



# Himachal Pradesh Power Corporation Limited

(A State Govt. Undertaking)

Himfed Building, BCS, New Shimla, Shimla-171009.

Phone: 0177-2670633, Fax No.: 0177-2671589

CIN:U40101HP2006SGC030591



## CIRCULAR

It has always been an endeavor of HPPCL to have best Human Resource Policies in Place which are also concurrent with the Organizational goals. To give it effect, policy changes have been made from time to time-in past after approval of the Service Committee/Board of Directors.

In one such case vide Circular No 9/18 dated 23.07.2018 Aggregation of Cluster was revised to remove the anomalies related to different pay scales existing in same clusters. In continuation to same a proposal for clubbing of posts in the same clusters in Executive level, wherever there exists both promotion and placement levels within the same cluster in executive category i.e. Posts at E3&E4 levels and Posts at E5 &E6 levels is under consideration of the Personnel Division. This, on the one hand, is expected to create scope for additional posts in terms of both Direct Recruitment and Promotion, especially for Supervisory Category; while, on the other hand, the same shall bring consistency/uniformity across clusters in the hierarchy. On the other hand, the same may also remove anomalies and difficulties in terms of Organizational/Hierarchical Structure currently in place.

However, as already iterated, in terms of best Human Resource Practices, it has been decided that comments/reservations of employees especially in Supervisory and Executives level are solicited in the matter.

The comments/reservations should be specific, clear, cadre specific and shall reach the Office of Director (Personnel) on or before 31.07.2021.

No. HPPCL/P&A/Policy Personnel/2021

- 3842-65 a/c

Director (Personnel)

Dated:

24/7/2021

Copy forwarded to the following for information please:-

1. ES to Managing Director, HPPCL, Shimla-9 for kind information of worthy Managing Director, HPPCL, please.
2. All HOPs/HoDs in HPPCL for affixing on Notice Boards for information of all concerned.
3. The President, Engineers Welfare Association of Himachal Pradesh Power Corporation Limited.
4. All Notice Boards in HPPCL
5. Guard File.

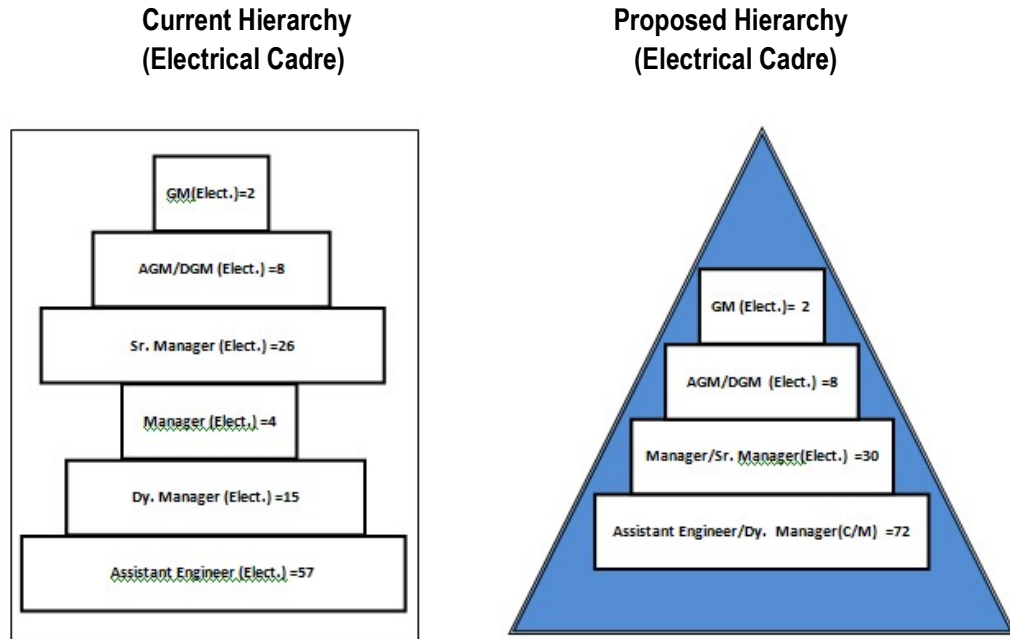
Director (Personnel)

