



HPGCL
AN ISO 9001, ISO 14001 &
OHSAS 18001 COMPANY

HARYANA POWER GENERATION CORPORATION LIMITED
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Office Order No. 7/6 /CE/Admn.

Dated:30.11.2016

In exercise of powers conferred under section 56(3) (VI) of Haryana Electricity Reforms Act, 1997 read with Electricity Act, 2003 & all other enabling powers in this behalf, the Haryana Power Generation Corporation Limited is pleased to make the following amendments in the Recruitment & Promotion Policy of Safety Officer & Chief Safety Officer:-

A. Safety Officer (9300-34800 + 5400 GP)

The post of Safety Officer is to be filled up as under:-

i) 30% by direct recruitment from the persons having the following qualification:-

a) A person shall not be eligible for appointment as a Safety Officer unless he:-

i. possesses a degree of a recognized University or institution in any branch of engineering or technology and has practical experience of working in a factory in a supervisory capacity for a period of not less than two years,

OR

possesses a degree of a recognized University or institution in physics or chemistry and has practical experience of working in a factory in a supervisory capacity for a period of not less than 5 years,

OR

possess a recognized diploma in any branch of engineering or technology and has practical experience of working in factory in a supervisory capacity for a period of not less than 5 years;

ii. possess a degree or diploma in industrial safety recognized by the State Government in this behalf; and

iii. has knowledge of Hindi up to Matric standard

iv. has adequate knowledge of language spoken by majority of the workers in the region in which the factory where he is to be appointed, is situated

(b)(i) Notwithstanding the provisions contained in clause (a) any person-

possesses a degree or diploma in Engineering or Technology of a recognized university or institution and has experience of not less than five years in a department of the Central Government or State Government which deals with the administration of the Factory Act, 1948 or the Indian Dock Labourers Act, 1934,

OR

possesses a degree or diploma in Engineering or Technology of a recognized university or institution and has experience of not less than five years of full time of training, education, consultancy, or research in the field of accident prevention in an industry or in any institution, shall also be eligible for appointment as a Safety Officer.

ii. Provided that the Chief Inspector may, subject to such conditions as he may specify, grant exemption from the requirements of this sub-rule, if in his opinion a suitable person possessing the necessary qualifications and experience is not available for appointment;

iii. Provided further that in the case of a person who has been working as a Safety Officer in a factory for a period of not less than three years on the date of commencement of these rules, the Chief Inspector may, subject to conditions as he may specify, relax all or any of the above said qualifications.

Such directly recruited Safety Officer shall remain on probation for a period of two years. The competent authority can terminate the services of Safety Officer without notice and without assigning any reasons if his work and conduct during the period of probation is not found satisfactory.

Asstn.
A upd. to the Rn Policy file.
AEE
AE
Supdt.
M 6/12
13/Genl.
15/Date

- ii) **70% by promotion from Engineering Subordinates working in HPGCL.-**
possesses a degree of a recognized university or institution in any branch of engineering or technology and has practical experience working in a factory in a supervisory capacity for a period of not less than 2 years alongwith a degree or diploma in industrial safety recognized by State Government in this behalf.

OR

diploma in engineering or technology with 5 years experience working in a Factory in a supervisory capacity alongwith a degree or diploma in industrial safety recognized by State Government in this behalf.

OR

possesses a degree of a recognized university or institution in engineering or technology with 2 years experience or diploma in engineering or technology with 5 years experience dealing with administration of Factories Act-1948 or Indian Doc Labourer Act-1934

OR

possesses a degree or diploma in Engineering or Technology of a recognized university or institution and has experience of not less than five years of full time of training, education, consultancy, or research in the field of accident prevention in an industry or in any institution, shall also be eligible for appointment as a Safety Officer. Provided that the Chief Inspector may, subject to such conditions as he may specify, grant exemption from the requirements of this sub-rule, if in his opinion a suitable person possessing the necessary qualifications and experience is not available for appointment.

- iii) In case non availability of suitable candidate against the promotional and direct recruitment posts, the post of Safety Officer shall be manried by nominating AE/AEE from Electrical Cadre having the requisite qualification as prescribed above, in his/her own pay scale without any extra remuneration.

NOTE:-

A ranking list of Engineering Subordinate shall be prepared for determining seniority for promotion as Safety Officer on 1st day of January in every year.

B. Chief Safety Officer (15600-39100 + 7600 GP)

The post of Chief Safety Officer is to be filled up from amongst the Safety Officer on seniority-cum-merit basis provided the person has rendered at least six years experience/service as such. On promotion the Chief Safety Officer shall remain on probation for a period of one year.

This issues with the approval of PS (Power)-cum-Chairman, HPGCL.

SE/Admn.
HPGCL, Panchkula

Endst. No. /Ch. /D /HPGCL/ENG/G-185

Dated: 30.11.2016

Copy of the above is forwarded to the following for information & necessary action:-

1. All Chief Engineers in HPGCL.
2. All FA&CAOs in HPGCL.
3. SE/FTPS, HPGCL, Faridabad
4. LR/HPU, Panchkula.
5. All Dy. Secy's/Under Secy's in HPGCL. (Genl.)

Under Secy./Estt. (P.O.)
For Chief Engineer/Admn.
HPGCL, Panchkula

CC:-

- i) SPS to MD, HPGCL, Panchkula
- ii) SPS to Director/Technical/Finance/Generation, HPGCL, Panchkula
- iii) PS to Chief Engineer/Admn., HPGCL, Panchkula.