



Himachal Pradesh State Electricity Board Limited

A State Govt. Undertaking

Registered Office : Vidyut Bhawan, HPSEBL, Shimla-171004(HP)
Number (CIN) : U40109HP2009SGC031255
GST No. : HPSEBL 02 AACCH4894FHZB
Telephone Number : 0177-2803600, 2801675 (Office), 2658984 (Fax)
Website address : www.hpseb.com
Email address : cmd@hpseb.in & directorfa@hpseb.in

No. HPSEBL (SECTT.)/FTE-2/321-(Mtc. Gang)/2020:- 25810 - Dated: - 18 - 8 - 20

To

The Chief Engineer (Op),
South, Shimla/North Dharamshala/Central Zone Mandi.

Subject: -

Regarding engagement of new Maintenance Gangs on outsource basis through Service Providers field unit in the HPSEBL---approval thereof.

I have been directed to refer to your office U.O's on the subject cited above and to convey the approval of WTD's to engage 8 Nos (94 persons) New maintenance gangs consisting of (80% skilled and 20% un-skilled) manpower in respect of following Divisions in HPSEBL purely on outsourcing basis for a period of one year or till the of joining newly recruited Junior T-Mates whichever is earlier, from the prospective date of issue of this order, strictly as per following conditions:-

Sr. No.	Name of Unit.	Skilled	Un-Skilled	Total No. of persons
1.	Electrical Division, Solan	16	4	20
2.	Electrical Division, Sunni	6	2	8
3.	Electrical Division, Lambagaon	8	2	10
4.	Electrical Division, Baijnath	8	2	10
5.	Electrical Division, Rampur	6	2	8
6.	Electrical Division, Kullu	16	4	20
7.	Electrical Division, Manali	6	2	8
8.	ESD, Chotta Shimla under City Electrical Division, Shimla	8	2	10
	Total	74	20	94

TERMS & CONDITIONS FOR OUTSOURCING STAFF:-

1. It would be an outsourcing arrangement with the gang to be hired through a Service Provider. Admissible service charges & service tax etc. would be payable.
2. The CE/SE (Op.) would not directly engage the labourers and there would be no relationship of HPSEBL with the workmen.
3. Approval is subject to fulfillment of all the codal formalities before engaging gang.
4. Outsourcing may be done in line with outsourcing policy of HPSEBL, where it is necessitated because of shortage of staff. The outsourcing arrangement made shall be withdrawn on the posting of regular incumbents.
5. The remaining terms and conditions during the execution of Agreement with the service provider will be followed.
6. It may be ensured that no deviation of payment to the outsourced person will be allowed, if any deviation is found the same may be placed in the PLA of the concerned awarding authority/service provider.

IT Cell HPSEBL V.B. Shimla-4

Dr. EEMSE

Dr. EEMSE

APC/...

Contd--2-

7. The payment of outsourced person should be made through their saving bank account on or before 7th of every month.
8. Since the concerned field units have not finalized the new tender as yet we may allow the 8 Nos new maintenance gang i.e. 94 persons (74 Skilled and 20 Un-Skilled) as per the old system through the previous service provider who have already been provided the maintenance gang in units of above Chief Engineer.
9. The payment of consolidate charges as per minimum wages in favour of each persons Skilled and Un-Skilled shall be made as per detail given below:-

(A) Detail of wages of persons engaged on outsource basis

Sr. No.	Particulars of Payment	Rates
1.	Monthly Salary as per minimum wages notified against respective categories as per	Annexure-"B"
2.	EPF/Employees share	@ 12.00%
	Admin Charges	@ 00.50%
	EDLI	@ 00.50%
	Total	@ 13.00%
3.	ESI	@ 3.25%
4.	Service & Admin Charges (Clarified at Note-(ii) mentioned at below.	
5.	Total	
6.	Good & Service Tax (GST)	@ 18% on total amount column No.-5.
7.	Grand Total	
8.	Say Rs.	

- Note: -**
- i) Deduction on Column No. 2 & 3 be made on basis of amount of the bill at Column No-1 w.e.f June, 2018 to till further modification of rates.
 - ii) Service & Admin charges (at Column No-4) be calculated as per award/negotiation with concerned Service Provider/vender of various companies on the amount.
 - iii) Include criteria of compliance of labour laws by the service provider which include adherence of EPF/ESIC/Timely salary payments etc.
 - iv) Admin charges at No-4 must be reasonable & justifiable.

