



HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

(A State Govt. undertaking)
Registered office Vidyut Bhawan, HPSEBL, Shimla-171004(H.P.)
Corporate Identity Number U40109HP2009SGC031255
GST No. HPSEBL 02 AACCH4894EHZB
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"NOTIFICATION"

The Himachal Pradesh State Electricity Board Ltd., is pleased to confer under Section 21 of **The Rights of Persons with Disabilities Act, 2016** to notify Equal Opportunity Policy for Persons with Disabilities employees in respect of HPSEBL as per **Annexure "A"** with immediate effect.

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

- No. HPSEBL(Sectt)/ R&E-14-2 (PwDs)/2021-2022 **1-20875-210-55 Dated 18-6-21**
1. The Addl. Chief Secretary (Power) to the Govt. of HP Shimla-2
 2. The State Commissioner for the Persons with Disabilities to the Govt. HP
 3. The Director, Empowerment of SCs, OBC, Minorities & the Specially Abled H.P. Kasumpti Shimla-9.
 4. All the Chief Engineers in HPSEBL Ltd. (i/c M.D BVPLC) Jogindernagar
 5. The Chief Electrical Inspector to the Govt. of H.P. Kasumpti Shimla-9
 6. The Chief Accounts Officer/Chief Auditor, F&A Wing HPSEBL Ltd., Shimla-4.
 7. The Secretary, H.P. Regulatory Commission, Khalini Shimla.
 8. All the Superintending Engineers in HPSEBL Ltd. (i/c SE-IT).
 9. The Land Acquisition Officer, HPSEBL Mandi/Shimla.
 10. The Special Private Secretary/Sr. PS/PS to Managing Director/Directors/ Executive Director (Pers.) in Board Secretariat HPSEBL.
 11. All the Dy./Under Secretaries in Board Secretariat HPSEBL Ltd
 12. The Secretary, Consumer Grievances Redressal Forum (CGRF) HPSEBL Kasumpti Shimla-9.
 13. All the Sr. Executive Engineers/Resident Engineers in HPSEBL Ltd.
 14. The Dy. Director (Pers.) IR/ Joint Director (PR.) in HPSEBL in Board Secretariat.
 15. All the Section Officers in Board Secretariat HPSEBL Ltd. Shimla-4.
 16. The Company Secretary, in Board Secretariat HPSEBL Shimla.
 17. Guard file.

DA:-As above.

Executive Director (Personnel),
H.P. State Electricity Board Ltd.
Vidyut Bhawan, Shimla-4

Equal Opportunity Policy in respect of HP.State Electricity Board Ltd.

Background:

The Government of India has enacted Rights of Persons with Benchmark Disabilities (RPwD) Act, 2016. The Section 21(1) states that every establishment shall notify Equal Opportunity Policy and also Section 21(2) of the Act, envisages that every establishment shall register a copy of the said policy with the State Commissioner for the Persons with Disability

Objective

This Policy aims to safeguard the equality of self determination, dignity and inclusion of Persons with Benchmark Disability employees working in the H.P. State Electricity Board Ltd., in Himachal Pradesh.

The objectives of this policy is to ensure that all the Persons with Benchmark Disability Employees of HPSEBL are not only to improve the quality of life of person with benchmark disability, but also to promote and safeguard equality, self-determination, dignity and social inclusion of persons with benchmark disability.

The Persons with Benchmark Disabilities include those who have long-term physical, mental, intellectual or sensory impairments and possesses certificate of disability issued by a competent authority under section 57 of the RPwD Act, 2016

Applicability

This Policy is applicable to the Employees having Benchmark Disability of the HPSEB Ltd. This Policy is consonantly applied throughout the period of employment of the employee right from his recruitment till his/her employment in HPSEB Ltd.

Policy.

It is the policy of HPSEB Ltd. to provide equal employment opportunities, without any discrimination on the grounds of caste, colour, disability, marital status, nationality, race, religion, sexual orientation. The HPSEB Ltd. retrieves to maintain a work environment that is free from any harassment based on above considerations.

This Equal Opportunity Policy is subject to applicable regulations, qualifications and merit of the individual. This Policy will consistently be applied throughout the period of employment of the individual, right from the recruitment process till retirement from service

Equal Opportunity and Non Discrimination.

