

HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED	
(A state Government Undertaking)	
Registered Office	: Vidyut Bhawan, HPSEBL, Shimla-171004. (H.P).
Corporate Identity Number (CIN)	: U40109HP2009SGC031255
Telephone No	: 0177-2803600, 2801675(Office), 2813563(Fax)
Website Address	: www.hpseb.in
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NO.HPSEBL(SECTT.)/2-12/2025-

Dated:-

To

The Chief Auditor ,
F&A Wing, HPSEBL
Vidyut Bhawan, Shimla-4

Subject:- Clarification regarding the benefit of Defense Services in implementation of R&P Regulation for the post of T/Mate and Helpers.

Kindly refer to your officer letter No. HPSEBL (SECTT.) F&A Pay Fix/Clarification/2024-25-3312 dated 29-01-2025 on the above noted subject.

In this context, it is informed that Board vide its notifications No. HPSEBL (SECTT.)/R&E/106-11/2024-20925-21145 dated 16-07-2014 and No. HPSEBL(SECTT.)R&E/106-11/2016-91348-568 dated 16-02-2017(**Copy enclosed**) have framed the Recruitment Regulation for the post of Junior T/Mate now clubbed T/Mate and Junior Helper(S/S) now merged Helper(S/S) in HPSEBL and method and recruitment for the posts of Jr. T/mate now merged as T/Mate and Junior Helpers now merged as Helpers is also tabulated in R&P Regulation.

It is further informed that appointments were made prior to the notification 13-09-2022 & were governed by the R&P Regulations then in force, i.e. the Regulations of 17.04.2017.

The matter has also been examined by the Legal Cell of the HPSEBL in light of the judgment by the Hon'ble High Court of Himachal Pradesh in CWP No.6443 of 2021, titled Babu Ram VS State of H.P. and the notification issued by the Government of Himachal Pradesh vide Notification dated 29-01-2018 and 30-01-

2018. The Hon'ble High Court vide judgement dated 09-05-2022 held at Paras 25 and 26 as under:-

25. Consequently in view of detailed discussion made herein above, we find merit in the writ petitions and accordingly the same are allowed and the respondents are directed to give benefit of approved military service to the ex-servicemen towards fixation of pay, from the time they joined the civil employment, ignoring amendment carried out in provision of Rule 5(1) of the Rules, 1972, which otherwise can be said to have come into operation from the date of Notification dated 29.1.2018."

26. In view of above, Letters Patent Appeals Nos. 70 of 2020, 16 of 2021 and 34 of 2021 are dismissed. Judgments passed by learned Single Judge laid challenge to in the aforesaid appeals are upheld."

It is pertinent to note that the Notification dated 29.1.2018 has been held to be prospective in operation by the Hon'ble High Court. The aforesaid judgment dated 09-05-2022 was further challenged by the State of Himachal Pradesh before the Hon'ble Supreme Court of India in SLP (C) Dairy No(s). 41608 of 2022, titled State of HP & Others vs. Babu Ram, which also came to be dismissed by the Hon'ble Supreme Court vide order dated 09.05.2022.

Accordingly, in considered legal opinion, all T/Mates and Helpers appointed on or before 13.09.2022, whether on regular or contract basis, are legally entitled to the benefits of their approved military service for the purpose of pay fixation in their civil posts, in terms of the relevant R&P Regulations applicable at the time of their appointment, the notifications and instructions issued by the Government of HP as well as the binding judgments discussed hereinabove.

The objections raised by the Finance & Accounts Wing of HPSEB Ltd. appear to be misconceived and contrary to the settled position of law, particularly since the essential

qualification at the relevant time was Matric, and ITI was merely a preferential qualification, not a mandatory one. Therefore, the benefits of approved military service extended to such incumbents deserve to be reinstated immediately to prevent avoidable litigation.

Since, all T/Mates and Helper appointed on or before 13-09-2022 as per R&P Regulations notified dated 16-07-2014 and 18-02-2017 as per advertisement issued by the HPSEBL on 04-06-2020 whereby Minimum Educational Essential qualification: Matric Pass for the post of Junior T/Mate now merged as T/Mate and Junior Helper(S/S) now merged as Helper (S/S) on Contract Basis are legally entitled to the benefits of their approved military service for the purpose of pay fixation in their Civil posts, in terms of the relevant R&P Regulations applicable at the time of their appointment, the notifications and instruction issued by Government of H.P. No such recruitment for the post of T/Mate and Helper (Sub-Station) on daily wages basis has been recruited in HPSEBL as per amended R&P Regulation notified by the HPSEBL on 13-09-2022. Therefore, Ex-Servicemen appointed on a contractual basis on or before 13-09-2022 with Minimum Educational Essential Qualification is Matric as per the thus previous R&P Regulation of the year 2017 and are eligible for the benefit of military service towards pay fixation as per guidelines issued by the Government of Himachal Pradesh from time to time which had been adopted by HPSEBL.

