



HPGCL
ANISO:9001,ISO:14001 &
IGSAS:18001 COMPANY

HARYANA POWER GENERATION CORPORATION LIMITED

Regd. Office: C-7, URJA BHAWAN, SECTOR-6, PANCHKULA.

Corporate Identity Number:- U45207HR1997SGC033517

website: www.hpgcl.org.in

Telephone No.0172-5023425

Fax No.0172-5022434

From

Chief Engineer/Admn.,
HPGCL, Panchkula.

To

1. All Chief Engineers in HPGCL.
2. Controller of Finance, HPGCL, Panchkula.
3. Controller of Accounts, HPGCL, Panchkula.
4. LR, HPU, Panchkula.
5. SE/Technical (HQ), HPGCL, Panchkula.
6. SE/FTPS, HPGCL, Faridabad.
7. All FAs & CAOs at HPGCL projects.
8. All Dy. Secy./Under Secy./Admn. Officers in HPGCL

Memo No. Ch.163 /HPGCL/GB/CS-178/Vol.-I/ 838 Dated: 22.06.2018

Subject: Adoption of State Govt. instructions regarding backwardness and inadequacy of representation of Scheduled Castes in Promotion in the State Government services.

The State Govt. instructions no.22/133/2013-1GS-III dated 04.05.2018 regarding backwardness and inadequacy of representation of Scheduled Castes in Promotion in the State Government services is hereby adopted in HPGCL for compliance.

This issues in pursuance to the decision taken by Whole Time Directors, HPGCL in its meeting held on 08.06.2018.

DA/ As above.

Dy. Secy./Genl.
for Chief Engineer/Admn.,
HPGCL, Panchkula.

Endst. No. Ch. 163 /HPGCL/ GB/CS-178/Vol.-I/ 838 Dated:- 22.06.2018

A copy of above is being forwarded to the following for information and necessary action please.

1. Company Secretary, HPGCL, Panchkula w.r.t. his office letter no. 1/CS/HPGCL/WTD dated 15.06.2018 (Agenda item no. 44.8).
2. XEN/IT, HPGCL, Panchkula for uploading the same on HPGCL website.

DA/As above

Dy. Secy./Genl.,
for Chief Engineer/Admn.,
HPGCL, Panchkula.

CC:-

1. OSD/Tech. to MD, HPGCL, Panchkula.
2. SPS to Director/Technical/Generation, HPGCL, Panchkula.
3. PS to Chief Engineer/Admn., HPGCL, Panchkula.

XEN/ IT, HPGCL
Diary 115
Date 22/6/18

GOVERNMENT OF HARYANA
GENERAL ADMINISTRATION DEPARTMENT
GENERAL SERVICES-III BRANCH

NO. 22/133/2013-1GSIII

Dated Chandigarh, the 4th of May, 2018

To

1. All the Administrative Secretaries to Government, Haryana.
2. All Heads of Departments in the State of Haryana / All the Divisional Commissioners in the State of Haryana.
3. The Registrar General of Punjab & Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in the State of Haryana.
5. The Registrars of all the Universities of the state of Haryana.
6. All the Managing Directors/Chief Administrators of Boards/ Corporations/Public Sector Undertakings in Haryana.

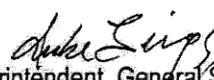
Subject: **Matter of backwardness and inadequacy of representation of Scheduled Castes in Promotion in the State Government Services.**

I am directed to invite your attention on the subject noted above and to say that keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs. Union of India in respect of gathering quantifiable data to assess/ examine the backwardness and inadequacy of representation of Scheduled Castes in matter of "promotions" in the State Government Services, a Committee had been constituted vide order dated 19.02.2013 to assess the backwardness and inadequacy of representation of Scheduled Castes including the impact, if any, of quotas in promotion on the overall administrative efficiency. This committee chaired by Shri Raghavendra Rao, IAS collected inadequacy data as on 31.3.2006 and submitted their report on 23.12.2013 which was accepted by the Government. Based on the recommendations of the Committee, the Government issued instructions to provide reservation in promotions vide 22/133/2013-1GSIII on 15.5.2015. The said instruction was stayed by the Punjab and Haryana High Court vide order dated 27.05.2015 in CWP 11073 of 2015.

Later another Committee was constituted (vide order 22/133/2013-1GSIII dated 20/03/2017) under the chairmanship of Sh. Anil Kumar, IAS to assess the backwardness and inadequacy of representation of Scheduled Castes employees in matters of promotions in the State Govt. services as on 17.6.1995. This report has since been submitted. State Government has considered the report of the Committee and decided to accept the same in respect of Group C & D posts.

It is, therefore, directed that all Departments/Boards/Corporations/Autonomous Units shall undertake an exercise to ascertain the backlog in respect of promotions of Scheduled Castes in their respective Group C and D cadres with effect from 17.6.1995 till date and clear the backlog in "promotions" if any, at the earliest and within a period not exceeding four months from date of issue of this instruction.

While implementing these instructions it may be ensured that representation of Scheduled Caste employees should not exceed 20% of the posts in the cadre at any point of time. The roster is to be followed up-to the number of posts in a particular cadre and replacement policy guidelines issued vide No. 22/33/2007-3GS-III dated 24/09/2008 are also to be strictly followed.


Superintendent, General Services-III
for Chief Secretary to Government, Haryana.