



HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

(A State Govt. undertaking)

Registered office
Corporate Identity Number (CIN)
Telephone Number
Website address
Email

Vidyut Bhawan, HPSEBL, Shimla-171004(H.P.)
U40109HP2009SGC031255
0177-2803600, 2801675(Office), 2813563(Fax)
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cmd@hpseb.in & directorfa@hpseb.in

"OFFICE ORDER"

Subject: - Providing compassionate assistance to the dependents of deceased of HPSEBL, Technical/ Engineer employees who meet with Fatal/Non-Fatal accidents during their duty hours.

The Himachal Pradesh State Electricity Board Limited is pleased to implement the policy with regard to providing compassionate assistance to the dependents of deceased Technical/ Engineer employees of HPSEBL who meet with Fatal/Non Fatal accident during their duty hours. The Board has also agreed and approved the policy as per annexure attached subject to the conditions that the eligible cases of such employees pending till date with the HPSEBL be covered in the policy without any cut-off date.

(Kumad Singh)

Executive Director (Personnel),
HPSEBL, Vidyut Bhawan, Shimla-4.
Tel.No. 0177-2801706

Dated:- 20-5-17

No.HPSEBL (SECTT)/R&E/14-2(EAS)/2017-13138-358

Copy alongwith copy of above policy is forwarded to the following for information and strict compliance:-

1. The Managing Director, BVPCL /HPPCL/ HPPTCL, Jogindernagar, Shimla.
2. All the Chief Engineers in HPSEB Ltd.
3. The Chief Electrical Inspector, H.P.Govt, Kasumpti, Shimla-9.
4. The Chief Accounts Officer, HPSEB Ltd., F&A Wing, Shimla-4.
5. The Director (Personnel), SJVNL, Shakti Sadan, Corporate Office Complex, Shanan Shimla-6.
6. The Resident Audit Officer, HPSEB Ltd., Shimla-4.
7. The Land Acquisition Officer, HPSEB Ltd., Mandi..
8. All the Superintending Engineers/Sr. Executive Engineers/Resident Engineers in HPSEB Ltd.
9. The Spl. Private Secretary/Sr. P.S./P.S. to Chairman/Managing Director /Directors / Executive Director (Pers) in Board Sectt. in HPSEB Ltd.
10. All the Deputy Secy./Joint Secy./Under Secty. in Board Sectt. HPSEB Ltd.
11. The Secretary, Consumer Grievances Redressal Forum (CGRF) HPSEBL, Kasumpti, Shimla-9.
12. The Dy. Director (Personnel/PR)/PO in Board Sectt. HPSEB Ltd.
13. All Section Officers in Board Sectt. HPSEB Ltd.
14. Meeting Section w.r to agenda item No. 29.15.
15. Guard File. /Board's Website.

DA:-As above.

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

ANNEXURE

Providing of compassionate assistance to the dependents of deceased of HPSEBL (Erstwhile HPSEB) technical/ engineer employees who meet with fatal/ non fatal accidents during their duty hours.

The proposal for revising the policy for providing compassionate assistance to dependents of HPSEBL (Erstwhile HPSEB) deceased/ disabled Field Technical/Engineer employees who meet with fatal/ non fatal accidents while performing their duties, leaving their families in indigent circumstances was under consideration of the company for some time past. After thorough consideration and in furtherance of policy notified by the board vide Office Memorandum Endst. NO.HPSEB (SECTT)/14-2/90-118413-613 dt.19.06.90 for providing employment assistance to dependent of HPSEB(Now HPSEBL) employee who dies in harness leaving his family in immediate need of assistance and as amended from time to time, the Himachal Pradesh State Electricity Board Ltd. is pleased to adopt the following new policy for grant of financial assistance/employment on compassionate grounds to the dependents of deceased/disabled Technical/Engineering employees:-

1) **To whom the policy is applicable:-** The employment assistance on compassionate grounds will be allowed in order of priority only to widow or a son or an unmarried daughters (in case of unmarried employee to father or mother or brother or unmarried sister) of:-

