

# **The Delhi Electricity Regulatory Commission (Management And Development Of Human Resources) Regulations, 2001**

DELHI

India

## **The Delhi Electricity Regulatory Commission (Management And Development Of Human Resources) Regulations, 2001**

### **Rule**

### **THE-DELHI-ELECTRICITY-REGULATORY-COMMISSION-MANAGEMENT of 2001**

- Published on 16 April 2001
- Commenced on 16 April 2001
- [This is the version of this document from 16 April 2001.]
- [Note: The original publication document is not available and this content could not be verified.]

The Delhi Electricity Regulatory Commission (Management And Development Of Human Resources) Regulations, 2001 Substituted by Notification No. F.1(9)/Estt./DERC/2001-02 dated 16th April, 2001 [16th April, 2001] In exercise of powers conferred on it by Section 8 read with Section 61 (2) of the Delhi Electricity Reform Act, 2000 (Act 2 of 2001), the Delhi Electricity Regulatory Commission hereby makes the following Regulations, namely:

#### **1. Short title and Commencement.**

- (i) These Regulations may be called the Delhi Electricity Regulatory Commission (Management and Development of Human Resources) Regulations 2001. (ii) They shall be deemed to have come into force with effect from May 25, 2000. (iii) They shall be applicable in respect of every officer appointed or being considered for appointment to Commission and member of the staff of the Commission.

#### **2. Definitions.**

- In these regulations unless the context other wise requires:-(a)"Central Act" means the Electricity Regulatory Commission Act 1998 and shall include any statutory amendment, modification and re-enactment thereof.(b)"Act means Delhi Electricity Reform Act, 2000 and shall include any statutory amendment, modification and re-enactment thereof;(c)"Central Govt". means the Govt. Of

India;(d)"Govt". means the Govt. of National Capital Territory of Delhi;(e)"Commission" means Delhi Electricity Regulatory Commission;(f)"Constitution" means the Constitution of India"(g)"Chairperson" means the Chairperson of the Delhi Electricity Regulatory Commission;(h)"Member" means Member of the Delhi Electricity Regulatory Commission;(i)"Secretary" means the Secretary of the Delhi Electricity Regulatory Commission or any other officer of the Commission authorised by the Chairperson to discharge the responsibilities of the Secretary in his/her absence for a limited period;(j)"Appointing Authority" in reference to the appointments made to the Commission means -(i)The Chairperson Delhi Electricity Regulatory Commission in respect of all group A posts and(ii)Secretary of the Commission in respect of all Group [B, C and D] [Substituted by Notification No. F.1/Estt/DERC/2001-02 dated 16th April, 2001] posts;[\*\*\*] [Sub-clause 1(iii) omitted by Notification No. F.1(9)/Estt./DERC/2001-02 dated 16th April, 2001]Or any other functionary of the Delhi Electricity Regulatory Commission to whom such powers have been delegated by the Chairperson Delhi Electricity Regulatory Commission in respect of any specific category of appointments.(k)"Selection Committee" means a committee constituted by the appointing authority in accordance with the provisions of these regulations for making appointments to the posts existing in the Commission.(l)"Disciplinary Authority" means -(i)Chairperson, Delhi Electricity Regulatory Commission in respect of all Group A posts; and(ii)Secretary of the Commission in respect of all Group [B, C and D] [Substituted by Notification No. F.1/Estt/DERC/2001-02 dated 16th April, 2001] posts;[\*\*\*] [Sub-Clause 1(iii) omitted by Notification No. F.1(9)/Estt./DERC/2001-02 dated 16th April, 2001]Or any other functionary of the Delhi Electricity Regulatory Commission to whom disciplinary powers under the relevant statute have been delegated in respect of any specific category of officers/staff by the Chairperson Delhi Electricity Regulatory Commission provided that in respect of Officers/employees appointed on deputation the provisions of CCS (CCA) Rules, 1965 shall govern the disciplinary matters.(m)"Direct Appointment" means any appointment made to the Delhi Electricity Regulatory Commission otherwise than by appointment by transfer on deputation or on contractual basis.(n)"Appointment on contractual basis" means an appointment made by the appointing authority in accordance with the provisions of these regulations for a limited period on contractual basis.(o)"Group A, B, C & D posts" shall have the same meaning as under the Central Civil Service (CCA) Rules, 1965.(p)"Recognised University/Educational Board" means any University/Board incorporated by law in India and recognised by the authority competent for such recognition as appointed by the Central or State Government.(q)"Function" means and includes all work related to activities of the Commission.(r)Words and expressions used in these regulations but not defined, unless the context is otherwise, shall have the same meaning as respectively assigned to them in the Central Act or enactment made by Government of NCTD.

