

Haryana State Electricity Board (Workshop Organisation) Regulations, 1992

HARYANA

India

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Rule

HARYANA-STATE-ELECTRICITY-BOARD-WORKSHOP-ORGANISATION of 1992

- Published on 30 January 1992
- Commenced on 30 January 1992
- [This is the version of this document from 30 January 1992.]
- [Note: The original publication document is not available and this content could not be verified.]

Haryana State Electricity Board (Workshop Organisation) Regulations, 1992Published vide Haryana Notification No. 131/REG-104/L, dated 30th January, 1992Regulation SectionNo. 131/REG-104/L - In exercise of the powers conferred by clause (c) of Section 79 of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board hereby notifies the following regulations governing the Recruitment, Promotion and other conditions of service of persons appointed to the "Haryana State Electricity Board Workshop Organisation", namely :-

1. Short title, Commencement and Application.

- (i) These Regulations may be called the Haryana State Electricity Board (Workshop Organisation) Regulations, 1992.(ii)These Regulations shall come into force with immediate effect.(iii)These Regulations shall apply to every member of the service.Government employees, who were holding substantive/permanent pensionable posts in the Erstwhile Electricity Branch of the Punjab P.W.D. on 31st January, 1959 including those on 'Probation' against permanent posts in the said Branch while they were on 'Foreign Service' with the composite Punjab State Electricity Board or when their services were transferred to the Board, such employees, will be governed by the provisions as contained in Appendix 'A' hereto, till such time they opt to come under these Regulations within the prescribed period.

2. Definitions.

- In these regulations, unless the context otherwise requires -(a)'Act' means the Electricity (Supply) Act, 1948 as amended from time to time.(b)'Appointing Authority' means the authority specified in Appendix 'B' or as may be declared by the Board from time to time.(c)'Appendix' means an appendix appended to these regulations.(d)'Board' means the Haryana State Electricity Board.(e)'Chairman' mean the Chairman of the Haryana State Electricity Board.(f)'Cadre' means the strength of a service or part of a service sanctioned as a separate unit in the Board.(g)'Direct recruitment' means an appointment made to the service otherwise than by promotion from within the service or by transfer or deputation of an employee already in the service of the Government of any Undertaking of the Government or any other Electricity Board.(h)'Government' means the State Government in the State of Haryana or the Central Government in the case of Union of India.(i)'Medical Authority' means the authority approved by the Board for the purpose, from time to time.(j)'Punishing Authority' means the authority specified in Appendix- 'B' or as may be declared by the Board from time to time.(k)'Selection Committee' means the Committee constituted by the Board or any other authority competent to do so for the purpose of selecting candidates for appointment to the service.(l)'Service' means a service constituted in connection with the affairs of the Board.(m)'Secretary' means the Secretary of the Board. This shall also include the Additional Secretary.(n)'Whole-Time-Members' means the Chairman, Member (Technical), Member (Finance and Commercial) and any other member of the Board appointed to serve on whole time basis.

3. Number and Character of Posts.

- The service shall comprise of the posts shown in Appendix-'C' appended to these Regulations :Provided that nothing in these regulations shall effect the inherent power of the Board to make additions to or reduction in the number of such posts or to create new posts with different designations and scales of pay, either permanently or temporarily.

4. Nationality, Domicile and Character of Candidates Appointed to the Service.

(1)No person shall be appointed to any post in the service, unless he is :-(a)a citizen of India, or(b)a subject of Nepal, or(c)a subject of Bhutan, or(d)A Tibetan refugee who came over to India before 1st January, 1962, with the intention of permanently settling in India, or(e)a person of India origin who has migrated from Pakistan, Burma, Shri Lanka, East African Countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India :Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility, has been issued by the appropriate Government.(2)A person in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview conducted by the Selection Committee or any other recruiting authority empowered by the Board in this regard on his furnishing proof that he has applied for the certificate but the "Offer of Appointment" may be issued only after the necessary eligibility certificate, has been issued to him by the appropriate Government.(3)No person

shall appointed to be service by direct recruitment, unless he produces a certificate of character from the University, College, School or Institution last attended, if any, and similar certificates from two other responsible persons, not being his relatives who are well acquainted with him in his private life and are unconnected with his University, College, School or Institution.(4)No person shall be appointed to the service by direct recruitment whose character and antecedents on verification, debar him/her for appointment to be service.

