



Himachal Pradesh Power Corporation Limited

(A State Government Undertaking)

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CIN-U4010HP2006SGC030591

No. HPPCL/P&A/Recruitment/Absorbition/2018-20454-465 Dated: 21/12/18

To

The Executive Director (Personnel),
HPSEBL, Vidyut Bhawan, Shimla-4.

Sub: - Filling up of three posts of Dy. General Manager (Electrical) on permanent absorption basis in HPPCL.

Sir,

Himachal Pradesh Power Corporation Ltd. under the scheme "Lateral Entry Drive for filling up of Post of Dy. General Manager (Electrical) on Permanent Absorption basis in HPPCL from HPSEBL" proposes to fill up 3 post of Dy. General Manager (Electrical) amongst the Graduate Sr. Executive Engineer (Electrical) possessing five years experience in the pay scale of ₹ 16650-39100+8500 GP in HPSEBL; and amongst those willing to serve HPPCL on permanent absorption basis. The selection, however, will be made through a formal interview.

The detail terms and conditions shall be as under:-

Eligibility and Detail of Post:-

Sr. No.	Name of Post in HPPCL	Level of Post	Pay Scale	No. of Posts	Qualification	Minimum posts qualification Experience
01	Dy. General Manager (Electrical)	E7	₹ 41300-67000+9600 GP	03	Full time B.E./B.Tech. (Electrical) and B.E./B.Tech. (Electrical and Electronics)/M tech (E) /PGD in Hydro Power Plant engineering form a recognised university/Institute in India	5 years with HPSEBL in the pay scale of 16650-39100+8500 GP

Service Conditions:-

A. General Conditions of Absorption:

- 1) Only the graduate Sr. Executive Engineer (Elect.) having put in minimum of five years service as Sr. Executive Engineer (Electrical) in HPSEBL in the pay scale of ₹ 16650-39100+8500 GP shall be eligible. Preference shall be given to the engineers who have worked for three years in the Power House, Sale of Power and Generation activities.
- 2) The person should be in regular employment of HPSEBL.
- 3) The person should have minimum of 3 years service left for superannuation.
- 4) No pension and medical benefits shall be payable after retirement in HPPCL. However, the absorbee will be governed by EPS under EPF & Miscellaneous Provision Act 1952 as applicable in HPPCL.
- 5) The absorbees shall be liable to be posted anywhere with the State of H.P. where HPPCL has its activities/ interests at the discretion of HPPCL.
- 6) The HPPCL reserves the right to conduct interviews for selection to above posts.

B. Date of Effect:-

The absorbee upon his/ her selection in HPPCL may either seek retirement from parent organization to give his/ her technical resignation before his/ her relieving from his/ her parent organization. The permanent absorption shall take effect from (Forenoon/ Afternoon) of joining of HPPCL followed by the acceptance of retirement / technical resignation by his / her parent organization. Normally, absorbee shall be given 15 days to join new post. The extension of joining time, can be allowed as per rules & further extension, if any, will be regulated by grant of leave.

C. Upper Age Limit:-

The upper age limit for the post shall be 55 years.

D. Retirement benefits:

The employees who are governed under GPF Rules shall draw pensionary benefits from their parent organization only. Where pension scheme is not applicable, the employees shall be allowed to transfer CPF/EPF to HPPCL.

E. Pay Fixation:

The pay shall be fixed in accordance with FR 22 (a) 1.

F. Pay Protection:

Upon absorption, the initial pay in the time scale of the higher posts shall be fixed at the stage next above the notional pay arrived at by increasing his pay in

r/o the lower post held by him regularly by an increment at the stage at which such pay has accrued.

G. Gratuity & Leave Encashment:

Absorbee will have an option of depositing their terminal benefits i.e. gratuity and earned leave encashment drawn from their parent organization with the HPPCL and on their superannuation from HPPCL, the retirement benefits of earned leave encashment and gratuity will be given to them on the basis of last pay and emoluments drawn or as per the pay rules of the Corporation. Absorbee will be entitled to encashment of earned leave to his/ her credit at the time of acceptance of his/ her resignation/retirement from parent organization subject to a maximum of 300 days. Half Pay will be forfeited. Earned Leave at credit can also be carried forward. Half pay leave liability will not be taken over by HPPCL. In case of earned leave, the parent organization will have to pay to the HPPCL the leave salary in respect of un-utilized portion of earned leave. If the same is passed on to HPPCL, encashment of such earned leave will not be allowed to employee and will only pass on to HPPCL account as given above. Total limitation of gratuity shall not exceed, the amount that would have been admissible had he/ she continued in parent organization.

H. Perks & Benefits :

The absorbee will be entitled to the other perks/ benefits as admissible to other contemporary HPPCL employees.

I. Designation / level on absorption:

Upon absorption, the absorbee will be given designation of Dy. General Manager (Electrical) at E7 level.

J. Service Conditions:

Once absorbed their future promotions will be regulated as per the promotion policy for executives of the Corporation. After absorption in HPPCL, the officers would be subject to HPPCL rules including service rules, discipline rules and promotion rules.

K. Lien:

The selected person shall not be able to retain lien in parent organisation.

L. Transfer of Loans & Liabilities:

After selection, the absorbees are supposed to liquidate their liabilities in their parent organizations only.

