

CHHATTISGARH STATE ELECTRICITY REGULATORY COMMISSION
Irrigation Colony, Shanti Nagar, Raipur (C.G.) - 492 011
Ph. 0771- 4073555, Fax: 4073553

Raipur: Dated.....

In exercise of the powers conferred under clause (zk) of Sub-section (2) of Section 181 read with Section 91 (2) & (3) of the Electricity Act, 2003 (No. 36 of 2003) (the Act), and with the approval of the Government of Chhattisgarh, the Chhattisgarh State Electricity Regulatory Commission (CERC) made regulations namely Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005. Energy Deptt., Govt. of Chhattisgarh vide letter No. F- 10-3/2004/13/1 dated 28.05.2010 has approved the revised set up of the officers / employees of the Commission based on the recommendations of the Forum of Regulators (FOR) constituted under sub section 2 and 3 of section 166 of the Electricity Act, 2003. Considering this revised set up and various recommendations of FOR, the CERC hereby makes the following revised regulations in suppression of above regulations with approval of the State Govt., namely: -

Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2010.

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, 2010.
- (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) **'Act or 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 Act.

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) The Commission may from time to time vary, alter, modify, change, increase, reduce, abolish or re-categorize the officers and employees specified in Annex-I subject to the approval of the State Government.
- (3) The Commission may also appoint on contract basis, for any suitable period, Advisor(s) and / or Consultant(s), to assist Member / Chairman, of relevant fields / expertise on such remuneration and other terms and conditions as decided by the Commission.

5. Filling up of the posts

Nothing in sub-clause (1) of regulation-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,
 - (iii) deputation from the Central / State Government / Government undertakings / Electricity Regulatory Commission.
- (2) The method of appointment 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, which can be relaxed by the Commission for such persons, 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, antecedents and medical fitness 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 on regular basis / contract 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.
 - (v) One representative of SC / ST category as per State Govt. rules, if required.

- (2) There shall be a Selection Committee to consider and recommend candidates for appointment by direct recruitment on regular basis / contract 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) Senior most Jt. Director available, as member.
 - (iv) Deputy Secretary or any other officer nominated by the Chairman will be the convener of the Committee.
 - (v) One representative of SC / ST category as per State Govt. rules, if required.
- (3) The recommendation of the Selection Committee at regulation 8(1) shall be final and the recommendations of selection committee at regulation 8(2) shall be subject to approval of the Chairman of the Commission. The recommendations of the selection committee shall remain valid for a period of 6 months or for a longer period as may be decided by the Commission.
- (4) The Commission may lay down the procedure to be followed by the Selection Committee.

9. **Age limit**

- (1) The minimum age limit for direct recruitment on regular basis / contract to all the posts shall be as per the prevailing rules of the State Govt.
- (2) The upper age limit for direct recruitment on regular basis/contract to the posts which do not require a condition of minimum experience as a requisite shall be as per the prevailing rules of the State Government. The upper age limit for the persons already employed in the Commission on contract / daily wages basis, for the purpose of direct recruitment on such post(s), shall be decided by the Commission
- (3) The upper age limit for the posts which require minimum experience as a requisite, to be filled by direct recruitment may be decided by the Commission keeping in view the years of 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. The Commission may prescribe fee for inviting application.

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 there;
- (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 conduct written examination / skill test / interview as the case may be for the short-listed candidates. The number of candidates to be called for skill test and / or 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 decided by the Commission and character and antecedents 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 joining.
- (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 unauthorized 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 satisfaction of the Commission, his services shall be liable for termination.
- (4) The Commission may dispense with the services of a probationer after one month's notice.

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 post(s) 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 except expert(s)/specialist(s) member. The promotion from class-I to class-I category shall be on merit cum seniority basis and other promotions will be on seniority cum merit basis. For the purpose of promotion, the posts of Director and Joint Director of technical section and posts of Director and Joint Director of tariff section shall be clubbed together.

