

HIMACHAL PRADESH STATE ELECTRICITY BOARD

"NOTIFICATION"

In exercise of the powers conferred by Section 79(C) read with Section 15 of Electricity (Supply) Act, 1948 (Act. No. 54 of 1948) and other enabling provisions, the Himachal Pradesh State Electricity Board is pleased to repeal the existing Recruitment & Promotion Regulations for the post of Junior Engineer(Electrical) & Junior Engineer(Civil/Mech.) Class-III (Non-Gazetted), notified vide this office Notification No. HPSEB(Sectt.)106-1/R&E/96-46917-47137 dt. 9.4.96 as amended from time to time and reframe the same as per Annexure "A" & "B" to notification. The Board is further pleased to withdraw earlier O.M. No. 109725-925 dt. 16.01.2004 regarding Terms and Conditions for appointments of Junior Engineers on contract basis.

These regulations shall come into force with immediate effect.

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Secretary,
H.P. State Electricity Board,
Shimla-171004.

No: HPSEB(Sectt.)R&E/106-10/2006-93342-562 Dated: 13-12-2006

Copy forwarded for information and necessary action to:-

1. The Managing Directors, PVPC Ltd., Rohru/ Beas Valley Power Corporation Ltd., Jogindernagar/ Kinnar Kailash Power Corporation Ltd., Shimla-4.
2. All the Chief Engineers in HPSEB.
3. The Chief Accounts officer/Chief Auditor, F&A wing, HPSEB, Shimla-4.
4. The Director (Personnel) Satluj Jal Vidyut Nigam, Shimla.
5. All the Superintending Engineers/ Director (Designs) in HPSEB.
6. All the Sr. Executive Engineers/Resident Engineers in HPSEB.
7. All the Addl. Secretaries/Deputy Secretaries/Under Secretaries in HPSEB.
8. The Deputy Directors(IR)/(Pers.)/LAOs/POs/PRO in HPSEB.
9. All Special/Sr. Private Secretaries to Chairman/Members/Secretary in Board's Secretariat.
10. All Addl. Under Secretaries/Section Officers in Board's Sectt.
11. Meeting Section of this office w. r. to WTMs of the Board's agenda item No.345.18.

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Secretary,
H.P. State Electricity Board,
Shimla-171004.

Manager
13/11
Sr Asst.

HIMACHAL PRADESH STATE ELECTRICITY BOARD**RECRUITMENT AND PROMOTION REGULATIONS FOR THE POST OF
JUNIOR ENGINEER (ELECTRICAL)**

1.	Name of the post	:	Junior Engineer (Elect.)
2.	Number of posts	:	1524 or as determined by the Board time to time.
3.	Classification	:	Class-III (Non Gazetted)
4.	Scale of pay	:	Rs. 6300-10700
5.	Whether selection or non selection post	:	Non-Selection
6.	Age for direct recruitment.	:	Between 18 to 45 years.

Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of the Government/ Boards/ Corporations including those who have been appointed on adhoc or on contract basis.

Provided further that if a candidate appointed on adhoc basis or on contract basis had become overage on the date when he was appointed as such he shall not be eligible for any relaxation in the prescribed age limit by virtue of his such adhoc or contract appointment.

Provided further that upper age limit is relaxable for Scheduled Castes/ Scheduled Tribes/ Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Government/ Board.

Provided further that the employees of all the Public Sector Corporations and Autonomous Bodies, who happened to be Government Servants before absorption in Public Sector Corporations/ Autonomous Bodies at the time of initial constitution of such Corporations/ Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations/ Autonomous Bodies who were/ are subsequently appointed by such Corporations/ Autonomous Bodies and who are/ were finally absorbed in the service of such Corporations/ Autonomous Bodies after initial constitution of the Public Sector Corporation/ Autonomous Bodies.

- (1) Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is/are advertised for inviting applications or notified to the Employment Exchanges or as the case may be.
- (2) Age and experience in the case of direct recruitment, relaxable at the discretion of the Himachal Pradesh Public Service Commission in case the candidate is otherwise well qualified.

