

	HIMACHAL PRADFESH STATE ELECTRICITY BOARD LIMITED (A State Govt. Undertaking)		
	 ONE EARTH - ONE FAMILY - ONE FUTURE		
Registered office: Vidyut Bhawan, HPSEBL, Shimla-4	CIN: U40109HP2009SGC031255		
GST No.: HPSEBL 02AACCH4894EHZB	Website address: www.hpseb.in		
Telephone Number: 0177-2803600, 2801675 (Office), 2813563 (FAX)	Email: md@hpseb.in & dirf@hpseb.in		

Office Order No.
Dated:

WHEREAS, the Hon'ble High Court of Himachal Pradesh, vide judgment dated 06.04.2026 passed in CWP No. 2173 of 2024 titled as Ravi Kumar Vs. HPSEB Ltd. & Others, has quashed and set aside the orders passed by the Disciplinary Authority as well as the Appellate Authority on the ground that the said orders were non-speaking in nature and did not disclose any reasons or findings regarding the guilt of the petitioner. The Hon'ble High Court further observed that the orders merely contained a chronological narration of events without recording any independent findings or reasons.

WHEREAS, the Hon'ble High Court has further observed that the appellate order had been signed by subordinate authority for and on behalf of the Appellate Authority, which is impermissible in law. The Hon'ble High Court held that a quasi-judicial order passed by the Appellate Authority cannot be signed or communicated by any other authority and that the power to decide an appeal cannot be delegated. A similar provision has also been contained in the latest instructions contained in OM No. DOPT-1673502477928 dated 21-12-2022 issued by the Government of India Ministry of Personnel, Public Grievances & Pensions Department of Personnel and Training.

AND WHEREAS, in compliance of the aforesaid judgment and in order to ensure strict adherence to the statutory procedure governing departmental proceedings and appeals, the matter was placed before the competent authority of HPSEB Ltd.

NOW, THEREFORE, after due consideration of the matter, in the light of the aforesaid judgments as well as the latest instructions contained in OM No. DOPT-1673502477928 dated 21-12-2022 issued by the Government of India Ministry of Personnel, Public Grievances & Pensions Department of Personnel and Training, the competent authority of HPSEB Ltd. is pleased to issue the following instructions for strict compliance by all concerned authorities/officers: –

1. Instances have come to the notice of the competent authority that, although decisions in disciplinary/appellate matters were taken by the competent Disciplinary/Appellate Authorities on the official files, the final orders were, in certain cases, issued under the signatures of subordinate authorities. Since the Disciplinary/Appellate/Reviewing Authorities exercise quasi-judicial powers under the applicable statutory rules, such powers cannot be delegated to subordinate authorities. It is, therefore, imperative that the decisions taken by such authorities are communicated under their own signatures and that the orders so issued strictly comply with the legal requirements governing quasi-judicial proceedings. However, in cases where the Board of Directors is the prescribed Disciplinary/Appellate/Reviewing Authority and the matter has been duly considered and decided by the Board of Directors, the consequential order may be authenticated by an officer duly authorized for the purpose in the name of the Board of Directors.
2. No appeal or disciplinary matter shall be disposed of, finalized, or decided at any subordinate level in deviation of the prescribed statutory procedure.
3. All appellate orders shall be reasoned and speaking orders specifically dealing with the grounds raised in the appeal and recording clear findings thereon.

4. All concerned disciplinary and appellate authorities shall ensure meticulous compliance of these instructions in letter and spirit. Any lapse or deviation in this regard shall be viewed seriously and may invite appropriate action.
5. These instructions shall come into force with immediate effect.

This issues with the approval of the competent authority.

[Signature]
Deputy Secretary (V&I),
HPSEB Ltd. Shimla HP

No. HPSEBL (Sectt.)/V&I/SZ/8-2664/2026-343-89 Dated: 09-06-2026

Copy forwarded for information and strict compliance to: –

1. All Chief Engineers in HPSEB Ltd.
2. All Superintending Engineers in HPSEB Ltd.
3. All Disciplinary/Appellate Authorities in HPSEB Ltd.
4. Guard File.

✓ SE(I/T) to upload this in HPSEBL web site.

[Signature]
Deputy Secretary (V&I),
HPSEB Ltd. Shimla HP