



HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

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

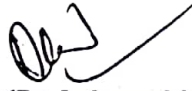
(A State Govt. undertaking)
VidyutBhawan, HPSEBL, Shimla-171004(H.P.)
U40109HP2009SGC31255
HPSEBL 02 AACCH4894EHZB
0177-2803600, 2801675 (Office), 2658984(Fax)
www.hpseb.com
cmd@hpseb.in & directorfa@hpseb.in

"OFFICE ORDER"

As per the approval of Whole Time Directors (WTD) dated 20.04.2020, the Himachal Pradesh State Electricity Board Limited is pleased to extend HPSEBL scheme for providing compensation/ relief to accident victims (Private Persons) Notified vide No. HPSEB(Sectt)/ IR-384/Relief Policy to accidental victim (Private Person)/12-27265-465 dated 18.06.2012 (copy enclosed as Annexure-A) to the fatal/ non- fatal accidents in which outsource persons engaged by HPSEB Ltd. or Contract Labour engaged by the Contractor for HPSEB Ltd. works died or injured while doing the assigned work. All provision of above policy shall be applicable to these eligible cases w.e.f. 01.01.2012. Immediate relief (adjustable from the actual / final claim) shall be Rs. 50,000/- in case of death of Rs. 25,000/- in case of hospitalization.

Himachal Pradesh Electricity Board Ltd. is further pleased to adopt and circulate guidelines to be followed in letter and spirit in order to adhere different provisions of financial security in respect of fatal and non- fatal accident of HPSEB Ltd. employees, HPSEB Ltd., Outsource persons and Contract Labours engaged by the contractors for HPSEB Ltd. Works respectively as per Annexure -B.

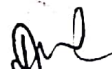
Taking note of the sensitivity of the matter in which timely action is required to provide needed compensation and assistance to the family of deceased / injured, it must be ensured by the responsible Officer (specifically highlighted in the guidelines) to act in priority manner and no irresponsible behaviour be shown while dealing with these matters. Any negligence shall be dealt seriously and shall invite disciplinary action. Kindly treat it urgent.

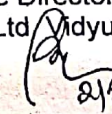

(Dr Ashwani Kumar Sharma),
Executive Director (Pers.),
HPSEB Ltd. Vidyut Bhawan,
Shimla-4.

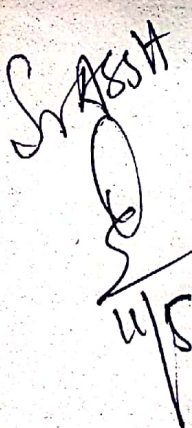
Copy forwarded for information and necessary action to:-

1. The Addl. Chief Secretary (Power) to the Govt. of H.P. Shimla-2.
 2. The Managing Director, HPPCL, Himfed Building BCS New Shimla-9
 3. The Managing Director, HPPTCL, Panjri, Tutikandi, Shimla-5,
 4. The Directorate of Energy, Govt. of H.P. Thakur Vatika. Khalini, Shimla-2.
 5. All the Chief Engineers in HPSEB Ltd.(i/c MD, BVPC)..
 6. The Chief Electrical Inspector to the Govt. of H.P. Kasumpti Shimla-9
 7. The Chief Accounts Officer/Chief Auditor, F&A Wing HPSEB Ltd., Shimla-4.
 8. The Secretary, H.P. Regulatory Commission, Khalini Shimla.
 9. The S.E (IT) HPSEBL Shimla for uploading the HPSEBL web site.
 10. All the Superintending Engineers in HPSEB Ltd.
 11. The Land Acquisition Officer, HPSEBL Mandi/Shimla.
 12. The Special Private Secretary/Sr.PS/PS to Managing Director/Directors/Executive Director (Pers.) in Board Secretariat HPSEBL.
 13. All the Dy./Under Secretaries in Board Secretariat 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 (Pers.) IR/ Joint Director (PR.) in Board Secretariat.
 17. All the Section Officers in Board Secretariat HPSEB Ltd. Shimla-4.
 18. The Company Secretary (Meeting cell) in Board Secretariat HPSEBL Shimla .
 19. Guard file.
- The Office Order/instructions may also be seen on HPSEBL web site
www.hpseb.com

DA:-As above.


Executive Director (Pers.),
HPSEB Ltd Vidyut Bhawan,
Shimla-4


21/5/20


4/5

"Annexure A" (13)

HIMACHAL PRADESH STATE ELECTRICITY BOARD LTD.
(A STATE GOVT. UNDERTAKING)

**SCHEME FOR PROVIDING COMPENSATION/RELIEF TO
ACCIDENT VICTIMS (PRIVATE PERSONS).**

(1) Presently, there is no existing Scheme regarding norms of giving compensation to the victim(s)/family of the victim(s) on account of electrocution of private persons or on account of accidents caused due to the actions/operations of HPSEB Ltd. and its staff resulting in death/injuries.