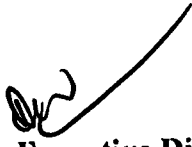
Further, it is also directed that concerned DDO's, controlling Officers of HPSEBL will ensure that the contractors of manpower shall comply with all the labour laws and make the payment of Salary, EPF and other dues in time to persons engaged on outsourced basis and no bills be processed unless until EPF number of employee is given by service provider. It was under line that DDO is responsible for the interest payment and in case of any default at any stage the disciplinary action will be taken against the DDO.

Further action in the matter may be taken accordingly under intimation to this office please.


 (Dr. A. K. Sharma)
 Executive Director (Pers),
 HPSEBL, Vidyut Bhawan,
 Shimla-171004.

Copy to the following for information please:-

1. The Chief Accounts Officer, F&A Wing, HPSEBL, Shimla-4.
2. The Superintending Engineer, Operation Circle, HPSEBL, Solan.
3. The Superintending Engineer, Operation Circle, HPSEBL, Shimla.
4. The Superintending Engineer, Operation Circle, HPSEBL, Rampur.
5. The Superintending Engineer, Operation Circle, HPSEBL, Kangra.
6. The Superintending Engineer, Operation Circle, HPSEBL Kullu.
- ✓ 7. The Superintending Engineer (IT Cell), HPSEBL, Shimla for uploading the same on the web site of HPSEBL.
8. The Sr. Executive Engineers, Electrical Divisions, HPSEBL, Solan /Sunni/ Lambagaon/ Baijnath/ Rampur/Kullu/Manali and City Division, Shimla.
9. PS to the, Managing Director, HPSEBL, Shimla-4.
10. PS to the, Director (Personnel), HPSEBL, Shimla-4.
11. PS to the, Executive Director (Personnel), HPSEBL, Shimla-4.
12. Meeting Cell in this office.
13. Guard file.


**Executive Director (Pers),
HPSEBL, Vidyut Bhawan,
Shimla-171004.**

No. FIN (PR)B(7)-33/2020
Government of Himachal Pradesh
Finance (Pay Revision) Department.

From

Additional Chief Secretary (Finance) to the
Government of Himachal Pradesh.

To

1. All Administrative Secretaries to the Government of Himachal Pradesh.
2. All Heads of Departments in Himachal Pradesh.
3. All Divisional Commissioners/Deputy Commissioners in Himachal Pradesh.

Dated: Shimla-171002, the 24th March, 2020.

Subject:

Revision of rates of wages of daily wage workers and workers engaged on part time basis in Himachal Pradesh.

Sir/Madam,

In partial modification of this Department's letter of even number dated: 20th February, 2019, on the subject cited above, I am directed to say that the rates of daily wages in respect of various categories of workers engaged on daily wages in Himachal Pradesh are revised w.e.f. 1st April, 2020, as shown in Annexure-"A".

2. The per hour rate of part-time workers is also revised from ₹ 31.25 per hour to ₹ 34.50 per hour w.e.f. 1st April, 2020.

3. All those engaged on daily wage basis/part-time basis in the Scheduled Tribal Areas of the State shall be allowed 25% enhancement on the revised daily wages as per Finance Department's Office Memorandum No. FIN (PR)B(7)-1/95-II dated 17.04.1998.

4. These rates will be applicable to all those working in various Government Departments. As far as the PSUs/Universities/ Autonomous Bodies /Boards etc. are concerned, these enhanced rates shall be applicable.

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to them only if the managements of those PSUs/Universities/ Autonomous Bodies /Boards etc. take a decision in this regard, considering the availability of resources in their organization.

5. All the Heads of the Departments/Controlling Officers are directed to ensure that the payment(s) of wages of daily wagers as well as Part Time Workers for the month of April, 2020, to be paid in the month of May, 2020, be also made during the first week of April, 2020, in advance.

Yours faithfully,

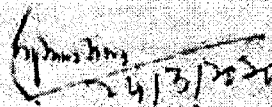

(Rajesh Sharma)
Special Secretary (Finance) to the
Government of Himachal Pradesh.

Endst. No. As above.

Dated: Shimla-171 002, the 24th March, 2020.

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

1. The Principal Accountant General (Audit), Himachal Pradesh, Shimla-3.
2. The Accountant General (A&E), H.P., Shimla-171 003.
3. The Registrar General, High Court of Himachal Pradesh, Shimla-1.
4. The Resident Commissioner, H.P. Himachal Bhawan, Sikandra Road New Delhi-110 001.
5. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
6. The Secretary, H.P. Public Service Commission, Nigam Vihar, Shimla-2.
7. The Secretary, H.P. Staff Selection Commission, Hamirpur.
8. The Resident Commissioner, Pangl, District Chamba, Himachal Pradesh.
9. All District Treasury Officers/ Treasury Officers in Himachal Pradesh.
10. All Sections of Finance Department, H.P. Secretariat.


