



# THE ASSAM GAZETTE

অসাধাৰণ

EXTRAORDINARY

প্ৰাপ্ত কৰ্তৃত্বৰ দ্বাৰা প্ৰকাশিত

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GOVERNMENT OF ASSAM  
ORDERS BY THE GOVERNOR  
ASSAM ELECTRICITY REGULATORY COMMISSION

## NOTIFICATION

The 11th January, 2018

**Assam Electricity Regulatory Commission  
(Recruitment and Conditions of Service of Employees) Regulations, 2017**

**No. AERC.142/2005/Pt.-I./13.-** In exercise of powers conferred on it by sub-section 2(zk) of Section 181, read with sub-sections (2) and (3) of section 91 of the Electricity Act, 2003 (36 of 2003) and all the powers enabling it in this behalf, the Assam Electricity Regulatory Commission, on approval of the State Government, hereby makes the following Regulations, namely the Assam Electricity Regulatory Commission (Recruitment and Terms and Conditions of Service of Employees) Regulations, 2017.

**1. Short title and Commencement.—**

1.1 These Regulations may be called the **Assam Electricity Regulatory Commission (Recruitment and Conditions of Service of Employees) Regulations, 2017.**

1.2 They shall come into force on the date of their publication in the Assam Gazette.

1.3 These Regulations shall be applicable in respect of every employee of the Commission.

**2. Definitions.—**

In these regulations unless there is anything repugnant to the subject or context, ----

- (a) 'Act' means Electricity Act, 2003 (36 of 2003) and shall include any statutory amendment, modification and re-enactment thereof;
- (b) 'Appendix' means the Appendix appended to these Regulations;
- (c) 'Government' means the State Government of Assam;
- (d) 'Commission' means Assam Electricity Regulatory Commission, established under sub-section (1) of section 17 of the Electricity Regulatory Commission Act, 1998 (14 of 1998);
- (e) 'Constitution' means the Constitution of India;
- (f) 'Chairperson' means the Chairperson of the Assam Electricity Regulatory Commission;
- (g) 'Member' means Member of the Assam Electricity Regulatory Commission;
- (h) 'Secretary' means the Secretary of the Assam Electricity Regulatory Commission or any other officer of the Commission authorised by the Chairperson to discharge the responsibilities of the Secretary in his/her absence for a limited period;
- (i) 'Appointing Authority' in reference to the appointments made to the Commission means,——
  - (i) The Chairperson, Assam Electricity Regulatory Commission in respect of all group A and B posts and
  - (ii) Secretary of the Commission in respect of all Group C and D Posts.
- Group A, B, C and D Posts shall have the same meanings as under the Assam Services (Revision of Pay) Rules, 2010.
- (j) 'Select list' means list of candidates selected for appointment by the Selection Committee;
- (k) 'Selection Committee' means a Committee constituted by the Appointing Authority in accordance with the provisions of these Regulations for preparing the Select List to enable the Appointing Authority to make appointments to the posts existing in the Commission;
- (l) 'Disciplinary Authority' means,——

(i) Chairperson Assam Electricity Regulatory Commission in respect of all Group A and B posts; and

(ii) Secretary of the Commission in respect of all Group C & D posts.

Provided that in respect of Officers/employees appointed on deputation, the provisions of the Assam Services (Discipline and Appeal) Rules, 1964 shall govern the disciplinary matters.

(m) 'Direct Recruitment' means any appointment made to the Commission other than by transfer on deputation or on contractual basis;

(n) 'Regular employee' means an employee who has been directly recruited by the Commission;

(o) 'Appointment on contractual basis' means an appointment made by the Appointing Authority in accordance with the provisions of these Regulations for a limited period on contractual basis;

(p) 'Year' means the Calendar Year;

(q) 'Recognised University' / 'Educational Board' means any University / Board incorporated by law in India and recognised by the authority competent for such recognition as appointed by the Central or State Government;

(r) 'Functions' means and includes all works relating to the Commission;

### **3. Sanctioned strength of officers and staff. —**

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

### **4. Mode of appointment. —**

4.1 Before the end of each year the Commission shall make an assessment regarding the likely number of vacancies in the Commission to be filled up during the next year.