### **3. Sanctioned staff strength.**

- The sanctioned staff strength of the Commission shall comprise of the posts shown in Appendix A of these regulations and the same shall be subject to modification in consultation with State Govt. on basis of proposal made by the Commission depending upon requirement of human resources as assessed by the Commission. The requirement of filling up the posts shall be as per discretion of the Commission.

#### **4. General conditions regarding eligibility for Appointment to the Commission.**

- No person shall be appointed to the service of the Commission unless he/ she is: -(a)A citizen of India or Nepal or Bhutan or(b)is covered by any other category of citizenship notified by the Central Govt. or Government of NCT of Delhi as eligible for appointment to service under the Government;(c)is a person bearing a good moral character and has not been convicted in the past for any offence under IPC as certified by a Gazetted Class I officer of the Central or State Government;(d)has not been dismissed or removed from any Government or private job on grounds of misconduct involving moral turpitude;(e)has not contravened any other instructions of the Central Govt. or Govt. of NCT of Delhi regarding eligibility to Govt. service including the provision regarding matrimonial status.

#### **5. Mode Of appointments to the Commission.**

- Appointments against the sanctioned posts of the Commission shall be made for filling up the vacancies as per the recruitment procedure and the qualification and maximum age limit contained in the Appendix A of these regulations subject to the general guidelines issued by the Central Govt. and the Govt, of NCT of Delhi, -(a)All appointments made to the Commission on deputation or on contractual basis to the Commission under these regulations shall be for a period not exceeding three years in the first instance which will be extendable/renewable for upto a period of three years at the discretion of the Commission which shall be based on the performance appraisal report submitted by the designated authority as nominated by the Commission. The Chairperson shall have the discretion to review such performance appraisal report on his own appraisal of the performance of the officer/staff member concerned.(b)The chairperson shall have the discretion to identify certain Group C posts requiring technical experience and knowledge of handling mechanical and electronic office equipments for being filled up by contractual appointment through service providers on competitive rates for limited period. In the eventuality of any such posts being contracted to service providers the sanctioned posts shall be kept vacant by the Commission.

#### **6. Procedure for Appointments.**

(a)The Commission on being required to fill up certain vacancy (ies) by direct appointment/transfer on deputation/contractual appointment shall notify such vacancies through press , circulation to Central Government/Government of NCTD and the concerned employment Exchange as may be desirable with complete details of job requirement, requisite educational and professional qualifications, pay structure etc. giving at least eight weeks time for the prospective applicants to respond with respective particulars. However in compelling circumstances this period may for reasons to be recorded, be reduced to six weeks.(b)The last date for submission of applications and details of place where applications are to be submitted alongwith requisite certificate of character/age/ cast/domicile/educational qualification and any prescribed format for the application as may have been devised by the head of the concerned unit shall also be notified/ circulated with such advertisement/circular.(c)The applications received within the prescribed time

limit shall be placed before the selection committee after being processed by the personnel section in the Commission. The preliminary scrutiny shall indicate in a tabular form the details submitted by the individual candidates under various columns of the application forms and shall also mention the details of the testimonials and certificates attached by respective applicants indicating the fulfillment/non-fulfillment of eligibility criterion by the candidate.(d)The crucial date for determining the age limit shall be the closing date for receipt of application forms from the candidates in India (and not the closing date prescribed for receipt of application forms from candidates in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Nagaland, Manipur, Tripura, Sikkim, Laddakh division of J&K State, Lahul & Spiti Districts and Pangi Sub Division of Chamba District in Himachal Pradesh, Andaman & Nicobar Islands and Islands of Lakshadweep.) Suitable relaxation in age limit for departmental candidates as per existing instructions of Central Government/Government of NCT of Delhi shall be provided.(e)The selection committee on basis of such information shall within a period of seven days decide about the further action to be taken for completion of selection process. It may decide to call certain candidates found to be fulfilling the job requirements for personal interview/ test or for reasons to be recorded in writing make selection on basis of information received with the application forms. In case of suitably meritorious candidates with requisite qualifications not being found, the selection committee may decide to call for fresh applications or recommend to the appointing authority for modification of eligibility conditions in certain deserving case(s) alongwith suitable reductions in the pay structure to be offered to the prospective appointee.(f)After finalisation of selection process the approval of the appointing authority shall be obtained and the merit list prepared by the selection committee shall be displayed at the notice board of the Commission at the specified date. The selection committee shall also prepare a list of candidates in order of merit for being kept on selection panel for being offered employment in the eventuality of any successful candidate not availing the offer of appointment within a reasonable time.(g)The number of candidates empanelled shall ordinarily not exceed three persons and such a panel shall not be operative beyond six months of the date of announcement of results of selection.(h)In the eventuality of the selection process being undertaken again for want of suitable candidates, the entire procedure listed above shall be again followed.

