

Haryana Electricity Regulatory Commission (Officers and Employees Conditions of Service) Regulations, 1999

HARYANA

India

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Rule

HARYANA-ELECTRICITY-REGULATORY-COMMISSION-OFFICERS-AND EMPLOYEES CONDITIONS OF SERVICE REGULATIONS, 1999

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Haryana Electricity Regulatory Commission (Officers and Employees Conditions of Service) Regulations, 1999Published vide Haryana Notification No. 6/99 dated 11.10.1999Haryana Electricity Regulatory Commission Panchkula, HaryanaNo. 6/99. - In exercise of the powers conferred by Sections 8 and 54 of the Haryana Electricity Reform Act, 1997 (Act No. 10 of 1998) and all enabling provisions in that behalf, the Haryana Electricity Regulatory Commission makes the following Regulations, namely :-

Chapter I

General

1. Short title, commencement, interpretation.

(1)These Regulations may be called the Haryana Electricity Regulatory Commission (Officers and Employees Conditions of Service) Regulations, 1999 (Regulation of 1999).(2)These Regulations shall come into force from the date of their publication in the Official Gazette.(3)They shall extend to the State of Haryana.(4)The Punjab General Clauses Act, 1898 (Act No. 1 of 1898), as applicable to the State of Haryana, shall apply to the interpretation of these Regulations.

2. Applicability.

- These Regulations shall apply to all the officer and employees of Haryana Electricity Regulatory Commission including to the Secretary of the Commission excluding, however, the Chairman and Members of the Commissions.

Chapter II

Categorisation of Post and Strength of Officers and Employees

3.

(1) In accordance with sub-section (2) of Section 8 of the Haryana Electricity Reform Act, 1997 (Act No. 10 of 1998) and in consultation with the State Government, the Commission has determined that the initial number, nature and categories of the officers and employees required to assist the Commission in the discharge of its functions is as specified in Annexure 'A'. (2) The Commission may from time to time vary, alter, modify, change, increase, reduce, abolish or re-categorise the number, nature and categories of the officers and employees specified in Annexure 'A' in consultation with the State Government. (3) For appointment to any post specified in Annexure 'A' a candidate has to possess necessary qualifications and experience as prescribed post-wise in Annexure 'E'.

Chapter III

Recruitment of Officers and Employees Remuneration and Benefits

4.

The officers and employees may be appointed by the Commission : (i) on regular basis, (ii) on contract of service, or (iii) on deputation from other service.

5.

Nothing contained in these Regulation shall be construed as requiring the Commission to have the officers and employees in all the categories or post specified in Annexure 'A' in service at all times.

6.

(1) Until otherwise determined by the Commission the remuneration including the scale of pay, allowances, perquisites and other benefits applicable to the posts and/or categories of the officers and employees of the Commission shall be as specified in Annexure 'B'. (2) The Commission may from time to time vary, alter, modify or change the remuneration including the scale of pay, allowances, perquisites and other benefits applicable to any of the posts and/or categories of the

officers and employees of the Commission specified in Annexure 'B'.(3)The Commission may appoint any officer or employee with such further or additional or revised remuneration or benefits as the Commission may consider appropriate.

7.

The appointing authority, disciplinary authority, appellate authority, and reviewing authority, in respect of the officers and employees of the Commission, until otherwise determined by the Commission, shall be as specified in Annexure 'C'.

8.

There shall be a Selection Committee consisting of such persons as specified in Appendix 'D' to select the personnel for appointment as officers and employees of the Commission. The Commission may lay down the procedure to be followed by the Selection Committee in selection of the personnel.

Chapter IV

Condition of Service

9.

The Commission may specify the condition of service applicable to an officer or an employee appointed by the Commission including those on contract basis or on deputation.

10.