7.	Minimum Educational and other qualification required for direct recruits.	<u>Essential</u> I) Minimum matriculation with diploma in Electrical/ Electronics/ Electronics and Communication / Computer Science from the recognized Institution/ Board/University duly recognized by the Central or State Government. <u>Desirable</u> II) Knowledge of costumes, manners and dialects of Himachal Pradesh & suitability for appointment in peculiar conditions prevailing in the State.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in case of the promotees.	AGE:- Not-applicable <u>EDUCATIONAL QUALIFICATION</u> As prescribed in Col No.11 below.
9.	Period of probation, if any.	Two years subject to such further extension for a period not exceeding one year as may be ordered by competent authority in special circumstances for reasons to be recorded in writing with respect to regular appointees.
10.	Method of recruitment whether by direct recruitment or by promotion, deputation, transfer and the percentage of posts to be filled in by various methods	<u>METHOD OF RECRUITMENT</u> i) 80% by direct recruitment on regular or on contract basis through the H.P. Subordinate Services Selection Board or the recruiting agency including Departmental Recruitment Committee as constituted by the Board from time to time. ii) 20% by promotion
11.	In case of recruitment by promotion, deputation, transfer, grades from which promotion/ deputation/ transfer is to be made.	By promotion from amongst the following:- a) Surveyor matriculates and having III Certificate of Surveying from the recognised Institute with 5 years regular service as such. b) Lineman/ Electricians matriculates and having III Certificate from recognized Institute with 7 years regular service as such. Total(a)+(b)=15% c) Lineman/ Electricians matriculates (Non-ITIs) having exceptional merit and aptitude with 12 years regular service as such =5% (However, if eligible persons are not available this 5% quota would go to (a)-(b) above)
12.	If a Departmental Promotion Committee exists, what is its composition	Selection Committee/ Departmental Promotion Committee as constituted by the Board from time to time.

13.	Circumstances under which the HPPSC is to be consulted in making recruitment.	:	Not applicable
14.	Essential requirements for direct recruitment.	:	A candidate for appointment to any service or post must be citizen of India.
15.	Selection for appointment to post by recruitment	:	Selection for appointment to the post in the case of direct recruitment shall be made on the basis of viva-voce test. If the H.P. Subordinate Services Selection Board or the recruiting authority prescribed by the Board, as the case may be, so consider necessary or expedient by a written test or practical test, the standard/syllabus etc. of which will be determined by the H.P. Subordinate Services Selection Board or the recruiting agency as the case may be.
15(A)	Selection for appointment to the post of Contract appointment.	:	(D)(a) Selection on contract basis shall be made through the HPSSSB or the prescribed recruiting agency including Departmental Recruitment Committee constituted by the Board from time to time. (b) The Cadre Controlling Authority after obtaining the approval of the Whole Time Members of the Board to fill the vacant posts on contract basis will place requisition with employment exchanges in the Pradesh in term of The Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 (Act No. 31 of 1959) and also advertise the posts in two leading newspapers and invite applications from candidates having the prescribed qualifications and fulfilling the other eligibility conditions as prescribed in these Rules. (c) Candidate selected for appointment on contract basis will be initially appointed for one year which could be extended further depending upon requirement of the services of such appointees and further subject to high standard of work conduct and performance of such appointees. However, their services may be terminated even prior to the completion of contract period by issuing of one month notice or payment of one month wages in lieu of the notice, if their services are not required due to non availability of work, for which principle of first come last go shall be followed. Their services may also be terminated during the contract period if their conduct and performance is not found satisfactory for which notice with due opportunity of being heard shall be given.

		(d) The Junior Engineer (Elect.) appointed on contract basis will be paid monthly emoluments @ initial of the pay scale of the post plus dearness pay therein, if any. (e) Contract appointee so selected under these Rules will not have any right to claim regularization or permanent absorption in HPSEB. (f) (i) The appointment is liable to be terminated in case the performance/ conduct of the contract appointee is not found good. (ii) Contract appointee will be entitled for one day casual leave after putting one month service. This leave can be accumulated upto one year. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled for Medical Reimbursement & LTC etc. Only Maternity Leave will be given as per rules (iii) Un authorized absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for wages for the period of absence from duty. (iv) Contract appointments will be made against vacant posts in difficult and tribal areas or any other specific jobs as per requirement. Transfer of contract appointee will not be permitted from one place to another. However, at the time of renewal of contract if any, such appointee can be appointed at different place or office on administrative grounds. (v) Selected candidate will have to submit a certificate of fitness from a Govt./Registered Medical Practitioner. Women candidate, pregnant beyond 12 weeks will be considered temporarily unfit till the confinement is over. The women candidate will be re-examined for the fitness by an authorized Medical Officer/Practitioner
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		(vii) Contract appointee will be entitled to TADA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular staff members. (viii) After selection of a candidate for appointment, he shall have to sign an agreement as laid down by the department attached as Annexure-'T' to these rules as amended from time to time.
16.	Reservation.	The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/ Scheduled Tribes/ Other Backward Classes/ Other categories of persons issued by the Himachal Pradesh Government from time to time.
17	Departmental Examination:	As will be prescribed by the Board from time to time.
18.	Powers to relax.	Where the Board is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing, relax any of the provisions of these Rules with respect of any class or category of persons or posts, the competent authority shall be the WTMs of the Board.