## **7. Formalities after appointment.**

(a)The successful candidates shall be informed about their appointment through registered post/speed Post and shall be given two weeks time for joining their assignment and in the eventuality of their failure to join within the stipulated time the offer of appointment shall stand cancelled. The Chairperson may however for reasons to be recorded in writing relax this condition for a reasonable period in respect of deserving cases of genuine hardship.(b)The candidates for direct appointment on their selection shall be required to undergo a medical examination before the medical board of the hospital of appropriate jurisdiction notified by Government of NCT of Delhi for such exercise within two weeks of their joining. Failure to successfully clear the medical examination may lead to cancellation of offer of appointment. The Chairman shall have the discretion to relax this condition after consulting a senior specialist in a Government hospital and on being satisfied that any medical condition or disability was of such nature that it shall not interfere with the normal discharge of the duties assigned by the Commission to the appointee.(c)The offer of appointment shall be followed by letter of appointment only after the selected candidate has furnished the original copies of

various certificates of educational qualification/experience/domicile and caste status before the competent authority in the Commission. Failure to furnish any such certificate within two weeks of issue of offer of appointment shall lead to cancellation of offer of appointment.(d)In all such cases of cancellation of appointment, the offer of appointment shall be sent to the next empanelled candidate in the same manner as was done in case of originally selected candidate.(e)In cases of direct appointment the Commission shall seek to get the character and antecedents of appointed candidates verified in a manner as may be deemed fit and in the eventuality of such report leading to the conclusion that the appointee is not fit to be retained in the services of the Commission, the appointment shall be cancelled forthwith. The appointee shall not be entitled to any compensation or monetary benefit on this account.

## **8. [Appointments on Direct Recruitment and period of Probation] [Substituted by Notification No. F.1(9)/Estt./DERC/2001-02 dated 16th April, 2001].**

(a)All direct recruits shall be on probation for a period of two years from the date of their joining.(b)The period of probation shall not include the period spent on Earned leave or Extraordinary Leave and Medical Leave or any period of unauthorised absence from duty as decided by the Commission.(c)In case of the performance of the appointee during the period of probation not being found satisfactory by the Commission, the period of probation may be suitably extended subject to maximum of six months or the services of the appointee may be terminated forthwith subject to payment of one month's salary by the Commission to such discharged employee.(d)Any decision for extension of the period of probation shall be taken ordinarily within eight weeks after expiry of the previous period of probation and communicated to the concerned officer in writing giving reasons for doing so.(e)In cases relating to appointment of a serving employee of the Govt. of NCT of Delhi to the services of the Commission, his/her lien in the parent department shall be for a period of three years.(f)[ The eligibility criteria for appointment on Direct Recruitment shall be as per Appendix A. The Commission shall follow Government's policies in the matter of grant of pension/gratuity etc. in case of direct recruits.] [Inserted by Notification No. F.1(9)/estt./DERC/2001-02 dated 16th April, 2001]

## **9. Appointments on Deputation.**

(a)The eligibility criterion for posts to be filled up on deputation shall be as per the details given in Appendix A provided that the Chairperson shall have the discretion to relax such eligibility conditions, for reasons to be recorded in writing, in deserving cases.(b)The period of service of personnel posted on deputation from Government Of NCT Of Delhi, Central Govt. or any Public Sector Undertaking under Central Government or Government Of NCT of Delhi under the Commission shall be treated as continuous for the purpose of all service benefits.(c)The standard terms and conditions prescribed by the Central Govt. and the Govt. of NCT of Delhi shall govern the pay and allowances of persons appointed on deputation from time to time subject to suitable modifications thereof in public interest.(d)The persons joining the services of the Commission on transfer on deputation shall be deemed to have entered into an agreement with the Commission or the respective nominated authority as the case may be to repay the loans, advances and other sums due for or otherwise perform the obligations undertaken by them to the Government/Public Sector

