

## HIMACHAL PRADESH STATE ELECTRICITY BOARD

### "NOTIFICATION"

In exercise of the powers conferred by Section 79(C) read with Section 15 of Electricity (Supply) Act, 1948 (Act. No. 54 of 1948) and other enabling provision, the Himachal Pradesh State Electricity Board is pleased to reframe the Recruitment & Promotion Regulations for the posts of Assistant Engineer(Electrical) & Assistant Engineer(Civil/Mech.) Class-I (Gazetted) as per Annexure-"A" & "B". The Recruitment & Promotion Regulations for these posts notified vide this office Notification No. HPSEB(Sectt.)106-1/73-54139-218 dt.28.12.73 as amended from time to time are hereby repealed.

These regulations shall come into force with immediate effect.

*D/2*  
Secretary,  
H.P. State Electricity Board,  
Shimla-171004.

No:HPSEB(Sectt.)R&E//106-10/2006- 72,179-379 Dated: 23-X-2006

*Copy forwarded for information and necessary action to:-*

1. The Managing Directors, PVPC Ltd., Rohru/Beas Valley Power Corporation Ltd., Jogindernagar/ Kinnar Kailash Power Corporation Ltd., Shimla-4.
2. All the Chief Engineers in HPSEB.
3. The Chief Accounts officer/Chief Auditor, F&A wing, HPSEB, Shimla-4.
4. The Director (Personnel) Satluj Jal Vidyut Nigam, Shimla.
5. All the Superintending Engineers/ Director (Designs) in HPSEB.
6. All the Sr. Executive Engineers/Resident Engineers in HPSEB.
7. All the Addl. Secretaries/Deputy Secretaries/Under Secretaries in HPSEB.
8. The Deputy Directors(IR)/(Pers.)/LAOs/POs/PRO in HPSEB.
9. All Special/Sr. Private Secretaries to Chairman/Members/Secretary in Board's Secretariat.
10. All Addl. Under Secretaries/Section Officers in Board's Sectt.
11. Meeting Section of this office w. r. to Full Board's agenda item No.145.01

*D/2*  
Secretary,  
H.P. State Electricity Board,  
Shimla-171004.

**ANNEXURE-"B"**

**HIMACHAL PRADESH STATE ELECTRICITY BOARD**

**RECRUITMENT AND PROMOTION REGULATIONS FOR THE POST OF  
ASSISTANT ENGINEER (CIVIL/MECH.)**

1.	Name of the post	:	Assistant Engineer (Civil/Mech.)
2.	Number of posts	:	246 or as prescribed time to time
3.	Classification	:	Class-I {Gazetted}
4.	Scale of pay	:	Now Rs.7750-9100/10350-14500 with initial start of Rs. 8550/-
5.	Whether selection or non selection post	:	Selection Post
6.	Age for direct recruitment.	:	Between 18 to 45 years

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

Provided further that upper age limit is relaxable for Scheduled Castes/ Scheduled Tribes/ Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Government/ Board.

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.

- (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 or as the case may be.
- (2) Age and experience in the case of direct recruitment, relaxable at the discretion of the Himachal Pradesh Public Service Commission in case the candidate is otherwise well qualified.

7.	Minimum Educational and other qualification required for direct recruits.	<p><b>Essential</b></p> <p>Recognized Degree in Civil or Mech. Engineering or its equivalent.</p> <p><b>Desirable</b></p> <p>a) Experience of working in Design/Construction in hilly areas.</p> <p>b) Knowledge of customs, manners &amp; dialects of Himachal Pradesh &amp; suitability for appointment in the peculiar conditions prevailing in the Pradesh.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in case of the promotees.	<p><b>AGE:-</b> Not-applicable</p> <p><b><u>EDUCATIONAL QUALIFICATION</u></b></p> <p>The minimum academic qualification for promotion from amongst the un-qualified categories of staff to the grade of Assistant Engineer would be Matriculation or its equivalent.</p>
9.	Period of probation, if any.	<p>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>Note:-</b> The provisions of this column, regarding probation period will not be applicable to the persons to be promoted from the feeding categories.</p>
10.	Method of recruitment whether by direct recruitment or by promotion, deputation, transfer and the percentage of posts to be filled in by various methods.	<p>(i) 36% by direct recruitment or on contract basis through the concerned recruiting agency i.e. the H.P. Public Service Commission and</p> <p>(ii) 64% by promotion</p>
11.	In case of recruitment by promotion, deputation, transfer, grades from which promotion/deputation/transfer is to be made.	<p><b><u>BY PROMOTION</u></b></p> <p>(i) Junior Engineers (qualified) having 7 years service in the grade. =36%</p> <p>(ii) (a) Junior Engineers/ Foreman (Spl.) Foreman (UN-qualified with I.T.I. qualifications having 12 years service in the grade.</p> <p>(b) Junior Engineers/ Foreman (Spl.) Foreman (UN-qualified having 15 years service in the grade.</p> <p>(a)+(b)= 8%</p>

