

MEETING OF
HIMACHAL POWER ENGINEERS' ASSOCIATION (HPEA)
WITH THE HPSEBL MANAGEMENT

A) SYSTEMIC ISSUES AND PENDING MATTERS IN THE INTEREST OF HPEA REQUIRING CORRECTION BY THE HPSEBL / BOARD: (FOR DISCUSSION AND ACTION)

1. Matters in the interest of Power Engineers Pending for Action / Overdue with Board since several months:

Non-Discriminatory focus etc - Reasons for persistent delays in issuing routine Orders for Re-designations, TBPS, Promotions, Confirmation etc.

2. Grant of Grade Pay of Rs 6850/- to AEs / AEEs after completion of 4 years of service:

Compliance focus etc – Non-honouring of Long Pending issue announced by Hon'ble CM of HP – Reasons for lackadaisical attitude of the Board Management.

3. DPC conducted by the Board:

Non-Discriminatory, Transparency, Quality focus etc – Ad-hoc, non-transparent approach and delays in conducting DPC - Reasons thereof and way forward.

4. Adopting GoHP Notification for Notifying Statutory Rules / Notifications / Orders / Regulations in the official Government Gazette:

Transparency, Non-Discriminatory focus etc – Reasons for closed-box approach in legislation – Correcting the process .

5. CCS Rules / GoHP Rules / PSEB Scales and Notifications adopted by the Board:

Transparency, Non-Discriminatory focus etc – Refresh all previous adoptions and bring in transparency for the benefit of employees.

6. Direct Recruitment / Restore Direct Recruit Quota in cadre of Assistant Engineers:

Quality, Efficiency focus etc – Dilution of induction of fresh blood into service against efficiency and against cadre. Needs restoration to previous levels.

7. Wrongful Appointments by- Extension to Service / Retainer ship Consultancy / Outsourcing for Consumer Billing:

Policy, Quality, Efficiency focus etc - HPEA wishes to know and discuss about the Board's policy behind appointments of such nature and their repercussions on the system.

8. Adherence to General Principles for Determining Seniority adopted in the year 1986:

Transparency, Non-Discriminatory focus etc – HPEA wishes to know why– inter-se-seniority between promotees-promotees and direct-promotees not being adhered to

9. Appointment of Class-1 Officers on Contract Basis:

Quality, Efficiency focus etc. – Appointment of Class-1 Engineers (Officers) through HPPSC but on Contract basis is a derogatory practice with future repercussions.

10. Non-Electrical Engineers / Non-Graduate Engineers / Non-Engineers- not to be posted in Sub-Divisions / Divisions:

Quality, Efficiency focus etc – Present practice of posting Non-Electrical Engineers / Non-Graduate Engineers / Non-Engineers in Sub Divisions / Divisions not in interest of Board and HPEA. Posting them in the field and not posting them in Head Offices / Design Offices is also a discriminatory practice.

11. Regulations of Sr. Executive Engineers – Amendment Thereof:

Non-Discriminatory focus etc. Amendment required where such regulations are discriminatory and against Power Engineers.

12. Restoration of AEE Cadre and respective Regulations:

Quality, Efficiency focus etc – On lines of PSPCL, AEE Cadre necessary.

13. Conduct of Business Regulations / HR Policy by HoDs and Corrections of R&P Regulations of Class-I:

Transparency, Non-Discriminatory focus etc – Essential for bringing in transparency by introducing certain essential Regulations and Policy for the benefit of employees and correcting anomalies in R&P Regulations.

14. Publication of Annual Compendium by HoDs / ED(pers):

Quality, Efficiency, Transparency focus etc – Annual Compendium of Office Orders, Notifications etc essential.

15. Shortage of Staff / Employees in the HPSEBL:

Quality, Efficiency focus etc – Dire conditions prevailing / Crisis in the Board – Individuals under fire - HPEA wishes to know why is the Board indolent and insensitive.

16. Cadre Review Every Alternate Year:

Policy, Quality, Efficiency focus etc – Growth in overall system whereas cadre strengths are stagnant – HPEA wants a correction in the Boards approach.

17. Deputation / Secondment Policy in Civil / Mechanical Cadre:

Policy focus etc – HPEA wishes to know and discuss about the Board's policy behind appointments in C/M cadre and their deputation / secondment to other organisations.

18. Deputation / Secondment Policy in the Electrical Cadre:

Policy focus etc - HPEA wishes to know and discuss about the Board's policy behind appointments in Electrical cadre and their deputation / secondment to other organisations.

19. Discriminatory practice/policy of Board while issuing Charge Sheets / Conducting Inquiry:

Non –Discriminatory, Quality focus etc – Present practice of Board (Boards actions in Disciplinary matters) discriminates between similarly placed individuals / similarly placed situations or conditions.