Undertakings which remain outstanding against him on the date of joining as per the original terms and conditions.(e)In case of a deputationist opting for his grade pay in the parent department plus deputation allowance, the allowance and prerequisites available under DERC shall be calculated at the rates admissible in his parent department.(f)Staff joining on deputation shall be eligible for contribution to the respective Provident Fund to which they are subscribers in the parent department. In case an official posted on deputation is a member of the Contributory Provident Fund, the Commission shall bear the cost of employer's contribution as applicable in each case.(g)The Chairperson shall have the discretion to approve the repatriation of any employee serving on deputation to his parent department on determining that the services of such employee are not required by the Commission notwithstanding the fact that the employee has not completed the period of deputation in the Commission.(h)The employees posted on deputation shall be eligible for Transport/Telephone/Internet/Medical/TA & DA facilities as per their admissibility against the opted scale of pay and subject to suitable modifications by the Commission keeping in view the job content of the assignment entrusted in respective cases.

## **10. Appointments on Contract.**

(a)The eligibility criterion for posts to be filled up on contract basis shall be as per the details given in Appendix A subject to any guidelines issued by the Central Government or the Government of NCT of Delhi provided that the Chairperson shall have the discretion to relax such eligibility conditions for reasons to be recorded in writing in deserving cases.(b)In case of direct recruitment on contract basis a consolidated amount of pay off shall be decided in each case, which shall remain fixed during the period of contract. The calculation of such amount shall be made on basis of the monetised benefits of allowance available to a regular employee in the same category. While calculating the consolidated payoff for the appointee, the quantum of CCA, HRA and DA at the existing rates for the Government of NCT of Delhi shall be taken into consideration. The appointee shall be suitably compensated for the fixed emolument by giving higher placement in analogous pay scales.(c)The Temporary Government Servant rules and the terms of the contract for which a standard format shall be devised by the Commission shall govern the broad service conditions of persons appointed on contract.(d)The services of an appointee on contract basis may be terminated for good and sufficient reasons to be recorded in writing after issue of a one-month's notice or payment of his pay package in lieu thereof.

## **11. Facilities to the employees.**

- The persons appointed on contract/deputation shall in course of their service with the Commission be eligible for the following benefits in accordance with the norms fixed by the Government of NCT of Delhi subject to the discretion of the Commission to make suitable modifications with the objective of ensuring growth and motivation of human resources available to the organisation  
-(i)Transport Allowance/ Facility.(ii)Medical Allowance/ Facility.(iii)Telephone Facility/ Reimbursements for residential telephone.(iv)Internet Facility.(v)Newspaper and Periodicals.(vi)Children Educational Allowance.(vii)Entertainment Allowance.(viii)In case of selected group of employees the Commission may provide subject to availability, private leased accommodation in suitable areas. The pay package of such employees shall be modified accordingly.

## **12. Applicability of Central Government Rules for Service Conditions.**

(1) The following enactments of the Central Govt. shall be deemed to be applicable in respect of employees serving the Commission either on deputation or by virtue of their direct appointment to the Commission: -(a) Central Civil Services (Control Classification & Appeal) Rules. (b) Central Civil Services (Conduct) Rules. (c) Central Civil Services (Leave) Rules. (d) Central Services ( Medical Attendance) Rules. (e) Fundamental Rules & Supplementary Rules. (f) General Financial Rules. (g) Temporary Government Servant Rules (In respect of persons directly appointed by the Commission and placed on probation and that appointed on contract.): Provided that the Commission shall have the discretion to effect suitable modifications in above enactments in the interest of efficient discharge of its responsibilities by way of supplementary regulations.

## **13. Human Resources Development.**

- The Commission shall evolve in course of time the following measures in order to ensure a progressive and productive policy of Human Resources development Devising a performance appraisal system based on job analysis and competence development exercises to be undertaken with internal and external experts. (a) Preparing Career progression scheme for individuals and encouragement to development of personal skills through a system of appreciation and rewards. (b) Holding trainings and seminars for facilitating a continuous process of value addition and skill upgradation for its employees and managers. (c) Encouraging a managerial culture of openness and informality by activating communication channels for facilitating the flow of information in vertical and horizontal directions. (d) Developing system of linkages between participating units of the organisation and ensuring regular coordination in order to synergies the inputs from various subsystems of the organization. (e) Increasing employee motivation through schemes of Job enrichment and Job rotation. (f) Encouraging formal and informal grievances redressal mechanism and adopting sociopsychological measures of counselling and mentoring with the objective of reducing organisational stress (g) Adopting progressive managerial policies based on employee support system leading to development of the Commission as a premier institution fostering a culture of excellence based on humanistic model.