5. Age.

- No person shall be appointed to any post in the service by direct recruitment who is less than 17 years or more than 30 years of age, on or before the 1st day of August next preceding the last date of submission of applications to the Board :Provided that age limited will be relaxed in respect of SC/BC, HC, Ex-servicemen and Widows to the extent, approved by the Board from time to time.

6. Appointing Authority.

- Appointment to the posts in the service, shall be made by the Appointing Authorities specified in Appendix-'B'.

7. Qualification.

- No person shall be appointed to any post in the service unless he is in possession of qualifications and experience specified in Appendix-'D' appended to these regulations in the case of direct recruitment and in the case of appointment other than by direct recruitment :Provided that in case of direct recruitment, the qualifications regarding experience, shall be relaxable to the extent of 50% at the discretion of the Appointing Authority/Selection Committee constituted for the purpose in case sufficient number of candidates belonging to Schedule Castes, Backward Classes, Ex-servicemen, and Physically Handicapped candidates possessing the requisite experience, are not available or are not likely to be available, to fill-up the vacancies reserved for them, after recording reasons for so doing in writing.

8. Disqualification.

- No person :-(a)who has entered into or contracted a marriage with a person having a spouse living, or(b)who having a spouse living, has entered or contracted a marriage with any person; or(c)who is a dismissed Government/Board/Corporation employee or convicted of an offence involving moral turpitude, or(d)who has not been found medically fit,shall be eligible for appointment to any post in the service :Provided that the Board may if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this regulation.

9. Appointment to the Service.

(1) Appointment to the service, shall be made in any of the following manners and as specified in Appendix-'C' :- (b) By direct recruitment; or (b) By promotion; or (c) By transfer of an officer/official already in the service of Government or State Electricity Board or an Undertaking of Government : Provided that a member of the service, shall not be eligible for promotion to the next higher post until he qualifies the Departmental Examination or any examination or training prescribed for the purpose by the Board from time to time, for appointment to such post. (2) All promotions unless otherwise provided, shall be made on seniority-cum-merit basis and seniority alone, shall not give, any right to such promotions.

10. Probation.

(1) Persons appointed to any post in the service shall remain on probation for a minimum period of two years, if appointed by direct recruitment and for a minimum period of one year, if appointed otherwise : Provided that :- (a) any period after such appointment spent on deputation on a corresponding or a higher post, shall count towards the period of probation; (b) any period of work in equivalent or higher rank, prior to appointment to the service may, in the case of an appointment by transfer, at the discretion of the Appointing Authority, be allowed to count towards the period of probation fixed under this regulation; and (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy. (2) If, in the opinion of the Appointing Authority the work or conduct of a person during the period of probation or extended period is not good, it may :- (a) If such person is appointed by direct recruitment, dispense with his services; or extend his period of probation and thereafter pass such order, as it could have passed on the expiry of the first period of probation :- Provided that the total period of probation including extension, if any, shall not exceed three years. (b) If such person is appointed otherwise than by direct recruitment :- (i) revert him to his former post; or (ii) extend his period of probation and thereafter deal with him in such other manner as the terms and conditions of previous appointment permit : Provided that the total period of probation including extension, if any, shall not exceed two years. (3) On the completion of the period of probation of a person, the Appointing Authority may if his work or conduct has, in its opinion, been good :- (i) confirm such person from the date of his completion of probation period, if a permanent vacancy exists or from the date from which permanent vacancy occurs subsequently. (iii) declare that he has completed his probation to the satisfaction of the Appointing Authority, if there is no permanent vacancy. (4) The reversion/dispensing with the service of an employee, shall not be tantamount to the provisions as contained in Punishment and Appeal Regulations.

11. Seniority.

- Seniority, inter se of members of the service shall be determined by the length of continuous service on any post in the service : Provided firstly that where there are different cadres in the service, the seniority shall be determined separately for each cadre : Provided secondly that in the

case of members appointed by direct recruitment, the order of merit determined by the Selection Committee or the Board, as the case may be, shall not be disturbed in fixing the seniority :Provided thirdly that in the case of two or more members appointed on the same day, their seniority shall be determined as follows :-(a)a member appointed by direct recruitment, shall be senior to a member appointed by promotion or by transfer;(b)a member appointed by promotion, shall be senior to a member appointed by transfer;(c)in the case of members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they are promoted or transferred; and(d)in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member, who was drawing a higher scale of pay in his previous appointment, and if the scale of pay drawn are also the same, then by the length of their service in the appointments and if the length of such service is also the same, the elder member shall be senior to the younger member in age.Explanation :- "Continuous Service" as referred to in this Regulation, shall not include the appointments made on purely stop-gap or fortuitous arrangements or provisional basis.