Subject to the above and other provisions of these Regulations and conditions mentioned in Annexures 'A' to 'E' to these Regulations, the service condition applicable to employees appointed to any civil service or post in connection with the affairs of the State of Haryana, including the Government Employees (Conduct) Rules, 1966, Haryana Civil Services (Punishment and Appeal) Rules, 1987 and other applicable rules and regulations in the case of the Civil Services in Haryana, shall apply mutatis mutandis to the officers and employees of the Commission. In case of any inconsistency between these Regulation as modified from time to time and the terms and conditions contained in the letter of appointment on the one part and the above rules and regulations of employees of Haryana Civil Services applied mutatis mutandis on the part, the former shall prevail.

Chapter V

Miscellaneous

11.

The Commission may from time to time issue such instructions or directions as may, in its opinion, be necessary for giving effect to or carrying out the provisions of these Regulations.

12.

Any rule, regulation, order, agreement, resolution or other instrument or practice hitherto applicable to the officers and employees of the Commission shall, from the date of the coming into force of these Regulations, have effect subject to the provision of these Regulations.

13.

If any question arises as to the application, or interpretation of any of the provisions of these Regulations, the same shall be decided by the Commission and the decision of the Commission shall be binding. The Commission shall have the power to remove the difficulties implementing the Regulations.

14.

The Commission may, in public interest and after recording the reasons in writing, relax the provisions of these Regulations, including the eligibility criteria for appointment to posts, in appropriate cases.

15.

Nothing in these Regulations shall effect the reservation and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and/or other special categories of persons in accordance with the orders issued by the Government of Haryana from time to time in this regard. The Commission shall follow such orders prevalent at the relevant time as part of these Regulations. Annexure 'A' Number, Nature and Category of Posts

Part A

S. No.	Name of Post	No. of Post	Category
1	Commission Secretary	1	Equivalent to Class 1 in Government of Haryana
2	Director (Tariff)	1	ditto
3	Director (Technical)	1	ditto
4	Joint Director (Accounts)	1	ditto
5	Joint Director (Transmission)	1	ditto

6	Joint Director (Finance)	1	ditto
7	Joint Director (Distribution) - I	1	ditto
8	Joint Director (Economics)	1	ditto
9	Joint Director (Distribution) - II	1	ditto
10	Joint Director (Law)	1	ditto
11	Deputy Secretary (Personnel)	1	ditto
12	Deputy Director (Accounts)	1	ditto
13	Deputy Director (Transmission)	1	ditto
14	Deputy Director (Finance)	1	ditto
15	Deputy Director (Distribution) - I	1	ditto
16	Deputy Director (Economics)	1	ditto
17	Deputy Director Distribution - II	1	ditto
18	Deputy Director (Media)	1	ditto
19	System Manager	1	ditto
20	Law Officers	2	ditto
21	Senior Private Secretaries	3	ditto
22	Assistant Director (Accounts)	1	ditto
23	Private Secretaries	3	Equivalent to Class II in Government of Haryana

Part B

S. No.	Name of Post	No. of Post	Category
1	Section Officer (Accounts)	1	Equivalent to Class III in Government of Haryana
2	Personal Assistant	8	ditto
3	Stenographers (Senior/Junior)	6	ditto
4	Clerical Assistant, Care-taker and Cashier	5	ditto
5	Clerk-cum-Computer Operator	5	ditto
6	Assistant Librarian	1	ditto
7	Driver	6	ditto
8	Process Server	1	Equivalent to Class IV in Government of Haryana
9	Peons	18	ditto

Annexure 'B'

