

CHHATTISGARH STATE ELECTRICITY REGULATORY COMMISSION
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Raipur: Dated 18 October 2005

No. 16/CSERC/2005, In exercise of the powers conferred by clause (zk) of Sub-section (2) of Section 181 read with Section 91 (2) & (3) of the Electricity Act, 2003 (No. 36 of 2003), and with *the approval of the Government of Chhattisgarh*, the Chhattisgarh State Electricity Regulatory Commission hereby makes the following regulations; namely,

Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005.

CHAPTER-I (PRELIMINARY)

1. Short Title and Commencement

- (1) These Regulations may be called the Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005.
- (2) *They* shall come into force with effect from the date of their publication in the *official* Gazette.

2. Scope of Application

These regulations shall apply to all officers and employees of the Chhattisgarh State Electricity Regulatory Commission including the Secretary of the Commission.

3. Definitions

- (1) In these regulations, unless the context otherwise requires:-
 - (a) '**Central Act**' means Electricity Act, 2003, (No. 36 of 2003);
 - (b) '**Commission**' means the Chhattisgarh State Electricity Regulatory Commission;
 - (c) '**Chairman**' means the Chairman of the Commission;
 - (d) '**Member**' means the Member of the Commission;
 - (e) '**Appointing Authority**' means the appointing authority as specified in Annexure-II to these regulations.
 - (f) '**State Government**' means the Government of Chhattisgarh.
 - (g) '**Secretary**' means the Secretary of the Commission.
 - (h) '**Year**' means financial year (1st April to 31 March).
- (2) Words and expressions used in these regulations but not defined, unless the context otherwise requires, shall have the same meaning as respectively assigned to them in the Electricity Act, 2003.

CHAPTER-II - CATEGORISATION AND NUMBER OF POSTS

4. Categorization and Strength of Officers and Employees

- (1) The number, and categories of officers and employees of the Commission shall be as specified in Annexure -I.
- (2) Subject to the approval of the State Government, the Commission may from time to time, change, increase, reduce, abolish, or re-categorize the officers and employees specified in Annexure-I,
- (3) The Commission may also appoint on contract basis, for any suitable period, Advisors and avail of the services of Consultants, to assist the Commission, on such remuneration and other terms and conditions as may be decided by the Commission.

5. Filling up of the posts

Nothing in sub-clause (1) of Clause-4 shall be construed as requiring the Commission to have the officers/employees serving in all the categories of posts at all times.

CHAPTER-III - PLACEMENT

6. Placement of Officers / Employees

- (1) Subject to exigencies of service or availability of posts, an officer/employee may be placed in any post other than the post to which he has been appointed, depending on his qualification and suitability corresponding to his grade.
- (2) Any officer or employee may be required to hold more than one post for which no extra remuneration may be paid.

CHAPTER -IV - RECRUITMENT AND OTHER CONDITIONS OF SERVICE

7. Mode of Appointment

- (1) Recruitment of officers and employees of the Commission shall be through the following modes:
 - (i) direct recruitment,
 - (ii) promotion, and
 - (iii) deputation from the Central/State Government/Government undertakings.
- (2) The method of recruitment of officers and employees shall be as specified in Part-A and Part-B of Annexure-I.
- (3) The appointing authority, disciplinary authority, appellate authority and reviewing authority in respect of officers and employees of the Commission, shall be as specified in Annexure-II.
- (4) The persons employed by the Commission prior to commencement of these regulations shall be eligible for being considered, for the purpose of direct recruitment to various grades irrespective of their age but subject to upper age limit prescribed in these regulations, provided they fulfill the prescribed eligibility criteria for the post.

- (5) The qualification and experience ***required for various posts shall be*** as prescribed in Annexure III. However, the Commission after recording reasons in writing, may relax the eligibility criteria for appointment, in respect of posts and persons, in appropriate cases.
- (6) All appointments shall be a subject to verification of character and antecedents as may be decided by the Commission from time to time.