12. Liability to Serve.

(1)A member of the Service, shall be liable to serve at any place, whether within or outside the State of Haryana, on being ordered so to do by the Appointing Authority.(2)A member of service, may also be deputed to service under :-(i)a company, association or body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a Municipal Corporation or a local authority or University within the State of Haryana; or(ii)the Central Government or a Company, association or body of individuals, whether incorporated or not which is wholly or substantially owned or controlled by the Central Government; or(iii)another State Government, an international organisation an autonomous body not controlled by the Government or a private body :Provided that no member of the Service, shall be deputed to serve the Central or any other State Government or any organisation or body referred to in Clause (ii) or Clause (iii) except with his consent.

13. Pay, Leave, Pension and other Matters.

- In respect of pay, leave, pension and all other related matters, the members of the Service, shall be governed by such rules and regulations as may have been, or may hereafter, be adopted or made by the Board from time to time.

14. Discipline, Penalties and Appeals.

(1)In matters relating to discipline, penalties and appeals the members of the Service, shall be governed by Haryana State Electricity Board Employees (Punishment and Appeal) Regulations as amended from time to time:Provided that the nature of penalties which may be inflicted, the authority empowered to impose such penalties and the appellate authority, subject to the provisions of any Regulation made under Section 79 of the Electricity (Supply) Act, 1948 be, as specified in Appendix-'B'.(2)The authority competent to pass order under Haryana State Electricity Board Employees (Punishment and Appeal) Regulations and appellate Authority, shall also be, as specified

in 'Appendix-'E' appended to these Regulations.

15. Vaccination.

- Every member of the Service shall get himself vaccinated and re-vaccinated if and when the Appointing Authority so directs by a specific or general order.

16. Oath of Allegiance.

- Every member of the Service, shall be required to take the oath of allegiance to India and its constitution as by law established and directed by the Appointing Authority, as and when and the manner in which require.

17. Power of Relaxation.

- Where the Board is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these Regulations with respect to any class or category of persons.

18. Special Provision.

- Notwithstanding any thing contained in these regulations, the Appointing Authority, may impose special terms and conditions in the order of appointment if it is deemed expedient to do so in the interest of Board or public service.

19. Reservations.

- Nothing contained in these regulations, shall affect reservations and other concessions required to be provided for Schedule Castes, Backward Classes, Ex-servicemen, Physically handicapped persons or any other class or category of persons in accordance with the orders issued by the State Government in this regard, and adopted by the Board from time to time in pursuance of Article 16(4) of Constitution of India :Provided that the total percentage of reservation so made, shall not exceed 50% of Cadre post at any time.

20. Repeal and Savings.

- Subject to the provisions of these Regulations, any Rule/Regulation applicable to the service and corresponding to any of these Regulations which is in force immediately before the commencement of these Regulations, is hereby repealed :Provided that any order made or action taken under the Rule/Regulation so repealed, shall be deemed to have been made or taken under the corresponding provision of these Regulations. Appendix 'A' (Referred to in Regulation 1) Regulations applicable to permanent Government Employees of the erstwhile Electricity Branch of the Punjab P.W.D. (including those on probation against permanent posts), who were transferred on 'Foreign Service'

terms to the Punjab State Electricity Board on 31st January, 1959. Discipline. - In respect of service matters, they will be under the administrative control of this Board, instead of the Punjab Government. The Board and its subordinate authorities in accordance with the delegation, on similar lines as under Government, will be the final authority but, before a penalty is imposed the provisions of the Punjab Civil Services, as amended from time to time, will be followed, except that relating to consultation with the Public Service Commission. Appendix 'B' (See Regulation (2)(b), (j), 6, 14)