		<p>(iii) From amongst those persons who pass Section A&amp;B of the examination of Institution of Engineers (India) during service period. =8%</p> <p>(iv) <u>Drawing Staff:</u> Circle Head Draftsman possessing Diploma in Civil or Mech. Engineering or Diploma Certificate of draftsmanship from a recognized Institute having 5 years service in the grade failing which 10 years service as Draftsman/ Head Draughtsman/ Circle Head Draughtsman and failing both total 15 years service in the Draftsman cadre. =4%</p> <p>(v) Junior Engineers (C/M) having degree in Civil/ Mech. Engineering or its equivalent from a recognized University/ Institute having minimum one year regular service in the cadre of JE(C/M): = 8%</p>
12.	If a Departmental Promotion Committee exists, what is its composition.	Selection Committee/ Departmental Promotion Committee as constituted by the Board from time to time.
13.	Circumstances under which the HPPSC is to be consulted in making recruitment.	Not applicable
14.	Essential requirements for direct recruitment.	A candidate for appointment to any service or post must be citizen of India.
15.	Selection for appointment to post by recruitment	Selection for appointment (regular) to the post in the case of direct recruitment shall be made on the basis of viva-voce test. If the Board or other recruiting authority to be authorized/ nominated by the Board as the case may be, so consider necessary or expedient by a written test or practical test, the standard/ syllabus etc. of which will be determined by the Board or by the recruiting authority as the case may be.
15 (A)	Selection for appointment to the post of Contract appointment.	<p>(a) Selection on contract basis shall be made by the concerned recruiting agency i.e. the H.P. Public Service Commission.</p> <p>(b) The Secretary after obtaining the approval of the Full Board to fill up the vacant posts on contract basis will place requisition with H.P. Public Service Commission for advertising the same in two leading news papers and invite</p>

application from the candidates having the prescribed qualifications and fulfilling the other eligibility conditions as prescribed in these Rules.

(c) Candidate selected for appointment on contract basis will be initially appointed for one year which will be extended depending upon requirement of the services of such appointees and further subject to high standard of work conduct and performance of such appointees. However, their services may be terminated even prior to his completion of contract period by issuing of one month notice or payment of one month wages in lieu of the notice, if their services are not required due to non availability of work, for which principle of first come last go shall be followed. Their services may also be terminated during the contract period if their conduct and performance is not found satisfactory for which notice with due opportunity of being heard shall be given.

(d) Contract appointees shall be paid fixed emoluments per month as Basic Pay+ Dearness Pay of the post or as prescribed by the Board from time to time.

(e) Contract appointee so selected under these Rules will not have any right to claim regularization or permanent absorption in HPSEB.

(i) The appointment is liable to the terminated in case the performance/ conduct of the contract appointee is not found good.

(ii) Contract appointee will be entitled for one day casual leave after putting one month service. This leave can be accumulated upto one year. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled Medical, Embursement & LTC etc. Only Maternity Leave will be given as per rules.

(iii) Unauthorised absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for wages for the period of absence from duty.

		<p>(iv) Contract appointments will be made against vacant posts in difficult and tribal areas or the office jobs as per requirement. Transfer of contract appointee will not be permitted from one place to another. However, at the time of renewal of contract if any such appointee can be appointed at different place or office on administrative grounds.</p> <p>(v) Selected candidate will have to submit a certificate of his/her fitness from a Govt./Registered Medical Practitioner. Women candidate pregnant beyond 12 weeks will be considered temporarily unfit till the confinement is over. The woman candidates will be re-examined for the fitness by an authorized Medical Officer/Practitioner.</p> <p>(vi) 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 staff members.</p> <p>(vii) After selection of a candidate for appointment, he shall have to sign an agreement as laid down by the Board attached as <i>Annexure-I</i> to these Rules or as amended from time to time.</p> <p>(viii) For the assessment of work, annual performance report will be maintained at the Chief Engineer Level. The performance reports will from the basis of assessment by the committee to make recommendations for regular appointment after completion of 2 years contractual service.</p> <p>(ix) Their services may also be terminated during the contract period if their conduct and performance is not found satisfactory for which notice with due opportunity of being heard shall be given.</p>
16.	Reservation.	The appointment to the service shall be subject to the orders regarding reservation in the service for Scheduled Caste/ Scheduled Tribes / Backward Classes/ other categories of persons issued by the Board from time to time.
17	Departmental Examination:	Every member of service shall have to pass a Departmental Examination as prescribed for Civil Mechanical Officers of H.P. State Electricity Board vide notification No. HPSEB/ Sectt/105-14/R&E/37-16622-802 dated 25-2-88 and as amended from time to time.

