



Himachal Pradesh Power Corporation Limited

(A State Government Undertaking)

Himfed Bhawan, Panjri, (Below Old MLA Quarters), Shimla-171005.

Phones: 01772633808, Fax No.: 0177-2633813

Circular No. HPPCL/P&A/Recruitment/ Appt./ (Absorb)/2/2016-2783-2803

Dated: 10/5/2016

To

1. The Managing Director, HPSEBL, Shimla-4.
2. Secretary, HP Electricity Regulatory Commission, Shimla-2.
3. The Managing Director, H.P.P.T.C.L., Barowalias House, Khalini, Shimla-2.
4. The, Chief Engineer, Directorate of Energy, Sector 4 Rd, New Shimla, Himachal Pradesh 171009.
5. The CEO, HIMURJA, (H.P. Govt. Energy Development Agency), SDA Complex, Urja Bhawan, Kasumpti, Shimla-171009.
6. All HOPs/HODs, HPPCL.

Subject:- Filling up of the posts of Superintending Engineer/Deputy General Manager level and above on permanent absorption basis in HPPCL.

Sir,

Himachal Pradesh Power Corporation Limited proposes to fill up following posts from amongst the Civil/ Mechanical and Electrical cadre Engineers of the level of Superintending Engineer/ Deputy General Manger level, Deputy Chief Engineer/ Additional General Manager and Chief Engineer/ General Manager; and working in HP Government departments/ HP Government undertakings/Autonomous bodies on permanent absorption basis:

Sr. No.	Name of Post	Level of Post	Pay Scale	No. of Posts-trade-wise	Qualification	Minimum Post Qualification Experience
1	General Manager (Chief Engineer)	E-8	Rs. 41300-67000 + 10500 Grade pay	Civil/ Mechanical	Full time Degree in respective Engineering discipline/ M.Tech (C/M)/PGD in Hydro Power Plant engineering or equivalent qualification from a recognised University / Institute of India	24 years of executive experience including experience at the post of General Manager.
				Electrical	Full Time B.E./B.Tech. (Electrical) and B.E./B.Tech. (Electrical and Electronics)/ M.Tech (E)/PGD in Hydro Power Plant engineering or equivalent qualification from a recognized University / Institute of India	

2	Additional General Manager (Deputy Chief Engineer)/ Deputy General Manager (Superintending Engineer)	E-7A (AGM)/ E-7 (DGM)	Rs. 41300-67000 + 9600 Grade pay	Civil/ Mechanical	Full time Degree in respective Engineering discipline/ M.Tech (C/M)/PGD in Hydro Power Plant engineering or equivalent qualification from a recognised University / Institute of India.	21 years of executive experience including experience at the post of AGM.
				Electrical	Full Time B.E./B.Tech. (Electrical) and B.E./B.Tech. (Electrical and Electronics)/ M.Tech (E)/PGD in Hydro Power Plant or equivalent qualification engineering from a recognized University / Institute of India	18 years of executive experience including experience at the post of DGM.

General Conditions of absorption:

- A. Those willing officers who are working at the level of SE/ DGM and above may apply through proper channel for permanent absorption in HPPCL within 30 days from the date of issue of this circular. The advance copy of application on the prescribed pro-forma can also be accepted but subject to receipt of application through proper channel.
- B. The service already rendered at a particular level/designation on secondment in HPPCL would be reckoned for next promotion/ absorption to the next higher level in HPPCL. The officers already working on secondment basis in HPPCL will be given preference. However, appointment on absorption may not be the right of the candidate.
- C. The absorbees shall be liable to be posted anywhere within or outside the territory of India at the discretion of the Management.
- D. No pension and medical benefits shall be payable after retirement in HPPCL. However, the absorbee will be governed by EPF Rules of HPPCL.