(Rajender Sharma)
Under Secretary (Finance) to the
Government of Himachal Pradesh.



Himachal Pradesh State Electricity Board Limited

(A State Govt. Undertaking)

Registered Office : Vidyal Bhawan, Kumar House, Shimla-171004
 Corporate Identity No.(CIN) : U40109HP2009SGC031253
 GST No. : HPSEBL 02 AACCH4894EHZB
 Telephone No. : (H.O) 0177-2803600
 Email Address : cmd@hpseb.in, directorfa@hpseb.in
 Website Address : www.hpseb.com

"OFFICE ORDER"

The H.P. State Electricity Board Ltd. is pleased to adopt H.P. Government instructions contained in the letter No. FIN (PR) B (7)-33/2010 dated 24th March, 2020 (copy enclosed) in toto regarding revision of rates of wages of daily waged workers and workers engaged on part-time basis in various offices of HPSEB Ltd. as shown in Annexure-"A".w.e.f 1st April 2020.

(Dr. A.K. Sharma)
 Executive Director (Pers.),
 H.P. State Electricity Board Ltd.,
 Shimla-171004

No.HPSEBL (SECTT) IR-7-5A/Vol-XI/2020-89866-90085 Dated: 24-4-2020
 Copy forwarded for information and necessary action to:-

1. The MDs HPPCL/ HPPTCL/BVPCL Himfed Building BCS, New Shimla/ Tutikandi Shimla/ Jogindernagar.
2. The Director (Personnel), SJVNL, Shakti Sadan Shanan Shimla
3. All the Chief Engineers in HPSEBL.
4. The Chief Accounts Officer/Chief Auditor, HPSEBL Shimla-4.
5. The Superintending Engineer (IT), HPSEB Ltd. Shimla-4 for uploading the above office orders on HPSEB Ltd. web site.
6. All the Dy. CE/ SEs / Addl. SEs / Sr. XENs / REs in HPSEBL.
7. The Dy. Director (Pers.)/(PR)/Dy./Under Secretaries in the Board's Sectt.
8. The Resident Audit Officer/ LAOs, HPSEBL, Shimla/ Mandi.
9. The Addl. Secretary-cum-PS/Sr. PS/ PS to the Managing Director /Directors/Executive Director (Pers.), HPSEBL, Shimla.
10. All the Section Officers in Board's Sectt.

(Dr. A.K. Sharma)
 Executive Director (Pers.),
 H.P. State Electricity Board Ltd.,
 Shimla-171004

ANNEXURE-A

Sr. No.	Designation	REVISED PER DAY RATE EFFECTIVE FROM 1 ST APRIL, 2020. (In Rupees)
A.	1 Beldar (Mazdoor)/ Casual labourer.	275.00
	2 Mate.	
	3 Cook.	
	4 Mali.	
	5 T. Mate (Electrical).	
	6 Chowkidar.	
	7 Helper.	
	8 Sweeper.	
	9 Cleaner Sewereman.	
	10 Khalasi.	
	11 Electrical Beldar.	
	12 Bhisti.	
	13 Store Attendant.	
	14 Laboratory Attendant (Under Matric).	
	15 Pump Attendant.	
	16 Boat Man.	
	17 Process Server.	
	18 Whiter Washer.	
	19 Syce.	
	20 Peon.	
	21 Frash.	
	22 Chainman.	
	23 Unskilled Labourer.	
	24 Quarry Man.	
	25 Jumper Man.	
	26 Driller	
	27 Sprayman.	
	28 Assistant Saw Mill Operator.	
	29 Feller (Garani).	
	30 Logger Dresser (Pachani).	
	31 Climber (Looper)	
	32 Zoo Animal Attendant.	
	33 Fire Watcher	
	34 Grinder for Chips Flooring.	
	35 Calliperman.	
	36 Miscellaneous Labourer.	
	37 Charcoal Burning Labourer.	
	38 Pipe Lineman.	
	39 Survey Khalasi.	
	40 Bill Distributor.	
	41 Ferro Khalasi.	
	42 Water Guard.	
	43 Stone Dresser Keyman.	
	44 Assistant Fitter.	
	45 Valueman.	
	46 Library Attendant (Class-IV).	

