

Uttar Pradesh Electricity Regulatory Commission
Lucknow

No. UPERC /Secy./SR/ 2004 - 4278

Dated: December 8, 2004

NOTIFICATION

Miscellaneous

In exercise of powers conferred by Section 91 and 181 of the Electricity Act 2003, the Uttar Pradesh Electricity Regulatory Commission, with the approval of the State Government, does hereby make the following regulations.

Preamble

The Commission is a statutory body with quasi-judicial status, which was constituted under Section 17 of the Electricity Regulatory Commission's Act 1998 and came into being on September 10, 1998. It was later deemed to have been appointed under Section 3 of U.P.Electricity Regulatory Act 1999 and continues to be the State Commission under the first proviso of Section 82 Electricity Act 2003. The primary functions of the Commission as given under Section 86 of Electricity Act 2003 are: -

- (a) to determine the tariff for generation, supply, transmission and wheeling of electricity, wholesale, bulk, grid or retail as the case may be, within the State provided that where open access have been permitted to a category of consumers under Section 42, the Commission shall determine only the wheeling charges and surcharge thereon, if any, for the said category of consumers.
- (b) to regulate electricity purchase and procurement process of distribution licensees including the price at which electricity shall be procured from the generating companies or licensees or from other sources through agreements for purchase of power for distribution and supply with the State;
- (c) facilitate intra-State transmission and wheeling of electricity;

- (d) issue licenses to persons seeking to act as transmission licensees, distribution licensees and electricity traders with respect to their operations within the State;
- (e) promote cogeneration and generation of electricity from renewable sources of energy by providing suitable measure for connectivity with the grid and sale of electricity to any person, and also specify, for purchase of electricity from such sources, a percentage of the total consumption of electricity in the area of a distribution licensees;
- (f) adjudicate upon the disputes between the licensees and generating companies and to refer any dispute for arbitration;
- (g) levy fee for the purposes of this Act;
- (h) specify State Grid Code consistent with the Grid Code specified under clause (h) of sub-section (i) of Section 79;
- (i) specify or enforce standards with respect to quality, continuity and reliability of service by licensees;
- (j) fix the trading margin in the intra-State trading of electricity, if considered, necessary;
- (k) discharge such other functions as may be assigned to it under this Act.

In addition to the above the State Commission shall advise the State Government on all or any of the following matters:

- (a) promotion of competition, efficiency and economy in the activities of the electricity industry
- (b) promotion of investment in Electricity Industry;
- (c) reorganization and restructuring of Electricity Industry in the State;
- (d) matters concerning electricity generation, transmission, distribution and trading of Electricity or any other matter referred to the State Commission by the State Government

The effectiveness and efficiency of the Commission in discharging its responsibilities will depend upon the quality and functional specialisation of its staff, which would need to encompass expertise and experience in engineering, system operation,

economic and financial analysis, management accounting, information management and other related skills. Rapid changes in technology and evolution of the process of independent regulation are expected to continually redefine the scope of work within the Commission and hence, also the human resources necessary for achieving the objectives of the Commission. Skills and manpower development assessment will have to be done on a dynamic basis. To retain the necessary degree of flexibility to function effectively in this environment the Commission proposes to meet its requirement of staff/service through regular recruitment, deputation, renewable contract and outside service providers.

These service rules relate primarily to the categorisation of sanctioned posts in different pay scales, designation of appointing authority for each category, procedures for recruitment, appointment and placement of staff, pay and allowances and service conditions for staff on regular basis, on deputation and contract, performance appraisal and the recording of confidential reports, designation of disciplinary authority, conduct of disciplinary proceedings and the procedure for imposition of penalties with regard to the staff of the Commission.

CHAPTER I GENERAL

1. (a) These regulations may be called the Uttar Pradesh Electricity Regulatory Commission (Recruitment, Control and Service Conditions of Staff) Regulations, 2004.
- (b) These regulations shall come into force from the date of their notification in the State Gazette.
- (c) These regulations shall apply to all members of the staff of the Uttar Pradesh Electricity Regulatory Commission mentioned in these regulations.

Definitions

In these regulations, unless the context otherwise requires, -

- (a) "Act" means the Electricity Act 2003

- (b) "Appointing Authority", except in the case of deputationists where prescribed elsewhere by the parent Government/organization, means -
 - (i) Chairperson, in respect of all Group A and B posts and
 - (ii) Secretary or any other Officer of the Commission duly authorised in respect of all Group C and D posts.