Designation of posts	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty	Appellate Authority	Second and final Appellate Authority, if any
1	2	3	4	5	6
1. Helper Grade-II	XEN	(a) Warning with a copy to be placed in the personal/Charterroll file;	XEN	C.E./Workshop	MT (G&P)
2. Helper Grade-I	XEN	(b) Censure;			
3. Technician Grade-I	C.E./Workshop	(c) Withholding/Stoppage of increments of pay with or without cumulative effect;			
4. Technician Grade I	C.E./Workshop				
5. Senior Technician	C.E./Workshop	(d) Withholding of promotion for a specific period	C.E./Workshop	M.T./G&P	Board
6. Foreman Grade III	C.E./Workshop	(e) Recovery from pay of the whole or part of any pecuniary loss, caused by negligence or breach of orders of the Board or Central Government or to a State Government or to a Company Association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by Government or to a Local authority set			

up by an Act
of parliament or of the
Legislature of a State,
during discharge
of official duty.

7. Foreman
Grade II

C.E./Workshop

(f) Reduction to a lower
stage in the time scale of
pay for aspecified period,
with further directions as
to whether or notthe
employee will earn
increments of pay during
the period ofsuch
reduction and whether
on the expiry of such
period, thereduction will
or will not have the effect
of postponing thefuture
increments of his pay.

(g) Reduction to a lower
scale of pay or grade, post
orservice, which shall
ordinarily be a bar to the
promotion of
theemployee to the time
scale of pay or grade or
post or service,from

8. Foreman
Grade I

C.E./Workshop

which he was reduced
with or without further
directionsregarding
conditions of restoration
to the grade or post
orservice from which the
employee was reduced
and seniority andpay on
such restoration to that
grade or post or service.

(h) Compulsory
retirement.

(i) Removal from service
which shall not be
adisqualification for
future employment under

the Board.

(j) Dismissal from service which shall ordinarily be a disqualification for future employment under the Board/State Government/State Government Undertakings.

Appendix 'C'(See Regulation 3)

Designation of posts	Number of Posts/Permanent	Temporary	Total	Scale of Pay
1	2	3	4	5
				Rs.
1. Helper Grade-II	16	404	420	800-1150
2. Helper Grade-I	..	300	300	1200-2040
3. Technician Grade-II	17	237	254	1200-2040
4. Technician Grade-I	2	90	92	1350-2200
5. Sr. Technician	10	53	63	1350-2200
6. Foreman Grade-III	5	30	35	1400-2300
7. Foreman Grade-II	3	15	18	1400-2600
8. Foreman Grade-I	2	5	7	1600-2660

Appendix 'D'(See Regulation 7)

Designation of posts	Academic qualification and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3
	By direct recruitment from work-charged/daily wage employees working in workshop	
1. Helper Grade-II	Organisation on seniority basis. Length of service will be the criteria for initial absorption. If any two employees have the same date of joining, the elder in age will rank senior. By transfer	The transfer
		Further replenishment of the cadre will be done by fresh recruitment from candidates having following ITI Trade Certificate as per requirement :-
		1. Fitter
		2. Welder (Gas/Electric)

		<p>3. Moulder</p> <p>4. Turner</p> <p>5. Electrician</p> <p>6. Mechanic (Auto)</p> <p>7. Machinist/Workshop Operator</p> <p>8. Wireman</p> <p>9. Carpenter</p> <p>10. Painter</p> <p>11. Pattern Maker</p> <p>12. Black Smith</p> <p>13. Mason</p> <p>14. Plumber</p> <p>15. Mistress (E/M)</p> <p>16. Die Maker</p>
2. Helper Grade-I	<p>50% posts shall be filled up by direct recruitment from Matric ITI qualified persons in the trade of-</p> <p>1. Fitter (Electrical/Mechanical)</p> <p>2. Electrician</p> <p>3. Welder</p> <p>4. Turner</p> <p>5. Machine Operator (Machinist)</p> <p>6. Moulder</p> <p>7. Carpenter/Pattern Marker</p> <p>8. Blacksmith</p> <p>9. Painter</p> <p>10. Die Maker</p> <p>11. (Workshop Operator (Boiler Attendant/ASSA, Filtration Set Attendant etc.)</p> <p>The departmental candidates if any having ITI qualifications, will also be eligible for recruitment.</p>	<p>50% posts shall be filled up by promotion from Helpers Grade II having 4 years experience as such, on seniority basis.</p> <p>Or</p> <p>By transfer</p>
3. Technician Grade-II	<p>50% posts shall be filled up by direct recruitment from the persons having minimum educational qualification of Matric with 2 years ITI course in the</p>	<p>50% posts shall be filled up by promotion out of Helpers Grade-I with 4 year experience as such on seniority-cum-merit (Trade-wise)</p>

