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GOVERNMENT OF PUNJAB
DEPARTMENT OF POWER
(ENERGY BRANCH)
NOTIFICATION
The 11th May, 2026

No. ENRG/11/152/2025-EV3/793.- Government of Punjab, Department of Power (Energy Branch) vide Notification No. ENRG/11/152/2025-EV3/2707-2716, dated 23.10.2025 has constituted a Committee under Clause 6(12) of the “Punjab Power Sector Reforms Transfer Scheme, 2010” issued vide Notification No. 1/9/08/EB(PR)/196, dated 16.04.2010 to finalize the transfer of personnel from Powercom to Transco and permanent absorption of such personnel in Transco under the terms and conditions mentioned in the said scheme.

As per orders passed by Hon’ble Punjab & Haryana High Court on 22.12.2025 in CWP-12018-2024 and recommendations/minutes of meeting received from the Committee, this policy is framed for the above said purpose. The eligibility and terms & conditions of the policy shall be as under:-

1. Eligibility for permanent absorption:-

- a) Any officer/official of PSPCL who is presently working in PSTCL on secondment at any post at the time of notification of the policy, shall be eligible to exercise one-time option for permanent absorption in PSTCL within a period of one month from the date of notification of the policy.
- b) Those PSPCL officers/officials repatriated from PSTCL during the period from the notification of draft policy, that is 12.01.2026 upto date of notification of final policy will also be eligible to exercise this option.

2. Other Conditions:-

- a) (i) Upon expiry of the option period, the service records of officers/officials who have opted for absorption shall stand transferred to PSTCL. Once the option is exercised, it shall not be revoked.
(ii) Eligible employees working in PSTCL who choose not to exercise the option will be considered on deputation to PSTCL and terms & conditions of such deputation will be finalised by PSTCL.
- b) Interse Seniority, between absorbed employees of PSPCL and employee recruited by PSTCL, shall be based on date of joining on induction post either in PSTCL or PSPCL.

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- c) In case any PSPCL employee who has opted for absorption in PSTCL, specific post will be created in his/her cadre or his/her promotion cadre as additional post, if required. Number of additional posts to be created at different levels will be decided by the management of PSTCL maintaining the pyramidal structure. Such additional posts shall stand abolished on the retirement/promotion of PSPCL absorbed employee.
- d) It was decided that reserved/unreserved candidates will be absorbed on "as is where is basis" and the backlog of reservation, if any, shall be taken care of by PSTCL at the time of future recruitment/promotions as per prevalent rules.
- e) Pay & terminal/pensionary benefits of employees choosing absorption will be fully protected in accordance with the rules & regulations in effect at the time of notification of this policy and will not be changed to the disadvantage of the employees.

The above safeguards are considered essential to prevent future litigation, maintain parity and industrial harmony and ensure compliance with the Tripartite Agreement and the Punjab Power Sector Reforms Transfer Scheme, 2010.

Chandigarh
The 11th May, 2026

Sd/-
DR. BASANT GARG,
Secretary to Government of Punjab,
Department of Power.