Recommendations of the selection committee as per clause 8(1) shall be final and the recommendations of the selection committee as per clause 8 (2) shall be subject to the approval of the Chairman of the Commission.

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 specified by the

Commission from time to time. The persons engaged on daily wages may be considered for appointment on contract basis if found suitable. These employees on contract can be considered for regular appointment subject to their selection by the selection committee at Regulation 8(2).

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 concerned rules of the State Government.

CHAPTER-V-REMUNERATION AND OTHER BENEFITS

22. Pay Scale

- (1) The pay scales for the Officers/employees shall be as approved by the State Govt. from time to time. 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 by the Commission at par with officers/employees of corresponding grade / scale under the State Government without obtaining any specific approval for the same from the State Govt.
- (4) The Officers/employees of Commission borne on regular establishment shall be entitled to allowances and facilities including Dearness Allowance, House Rent Allowance, Conveyance Allowance, Medical Allowances, Medical facilities, Leave Travel Concession etc. as decided by the Commission from time to time.
- (5) The employees/officers above 40 years of age shall be eligible to reimbursement of claim limited to Rs. 5000/- (Rupees five thousand only) at a time once in 3 years for specialized health check up from reputed medical research centres and hospitals. This limit of Rs. 5000/- can be revised by the Commission as and when felt necessary.
- (6) 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.
- (7) The Commission may in suitable cases grant higher stage in the pay scale of the post considering experience / additional qualification in respect of direct recruit.
- (8) 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.

- (9) Employee/officer of the Commission shall be allowed the benefit of grant of higher pay scale (क्रमोन्नति) on lines of the rules framed by State Govt. in this regard.

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 / organization, where the officer/employee was previously employed is willing to bear the proportionate pensionary liabilities for the period of service in that Government / organization.
- (3) Officers/employees of the Commission shall be entitled for payment of gratuity as per the Gratuity Act 1972.

CHAPTER VI - MISCELLANIOUS

24. Contract Service

- (1) In exigencies of the Commission's service so demands and after recording reasons therefore, any vacant post in the Commission may be temporarily filled through contract initially for a period normally not exceeding one year at a time.

Provided that the duration of the contract may be further renewed by the Commission from time to time for a period not exceeding two years at a time, for each subsequent extension, but to the extent of the age limit an employee / officer can work on contract as per the relevant rules of the State Government.

- (2) Persons appointed on contract shall be entitled to a consolidated remuneration, which would remain fixed during the contract period:

Provided that, where the period of such contract exceeds one year, the Commission may consider increasing such remuneration, but not more often than once a year;

- (3) The remuneration may be revised at the discretion of the Commission when it decides to extend or renew the contract of the person who was initially appointed on contract:

Provided that the increase in remuneration at the time of every extension / renewal shall be limited to a maximum of 25% of the previous remuneration.

- (4) A person appointed on a contract basis shall be eligible for earned leave and casual leave as per the relevant rules of the State Government.

(5) Where a person has been appointed on a contract basis, then such person or the Commission shall be entitled to terminate and discontinue the contract employment by giving thirty days clear notice in writing to the other party or by depositing one month's pay in lieu of such notice.

25. **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 officers and employees.

26. **Confidential reports**

In the matter of the annual confidential reports of staff, the instructions issued by the State Govt. from time to time in regard to State Govt. employees will be suitably adopted by the Commission.

27. **Disciplinary proceedings and imposition of penalties-**

In the matter of conduct, discipline and imposition of penalties, the Central Civil Services (Conduct) Rules, 1964 and the Central Civil Services (Control, Classification and Appeal) Rules, 1965 and the instructions issued by the State Govt. from time to time will be suitably adopted by the Commission.

28. **Power of relaxation**

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

29. **Saving of inherent power of the Commission**

Nothing in these Regulations shall bar the Commission from adopting a procedure which is at variance with any of the provisions of these regulations, if the Commission, in view of the special circumstances of the matter or class of matters and for reasons to be recorded in writing, deems it necessary or expedient to depart from the procedure prescribed in the Regulations.

