

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

OFFICE ORDER NO. 3. /HPSEBL(SECTT)/2012-

Dated:- 16/08/2012.

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In continuation of office order No.35/HPSEB(SECTT)/04- dated 15.7.2004 endorsed vide No.HPSEB(SECTT.)/Scale-1-1/04-35287-532 dated 15.7.2004 and office Order No.38.HPSEB (SECTT.)/2004- dated 19.12.2006 endorsed vide No.HPSEB(SECTT.)/2004-06-96793-97013 dated 19.12.2006, the HPSEB Ltd. is pleased to continue the benefit of grant of Promotional/Devised Promotional Scale and 23 years Advance Promotional Increment(s) to its employec w.c.f. 30.12.2009 onward in crstwhile HPSEB (Revised Pay) Regulations-2009 subject to the conditfons mentioned hercin under:-

(1) No. of Financial Up-gradation admissible :-

- i) A HPSEBL employec shall be entitled to at least two financial up-gradations in his entire service career counted from the date of joining on the induction post or any other post specifically declared as induction post.
- ii) A HPSEBL employec shall be entitled to promotional/Devised Promotional scales on completion of regular service of 9/16 years subject to the Regulations indicated hereinafter.

(2) Conditions for 9/16 years Promotional/Devised Promotional Scales:-

- 2/10/12
- i) An employec who has not got any promotion shall be eligible for grant of first promotional/devised promotional scale on completion of regular service of 9 years. For granting time bound promotional/devise promotional scale to each employec in any cadre, the prescribed period will be counted from the date of commencement of service on the lowest post on which regular appointment has been made through direct recruitment in the concerned cadre.
 - ii) If an employec already in the service of the Board, is directly appointed to a higher post through open selection then for the purpose of grant of time bound promotional /devised promotional scale in the cadre counting of the period of service will commence from the date of joining such higher post by direct recruitment.
 - iii) In case of employecs who do not fulfill the qualification/passing of examination essential for their promotion to the next higher post, they shall also be placed into time bound promotional/devised promotional scale.

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iv) An employee who has not got any promotion but has availed of 1st Promotional/devised promotional scale shall be eligible for grant of 2nd promotional/devised promotional scale on completion of regular service of 16 years.

v) If an employee gets normal promotion to the next higher post before completion of 9 years service from the date of direct recruitment than he will not be given 1st time bound promotional/devised promotional scale. He will be eligible to get 2nd time bound promotional/devised promotional scale after completion of 16 years of service counted from the date of direct recruitment provided he does not earned 2nd normal promotion before the completion of the above said 16 years of service.

vi) An employee, once in his/her entire service, can avail the benefit of only one induction post for getting 9/15 years time bound promotional /devised promotional scales and 23 years advance promotional increment.

(3) CONDITIONS FOR ADVANCE PROMOTIONAL INCREMENT ON COMPLETION OF 23 YEARS SERVICE.

i) He/she has the avenue of three promotions but has not earned three regular promotions in his/her regular service from the date of joining on the induction post/or any other post specifically declared as induction post for granting time bound promotional/devised promotional scale.

ii) He /she has not earned third promotion in his/her regular service between 16th and 23rd years of service and is eligible for 3rd promotion irrespective of the pay limit.

iii) He/she has not been placed in a scale which is higher than the scale of his/her next higher post.

iv) The increments are in the nature of advance promotional benefits to be absorbed in the next regular promotion.

v) Those who forego promotion shall not be entitled for this benefit.

(4) The following periods shall not count for reckoning the prescribed span of service for the grant of promotional/devised promotional scales or advance promotional increment(s):-

- a) The period of extra ordinary leave that does not count for annual increment.
- b) The period of suspension not treated as duty
- c) The period spent on military service before joining the civil service.
- d) The period of service on adhoc or contract basis, and
- e) The period of debarment as in the case of promotion.

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f) The period during which, an employee was under penalty Under Rule 14 or 16 of CCS (CCA) Rules.

(5) Procedure for grant of Promotional/Devised Promotional Scale or Advanced Promotional Increment(s).

- i) The procedure and the regulations/instructions for grant of promotional/devised promotional scale after 9/16 years and advanced promotional increment(s) shall be the same as already in vogue for granting regular promotion. The placement in higher scale shall be allowed only to those employees whose overall service record during the span of satisfactory service, is adjudged as 'Good' and the employee is otherwise suitable for promotion "Good" record shall mean that more than 50% Annual Confidential Reports are good and out of last three years report at least two should be "Good". For all the remaining years the benchmark may be 'Average'.
- ii) On placement in next higher grade pay under this scheme, an employee would continue to do the same work with same designation and there will be no need for creation of any separate post(s) and the employee shall remain on the strength of the same cadre.
- iii) If the higher grade pay is not granted on account of unsuitability, it shall not be considered as punishment under the C.C.S (C.C.A) Rules, 1965. Competent authority for grant of higher grade pay shall be the same as in the case of promotion. Representations/Appeals against the non grant of higher grade pay under this scheme shall also lie in the same manner as in the case of promotion.
- iv) The benefits under this scheme shall be granted on notional basis with effect from 30.12.2009 and on actual basis from the date of issue of these orders.
- v) The authority competent to grant time bound promotional/devised promotional scales after 9 years and 16 years service and advance promotion of increment shall be the same as already in force.

(6) FIXATION OF PAY ON GRANT OF PROMOTIONAL/DEvised PROMOTIONAL SCALES AND ADVANCE PROMOTIONAL INCREMENT(S):

- i) On grant of promotional/devised promotional scale or advance promotional increment(s), a HPSEBI employee shall be placed in the grade pay indicated in the Schedule to the erstwhile HPSEB (Revised Pay) Regulations 2009 circulated vide O/o No.8/HPSEB (SECTT)/2009- dated 30.12.2009 that corresponds to the promotional/devised promotional scale indicated in Annexure-A in the office order No.35 dated 15.7.2004 and No.38 dated 19.12.2006 and amended from time to time.