4.2 The Commission shall have the discretion for filling up the vacancies by direct recruitment or by deputation or appointment on contractual basis or on promotion as deems fit.

4.3 The Commission shall have the discretion to identify certain Group B posts requiring technical experience and knowledge and also Group C and D posts for being filled up by contractual appointment through service providers on competitive rates for limited period. In the eventuality of any such posts being contracted to service providers, the sanctioned posts shall be kept vacant by the Commission.

#### **5. Procedure for Appointment.—**

- 5.1 Except as provided in these Regulations, the Commission shall advertise the vacancies to be filled up by direct recruitment or by deputation or on contractual basis in the local newspapers and the official website of the Commission.
- 5.2 The last date for submission of applications as per prescribed format and details of place where applications are to be submitted shall also be notified/circulated with such advertisement/circular.
- 5.3 The Selection Committee with the approval of the Commission may decide to engage an external agency to scrutinize the applications received within the prescribed time limit. The preliminary scrutiny shall indicate in a tabular form the details submitted by the individual candidates under various columns of the application forms and shall also mention the details of the testimonials and certificates attached by respective applicants indicating the fulfilment / non fulfilment of eligibility criterion by the candidate.
- 5.4 The crucial date for determining the age limit shall be the first of January of the year for receipt of application forms. Suitable relaxation in age limit will be given in case of Scheduled Caste and Scheduled Tribe candidates as per existing instructions of the Government of Assam.
- 5.5 Selection for appointment shall be made on the basis of written test to be conducted by or on behalf of the Commission by an external agency.
- 5.6 If both the written test and interview are conducted, the ratio should be 80:20 for written test and interview respectively.
- 5.7 After completion of selection process, the approved Select List prepared by the Selection Committee shall be displayed in the notice board of the Commission and official web site of the Commission.
- 5.8 In the eventuality of the selection process being undertaken again for want of suitable candidates, the entire procedure listed above shall be followed.

#### **6. Appointment by Direct Recruitment.—**

- 6.1 Appointments by direct recruitment against the sanctioned posts of the Commission shall be made as per the recruitment procedure to be adopted by the Commission and the qualifications as contained in the Appendix B of these Regulations.

**7. Appointment on Deputation. —**

- 7.1 The vacancies of officers and staff may also be filled up by deputation of employees from a Central or State Government department or public sector undertaking or public utility and the Commission shall take steps to circulate the information regarding such vacancies accordingly.
- 7.2 An employee of a Central or State Government department or public sector undertaking or public utility, willing to serve on deputation under the Commission, should submit the application through proper channel.
- 7.3 The eligibility criterion for posts to be filled up on deputation shall be as per the details given in Appendix 'B' provided that the Commission shall have the discretion to relax such eligibility conditions for reasons to be recorded in writing in deserving cases.
- 7.4 The period of service of personnel posted on deputation to the Commission, from Central Government or State Government or any Public Sector Undertaking or public utility, shall be treated as continuous for the purpose of all service benefits.
- 7.5 The Deputation period of personnel posted on deputation to the Commission will be initially for three years, which may be extended by maximum of two years if his/her performance is found satisfactory and if the Commission desires to continue his/her services beyond three years.
- 7.6 The standard terms and conditions prescribed by the Assam Services (Revision of Pay) Rules, 2010 and other relevant rules, shall govern the pay and allowances of persons appointed on deputation from time to time subject to suitable modifications thereof in public interest.
- 7.7 The persons joining the services of the Commission on transfer on deputation shall be deemed to have entered into an agreement with the Commission or the respective nominated authority as the case may be, to repay the loans, advances and other sums due from them or otherwise perform the obligations undertaken by them to the Government/Public Sector Undertakings which remain outstanding against him on the date of joining as per the original terms and conditions.
- 7.8 In case of an employee on deputation opting for his/her grade pay in the parent department plus deputation allowance, the allowance and perquisites available under AERC shall be calculated at the rates admissible in his/her parent department.
- 7.9 Staff joining on deputation shall be eligible for contribution to the respective Provident Fund to which they are subscribers in the parent department. In case an official posted on deputation is a member of the

Contributory Provident Fund, the Commission shall bear the cost of employer's contribution as applicable in each case.