		required trades and minimum 2 years experience of the particular trade in a reputed Industrial Establishment.	basis. Or By transfer
4. Technician Grade-I	-		By promotion from Technicians Grade-II with 4 years experience as such on seniority-cum-merit (Trade-wise) basis. Or By transfer
5. Sr. Technician	(E/M)		- Provided that candidates shall have to pass a qualifying trade test which shall be prescribed by Chief Engineer/Workshop with the approval of Member (Technical). The test shall be of minimum ITI standard. By promotion from Senior Technicians with 4 years experience as such on seniority-cum-merit (Trade-wise) basis. Or By transfer Provided that senior Technicians of following trades shall only be eligible for promotions as Foreman Grade-III. 1. Fitter (Electrical/Mech). 2. Electrician 3. Welder 4. Turner 5. Machine Operator (Machinist).
6. Foreman Grade-III	-		
7. Foreman Grade-II		50% posts shall be filled up by direct recruitment from the persons having 3 years Diploma in Mechanical or Electrical Engineering. The persons so selected shall be on training/apprenticeship for a period of one year during which they shall be paid a fixed pay at the minimum of the scale.	
8. Foreman-Grade-I			50% posts shall be filled up by promotion from Foreman Grade-II with 4 years experience as such on seniority-cum-merit (Trade-wise) basis. Or By transfer.

Note 1. - In so far as the adjustment of existing regular staff and appointment of Work-charged on regular basis totalling to 1063 number employees of different categories against regular posts is concerned, the Chief Engineer, (Workshop) shall be competent to grant the following relaxations in individual cases at the time of their first adjustment or on promotion or on appointment of work-charged staff to the new regular posts :-(i)diversion of the quota posts required to be filled up by direct recruitment;(ii)qualifications envisaged in the policy for direct recruitment in favour of the existing employees only;(iii)trade-wise restriction on absorption of the existing employees, till they retire, or get promoted to other posts as per eligibility;(iv)the existing employees shall continue to work on their existing posts, irrespective of availability of posts of equipment category, till they are adjusted.

Note 2. - The Chief Engineer (Workshop) shall ensure the adjustment of the existing employees (1063) in the new cadres within a period of 1 year on the basis of their suitability which shall be adjudged by a Screening Committee headed by SE (Workshop) and having two other members. This Committee shall be constituted by the CE (Workshop) and he shall be the Appellate Authority in respect of the above adjustment of staff.

Note 3. - For appointment from the existing Work-charged/daily wages category and for the promotion of regular staff, seniority-cum-merit (Trade- wise) will be the criteria. If any two employees have the same date of joining, the elder in age shall rank senior.

Note 4. - The concerned Executive Engineer incharge will be the Appointing and Punishing Authority in respect of Helpers Grade I and II but the seniority shall be maintained as a whole in the office of C.E./Engineer-in-Chief, Workshop.

Note 5. - Nothing contained in the above provisions, will in any case effect the reservation of filling of vacancies ear-marked for members of the Scheduled Castes/Backward Classes which shall be governed by special instructions issued by the State Government/Board from time to time, in pursuance of Article 16(4) of the Constitution of India.

Note 6. - Technicians Grade-I, Technicians Grade-II and Sr. Technicians would work independently according to the required skill of the job, assisted by the Helpers.

Note 7. - To implement the above Recruitment and Promotion Policy, the existing posts, are redistributed as indicated in Annexure. Appendix 'E'[See Regulation 14(2)]

Designation of Posts	Nature of Order	Authority empowered to make the order	Appellate Authority	Second and final appellate authority, if any
1	2	3	4	5
1. Helper Grade-II	(i) Reducing or with holding the amount of ordinary/additional pension admissible under the rules governing pension (ii) Terminating the appointment of a member of the service otherwise than on his attaining the age fixed for superannuation	XEN	C.E. Workshop	MT (G&P)
2. Helper Grade-I	XEN	-Do-	-Do-	
3. Technician Grade-II	C.E./Workshop	MT (G&P)	Board	

