

# HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

(A State Govt. undertaking)



Registered office: Vidyut Bhawan, HPSEBL, Shimla-171004 (H.P.)  
(CIN): U40109HP2009SGC31255  
GST No. HPSEBL 02 AACCH4894EHZB  
Telephone No. 0177-2803600, 2801675 (Office), 2658984 (Fax)  
Website address: [www.hpseb.com](http://www.hpseb.com)  
Email: [cmd@hpseb.in](mailto:cmd@hpseb.in) & [directorfa@hpseb.in](mailto:directorfa@hpseb.in)



No. HPSEBL (SECTT) IR-OT/2024:- 69055-160

Dated: 4-1-24

From:

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

To

All the Chief Engineers/  
Dy. Chief Engineers/Addl. SEs/  
Sr. XENs/REs in HPSEBL.

**Subject: - Payment of Over Time wages to the workers covered under the Factories Act, 1948.**

Sir,

I am to enclose herewith a copy of office order endst. No.9-53/04 (Fac)Lab-Vol-VI dated 29<sup>th</sup> December 2023 received from the Labour Commissioner-cum-Chief Inspector of Factories, HP. with regard to payment of over time wages for the period **w. e. f. 01-01-2024 to 30-06-2024.**

It is requested that the over time wages to the workers may be released on the conditions as given in the office order under reference.

**DA:As above.**

Yours faithfully,

(Manoj Kumar HPAS)  
Executive Director (Pers.),  
HPSEB Ltd., Shimla-4.

Copy forwarded to the SE(IT) to upload in Board website.

(Manoj Kumar HPAS)  
Executive Director (Pers.),  
HPSEB Ltd., Shimla-4.

**No.9-53/04 (Fac) Lab-Vol-VI**  
Government of Himachal Pradesh  
Inspectorate of Factories, HP  
Dated, Shimla-171001 December, 2023

**Office Order**

In exercise of powers vested in me under Section 65(2) of Factories Act, 1948 I, Manasi Sahay Thakur, IAS, Labour Commissioner-cum-Chief Inspector of Factories, HP do hereby grant exemption to workers working in sub stations and power houses of HPSEB Ltd. Vidyut Bhawan, H.P.Shimla-4 from the provisions of sections 51, 52, 54 and 56 of Factories Act, 1948 for the period w.e.f. 01.01.2024 to 30.06.2024 or the date The Occupational Safety, Health and Working Conditions Code, 2020 and rules made thereof, shall come into force, whichever is earlier, to meet out the exceptional pressure of work, subject to the following conditions:-

- a) the total number of hours of work in any day shall not exceed twelve.
- b) the spreadover, inclusive of intervals for rest shall not exceed thirteen hours in any one day.
- c) the total number of hours of work in any week, including overtime shall not exceed sixty.
- d) no worker shall be allowed to work overtime, for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy-five.
- e) payment of overtime shall be in accordance with section-59 of The Factories Act, 1948.
- f) provision of section-55 of The Factories Act, 1948 regarding interval of rest will have to be complied with.
- g) further application/request for exemption should be submitted in the office of undersigned at least one month before the expiry of the ongoing exemption.

29 DEC 2023

sd/-

Labour Commissioner-cum-  
Chief Inspector of Factories, HP  
dated Shimla (H.P.) 17 001 December, 2023

Endst. No. as above

Copy to the following for information and further necessary action:-

1. The Labour Officer, Shimla Zone, District Shimla, HP
2. The Labour Inspector, Shimla Circle, District Shimla, HP
3. HPSEB Ltd. Vidyut Bhawan, H.P.Shimla-4 w.r.t. their letter no. HPSEBL (Sectt)IR-OT/VII/2023-65764 dated 14.12.2023.

Labour Commissioner-cum-  
Chief Inspector of Factories, HP

4182  
21-24

4/11/2024