30. **Power to amend**

The Commission may, at any time, add, vary, alter, modify or amend any of the provisions of these regulations.

31. 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.

By order of the Commission

**(N.K. Rupwani)
Secretary**

ANNEXURE - I

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

PART-A

METHOD OF RECRUITMENT OF OFFICERS

S. No.	Name of Post	No. of posts	Category (as per Government of C.G. Classification)	Source of recruitment
1.	Commission Secretary	1	Class - I	Deputation / direct Recruitment
2.	Director (Tech.)	1	-do-	Promotion / deputation / direct recruitment
3.	Director (Tariff)	1	-do-	-do-
4.	Director (Legal)	1	-do-	Promotion / Deputation / direct recruitment
5.	Joint director (Tech.)	1	-do-	Promotion / deputation / direct recruitment
6.	Joint Director (Tariff)	1	-do-	-do-
7.	Economic Advisor	1	-do-	-do-
8.	Deputy Secretary	1	-do-	Deputation / Direct Recruitment
9.	Financial Advisor	1	-do-	-do-
10.	Sr. Law officer	1	-do-	Promotion / Direct recruitment / deputation
11.	Deputy Director (Tech.)	1	-do-	-do-
12.	Deputy Director (Tariff)	1	-do-	-do-
13.	Law Officer	1	-do-	Deputation / Direct Recruitment
14.	Deputy Director (Consumer Advocacy Cell)	1	-do-	Direct recruitment / deputation
15.	Asstt. Director(Tech)	1	Class- II	Deputation / Direct Recruitment
16.	Asstt. Director (Tariff)	1	-do-	-do-
17.	Asstt. Director (IT and RIMS)	1	-do-	Promotion / Direct recruitment / deputation
18.	Asstt. Director (Accounts)	1	-do-	Promotion / Direct recruitment / deputation
19.	Section officer	01	-do-	Deputation
20.	Private Secretary	02	-do-	Promotion / Deputation

NOTE: The pay scales of posts will be as decided and revised by the State Govt. from time to time.

PART-B

METHOD OF RECRUITMENT OF EMPLOYEES

S. No.	Name of Post	No. of posts	Category (as per Government of M.P. Classification)	Source of recruitment
	Personal Assistant	05	-do-	Promotion / Deputation
	Asstt. Computer Programmer	01	-do-	Promotion / Deputation / Direct recruitment
	Jr. Accounts Officer	01	-do-	Direct Recruitment / deputation
	Stenographer	05	-do-	Promotion / Deputation / Direct Recruitment
	Computer Assistant	03	-do-	Direct Recruitment / Deputation
	Asstt. Grade-II/Cashier	03	-do-	Promotion/Deputation
	Steno Typist	04	-do-	Direct Recruitment / Deputation
	Assistant Grade III	05	-do-	-do-
	Driver	04	-do-	-do-
	Peon	11	Class- IV	-do-
	Gardener	01	-do-	-do-

NOTE: The pay scales of posts will be as decided and revised by the State Govt. from time to time.

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. Commission Secretary	<ul style="list-style-type: none"> a. Bachelor's degree from a recognized university preferably in Engineering or Law. b. Officers holding analogous post on regular basis in Central / State Govt. or any PSU under Central / State Govt. with minimum 20 years experience in Judiciary, Administration or technical grade, out of which minimum 5 years should be at management level. c. Excellent verbal and written communication skill. 	<ul style="list-style-type: none"> a. Experience in Government organization b. Demonstrated knowledge and/or experience in a regulated industry or with a Regulatory body or in a judicial body. c. Computer Literacy.
2. Director (Tariff)	<ul style="list-style-type: none"> a. Bachelor's degree in electrical engineering. b. Minimum 20 years professional experience in power utility / Electricity Regulatory Commission/ reputed consultancy firm dealing electricity regulatory affairs. c. Knowledge of commercial matters and tariff development in power utility / Electricity Company. d. Experience in designing, planning, construction and operation of transmission and distribution system, network availability and load flow. e. Skill in economic analysis and financial analysis. f. Excellent verbal and written communication skill. 	<p>Knowledge of finance and accounts of a power utility.</p> <p>Experience in power procurement, power purchase agreements, commercial matters and tariff development.</p> <p>Familiarity with electricity law and power sector reform.</p> <p>Computer literacy.</p>
3. Director (Tech)	<ul style="list-style-type: none"> a. Bachelor's degree in electrical or mechanical engineering from a recognized university. b. Minimum 20 years professional experience in power utility / in Electricity Regulatory Commission / in reputed consultancy firm dealing electricity regulatory affairs. c. Experience in planning, designing, construction / 	<ul style="list-style-type: none"> a. Knowledge in analytical modeling and setting standards of generation of electricity. b. Familiarity with electricity laws & power sector reforms. c. Computer literacy.