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, 2017, it is the policy of HPSEBL Company to ensure that the work environment is free from any discrimination against the Persons with Benchmark Disabilities. Further, the HPSEBL will take all actions to ensure that a conducive environment is provided to persons with benchmark disabilities to perform their role and excel in the same. The HPSEBL strives towards establishing systems and processes to ensure

1. That appropriate facilities and amenities would also be provided to persons with disabilities to enable them to effectively discharge their duties in the establishment and no officer/official shall be deprived of his or her personal liberty on the ground of disability.
2. That provision shall be made for an accessible environment, accessible buildings and availability of assistive paraphernalia as required to enable the persons with benchmark disabilities effectively discharge their duties in the establishment
3. That a Grievance Redressal Mechanism for addressing the matters related to the employment of persons with benchmark disabilities is available. The Dy. Director (Pers), HPSEBL is the Grievance Redressal Officer in respect of Head Office whereas in the office of the Chief Engineers, the Deputy/Under Secretary as the case may be and in the office of CAO, HPSEBL, the Accounts Officer (Admn) will be the Grievance Redressal Officer, which will look after all the grievances of the PwDs in their offices in HPSEBL and the same is accountable to the appropriate authority in HPSEBL. i.e. Executive Director (Personnel) in Head Office and the Chief Engineer concerned in the field.
4. That the concerned Grievances Redressal Officer in the respective office in HPSEBL will ensure that if any grievance does arise & is brought up to the concerned committee/ officer with respect to selection of Persons(s) with Benchmark disabilities for any position, training, promotion, transfer posting, leave, assistive aid & preference in accommodation allocation etc. is dealt with in a fair and equitable manner free from any discrimination.
5. That no opportunities are denied to persons with disabilities merely on the ground of his disability.
6. No discrimination practices are to be engaged in the course of employment of persons with a benchmark disability, including recruitment and career advancement or not to dispense with or reduce in rank an employee who acquires a disability during his or her service. Provided that if an employee after acquiring disability is not suitable for the post he was holding, shall be shifted to some other post with the same pay scale and service benefits. Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

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Identification of Post for Reservation

The respective office in HPSEBL shall identify the posts reserved for Persons with Benchmark Disabilities as per section 34 (1) of the RPwD Act, 2016 that provides of 4% reservation to the Persons with Benchmark Disabilities. The information regarding identified posts and vacancies would be notified and uploaded on the website of the HPSEBL. The identified posts shall be filled up as per the directions issued by the State Govt./Directorate. ESOMSA, from time to time and the same shall also be furnished to the employment exchange.

Manner of Selection.

The HPSEBL adopts the selection policy of the State Government regarding filing up of posts reserved for the Persons with Disabilities.

Leave

The Specially Ables employees of the HPSEBL will be governed by the rules of leave specified by the State Government from time to time and adopted in HPSEBL.

Liaison Officer

The Under Secretary (R&E/SA) is designated as Liaison Officer at Head Office level to oversee the provision of required facilities/amenities including the process of recruitment of Persons with Benchmark Disabilities. Similarly, in the office of Chief Engineers a Liaison Officer is to be designated by the Chief Engineers who will look after the recruitment of Person with Benchmark Disabilities.

Complaint/Grievance and their Disposal.

A register of complaints/grievances has been maintained in the office and a Grievance Redressal Officer has been appointed to hear the pleading/requests grievances of Persons with Disabilities working in the office.

Responsibility.

The Head Office is responsible for utilization of upto date information regarding applicable laws and rules for Person with Disabilities.

The Chief Engineers/ Superintending Engineers and Sr. Executive Engineers / Resident Engineers in HPSEB Ltd. is responsible for giving effect to this policy in the area of their respective jurisdiction.

Any employee who violates this policy shall be dealt in accordance with applicable rules and laws.

Communications of Policy.

This policy will be available to all employees via the HPSEBL website.

Maintenance of Record.

Records shall be maintained as per provisions of law and the rules made in relation to the matter of employment, facility provided and other necessary information in compliance with the provisions of laws.

Power to relax, vary add and or to alter etc.

When the Competent Authority i.e. WTDs of the HPSEBL is of the opinion that it is necessary and or expedient to do so, it may for the reasons to be recorded, relax and or vary, add and or alter any of the provisions of the policy.

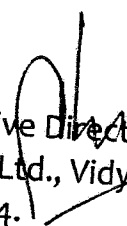
Statutory approvals/clearance etc.

Any statutory, approval/clearance/exemption etc. accorded by the Competent Authority either in the Govt. or in the HPSEBL, the same shall form the part and parcel of this policy.

Interpretation

In case at any stage of time any question as to the interpretation of any of the provisions of the policy aforesaid arises the same shall be referred to and decided by the Competent Authority i.e. Whole Time Directors of the HPSEBL and its decision thereon shall be final and binding.

This policy shall be displayed on the Departmental/HPSEB Ltd. website or at conspicuous places.


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