7.10 The Commission shall have the discretion to approve the repatriation of any employee serving on deputation to his/her parent department on determining that the services of such employee are not required by the Commission notwithstanding the fact that the employee has not completed the period of deputation in the Commission.

7.11 The pay and allowances and other benefits as well as other conditions of service of an employee on deputation from a Government department shall be governed by the relevant provisions of the State Government rules as may be in force from time to time.

## **8. Appointments on Contract. —**

8.1 The vacancies of officers and staff may also be filled up by appointing persons on contract basis, so as to obtain experienced and/or qualified suitable candidates.

8.2 The duration of the first appointment on contract basis shall not exceed five years. Provided that the duration of the contract may be further renewed by the Commission from time to time for a period of not exceeding two years at a time, for each subsequent extension subject to the condition that the extension period is limited to the maximum age of 65 years.

8.3 The eligibility criterion for posts to be filled up on contract basis shall be as per the details given in Appendix B subject to any guidelines issued by the Government of Assam, provided that the Commission shall have the discretion to relax such eligibility conditions for reasons to be recorded in writing in deserving cases.

8.4 Persons who have retired from Government service on superannuation shall be eligible for appointment in the service of the Commission on contract basis only.

8.5 The retired Government employees appointed on contract basis in the Commission shall be given a remuneration which will not be less than their last pay drawn at the time of retirement from service minus pension drawn by them.

8.6 The maximum age limit in case of retired employees for serving under the Commission on contract basis, will be 65 years.

8.7 In case of other appointments on contract basis, a consolidated amount of pay shall be decided in each case. The calculation of such amount shall be made on the basis of the monetised benefits of allowance available to a regular employee in the same category and seniority. While calculating the consolidated pay for the appointee, the quantum of HRA and DA at the existing rates for employees of the Government of Assam, shall be taken

into consideration. A standard format devised for the terms of the contract by the Commission shall govern the broad service conditions of persons appointed on contract.

- 8.8 The services of an appointee on contract basis may be terminated for good and sufficient reasons to be recorded in writing after issue of one month's notice or payment of one month's remuneration in lieu thereof.
- 8.9 The Commission may also engage domain experts on contract basis who may either be Corporate Consultants, individual consultants, staff consultant, and professional experts.

**9. Reservation of posts.—**

Vacancies shall be reserved for such categories/classes as are specified by the State Government from time to time as per policy.

**10. Formalities after appointment.—**

- 10.1 The successful candidates shall be informed about their appointment through registered post/ speed Post and shall be given four weeks time from the date of issue of their appointment letters for joining in their assignment and in the eventuality of their failure to join within the stipulated time, the offer of appointment shall stand cancelled. The Commission may however for reasons to be recorded in writing relax this condition for a reasonable period in respect of deserving cases of genuine hardship.
- 10.2 The candidates for direct appointment on their selection shall be required to undergo a medical test to be conducted by a Registered Medical Practitioner as prescribed by the Commission from time to time. Failure to successfully clear the medical examination may lead to cancellation of offer of appointment.
- 10.3 The offer of appointment shall be followed by letter of appointment only after the selected candidate has furnished the original copies of various certificates of educational qualification/experience/domicile and caste status before the competent authority in the Commission. Failure to furnish any such certificate within two weeks of issue of offer of appointment, shall lead to cancellation of offer of appointment.
- 10.4 In cases of direct appointment and contractual appointment, the Commission shall seek to get the character and antecedents of appointed candidates verified in a manner as may be deemed fit and in the eventuality of such report leading to the conclusion that the appointee is not fit to be retained in the services of the Commission, the appointment shall be cancelled forthwith. The appointee shall not be entitled to any compensation or monetary benefit on this account.

**11. Period of Probation in case of Direct Appointment. —**

- 11.1 All direct recruits shall be on probation for a period of one year from the date of their joining.
- 11.2 The period of probation shall not include the period spent on Earned leave or Extraordinary Leave and Medical Leave or any period of unauthorised absence from duty as decided by the Commission.
- 11.3 In case of the performance of the appointee during the period of probation not being found satisfactory by the Commission, the period of probation may be suitably extended subject to maximum of six months or the services of the appointee may be terminated forthwith subject to payment of one month's salary by the Commission to such discharged employee.