	<p>installation and operation of generating plants.</p> <p>d. Excellent written and verbal communication skill.</p>	
4. Director (Legal)	<p>(a) Bachelor's Degree in Law from a recognized University / Law school.</p> <p>(b) Minimum 20 years of professional experience on legal side, out of which at least 10 years experience should be on senior post on legal side as legal advisor / consultant in the Central Govt. / State Govt. / PSU / Electricity Regulatory Commission or any other Regulatory body / Tribunal</p> <p>(c) Experience for a minimum period of 5 years in dealing with the cases under Electricity Law, Company Law and Contract Act.</p> <p>(d) Excellent verbal and written communication skill.</p>	<p>(a) Good knowledge on drafting orders / regulations.</p> <p>(b) Knowledge and / or experience in power sector.</p> <p>(c) Computer Literacy</p>
5. Dy. Secretary	<p>(a) Bachelor Degree preferably in Engineering or Law from a recognized university.</p> <p>(b) Officers holding analogous post on regular basis in Central / State govt. or any PSU under Central / State Govt. with minimum 15 years of experience preferably in power utility / Electricity Board.</p> <p>(c) Excellent written and verbal communication skill.</p>	<p>(a) Experience of working in Regulatory agency.</p> <p>(b) Experience of handling Budget, establishment, Planning Accounting and Material Management in Govt. Organizations.</p> <p>(c) Computer Literacy.</p>
6. Jt. Director (Tariff)	<p>a. Bachelor's degree in electrical engineering.</p> <p>b. Minimum 15 years professional experience in power utility / Electricity Regulatory Commission/ reputed consultancy firm dealing electricity regulatory affairs.</p> <p>c. Knowledge of commercial matters and tariff development in power utility / Electricity Company.</p> <p>d. Experience in designing, planning, construction and operation of transmission and distribution system, network availability and load flow.</p>	<p>a) Knowledge of finance and accounts of a power utility.</p> <p>b) Experience in power procurement, power purchase agreements, commercial matters and tariff development.</p> <p>c) Familiarity with electricity law and power sector reform.</p> <p>d) Skill in economic analysis and financial analysis.</p> <p>e) Computer literacy.</p>