20. Discriminatory Policy of Board while Posting in Field, those Officers facing Disciplinary Actions:

Non –Discriminatory, Quality focus etc - Present practice of Board (To post favourites in the field against whom disciplinary matters pending) discriminates between similarly placed individuals / similarly placed situations, conditions for posting in the field.

21. Promotions of Individuals with pending FIRs / Vigilance Cases / Departmental Inquiries:

Non –Discriminatory, Quality focus etc - Present practice of Board for the purpose of promotion of individuals with pending FIRs / Vigilance Cases / Departmental Inquiries.

22. Dropping of Names from List of Officers of Doubtful Integrity / Tainted Officers:

Non –Discriminatory, Quality, Transparency focus etc – Board promptly holds officers (places them in lists of tainted officers) against whom disciplinary actions are contemplated / pending as being of Doubtful Integrity / Tainted Officers.

23. Discrimination in Allotment of attached vehicles / Wrongful summoning of attached vehicles by Govt:

Non-Discriminatory, Perks focus etc – Not Providing of entitled attached vehicles to officers / providing outlived attached vehicles / wrongful summoning of attached vehicles / Board Vehicles by Govt during VIP visits or at the time of elections.

24. Strengthening of Sub Divisions – 1: Maintenance Vans to field SDOs in groups of two:

Quality, Efficiency focus etc – Expecting SDOs to procure external resources for managing their systems is wrong - Maintenance Vans to be provided.

25. Strengthening of Sub Divisions – 2: In Urban Areas (Towns), Comprising of a pair of Sub Divisions, One Sub Division to be entrusted with Commercial and other Sub Division to be entrusted with Repair and Maintenance

Quality, Efficiency focus etc – Extreme stress of high number of consumers in Urban Sub Divisions, SDOs unable to focus on both activities of Commercial and R&M.

26. Strengthening of Contract Cell in Board:

Non-Ad-hoc, Quality, Efficiency focus etc. – Contract Cell has been created in the Board but is being made to function on a skeletal system / with the system of CE(MM).

27. Creation of Separate Departmental Enquiries Cell:

Non-Adhoc, Quality, Efficiency focus etc – Present approach of the Board is to get the Enquiries conducted from raw hands already burdened with own work - Separate Departmental Enquiries Cell be created.

28. Creation of Separate Officers / Pensioners Grievance Cell:

Quality, Efficiency, Non-Ad-hoc focus etc – HPEA members posted far off have to visit the Board Office for getting their small issues addressed –Separate Officers Grievance Cell be created.

29. Creation of Separate Material Inspection Cell:

Quality, Efficiency, Non-Discriminatory, Non-Ad-hoc focus etc– Material Inspection is a job of specialised nature- discriminatory practice of only deputing Power Engineers for inspections–Separate Material Inspection Cell be created.

30. Creation of Separate Legal Cell in offices of Chief Engineer:

Quality, Efficiency, Non-Ad-hoc focus etc– Legal work is a specialised work- Power Engineers made to do legal work in addition to own work - Separate Legal Cells at Wing Levels be created.

31. Arbitration:

Non-Ad-hoc, Quality, Efficiency focus etc – Job of legal nature -Power Engineers made to perform the functions of both the Arbitrator and the Presenting Officer in addition to own work.

32. Strengthen the CE(Commercial) Wing / Flying Squads:

Efficiency, Non-Adhoc focus etc - Vide Board's Awards for 'Checking & Testing of HT Connections' and for 'Meter Data Analysis and Consumption Pattern Monitoring' dated 12.05.2017 and Instructions on Roles and Responsibilities dated 24.05.2017, core functions of CE(Comm) / Flying Squads being outsourced at huge costs. Strengthen CE(Comm) / Flying Squads.

33. Fees of engaged Standing Counsels to be based through competitive Bidding by ED(Pers):

Non-Ad-hoc, Transparency, Quality, Efficiency focus etc –Power Engineers made to do legal stuff through Standing Counsels already engaged by the Board on political considerations without following proper bidding procedure.

34. Imparting Compulsory Induction Training / Orientation Program to the Newly Appointed Assistant Engineers in the HPSEBL:

Non-Ad-hoc, Quality, Efficiency focus etc – Newly Appointed AEs not being given proper training before real time functioning – New appointees (Direct / Promotees) to Class-I to be given thorough training.

35. Departmental Examinations in the HPSEBL:

Non-Discriminatory, Quality, Efficiency focus etc. Clearing of Departmental Examinations must for all categories of employees for appointment to Class-1 post and no discrimination be made.

36. Revision of Syllabus of Departmental Examinations in the HPSEBL:

Item No. 6 of MoM of Meeting dated 17.11.2016 between HPSEBL and HPEA- Propose the name of Er Pankaj Sharma, Sr Xen Bilaspur.