- (c) "Chairperson" means the Chairperson of the Commission;

- (d) "Commission" means the Uttar Pradesh Electricity Regulatory Commission

- (e) "Disciplinary Authority", except in the case of deputationists where prescribed elsewhere by the parent Government/organization, means -
 - (i) Chairperson, in respect of all Group A and B posts
 - (ii) Secretary of the Commission in respect of all Group C and D posts.

- (f) "Group A, B, C and D" posts will be classified in accordance with the description indicated in these regulations.

- (g) "Member" means a Member of the Commission;

- (h) "State", means the State of Uttar Pradesh.

- (i) "State Government" means the Government of the State of Uttar Pradesh through the Principal Secretary/Secretary Energy.

- (j) "Function" means and includes all work related to activities of the Commission;

- (k) "Service" means service by the staff of the Commission;
- (l) "Staff" includes both officers and employees of all categories appointed either on deputation, regular or on contract basis.
- (m) 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 Act.

CHAPTER II

CATEGORISATION OF POSTS AGAINST SANCTIONED STRENGTH AND MODE OF RECRUITMENT

Categorisation of Posts

The posts for the staff of the Commission are categorised in the table at Appendix 1 as per sanction vide O/M No. 468/24-U.Ni.Ni.Pra./2004 dated 15th October, 2004 at Appendix-II..

Mode of appointment

- (a) Appointments may be made, against the vacant posts in the Commission, through direct recruitment on contract basis or regular basis or on deputation from Central/State Government/ Government Undertakings/Departments /Corporations, at the discretion of the Commission. Appointments on contract basis or on deputation will be, for a period not exceeding three years, which will be extendable/renewable for up to three years at a time at the discretion of the Commission.
- (b) The requirement for posts of Drivers and Peons will vary depending upon the degree of automation, use of electronic communication systems and electronic data storage devices etc. Hence to incorporate the required flexibility, the

Commission may, in addition to its regular staff, when required, contract out these services to a service provider.

Allocation of posts

The inter-se allocation of the sanctioned posts among different functional areas will be as decided by the Commission from time to time, to best fulfil the expertise mix required.

Power to keep posts vacant

Nothing in these Regulations shall be construed as requiring the Commission to have at all times, staff serving in all the categories or posts.

CHAPTER III PROCEDURE FOR RECRUITMENT AND APPOINTMENT

Appointing Authority

All appointments of staff members shall be made by the Appointing Authority indicated in these regulations.

Eligibility criterion

The prescribed eligibility criteria for recruitment to different posts are indicated in appendix 1. The Commission in consultation with the State Government, may from time to time amend the prescribed eligibility criterion for recruitment to different posts to best meet its requirements. The minimum educational qualification and nature of experience will be determined with regard to the functional requirements for a post.

Retirement Age :

Retirement age for regular employees and staff on deputation shall be in accordance with State Government and parent department rules respectively.

Announcement of vacancies

The Commission may announce in such manner as it deems fit the number of vacancies to be filled on regular basis, through deputation, or on contract basis and shall invite applications from eligible candidates for appointment to the Commission. In the case of deputation the vacancies may be circulated to the relevant Government departments/undertakings/corporations, attached offices and subordinate offices, or the relevant Government may be asked to suggest suitable officers. In the case of recruitment on regular basis, wide publicity will be given to the vacancies through the print media and/or employment exchanges.

Prescription of forms and conditions for applications

The Commission may prescribe, as it deems fit, the form in which applications are to be submitted, the documents and certificates to be submitted with the application, the mode of submission, the last date for receipt of applications and the designated office for submission of applications. The Commission will allow sufficient time, between the announcement and the last date for submission of application, so as to provide sufficient opportunity to all eligible candidates to apply.

Processing of Application

The Commission shall consider all valid applications received in the Commission and may shortlist candidates, on the basis of the curriculum vitae of the candidates, for further processing for Group A & B posts. For Group C&D posts short listing for further processing shall be done by a Committee constituted by the Commission for the purpose.

Mode of selection

The Commission may prescribe the mode of selection including, test or interview or any other method for assessing the suitability of the short listed candidates and for the ranking of candidates in order of merit.

Constitution of Selection Committee

There shall be a Selection Committee for processing the applications of short listed candidates as per the mode of selection prescribed by the Commission.