	e. Excellent verbal and written communication skill.	
7. Jt. Director (Tech.)	<p>a. Bachelor's degree in electrical or mechanical engineering from a recognized university.</p> <p>b. Minimum 15 years professional experience in power utility / in Electricity Regulatory Commission / in reputed consultancy firm dealing electricity regulatory affairs.</p> <p>c. Experience in planning, designing, construction / installation and operation of generating plants.</p> <p>d. Excellent written and verbal communication skill.</p>	<p>a. Knowledge in analytical modeling and setting standards of generation of electricity.</p> <p>b. Familiarity with electricity laws & power sector reforms.</p> <p>c. Computer literacy.</p>
8. Sr. Law Officer	<p>a. Bachelor's Degree in Law from a recognized University / Law school.</p> <p>b. Minimum 12 years of professional experience on legal side, out of which at least 5 years experience should be on senior post on legal side as legal advisor / consultant in the Central Govt. / State Govt. / PSU / Electricity Regulatory Commission or any other Regulatory body / Tribunal</p> <p>c. Experience for a minimum period of 3 years in dealing with the cases under Electricity Law, Company Law and Contract Act.</p> <p>d. Excellent verbal and written communication skill.</p>	<p>a. Good knowledge on drafting orders / regulations.</p> <p>b. Knowledge and / or experience in power sector.</p> <p>c. Computer Literacy</p>
9. Deputy Director (Tariff)	<p>a. Bachelor's degree in electrical engineering from a recognized university.</p> <p>b. 10 years professional experience in power utility / in Electricity Regulatory Commission / in reputed consultancy firm dealing electricity regulatory affairs.</p> <p>c. Knowledge of commercial matters and tariff development in power utility / Electricity Company.</p> <p>d. Experience in designing, planning, construction and operation of transmission and distribution system, network availability and load flow.</p>	<p>a. Knowledge of finance and accounts of a power utility.</p> <p>b. Experience in power procurement, power purchase agreements, commercial matters and tariff development.</p> <p>c. Familiarity with electricity law and power sector reform.</p> <p>d. Computer literacy.</p>

	e. Good written and verbal communication skill.	
10. Deputy Director (Tech.)	<p>a. Bachelor's degree in electrical or mechanical engineering from a recognized university.</p> <p>b. 10 years professional experience in large power utility / in Electricity Regulatory Commission / in reputed consultancy firm dealing electricity regulatory affairs.</p> <p>c. Experience in planning, designing, construction / instillation and operation of generating plants.</p> <p>d. Good written and verbal communication skill.</p>	<p>a. Knowledge in analytical modeling and setting standards of generation of electricity.</p> <p>b. Familiarity with electricity laws & power sector reforms.</p> <p>c. Computer literacy.</p>
11. Deputy Director (Consumer Advocacy Cell)	<p>a. Bachelor's Degree in any discipline from a recognized University / institution.</p> <p>b. Officers holding analogous post on regular basis in Central / State govt. or any PSU under Central / State Govt. with minimum 10 years experience on post of an officer.</p> <p>c. Demonstrated ability in dealing with consumer problems.</p> <p>d. Excellent written and verbal communication skill.</p>	<p>a. Experience in dealing with media (Press. TV, Radio, Multimedia)</p> <p>b. Familiarity with Electricity Laws.</p> <p>c. Degree in Engineering or law.</p> <p>d. Familiarity with redressal of consumer grievances in electricity sector.</p> <p>e. Computer Literacy.</p>
12. Asstt. Director (Tariff)	<p>a. Bachelor's degree in electrical engineering from a recognized university and minimum 02 years professional experience in power utility / in Electricity Regulatory Commission / in reputed consultancy firm dealing electricity regulatory affairs.</p> <p>b. Good written and verbal communication skill.</p> <p style="text-align: center;">OR</p> <p>a. Bachelor's degree in electrical engineering and MBA in power management preferably from National Power Training Institute.</p> <p>b. Good written and verbal communication skill.</p>	<p>a. Familiarity with electricity laws & power sector reforms.</p> <p>b. Knowledge of commercial matters in power utility / Electricity Company.</p> <p>c. Experience in construction and operation of transmission / distribution system, network availability.</p> <p>d. Computer literacy.</p>
13. Asstt. Director (Tech)	<p>a. Bachelor's degree in electrical or mechanical engineering from a recognized university with minimum 2 years professional experience in power plant / power utility / in Electricity Regulatory</p>	<p>a. Knowledge of standards of generation of electricity.</p> <p>b. Familiarity with electricity laws & power sector reforms.</p> <p>c. Experience in construction /</p>