4. Technician

Grade-I

5. Sr.

Technician

6. Foreman

Grade-III

7. Foreman

Grade-II

8. Foreman

Grade-I

The 6th February, 1992Office Order No. 132/REG-37. - The Haryana State Electricity Board is pleased to accord Ex post facto approval to delegate powers to the S.Es. of respective/circles such as 'OP', 'MTC', 'Transmission and 'Construction' Organisations of the Board, for grant of permission to avail LTC upto the level of JE in case of Technical staff and upto the level of Head Clerk in the case of Clerical Staff, in relaxation of powers contained in State Government Haryana Notification No. 13/8/84-S/II, dated 31st December, 1984 circulated vide this office memo No. Ch-13/NGE/G-1330, dated 8th April, 1985 read with memo No. Ch-90/Reg-37, dated 28th November, 1991. This issues with the approval of the Board in its meeting held on 17th January, 1992.No. 133/REG-48/L-IV. - In exercise of powers conferred under Clause (c) of Section 79 of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board, hereby substitutes Para- 5.0 of Recruitment and Promotion Policy in respect of the employees of the Audit/Accounts Wing issued, - vide Notification No. 56/Reg-48/L-II, dated 9th March, 1990 as under :-5.0SAS Account : 5.1 50% posts of SAS Accountant (Now Section Officer), shall be filled up by promotion from amongst the Divisional/Revenue Accountant on seniority-cum- merit basis, having following qualifications and experience :-(a) 2 years experience on regular basis as Divisional/Revenue Accountant.(b) Having passed the SAS Accountants Examination as prescribed by the Board.5.220% posts of SAS Accountant shall be filled up by promotion from amongst the Division/Revenue Accountants on seniority-cum-merit basis, who have failed to qualify the SAS Accountant's Examination as prescribed by the Board and having 15 years experience as such.

2. This issue in pursuance of decision taken by the Board in its meeting held on 17th January, 1992.

The 10th February, 1992No. 134/REG-206. - In exercise of powers conferred under Clause (k) of Section 79 of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board is pleased to delegate the powers for the creation of new temporary posts/charges for 11/33/66/132/220 KV Grid Sub-Stations, as per norms fixed by the Board listed in Annexure 'A' and 'B' to the respective Chief Engineers of Operation Organisation in partial modification of this office Notification No. 117/Reg-188, dated 12th July, 1991.

2. The posts for Operation and Maintenance may be created well in advance so as to ensure that the staff is in position one month prior to the commissioning of the Sub-Station so that they get involved in the pre-commissioning test and get acquainted with the equipments. The other staff may be created from the actual date of commissioning.

3. A copy of Office Order/Notification may be sent to the Secretary (Cadre Section) for information of Higher Authority, reference and record.

4. It has also been decided that all pending cases will be disposed off by the respective Chief Engineer (Operation) under the above delegation.

5. This issues in pursuance of decision taken by the Board in its meeting held on 17th January, 1992.

Annexure-'A'Standard set up for Grid Sub Stations

1. 11 KV Switching Stations

- | | |
|----------------------|-------|
| (i) ASSA | Three |
| (ii) Shift Attendant | One |

2. State for 33 KV Grid Sub-Stations upto 4 MVA capacity

- | | |
|-----------------------|-------|
| (i) S.S.A. | One |
| (ii) A.S.S.A. | Three |
| (iii) Shift Attendant | Three |

3. Staff for 33 KV Sub-Stations above 4 MVA capacity and 66KV GRID Sub-Stations upto 12 MVA capacity.

- | | |
|-----------------------|-------|
| (i) A.E. Class-II | One |
| (ii) S.S.A. | Three |
| (iii) Shift Attendant | Three |

4. Staff for 66 KV Sub-Station above 12 MVA capacity

- | | |
|----------------------|-------|
| (i) A.E. Class-II | One |
| (ii) S.S.O. | One |
| (iii) S.S.A. | Three |
| (iv) Shift Attendant | Three |

5. Staff for 132 KV Sub-Station

(i) A.E. Class-I	One
(ii) J.E.-I(S/S)	One
(iii) S.S.O. (JE S/S)	Four
(iv) Shift Attendant	Three
(v) L.D.C.	One
(vi) Peon	One

6. Maintenance Staff

(a) 33 KV Sub-station and 66 KV upto 12 MVA

No separate maintenance staff will be admissible. The shiftstaff will be responsible for carrying out maintenance.