- (a) For selection to all Group A and B posts mentioned above the Selection Committee shall consist of the following members:-

Chair: Chairperson of the Commission

Members: Members of the Commission and a subject specialist, if required, to be nominated by the Commission

Convenor: Secretary of the Commission

- (b) For selection to all Group C and D posts mentioned above the Selection Committee shall consist of the following members:-

Chair : Secretary of the Commission.

Member: Two Directors nominated by the Commission

Convenor: Deputy Director (Administration).

- (c) The Selection Committee shall meet as and when it becomes necessary.

Merit list of candidates

On the recommendation of the Selection Committee the Commission shall prepare a select list of candidates arranged in order of merit which will remain valid for such period, generally not more than six months, as the Commission may specify.

Selection of candidates

- (a) Offers of appointment to candidates on the select list will be issued on the basis of merit shown in the select list clearly specifying a time limit within which the candidate must join service. This time limit may be further extended by the Appointing Authority.

- (b) The letter of offer of appointment may specify the conditions to be fulfilled by the candidate, prior to appointment. Every candidate selected for appointment who had earlier not been in government service or in PSU, shall be examined by a State Medical Board prior to his/her appointment (unless he is on a one-year or less contract of service). A candidate who fails to qualify the Medical Test shall not be appointed.
- (c) The Commission may withdraw its offer of appointment if the selected candidate fails to fulfil any of the conditions prescribed as necessary to be fulfilled prior to appointment or if the candidate fails to join service in the specified time which shall be reasonable.
- (d) All appointments on regular or contract basis shall be subject to verification of character and antecedents, as may be decided by the Commission from time to time.
- (e) Where a letter of offer appointment is cancelled, in the manner prescribed above, an offer of appointment will be issued to the candidate next below in the order of merit in the select list, so long as it remains valid.

Adjustment in Lower Scale

Even though the candidate meets the minimum qualifications for the higher post, a candidate may be offered employment at emoluments corresponding to a lower post than the one advertised, if the Appointing Authority feels that such action is warranted subject to the condition that the said lower post should have been advertised and no suitable candidate was found

Probation:

A period of probation may be prescribed for each appointee. The Appointing Authority shall have the right to extend probation, or terminate the employee for non-satisfactory performance at any time during the probationary period or on the

conclusion of that period. The employee shall be confirmed on satisfactory completion of probation.

Reservation:

State government rules on reservation shall be abided by.

Existing Staff

Existing staff of the Commission whether on contract or deputation or on regular basis would have an opportunity to participate in the selection procedures envisaged to fill posts. Where an existing staff Member has been selected through a process of open recruitment, satisfies the minimum requirements, and is found by the Appointing Authority to have performed satisfactorily, he may be offered employment on regular basis without going through the regular selection procedure.

The Commission at its discretion may allow time, to be determined by it, to existing staff members to acquire the requisite educational qualifications for a particular post, provided that the individual demonstrates the volition and ability to do so. Where the individual successfully achieves these qualifications, he may be considered for absorption against that post. In the interim the individual shall work on ad-hoc contractual/deputation basis against that vacancy, and draw a salary that shall not exceed the emoluments prescribed for that post.

After enactment of these regulations, existing staff not covered by the above arrangements shall cease to remain employees of the Commission after expiry of their employment terms with the Commission.

CHAPTER IV

PAY, ALLOWANCES, PLACEMENT AND CONDITIONS OF SERVICE

Pay fixation

The scales of pay to be applied in determining the gross fixed amounts payable to contract staff and to be granted to regular appointees are indicated in Appendix 1.

(a) Regular Appointment

In the case of regular recruitment the selected candidate will be placed in the appropriate pay scale. If the selected candidate is a government servant his pay will be fixed at the appropriate point in the pay scale for which he has been selected. If the selected candidate is from the private sector his pay will be fixed at the lowest of the scale for which he has been selected. At the discretion of the Commission some or all of the following benefits may be provided to the employee.

- (i) Dearness Allowance – As admissible to equivalent government servants of the Government of UP
- (ii) HRA – As admissible to equivalent government servants of the Government of UP.
- (iii) CCA – As admissible to equivalent government servants of the Government of UP.
- (iv) LTC/Home Travel – As admissible to equivalent government servants of the Government of UP.
- (v) Medical Facilities – As admissible to equivalent government servants of the Government of UP.
- (vi) Provident Fund – As per the provisions of General Provident Fund Rules applicable in the state government.
- (vii) Leave Provisions – Leave shall be admissible as per State Government rules

- (viii) TA/DA – As per State Government rules.
- (ix) Residential Telephone – As admissible to equivalent government servants of the Government of UP.