It is therefore, requested to take necessary action as per above clarification, please.

"This bears approval of the competent authority".


Executive Director(Pers.)
H.P. State Electricity Board Ltd.
Vidyut Bhawan, Shimla-4 04/11/22

Copy to above is forwarded following for information and take necessary action please:-

- 1) All the Chief Engineers in HPSEBL
- 2) All the Superintending Engineers/Sr. Executive Engineers /REs in HPSEBL.
- 3) The Sub-Regional Employment Officer Ex-Servicemen Employment Cell Himachal Pradesh at Hamirpur for information with reference to its letter No.DSW Emp Ex-Cell OC-100/2019-584-85 dated 19 May,2025.
- 4) The Under Secretary(FTE)/SO(II) in the Board Secretariat.


Executive Director(Pers.)
H.P. State Electricity Board Ltd.
Vidyut Bhawan, Shimnla-4 at Trusts

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HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED**(A State Government Undertaking)*****NOTIFICATION***

In exercise of the powers conferred under Article-71(xi) of the Articles of Association of HPSEB, Limited read with the other enabling provisions contained in Memorandum of Association and the Electricity Act, 2003, the Himachal Pradesh State Electricity Board is pleased to reframe the Recruitment and Promotion Rules for the post of Helper (Sub-Station) (Class-IV), Technical Services and re-notify the same as per "Annexure" attached. The Recruitment & Promotion Regulations for the post of Helper(Sub-Station) notified vide notification endst. No. HPSEB (SECTT)/106-11/R&E/91-100522-742 dated 7.8.1991 and as amended from time to time are hereby repealed.

These regulations shall come into force with immediate effect.


(Kumad Singh)

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

Dated:- 18-2-17

No. HPSEBL (SECTT)/R&E/106-11/2016- 91348-568

Copy forwarded for information and strict compliance to:-

- 1 The Managing Director, H.P. Power Corpn. Ltd., Himfed Building, BCS, New Shimla-9.
- 2 The Managing Director, BVPCL, Jogindernagar, Distt. Mandi.
- 3 The Managing Director, HPPTCL, Panjri, Tutikandi Shimla-5.
- 4 All the Chief Engineers in HPSEB Ltd.
- 5 The Chief Electrical Inspector, H.P. Govt, Kasumpti, Shimla-9.
- 6 The Chief Accounts Officer/Chief Auditor, HPSEB Ltd., Shimla-4.
- 7 The Director (Personnel), Shakti Sadan, Corporate Office Complex, Shanan Shimla-6.
- 8 The Superintending Engineer (IT), HPSEB Ltd. Shimla-4 for uploading the above notification on HPSEB Ltd. web site.
- 9 The Resident Audit Officer, HPSEB Ltd., Shimla-4.
- 10 The Land Acquisition Officer, HPSEB Ltd., Mandi..
- 11 All the Superintending Engineers in HPSEB Ltd.
- 12 The Spl. Private Secretary/Sr. P.S./P.S. to Chairman/Managing Director /Directors / Executive Director (Pers) in Board Sectt. in HPSEB Ltd.
- 13 All the Joint Secy./Under Secty. in Board Sectt. HPSEB Ltd.
- 14 The Secretary, Consumer Grievances Redressal Forum (CGRF) HPSEBL, Kasumpti, Shimla-9.
- 15 All the Sr. Executive Engineers/Resident Engineers in HPSEB Ltd.
- 16 The Dy. Director (Personnel/PR)/PO in Board Sectt. HPSEB Ltd.
- 17 All Section Officers in Board Sectt. HPSEB Ltd.
- 18 Meeting Section w.r.t Agenda Item No.13.06.
- 19 Guard File.


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

HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED
(A State Government Undertaking)

**RECRUITMENT AND PROMOTION REGULATIONS FOR THE POST OF
HELPER (SUB-STATION)**

1.	Name of the post	:	Helper (Sub-Station).
2.	Number of posts	:	As sanctioned by the HPSEB Ltd. from time to time
3.	Classification & Cadre	:	Class-IV & Divisional Level.
4.	Scale of pay	:	Rs. 5100-10680+1550 GP
5.	Whether selection or non selection post	:	Non-Selection.
6.	Age for direct recruitment.	:	Between 18 to 30 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/ HPSEB Ltd.

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



- Note :- (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, as the case may be.
- (2) Age and experience in the case of direct recruitment are relaxable at the discretion of the HPSEB Ltd. in case the candidate is otherwise well qualified.