Note:-

Diploma holders in Electronics Or Electronics and communication Or Computer Sciences will be posted in Power House/SLDC/ Design/M&T/PLCC/P&M and other such Units against the vacancies of JE(Elect.) as identified for the purpose vide order No. HPSEB (Sectt) R&E/106-09/2005-15802-16002 dt. 12.5.2005 or to be identified time to time and they will remain posted in the Wing at least for 10 years in which they are initially appointed. For the purpose of promotion their seniority will be combined with the existing cadre of JE(Elect.)

D/K
Secretary,
H.P. State Electricity Board,
Shimla-171004.

Annexure-"B"**HIMACHAL PRADESH STATE ELECTRICITY BOARD****RECRUITMENT AND PROMOTION REGULATIONS FOR THE POST OF****JUNIOR ENGINEER (CIVIL/MECH.)**

1.	Name of the post	:	Junior Engineer (Civil/Mech.)
2.	Number of posts	:	505 or as determined by the Board time to time.
3.	Classification	:	Class-III (Non Gazetted)
4.	Scale of pay	:	Rs.6300-10700
5.	Whether selection or non selection post	:	Non-Selection
6.	Age for direct recruitment.	:	Between 18 to 45 years.

Provided that the upper age limit for direct recruits will not be applicable to the candidates already in service of the Government/ Boards/ Corporations including those who have been appointed on adhoc or on contract basis.

Provided further that if a candidate appointed on adhoc basis or on contract basis had become overage on the date when he was appointed as such he shall not be eligible for any relaxation in the prescribed age limit by virtue of his such adhoc or contract appointment.

Provided further that upper age limit is relaxable for Scheduled Castes/ Scheduled Tribes/ Other categories of persons to the extent permissible under the general or special order(s) of the Himachal Pradesh Government/ Board.

Provided further that the employees of all the Public Sector Corporations and Autonomous Bodies, who happened to be Government Servants before absorption in Public Sector Corporations/ Autonomous Bodies at the time of initial constitution of such Corporations/ Autonomous Bodies shall be allowed age concession in direct recruitment as admissible to Government servants. This concession will not, however, be admissible to such staff of the Public Sector Corporations/ Autonomous Bodies who were/ are subsequently appointed by such Corporations/ Autonomous Bodies and who are/ were finally absorbed in the service of such Corporations/ Autonomous Bodies after initial constitution of the Public Sector Corporation/ Autonomous Bodies.

- (1) Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is/are advertised for inviting applications or notified to the Employment Exchanges or as the case may be.
- (2) Age and experience in the case of direct recruitment, relaxable at the discretion of the Himachal Pradesh Public Service Commission in case the candidate is otherwise well qualified.

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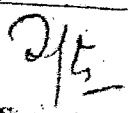
7.	Minimum Educational and other qualification required for direct recruits.	<u>Essential</u> I) Minimum matriculation with diploma in Civil/ Mechanical/ Automobile Engineering from the recognized Institution/ Board/University duly recognized by the Central or State Government. <u>Desirable</u> II) Knowledge of costumes, manners and dialects of Himachal Pradesh & suitability for appointment in peculiar conditions prevailing in the State.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in case of the promotees.	AGE:- Not-applicable <u>EDUCATIONAL QUALIFICATION</u> As prescribed in Col No.11 below.
9.	Period of probation, if any.	Two years subject to such further extension for a period not exceeding one year as may be ordered by competent authority in special circumstances for reasons to be recorded in writing with respect to regular appointees.
10.	Method of recruitment whether by direct recruitment or by promotion, deputation, transfer and the percentage of posts to be filled in by various methods	<u>METHOD OF RECRUITMENT</u> i) 80% by direct recruitment on regular or on contract basis through the H.P. Subordinate Services Selection Board or the recruiting agency including Departmental Recruitment Committee as constituted by the Board from time to time. ii) 20% by promotion
11.	In case of recruitment by promotion, deputation, transfer, grades from which promotion/ deputation/ transfer is to be made.	By promotion from amongst the following:- a) 10% by promotion from amongst Surveyors matriculation and having ITI Certificate of Surveying from the recognized Institute with 5 years regular service as such. b) 7% by promotion from amongst Mechanic, Auto Mechanic, Fitter, Turner, Welder & all other trades of Civil/Mech./Auto staff/ Light Machinery/Heavy Machinery cadres in Civil Wing having at least Matric & ITI Certificate in the Trade concerned & 7 years regular service in the grade concerned.