(b) 66 KV Sub-Station above 12 MVA and 132 KV Stations

(i) Asstt. Foreman	One
(ii) T/Mate	Two

Oil Filtration Plant

(i) Electrical Mistry	One	To be the incharge of the Plant and responsible for its maintenance. When the plant is to run for more than one shift the OP. will be looked after by the Shift Staff of the Sub-Station, Switching Station.
(ii) T/Mate	One	To work with the Electrical Mistry for maintenance of Oil Filtration Plant.

Note 1 :- 1. The AE Class-I/AE Class-II incharge of 66/132 KV Sub- Station will also be responsible for the maintenance of all going feeders 33 KV and above.

2. Security arrangement will be made by the Security Organisation.

3. Sweeper and Mali provided for the colony will be utilise for this purpose also. No separate whole-time-sweeper and Mali will be employed for sub-stations only.

4. In case of items 1 and 2 above, if the complaint centre is also located at the sub-station/Switching station, only one shift attendant for the night duty will be allowed.

Annexure-'B' The Haryana State Electricity Board is pleased to fix following norms for 220 KV Sub-Station :-

Sr. No.	Designation	Scale	No. of Posts	Remarks
1	2	3	4	5
1.	AEE/Elect.	2,200-4,000	1	-
2.	JE(S/Stn.)	1,640-2,900	4	-
3.	Foreman (S/S)	1,600-2,660	1	This category does not exist in Recruitment and Promotion Policy of S/Stn. staff, so it may be got filled up through C.E./Const., Hisar.
4.	Sub-Station Attendant	1,400-2,300	4	-
5.	A.L.M.	1,200-2,040	1	-
6.	Shift Attendant	1,200-2,040	1	-
7.	Grane Driver	1,400-2,300	1	(a) If Crane is provided. (b) This category does not exist in Recruitment and Promotion Policy of S/Stn. staff so it may be got filled up through General Manager Thermal/CE (O&M), PTPS, Panipat.
8.	Lineman	1,350-2,200	2	-
9.	LDC-cum- Typist	1,200/2,040+25/-Type All.	1	-
10.	Peon	800-1,150	1	-
11.	T/Mate	750-940	4	Addl. number to be justified on the basis of area and equipment installed.
12.	Safai-Karmchari	800-1,150	1	-
13.	Mali	800-1,150	1	-

Notifications The 5th March, 1992 No. 135/REG-18. - In exercise of powers conferred under Clause (c) of Section 79 of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board hereby makes the following amendments/substitutions/deletion in "PSEB" Service of Engineers (Electrical) Recruitment Regulations, 1965 (as applicable to the HSEB) amended, - vide O/O No. 21/Reg-18, dated 29th February, 1988 read with Notification No. 98/Reg- 18/L, dated 12th April, 1991 and No. 108/Reg-18, dated 21st May, 1991 as under :-Amendment(i) Sub-Clause (ii) of Clause (g) of Sub-Regulation (A) of Regulation 2 stands amended and read as follows :-For General Cadre consisting of Thermal/Hydel BBMB etc.Engineering Subordinate means "JE-I(Thermal), Boiler Controller and Master Foreman having 3 years Diploma in Electrical/Mechanical or Electronics Engineering".(ii) Sub-Clause (i) of Clause (c) of Sub-Regulation (1) of Regulation 9 stand substituted and read as follows :-(i) 22% posts of AE shall be filled up by promotion from amongst Engineering Subordinates of Generation Cadre as defined in Regulation-2(g)(ii) with 5 years service as under :-

(a) JE-I (Thermal) 70.00%

(b) Boiler Controller 20.00%

(c) Master Foreman 10.00%

A roster will be maintained by keeping the following ratio :- "In a block of 10 posts, 3rd will go to Boiler Controller, 6th will be reserved for Master Foreman and 9th For Boiler Controller. The rest of the post-namely 1st, 2nd, 4th, 5th, 7th, 8th and 10th will be go to JE-I (Thermal). This roster will continue to be repeated keeping in view the vacancies to be filled up.(iii)Clarifications added below clarification No. (IV) on Generation side attached to Regulation-9 vide Notification No. 108/Reg-18, dated 21st May, 1991 are hereby deleted.