## **14. Power Of Relaxation.**

- The Commission may in public interest and for reasons to be recorded in writing relax any provisions of these regulations

## **15. Saving Clause.**

- Nothing in these rules shall affect the provisions regarding reservation of vacancies and relaxation of age limit and other concessions required to be provided for Scheduled Castes/Tribes, other backward classes, ex Servicemen and other special categories of persons, in accordance with the orders issued by the Central Government and government of NCT of Delhi from time to time.

## 16. Interpretation.

- If any question arises relating to the interpretation of these regulations the decision of the Commission shall be final. DELHI ELECTRICITY REGULATORY COMMISSION (MANAGEMENT AND DEVELOPMENT OF HUMAN RESOURCES) (FIRST AMENDMENT) REGULATIONS, 2003

Sl. No.	Post & Scale of Pay	No. of Posts	Groupwise Classification	Essential Educational Qualification & Qualifying service	Desirable Qualification
1	2	3	4	5	6
1	Secretary Rs. 18400-22400	1	Gr. A	1. Graduate Degree from a recognised University 2. Officers holding analogous Posts on regular basis OR With 2 years regular service in the pay scale of Rs. 16400-20000 OR equivalent OR With 3 years regular service in the pay scale of Rs. 14300-18300 OR equivalent OR With 20 years regular service in Central/State/UT Civil service out of which minimum 10 years in the pay scale of Rs. 12000-16500.	Experience of working agency/Local Bodies v
2	Executive Director (Eng.) Rs. 18400-22400	1	Gr. A	1. Graduate Degree in Electrical/Power Engineering OR equivalent from a recognised institution. 2. Officers holding analogous Posts on regular basis OR With 2 years regular service in the pay scale of Rs. 16400-20000 OR equivalent OR With 3 years regular service in the pay scale of Rs. 14300-18300 OR equivalent.	1. Experience in large generation, transmission facilities. 2. Experience Electricity Tariffs, Cor power purchase agree
3	Executive Director (Law) Es. 18400-22400	1	Gr. A	1. Law Degree from a recognised University/Law School 2. Officers holding analogous Posts on regular basis OR With 2 years regular service in the pay scale of Rs. 16400-20000 OR equivalent OR With 3 years regular service in the pay scale of Rs. 14300-18300 OR equivalent.	1. Experience of handling senior position in Central Government/State Government/PSU involving administration & contract law. 2. Experience in statutes and/OR legislation



4	Executive Director (Tariff) Rs. 18400-22400	1	Gr. A	1. Post Graduate Degree in Economics/MBA (Finance) from arecognised university OR2. Graduate Degree inElectrical/Power Engineering OR equivalent from a recognisedinstitution3. Officers holding analogous Posts on regularbasis OR With 2 years regular service in the pay scale of Rs.16400-20000 OR equivalentORWith 3 years regular servicein the pay scale of Rs. 14300-18300 OR equivalent.	1. Experience as prof economist/power eng development of Tariff utilities3.Experience i enterprises4. Demons analytical modelling.
5	Executive Director (Adm.) Rs. 18400-22400	1* read with note 1 below Appx	Gr.A	1. Graduate Degree from a recognised University2.Officers holding analogous Posts on regular basis OR3. With2 years regular service in the pay scale of Rs. 16400-20000 ORequivalent ORWith 3 years regular service in the pay scaleof Rs. 14300-18300 OR equivalentORWith 20 years ofregular service in Central/State Civil service out of whichminimum 8 years in the pay scale of Rs. 12000-16500.	1. Administrative exp Capacity in HumanRe Development2. Exper Regulatoryagency/Lo Experience of handlin Accounting and Mater Govt.organizations.
6	Joint Director (Adm.) Rs. 14300-18300	1* read with note 1 below Appx	Gr. A	1. Graduate Degree from a recognised University2.Officers holding analogous Posts on regular basis OR With 2 yearsregular service in Rs. 12000-16500 scale ORWith 5 yearsregular service in Rs. 10000-15200 scale.	1. Administrative Exp Managerial Capacity i Management2. Exper Regulatoryagency/Lo Experience of handlin Accounting and Mater Governmentorganizat
7	Joint Director (Engg.) Rs. 14300-18300	1	Gr. A	1.Degree in Electrical/Mechanical Engineering OR equivalentfrom a recognised Institution.2. Officers holding analogousPosts on regular basis OR With 2 years regular service in Rs.12000-16500	1. Experience in large generation,transmissi facilities.2. Experience electricity Tariffs, Cor powerpurchase agreeer with Indian Electricity