Other terms & conditions:

1. **Date of Effect:** The absorbee upon his/her selection in HPPCL may either seek retirement from parent organization or 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 in 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 allowed as per rules & further extension, if any, will be regulated by grant of leave.
2. **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.
3. **Pay fixation:** Absorbee will be entitled to all the benefits admissible to the corresponding employees in HPPCL and will be governed by the rules of HPPCL.
4. **Pay protection:** Upon absorption absorbee will be allowed one advance increment for each 02 yrs. remaining service left for superannuation. This will be applicable only to officers who are covered under pension scheme in their parent organization.

5. **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.
6. **Perks & Benefits:** The absorbee will be entitled to the other perks/ benefits as admissible to contemporary HPPCL employees.
7. **Designation/ level on absorption:** Upon absorption, the absorbee will be given designation according to the levels and designations as defined in HPPCL.
8. **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.
9. **Lien:** The absorbee will not be able to retain lien in their parent organization.
10. **Transfer of Loans & Liabilities:** After selection, the absorbtees are supposed to liquidate their loan liabilities in their parent organization only.
11. **Age of superannuation & Notice of retrenchment:** As per the existing policy of the Corporation, the absorbee will be retired from the services of HPPCL after attaining the age of superannuation of 58 yrs. or as the case may be. During the service of the employee, HPPCL may remove the employee from services by giving a notice of 3 months or salary thereof without assigning any reason. Similarly, the employee may resign by giving notice of 3 months or by giving 3 months' salary without assigning any reason.
12. Keeping in view the requirement, the management reserves the right to increase or decrease the number of posts or cancel circular in the event of any contingency.

You are, therefore, requested to forward the applications of all the interested and eligible officers/ officials along-with the photocopies of their ACR's or year-wise grading report of ACR's for the last 3 years within 30 days from the date of issue of this circular alongwith the prescribed application form at **Annexure-A**, duly filled up by the willing candidate(s).

-Sd/-

Director (Personnel)

Application Form for Permanent Absorption in HPPCL
(Circular No. HPPCL/P&A/Recruitment/ Appt./ (Absorb)/2/2016)

1. Post applied for as per circular				Self attested passport size Photograph to be attached here	
2. Name and Address (in block letters)					
3. Date of Birth					
4. Age as on closing date of receipt of applications					
5. Date of entry into service					
6. Date of retirement					
7. Date of entry in HPPCL, if on secondment basis in HPPCL					
8. Current Designation					
9. Experience on the post for which applied at S.N. 1, above (in years)					
10. Date of entry in present pay-scale					
11. Category					
12. Gender					
13. Educational/ Professional Qualification					
Examination		Year of passing	Board/ University (Full name)		%age of marks obtained
14. Experience from the date of initial joining of service					
Designation held whether deputation, contract, regular basis in parent deptt./ organization	Name of Parent deptt./organization & Place of posting	Tenure (from to)	Total period	Pay-scale alongwith pay in pay band +grade pay	Summary of assignments held
14. Correspondence address (with pin code):					
15. Permanent Address (with pin code):					
16. Telephone No.:					
17. Mobile No.:					

I have carefully gone through the circular and I hereby solemnly declare that all statements made in this application form are correct to the best of my knowledge and belief and no material fact having a bearing on my selection has been suppressed/ withheld. In the event of any information being found false or incorrect, ineligibility being detected at later stage my candidature shall be liable to be cancelled.

Date.....

Place.....

(Signature of Candidate)

Certification by the Employer/ Cadre Controlling Authority

The information/ details provided in the above application by the applicant are true and correct as per the facts available on records. He/ she possesses educational qualifications and experience mentioned in the Circular No. HPPCL/P&A/Recruitment/ Appt./ (Absorb)/2/2016. It is further certified that no vigilance or disciplinary case or no major/minor penalty is pending/ contemplated against the applicant and integrity is certified. If selected, he/s he will be relieved immediately.

The photocopies of ACRs duly attested or year-wise grading report of ACRs for the last 3 years are enclosed.

Signature of Employer/ Cadre Controlling Authority