



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



No. HPPCL/P&A/78th BOD/2022- 18750-57

Dated:- 15/2/2022

Circular No. 4/22

Subject:- Increase in promotional quota for Supervisory category employees- amendment thereof in Proviso 5.2 of "Policy Statement on Manpower Recruitment" & Proviso 3.2.2 of "Policy regarding promotion of supervisor"

In pursuance to the recommendations of the Service Committee held on 06/12/2021 on Agenda item No.5 and subsequent ratification by the Board of Director's, HPPCL in its 78th Meeting held on 06/01/2022 vide agenda Item No. 78.29, Management of HPPCL is pleased to Increase promotional quota from existing 25% to 33% for promotion from Supervisory level to the induction posts of Executive level and make subsequent amendment thereof in Clause 5.2 of "Policy Statement on Manpower Recruitment" & Clause 3.2.2 of "Policy regarding promotion of supervisor" given as under, with immediate effect.

A. Policy Statement on Manpower Recruitment	
Existing Abstract of clause 5.2 of Policy Statement on Manpower Recruitment	Revised Abstract of clause 5.2 of Policy Statement on Manpower Recruitment
(*)The induction level for executives, 75% posts will be filled up by Direct Recruitment and 25% posts will be filled up by promotion from S-2 and above level.	(*)The induction level for executives, 67% posts will be filled up by Direct Recruitment and 33% posts will be filled up by promotion from S-2 and above level.
B. Policy regarding Promotion of Supervisors	
Existing Clause 3.2.2	Revised Clause 3.2.2
25% vacancies shall be reserved in the E2/E3 cluster for promotion from Supervisory cadre to E2 as stipulated in Para 3.2.	33% vacancies shall be reserved in the E2/E3 cluster for promotion from Supervisory cadre to E2 as stipulated in Para 3.2. Exception: JO(Geology) & Secretarial Cadre posts, where the existing promotional quota is already 100%

Further, one time relaxation is allowed to all the existing incumbents in categories of Junior Officer(R&R) & Junior Office(IT), who have completed or shall complete 13 years of service in Supervisory category by filling up of the 100% of remaining vacant posts at induction level in Executive level of AO(R&R) & AE(IT) as a one time measure, subject to availability of vacancy and fulfilling the eligibility conditions, subsequent, to which the promotion quota will remain 33% for these categories.


Director (Personnel)



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Copy for information and necessary action to:-

- 1) ES to the Managing Director, HPPCL for information of worthy Managing Director
- 2) The Director (Finance), HPPCL.
- 3) The Director (Electrical), HPPCL.
- 4) Director (Civil), HPPCL
- 5) All the HoPs/ HoDs in HPPCL.
- 6) The Company Secretary-cum-AGM HPPCL.
- 7) The AGM (Finance)/ AGM(Accounts), HPPCL
- 8) The Dy. Controller (F&A), HPPCL.
- 9) The Manager (EE)/Manager(S&W)/Manager (Training), HPPCL.
- 10) The Deputy Manager (Estate)/ AE (Estate), HPPCL.
- ~~11)~~ Guard File


Director (Personnel)