1. Scale of pay of Officers and Employees

Part A

S. No.	Name of Post	Scale of Pay
1	Commission Secretary	}
2	Director (Tariff)	Rs. 184000-500-22400
3	Director (Technical)	
4	Joint Director (Accounts)	}
5	Joint Director (Transmission)	
6	Joint Director (Finance)	
7	Joint Director (Distribution) I	Rs. 15950-450-20000
8	Joint Director (Economics)	
9	Joint Director (Distribution) II	}
10	Joint Director (Law)	
11	Deputy Secretary (Personnel)	
12	Deputy Director (Accounts)	
13	Deputy Director (Transmission)	
14	Deputy Director (Finance)	
15	Deputy Director (Distribution) I	Rs. 14700-400-18700
16	Deputy Director (Economics)	
17	Deputy Director (Distribution) II	
18	Deputy Director (Media)	
19	System Manager	
20	Law Officer	
21	Senior Private Secretaries	Rs. 12750-375-16500
22	Assistant Director (Accounts)	Rs. 9025-325-14550
23	Private Secretaries	Rs. 7450-225-9025-EB-225-11500

Part B

S. No.	Name of Post	Scale of Pay
1	Section Officer (Accounts)	Rs. 6500-200-8500-EB-200-10500
2	Personal Assistant	Rs. 6500-200-8500-EB-200-10500
3	Stenographer	Rs. 5500-175-8300-EB-175-9000
4	Clerical Assistant, Care-taker and Cashier	Rs. 5500-175-8300-EB-175-9000
5	Clerk-cum-Computer Operator	Rs. 4000-100-4800-EB-100-6000

6	Assistant Librarian	Rs. 4500-125-6000-EB-125-7000
7	Driver	
8	Process Server	Rs. 3050-75-3950-EB-80-4590
9	Peon	Rs. 2650-65-3300-EB-70-4000-

II. Dearness Allowance, HRA and CCA will be as per the entitlement of equivalent officials in Government of Haryana, other allowances including Medical, Transport etc. will be fixed by the Commission from time to time. Annexure 'C' Competent Authority for Punishment and Appeals : In case of officers and employees included in Part A of Annexure 'A';

I.	Appointing Authority	.. Chairman
II.	Disciplinary Authority	.. Chairman
III.	Appellant Authority	.. Commission
IV.	Reviewing Authority	.. Commission

In case of officers and employees included in Part B of Annexure 'A';

I.	Appointing Authority	.. Commission Secretary
II.	Disciplinary Authority	.. Commission Secretary
III.	Appellant Authority	.. Chairman
IV.	Reviewing Authority	.. Commission

Annexure 'D' Selection Committees In case of Part A of Annexure 'A'; The selection Committee for officers and employees included in Part A of Annexure 'A' will consist of the Chairman and the Members of the Commission, and one or more subject matter specialists to be nominated by the Commission. In case of Part B of Annexure 'A' : The Selection Committee for officers and employees included in Part B of Annexure 'A' will consist of the Commission Secretary, a Joint Director/Deputy Director nominated for the purpose and the Deputy Secretary/Under Secretary (Personnel). Annexure 'E' Post-wise Qualifications and Experience

S. No.	Name of Post	Minimum required qualifications	Additional desirable qualifications
1.	Commission Secretary	(1) Bachelors Degree from a recognised university; (2) Ten years of administrative experience (3) Significant professional experience in managing a staff, budgets and projects;	(1) Experience in a government organization; (2) Demonstrated knowledge and/or experience in the power sector : (3) Knowledge of Hindi.

		(4) Excellent writing and verbal communication skills;	
		(5) Computer literacy.	
2.	Director (Tariff)	(1) Doctorate in Economics from a recognised university, with specialisation in macroeconomics;	(1) Demonstrated knowledge of and/or experience in the power sector;
		(2) Twelve years experience as a professional economist of which at least five years include managing professional staff;	(2) Experience in commercial enterprises;
		(3) Expert knowledge in tariff design and rate making and significant experience in the practical development of tariffs;	(3) Knowledge in the economic discipline of industrial organisation;
		(4) Skilled in economic analysis and modelling;	(4) Knowledge of regulatory accounting and general business accounting;
		(5) Excellent written and verbal communication skills.	(5) Rate making experience in regulated industries;
			(6) Knowledge of Hindi
3.	Director (Technical)	(1) Bachelors degree in Electrical/Power Engineering or Mechanical Engineering;	(1) Experience in the development of tariffs in regulated industries and power sector reform in India;
		(2) Fifteen years of professional engineering experience with at least one year of experience as Superintendent Engineer (SE) level in a large power utility/organisation with generation, transmission and distribution facilities;	(2) Experience in commercial issues, or power purchase agreements.
		(3) Planning/design/operational experience in generation, transmission, and distribution, with particular experience in all matters related to network reliability and stability, power quality and flows;	(3) Management or operational experience in all three utility functional areas;
		(4) Good writing and communication skills;	(4) Experience or training in economic regulation;
		(5) Computer literacy;	(5) Demonstrated capability in analytical modelling;
			(6) Knowledge of Hindi.

