



HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

(A State Govt. undertaking)

Registered office	Vidyut Bhawan, HPSEBL, Shimla-171004(H.P)
Corporate Identity Number	U40109HP2009SGC031255
GST No.	HPSEBL 02 AACCH4894EHZB
Telephone Number	0177-2803600,2801675(Office), 2813563(Fax)
Website address	www.hpseb.in
Email	md@hpseb.in & dif@hpseb.in

OFFICE ORDER

The Himachal Pradesh State Electricity Board Limited is pleased/decided to adopt the instructions contained in Office Memorandum vide No. Fin-F-(F)-1-1/2025 dated 08-10-2025 issued by the Principal Secretary (Finance) to the Govt. of Himachal Pradesh regarding policy for providing 'Compassionate Employment' and delegation of powers to department(s) for disposal of cases of compassionate appointments (Copy enclosed) and the Notification vide No. Fin-F-(A)-(11)-4-6/2002 dated 17th Feb, 2025 regarding policy for providing 'Compassionate Employment to the eligible dependent(s) of the deceased Government employee(s)' – fresh instruction(s) thereof (Copy enclosed) and shall be applicable in HPSEBL in toto.

"This bears the approval of the competent authority".

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

No. HPSEBL (SECTT)/R&E/14-2 (EAS)/2025-69272-492 **Dated:- 9-12-25**
Copy of the above is 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. Kasumpti Shimla.
4. The Chief Accounts Officer/Chief Auditor, F&A Wing HPSEBL Shimla.
- ✓ 5. The S.E. (IT) HPSEBL Shimla for uploading the HPSEBL web-site.
6. All the Superintending Engineers in HPSEBL.
7. The Resident Audit Officer, HPSEBL, Shimla-4.
8. The Land Acquisition Officer, HPSEBL Mandi/Shimla.
9. All the Special Private Secretary/Sr. PS/PS to Managing Director/ Directors/ Executive Director(Pers.), in Board Secretariat HPSEBL.
10. All the Dy./Under Secretaries in Board Secretariat HPSEBL.
11. The Secretary, Consumer Grievances Redressal Forum (CGRF) HPSEBL, Kasumpti Shimla-9.
12. All the Sr. Executive Engineers/Resident Engineers in HPSEBL.
13. The PR/IR Section in HPSEBL in Board Secretariat.
14. All the Section Officers in Board Secretariat HPSEB Ltd. Shimla-4.
15. The Company Secretary of HPSEBL in Board Sectt's Shimla-4 in compliance of agenda item No. 56/2025.
16. Guard file.

DA:-As above.

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

Government of Himachal Pradesh
Finance Department
(Expenditure Control - II)

No. Fin-F-(F)-1-1/2025

Dated Shimla - 2, the

08.10.2025

OFFICE MEMORANDUM

Subject:- Policy for providing 'Compassionate Employment' and delegation of Powers to department(s) for disposal of cases of compassionate appointments.

1. A "Revised Policy for providing 'Compassionate Employment' and also delegation of Powers to department(s) for disposal" was framed/circulated vide this Department's OFFICE MEMORANDUM No. Fin-F-(A)-(16)-1/2013 dated 07.03.2019. With a view to make it more simplified & employee-friendly, a need has been considered imperative to amend concerned provision(s) in the wider public interest. Thus, in partial modification, the following Para(s) shall deem to have been amended from the date of issuance of this Office Memorandum below having prospective effect:-

SERIAL No.	EXISTING PARA(S) OF THE POLICY IBID	AMENDED PROVISION THEREIN
01.	<u>PARA-2-TO WHOM THE POLICY IS APPLICABLE</u> <u>PARA-4-POST(S) TO WHICH SUCH APPOINTMENT CAN BE MADE</u> <u>PARA-5-ELIGIBILITY</u>	a) The word 'Contractual employee' <u>wherever appearing in Para(s) 2, 4 & 5</u> shall be substituted by 'Job Trainee' as per the guidelines of the Department of Personnel; b) The Word 'Daily Waged Worker', <u>wherever appearing in Para(s) 2, 4 & 5,</u> shall also be replaced by a suitable formulation once the proposed 'Multi Task Workers'

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16-10-25
Daily No. 142

Dated 17-10-25

Policy for engagement of all Class-D employees instead on daily wage basis, is finalized by the Department of Personnel;

c) Compassionate employment can also be provided against the lowest rung post(s) of Class-III as 'Job Trainee' as per the guidelines of the Department of Personnel & Class-IV, as 'Multi Task Worker(s)', as per the guidelines of the Department of Personnel post(s) which require technical/professional qualifications and other pre-requisite(s) as per their Recruitment & Promotion Rule(s);

d) Class-III [Clerical] post/Clerk be replaced by Class-III [Junior Office Assistant (IT) post] post/ Junior Office Assistant (IT), wherever appearing in Para 5.