(2) Whereas, it is felt that such a Scheme is necessary in public interest to provide some compensation as an immediate relief on account of aforesaid cases.

(3) Therefore, it has been decided by the Management of the HPSEB Ltd. to issue the following orders to grant relief/immediate compensation on account of actions of the HPSEB Ltd. staff or on account of operations undertaken by the HPSEB Ltd. resulting in loss of human life or injury or incapacitation etc. as per detail given below:

Sr. No.	Description	Relief/Compensation to be paid.	Remarks
1.	In case of death	An amount ranging for Rs. 1.50 lac to Rs. 2.00 lac as may be decided by the Board Management.	This would be subject to the verification of relevant documents viz. Police Report, Medical Report, Local/Board Authorities Report etc. as may be considered necessary.
2.	In case of permanent/total or partial disablement.	An amount ranging for Rs. 1.00 lac to Rs. 1.50 lac as may be decided by the Board Management.	--do--
3.	In case of major injury which does not lead to any permanent or partial disablement.	An amount ranging for Rs. 50000/- to Rs. 75000/- as may be decided by the concerned Chief Engineer.	--do--

IT Cell HPSEB Ltd. Srinagar

Sr. Engineer (IT-I)

Sr. Engineer (IT-II)

APSGono

4.	In case of minor injury.	An amount upto Rs. 25000/- as may be decided by the concerned Chief Engineer.	--do--
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(4) The above compensation shall be in the nature of immediate relief to such accidental victims and shall be decided by the Management and the competent officers on a case to case basis.

(5) The relief/compensation shall however, not be payable on account of any electricity related accident with in the premises of the consumer since the Company is not responsible for internal electricity fittings, wirings etc. of the consumer.

(6) The compensation/relief disbursed under the Scheme shall be adjustable in any amount or award or compensation granted by any Court, Tribunal or any other authority resulting from any claim or suit etc. filed before such court or authority.

(7) The above amount shall be paid notwithstanding the fact that some relief has already been provided by Disst.Administration or any other authority.

(8) concerned Chief Engineer may order disbursement of relief up to Rs.20000/- in case of death of an accident victim. (24)

(9) The Chairman-cum-Managing Director of the Company shall be competent to relax the aforesaid financial norms or to relax the provisions relating to disbursement of the Compensation/Accidental Relief.

(10) This Scheme shall be effective from 1st of January, 2012 and shall not be applicable to accidental cases prior to this date.

Executive Director (Personnel),
HPSEB Ltd., Bikaner-4.

18/6/2012

Contd-P-3

No.HPSEBL (SECTT) IR-384/Relief-Policy to accidental victim (private person)/12: 27265-465

Dated: 18-06-2012

Copy forwarded for information and necessary action to:

1. All the Chief Engineers in HPSEB Ltd.
2. The Chief Accounts Officer, HPSEBL, Shimla-4.
3. The Chief Auditor, HPSEBL, Shimla-4.
4. All the Dy.CEs/Superintending Engineers in HPSEBL.
5. All the Addl.SEs/Sr.Executive Engineers/Resident Engineers in HPSEBL.
6. The Addl.Secretary-cum-Private Secretary to Chairman-cum-Managing Director, HPSEB Ltd., Shimla-4.
7. The Dy.Secretary (Law), HPSEBL, Shimla-3.
8. All the Dy.Secretaries/Under Secretaries /DD (PR)/PO in Board Sectt.
9. The LAOs, HPSEBL, Shimla/Mandi.
10. All the Sr.Private Secretaries/Private Secretaries to the Director (Admn.)/Director (F&A)/Director (Technical)/Director (Operation)/Director (Projects)/Executive Director (Personnel), HPSEBL, Shimla-4.
11. All the Section Officers in Board's Sectt.

Executive Director (Personnel),
HPSEB Ltd. Shimla-4.

18/6/2012

1. Guidelines for adherence of different provisions of financial security in respect of Fatal and Non-fatal accidents of HPSEBL employees, HPSEBL Outsource persons and contract labours engaged by the contractors for HPSEBL works.

