



**HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED**

*(A State Govt. undertaking)*

Registered office Vidyut Bhawan, HPSEBL, Shimla-171004(H.P)  
Number (CIN) U40109HP2009SGC031255  
GST No. HPSEBL 02 AACCH4894EHZB  
Telephone Number 0177-2803600, 2801675 (Office), 2658984(Fax)  
Website address [www.hpseb.com](http://www.hpseb.com)  
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**OFFICE ORDER**

The Himachal Pradesh State Electricity Board Limited has decided to adopt the instructions contained in letter No. PER(AP-B)B(15)-6/2025 dated 19<sup>th</sup> February 2026 as circulated by the Deputy Secretary (Personnel) to the Government of Himachal Pradesh (Copy enclosed) regarding dispensing with the requirement of holding departmental inquiry against Government servants involved/booked under the Narcotics Drugs and Psychotropic Substance (NDPS) Act, 1985 and shall also be applicable in the HPSEBL in toto.

“This bears approval of the Competent authority”

Under Secretary (R&E),  
HPSEBL, Vidyut Bhawan,  
Shimla-4.

No.HPSEBL(SECTT)R&E/Govt.Instt./2024-25 9148- 9298 Dated:- 14-5-26  
Copy of above is forwarded to the following for information and strict compliance.

1. All the Chief Engineers/ in HPSEBL, (i/c) M.D. BVPCL, Jogindernagar, District Mandi (H.P.).
2. The Chief Accounts Officer / Chief Auditor, HPSEBL, Shimla-4.
3. The Company Secretary, HPSEBL, Vidyut Bhawan, Shimla-4,
4. All the Dy. Chief Engineer/ Superintending Engineers/ in HPSEBL (i/c) Superintending Engineer (IT), HPSEBL, Shimla-4, for uploading the same on the Board's Website .
5. All the Addl. SE/ Sr.Executive Engineers / Resident Engineers in HPSEBL.
6. All the Dy/Under Secretaries in the Board's Sectt.
7. All the Section Officer in the Board's Sectt.
8. Guard file of this section.

DA/As above

Under Secretary (R&E),  
HPSEB. Ltd. Vidyut Bhawan,  
Shimla-4

No. Per (AP-B) B (15)-6/2025  
Government of Himachal Pradesh  
Department of Personnel  
(Appointment-II)

From

The Chief Secretary to the  
Government of Himachal Pradesh

To

1. All the Administrative Secretary to the Government of Himachal Pradesh
2. All the Head of Departments in Himachal Pradesh
3. All the Divisional Commissioners / Deputy Commissioners in Himachal Pradesh
4. All the Managing Directors/ Registrars/Secretaries of Boards/ Corporations/ Universities/ Autonomous Bodies in Himachal Pradesh

Dated Shimla-171002, the 19<sup>th</sup> February, 2026

*S-II*  
*Mar 21/4/26*  
*Ninj*

Subject

Regarding dispensing with the requirement of holding departmental inquiry against Government servants involved / booked under the Narcotics Drugs and Psychotropic Substance (NDPS) Act, 1985.

Sir/Madam,

I am directed to refer to the subject cited above and to say that the State of Himachal Pradesh is presently confronted with an alarming rise in cases involving Chitta / Drugs which has emerged as one of the most serious threats to public health, social order and youth. It has brought to the notice of the State Government that FIRs have been lodged against the government employees under NDPS Act for the allegations indicating involvement in possession, trafficking, transportation, financing or facilitation of Chitta / Drugs. The conduct alleged against the said employees reflect not only criminality but a total breakdown of integrity, morality and public trust while at the same time disrepute to Government of Himachal Pradesh.

R & E Dated 10.20

Dated 22-4-2026

2. The State Government has emphasized that the involvement of Government servants in offences under the Narcotic Drugs and Psychotropic Substances (NDPS) Act, 195 is absolutely unacceptable and must attract the most severe administrative action. The State Government has now adopted a Zero-Tolerance Policy towards such act of Government servant directly or indirectly.

3. Article 311(2)(b) of the Constitution of India permits dismissal or removal of a Government servant without holding a departmental inquiry, when it is not reasonably practicable to conduct such an inquiry.

4. A similar enabling provisions has been prescribed in Rule 19(ii) of Central Civil Services (Classification, Control and Appeal) Rules, 1965, under the heading "Special procedure in certain cases", which contains explicit and enabling provisions whereby a disciplinary inquiry may be dispensed with. The said Rule authorizes the Disciplinary Authority, for reasons to be recorded in writing, to forgo the holding of a regular departmental inquiry where it is satisfied that it is not reasonably practicable to conduct such an inquiry in the manner prescribed under the Rules. The scope and intent of Rule 19(ii) are sufficiently wide and comprehensive to address exceptional situations, including cases involving grave and serious offences under the Narcotic Drugs and Psychotropic Substance (NDPS) Act, 1985 where the conduct of a regular inquiry may be rendered impracticable due to factors such as the nature of the offence, threat to witnesses or overriding considerations of public interest and administrative exigency.

5. The Disciplinary Authority is vested with the discretion to dispense with the requirement of holding a regular departmental inquiry only upon strict fulfillment of the statutory conditions prescribed under the relevant rules. Such extraordinary power shall be exercised sparingly, with utmost alertness, due diligence and in strict conformity with the principles of natural justice and constitutional safeguards. The Disciplinary Authority shall not invoke the said provision in an arbitrary or mechanical manner merely to avoid conducting a departmental inquiry as mandated under the rules.

6. Accordingly, it has been decided that in cases where FIRs have been registered against Government employees under the NDPS Act for allegations indicating involvement in possession, trafficking, transportation, financing, or facilitation of Chitta/Drugs, the Appointing Authority/Disciplinary Authority may invoke the provisions of Rule 19 of the CCS (CCA) Rules, 1965, strictly in accordance with the statutory mandate, judicial precedents and after recording cogent reasons in writing. The exercise of such powers shall be subject to careful examination of the facts and circumstances of each case and shall not be resorted to as a matter of routine.

7. These instructions may be widely circulated among all concerned authorities /subordinate offices for strict and scrupulous compliance.

Yours faithfully,

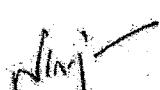
  
(Niraj Kumar)

Deputy Secretary (Personnel) to the  
Government of Himachal Pradesh  
Email [persbr2-hp@nic.in](mailto:persbr2-hp@nic.in)  
Phone No. 0177- 2626416

Endst No. As above

Dated Shimla-171002, the 9<sup>th</sup> February, 2026

Copy to the Director General of Police, Himachal Pradesh, Shimla-171002 with reference to their letter No. PHQ/ ND&PS / article311(2)(b)/ 2025-31292 dated the 3<sup>rd</sup> December, 2025 for information.

  
(Niraj Kumar)

Deputy Secretary (Personnel) to the  
Government of Himachal Pradesh