



Himachal Pradesh Power Corporation Limited

(A State Govt. Undertaking)

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CIN:U40101HP2006SGC030591



No. HPPCL/P&A/Policy/81st BOD/2022- 10686-714

Dated:- 11/10/2022

Circular No.8/22

Subject:- Revision of the Pay scales(2016) of the employees of HPPCL

In pursuance to the recommendations of the Service Committee held on 30/08/2022 on Agenda item No. 1 and subsequent ratification by the Board of Director's, HPPCL in its 81st Meeting held on 28/09/2022 vide agenda Item No. 81.33, Management of HPPCL is pleased to revise the pay scales (2016) of the employees of HPPCL as under:

1. The Himachal Pradesh State Electricity Board Limited(Revised Pay) Regulation, 2022 & its various regulations/ modalities issued vide No.1/HPSEBL(SECTT) 2022 dated 12/04/2022 is hereby adopted and made applicable to the employees of HPPCL with effect from 01st January, 2016. The Pay matrix as applicable to the HPPCL employees in accordance with the ibid regulations will be as per **Annexure-A**.
2. Further, in respect of the Workmen and Supervisory category, particularly, where the movement from level W3 to W4, W5 to W6 and from level S1 to S2 was promotion with financial benefit (as all these levels were carrying different Grade Pay) prior to Re-revision 01.10.2012 and consequent upon the Re-revision of Grade Pay w.e.f 01/10/2012, the said transition became placement as the Grade Pay carried by level W3 & W4, W5&W6 and S1&S2 were merged within same Grade Pay w.e.f 01/10/2012, and is now pursuant to the revision of pay scales (2016) restored and the movement from level W3 to W4, W5 to W6 and from level S1 to S2 will again be having the promotional benefits. All the employees who shall be affected shall have an option to exercise to get his pay-fixed in the higher level either from the date of his promotion or from the date of his next increment. However, the financial benefit consequent to the above pay-fixation shall be paid with effect from 01/01/2016 and for the period 01/10/2012 to 31/12/2015 notional benefit shall be given. Further, the aforesaid revision of pay would not be applicable in case the employees opts for fixation of his/her pay in the revised pay structure as per the regulation No.7(I)(b)(i) and 7(II)(c)(i) of HPSEBL (Revised Pay) regulations 2022.
3. The Revised pay shall be drawn from the month of April,2022, whereas, the arrear with effect from 01st day of January,2016 to 31st March,2022 shall be paid in such manner and such time as decided by the GoHP.

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4. In addition to the above, the HPSEBL Office order No.2 HPSEBL(SECTT.)/SCALE-1/2021-22 dated 13/04/2022 and HPSEBL office order No.6-HPSEBL(Sectt.)/Scale-1/2021-22 dated 03/06/2022 are hereby adopted in HPPCL in toto.
5. Further, the GoHP vide Sr. No. 6.2 of Department of Finance (Pension), GoHP OM No. Fin (Pen) A (3)-1/2021-Part-I dated 25.02.2022 has enhanced the maximum limit of Retirement Gratuity and Death Gratuity from Rs. 10 lakh to Rs. 20 Lakh w.e.f. 01.01.2016. In pursuance, thereof, HPPCL management is pleased to enhance the maximum ceiling of gratuity to its employees from Rs.10 lakh to Rs.20 lakh with effect from 01/01/2016.

Managing Director

Copy for information and necessary action to:-

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

Managing Director

Pay-Matrix Applicable in HPPCL										
S.No.	Category	Level	Post	Pay Band	Pay-Scale (Rs.)	Grade Pay (Rs.)	Revised Grade Pay as per O/O No.7 dated 01/10/2011 & HPPCL Circular No.57 dated 01/12/2011 (Rs.)	As per HPPCL O/o dated 17/06/2016 Revised Grade Pay adopted of HPSEBL O/O No. 4 dated 01/11/2014 & O/o No.12 dated 04/07/2015 after two years of Regular Service.(Rs.)	Applicable Level in the Revised Pay Scales,2022	Initial Basic Pay in the Level i.e Cell 1 (in Rs.)
1	Workmen	W1	Jr.Fitter/Jr. Technician	PB-1	5100-10680	1550	1700	1950	1	18000
2		W2	/Attendant			1700	1850	2150	2	19600
3		W3	Junior Office Assistant			2200	2350	3400	3	22700
4		W4				2300	2450	3400	4	23500
5		W5		PB-2	6400-20200	2800	2950	3700	7	28400
6		W6	Staff Nurse/Steno-Typist			3050	3200	3700	8	31000
7		W7	/Driver/Crane Operator			3400	3550	3850	9	33000
8		W8	/Electrician/Fitter/Welder/			3400	3550	3850	9	33000
9		W9	Pharmacist/Surveyor/ Asst..	PB-3	10900-34800	3550	3700	4000	10	38500
10		W10	Store Keeper/ Silt			3550	3700	4000	10	38500
11		W11	Observer			4000	4150	4300	11	41500
12	Supervisory	S-1		PB-3	10900-34800	4350	4500	5350	13	43800
13		S-2	JE(C/M/E)/JO(P&A)/			4550	4700	5350	14	45600
14		S-3	JO(F&A)/JO(IT)/JO(R&R)/J			4650	4800	5450	15	47600
15		S-4	O(Env)/JO(Geo)/PA etc.			4650	4800	5450	15	47600
16	Executive	E2	Executive Trainee	PB-4	16650-39100	5800		Not Applicable	18	59900
17		E3	Executive							
18		E4	Dy.Manager							
19		E5	Manager							
20		E6	Sr.Manager	PB-5	41300-67000	8500			20	88800
21		E7	Dy.General Manager							
22		7A	Add. General Manager							
23		E8	General Manager							
24		E9	Executive Director			10500				21
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