	47	Luskar.	
	48	Gauge Reader.	
	49	Dhobi.	
	50	Dai.	
		Hostel Attendant.	
B.	51	Upholster.	
	52	Fireman.	
	53	Pump Operator-cum-Helper.	
	54	Plumber 2 nd Class.	
	55	Field Assistant-cum- Operator	
	56	Carpenter (Grade-IV).	288.00
C.	57	Painter 2 nd Class.	
	58	White Washer.	
	59	Bar Binder.	
	60	Sawyer (Charani).	
	61	Muleteer.	292.00
D.	62	Caneman	305.00
E.	63	Security Guard	308.00
F.	64	Telephone Attendant.	
	65	Electrical Mistry	
	66	Refrigerator Mechanic	
	67	Fitter Grade-II	
	68	Fitter Grade-I	
	69	Turner	
	70	Fitter Structural	
	71	Black Smith	
	72	Welder	
	73	Mechanic	
	74	Electrical Chageman	
	75	Pump Operator	
	76	Sand Plant Operator	
	77	Driver Oxygen Plant	
	79	Hot Mix Plant Operator	
	80	Plumber Grade-II	
	81	Plumber Grade-I	
	82	Mason Grade-II	
	83	Mason Grade-III	
	84	Painter Grade-I	
	85	Blastman Grade-II	
	86	Floor Finisher	
	87	Pipe Fitter Grade-II	
	88	Mortar Mate Grade-I	
	89	Earth Work Mistry	
	90	Work Inspector	
	91	Ferry Inspector	
	92	Store Munshi	
	93	Forest Guard	
	94	Receptionist	321.00

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95.	Lab Assistant
96.	Electrician-II
97.	Electrician Auto
98.	Air Compressor Operator
99.	Operator
100.	Carpenter Grade-III
101.	Complaint Clerk
102.	Assistant Operator
103.	General Operator
104.	Telephone Operator
105.	Road Inspector
106.	Work Supervisor
107.	Store Clerk
108.	Store Keeper
109.	Water Works Clerk
110.	Patwari
111.	Cinema Projector Operator
112.	Computer
113.	Plumber
114.	Data Entry Operator
115.	Tailor
116.	Clerk
117.	Saw Mill Operator
118.	Work Mistry
119.	Wireman
120.	Assistant Pump Operator
121.	Price Store Ledger Clerk
122.	Bill Clerk
123.	Meter Reader
124.	Assistant Store Keeper
125.	Laboratory Technician
126.	Instrument Mechanic
127.	Fitter Mechanic
128.	Loader Operator
129.	Chargeman
130.	Gatekeeper
131.	Steno-typist
132.	Library Assistant
133.	Book Binder
134.	Tabla Master
135.	Dark Room Assistant
136.	Library Attendant (Class-III)
137.	Canal Inspector
138.	Irrigation Booking Clerk
139.	Complaint Attendant
140.	Ferro Printer
141.	Proof Reader
142.	Photographer
143.	Ledger Booking Clerk
144.	Laboratory Attendants (Matriculate)
145.	Conductor.

321.00

G.	146	Driver (Tractor/Jeep/Car/Truck/ Buldozer/ Road Roller)	336.00
	147	Driver Shawal	
	148	Stone Chisler	
	149	Carpenter 2 nd Class (Forest Department)	
	150	Mason 2 nd Class (Forest Department)	
	151	Painter 1st Class (Forest Department)	
	152	Distemperer (Forest Department)	
	153	Lineman	
H.	154	Junior Draftsman (Tracers)	408.00
	155	Junior Scale Steno	
	156	Agriculture Extension Officer	
	157	Ship Modeling Instructor	
	158	Surveyor	
	159	Electrician Grade-I	
	160	Driller	
	161	Assistant Driller	
	162	Pipe Fitter Grade-I	
	163	Mason Grade-IV	
	164	Diesel Auto Mechanic	
	165	Black Smith Grade-IV	
	166	Carpenter Grade-II	
	167	Junior Tailoring Mistress	
	168	Mason 1 st Class (Forest Department)	
I.	169	Carpenter Grade-I	439.00
	170	Assistant Chemist	
	171	Foreman	
J.	172	Assistant Foreman	473.00
	173	Carpenter (1st Class) (Forest Department)	
	174	Investigators	
K.	175	Auction Recorder	506.00
	176	Computer Operator	
	177	Instructors	
L.	178	Junior Engineer	572.00
	179	Draftsman	
	180	Draftsman (Arch. Wing)	
	181	Coach	
	182	Hydro Geologist	