- (a) A HPSEB(Now HPSEBL) engineer/field technical employee working on regular/work charge/ contract/daily wage basis who meet with a fatal accident while discharging his/her duties on line/ substation/ power house/project in the course of employment leaving his family in immediate need of assistance.
- (b) A daily wage employee who meet with a fatal accident while discharging his/her duties on line/ substation/ power house/project in the course of employment after having rendered at least 240 days of daily wage basis in a year leaving his family in immediate need of assistance. In such cases compassionate employment would be on daily wages only.
- (c) A HPSEB(Now HPSEBL) engineer/ technical employee working on regular/work-charge/ contract/daily wage basis who meet with non fatal accident while discharging his/her duties on line/ substation/

power house/project in the course of employment and cause 80% or above permanent disability and retires on medical grounds within two years of such accident or declared incapacitate to perform the duties by the medical board.

2. Authority competent to make appointment on compassionate grounds:

- (a) The compassionate appointment will be provided in HPSEBL subject to fulfillment of minimum educational and technical qualifications prescribed for the post. In cases where the post does not exist at all supernumerary posts will be created.
- (b) Head of the Department/ Chairman shall be competent to make compassionate appointment subject to fulfillment of all essential conditions. A Committee at Circle level under Chief Engineers and Superintending Engineer will process and certify the cases on the basis of copy of FIR/Police Report/Post Mortem Report/Medical Report etc.
- (c) Compassionate appointment case will processed and decided within three months after the receipt of application complete in all respects.

3. Post to which such appointment can be made:- The appointment on compassionate grounds can be made only to the lowest rung of Class-IV & III posts.

4) Eligibility:-

- (a) Appointment on compassionate grounds will be made only against direct recruitment quota either on daily wage or contract basis or as per practice adopted by HPSEBL and candidate should possess the minimum educational and technical qualification prescribed for the post in Recruitment and Promotion Rules.
- (b) If any training requirement is a pre-requisite for the post the incumbent seeking compassionate appointment against the post shall have to possess such training and also have physical standard wherever required for particular posts.
- (c) In the case deceased HPSEBL employee who had taken loans/Advances from the HPSEBL, the employment assistance to his widow or son or un-married daughter will be provided only after

obtaining an undertaking from him/her on non-judicial paper of the value of Rs.10/- to refund the entire amount of loan together with interest which the deceased employee had taken.

- (5) **Extent of relaxation and power to make relaxation:** While providing employment on compassionate grounds the following relaxation can be made by the Board of Directors of HPSEBL:-
- (a) Recruitment procedure i.e. without the agency of Public Service Commission/Subordinate Staff Selection Board or Employment Exchange.
 - (b) If there is ban on filling up the posts, the ban shall be deemed to have been relaxed for making compassionate appointments.
 - (c) The educational qualification for Class-IV posts will be relaxable in genuine cases with the prior approval of the Board. However, in case of a widow to be appointed as Class-IV employee, the educational qualification as well as age limit can be relaxed by the Managing Director.
- (6) **Belated requests for compassionate appointments:** Requests for grant of employment assistance shall be received within three years of the death of the employee. In case where none of the sons/daughters of the deceased employee had attained majority (age of 18 years) at the time of the death of employee, the time limit for receipt of request for employment assistance will be reckoned from attainment of age of 21 years by the eldest son/unmarried daughter. No relaxation will be allowed in entertaining requests beyond the above age except in the case of sons/unmarried daughter/widow of deceased employees belonging to the difficult areas as laid down in the Transfer Policy. However, Board of Directors of the company shall be competent to condone such delay.
- (7) **Case of widow appointed on compassionate grounds getting re-married:-** A Widow appointed on compassionate grounds will be allowed to continue in service even after re-marriage.
- (8) **Approach for consideration of candidature:-**
- (a) Except for as provided in Para-5 (c) above, the appointments on compassionate grounds will be made in such a way that persons appointed to the posts do have the essential educational and technical qualifications and experience required for the post,

consistent with the requirements & maintenance of efficiency of administration.

