



DAKSHIN HARYANA BIJLI VITRAN NIGAM Ltd.
(A Power Distribution & Retail Supply Utility, Govt. of Haryana)
AN ISO 9001:2008 Compliant Utility, CIN:-U99999HR1999SGC034165
Regd. Office: Vidyut Sadan, Vidyut Nagar, Hisar-125 005 (Haryana)
☎-01662- 223439(O), (Fax) 01662-223108; www.dhbvn.org.in
Email- seadm@dhbvn.org.in; usga@dhbvn.org.in

Memo No.Ch-45 /SE/Admn./Gen-120/Vol-VIII

Dated: 12.10.2020

To

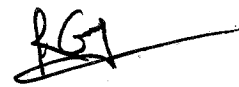
1. All Chief Engineers in DHBVN.
2. Chief Financial Officer, DHBVN, Hisar.
3. All Superintending Engineers in DHBVN.
4. Controller of Store, DHBVN, Hisar.
5. L.R./HPUs, Shakti Bhawan, Panchkula.
6. CAO/Chief Auditor/FA(HQ)/FA&CAO(MM)/FA&CAO(CBO), DHBVN, Hisar.
7. Chairman/CGRF, DHBVN, Hisar.
8. Company Secretary, DHBVN, Hisar.
9. Chief Communication Officer, DHBVN, Hisar.
10. All Sr. Medical Officer/Medical Officers in DHBVN.
11. All Under Secretaries in DHBVN.
12. All XENs in DHBVN.
13. All SDOs in DHBVN.
14. All Sectional Heads with Head Quarter at Vidyut Sadan, DHBVN, Hisar.

Subject: For treating absent from duty due to participation in Dharna/Pardarshan.

A number of reports appear in Print media as well as are reported by field offices that work is held up due of staging of Dharna/Pardarshan in the office compound. Most of the time even the mechanism available for redressal of grievances are not found resorted to. Staging of such Dharna/Pardarshan in office hours not only delays in attending to consumer complaints but also adversely affect the working of that office besides morale booster for indiscipline creators, if any.

In this connection, it has been decided that in case any employee participates in Dharna/Pardarshan or defies the orders, he shall be treated as wilful absent from duty and the **Principle of "No Work, No Wages"** earlier issued vide erstwhile HSEB office Memo No.Ch-4/G-1466 dated 16.08.95 shall be applicable to all such absentees. Action shall also be taken against the delinquent employees who either instigate other employees to participate in Dharna/Pardarshan or stop the workers from performing their duties. It has further been desired that the above instructions shall be displayed on the Notice Board in each office for information of the employees.

This issues with the approval of Director/Operations, DHBVN, Hisar.


S.E./Administration
DHBVN, Hisar

Copy to:

1. Sr. PS to the Chairman-cum-Managing Director, DHBVN, Hisar.
2. Sr. PS to ADGP-cum-Director/Vigilance, HVPNL, Panchkula.
3. Sr. PS to the Director/Projects, DHBVN, Hisar.
4. Sr. PS to the Director/Operations, DHBVN, Hisar.
5. PA to the CE/HR& Admn., DHBVN, Hisar.