Any other allowance available in the State Government to that category of employees may be provided.

(b) Contract Staff

- (i) In the case of direct recruitment on contract basis a consolidated amount will be determined in each case separately for each year of the contract. The consolidated amount would remain fixed for the duration of the contract. It will be determined taking into account the pay and the other monetary benefits/allowances available at the corresponding scale indicated in Appendix 1. For candidates just fulfilling the minimum qualifications, generally the minimum of the applicable scale will be used for this purpose. The Commission may consider determining this amount by including suitable number of additional increments in the scale for persons possessing qualification/experience greater than the minimum requirement, or having an exceptional background in terms of educational background and/or experience. In determining the consolidated emoluments the Commission will take into account the increments that become applicable in the indicative scale over the duration of the contract. Where the Commission decides to extend the contract or to reappoint the person on contract, without going through the process of fresh recruitment, similar principles will be adopted in determining the consolidated package.
- (ii) If persons retired from Govt./PSU service are engaged on contract their pay shall be fixed taking into consideration their pension etc as per State Govt rules.

- (iii) The determination of the consolidated amount payable to a person appointed through direct recruitment on contract basis against a vacant post, described above, would be done with due regard to the eligibility and qualifications of the candidate and the need to maintain parity with deputationists in that scale, keeping in mind that on contractual basis, there is no escalation in the compensation on account of inflation or increments over the contract period and may include, at the discretion of the Commission:
- (i) Dearness Allowance
 - (ii) HRA.
 - (iii) CCA
 - (iv) LTC/Home Travel
 - (v) Medical
 - (vi) Provident Fund
 - (vii) Leave Provisions
 - (viii) TA/DA
 - (ix) Residential telephone
 - (x) Newspaper
 - (xi) Any other allowance applied to regular employees

Each facility made applicable shall be applied in a similar manner as provided for to regular employees.

(c) Staff on deputation

- (i) Employees on deputation will have the option to either opt his existing pay & allowance of his parent department alongwith deputation allowance prescribed by the State Govt or opt pay & allowance applicable to the post he is selected on deputation. .
- (ii) Staff joining on deputation shall be eligible for contribution to the respective Provident Fund to which they are subscribers in their parent department. Where a deputationist has been a member of a contributory

provident fund the Commission will bear the cost of the employer's contribution as applicable in each case.

- (iii.) Privileges related to telephone, newspapers, transport allowance, and other privileges permissible in the State Government but not available in the parent department of the deputationists may be considered according to need on a case-by-case basis.
- (iv) When the Commission determines that the services of the deputationists are no longer required or found wanting, he will be repatriated to his parent department even before completion of his normal period of deputation.
- (v) The Commission may consider absorbing a deputationist in a contractual position on his willingness for the same, after severance of ties with the parent department as per the State Government/Central Government/parent department rules in this regard, as may be relevant. Similarly, deputationists will also be eligible for participating in the selection process for regular recruitment, subject to compliance with rules of the parent department.

Privileges in excess of their entitlement may be given to regular/contractual/deputation Commission employees in the interest of work, examined on case-to-case basis.

Placement of staff

- (a) The posting of staff members, at any time, shall be as decided by the Commission in any post, not lower in the scale of pay than the post for which the staff member was recruited.

(b) A staff member may be allowed to hold more than one post for which no extra remuneration shall be paid except, at the discretion of the Commission, as may be provided in State Government rules.

CHAPTER V

ANNUAL ASSESSMENTS, DISCIPLINARY PROCEEDINGS AND PENALTIES

Conduct Rules

All deputationists at the Commission shall comply with standards of conduct contained in the conduct rules applicable in the parent department. Where these rules are silent on a certain issue or the provisions are relaxed compared to the State Government requirements, the conduct rules applicable to State Government Employees of that level shall apply. For all staff and service provider personnel, standards of conduct envisaged by State Government Rules shall apply.

Confidential reports

The Commission shall determine the Reporting, Reviewing and Accepting authority or part thereof, for all staff.. The annual confidential reports of staff will be recorded broadly in accordance with the provisions of the State Government/Parent Department in this regard, on formats prescribed thereof. The Commission may make prudent alterations to these formats.