- (b) It is not essential that a son or a daughter or a widow of deceased Class-IV employee should be considered for employment against Class-IV post only but can also be considered against the lowest rung of Class-III post for which he/she fulfill the requisite criteria as per R&P Rules, provided a vacancy in Class-III is available.

9) **Request for change in posts:-** When a person has accepted a compassionate appointment to a particular post the set circumstance which led to his/her initial appointment shall be deemed to have ceased to exist and thereafter the concerned employee should strive in his carrier like, his colleagues for future advancement. The request for change in posts shall not be allowed. However, the incumbents would be permitted to apply for jobs under Govt./Corporation/Govt. of India at par with the other employees of HPSEBL.

10) No income certificate will be required for appointment under employment assistance scheme to the dependents of HPSEB employees who meet with fatal accident/ non fatal accident while discharging their duties in the course of employment.

11) **General:-** All others terms and conditions shall remain the same as prescribed in policy devised for providing employment assistance to dependent of HPSEBL employees who dies in harness leaving his family in immediate need of assistance employees vide Office Memorandum Endst. NO.HPSEB (SECTT)/14-2/90-118413-613 dated:-19.06.90 and as amended from time to time.

12) However, the cases of widow and orphans will be considered on priority basis while deciding the other cases under EAS. For such cases the education/ age for appointment may be considered for relaxation under the relevant rules.

13) **Policy for providing compassionate financial assistance to the family of such employees**

- (a) The eligibility to receive financial assistance to the employees governed under CCS Pension Rules 1972 or any other rules shall be as per the provision contained therein.
- (b) The Board has already provided Special Pensionary benefits in respect of the legal heirs of such employees who die while performing their

duties vide office order endst. No.HPSEB(SECTT)/R&E/6-155/2011-108344-566 dated 6.1.2012. The Special Pensionary benefits shall include only Basic Pay (Pay in Pay Band+Grade Pay) and DA on such basic pay as sanctioned by the HPSEBL from time to time. No other allowances, such as HRA, CA, Conveyance Allowance etc. shall be admissible. The dependents or the widow of the deceased employee who opt for 6.1.2012 scheme shall not be eligible for employment under Employment Assistance Scheme in HPSEBL.

- (c) The family shall be eligible to receive family pension as per the normal rules only after the period during which he receives the financial assistance as above is completed. However, dependent will have liberty to switch over to family pension under CCS Pension Rules, 1972 prior to completion of period as given in 13-b.
- (d) Himachal Pradesh State Electricity Board Ltd. will provide financial assistance to the tune of Rs.5.00 Lac to the family of such deceased person employed in HPSEBL on Adhoc, Daily Wage, and Contract basis.
- (e) Further, financial assistance to the tune of Rs.10.00 lac will be provided to the dependent of such deceased HPSEB(Now HPSEBL) employee working on regular basis in addition to the ex-gratia entitled under Pension Rules 1972 and any other rules applicable.
- (f) The family of deceased Govt. employee who was in occupation of a Govt. residence would continue to retain the residence on payment of normal rent/license fee for a period of one year from the date of death of the employee.
- (g) Any other benefits as are available under any other rules/ scheme shall continue.


(Kumad Singh))
Executive Director(Pers.)
HPSEB Ltd. Shimla-171004.



HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

(A State Govt. undertaking)

Registered office

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

(CIN)

U40109HP2009SGC31255

GST No.

HPSEBL 02 AACCH4894EHZB

Telephone Number

0177-2803600, 2801675 (Office), 2658984 (Fax)

Website address

www.hpseb.com

Email

cmd@hpseb.in & directorfa@hpseb.in

"CORRIGENDUM"

The words **daily wages** in the second line of clause No. 4 (a) of the policy with regard to providing compassionate assistance to dependents of deceased Technical/Engineer Employees of HPSEBL who meet with fatal /non fatal accident during their duty hours issued vide this office order No. HPSEBL (SECTT)/R&E/ 14-2(EAS)/2017-13138-358 dated 20.05.2017 stand deleted.