## Explanatory Note to Circular dated 24.07.2021

The intent and purpose behind the Policy proposal is that:-

- 1) The Hierarchical structure in HPPCL especially at Executive level is not Pyramid based. Moreover, at Dy. General Manager E7 and Addl. General Manager E7A level there is no distinction of posts. Same is the case with General manager E8 and Executive Director E9 level. The Proposed policy provisions aims at the removing this anomaly vis-à-vis Posts in cluster E3/E4 and E5 E6.

### Illustration #1



Thereby, fine tuning the hierarchical structure at all levels in similar manner.

- 2) To remove the difficulty being faced during placement at higher level and in Manpower Report of HPPCL often misperceived and misunderstood by Audit/Others in view of Cluster Approach based on SJVNL pattern.

### Illustration #2

1	Sr. Manager (F&A)	5	2	<p>* In terms of extant provision 3.2.1 in Policy regarding promotion of Executives, the promotion of executives within one cluster of grades is on the basis of combined sanction for all the posts in the cluster, after due recommendations of DPC. Hence, after 4 years at E2/E3 level all the AO(F&amp;A) shall be placed at Dy. Manager (F&amp;A) level. The proposal aims to cover this point being treated as anomalous in Manpower report where against 7 posts of Dy. Manager(F&amp;A) 11 are existing. With the proposal this situation would be as under:-</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <tbody> <tr> <td style="text-align: center;">Manager/Sr. Manager</td> <td style="text-align: center;">9</td> <td style="text-align: center;">9</td> </tr> <tr> <td style="text-align: center;">AO(F&amp;A) /Dy. Manager</td> <td style="text-align: center;">28</td> <td style="text-align: center;">21</td> </tr> </tbody> </table> <p>Thereby removing the perceived anomalous figures</p>	Manager/Sr. Manager	9	9	AO(F&A) /Dy. Manager	28	21
Manager/Sr. Manager	9	9								
AO(F&A) /Dy. Manager	28	21								
2	Manager (F&A)	4	7							
3	Dy. Manager (F&A)	7	11*							
4	AO(F&A) (E2-E3)	21	10							

- 3) To remove the difficulty in terms of shortage of posts at Direct Recruitment Level i.e. E2/E3, in case the increase in the Promotion quota from supervisory to Executive category is approved by a certain % is approved by the management as already on cards.

### Illustration #3

(With proposal to increase the promotional quota from existing 25% to 33% at Executive Level)

Scenario with Current Policy provisions		Scenario with Proposed Policy Provisions		Remarks
No. of posts of Assistant Engineer (C/M) at E2/E3 level	76	No. of posts of Assistant Engineer (C/M) at E2/E3/E4 level	(76+34) 110	
No. of post at Deputy Manager (C/M) at E-4 level	34			
No. of post available for Direct Recruitment against 75% quota of AE(C/M) at E2/E3 level	57	No. of post available for Direct Recruitment against 67% quota of AE(C/M) at E3 level	74	<b>The proposal aims at this point as if the posts are not clubbed, then in case of enhancement of quota to 33% , 6 posts (by reduction from 57 to 51) at Direct Recruitment would be lost.</b>  Whereas the Proposed provision is making available additional 17 Posts for Direct Recruitment in Executive Category
No. of posts available for Promotion against cluster of E2/E3 & E4 against 25% & Quota	30	No. of posts available for Promotion against cluster of E2/E3 & E4 against 33% & Quota	36	Making available additional 6 Posts for promotion from Supervisory Category

All in all the proposed policy aims at Operational and Administrative difficulty, however, as a result of above provisions if any employee has any reservation/comments at the same can be submitted in pursuance of Circular dated 24.07.2021