Disciplinary Proceedings

The Appointing Authority shall be the Disciplinary Authority in each case. The conduct of disciplinary proceedings will be as prescribed under the State Government Rules in this regard, as may be applicable. Imposition of penalties shall also be in accordance with these provisions, as may be applicable. For deputationists the disciplinary authority would be as prescribed by the parent organization. The deputation approving authority shall refer matters warranting disciplinary action to the disciplinary authority of the parent organisation as and when required.

In the case of deputationists and other staff, the Commission would reserve the right to launch criminal prosecution or recovery proceedings as may be relevant to safeguard its interests. Provisions for reverting deputationists back to their parent organizations are indicated elsewhere.

Termination of services of contract employees

- (a) The services of officers / staff appointed on contract basis for a period of more than one year are terminable without giving any reasons on three month's notice or the un-expired period of the contract whichever is earlier from either side.
- (b) The services of officers/staff appointed on contract basis for a period of one year are terminable without giving any reasons on one month's notice or the un-expired period of the contract whichever is earlier from either side.
- (c) Either party reserves the right to pay the emoluments due for the notice period in lieu of the notice period.
- (d) Non-renewal of a contract on its expiry would automatically bring the services of a contract employee to an end.

CHAPTER VI MISCELLANEOUS

Training

- (a) Staff may be required to undergo in-house or external training courses as may be specified by the Commission.
- (b) A staff member charged with misconduct during the period of training could be withdrawn from training and appropriate disciplinary proceedings would be initiated. Penalties in such cases could include deduction of the amount spent on

the training by the Commission from the salary or compensation amount of the staff member.

Extension of the application of government rules, regulations etc:

These regulations may be amended by the Commission from time to time to incorporate Rules, Regulations, orders and instructions issued by the State Government from time to time in the following matters. No consultation would be required for incorporating provisions contained in the State Government Provisions.

- (a) Medical fitness
- (b) Leave
- (c) Medical Facilities
- (d) Local allowances such as Children Education Allowance, Tuition fee, Washing Allowance.
- (e) Joining Time and Joining Time Pay
- (f) Loans and Advances
- (g) Payments of leave salary and Pension contribution in respect of employees appointed on deputation in the Commission on Foreign Service terms.
- (h) Conduct, discipline, suspension, appeal and review.
- (i) Deputation of employees of the Commission to other organisations in India and abroad.
- (j) Re-employment on contract beyond superannuation or retirement.
- (k) Termination of service.
- (l) Resignation.
- (m) Citizenship of India as a condition of eligibility for appointment
- (n) Hours of duty and holidays.
- (o) Travelling allowance.

Power of Relaxation

The Commission may, in the public interest and after recording reasons in writing, relax the provisions of these regulations, in consultation with the State Government.

Interpretation

If any question arises relating to the interpretation of these regulations, the interpretation of the Commission will be final.

By order of the Commission

(Sangeeta Verma)

Secretary

Appendix-1

- Note:** i) Experience in working in the Regulatory Commission related with infrastructure will be preferred in all Group A posts.
- ii) Posts at Sl.Nos. 1 –5 shall be eligible for higher pay in the scale 22400-525-24500 after completing a minimum of five years of satisfactory service in the 18400-500-22400 scale and a total service of twenty five years, at the discretion of the Commission.
- iii) Candidates with an MBA degree will be given preference

| <u>Sl. No.</u> | <u>Post</u> | <u>Emoluments</u> | <u>Group</u> | <u>Minimum Qualifications and Experience</u> | <u>No. of Posts</u> |
|----------------|----------------------|------------------------------------|--------------|---|---------------------|
| 1 | Secretary | Pay Scale : 18400-500- 22400 | A | Graduate degree in Commerce, Economics, Engineering, law or management with 15 years relevant and satisfactory service in an All-India or Group A Central/State Service (Post-Graduate qualifications would be desirable) or a post graduate degree/diploma in Commerce, Economics, Engineering, law or management with 15 years experience in a managerial capacity dealing with problems relating to Finance, Commerce, Engineering, Law or Management in a corporation/public undertaking.. | One (1) |
| 2 | Director (Tariff) | Pay Scale: 18400-500- 22400 | A | Engineering Degree with 15 years experience subsequent to qualifying degree in (as specified) the required specialization of Generation, Transmission, or Distribution of electricity. Post-graduate degree/diploma in Management/ Costing/Accountancy along with experience in the development of Tariffs of public utilities would be desirable. Demonstrated ability in economic analysis, modelling and statistical technique | One (1) |