8. Constitution of Selection Committee

- (1) There shall be Selection Committee to consider and recommend candidates for appointment by direct recruitment to the posts mentioned in Part A of Annexure-I, consisting of the following:-
 - (i) Chairman of the Commission as its Chairman,
 - (ii) Member of the Commission, and
 - (iii) One or more experts / specialists of the subjects to be nominated by the Commission as members; and
 - (iv) Secretary of the Commission or senior most Director, in the absence of Secretary, as the Convenor of the Committee.
- (2) There shall be a Selection Committee to consider and recommend candidates for appointment by direct recruitment to the posts mentioned in Part-B of the Annexure-I, which shall consist of the following: -
 - (i) Senior most officer amongst the Directors and Secretary, as its Chairman,
 - (ii) Secretary/ Director, and
 - (iii) Jt. Director, as members.
 - (iv) Deputy Secretary or any other officer nominated by the Chairman ***will be*** the convenor of the Committee.
- (3)
 - (i) The recommendation of the Selection Committee shall be final and remain valid for a period of 6 months or for a longer period as may be decided by the Commission.
 - (ii) The Committee may in suitable cases recommend higher pay than the pay which a post carries or at a higher stage in the pay scale of the post for consideration of the Commission.
- (4) The Commission may lay down the procedure to be followed by the Selection Committee.

9. Age limit

The age limit for direct recruitment to the posts of Asstt Grade-III, Computer Assistant, Steno Typist, Driver, Peon and similar categories of employees shall be as per the prevailing rules of the State Government. ***The age limit for other posts to be filled by direct recruitment may be decided by the Commission keeping in view the years of professional experience required for the post.***

10. Application

The Commission may decide the number of vacancies to be filled by direct appointment and may invite applications from candidates eligible for appointment through advertisement in news papers or ***call for names of eligible candidates*** from Employment Exchange.

11. Certificates

The candidates for direct recruitment to any post in the Commission shall submit application along with the following documents: -

- (1) the evidence of possessing the requisite educational qualification and experience;
- (2) certificate of character and conduct from the educational institution last attended ***in case of first appointment or*** from the concerned Government / Public Sector Undertaking if he has served in these;
- (3) the proof of age, which shall be the School / High School/ Higher Secondary School Certificate ***or certificate from*** Municipal Corporation / Municipal committee;
- (4) certificate from the competent authority as per the rules of the State Government, in case of candidates belonging to S.C., S.T., O.B.C., or any other reserved category; and
- (5) domicile certificate as applicable as per the State Government rules.

12. Processing of Applications

After scrutiny, the Commission shall consider all the valid applications and shall interview the short-listed candidates. The number of candidates to be called for interview may be decided taking into account the number of vacancies for which recruitment is being made.

13. Selection of candidates

The Selection Committee shall recommend the candidates in order of merit to the appointing authority.

14. Appointment

- (1) All appointments shall be made on the basis of merit, as recommended by the Selection Committee.
- (2) Every candidate selected for appointment, having not been in the service of Government / Govt. undertaking, shall be appointed subject to their medical fitness to be certified by a Medical Board as may be appointed by the Commission ***and character verification as per clause 7(6) ante.***

15. Probation

- (1) All direct recruits shall be on probation for a period of two years from the date of their appointment.
- (2) During the period of probation, the officers and employees shall be entitled for earned leave, extra-ordinary leave and medical leave at par with such provisions applicable to the officers and employees of the State Government of equivalent rank. However, the period of unauthorised absence during the service shall not be included in the probation period.
- (3) If ***a direct recruit has not completed his period of probation to the satisfaction of*** the Commission, the Commission may extend the period of probation upto a maximum period of one year in one or more installments. If the performance, during the extended period also, is not found to be up to the mark, his services shall be liable for termination.
- (4) The Commission may dispense with the services of a probationer after one month's notice.

- (5) If a person serving in the Government or in a Public Sector Undertaking is selected for appointment in the Commission, he may be allowed to keep his lien on the post held just before joining, till confirmation in the Commission.

16. Reservation of Vacancy

Nothing these regulations shall affect the reservation of posts and relaxations in age limit, qualifications etc. required to be provided for candidates belonging to S.C., S.T., O.B.C. or minority / other categories of persons in accordance with the rules and orders issued by the State Government from time to time in this regard.