7.	Minimum Educational and other qualifications required for direct recruitment.	(f) Essential Qualification Matric pass with ITI in Electrician trade through regular course (Distance Education Courses qualification would not be considered/ eligible). However for existing Daily waged workers Helper (S/Stn) the essential education qualification would continue to be Matric pass.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in case of the promotes.	Not-applicable.
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 appointing authority in special circumstances and reasons to be recorded in writing
10.	Method of recruitment whether by direct recruitment or on contract basis or by promotion, deputation, transfer and the percentage of posts to be filled in by various methods.	(i) 20% by direct recruitment on daily wages basis or on Contract basis who fulfill the requisite qualification /criteria. (ii) 80% by promotion from the category of Junior Helper (S/Stn) with minimum service of 6 years as regular Junior Helper (S/Stn). However, existing daily waged workers may be appointed on work charged or on regular basis as Helper (S/Stn), as the case may be, as per the Board policy from time to time and these appointments would be adjusted against direct recruitment quota.
11.	In case of recruitment by promotion, deputation, transfer grades from which promotion/ deputation is to be made.	In case of promotion, person in the relevant grade in the post of Junior Helper (S/Stn) would be considered for promotion.
12.	If a Departmental Promotion Committee exists, what is its composition.	Selection Committee/ Departmental Promotion Committee as constituted by the HPSEBL from time to time.
13.	Circumstances under which the H.P.P.S.C is to be consulted in making recruitment.	Not applicable.
14.	Essential requirement for a direct recruitment.	As mentioned in Sr.No.7. However an applicant must be Himachal bonafide candidate.

15.	Selection for appointment to post by direct recruitment	Selection for appointment to the post in the case of direct recruitment will be made on the basis of test (if required) to be got conducted through an agency or an authority as the case may be as approved by the HPSEBL Management.
15 (A)	Selection for appointment to the post by Contract appointment.	(a) Selection on contract basis shall be made through the H.P. Public Service Commission (HPPSC) or through the prescribed recruiting agency including Departmental Recruitment Committee constituted by the HPSEBL from time to time. (b) The cadre controlling authority Executive Director (Personnel) after obtaining the approval of the Whole Time Directors of the HPSEBL to fill up the vacant posts on contract basis will place requisition with recruiting agency. (c) Candidate selected for appointment on contract basis will be initially appointed for one year which will be extended 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) Contract appointees shall be paid consolidated fixed contractual amount per month (which shall be equal to minimum of the Pay Band+ Grade Pay). An amount of 3% of the minimum of Pay Band + Grade Pay of the post as annual increase in contractual emoluments for the subsequent year(s) will be allowed, if contract is extended beyond one year and prescribed by the HPSEBL from time to time. (e) Contract appointee so selected under these Rules will not have any right to claim regularization or permanent absorption in HPSEBL. f(i) The appointment is liable to be terminated in case the performance/ conduct of the contract appointee is not found good.

		(ii) - The Contract appointee shall be entitled for one day's casual leave after putting one month service. A female contract appointee will also be entitled for 135 days Maternity Leave. The contract appointee shall also be entitled 10 days Medical Leave and 5 days special leave in a calendar year. He/ She shall not be entitled for Medical Re-imbursement and LTC etc. No leave of any other kind except above would be admissible to the contract appointee. * Provided that the un-availed Casual Leave, Medical Leave and Special leave can be accumulated upto the calendar year and will not be carried forward for the next calendar year. (iii) Unauthorized absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. However, in exceptional cases, where the circumstances for unauthorized absence from duties were beyond his/her control on medical grounds, such period shall not be excluded while considering his/her case for regularization but the incumbent shall have to intimate the controlling authority in this regard well in time. However, the contract appointee shall not be entitled for contractual amount for this period of absence from duties. Provided that he /she shall submit the certificate of illness/ fitness issued by the medical officer as prevailing instructions of the Govt. (iv) Contract appointments may be made against vacant posts in difficult and tribal areas or the office jobs as per requirement. An official appointed on contract basis who have completed three years tenure at one place of posting will be eligible for transfer on need based basis against vacant or contract employee where ever required on administrative grounds. (v) The contract appointee 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 TA/DA 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 prescribed by the HPSEBL from time to time.
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		(viii) For the assessment of work, annual performance report will be maintained. (ix) Provisions of service rules like FR, SR, Leave Rules, GPF Rules, Pension Rules & Conduct Rules etc. as are applicable in case of regular employees will not be applicable in case of contract appointee. They will be entitled for emoluments etc. as detailed in this column.
16.	Reservation.	The appointment to the service shall be subject to the orders regarding reservation in the service for Scheduled Caste/ Scheduled Tribes /Other Backward Classes/ other categories of persons issued by the Board from time to time.
17.	Departmental Examination:	Not applicable.
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 Whole Time Directors of the HPSEBL.


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