Himachal Pradesh State Electricity Board Limited (HPSEBL) is always committed to the safety and security of its employees and outsource persons working in dangerous and risky environment in order to maintain continuous power supply to the consumers. Despite proper safety manual, safety trainings, safety equipment etc. it is seen that fatal and non-fatal accidents are still happening in the field and precious lives are lost. It is matter of concern that in last 3 years 34 HPSEBL employees and 4 outsource persons have lost their lives due to electrocution while performing their duties. It is also seen that there are some cases where a contract labour is engaged by the contractor for HPSEBL work execution and in his case of fatal or Non-fatal accidents his due compensation is not paid by the contractors in time and there is also no provision for any financial assistance by HPSEBL to him during this need of hour. The matter regarding these fatal and non-fatal accidents and provisions of safety and security is discussed in various platforms including Vidhan Sabha and it is needed to have a clear guideline highlighting current provisions and inclusion of new provisions to ensure proper action in these fatal and nonfatal accidents. It is required to fix responsibility of controlling officer and DDOs to deal with these cases sensitively and provide all prescribed assistance in time bound manner. Following guideline (which include existing and new provisions) is hereby circulated for proper protocol to be followed by responsible officer during fatal and non-fatal accidents of HPSEBL employees, Outsource persons and contract labour.



1) In cases of fatal/non-fatal accidents of HPSEBL Employees-

-Immediate FIR of the accident - **Controlling Officer**

-Immediate post mortem in case of fatal accident- **Controlling Officer**

-Immediate Financial assistance of Rs 20000 to family members in non-fatal accident (where hospitalisation is involved) and of Rs 50000 to the family members of the deceased in fatal accident.

The amount is immediate financial assistance and shall be deducted afterward from the medical claim or financial assistance provided as per fatal/nonfatal policy in this regard.- concerned DDO (he must try to visit family member himself and provide immediate financial assistance)

-providing necessary support to the family of deceased for funeral. In case of non-fatal accidents providing necessary support during his medical treatment in the hospital.-**Controlling Officer**

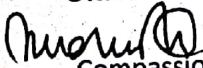
-Proper enquiry of the accident as per already existing protocol.- **chairman of the committee/DDO concerned**

-Financial Assistance of Rs 5 lakh/10 lakh as per Fatal/Non-fatal compassionate financial assistance policy to the members of the deceased to be issued within one month of the accident.-**concerned DDO** (he must also adjust previous immediate relief from this amount). **Chief Account Officer** to ensure release of funds immediately.

-preparation of case of calamity relief assistance through revenue official (Patwari, Kanungo concerned) in which at present Rs 4 lakh is admissible for death due to electric current and Rs 2 lakh where disability is more than 60% and Rs 15000 in case of grievous injury. It must be done within one month of the accident and monitor the case progress in SDM office. – **Controlling Officer**

-Submission of papers for family pension, ex-gratia and other statutory dues as admissible within one months of the accident.- **concerned DDO. Chief accounts officer** to ensure release all dues on priority.

-submission of paper for compassionate employment as per fatal/nonfatal compassionate assistance policy of HPSEBL to Executive Director Personnel within two months of the accident .Submission of papers depends on the discretion of the family and circumstances of minor children etc. delay due to these causes shall be communicated to ED-P in above timeframe- **concerned DDO/Controlling Officer**

-Compassionate employment within three months for the deserving cases as per fatal/nonfatal compassionate assistance policy.- **Committee under Executive Director Personnel** to process cases timely for **WTD approval**.

- Proper record of the fatal and nonfatal accidents as per performa enclosed shall maintained by the **controlling officer/DDO concerned**.

2) In cases of Fatal and Non-fatal accidents of Out Source Persons.

-Immediate FIR of the accident - **Controlling Officer**

-Immediate post mortem in case of fatal accident- **Controlling Officer**

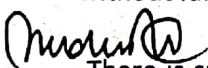
-Immediate Financial assistance of Rs 20000 to family members in non-fatal accident (where hospitalisation is involved) and of Rs 50000 to the family members of the deceased in fatal accident. The amount is immediate financial assistance and shall be deducted afterward from the actual financial assistance provided under the scheme for providing compensation/relief to accident victims (private persons) as it is extended and outsource persons is also covered under this scheme now.- **concerned DDO** (he must try to visit family member himself and provide immediate financial assistance)

-providing necessary support to the family of deceased for funeral. In case of non-fatal accidents providing necessary support during his medical treatment in the hospital.-**Controlling Officer**

-Proper enquiry of the accident as per already existing protocol.- **chairman of the committee/DDO concerned**

-preparation of case of calamity relief assistance through revenue official (Patwari, Kanungo concerned) in which at present Rs 4 lakh is admissible for death due to electric current and Rs 2 lakh where disability is more than 60% and Rs 15000 in case of grievous injury. It must be done within one month of the accident and monitor the case progress in SDM office. – **Controlling Officer**

-Ensure release of admissible compensation as per EPF ex-gratia provision (Rs 3 lakh currently), deposit EPF and ESIC claim as per provisions in time bound manner (within two months of the accident). This is very important aspect and as financial security of outsource person is completely dependent on EPF and ESIC deductions DDO concerned and controlling officers of the outsource employee shall ensure these deductions are done by the service provider monthly without fail. Kindly check for existing contract agreement if these labour law clause is not there it will be inserted without fail- **Concerned DDO and Controlling Officers.**

-There is specific scheme of HPSEBL "scheme for providing compensation/relief to accident victims (private persons) effective from 01/01/2012 in which compensation up to Rs 2 lakh is released to the third party private person who died due to electric current and HPSEBL shares responsibility for the loss. It is approved by the HPSEBL that in cases of fatal/nonfatal accidents of outsource persons the cases be considered under said scheme and financial assistance will be provided under these provisions. –**DDO concern** (he must also adjust previous immediate relief from this amount).). **CAO** to ensure funds allocation as per need.