	<p>utility / in Electricity Regulatory Commission / in reputed consultancy firm dealing electricity regulatory affairs.</p> <p>b. Good written and verbal communications skill.</p> <p style="text-align: center;">OR</p> <p>a. Bachelor's degree in electrical engineering or mechanical engineering and MBA in power management preferably from National Power Training Institute.</p> <p>b. Good written and verbal communications skill.</p>	<p>installation and operation of generating plants.</p> <p>d. Computer literacy.</p>
14. Economic Advisor	<p>a. CA / ICWAI.</p> <p>b. Minimum 15 years professional experience after professional qualification.</p> <p>c. Sound analytical and modeling skills and capability in economics.</p> <p>d. Knowledge of pricing and tariff setting.</p> <p>e. Excellent verbal and written communication skills.</p>	<p>a. Demonstrated knowledge and / or experience in power sector or commercial concern.</p> <p>b. Knowledge of pricing and tariff setting.</p> <p>c. Use of MS Office / Excel sheet and data base skills on computer.</p>
15. Financial Advisor	<p>a. CA / ICWAI.</p> <p>b. Minimum 10 years professional experience after professional qualification.</p> <p>c. Sound analytical and modeling skills and capability in Financial Statement Analysis.</p> <p>d. Experience in cost analysis and accounting.</p> <p>e. Use of MS Office / Excel sheet and data base skills on computer.</p> <p>f. Excellent verbal and written communication skills.</p>	<p>a. Demonstrated knowledge and / or experience in power sector or commercial concern.</p> <p>b. Knowledge of pricing and tariff setting.</p>
16. Law Officer	<p>a. Bachelor's Degree in Law from a recognized University / Law school.</p> <p>b. Minimum 7 years of professional experience on legal side in the Central Govt., State Govt., PSU, Electricity Regulatory Commission or any other Regulatory body, Tribunal.</p> <p>c. Experience for a minimum period of 3 years in dealing with the cases under Electricity Law, Company Law and Contract Act.</p>	<p>a. Good knowledge on drafting orders / regulations.</p> <p>b. Knowledge and / or experience in power sector.</p> <p>c. Computer Literacy</p>

	d. Excellent verbal and written communication skill.	
17. Asst. Director (IT & RIMS)	<p>a. Engineering Graduate in Computer Science / Information Technology OR MCA from a recognized University.</p> <p>b. Minimum 2 years of experience in Information Technology Management.</p> <p>c. Good written and verbal communication skill.</p>	<p>a. Experience of Project work in RDBMS (Relational Data Base Management System) or Web enabled projects</p> <p>b. Experience in Operation and Maintenance of LAN (Local Area Network) in large organization.</p> <p>c. Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central / State Govt.</p>
18. Asst. Director Accounts	<p>a. Post Graduate in Commerce from a recognized university.</p> <p>b. ICWAI (inter) / CA (Inter)</p> <p>c. Minimum 10 years professional experience in the field of Accounts and book keeping / Treasury Operation / audit / budget / pay rolls from State Govt. / Semi Govt. / PSU / reputed institutions.</p>	<p>a. Use of MS Office / Excel sheet and data base skills on computer.</p> <p>b. Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central / State Govt.</p> <p>c. Good communication skill.</p>
19. Jr. Accounts Officer	<p>a. Master degree in commerce from a recognized university.</p> <p>b. CA (Inter) / ICWAI (Inter) pass.</p> <p>c. Minimum 5 years professional experience in the field of Accounts and book keeping / Treasury Operation / audit / budget / pay rolls from State Govt./ Semi Govt. / PSU / reputed institutions.</p>	<p>a. Use of MS Office / Excel sheet and data base skills on computer.</p> <p>b. Persons working on regular basis in Central/State Govt. or any PSU under Central / State Govt.</p> <p>c. Good communication skill.</p>
20. Stenographer	<p>a. Degree from recognized university with minimum second division.</p> <p>b. Passed Shorthand and English/ Hindi Typing from recognized Board. Shorthand speed should not less than 100 w.p.m. Typing speed 40 w.p.m. for English / 25 w.p.m. for Hindi</p> <p>c. One year diploma certificate from recognized university / institute as data entry operator / programming. Depression word 10,000 words / hour.</p> <p>d. Minimum 5 years experience as stenographer/steno typist in</p>	<p>a. Preference will be given to person having bilingual typing and shorthand.</p>

