



Himachal Pradesh State Electricity Board Limited

A State Govt. Undertaking

Registered Office : Vidyut Bhawan, HPSEBL, Shimla-171004(HP)
Number (CIN) : U40109HP2009SGC031255
GST No. : HPSEBL 02 AACCH4894EHZB
Telephone Number : 0177-2803600, 2801675 (Office), 2658984 (Fax)
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No. HPSEBL (SECTT.)/FEE-2/321-(Mtc. Gang)/2020:- 3/300-09 Dated: - 10 - 9 - 20

To

The Chief Engineer (Op),
North HPSEBL, Dharamshala.

Subject: -

Regarding engagement of 1 Nos additional Maintenance Gangs on outsource basis through Service Providers in field unit in the HPSEBL---approval thereof.

I have been directed to refer to the Sr. Executive Engineer, Electrical Division, HPSEBL, Palampur vide his office U.O. No. 5665 dated 11-09-2019 further recommended by the Superintending Engineer, Operation Circle, Kangra as well as in your office, on the subject cited above and to convey the approval of WTD's to engage 1Nos additional maintenance gang (i.e. 10 persons) consisting of (100% skilled) manpower in respect of Electrical Division, HPSEBL, Palampur purely on outsourcing basis for a period of till further order or till the joining of newly recruited Junior T-Mates whichever is earlier, from the prospective date of issue of this order, strictly as per following conditions:-

Sr. No.	Name of Unit.	Skilled	Un-Skilled	Total No. of persons
1.	Electrical Division, Palampur	10	-	10

TERMS & CONDITIONS FOR OUTSOURCING STAFF:-

1. It would be an outsourcing arrangement with the gang to be hired through a Service Provider. Admissible service charges & service tax etc. would be payable.
2. The CE/SE (Op.) would not directly engage the labourers and there would be no relationship of HPSEBL with the workmen.
3. Approval is subject to fulfillment of all the codal formalities before engaging gang.
4. Outsourcing may be done in line with outsourcing policy of HPSEBL, where it is necessitated because of shortage of staff. The outsourcing arrangement made shall be withdrawn on the posting of regular incumbents.
5. The remaining terms and conditions during the execution of Agreement with the service provider will be followed.
6. It may be ensured that no deviation of payment to the outsourced person will be allowed, if any deviation is found the same may be placed in the PLA of the concerned awarding authority/service provider.

7. The payment of outsourced person should be made through their saving bank account on or before 7th of every month.
8. Since the concerned field units have not finalized the new tender as yet we may allow the 1 Nos additional maintenance gang i.e. 10 persons Skilled as per the old system through the previous service provider who have already been provided the maintenance gang in units of above Chief Engineer.
9. The payment of consolidate charges as per minimum wages in favour of each persons Skilled and Un-Skilled shall be made as per detail given below:-

(A) Detail of wages of persons engaged on outsource basis		
Sr. No.	Particulars of Payment	Rates
1.	Monthly Salary as per minimum wages notified against respective categories as per	Annexure-"B"
2.	EPF/Employees share	@ 12.00%
	Admin Charges	@ 00.50%
	EDLI	@ 00.50%
	Total	@ 13.00%
3.	ESI	@ 3.25%
4.	Service & Admin Charges (Clarified at Note-(ii) mentioned at below.	
5.	Total	
6.	Good & Service Tax (GST)	@ 18% on total amount column No.-5.
7.	Grand Total	
8.	Say Rs.	

- Note:** - i) Deduction on Column No. 2 & 3 be made on basis of amount of the bill at Column No-1 w.e.f June, 2018 to till further modification of rates.
- ii) Service & Admin charges (at Column No-4) be calculated as per award/negotiation with concerned Service Provider/vender of various companies on the amount.
- iii) Include criteria of compliance of labour laws by the service provider which include adherence of EPF/ESIC/Timely salary payments etc.
- iv) Admin charges at No-4 must be reasonable & justifiable.

Further, it is also directed that concerned DDO's, controlling Officers of HPSEBL will ensure that the contractors of manpower shall comply with all the labour laws and make the payment of Salary, EPF and other dues in time to persons engaged on outsourced basis and no bills be processed unless until EPF number of employee is given by service provider. It was under line that DDO is responsible for the interest payment and in case of any default at any stage the disciplinary action will be taken against the DDO.

Further action in the matter may be taken accordingly under intimation to this office please.

DA/As above


(Dr. A. K. Sharma)(IAS)
Executive Director (Pers),
HPSEBL, Vidyut Bhawan,
Shimla-171004.

Copy to the following for information please:-

1. The Chief Accounts Officer, F&A Wing, HPSEBL, Shimla-4.
2. The Superintending Engineer, Operation Circle, HPSEBL, Kangra. *DA-as above*
3. The Superintending Engineer (IT Cell), HPSEBL, Shimla for uploading the same on the web site of HPSEBL.
4. The Sr. Executive Engineers, Electrical Divisions, HPSEBL, Palampur. *DA-As above*
5. PS to the, Managing Director, HPSEBL, Shimla-4.
6. PS to the, Director (Personnel), HPSEBL, Shimla-4.
7. PS to the, Executive Director (Personnel), HPSEBL, Shimla-4.
8. Meeting Cell in this office.
9. Guard file.


Executive Director (Pers),
HPSEBL, Vidyut Bhawan,
Shimla-171002