				scale OR With 5 years regular service in Rs.10000-15200 scale.	
8	Joint Director Tariff (Engg.) Rs. 14300-18300	1	Gr. A	1. Degree in Electrical/Mechanical Engineering Or equivalent from a recognised Institution.2. Experience in development of tariffs in Power Sector utilities.3. Officers holding analogous Posts on regular basis OR With 2 years regular service Rs. 12000-16500 scale OR With 5 year regular service in Rs.10000-15200 scale.	1. Post Graduate qualification in Finance/Financial management. Experience as power engineer including management of middle level position. of commercial matters in Power Sector.4. Familiarity with Laws.
9	Joint Director (Tariff-Finance) Rs. 14300-18300	1	Gr. A	1. Post Graduate in Finance/Accountancy/Commerce Or CA/ ICWA from a recognized University/Institution.2. Experience in Financial Analysis of Investment decisions in Power Sector.3. Officers holding analogous Posts on regular basis OR With 2 years regular service in Rs. 12000-16500 scale OR With 5 years regular service in Rs. 10000-15200 scale.	1. Graduate degree in Finance (Electrical/Mechanical) from a recognised UNiversity/institution.2. experience in the Power Sector.3. Sound knowledge of Financial in Commercial Enterprises in financial analysis of decisions in Commercial Power Sector organizations.4. examination of Power agreements
10	Joint Director (Law) Rs. 14300-18300	1	Gr. A	1. Law Degree from a recognised University2. Officers holding analogous Posts on regular basis OR With 2 years regular service in Rs. 12000-16500 scale OR With 5 years regular service in Rs. 10000-15200 scale	1. Experience in regulatory Knowledge in the Power Sector.2. Experience in contractual law.4. Experience in handling
11	Assistant Secretary Rs. 10000-15200	1	Gr. A	1. Graduate Degree from a recognised University 2. Officer holding analogous Post on regular basis OR With 3 years regular service in the pay scale of Rs. 8000-13500 OR equivalent OR With 5 year regular service in the pay scale of Rs. 7500-12000 OR With 8 years regular service in	1. Experience of working in agency/Local Bodies

				the pay scale of Rs. 6500-10500	
				1. Graduate Degree in Electrical/Powers Engineering Orequivalent from a recognised Institution2. Officers holdinganalogous Posts on regular basis OR With 3 years regular servicein the pay scale of Rs. 8000-13500 OR With 5 years regularservice in the pay scale of Rs. 7500-12000 OR With 8 yearsregular service in the pay scale of Rs. 6500-10500.	1. Engineering experience in utilities withgeneration distribution facilities. Experience in transmission distribution.3.Should have Commercial & Economic issues/Tariffissues/and modelling/power purchase
12	Dy. Director (T&D) Rs. 10000-15200	2	Gr. A		
13	Dy. Director (Law) Rs. 1000-15200	2	Gr. A	1. Law Degree from recognised University/Law School2.Officers holding analogous Posts on regular basis OR3. With3 years regular service in the pay scale of Rs. 8000-13500 ORWith 5 year regular service in pay scale of Rs. 7500-12000 ORWith 8 year regular service in pay scale of Rs. 6500-10500.	1. Experience of handling middle levelposition in Government Or State PSUinvolving administration & Contract law.2.Experience in statutes and/Or legislation
14	Dy. Director (Tariff) Acctts. & Fin. Analysis Rs.10000-15200	1	Gr. A	1. Post Graduate Degree in Accountancy OR equivalent from arecognized institutionOR Qualified Chartered Accountant ORPost Graduate Degree in Finance OROfficers belonging toorganized Accounts services such as, Indian Audit & AccountsService, Indian Defence Account Service, Indian Civil AccountService etc.2. Officer holding analogous Posts on regularbasis ORWith 3 years regular service in the pay scale of Rs.8000-13500 ORWith 5 years regular service in pay scale ofRs. 8000-13500 ORWith 8 years regular service in pay scaleof Rs. 6500-10500.	1. Experience in professional and management ofSt and knowledge of Financial inCommercial Enterprise Accounting procedure financial analysis of inCommercial Enterprise power purchase agreement degree in Engineering(Electrical) from a recognisedInstitution
15	Dy. Director (Tariff)	1	Gr. A	1. Post Graduate Degree in	1. Experience in Economic