(KUMAD SINGH)

Executive Director (Personnel),
HPSEB Ltd. Vidyut Bhawan,
Shimla-4.

No. HPSEBL (SECTT)/R&E/14-2(EAS)/2017-52651-871 dated 26-9-17

Copy forwarded for information and necessary action to:-

1. The Managing Director BVPCL/HPPCL/HPPTCL, Jogindernagar/Shimla.
2. All the Chief Engineers in HPSEB Ltd.
3. The Chief Electrical Inspector to the Govt. of H P. Shimla-9.
4. The Chief Accounts Officer/Chief Auditor, HPSEB Ltd., Shimla-4.
5. The Director (Personnel) SJVNL, Shakti Sadan, corporate Office Complex, Shimla-6
6. The Resident Audit Officer, HPSEBL Shimla-4.
7. The Land Acquisition Officer, HPSEBL Mandi.
8. All the Superintending Engineers/ S.E(IT) for up loading in the website of HPSEBL/ Sr. Executive Engineers/Resident Engineers in HPSEBL.
9. The Spl. Private Secretary/Sr. P.S/ to Managing Director/Directors/Executive Director(Pers.) in Board Sectt.
10. All the Under Secy./Section Officer in Board Sectt.
11. The Secretary, Consumer Grievances Redressal Forum Kasumpti, Shimla-9.
12. The Dy. Director (Pers.) /PR in Board Sectt.
13. Meeting Cell of Board Sectt. alongwith approval of the authority by circulation.
14. Guard File/Board'

Executive Director (Personnel),
HPSEB Ltd. Vidyut Bhawan,
Shimla-4

	HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED	
	Registered office (CIN) GST No. Telephone Number Website address Email	(A State Govt. undertaking) VidyutBhawan, HPSEBL, Shimla-171004(H.P) U40109HP2009SGC31255 HPSEBL 02 AACCH4894EHZB 0177-2803600, 2801675 (Office), 2658984(Fax) www.hpseb.com cmd@hpseb.in & directorfa@hpseb.in

"ADDENDUM"

Subject: - Providing compassionate assistance to the dependents of deceased of HPSEBL, Technical/ Engineer employees who meet with Fatal/Non-Fatal accidents during their duty hours.

In reference to WTD decision in its 66th meeting on dated 02-11-2019, Himachal Pradesh State Electricity Board Limited is pleased to partial modification in the existing Policy of Compassionate assistance to the dependents of deceased of HPSEBL technical/engineer employees who meet with fatal/non-fatal accidents during their duty hours issued vide this Office Order No. HPSEBL (SECTT)/ R&E/14-2(EAS)/2017-13138-350 dated 20.5.17. The financial benefit/assistance is deemed from the date of issue of office order dated 20.05.2017 and in case of providing Compassionate Assistance for employment there is no such cut of date. The provisions inserted/amended/substituted in our policy dated 20.5.2017 are as under and shall be applicable from 02.11.2019 i.e. date of decision of the Whole Time Directors of HPSEBL:-

Existing Provisions in the policy	Inserted/amended/substituted
3) Post to which such appointment can be made:- The appointment on compassionate grounds can be made only to the lowest rung of Class-IV & III posts.	<u>AMENDED PROVISION</u> The appointment on compassionate grounds can be made only to the lowest rung of class-IV and Class-III posts. The compassionate employment can be given against Class-III [posts on Contract basis, in case the applicant has requisite qualifications prescribed for the job as per R&P Rules. In case the deceased was a daily waged worker, the employment assistance shall be given on daily wage basis only. Compassionate employment to be given against on Class-IV post will only be on Daily Wage basis. Under no

