

(14)

No. PER (AP)-C-B (2)-1/2014-V.II
Government of Himachal Pradesh
Department of Personnel (AP-III)

From

The Secretary (Personnel) to the
Government of Himachal Pradesh

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh
2. All Divisional Commissioners in Himachal Pradesh
3. All Heads of Departments in Himachal Pradesh
4. All Deputy Commissioners in Himachal Pradesh

Dated: Shimla-171002, the 08th April, 2025

Subject: - Regularization of daily waged workers/contingent paid workers in Financial Year 2025-26-Instructions thereof.

Sir/Madam,

I am directed to refer to the subject cited above and to say that the daily waged/contingent paid workers, who have completed four years' continuous service as on 31st March, 2025 shall be regularized subject to observance of the following terms & conditions:-

- Reg.
DH-4
- (i) Daily waged/contingent paid workers, after completion of four years' (4) of continuous service (with a minimum of 240 days in a calendar year except where specified otherwise for the tribal areas) will be considered for regularization and eligibility will be seen as on 31st March, 2025. The regularization will be considered against the available vacancies in various Departments and the terms & conditions for such regularization shall be governed as per annexure 'A'.
 - (ii) No new post of any category will be created.
 - (iii) After regularization, the original post of the concerned daily waged/contingent paid workers shall be abolished.
 - (iv) The regularization will be subject to availability of budget allocated to the department concerned for that year.
 - (v) Since no new post is to be created, therefore, no additional fund/budget will be demanded.
- 9-4-25

DDP/Dy. No. 11
09.04.25

- (vi) 4 (four) years of continuous service is only an eligibility criteria and regularization shall be only from prospective effect i.e. after the date, the orders of regularization are issued after completion of requisite codal formalities.
- (vii) The daily waged/contingent paid workers being considered for regularization shall possess minimum educational qualification as prescribed in the Recruitment & Promotion Rules of such post at the time of initial engagement. However, the educational qualification can be relaxed, if required, with the approval of the competent authority.
- (viii) In case of a daily waged/contingent paid worker, who has worked for less than 4 years on higher wages, on a higher pay scale post, he/she will be considered for regularization by combining the service both in the lower scale post and higher scale post but shall be regularized on a lower post because for regularization on a higher post, 4 years complete daily wage/contingent paid service on the higher pay scale post shall be essential.
- (ix) The daily waged/contingent paid workers may be regularized against the posts/vacancies of relevant categories purely on seniority basis subject to rejection of unfit and by doing so in case, if any roster point for reserved/feeder category remains underutilized, these shall be made good in future recruitments by filling up the backlog first.
- (x) Such daily waged/contingent paid workers, who were within the age limit prescribed for direct recruitment in the respective Recruitment and Promotion Rules, at the time of engagement on daily wage/contingent paid basis, may be considered for regularization, even if they have crossed the maximum age limit now.
- (xi) Such daily waged /contingent paid workers, who have been engaged without being sponsored by the Employment Exchange, may be given relaxation while regularizing their services.
- (xii) The Department(s) are not required to make prior consultation with the H.P. Public Service Commission for regularization of services in case of those posts which fall within the purview of the H.P. Public Service Commission.
- (xiii) The seniority of the daily waged/contingent paid workers as are regularized under this policy vis-à-vis employee appointed on regular basis shall be determined consequent upon their regularization. The inter-se-seniority of such daily waged/contingent paid workers shall be determined in accordance with order of regularization of such daily waged/ contingent paid worker based on seniority as daily waged/contingent paid worker.
- (xiv) There shall be no resultant vacancy by way of such regularization because such vacancies shall be abolished.