37. Sr. Xens posted in Non-Accounting Units wrongly designated as DDOs:

Non-Arbitrariness, Non-Ad-hoc focus etc – Accounting is a specialised function with statutory application - Sr Xens in Non-Accounting Units not to perform functions of DDOs. Accounting Personnel be posted and made DDOs.

38. Timely issuance of Pay Slips by F&A Wing (Pay Gazetted):

Quality focus etc – HPEA members in field complaining of not receiving Pay Slips from Sr AO (PG) in time resulting in monetary loss.

39. Delay in Crediting of Amounts to the GPF Account:

Quality focus etc - HPEA members complaining of delay in crediting of GPF Arrears resulting in monetary loss.

40. To introduce Personnel Liability Insurance in the Board:

Quality, Efficiency focus etc– Accidents occurring in the field become the personal responsibility of Power Engineers whereas the Board is equally to be blamed due to shortage of employees- Personnel Liability Insurance to be availed by Board.

41. ACR Format Review

Quality focus etc – ACR formats for Power Engineers framed without application of mind by Board- Formats be Reviewed- Present practice not in interest of HPEA.

42. Testing of Computerized Billing Application:

Quality, Efficiency, Non-Adhoc focus – Computerised Billing Application not adequately tested before rollover – Its use in the field threatens the Power Engineers – Board to Perform all tests as are required of an IT Application.

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B) DEMANDS BY HIMACHAL POWER ENGINEERS’ ASSOCIATION

43. Creation of Separate Cadre of Engineer-In-Chief:

Non-Discriminatory, focus etc – PSPCL pattern Not being followed- On PSPCL Pattern, Five (5) senior most Chief Engineers to be given promotions as Engineer-In-Chief (as separate cadre) in HPSEBL and PSPCL Scale.

44. Status of Govt / Gazetted Employee to Power Engineers:

Employees Benefit focus etc – Board to arrange / create set-up to - give the status of Govt / Gazetted Employee to Power Engineers for the purpose of availing Tax Benefits on Leave encashments and other benefits as existing before Board’s Incorporation.

45. Secretariat Allowance / Special Allowance / Special Pay:

Non-Discriminatory, focus etc – Secretariat Allowance / Special Allowance / Special Pay Not being given to Sr Xen Commercial / AOs posted in Circle offices– Board not to discriminate.

46. Electricity Allowance to 2012 and later batches:

Non-Discriminatory focus etc – Electricity Allowance Not being given to 2012 and later batches- Board not to discriminate.

47. Reimbursement of Telephone Charges;

Non-Discriminatory focus etc. – Electricity Allowance Not being given to AEs- Board not to discriminate.

48. Conveyance Allowance;

Non-Discriminatory focus etc – Orders of Board contain unwarranted conditions– To be revised /corrected and unwarranted conditions imposed therein be removed.

49. Leasing of Residential Accommodation in absence of Allotment of Board Residences:

Non-Discriminatory, perks focus etc – Where Board unable to provide Board accommodation or not in accordance with entitlement– Accommodations to be leased and provided.

50. Arrangement / Tie Up with Hotels / Guest Houses for Stay in Shimla when on Tour:

Employees Benefit, Quality focus etc - Field Officers are frequently required to attend Meetings in Shimla and on many occasions, these run over several days. Board's Rest Houses or per-se Rest Houses are not available to these officers while on Tour. At times during peak Tourist Season Hotels are also not available to these officers.

51. Deputing for Tour / Training Programs outside HP on extremely short notices:

Quality focus etc. – Short Notices of Tour / Training to far off places beyond Delhi to be discouraged.

52. While on Tours, No Restrictions on Use of Own Vehicles Within Himachal Pradesh and Upto Chandigarh / Jalandhar / Pathankot in Accordance with TA Rules

AND Allow Use of Board's Vehicle / Tie-Up for Hire of Cabs when on Tour in Delhi::

- (a) Employees Benefit, Quality focus etc. – Restrictions on use of own vehicles while on Tour against HPEA - Any Restrictions on Use of Own Vehicles to be removed.
- (b) Employees Benefit, Efficiency focus etc – While on Tour to Delhi, local travel costs cannot be met from provisions as per TA Rules– Board to Allow use of Board Vehicle placed in Delhi or make arrangements / tie-ups for hire or lease of vehicles in Delhi.

53. To Introduce Group Insurance Scheme on Option basis:

Employees Benefit, Quality focus etc. – Insurance of Employees a must – To be availed by Board on optional basis.

54. Implementation of Meal Voucher Scheme to the Power Engineers in the HPSEBL on Optional basis:

Employees Benefit focus etc – A Tax Benefit Scheme in the interest of Power Engineers to be implemented on optional basis through F&A Wing.

Er Tushar Gupta

Er RK Pathania

General Secretary, HPEA

President, HPEA

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