	State Govt. / Semi Govt. / reputed institutions.	
21. Assistant Grade-III	<p>a. Degree from recognized university in any discipline with minimum second division.</p> <p>b. Passed Hindi / English Typing Examination from recognized Board. Typing speed 25 w.p.m. in Hindi / 30 w.p.m. in English.</p> <p>c. One year diploma certificate from recognized university / institute as data entry operator / programming. Depression word 10000 words per hour.</p>	<p>a. Good written and verbal communication skill.</p> <p>b. Computer literacy.</p>
22. Steno Typist	<p>a. Degree from recognized university in any discipline with minimum second division.</p> <p>b. Passed English / Hindi Shorthand and Typing from recognized Board. Shorthand speed should not less than 60 w.p.m. and Typing speed should not be less than 30 w.p.m. for English / 25 w.p.m. for Hindi.</p> <p>c. One year diploma certificate from recognized university / institute as data entry operator / programming. Depression word 10000 words per hour.</p>	<p>a. Preference will be given to person having bilingual typing and shorthand.</p>
23. Asstt. Computer Programmer	<p>a. Degree from recognized university with minimum second division and Post Graduate Diploma in Computer Application (PGDCA) from recognized Institute / University</p> <p style="text-align: center;">OR</p> <p>b. BCA or graduate degree in computer from recognized university.</p> <p>c. Minimum 8 years work experience on computer with minimum 2 years in computer programming in any large office.</p>	<p>a. Good written and verbal communication skill.</p> <p>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.</p>
24. Computer Assistant	<p>a. Degree from recognized university with minimum second division and Post Graduate Diploma in Computer Application (PGDCA) from recognized Institute / University.</p> <p style="text-align: center;">OR</p> <p>b. BCA or graduate degree in computer from recognized</p>	<p>a. Good written and verbal communication skill.</p> <p>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.</p>

	<p>university.</p> <p>c. Minimum 3 years work experience on computer in any large office.</p>	
25. Driver	<p>a. Minimum 8th pass from any recognized Board.</p> <p>b. Should hold driving license for Light Motor Vehicle from minimum period of 5 years.</p> <p>c. Minimum 2 years driving experience</p>	<p>Person having driving experience on the staff cars of senior officers in State Govt. offices / Semi Govt. offices.</p>
26. Peon	<p>Minimum 8th pass from any recognized Board.</p>	<p>Person having experience of working as peon of senior officers in State Govt. offices / Semi Govt. offices.</p>
27. Gardener	<p>Minimum 8th pass from any recognized Board with minimum 2 years experience of gardening.</p>	<p>Persons having experience of working as gardener in gardens maintained by State Govt. offices / Semi Govt. offices/ Municipal Corporation will be given preference.</p>

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.	Director (Technical)	Joint Director (Technical) / Joint Director (Tariff)	5 years
2.	Director (Tariff)	Joint Director (Tariff) / Joint Director (Technical)	5 years
3.	Director (Legal)	Sr. Law Officer	5 years
4.	Joint Director (Technical)	Deputy Director (Technical) / Deputy Director (Tariff)	5 years
5.	Joint Director (Tariff)	Deputy Director (Tariff) / Deputy Director (Technical)	5 years
6.	Economics Advisor	Financial Advisor	5 years
7.	Sr. Law Officer	Law Officer	5 years
8.	Deputy Director (Technical)	Asst. Director (Technical)	5 years
9.	Deputy Director (Tariff)	Asst. Director (Tariff)	5 years
10.	Asstt. Director (Accounts)	Jr. Accounts Officer	5 years
11.	Asstt. Director (IT & RIMS)	Asst. Computer Programmer	5 years
12.	Private Secretary	Personal Assistant	5 years
13.	Personal Assistant	Stenographer	5 years
14.	Asst. Computer Programmer	Computer Assistant	5 years
15.	Stenographer	Steno-typist	5 years
16.	Office Assistant Grade-II	Office Assistant Grade-III	5 years