4.	Joint Director (Accounts)	(1) Masters in Accounting from a recognised university or Chartered Accountant; (2) Minimum of five years of professional experience in accounting; (3) Demonstrated capability in generally accepted accounting practices, financial analysis, spreadsheets.	(1) Good written and verbal communication skills; (2) Experience in staff and budget management; (3) Database and modelling capabilities; (4) Knowledge of regulatory - as opposed to commercial - accounting; (5) Member in good standing of the institute of Chartered Accountants; (6) Knowledge of Hindi.
5.	Joint Director (Transmission)	(1) Bachelor's degree in Electrical/Power Engineering or Mechanical Engineering; (2) Ten years experience, with a minimum of one year at the Executive Engineer level in a large power utility/organisation with generation, transmission and distribution facilities;	(1) Familiarity with electricity tariff issues and power sector reform
	Joint Director (Distribution) I	(3) Depending on whether the Joint Director position is for transmission, distribution, or power procurement systems operations, the candidate should have significant design/planning/operational experience in one of the following areas; * Transmission - Planning and operation with particular experience in net work reliability, stability, power quality and flows; * distribution - Planning and operation, network, reliability as well as commercial aspects of distribution (metering, billing, collection etc.); * Power Procurement/Systems Operations - Competitive procurement,	(2) Knowledge of Hindi.
	Joint Director (Distribution) II		

		power purchase agreements, least-cost planning, scheduling and despatch;	
		(4) Computer literacy should include demonstrated capability in analytical modelling.	
		(5) Good written and verbal skills.	
6.	Joint Director (Finance)	(1) MBA with specialisation in finance or Masters of Commerce from a recognised university or Chartered Accountant;	(1) Good written and verbal communication skills;
		(2) Minimum of five years of professional experience in finance;	(2) Experience in staff management;
		(3) Demonstrated capability in financial analysis, modelling and spreadsheets.	(3) Database capabilities;
			(4) Knowledge of accounting;
			(5) Knowledge of Hindi.
7.	Joint Director (Economics)	(1) Masters degree in Economics from a recognised university, with a specialisation in micro-economics;	(1) Good written and verbal communication skills;
		(2) Minimum of five years of professional experience as an Economist;	(2) Experience in staff management;
		(3) Demonstrated capability in economic analysis, modelling, and statistical techniques and database capabilities;	(3) Knowledge of accounting and principles of finance;
		(4) Strong familiarity with theory and practice of tariff design and rate-making.	(4) Knowledge of Hindi.
8.	Joint Director (Law)	(1) Degree in law from recognised university law school;	(1) Experience in utility or regulatory law;
		(2) Admitted to legal association/bar;	(2) Demonstrated knowledge and/or experience in the power sector;
		(3) Ten years experience in legal practice;	(3) Litigation experience;
		(4) Excellent written and oral communication skills;	(4) Significant experience in contract and/or administrative law and civil procedure