18.	Powers to relax.	In the matter of granting relaxation in qualification/ experience and length of service as provided in these regulations, competent authority shall be Board.
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**Note:-**

(1) In all cases of promotion, the continuous adhoc service rendered in the feeder post, if any, prior to regular appointment to the post shall be taken into account towards the length of service as prescribed in these Rules for promotion subject to the condition that the adhoc appointment/promotion in the feeder category had been made after following proper acceptable process of selection in accordance with the provisions of R & P Rules, provided that (i) in all cases where a Junior Person becomes eligible for consideration by virtue of his total length of service (including the service rendered on adhoc basis) in the feeder post in view of the provisions referred to above, all persons senior to him in the respective category/ posts/ cadre shall be deemed to be eligible for consideration and placed above the junior person in the field of consideration.


Provided that all incumbents to be considered for promotion shall possess the minimum qualifying service of at least three years or that prescribed in the R & P Rules for the post, whichever is less;

Provided further that where a person becomes ineligible to be considered for promotion on account of the requirements of the preceding proviso, the persons(s) junior to him shall also be deemed to be ineligible for consideration for such promotion.

**EXPLANATION:-** The last proviso shall not render the junior incumbents ineligible for consideration for promotion if the senior ineligible person happened to be Ex-Servicemen recruited under the provisions of Rule-3 of Demobilized Armed Forces Personnel (Reservation of Vacancies in Himachal State Non-Technical Services) Rules 1972 and having been given the benefit of seniority there under or recruited under the provision of Rule-3 of EX-Servicemen (Reservation of vacancies in H.P. Tech. Services Rule, 1985) and having been given the benefit of seniority there under.

(2) Similarly, in all cases of confirmations continuous adhoc service rendered on the feeder post, if any, prior to the regular appointment against such post shall be taken into account towards the length of service, if the adhoc appointment/ promotion has been made after proper selection and in accordance with the provision of the R & P Rules.

Provided that inter-seniority as a result of confirmation after taking into account, adhoc service rendered as referred to above shall remain unchanged.

  
Secretary,  
H.P. State Electricity Board,  
Shimla-171004.

ANNEXURE -I

**FORM OF CONTRACT/AGREEMENT TO BE EXECUTED BETWEEN THE ASSTT. ENGINEER(ELECT.)/ ASSTT. ENGINEER(CIVIL/MECH.) AND THE H.P. STATE ELECTRICITY BOARD.**

This agreement is made on this ..... day of ..... in the year..... between Smt./ Sh. .... S/O D/O Sh. .... resident of ..... contract appointee(hereinafter called the FIRST PARTY) and the H.P. State Electricity Board (hereinafter SECOND PARTY).

WHEREAS, the SECOND PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as ..... on contract basis on the following terms and conditions:-

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as Assistant Engineer( ) for a period of 1 year commencing on day of ..... and ending on the day of ..... It is specifically mentioned and agreed upon the both the parties that the contract of the FIRST PARTY with SECOND PARTY shall ipso-facto stand terminated on the last working day i.e. on ..... and information notice shall not be necessary.
2. Contract appointees shall be paid fixed emoluments per month as Basic Pay+ Dearness Pay of the post or as prescribed by the Board from time to time.
3. Contract appointee so selected under these rules will not have any right to claim regularization or permanent absorption in HPSEB.
4. The appointment is liable to be terminated in case the performance/conduct of the contract appointee is not found good.
5. Contract appointee will be entitled for one day casual leave after putting one month service. This leave can be accumulated upto one year. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled for Medical Reimbursement & LTC etc. only Maternity Leave will be given as per rules.



6. Un-authorized absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for wages for the period of absence from duty.
7. Contract appointments will be made against vacant posts in difficult and tribal areas or the office jobs as per requirement. Transfer of contract appointee will not be permitted from one place to another. However, at the time of renewal of contract, if any, such appointee can be appointed at different place or office on administrative grounds.
8. Selected candidate will have to submit a certificate of his/her fitness from a Govt./Registered Medical Practitioner. Women candidate, pregnant beyond 12 weeks will be considered temporarily unfit till the confinement is over. The women candidates will be re-examined for the fitness by an authorized Medical Officer/Practitioner.
9. 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 staff members.

*Signature of Contract Appointee.*

**(FIRST PARTY)**

*Signature of employer*

**(SECOND PARTY)**

*Witnesses*

1. ....

2. ....