- Proper record of the fatal and nonfatal accidents as per performa enclosed shall maintained by the **controlling officer/DDO concerned.**

6) In cases of fatal/nonfatal accidents of contract labour engaged by the contractor for the works awarded through Tenders done by HPSEBL.

In these cases contract labour is engaged by the contractor and thus contractor is legally bound to comply with all the labour laws applicable. Similarly it is the prime responsibility of contractor to settle due compensation as per Employees compensation Act 1923/Workmen's compensation act 1923 in reasonable time. It is the responsibility of HPSEBL being principal employer to ensure adherence of the labour laws by the contractor and in default needful legal action be taken against the contractor. Similarly it is duty of HPSEBL being principal employer to ensure release of compensation through the contractor as per section 4 and 12 of The Employee's Compensation Act, 1923. Following protocol and responsibility lies with HPSEBL officers in such kind of incidences.

- Immediate FIR of the accident followed by the post mortem – **Sr. Executive Engineer who is monitoring the work.**

-Immediate Financial assistance of Rs 20000 to family members in non-fatal accident (where hospitalisation is involved) and of Rs 50000 to the family members of the deceased in fatal accident. This amount is separate than funds provided by the contractor as compensation under Employees compensation Act 1923/Workmen's compensation act 1923. The amount is immediate financial assistance and shall be deducted afterward from the actual financial assistance provided under the scheme for providing compensation/relief to accident victims (private persons) as it is extended and contract labour engaged through contractor for HPSEBL works are also covered under this scheme now.- **concerned DDO** (he must try to visit family member himself and provide immediate financial assistance)

-Proper enquiry of the accident as per already existing protocol.- **chairman of the committee or Sr. Ex En concerned.**

Amudha

-preparation of case of calamity relief assistance through revenue official (Patwari, Kanungo concerned) in which at present Rs 4 lakh is admissible for death due to electric current and Rs 2 lakh where disability is more than 60% and Rs 15000 in case of grievous injury. It must be done within one month of the accident and monitor the case progress in SDM office. – **concerned Sr. Ex En.**

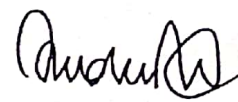
- There is specific scheme of HPSEBL "scheme for providing compensation/relief to accident victims (private persons) effective from 01/01/2012 in which compensation up to Rs 2 lakh is released to the third party private person who died due to electric current and HPSEBL shares responsibility for the loss. It is approved by the HPSEBL that in cases of fatal/nonfatal accidents of contract labour engaged through contractor for HPSEBL works the cases be considered under said scheme and

financial assistance will be provided under these provisions. —**DDO concern** (he must also adjust previous immediate relief from this amount). **CAO** to ensure funds allocation as per need.

-To ensure release of compensation admissible for such fatal/nonfatal accidents as per Employees compensation Act 1923/Workmen's compensation act 1923. Contractor is liable to pay compensation to the deceased or injured as per provisions of this act. In case of non-adherence by the contractor calculation of amount as per provisions of the above act be done and amount be paid to the affected contract labour after deducting said amount from the contractor. For this purpose **Chief Enginners (Operation) for their respective jurisdiction** shall be authorised for settling disputes and awarding compensation within 3 months of the application or knowledge of the incidence. It shall be duty of the **Sr. Ex En** or the awarding authority to insert relevant clauses in the existing or future contracts in this regard so that security mechanism can be ensured. It needs to be ensured and maximum efforts shall be done so that relevant compensation is paid to deceased family within three months of the accident.- **concerned Sr. Ex En and respective Chief Engineer (Operation).**

-Proper record of the fatal and nonfatal accidents as per performa enclosed shall maintained by the **Sr. Ex En concerned.**

As the matter is sensitive and related to loss of precious lives, it must be ensured by the responsible officer in the field to act in priority manner and no irresponsible behaviour be shown while dealing with these matters. Any negligence shall be dealt seriously and will invite disciplinary action where ever applicable. Kindly ensure compliance accordingly.


Sudeep Kumar Morita (Jr)
Director Personnel (HPSBCL)