17. Training

- (1) All officers and employees may be required to undergo such training or orientation course conducted in-house and/or outside, as may be prescribed by the Commission.
- (2) Officers / employees required to undergo training/orientation may be required to execute a bond to serve the Commission for such period as may be prescribed which shall not exceed 12 months for every one month of training subject to a maximum period of two years, after completing the training or course. Failure to serve the Commission for the stipulated period will render the official liable to refund the money spent on training along with the emoluments paid during the period.
- (3) Officers / employees charged with misconduct during the period of training, shall be called back from training and appropriate disciplinary proceedings may be initiated. They may be required to refund the amount spent on the training, if the Commission so decides.

18. Promotion

The posts which may be filled by promotion and the channel of promotion is as given in Annexure-IV.

All promotions shall be on the basis of merit assessed generally from performance as reflected in the confidential reports of the last five years. Selection of candidates for promotion shall be made by the same Selection Committee as constituted in clause 8 of these regulations for the selection of direct recruits.

19. Retirement

Officers/employees shall retire from the service of the Commission on attaining the age of superannuation in accordance with the prevailing rules of the State Government.

20. The Commission may also engage persons on contract or on daily wages as and when considered necessary on the terms and conditions prescribed by the Commission time to time. The persons engaged on daily wages may be considered for appointment on contract basis if found suitable.

21. Specification of conditions of service

The Commission may specify the conditions of service of an officer or an employee appointed on contract or deputation, which will be generally as per the rules of the State Government.

CHAPTER-V-REMUNERATION AND OTHER BENEFITS

22. Pay Scale

- (1) The pay scales of the Officers/employees shall be as given in Annexure-I. For the posts of Peon, Driver and other similar categories, persons engaged on daily wages shall be paid at the rate fixed by the Collector *of Raipur district* from time to time.
- (2) Remuneration and other allowances in respect of persons engaged on contract shall be as decided by the Commission.
- (3) The pay of officers and employees of the Commission may be revised at par with officers/employees of corresponding grade /scale under the State Government.
- (4) The Officers /employees of Commission borne on regular establishment shall be entitled to such allowances including house rent, conveyance and medical allowances, etc. as may be decided by the Commission time to time.
- (5) Officers/employees shall be eligible to receive such interest/non-interest bearing advances admissible to officers/employees of the State Government as may be decided by the Commission.
- (6) The deputation allowance of officers /employees taken on deputation by the Commission from Central Government, State Government, Public Sector Undertaking /Autonomous Bodies of the Government, may be as decided by the Commission.

23. Retirement/Superannuation Benefits

- (1) Officers/ employees of the Commission shall be entitled to such retirement /superannuation benefits as may be decided by the Commission.
- (2) For the officers/employees absorbed in the Commission from the Government of Chhattisgarh/Central Government/other State Governments/Public Sector Undertakings, the pensionary services rendered in such Governments /Public Sector Undertakings prior to the joining the Commission shall be taken into account for the purpose of sub-clause (1) above, provided that the Government / organisation, where the officer/employee was previously employed is willing to bear the proportionate pensionary liabilities for the period of service in that Government / organisation.

CHAPTER VI - MISCELLANIOUS

24. Contract Service

If the exigencies of the Commission's service so demands and after recording reasons therefor, any vacant post in the Commission may be temporarily filled through contract for a period normally not exceeding one year at a time and for a total period of three years. *In exceptional cases the Commission may extend this period to five years.*

25. Power of relaxation

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

26. Interpretation

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 final and binding. The Commission shall have power to remove difficulties in implementing the regulations.