2. The above issues in pursuance of the decision taken by the Board, in its meeting held on 17th February, 1992.

The 11th of March, 1992No. 136/Reg-97/L-I. - In exercise of powers conferred under clause (c) of Section 79(c) of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board hereby substitutes sub-para (1) of Para-1.0 as envisaged in the Recruitment and Promotion Policy in respect of Stenographers, issued vide Notification No. 115/Reg-97/L-I, dated 7th July, 1991 as under :-"Matric Ist Division/Higher Secondary 2nd Division/Intermediate 2nd Division, 10+2 (Vocational) 2nd Division Graduate or Equivalent.(For Ex-serviceman, Matric only)

2. This issues in pursuance of Board's decision taken in its meeting held on 26th February, 1992.

No. 137/REG-29/L-I. - In exercise of powers conferred under Clause (c) of Section 79(c) of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board hereby substitutes sub-para (a) of Para-1.1 as envisaged in the Revised Recruitment and Promotion Policy in respect of Ministerial Service (HO Cadre), issued vide Notification No. 82/Reg-29/L-I, dated 19th October, 1990 and Para 1(a) of Annexure-'C' attached to the "HSEB Ministerial Service (HQ Cadre) Regulations, 1991 issued vide Notification No. 91/Reg-29/L-I, dated 6th March, 1991 as under :-"Matric Ist Division/Higher Secondary 2nd Division/Inter-mediate 2nd Division, 10+2 (Vocational) 2nd Division, Graduate or Equivalent.(For Ex-serviceman, Matric only).

2. This issues in pursuance of Board's decision taken in its meeting held on 26th February, 1992.

The 13th March, 1992No. 136/Reg-112. - In exercise of powers conferred under clause (c) of Section 79 of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Electricity Board is pleased to lay down the Recruitment and Promotion Policy for the post of Chief Labour Welfare Officer under the Recruitment and Promotion Policy issued, - vide Notification No. 127/Reg-112, dated 8th November, 1991 as under :-Chief Labour Welfare Officer.The post shall be filled up by promotion from amongst Labour Welfare Officer/Industrial Relation Officer on seniority-cum-merit, possessing the following qualifications/experience

:- (i) Graduate from any University recognised by the State Government of Haryana. (ii) Post-Graduate Diploma in Industrial Relations and Personnel Management from any University/Institution recognised by the State Government of Haryana. (iii) 3 years experience as Labour Welfare Officer. (iv) Hindi up to Matric Standard. In the event of non-availability of eligible Departmental candidates, the post shall be filled up by direct recruitment/transfer of persons, who possess the following qualifications and experience :- (i) Graduate from any University recognised by the State Government of Haryana. (ii) LL.B. (Professional) from any University recognised by State Government of Haryana. (iii) Post-Graduate Diploma in Industrial Relations and Personnel Management from any University/Institution recognized by State Government of Haryana. (iv) Hindi up to Matric Standard. (v) 5 years experience in Labour Welfare/Industrial Relations in Government/Semi-Government/Private Industry employing not less than 1000 employees.

2. Para 4.1, 4.2 and 4.3 of ibid Policy dated the 8th November, 1991 shall stand substituted and read as follows :-

4.1 The post shall be filled up by promotion from Chief Labour Welfare Officer on seniority-cum-merit, possessing the following qualifications/experience :- (i) Graduate from any University recognised by the State Government of Haryana. (ii) Post-Graduate Diploma in Industrial Relations and Personnel Management from any University/Institution recognized by State Government of Haryana. (iii) LL.B. (Professional) from any University recognised by State Government of Haryana. (iv) Hindi up to Matric Standard. (v) 3 years experience in Chief Labour Welfare Officer. 4.2 In case, no Chief Labour Welfare Officer with the above mentioned qualifications/experience is available, the post of Under Secretary/IR-cum-Labour Welfare Officers shall be filled up from amongst the existing Labour Welfare Officer possessing the requisite qualifications with atleast 5 years experience as Labour Welfare Officer on seniority-cum-merit basis. 4.3 In case, eligible departmental candidates are not available, the post shall be filled up by direct recruitment/transfer of persons possessing the requisite qualifications with 8 years experience as Labour Welfare Officer or 5 years experience as Chief Labour Welfare Officer in Government/Semi-Government/Private Industry employing not less than 1500 employees as required in case of 4.1 above. This issues in pursuance of Board's decision taken in its meeting held on the 26th February, 1992.