



Himachal Pradesh Power Corporation Limited

(A State Govt. Undertaking)

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

Phone: 0177-2633814-18, Fax 0177-2633813

No. HPPCL/P&A/Policy Circulars/14-02601-28

Dated: 6/03/14

**Subject: Circular No. 69/14 dated 18th February, 2014:
Clarification thereof.**

In continuation to Circular No. 69/14 dated 18th February, 2014, it is hereby clarified that employees recruited/ absorbed on or before 18th February, 2014 in Finance discipline of HPPCL possessing qualification of MFC/ MBA (Finance)/ ICWA/ M.Com./ CA at post-graduate level irrespective of trade/subject with which they passed their graduation shall also be eligible for promotion.

This issues with prior approval of the Competent Authority.

K. H. Wari
01/03/2014
Director (Personnel)

Copy to the following for information & necessary action:-

1. The Managing Director, HPPCL, Shimla -5.
2. The Director (Personnel), HPPCL, Shimla-5.
3. The Director (Elect.), HPPCL, Shimla-5.
4. The Director (Civil), HPPCL, Shimla -5.
5. The Director (Finance), HPPCL, Shimla -5.
6. All HOPs/HODs, HPPCL.
7. The Land Acquisition Officer, HPPCL, Uttam Bhawan, Dogra Lodge, Shimla.
8. The Dy. General (Finance), Corporate Office, HPPCL, Shimla.
9. The Dy. General Manager-cum-Company Secretary, HPPCL w.r.t. letter No. CS/BOD/2014-850 Dated 07.02.2014 relating to item No. 44.25.
10. The Sr. Manager (IT), HPPCL, Uttam Bhawan, Dogra Lodge, Shimla with a request to upload the Circular in Official website of HPPCL.
11. The Sr. Manager (Finance-cum-CPT), HPPCL, Shimla-5.
12. Sr. Law Officer, HPPCL, Uttam Bhawan, Shimla-4.
13. PO (E1A, E1B; EII, EIII, R-I), APO (R-II) Corporate Office, HPPCL, Shimla-5.
14. Notice Board.

K. H. Wari
01/03/2014
Director (Personnel)



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No. HPPCL/P&A/Policy Circulars/14- 21637-77

Dated: 18th February, 2014

Circular No. 69/14

Subject: Substitution/Amendment of existing Clause No. 3.2.1 and 3.2.4 and inclusion of new Clause No. 3.5 in the "Policy regarding Promotion of Supervisors" and Substitution/Amendment of Clause No. 3.5 of "Policy regarding Promotion of Executives".

In pursuance to the decision taken by the Board of Directors in its 44th Meeting vide Agenda Item No. 44.25, the Sr. No. 4 of Clause No. 3.2.1 and Clause No. 3.2.4 of "Policy regarding promotion of Supervisors" circulated vide this Office Circular No. 46 dated 21/08/2010 and Sr. No. 4 of Clause No. 3.5 of Policy regarding promotion of Executives circulated vide this Office Order Endst. No. HPPCL/P&A/Policy/08-09-12219-249 dated 22/09/2009 shall stand substituted as under with immediate effect:-

Sl.No.	Clause	Discipline/ Function	Existing Clause	Substituted/ Amended Clause
4.	Clause No. 3.2.1 of "Policy regarding Promotion of Supervisors"	Finance	CA/ICWA/MBA (Finance) will be main qualification. However, on specific requirement we may induct Master degree in Financial Control / ICFA from a recognized University / Institute. One or more out of the above mentioned qualifications may be indicated in the advertisement as per requirement.	"CA/ ICWA/ M.Com./ MBA (Finance) with B.Com." from a recognized University / Institute.
-	Clause No. 3.2.4 of "Policy regarding Promotion of Supervisors"	-	Supervisor not possessing graduate degree will be considered for stagnation promotion to S-2 level after putting 7 years at S-1 level. No supervisor will be promoted beyond S-2 level unless he passes graduate degree.	No supervisor in non-engineering discipline will be promoted beyond S-2 level unless he ^{she} passes graduate degree. The minimum eligibility period for promotion within next higher level in supervisory cadre for the category of Jr. Engineers (Civil/ Mechanical/ Electrical) possessing diploma in respective engineering discipline shall be 3 Yrs.
4.	Clause No. 3.5 of "Policy regarding Promotion of Executives"	Finance	ACA/ FCA, AICWA/ FICWA/ MBA Finance from a recognized university/ institute.	"CA/ ICWA/ M.Com./ MBA (Finance) with B.Com." from a recognized University/Institute.

In addition to above, a new Clause No. 3.5 is hereby added in the existing "Policy regarding promotion of Supervisors" circulated vide this Office Circular No. 46 dated 21/08/2010 as under:-

Clause No. 3.5: The qualification requirements are shown in following table for induction/recruitment of Supervisory Trainees and Supervisors at intermediate level in different disciplines:-

	Name of the post	Qualification
1.	Engineering Discipline (JO/JE) - Civil - Mechanical - Electrical	Full time diploma in respective Engineering discipline from recognized board/university.
2.	JO (IT)	Full time MCA/MSc (IT)/ MSc in any discipline with PGDCA from recognized university.
3.	JO (P&A)	Graduate with Full time one year diploma in HR/Personnel Management from recognized university.
4.	JO (F&A)	Full time Graduate in Commerce (B.Com) from recognized university.
5.	JO (R&R)	Full time MA (Sociology/Social Work)/BSc (Horticulture/ Agriculture) from recognized university.
6.	JO (Geology)	Full time MA/MSc (Geology) from recognized university.
7.	JO (Environment)	Full time Masters in Environment Science/Environment/ Forestry/ Wild life/Natural Resource Management/ Wood Sciences/ Forest Management/ Environmental Planning/ Ecology from a recognized university.
8.	JO (Law)	Full time BALLB (5 yrs. integrated course) or Graduate with 3 yrs. bachelor degree in law (LLB) recognized by the Bar council of India with one year experience.
9.	Other disciplines	As approved by the BOD from time to time.

However, in case if the existing employees of HPPCL apply for some higher post being filled up through direct recruitment or internal recruitment/promotion then employees who have acquired above qualification full time or part time or through correspondence/distance education shall also be eligible/ considered.

This issues with prior approval of the Competent Authority.

[Signature]
18/02/2014
Director (Personnel)

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[Signature]
18/02/2014
Director (Personnel)