27. Applicability of Chhattisgarh Civil Services (Classification, Control & Appeal) Rules, 1966 and Chhattisgarh Civil Services (General Condition of Service) Rules, 1961

- (1) Subject to the provisions of these regulations, the Chhattisgarh Civil Services (Classification, Control, and Appeal) Rules 1966, Chhattisgarh Civil Services (Conduct) Rules 1965 and Chhattisgarh Civil Services (General Conditions of Services) Rules, 1961, as amended from time to time, shall be applicable, mutatis mutandis, to the officers and employees of the Commission.
- (2) Except as otherwise provided in these regulations, the other conditions of service of officers and employees of the Commission shall be regulated by the relevant rules of the State Government in force, for its employees.

By order of the Commission

(N.K. Rupwani)
Secretary

ANNEXURE-I

CATEGORIES AND STRENGTH OF OFFICERS/EMPLOYEES IN THE CHHATTISGAR STATE ELECTRICITY REGULATORY COMMISSION

PART-A

METHOD OF RECRUITMENT & PAY SCALES OF OFFICERS

S.No.	Name of Post	No. of posts	Category (as per Government of C.G.Classification)	Pay Scale (In Rs.)	Source of recruitment
1.	Secretary	1	I	18400-500-22400	Promotion/Deputation
2.	Director (Engg.)	1	-do-	-do-	-do-
3.	Director (Tariff)	1	-do-	-do-	-do-
4.	Joint director (Engg.)	1	-do-	12000-375-16500	Promotion/Deputation
5.	Joint Director (Tariff)	1	-do-	-do-	-do-
6.	Deputy Secretary	1	-do-	-do-	-do-
7.	Deputy Director (Engg.)	1	-do-	10000-335-15200	Direct Recruitment
8.	Deputy Director (Tariff)	1	-do-	-do-	-do-
9.	Financial Analyst	1	-do-	-do-	-do-
10.	Law Officer	1	-do-	-do-	-do-

PART-B

METHOD OF RECRUITMENT & PAY SCALES OF EMPLOYEES

S.No.	Name of Post	No. of posts	Category (as per Government of M.P.Classification)	Pay Scale (In Rs.)	Source of recruitment
1.	Private Secretary	02	III	6500-200-10500	Promotion/ Deputation
2.	Personal Assistant	02	-do-	5500-175-9000	-do-
3.	Jr. Accounts Officer	01	-do-	5000-150-8000	Direct Recruitment
4.	Asstt. Grade-II/Cashier	02	-do-	4000-100-6000	Promotion/Deputation
5.	Assistant Grade III	03	-do-	3050-75-3950-80-4590	Direct Recruitment
6.	Computer Assistant	04	-do-	3500-80-4700-100-5200	Direct Recruitment
7.	Steno Typist	02	-do-	3050-75-3950-80-4590	Direct Recruitment
8.	Driver Grade-I	02	-do-	3050-75-3950-80-4590	Promotion
9.	Driver Grade-II	02	-do-	2610-60-3150-65-3540	Direct Recruitment
10.	Peon	07	IV	2550-55-2660-60-3200	Direct Recruitment

ANNEXURE - II

Appointing Authority, Disciplinary Authority, Appellate Authority and Reviewing Authority for Officers and Employees of the CSERC

Particular	For officers included in Part 'A' of Annexure-I	For employees included in Part 'B' of Annexure-I
(i) Appointing Authority	Commission	Chairman
(ii) Disciplinary Authority	Chairman	Secretary
(iii) Appellate Authority	Commission	Chairman
(iv) Reviewing Authority	-	Commission