		(5) Computer literacy.	(5) Knowledge of Hindi.
9.	Deputy Secretary (Personnel)	(1) Degree from a recognized university; (2) Five years of professional experience in personnel management and administrative matters; (3) Excellent interpersonal and communication skills.	(1) Experience in a government organization; (2) Knowledge of power sector reform efforts in India.
10.	Deputy Director (Accounts/Finance)	(1) Bachelors in accounting, Bachelors in Commerce, Cost Accountant or Chartered Accountant. (2) Two years of professional experience in accounting (3) Demonstrated capability in analysis of company accounts, financial analysis, modelling including spread sheet and database skills.	(1) Good written and verbal communication skills. (2) Knowledge of macroeconomics. (3) Demonstrated knowledge and/or experience in the power sector (4) Member in good standing of professional accountancy organisation. (5) Knowledge of Hindi.
11.	Deputy Director (Transmission)	(1) Bachelors in Electrical/Power Engineering or Mechanical Engineering. (2) Minimum of five years experience with a large power utility/organisation with generation, transmission and distribution facilities. (3) Depending on whether the Deputy Director position is for transmission, distribution, or power procurement/systems operations, the candidate should have design/planning/operational experience in one of the following areas :	(1) Familiarity with electricity laws, tariffs issues, and power sector reform in India.
	Deputy Director (Distribution) - I		(2) Knowledge of economics and/or finance.
	Deputy Director (Distribution) - II		(3) Knowledge of Hindi.
		* transmission - planning and operation with particular experience in network reliability, stability, power flows and quality ; * distribution - planning and operation, network reliability as well as	

		commercial aspects of distribution (metering, billing, collection etc.)	
		* Powers procurement/systems operations - competitive procurement. power purchase agreement, least-cost planning, scheduling and despatch.	
		(4) Computer literacy should include demonstrated capability in analysis modelling and database management.	
		(5) Good written and verbal skills.	
12.	Deputy Director (Economics)	(1) Bachelors degree in Economics with specialization in micro-economics from a recognised university. (2) Two years of professional experience as an economist with either a government department or commercial enterprise. (3) Demonstrated capability in economic analysis, modelling and spreadsheet and database skills.	(1) Good writing and verbal communication skills. (2) Knowledge of accounting and principles of finance. (3) Demonstrated knowledge and /or experience in the power sector. (4) Knowledge of Hindi.
13.	Deputy Director (Media)	(1) Masters degree in relevant discipline (e.g. journalism, or mass communications) from a recognized university. (2) 5 years of professional experience in journalism, mass communications, or public relations (3) Excellent written and verbal communication skills (4) Background in financial or economic writing/analysis (5) Computer skills, esp. word-processing and presentation programs (6) Significant experience preparing and delivering public presentations.	(1) Direct experience in two or more of various forms of media (press, TV, radio, multimedia). (2) Knowledge of electricity industry. (3) Experience writing corporate and other organisational annual reports.
14.	System Manager	(1) Bachelors in Electrical Engineering, B. Tech., MCA, or Masters in Computer Science.	

		(2) Five years experience in information technology management, network management, and software development	
		(3) Experience with managing staff and budgets.	
		(4) Excellent communication skills	
15.	Assistant Director (Accounts)	(1) Graduate in any discipline and qualified in SAS examination or accountant	(1) Demonstrated capability in analytical modelling
		(2) Four years professional experience in accounting	(2) Demonstrated knowledge and/or experience in the power sector
		(3) Experience with a managing office Budgets and payroll	(3) Good communication skills
			(4) Knowledge of Hindi.
16.	Law Officers	(1) Degree in law from recognised university	(1) Experience in utility or regulatory law
		(2) Admitted to legal association/bar	(2) Demonstrated knowledge and/or experience in the power sector
		(3) Minimum of five years experience in legal practice	(3) Litigation experience
		(4) Excellent written and oral communication skills	(4) Experience in contract and/or administrative law
		(5) Computer literacy	(5) Knowledge of Hindi
17.	Clerk-cum-Computer Operator	(1) 10 + 2	
		(2) Diploma in Computer application.	
18.	Others Posts	As prescribed for equivalent posts in the Government of Haryana	As prescribed for equivalent posts in the Government of Haryana

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