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| | | | | <p>or</p> <p>PhD in Economics with 15 years experience, subsequent to first post-graduate degree, in economic analysis, including demand forecasting, econometric work, cost analysis, commodity pricing, and regulatory economics. Post Graduate Degree/Diploma in Management /Costing/Accountancy and experience in the Power Sector and quality publications desirable.</p> | |
| 3 | Director (Generation & PPA) | Pay Scale 18400-500-22400 | A | Engineering Degree with 15 years of power sector experience, preferably with 10 years of experience in the Generation Sector either at the field level or in managerial capacity. | One (1) |
| 4 | Director (Distribution) | Pay Scale 18400-500-22400 | A | Engineering Degree with 15 years of power sector experience, preferably with 10 years of experience in the distribution wing at the field level / managerial capacity/ material procurement. | One (1) |
| 5 | Director (Licensing Area & Legal) | Pay Scale : 18400-500-22400 | A | Engineering Degree with 15 years experience in Generation, Transmission, or Distribution of electricity. Degree in Law from a recognised university/Law school with eligibility to practice law preferably with experience in related litigation in courts. | One (1) |
| 6 | Joint Director (Bulk Supply & Retail Tariff) | Pay Scale : 12000-375-16500..... | A | Engineering Degree with 10 years experience subsequent to qualifying degree in (as specified) the required specialization of Generation, Transmission, or Distribution of electricity. Post-graduate degree/diploma in Management/ Costing/Accountancy along | One (1) |

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| | | | | with experience in the development of tariffs of public utilities would be desirable. | |
| 7 | Joint Director) (Generation, Planning, Procurement & PPA) | Pay Scale: 12000- 375- 16500 | A | Engineering Degree with 10 years of power sector experience, preferably with 5 years of experience in the Generation Sector either at the field level or in managerial capacity | One (1) |
| 8 | Joint Director (Transmission Operation & Planning) | Pay Scale: 12000- 375- 16500 | A | Engineering Degree with 10 years of power sector experience, preferably with 5 years of experience in the transmission wing at the field level / managerial capacity/ power system planning/ Grid Operation/Transmission Design | One (1) |
| 9 | Joint Director (Trading margin & Open Access) | Pay Scale: 12000- 375- 16500 | A | Engineering Degree with 10 years of power sector experience, preferably with 5 years of experience in the transmission wing in the managerial capacity/ power system planning/ Grid Operation along with experience in commercial issues, electricity laws and familiarity with issues emerging due to restructuring of power sector. | One (1) |
| 10 | Joint Director (Distribution Operation & Standards) | Pay Scale: 12000- 375- 16500 | A | Engineering Degree with 10 years of power sector experience, preferably with 5 years of experience in the distribution wing at the field level / managerial capacity/ material procurement with knowledge of electricity laws/regulations/standards. | One (1) |
| 11 | Joint Director (Licensing) | Pay Scale: 12000- 375- 16500 | A | Engineering Degree with 7 years experience in power sector. Degree in Law from a recognised university/Law school with eligibility to practice law preferably with experience in related litigation in courts. Experience in regulatory law/contract is desirable. | One (1) |
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| 12 | Deputy Director (Tariff Engineering) | Pay Scale: 10000 - 325-15200 | A | Engineering Degree with 7 years of professional experience in power sector preferably with knowledge of accounting and developments of tariffs in power sector utilities | One (1) |
| 13 | Deputy Director (Tariff Economics) | Pay Scale: 10000 - 325-15200 | A | Degree in Economics with specialization in micro economics along with 5 years of experience as an economist either in a government department or in a commercial enterprise | One (1) |
| 14 | Deputy Director (Accounts and Financial Analysis) | Pay Scale: 10000 - 325-15200 | A | MBA/CA Degree with 7 years of experience in accounting and/ or finance preferably with exposure of cost accounting, management accounting & project evaluation. | One (1) |
| 15 | Deputy Director (Computer Applications, IT and Information Management) | Pay Scale: 10000 - 325-15200 | <u>A</u> | Graduate or post graduate Engineering degree in Computer Science or MCA, with 7 years experience involving computer applications development management, network management, databases, IT, MIS and Information Flow Management. | One (1) |
| 16 | Deputy Director (Administration) | Pay Scale: 10000 - 325-15200 | A | Post Graduate Degree preferably in management with 5 years of experience subsequent to qualifying degree in office management, general administration, liaison and related work, or a Government Officer from a Group B service with 5 years service. | One (1) |
| 17 | Accounts Officer | Pay Scale: 8000-275-13500 | B | B.Com with 7 years experience in the preparation of management/reconciliation of accounts, handling/reconciliation of | One (1) |

