



HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

Registered office
(CIN)
GST No.
Telephone Number
Website address
Email

(A State Govt. undertaking)
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"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.	AMENDED PROVISION 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

	circumstances, appointment(s) should be made against the Class-III posts, which require technical / professional qualifications.
4) Eligibility:-	<u>INSERTED NEW PROVISIONS AFTER EXISTING CLAUSES</u>
(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.	(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.
(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.	(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
(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.	

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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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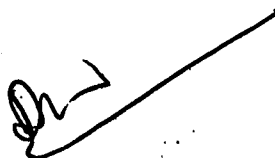
sons/unmarried daughter/widow of deceased employees belonging to the difficult areas as laid down in the Transfer Policy. However, Boards of Directors of the company shall be competent condone such delay.	employment assistance in department concerned will be attainment of age of 22 years by the eldest 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.



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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.