	Econ. Rs. 10000-15200			Economics/MBA (Finance) Orequivalent2. Officers holding analogous Posts on regularbasis ORWith 3 years regular service in the pay scale of Rs.8000-13500 OR With 5 years regular service in pay scale of Rs.7500-12000 OR With 8 year regular service in pay scale of Rs.6500-10500. 1. Graduate Degree in Electrical/Power Engg. OR equivalentfrom a recognised Institution2. Officers holding analogousPosts on regular basis ORWith 3 years regular service in thepay scale of Rs. 8000-13500 ORWith 5 year regular service inthe pay scale of Rs. 7500-12000 ORWith 8 year regularservice in the pay scale of Rs. 6500-10500 1. Graduate Degree in Computer Science ORrelated Fieldfrom a recognised University 2. Officers holding analogous PPostson regular basis ORWith 3 years regular service in the payscale of Rs. 8000-13500 ORWith 5 years regular service inthe pay scale of Rs. 7500-12000 ORWith 8 years regularservice in the pay scale of Rs. 6500-10500. 1. Graduate Degree from a recognised University2.Officers holding analogous Posts on regular basis OR With 3 yearsregular service in the pay scale of Rs. 8000-13500 OR With 5years regular service in pay scale of Rs. 7500-12000 OR With 8years regular service in pay scale of Rs. 6500-10500. 1. Degree in commerce OR equivalent from a	Sound knowledge offi Commercial Enterprises/Governm procedures.4. Experie MOdellingincluding s database skills.5. Kno research. 1. Experience as power managementresponsi level position.2. Soun commercial matters p Sector. Adequate experience c computer systems in GovernmentDepartm private organization i managerialresponsibi
16	Dy. Director (Tariff) Engg. Rs. 1000-15200	1	Gr. A		
17	Dy. Director (InfoTech) Rs. 10000-15200	1	Gr.A		
18	Dy. Director (Pers.) Rs. 10000-15200	1	Gr. A		
19	Dy. Director Pay & A/Cs Rs. 10000-15200	1	Gr. A		

				<p>recognised University OR Qualified Chartered Accountant Officers holding analogous Posts on regular basis OR With 3 years regular service in the pay scale Rs. 8000-13500 OR With 5 years regular service in the pay scale of Rs. 7500-12000 OR With 8 years regular service in pay scale of Rs. 6500-10500.</p> <p>1. Graduate Degree in any discipline from a recognised University/Institution. 2. With 5 years experience in power sector in areas directly connected to end users. 3. Demonstrated ability in dealing with consumer problems. 4. Officers holding analogous Posts on regular basis OR With 3 years regular service in the pay scale of Rs. 8000-13500 OR With 5 years regular service in the pay scale Rs. 7500-12000 scale OR With 8 years regular service in the pay scale Rs. 6500-10500 scale.</p> <p>1. Graduate Degree from a recognised University. 2. Well versed in computerised word processing. 3. Proficient in short hand &amp; typing. 4. Officers holding analogous Post in Central/State Government on regular basis OR With 3 years regular service in Rs. 8000-13500 scale OR With 8 years regular service in Rs. 6500-10500 scale.</p> <p>1. Engineering Graduate in Computer Science/Information Technology OR MCA from a recognized University/Institute 2. Officers holding analogous Posts on</p>	<p>Sound knowledge of business and planning system in Departments. 3. Sound computing</p> <p>1. Direct experience in of media (Press, TV, Radio) Familiarity with Electrical in Engineering OR Law</p> <p>1. Experience of working Secretary to HOD for Central/State Government PSU/Corporation under Diploma in Office Management Secretarial Practice</p> <p>1. Project work in R&amp;D enabled projects 2. Operation and Maintenance large organization.</p>
20	Dy. Director (Consumer Assistance) 1 Rs. 10000-15200	Gr. A			
21	Principal Private Secretary Rs. 1 10000-15200	Gr. A			
22	Assistant Director (IT) 2 Rs. 8000-13500	Gr. A			