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	circumstances, appointment(s) should be made against the Class-III posts, which require technical / professional qualifications.
4) Eligibility:-	INSERTED NEW PROVISIONS AFTER
(a) Appointment on compassionate grounds will be made only against direct recruitment quota either on daily wage or contract basis or as per practice adopted by HPSEBL and candidate should possess the minimum educational and technical qualification prescribed for the post in Recruitment and Promotion Rules.	EXISTING CLAUSES
(b) If any training requirement is a pre-requisite for the post the incumbent seeking compassionate appointment against the post shall have to possess such training and also have physical standard wherever required for particular posts.	(d) For Class-III (Clerical) posts, the requisite typing test @ required speed prescribed for direct appointee(s) will be compulsory before anyone is given compassionate appointment, as per the requirement of Recruitment & Promotion Rules made for that post. The typing test may be conducted through the Government Industrial Training Institute(s) located at the State Headquarter or District Headquarter, <u>for which only 03(THREE) chances be permitted within a maximum time span of 12 months.</u> The assessment in the Industrial Training Institute(s) may be done by a Committee of three officers including a Senior Officer of the Industrial Training Institute(s) and the Head of Office/Class-I officer of the Department, where appointment is to be made.
(c) In the case deceased HPSEBL employee who had taken loans/Advances from the HPSEBL, the employment assistance to his widow or son or un-married daughter will be provided only after Obtaining an undertaking from him/her on non-judicial paper of the value of Rs.10/- to refund the entire amount of loan together with interest which the deceased employee had taken.	(e) In all cases where one or more members of the family are already in Government service or in defense or Para Military Forces or in employment of Autonomous bodies/Boards/Corporations etc., of the State/Central Government, employment assistance should not under any circumstances be provided to the second or third member of the family. In cases, however, where the widow to the deceased or the medically retired Government servant represents or claims that her employed sons/daughters are not supporting her, the request of employment assistance may be considered only in respect of the widow. Such matter should be finally got decided from the Chairman of HPSEBL

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5) Extent of relaxation and power to make relaxation: While providing employment on compassionate grounds the following relaxation can be made by the Board of Directors of HPSEBL:- (a) Recruitment procedure i.e. without the agency of Public Service Commission/Subordinate Staff Selection Board or Employment Exchange. (b) If there is ban on filling up the posts, the ban shall be deemed to have been relaxed for making compassionate appointments. (c) The educational qualification for Class-IV posts will be relaxable in genuine cases with the prior approval of the Board. However, in case of a widow to be appointed as Class-IV employee, the educational qualification as well as age limit can be relaxed by the Managing Director.	PROVISION 5(C) IS NOW SUBSTITUTED BY: (c) Relaxation in the limit(s) prescribed for submission of compassionate employment case(s), relaxation in upper or lower age limit for employment shall not be given by any Administrative Department. Genuine cases may be placed before the Chairman of HPSEBL, for its decision. No relaxation will be given in minimum educational qualification and required skills as per R&P Rules.
(6) Belated requests for Compassionate appointments: Requests for grant of employment assistance shall be received within three years of the death of the employee. In case where none of the sons/daughters of the deceased employee had attained majority (age of 18 years) at the time of the death of employee, the time limit for receipt of request for employment assistance will be reckoned from attainment of age of 21 years by the eldest son/unmarried daughter. No relaxation will be allowed in enter entertaining requests beyond the above age except in the case of	PROVISION 6 IS NOW SUBSTITUTED BY- TIME LIMIT FOR SUBMISSION OF APPLICATIONS FOR COMPASSIONATE APPOINTMENT:- Requests for grant of employment assistance should be received in the Department concerned within four year of the death of the Government servant/retirement on medical grounds as applicable. In case where none of the son/daughters of the deceased Government servant have attained majority(age of 18 years) at the time of the death of the Government servant, the time limit for receipt of request for