02.

PARA-8-DETERMINATION/AVAILABILITY OF VACANCIES

In case of non-availability of vacancy to appoint them under 5% quota meant for such appointment(s), it may deem to have been

		relaxed as a one time measure till <u>31.12.2025</u> . It will also be deemed to be in relaxation of the provision of Para-9 of the Rules of Business of the Government of Himachal Pradesh, 1971 and the Finance Department's instruction(s) dated 24.11.2018.
03.	<u>PARA-11-PROCESSING OF APPLICATIONS</u>	Priority will be given for disposal of eligible compassionate employment case(s) of Widow(s) and Parentless applicant(s) - who were below the age of 45 years on the date of death of the deceased employee.
04.	<u>PARA-12-HOW TO ASSESS INDIGENCY</u>	Income ceiling for assessing indigency of the family of the deceased employee shall now be overall <u>Rs. 3,00,000/-</u> per annum per family without any Per Capita Income ceiling of the family till 31.12.2025.
05.	<u>PARA-17-IMPORTANT COURT JUDGEMENTS RELATING TO COMPASSIONATE APPOINTMENTS</u>	02 more judgements of the Apex Court passed in Sanjay Kumar case and N. C. Santhosh case upholding the "date of consideration" for considering the compassionate employment case(s) by the respective Administrative Department(s) as

appended below for compliance:-

i) The Hon'ble Supreme Court of India in its judgment vide Para-2 in Civil Appeal No. 2931 of 2019 (Arising out of SLP (C) No. 1709/2015) titled State of Himachal Pradesh & Anr versus Sanjay Kumar, has made it quite clear that:-
"We are of the considered view that the eligibility of a candidate for compassionate appointment must be considered with regard to the limits fixed at the time of such consideration and not on the date on which the application is made....."

ii) The Hon'ble Supreme Court of India in its judgment vide Para-20 in Civil Appeal No. 9280-9281 of 2014 titled N.C. Santhosh Vs. State of Karnataka & Ors., has made it quite clear that:-

"Applying the laws governing compassionate

...S...

		appointment culled out from the above cited judgments, our opinion on the point at issue that the norms, prevailing on the date of consideration of the applications, should be the basis for consideration of claim for compassionate appointment. A dependent of a government employee, in the absence of any vested right accruing on the death of the government employee, can only demand consideration of his/her application. He is however disentitled to seek consideration in accordance with the norms as applicable, on the day of death of the government employee....."
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2. While disposing off the case(s) seeking compassionate employment by the respective Administrative Department(s), this Department's OFFICE MEMORANDUM No. Fin-F-(A)-(16)-1/2013-I dated 22.08.2022 (Copy enclosed) be also followed.

3. The above amendment(s) may be brought to the notice all concerned for information and compliance in letter & spirit.

4. This Office Memorandum/instruction may also be seen on www.himachal.nic.in/finance under the link "Expenditure."

BY ORDER

Principal Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.

To

All the Administrative Secretaries to the
Government of Himachal Pradesh, SHIMLA -2.

...C/...

Endst. No. Fin-F-(F)-1-1/2025 Dated:

08.10.2025

1. The Secretary to Governor, H.P., Shimla -2.
2. The Divisional Commissioner(s), Shimla/Kangra/Mandi.
3. The Secretary, H. P. Vidhan Sabha, Shimla - 4.
4. All Heads of Departments in Himachal Pradesh.
5. The Secretary, H. P. Public Service Commission, Shimla -2.
6. The Secretary, H. P. Rajya Chayan Ayog, Hamirpur.
7. The Registrar General, H. P. High Court, Shimla.
8. The Secretaries/Chairman/Managing Directors/Registrar of the Public Sector Undertakings/Autonomous Bodies and Boards/Corporations etc. in Himachal Pradesh.
9. 100 Spare Copies.


[VIJAY WARDHAN, IAS]

Special Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.

Government of Himachal Pradesh
Finance Department
(Expenditure Control - II)

No. Fin-F-(A)-16-1/2013-I Dated: Shimla - 171 002, the 22.08.2022

OFFICE MEMORANDUM

Subject:- 'Compassionate Employment' - Clarification on already rejected case(s).