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- ii) The pay of a HPSEBL employce on placement in the higher grade pay shall be fixed after giving him the benefit of one increment on the basic pay prior to the grant of promotional/devised promotional scale or advance promotional increment and the higher grade pay shall added to the pay band so arrived at.
 - iii) If the grant of higher pay involves change in the pay band also and the minimum of pay band is higher than the pay in the pay band, his pay in the pay band shall be fixed at such minimum.
 - iv) Those who forego promotion shall not be entitled for this benefit.

(7) RATE OF INCREMENT:

The rate of increment shall be the same as laid down in rule 9 of erstwhile HPSEB (Revised Pay) Regulations 2009.

(8) DATE OF NEXT INCREMENT:

The next increment of a HPSEBL employce, whose pay is fixed in accordance Point-(6) above, shall be allowed on the date, he would have drawn it, had he continued in the lower grade pay.

Provided that in the case of HPSEBL employce, whose pay is fixed under sub-para-ii: of point (6) above, next increment shall be allowed after qualifying service of 12 months in the higher grade.

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(9) OVERRIDING EFFECT

The provisions of the Fundamental Rules, and instructions issued there under and the HPSEB (Revised Pay) Regulations-1989 and any other regulation for the time being in force and HPSEB (Revised Pay) Regulations-1998 as well as various orders issued there under shall not, save as otherwise expressly provided in these rules, apply to the cases, where pay is regulated under these Rules, to the extent they are inconsistent with the these Regulations.

(10) EXCLUSION OF CLAIM OF PARITY OF PAY ON THE GROUND OF SENIORITY:

The promotional/devised promotional scales or advance promotional increment granted under these regulations shall be purely personal to the employce and shall have no relevance to his seniority position. As such, the senior employces shall have no

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claim of parity of pay on the ground that the junior employee working on the same posts has got higher pay or grade pay under these Regulations.

(11) POWER TO RELAX:

Where the Board is satisfied that the operation of these regulations causes undue hardship to any individual Board employee or class of Board employees, it may, by order in writing, relax or dispense with any of the provisions of these Regulations to such extent and subject to such conditions, as it may consider necessary.

(12) INTERPRETATION:

If any question arises relating to the interpretation of any of the provisions of these Regulations, the Board shall decide the same in consultation with H.P. Govt. whose decision shall be final and binding.

Executive Director (Pers.),
IPSEB Ltd. Vidyut Bhawan,
Shimla-4. 16/8/12

Endst. No.HPSEBL(SECTT.)/SA/Scale-1-1/2012- 51023-242 Dated :- 16/08/2012.

Copy of above is forwarded for information and necessary action to:-

1. The Chief Secretary to the Govt. of Himachal Pradesh Shimla-2.
2. The Principal Secretary (Power) to the Govt. of H.P. Shimla-2.
3. The Chairman, H.P. Regulatory Commission, Kental Commercial Complex, Khalini, Shimla-2
4. The Chairman, NHPC, Office Complex, Sector-33 Faridabad, (Haryana)/Director (PM&A), U.P. Power Corporation Ltd., 14 Ashok Marg Shakti Bhawan, Lucknow.
5. The General Manager, Chamara Hydel Project, Dalhousie.
6. The General Manager, Salal Hydel Project, Jyotipuram (J&K).
7. The General Manager, Baira Siul Hydel Project, Surangani (Chamba).
8. The General Manager, NTPC Koldam, HPP Bharmana, Bilaspur-174013.
9. The Chairman-cum-MD(CMD), NTPC Ltd., Scope Complex Industrial Area Lodhi Road, New Delhi-110003.
10. The Managing Dir., H.P. Power Corp. Ltd. Shimla/M.D.. Beas Valley Power Corpn., Jogindernagar (HP).
11. All the Chief Engineers, in IPSEB Ltd.
12. The Chief Electrical Inspector to the Govt., Shimla-2.
13. The LAO, HPSEB Ltd., Shimla/Mandi.
14. The Director, SJVNI, Shimla-9.
15. The Managing Director, HPTCL, Khalini, Shimla-2.
16. The MD. H.P. Power Corporation Ltd. Barowalia House, Shimla.

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17. The Director (Personal) NJPC, Himfed Building, New Shimla-9.
18. The Chief Accounts Officer/Chief Auditor, HPSEB Ltd. Shimla-4.
19. The Resident Audit Officer, HPSEB Ltd. Shimla-4.
20. The Secretary, BBMB, Chandigarh.
21. The Deputy Secretary (Law), HPSEB Ltd. Shimla-4.
22. The Addl. Secy.-cum-PS to the CMD, HPSEB Ltd. Shimla-4.
23. All the SEs in HPSEB Ltd.
24. All the Addl./Dy./Under Secretaries in Board's Sectt. Shimla-4.
25. The Sr.PS/PS to the Directors/Executive Director (Pers.) HPSEB Ltd.
26. All the Sr.Xens/REs in HPSEB Ltd.
27. The PRO/Dy. Director (IR) /PO in HPSEB Ltd.
28. All the Dy. Secy./Under Secy./SOs in Board Sectt. Shimla-4.
29. Meeting Cell in Board Sectt. HPSEB Ltd. Shimla-4.
30. Guard File.

Executive Director (Pers.),
HPSEB Ltd. Vidyut Bhawan,
Shimla-4. *Sw*
16-8-12