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| | | | | cash, and audit.. | |
| 18 | Private Secretary | Pay Scale: 6500-200-10500 | B | <p>Bachelors degree with knowledge of Stenography and Computer Keyboard typing in English and Hindi, at 80 WPM, word-processing in Hindi and English using MS Word, use of Excel and 7 years experience in these areas, in addition to experience at PABX operation, file management, mail despatch, maintenance of receipt/other registers, e-mail etc.</p> <p>Intermediate degree may be acceptable for deputationists or otherwise deserving candidates.</p> | Four (4) |
| 19 | Asstt. Private Secretary. (Personall Asstt-II) (will work as research assistant/data entry operators as per need) | Pay Scale: 5500-175-9000 | C | <p>Bachelors degree with knowledge of Stenography and Computer Keyboard typing in English and Hindi, at 80 WPM, Word-processing in Hindi and English using MS Word, use of Excel and 3 years experience in these areas, in addition to experience at PABX operation, file management, mail despatch, maintenance of receipt/other registers, e-mail etc.</p> <p>Intermediate degree may be acceptable for deputationists or otherwise deserving candidates.</p> <p>Stenographical ability requirement may be waived, and a typing speed of 25 WPM may be acceptable for a person hired purely as a research assistant or data entry operator. But graduation, knowledge of and experience in the prescribed area, would be a must in such cases.</p> | Eight (8) |
| 20 | Receptionist | Pay Scale: 4000-100- | C | A graduate in any discipline from a recognised University Must have basic | One (1) |

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|----|---------------------|-----------------------------------|---|---|---------------------|
| | | 6000 | | Knowledge in computer operation and should have 2 years experience in reception, Care-taking EPABX, Inter – Com Connections. Should have worked in Government/Public Sector undertakings/reputed firms. | |
| 21 | Accountant | Pay Scale: 5000-150-8000 | C | B.Com with 3 years experience in the preparation management/reconciliation of accounts, handling/reconciliation of cash, and audit . | Two (2) |
| 22 | Librarian | Pay Scale: 5000-150-8000 | C | Bachelors degree preferably with degree/diploma in library science. | One (1) |
| 33 | Security Guard | Pay Scale 3050-75-4590 | C | High School Pass having good physique with experience in security operations for one year or Ex-serviceman | Thre e (3) |
| 34 | Driver | Pay Scale 3050-75-4590 | C | 3 years motor vehicle driving experience with valid license. | Thre e (3) |
| 35 | Peon/Process Server | Pay Scale 2550-55-2660-60-3200 | D | Class 8 pass. | Fifte en (15) |

Note: Experience in a clerical capacity or as a technician will not count towards the required experience for Group A and B posts. Experience should ideally reveal progressively increasing responsibility and position in reputed organizations. Good working knowledge of word-processing, spreadsheets, Internet and e-mail software is a must for all Group A, B and C posts. Applicants for specialized posts involving Personnel Management, Office Management, Accounts, Desk Top Publishing etc.,

must be familiar with the specialized packages of their respective areas, in addition. Good spoken and written expression in English and Hindi would be a must for all Group A, B and C jobs.

The Commission reserves the right to promote an employee occupying a certain post in a certain functional area to a vacant higher post for which he meets the minimum qualifications after satisfactory service of a minimum of five years in the immediately lower pay scale.

The Commission reserves the right to recruit an employee against a vacant post, and allow a lower scale at its discretion.

The Commission reserves the right to grant annual increments stipulated in a particular pay scale in years subsequent to the employee reaching the maximum of the scale.

The Commission reserves the right to change the functional distribution of sanctioned posts across various specialities to meet the changed requirement of expertise mix over time.

The Commission reserves the right to engage consultants, including legal counsel/consultants on retainer/other basis, as provided for in Section 91(4) of Electricity Act, 2003 or arrange for certain services to be provided through outside service providers.

The Commission reserves the right to revise the above pay scales in line with revisions made to the same pay scale in the State Government.