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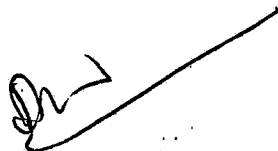
sons/unmarried daughter/widow of deceased employees belonging to the difficult areas as laid down in the Transfer Policy. However, Boards of Directors of the company shall be competent condone such delay.	employment assistance in department concerned will be attainment of age of 22 years by the eldest son/un-married daughter.
11) General: - All others terms and conditions shall remain the same as prescribed in policy devised for providing employment assistance to dependent of HPSEB employees who dies in harness leaving his family in immediate need of assistance employees vide office memorandum endst. No. HPSEB (SECCT)/14-2/90-118413-613 dated-19-06-90 and as amended from time to time.	PROVISION 11 IS NOW SUBSTITUTED BY- 11) General:- As above amendments in existing policy is done with reference to Policy for providing 'Compassionate Employment' and delegation of powers to departments for disposal of cases of compassionate appointments notified by the government of Himachal Pradesh vide no. Fin-F-(A)-(16)-1/2013 dated Shimla-2, the 07-03-2019 further adopted by HPSEBL vide office order endorsement no. HPSEBL (Sectt)/R&E/14-2 (EAS)/2019-18956-19136 dated 3-7-19, above policy be referred for further clarity.

Additional Provisions added as per H.P. Govt. Policy mentioned at point 11 above-

PROCESSING OF APPLICATIONS:-

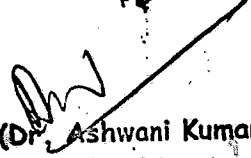
a) **Seniority of Applications:-** For disposal of compassionate employment case by the respective HPSEBL, the seniority of the applicants for considering appointment will be determined with reference to the date of death/retirement on medical grounds of the employee and not from date of receipt of application. This means that even if an application of a dependent of a deceased/medically retired employee is received earlier to another application, but the date of death in the earlier case is later than that of the latter case, the latter's application will be considered senior for purposes of compassionate appointment, provided the earlier applicant has not already been offered employment, before the latter's application.

b) **Undertaking for maintenance of the family of the deceased employee:-** A persons appointed on compassionate grounds under the scheme should give an undertaking in writing as in prescribed application format that he/she will maintain properly other family members, who were dependent on the deceased or the medically retired Government servant and in case it is proved subsequently(at any time)that the family members are being neglected or are not being maintained properly by him/her, his/her appointment may be terminated forthwith. It should be incorporated as one of the additional conditions in the offer of appointment in the case of appointment on compassionate grounds.



SENIORITY:-

A person appointed on compassionate ground in a particular year may be placed at the bottom of all the candidates recruited/appointed through direct recruitment, promotion etc. in that year, irrespective of the date of joining of the candidate on compassionate ground


(Dr. Ashwani Kumar Sharma) HAS
Executive Director (Personnel),
HPSEBL Vidyut Bhawan Shimla-4

No. HPSEBL(SECTT)/R&E/14-2(EAS)/2019- 84880 - 85100 Dated:- 12-3-2020

- 1 The Managing Director BVPCL/HPPCL/HPPTCL, Jogindernagar/Shimla.
- 2 All the Chief Engineers in HPSEB Ltd.
- 3 The Chief Electrical Inspector to the Govt. of H.P. Shimla-9.
- 4 The Chief Accounts Officer/Chief Auditor, HPSEB Ltd., Shimla-4.
- 5 The Director (Personnel) SJVNL, Shakti Sadan, corporate Office Complex, Shimla-6
- 6 The Resident Audit Officer, HPSEBL Shimla-4.
- 7 The Land Acquisition Officer, HPSEBL Mandi.
- 8 All the Superintending Engineers / S.E (IT) for up loading in the website of HPSEBL.
- 9 The Sr. Executive Engineers/Resident Engineers in HPSEBL.
- 10 The Spl. Private Secretary/Sr. P.S/ to Managing Director/Directors/Executive Director (Pers.) in Board Sectt.
- 11 All the Dy. Secy./ Under Secretaries/Section Officers in Board Sectt.
- 12 The Secretary, Consumer Grievances Redressal Forum Kasumpti, Shimla-9.
- 13 The Dy. Director (Pers.)/ Joint Director (PR) in Board Sectt.
- 14 The Meeting Cell in HPSEBL.
- 15 Guard File


Executive Director (Personnel),
HPSEB Ltd. Vidyut Bhawan, Shimla-4.