1. This Department is in receipt of some proposal(s) from Departments seeking clarification whether the compassionate employment case(s) already rejected on the basis of high income or some other reason(s) at a particular time of their consideration can be re-considered/reviewed.

2. Attention of the Departments is invited to Para-17 (f) of the Policy dated 07.03.2019 which reads as under:-

"The Supreme Court in its judgment dated 05.04.2011 in Civil Appeal No. 2206 of 2006 filed by Local Administration Department vs. M. Selvanayagam @ Kumaravelu has observed that "an appointment made many years after the death of the employee or without due consideration of the financial resources available to his/her dependents and the financial deprivation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Articles 14 & 16 of the Constitution and hence, quite bad and illegal. In dealing with cases of compassionate appointment, it is imperative to keep this vital aspect in mind".

Further, the Para-17 (g) of the policy dated 07.03.2019 also refers to the Apex Court Judgment in Civil Appeal No. 988 of 2019 (Arising out of SLP (C) No. 7079 of 2016) titled State of Himachal Pradesh & Anr. versus Shashi Kumar.

In this case of Shashi Kumar Vs. State of H.P. the Apex Court had observed as under:-

"We see no reason or purpose in now directing the State to reconsider its decision in the case of the respondent which would only result in another round of fruitless litigation. In our view, the respondent is debarred from seeking compassionate appointment by the delay as well as by the lapse of time which has taken place."

Since this particular case stands decided as per the Rules prevalent at that particular time, such persons may not be considered under the policy, and re-considering the appointment afresh would be in conflict with Articles 14 & 16 of the Constitution and the principles of merit in appointment to public services.

Further, as per the Supreme Court decision in the case of State of HP Vs. Sanjay Kumar SLP No. 1709/2015 eligibility of a candidate for compassionate appointment must be considered with regard to the income limits fixed at the time of such consideration and not on the date on which the application is made. The income criterion is enhanced prospectively unless provided otherwise.

3. In view of the aforesaid Supreme Court ruling(s), the Departments may, take a decision at their level keeping in view the income criteria at the time when the indigency was determined and if a case is already decided/rejected, it may not be appropriate to consider the case afresh.

4. This instruction may be brought to the notice of all concerned for information and compliance.

5. This Office Memorandum/Instruction may also be seen on www.himachal.nic.in/finance under the link "Expenditure."

[PRABODH SAXENA, IAS],
Additional Chief Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.

To

All the Administrative Secretaries to the
Government of Himachal Pradesh, SHIMLA - 2.

...3...

Endst. No. Fin-F-(A)-(16)-1/2013 Dated:

22.08.2022

1. The Secretary to Governor, H.P., Shimla -2.
2. The Divisional Commissioner(s), Shimla/Kangra/Mandi.
3. The Secretary, H. P. Vidhan Sabha, Shimla - 4.
4. All Heads of Departments in Himachal Pradesh.
5. The Secretary, H. P. Public Service Commission, Shimla -2.
6. The Secretary, H. P. Staff Selection Commission, Hamirpur.
7. The Registrar General, H. P. High Court, Shimla.
8. The Secretaries/Chairman/Managing Directors/Registrar of the Public Sector Undertakings/Autonomous Bodies and Boards/Corporations etc. in Himachal Pradesh.
9. 100 Spare Copies.


[ROHIT JAMWAL, IAS]
Special Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.

PERSONAL ATTENTION

No. Fin-F-(A)-(11)-4-6/2002
Government of Himachal Pradesh
Finance Department
(Expenditure Control-II)

From

The Chief Secretary to the
Government of Himachal Pradesh, SHIMLA-02.

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. The Secretary to Governor, H.P. SHIMLA-2.
3. The Secretary, H.P. Vidhan Sabha, SHIMLA-4.
4. The Registrar General, H.P. High Court, SHIMLA-2
5. All the Heads of Departments in H.P.

Dated Shimla-171 002, the

th
17 February, 2025.

Subject:- Policy for providing 'Compassionate Employment to the eligible dependent(s) of the deceased Government employee(s)' - Fresh instruction(s) thereof.

Sir/Madam,

1. On the above subject, I'm directed to reiterate that the State Government has framed a policy on 18.01.1990 for providing employment assistance on compassionate grounds to the dependent(s) of the Government servants who die while in service leaving their families in indigent circumstances. The main objective of the policy is to grant so as to relieve the family of Government servant from financial destitution which he/she had left behind in penury and without any means of livelihood. This has been amended from time to time. The Government in Finance Department has issued the latest 'Revised Policy Guidelines for providing Compassionate Employment to the eligible dependents of the deceased employee(s) of the State Government', on 07.03.2019.