APPENDIX-II

उत्तर प्रदेश शासन
ऊर्जा (नि०नि०) प्रकोष्ठ
सं० : 488/24-ऊ०नि०नि०प्र०/2004,
लखनऊ : दिनांक : 15 अक्टूबर, 2004

कार्यालय झाप

अधोदस्ताक्षरी को यह कहने का निदेश हुआ है कि राज्य सरकार की अधिसूचना संख्या- 2813पी-1/98-24, दिनांक 10 सितम्बर, 1998 द्वारा उत्तर प्रदेश विद्युत नियामक आयोग, लखनऊ का गठन किया गया था। अतः उक्त आयोग के कार्य संचालन हेतु राज्यपाल महोदय निम्नलिखित राजपत्रित/अराजपत्रित अस्थायी पदों को इस आदेश के निर्गत होने अथवा नियुक्ति की तिथि से, जो भी बाद में हो, उनके सम्मुख अंकित संख्या तथा वेतनमानों में दिनांक 28 फरवरी, 2005 तक के लिये, बसते कि इसके पूर्व ही बिना किसी पूर्व सूचना के उन्हें समाप्त न कर दिया जाय, सूचित करने की सह्य स्वीकृति प्रदान करते हैं :

| क्र०सं० | पदनाम | पदों की संख्या | वेतनमान |
|---------|---------------------|----------------|----------------------|
| 1. | सचिव | 01 | 18400-500-22400 |
| 2. | निदेशक | 04 | 18400-500-22400 |
| 3. | संयुक्त निदेशक | 06 | 12000-375-16500 |
| 4. | उप-निदेशक | 05 | 10000-325-15200 |
| 5. | लेखाधिकारी | 01 | 8000-275-13500 |
| 6. | निजी सचिव | 04 | 6500-200-10500 |
| | (वैयक्तिक सहायक-1) | | |
| 7. | सहायक निजी सचिव | 08 | 5500-175-9000 |
| | (वैयक्तिक सहायक-11) | | |
| 8. | स्वामती | 01 | 4000-100-6000 |
| 9. | लेखाकार | 02 | 5000-150-8000 |
| 10. | लैबरेरियन | 01 | 5000-150-8000 |
| 11. | क्लिबोरिटी गार्ड | 03 | 3050-75-4590 |
| 12. | वाहन चालक | 03 | 3050-75-4590 |
| 13. | अनुसोपक | 15 | 2550-55-2660-60-3200 |

- 2- उक्त पद धारकों को शासन द्वारा समय-समय पर निर्गत आदेशों के अनुसार मंहवाई भत्ता तथा अन्य भत्ते, जो भी नियमानुसार अनुमन्य हों, देय होंगे।
- 3- इस संक्षेप में होने वाला व्यय वित्तीय वर्ष 2004-2005 के आय-व्ययक के अनुदान संख्या-9 के अन्तर्गत लेखाशीर्षक "2045-वस्तुओं तथा सेवाओं पर अन्य कर तथा शुल्क 103-संग्रहण प्रभार-विद्युत शुल्क-04-3090 इलेक्ट्रिसिटी रेगुलेटरी कमीशन के गठन हेतु एक मुक्त व्यवस्था-आयोजक/20-सहायक अनुदान/अंशदान/राज्य सहायता-43-वेतन भत्ते आदि के लिये सहायक अनुदान" के नामे जाता जायेगा।
- 4- यह आदेश वित्त विभाग के असासकीय संख्या- ई/10 वूओ/216/04 दिनांक 15 अक्टूबर, 2004 में प्रायः उनकी सहमति से जारी किये जा रहे हैं।

अरुण कुमार मिश्र
प्रमुख सचिव।

सं० : 468 (1)/24-ऊ०नि०नि०90/2004, तददिनांक।

प्रतिलिपि निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित -

1. महालेखाकार, लेखा व इकाई-प्रथम/ऑडिट प्रथम, 3090 इलाहाबाद।
2. कोषाधिकारी, लखनऊ।
3. वित्त (व्यय नियंत्रण) अनुभाग-10/वित्त (वेतन आयोग) अनुभाग-2/(वित्त आय-व्ययक) अनुभाग-1
- ✓ 4. सचिव, 3090 विद्युत नियामक आयोग, लखनऊ।
5. ऊर्जा अनुभाग- 1/2 व 3
6. चाई बुक।

आज्ञा से,



(मी० नारुफ)
अनु सचिव।
रु.