ANNEXURE - III

Qualifications and Experience for Direct Recruitment Posts

NAME OF THE POST	MINIMUM REQUIRED QUALIFICATION AND EXPERIENCE.	ADDITIONAL QUALIFICATIONS/ EXPERIENCE DESIRABLE
1. Deputy Director (Engineering)	<ul style="list-style-type: none">a. Bachelor's degree in electrical or mechanical engineering from a recognized university.b. 10/12 years professional experience in large power utility in the field of generation.c. Experience in planning designing and operation of generating plants..d. Good written and verbal communication skill.	<ul style="list-style-type: none">a. Demonstrated knowledge in analytical modelling and setting standards of generation of electricity.b. Familiarity with electricity laws & power sector reforms.c. Computer literacy.
2. Deputy Director (Tariff)	<ul style="list-style-type: none">a. Bachelor's degree in electrical engineering from a recognized university.b. 10/12 years professional experience in power utility with knowledge of commercial matters and tariff development in power utility/ Electricity Board.c. Experience in designing planning and operation of transmission and distribution system, network availability and load flow.d. Skill in economic analysis and financial analysis.e. Good written and verbal communication skill.	<ul style="list-style-type: none">a. Knowledge of finance and accounts of a power utility.b. Experience in power procurement, power purchase agreements, commercial matters and tariff development.c. Familiarity with electricity law and power sector reform.d. Computer literacy.
3. Financial Analyst	<ul style="list-style-type: none">a. MBA (Finance) or CA/ICWA/CFAb. 10-12 years professional experiencec. Sound analytical and modelling skills and capability in Financial Statement Analysis.d. Experience in cost analysis and accounting.e. Use of MS Office/Spreadsheet and data base skills on computerf. Good verbal and written communication skills	<ul style="list-style-type: none">a. Demonstrated knowledge and/or experience in power sector or commercial concern.b. Knowledge of pricing and tariff setting

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| 4. Law Officer | <ul style="list-style-type: none"> a. Degree in law from recognized University b. Eligibility to practice law. c. At least 5 years professional experience. d. Good written and verbal communication skill. | <ul style="list-style-type: none"> a. Knowledge and/or experience in the Power Sector. b. Experience in utility or regulatory law c. Computer literacy |
| 5. Jr. Accounts Officer | <ul style="list-style-type: none"> a. Graduate from a recognized university. b. Five years professional experience in State Accounts, Treasury Operation, audit, budget, pay rolls and book keeping | <ul style="list-style-type: none"> a. Good communication skill. b. Experience of working on computer. |
| 6. Assistant Grade-III | <ul style="list-style-type: none"> a. Degree from recognized university in any discipline. b. Passed Hindi/English Typing Examination from recognized Board. | <ul style="list-style-type: none"> a. Good written and verbal communication skill. b. Computer literacy. |
| 7. Steno Typist | <ul style="list-style-type: none"> a. Degree from recognized university. b. Passed Shorthand from recognized Board and Hindi/ English Typing. c. Knowledge and practice of working on computer. | <ul style="list-style-type: none"> a. Shorthand speed should not less than 100 w.p.m. Typing speed 25/40 w.p.m. Writing speed in Shorthand 60 w.p.m. b. Preference will be given to person having bilingual typing and shorthand. |
| 8. Computer Assistant | <ul style="list-style-type: none"> a. Degree from recognized university and Post Graduate Diploma in Computer Application (PGDCA) / PGDCM from recognized Institute / University <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> b. BCA or graduate degree in computer from recognized university. c. 3 years work experience on computer in any large office. | <ul style="list-style-type: none"> a. Good written and verbal communication skill. b. Person having good knowledge of computer hardware, local area networking and website and who have passed English Typing from the Board will be given preference. |
| 9. Driver Grade-II | <ul style="list-style-type: none"> a. Minimum 8th pass from any recognized Board. b. Should hold driving license for Light Motor Vehicle for 5 year. c. Driving experience of 2 years. | |
| 10. Peon | <ul style="list-style-type: none"> a. Minimum 8th pass from any recognized Board. | |

ANNEXURE - IV

POSTS WHICH MAY BE FILLED BY PROMOTION AND CHANNEL OF PROMOTION

Sl. No.	Promotion post	Post from which promotion to be made	Eligibility
1.	Secretary	Dy. Secretary Joint Director (Engineering) Joint Director (Tariff)	5 years
2.	Director (Engineering)	Joint Director (Engineering)	5 years
3.	Director (Tariff)	Joint Director (Tariff)	5 years
4.	Joint Director (Engineering)	Deputy Director (Engineering)	5 years
5.	Joint Director (Tariff)	Deputy Director (Tariff)	5 years
7.	Private Secretary	Personal Assistant	5 years
10.	Assistant Grade-II	Assistant Grade-II	3 years
11.	Driver Grade-I	Driver Grade-II	3 years