2. As per the extant policy, the employment assistance on compassionate grounds is to be provided in deserving cases in order of priority only to widow or a son, or unmarried daughters (in case of unmarried Government servant, to father, mother, brother and unmarried sister), married daughter(s) having only daughters in the family of regular, contractual, daily waged deceased employee, employees who have been missing for the last 02 years and a Government servant

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Government servant (Class-III & Class-IV) who retire on medical grounds under Rule-38 of CCS (Pension) Rules, 1972, provided the employee so retiring has not crossed the age of 45 years. These appointment(s) strictly speaking, not in accordance with the provision(s) of Article-14 & 16 of the Constitution of India, yet these are being provided on humanitarian grounds. The employment on compassionate grounds of Government servants, who die while in service or are retired on medical grounds, is not to be provided as a matter of right. It should be given only in deserving cases, where the family of deceased Government servants left in indigent circumstances, requiring immediate means of subsistence. Currently, the Administrative Secretary(s) are the competent authority to provide such appointment after satisfying themselves about the indigent circumstances of the family and fulfilment of all essential conditions.

3. For assessing the indigency of the family of the deceased employee, its financial status is to be taken into account for which total income of the family from all sources including family pension has to be seen, as per the judgement passed in Apex Court in CIVIL APPEAL NO. 988 OF 2019 (ARISING OUT OF SLP (C) No. 7079 of 2016 STATE OF HIMACHAL PRADESH & ANR. VERSUS SHASHI KUMAR. Also, it provides that such cases once settled at any relevant time of consideration, are not required to be re-considered afresh. Furthermore, as per the Supreme Court decision in the case of State of HP Vs. Sanjay Kumar SLP No. 1709/2015 eligibility of a candidate for compassionate appointment must be considered with regard to the income limits fixed at the time of such consideration and not on the date on which the application is made. The income criterion is enhanced prospectively unless provided otherwise.

4. While providing employment on compassionate grounds, relaxation from recruitment procedure [i.e. without the agency of H. P. Public Service Commission or H. P. Staff Selection Commission (H. P. Rajya Chayan Aayog) or Employment Exchange or any other approved method, as case may be] and ban of filling up of posts is already there for the purpose of making compassionate appointments. In a normal course, it has already been made crystal clear, vide Para-8(g) that no relaxation is permissible in 5% ceiling for making such appointment(s) since these are compassionate appointment(s) and any appointment in this category is at the cost of direct selection through competition. In exceptional cases, this ceiling may be exceeded only with prior approval of the Council of Ministers. No relaxation in time limit for submission of compassionate employment case(s) and in upper & lower age limit for employment is permissible as is evident from vide Para-7(2). However, genuine cases may be placed before the Cabinet for its decision. But no relaxation can be given in minimum education qualification and required

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skills as per the R & P Rules of the post(s) for which he/she has applied for.

5. In the Execution Petition No. 391/2024 in CWP No. 8464/2022, the Hon'ble High Court of H.P. has specifically passed the direction(s) on 27.12.2024 that offer of appointment on compassionate basis be made to the incumbents as per their eligibility, in a transparent manner and those who have no influence in the system, also are offered appointment on compassionate basis as per their turn in accordance with the Policy.

6. You are, therefore, requested to kindly ensure strict compliance of the aforesaid instruction(s) positively, failing which entire responsibility will rest upon the Department/organization itself.

7. This letter/instruction may also be seen on www.himachal.nic.in/finance under the link "Expenditure".

[Rohit Jamwal, IAS]

Special Secretary (Finance) to the

Government of Himachal Pradesh, SHIMLA - 2.

Endst. No. As above. Dated Shimla-2, the

17.02.2025.

Copy of the above is forwarded to:-

1. All Chief Executive Officers/Managing Directors of H.P. Public Sector Undertakings/Boards/Corporations.
2. The Secretary to Lokayukta, H.P., SHIMLA - 2.
3. The Secretary, H.P. Public Service Commission, SHIMLA - 2.
4. The Secretary, H. P. Rajya Chayan Aayog, HAMIRPUR.
5. The Secretary, H.P. Electricity Regulatory Commission, Khalini, SHIMLA - 2.
6. The All the Deputy Commissioners in H.P.
7. The Registrars of all the Universities in H.P.
8. All the District Treasury Officers/Treasury Officers in Himachal Pradesh for information and similar necessary action.

[Rohit Jamwal, IAS]

Special Secretary (Finance-Exp.) to the

Government of Himachal Pradesh, SHIMLA - 2.