		c) 3% by promotion from amongst Supervisors matriculates who do not possess any technical qualification having exceptional merit and aptitude with 12 years service as such (However, if eligible persons are not available this 3 % quota would go to (a) above.)
12.	If a Departmental Promotion Committee exists, what is its composition?	Selection Committee/ Departmental Promotion Committee as constituted by the Board from time to time
13.	Circumstances under which the HPPSC is to be consulted in making recruitment.	Not applicable
14.	Essential requirements for direct recruitment.	A candidate for appointment to any service or post must be citizen of India.
15.	Selection for appointment to post by recruitment	Selection for appointment to the post in the case of direct recruitment shall be made on the basis of viva-voce test. If the H.P. Subordinate Services Selection Board or the recruiting authority prescribed by the Board, as the case may be, so consider necessary or expedient by a written test or practical test, the standard/ syllabus etc. of which will be determined by the H.P. Subordinate Services Selection Board or the recruiting agency as the case may be.
15 (A)	Selection for appointment to the post of Contract appointment.	(A) Selection on contract basis shall be made through the HPSSSB or the prescribed recruiting agency including Departmental Recruitment Committee constituted by the Board from time to time (B) The Cadre Controlling Authority after obtaining the approval of the Whole Time Members of the Board to fill the vacant posts on contract basis will place requisition with employment exchanges in the Pradesh in term of The Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 (Act No. 31 of 1959) and also advertise the posts in two leading newspapers and invite applications from candidates having the prescribed qualifications and fulfilling the other eligibility conditions as prescribed in these Rules.

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		(c) Candidate selected for appointment on contract basis will be initially appointed for one year which could be extended further depending upon requirement of the services of such appointees and further subject to high standard of work conduct and performance of such appointees. However, their services may be terminated even prior to the completion of contract period by issuing of one month notice or payment of one month wages in lieu of the notice, if their services are not required due to non availability of work, for which principle of first come last go shall be followed. Their services may also be terminated during the contract period if their conduct and performance is not found satisfactory for which notice with due opportunity of being heard shall be given. (d) The Junior Engineer (C/M) appointed on contract basis will be paid monthly emoluments @ initial of the pay scale of the post plus dearness pay therein, if any.. (e) Contract appointee so selected under these Rules will not have any right to claim regularization or permanent absorption in HPSEB. (f)(i) The appointment is liable to be terminated in case the performance/ conduct of the contract appointee is not found good. (ii) Contract appointee will be entitled for one day casual leave after putting one month service. This leave can be accumulated upto one year. No leave of any other kind is admissible to the contract appointee. He/she shall not be entitled for Medical Reimbursement & LTC etc. Only Maternity Leave will be given as per rules
		(iii) Un authorized absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for wages for the period of absence from duty. (iv) Contract appointments will be made against vacant posts in difficult and tribal areas or any other specific jobs as per requirement. Transfer of contract appointee will not be permitted from one place to

		another. However, at the time of renewal of contract if any, such appointee can be appointed at different place or office on administrative grounds. (v) Selected candidate will have to submit a certificate of his/her fitness from a Govt./Registered Medical Practitioner. Women candidate, pregnant beyond 12 weeks will be considered temporarily unfit till the confinement is over. The women candidates will be re-examined for the fitness by an authorized Medical Officer/Practitioner. (vi) Contract appointee will be entitled to TADA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular staff members. (vii) After selection of a candidate for appointment, he shall have to sign an agreement as laid down by the department attached as Annexure-"I" to these rules as amended from time to time.
16.	Reservation.	The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/ Scheduled Tribes/ Other Backward Classes/ Other categories of persons issued by the Himachal Pradesh Government from time to time.
17.	Departmental Examination.	As will be prescribed by the Board from time to time.
18.	Powers to relax.	Where the Board is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing, relax any of the provisions of these Rules with respect of any class or category of persons or posts, the competent authority shall be the WTMs of the Board.


 Secretary,
 H.P. State Electricity Board,
 Shimla-171004