				regular basis OR With 2 years regular service in post in scale of Rs. 7450-11500 OR With 3 years regular service in the scale of Rs. 6500-10500.	
23	Personnel Officer Rs. 6500-10500	1	Gr. B	1. Graduate Degree from a recognised University 2. Officers holding analogous post on regular basis in Central/State Government OR any PSU under Central State Government OR With 8 years regular service in the scale of Rs. 5000-8000	1. Administrative experience Capacity/Drawingdis Central/State Govern Soundknowledge of S matters.
24	Private Secretary Rs. 6500-10500	1	Gr. B	1. Graduate Degree from a recognised University 2. Wellversed in computerised word processing. 3. Proficient in short hand & typing. 4. Holding analogous post on regular basis in Central/State Government OR With 2 years regular service in pay scale of Rs. 5500-9900 OR With 6 years of regular service in pay scale of Rs. 5000-8000 OR equivalent. 1. Experience of working as Personal Assistant to HoD for 5 years. In Central/State Govt. OR any PSU/Corporation under Government. 2. Diploma in office management & secretarial practice.	1. Member of the Com Commission Secretary Director (Administrat (Pers.) Convener.
25	Accountant Rs. 6500-10500	1	Gr. B	1. Commerce Graduate from a recognised University 2. 6 years regular service in Junior Accounts cadre of a Central/State Government OR any PSU/Corporation under Central/State Government with at least 4 years experience in accounts branch.	Exposure to computer
26	Steno-cum-Computer Operators Rs. 5000-8000	7	Gr. C	1. Graduate with proficiency in typing (40 wpm), Shorthand (80 wpm), Computing (8000	1. 3 years service in a Government OR any P Government involving

				kdph).2. Diploma/Certificate in computing OR equivalent from recognised/reputed institution.	computer operations.
27	Personal Assistant Rs. 5000-8000	9	Gr. C	1. Graduate with proficiency in typing (40 wpm), Shorthand (80wpm), Computing (8000 kdph).2. Diploma/Certificate in Office Management & Secretarial practice OR equivalent from recognised/reputed institution.	1. 3 years service in a Government OR Any Private Government involving computer operations.
28	Caretaker Rs. 4500-7000	1	Gr. C	1. Senior Secondary passed from a recognised School/Institute.2. Official holding analogous post in Central/State Government or any PSU/Corporation? Autonomous Body under Central/State Government on regular basis OR With 2 years regular service in Rs. 4000-6000 scale OR With 5 year regular service in Rs. 3050-4590 scale	1. Experience of care taking maintenance of office equipments of general
29	Clerk cum Computer Operator Rs. 4000-6000	4	Gr. C	1. Graduate with proficiency in typing (30 wpm), Computing (6000 kdph).2. Diploma in computing/certificate in computing Or equivalent from recognised/reputed institution.	2 years service in a Central Government OR Any Private under Central/State Government
30	Cashier Rs. 4000-6000	1	Gr. C	1. Commerce Graduate from a recognised University.2. Holding analogous post on regular basis in Central/State/U.T. Government OR Officials working in pay scale of Rs. 3050-4590 with 8 years regular service in grade.	Exposure to computer
31	Receptionist Rs. 4000-6000	1	Gr. C	1. Graduate with proficiency in communication skills2. Diploma in Office Management & Secretarial practice 3. Competence in handling EPABX Systems	4 years experience in Central Government OR Any Private Central/State Government

32	Diarist-cum-Dispatcher Rs. 3000-4590	1	Gr.C	<p>1. Matric passed from recognised School/Institution.2.Official holding analogous post in Central/State Government or any PSU/Corporation/Autonomous body under Central/StateGovernment on regular basis ORDaftary in Central/StateGovernment on regular basis ORDaftary in Central/StateGovernment on regular basis ORDaftary in Central/StateGovernment or any PSU/Corporation/Autonomous body underCentral/State Government with two years regular service.</p> <p>1. Matriculation OR equivalent from a recognisedBoard/Institute.2. Driving licence of Light Motor Vehiclewith two years of unblemished experience in the line.3.Possessing driving licence for 3 years.</p>	<p>1. Experience of diary GovernmentDepartm Pvt. Organization of r</p>
33	Driver Rs. 3050-4590	6	Gr. C	<p>1. Proficient in driving vehicle</p>	