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 - (ii) No new post of any category will be created.
 - (iii) After regularization, the original post of the concerned daily waged/contingent paid workers shall be abolished.
 - (iv) The regularization will be subject to availability of budget allocated to the department concerned for that year.
 - (v) Since no new post is to be created, therefore, no additional fund/budget will be demanded.
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DDP/Dy. No. 11
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- (vi) 4 (four) years of continuous service is only an eligibility criteria and regularization shall be only from prospective effect i.e. after the date, the orders of regularization are issued after completion of requisite codal formalities.
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- (viii) In case of a daily waged/contingent paid worker, who has worked for less than 4 years on higher wages, on a higher pay scale post, he/she will be considered for regularization by combining the service both in the lower scale post and higher scale post but shall be regularized on a lower post because for regularization on a higher post, 4 years complete daily wage/contingent paid service on the higher pay scale post shall be essential.
- (ix) The daily waged/contingent paid workers may be regularized against the posts/vacancies of relevant categories purely on seniority basis subject to rejection of unfit and by doing so in case, if any, roster point for reserved/feeder category remains underutilized, these shall be made good in future recruitments by filling up the backlog first.
- (x) Such daily waged/contingent paid workers, who were within the age limit prescribed for direct recruitment in the respective Recruitment and Promotion Rules, at the time of engagement on daily wage/contingent paid basis, may be considered for regularization, even if they have crossed the maximum age limit now.
- (xi) Such daily waged /contingent paid workers, who have been engaged without being sponsored by the Employment Exchange, may be given relaxation while regularizing their services.
- (xii) The Department(s) are not required to make prior consultation with the H.P. Public Service Commission for regularization of services in case of those posts which fall within the purview of the H.P. Public Service Commission.
- (xiii) The seniority of the daily waged/contingent paid workers as are regularized under this policy vis-à-vis employee appointed on regular basis shall be determined consequent upon their regularization. The inter-se-seniority of such daily waged/contingent paid workers shall be determined in accordance with order of regularization of such daily wagger/ contingent paid worker based on seniority as daily wagger/contingent paid worker.
- (xiv) There shall be no resultant vacancy by way of such regularization because such vacancies shall be abolished.

	HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED	
	(A state Government Undertaking)	
	Registered Office	: Vidyut Bhawan, HPSEBL, Shimla-171004. (H.P.)
	Corporate Identity Number (CIN)	: U40109HP2009SGC031255
	Telephone No	: 0177-2803600, 2801675(Office), 2813563(Fax)
	Website Address	: www.hpsebl.in
E-mail	: cmd@hpsebl.in & directorfa@hpsebl.in	

‘NOTIFICATION’

The Himachal Pradesh State Electricity Board Limited is pleased to adopt the Himachal Pradesh Government policy for regularization of its daily waged /contingent paid worker issued by Department of Personnel to the Government of Himachal Pradesh vide No. Pers.(AP)-C-B(2)-1/2014-V-II Government of Himachal Pradesh department of Personnel (AP-(111) dated 08-04-2025 instruction thereof (Copy enclosed) and shall also be applicable in the HPSEBL in toto.


ISHA (HPAS),
 Executive Director (Personnel)
 H.P. State Electricity Board Ltd,
 Vidyut Bhawan, Shimla-4.

NO.HPSEBL(SECTT.)/PO Cell/369-1(Reg.)/2025-2060-2240 Dated:- 9-4-25


Copy forwarded for information and necessary action to:-

- 1) The Managing Director HPPTCL, HPPCL Khalini/Panjari Tutu Kandi.
- 2) The Managing Director BVPCL, Jogindernagar, Mandi HP.
- 3) All Chief Engineers in HPSEBL.
- 4) The Chief Accounts Officer F&A Wing HPSEBL Shimla-4.
- 5) The Resident Audit Officer, HPSEBL Shimla.
- 6) The Special PSs/Sr. PSs and PSs to the Chairman /Managing Director / Directors and Executive Director (Pers.) in the Board Secretariat.
- 7) All the Superintending Engineers/Sr. Executive Engineers /REs in HPSEBL.

✓ 8) The Superintending Engineer (IT) for uploading the same in the website of HPSEBL.

9) All Deputy Secretaries /Under Secretaries/SOs in the Board Secretariat.

10) Guard File.


ISHA (HPAS),
Executive Director (Personnel),
H.P. State Electricity Board Ltd,
Vidyut Bhawan, Shimla-4.

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