contract appointee is satisfactory during the year and only then his period of contract is to be renewed /extended.</p> <p><b><u>(b) POST FALLS WITHIN THE PURVIEW OF HPPSC/HPSSC:</u></b></p> <p>The <b>Executive Director (Personnel)</b> <b>HPSEBL</b> after obtaining the approval of the WTD/BOD to fill up the vacant posts on contract basis will place the requisition with the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission /Himachal Pradesh Staff Selection Commission, Hamirpur (HP).</p> <p><b><u>(C) POST FALLS OUT OF THE PURVIEW OF HPPSC/HPSSC:-</u></b></p> <p>The <b>Executive Director (Personnel)</b> <b>HPSEBL</b> after obtaining the approval of the WTD/BOD to fill up the vacant posts on contract basis will advertise the details of the vacant posts in atleast two leading newspapers and invite applications from candidates having the prescribed qualification and fulfilling the other eligibility conditions as prescribed in these rules.</p> <p><b>(d)</b> The selection will be made in accordance with the eligibility conditions prescribed in these rules;</p> <p><b><u>(III) APPOINTING/DISCIPLINARY AUTHORITY.</u></b></p>

The WTD (Whole Time Director) will be the appointing & disciplinary authority or any other authority decided by the HPSEBL.

**(IV) SELECTION PROCESS.**

**(a) FOR POST(S) FALLING WITHIN THE PURVIEW OF HPPSC/HPSSC:**

Selection for appointment to the post in case of contract appointment will be made on the basis of interview/personally test or if concerned necessary or expedient on the basis of interview/personality test preceded by a screening test ( objective type)/ written test of practical test or physical test, the standard/syllabus etc. of which will be determined by the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission/Himachal Pradesh Staff Selection Commission, Hamirpur (HP).

**(b) FOR POSTS(S) FALLING OUT OF THE PURVIEW OF HPPSC/HPSSC:**

Selection for appointment to the post in case of contract appointment will be made on the basis of interview/personally test or if concerned necessary or expedient on the basis of interview/personality test preceded by a screening test ( objective type)/ written test or practical test or physical test, the standard/syllabus etc. of which will be determined by the concerned recruiting authority.

**(V) COMMITTEE FOR SELECTION OF CONTRACTUAL APPOINTMENTS:**

**(a) FOR POST(S) FALLING WITHIN THE PURVIEW OF HPPSC/HPSSC:-**

As may be constituted by the concerned recruiting agency i.e. Himachal Pradesh Public Service Commission/Himachal Pradesh Staff Selection from time to time.

**(b) FOR POST(S) FALLING OUT SIDE THE PURVIEW OF HPPSC/HPSSC.**

As may be considered by the concerned recruiting authority from time to time.

**(VI) AGREEMENT:** After selection of a candidate,

he/she shall sign an agreement as per Annexure-"B" appended to these rules.

**(VII) TERMS AND CONDITIONS.**

(a) Emoluments for Contract Employee(s) shall be fixed amount equal to 60% (sixty percent) of the first cell of the applicable level of the pay matrix of the correspondence cadre of employees appointed / working on a regular basis of HPSEBL according to the (Revised pay Regulation 2022) of HPSEBL and there will be no other allied benefits such as senior/selection scales etc. be given.

(b) "The service of the contract appointee will be purely on temporary basis. The appointment is liable to be terminated in case of performance/ conduct of the contract appointee is not found satisfactory. In case the contract appointee is not satisfied with the termination orders issued by the Appointing Authority, he/she may prefer an appeal before the Appellate Authority who shall be higher in rank to the Appointing authority, with in a period of 45 days, from the date on which a copy of termination orders is delivered to him/her."

(c) The Contract appointee will be entitled for one day casual leave after putting one months service. However, the contract appointee will also be entitled for 180 days maternity leave, 10 days medical leave and 5 days special leave. A female contract appointee shall also be entitled for surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. He/She will not be entitled for Medical Reimbursement & LTC etc. No leave of any other kind except above is admissible to the contract appointee:

Provided that the 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.

(d) Unauthorized absence from the duty without the approval of the Controlling Officer shall automatically lead to the termination of the contract. However, in exceptional cases where the circumstances for unauthorized 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 contract appointee shall not be entitled for contractual amount for this period of absence from duty.



Provided that he/she shall submit the certificate of illness/fitness issued by the Medical Officer, as per prevailing instructions of the Government.

(e) An official appointed on contract basis who has completed three years tenure at one place of posting will be eligible for transfer on need based basis wherever required on administrative grounds.

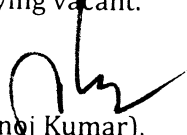
(f) "Selected candidate will have to submit a certificate of his/her fitness issued by a Medical Board in the case of a Gazetted Government servant and by Government Medical Officer in the case of a Non- Gazetted Government servant. In case of women candidates who are to be appointed against post carrying hazardous nature of duties, and in case they have to complete a period of training as a condition of service, such woman candidate, who as a result of tests is found to be pregnant of twelve weeks standing or more shall be declared temporarily unfit and her appointment 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 appointed to the post kept reserved for her."

(g) Contract appointee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular counterpart official at the minimum of pay scale.

(h) Provisions of service rules like FR SR, Leave Rules, GPF Rules, Pension Rules & Conduct rules etc. as are applicable in case of regular employees will not be applicable in case of contract appointee. The Employees Group Insurance Scheme as well as EPF/GPF will also not be applicable to contract appointee(s).

16.	Reservation.	The appointment to the service shall be subject to the orders regarding reservation in the service for Scheduled Caste/Scheduled Tribes/Other Backward Classes/other categories of persons issued by the HPSEBL from time to time.
17	Departmental Examination:	Not applicable.
18.	Powers to relax.	In the matter of granting relaxation in qualification/experience and length of service as provided in these regulations shall be HPSEBL.

Note: - In case persons have passed SAS Part-II examination of the Board having requisite qualification as per column-7, are available, they can be considered for promotion against direct recruitment posts if lying vacant.

  
 (Manoj Kumar),  
 Executive Director (Pers.),  
 HPSEB Ltd., Vidyut Bhawan,  
 Shimla-4.