



DAKSHIN HARYANA BIJLI VITRAN NIGAM

(A Power Distribution & Retail Supply Utility, Government of Haryana)
(AN ISO 9001:2008 Compliant Utility, CIN No. U99999HR1999SGC034165)

Registered Office: Vidyut Sadan, Vidyut Nagar, Hisar - 125 005 (Haryana)

Office of the Superintending Engineer/Administration, DHBVN, Hisar

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Memo No. Ch- 57 /SE/Admn/REG-37/Vol-V

Dated: 08.06.2018

To

1. All Chief Engineers in DHBVN.
2. The Chief Financial Officer, DHBVN, Hisar.
3. CAO/FA(HQ)/Chief Auditor/F&A(MM)/F&A(P&D), Hisar.
4. The Chairman, CGRF, DHBVN, Hisar.
5. The Company Secretary, DHBVN, Hisar w.r.t. Advice No. CS/DH/WTD-158/Advice-3584 dated 07.06.2018.
6. All Superintending Engineers in DHBVN.
7. The Controller of Stores, DHBVN, Hisar.
8. S.E./IT, DHBVN, Hisar ***for updating the same on website.***
9. The Chief Communications Officer, DHBVN, Hisar.
10. All Executive Engineers in DHBVN.
11. All Sectional Heads with Headquarters at Hisar.

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


The Whole Time Directors of DHBVN have accorded approval for adoption & implementation of the instructions in DHBVN, issued by the Chief Secretary to Government of Haryana, Chandigarh vide No. 22/133/2013-1GS-III dated 04.05.2018 regarding matter of backwardness & inadequacy of representation of Scheduled Castes in Promotion in the State Government Services. A copy of the instructions is enclosed as Annexure "A".

It is, therefore, requested that the instructions issued by the Chief Secretary to Government of Haryana, Chandigarh vide No.

22/133/2013-1GS-III dated 04.05.2018 (Annexure "A") be implemented in true letter & spirit, please.

This issues in pursuance of the approval accorded by the Whole Time Directors of DHBVN in its meeting held on 02.06.2018.

DA: As above


**S.E./Administration,
DHBVN, Hisar**

Copy to:

1. Sr.P.S. to the Chairman-cum-Managing Director, DHBVN, Hisar.
2. Sr.P.S. to the Director/Projects, DHBVN, Hisar.
3. Sr.P.S. to the Director/Operations, DHBVN, Hisar.
4. P.A. to the Chief Engineer/HR & Admn., DHBVN, Hisar.

Annexure - A

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.