**12. Gradation List of Regular Employees. —**

A Gradation List of the Regular Employees of the Commission in each cadre will be maintained on the basis of merit cum seniority.

**13. Promotion of Regular Employees. —**

Promotion of Regular Employees will be considered for filling up the existing vacancies in the Commission and resultant vacancies which are likely to occur due to promotion and superannuation of Regular Employees.

**14. Superannuation of Regular Employees. —**

The retirement from service on attainment of superannuation of the regular employees of the Commission shall be governed by the Rules/orders regarding superannuation of Government employees issued by the State Government from time to time.

**15. Pay Scale of Regular Employees. —**

The scales of Pay of the Regular Employees shall be such as prescribed in Appendix 'A' and 'B' which may be revised by the Commission from time to time to be at par with employees of corresponding grade/pay scale of the State Government.

**16. Increment of Regular Employees and officer on deputation. —**

The employees appointed by direct recruitment or on deputation shall be eligible to draw annual increments on the first of July every year as in the case of State Government employees.

**17. Pay fixation of Regular Employees. —**

- 17.1 The pay of a Regular Employee on his/her first appointment shall either be fixed at the minimum stage of pay payable in the respective cadre or with



advance increments at the discretion of the Commission in view of higher qualification and experience.

- 17.2 When a Regular Employee is appointed to a higher post on promotion, incumbent's initial pay in the time scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by addition of one increment at the stage at which such pay is drawn. Provided that in case of an employee drawing pay at the maximum of the pay scale, the amount of last increment shall be taken into account for pay fixation in the aforesaid manner.

**18. Allowances.—**

The regular employees and employees on deputation to the Commission shall be entitled to draw Dearness allowances, medical allowance and house rent allowance on such scales and subject to such conditions as may be made applicable to government employees by the State Government from time to time.

**19. Other matters relating to pay and allowances.—**

In respect of all matters relating to pay and allowances not specifically covered under these Regulations, the relevant provisions of the Assam Services (Revision of Pay) Rules, 2010, shall be applicable to the employees of the Commission.

**20. Working hours. —**

The Commission shall observe the working hours and days as stipulated by the State Government from time to time.

**21. Holidays.—**

The employees of the Commission shall be entitled to such public holidays as may be declared by the State Government from time to time. Provided that the Commission may direct an employee to work on holidays if exigencies so demand.

**22. Leave Travel Concession.—**

The regular employees and employees on deputation to the Commission, shall be eligible to avail Leave Travel Concession as applicable in the case of State Government employees.

**23. Medical facilities.—**

The regular employees and employees on deputation to the Commission, shall avail medical facilities as per relevant provisions of the Rules and orders/Notifications issued by the Government of Assam from time to time.

**24. Contributory Provident Fund. —**

The regular employees of the Commission will avail the facilities of Contributory Provident Fund as is applicable in the case of State Government employees.

**25. Pension. —**

The Regular employees of the Commission and employees on deputation to the Commission, who are covered by the National Contributory Pension Scheme in their parent departments, shall be covered by the provisions of the above Pension Scheme.

**26. Leave. —**

The employees in regular service and on deputation to the Commission shall be governed by the provisions of the Assam Services (Leave) Rules, 1934.

Employees serving on contractual basis shall avail special leave for twenty days and casual leave for twelve days annually.

**27. Applicability of State Government Rules for Service Conditions. —**

The following enactments of the Government of Assam shall be deemed to be applicable in respect of employees serving under the Commission either by virtue of their direct appointment or on deputation to the Commission: -

- (a) Assam Civil Services (Conduct) Rules, 1965.
- (b) Assam Services (Leave) Rules, 1934.
- (c) Assam Services (Discipline and Appeal) Rules, 1964.
- (d) Assam Medical Attendance Rules, 2008.
- (e) Fundamental Rules & Supplementary Rules.
- (f) General Financial Rules.

**28. Conduct and discipline. —**

The provisions of the Assam Services (Conduct) Rules, 1965 and the Assam Services (Discipline and Appeal) Rules, 1964, as amended from time to time and any other laws/rules passed by the State Government in this regard, shall be applicable to the employees in the regular service of the Commission.

**29. Travelling allowance and Daily Allowance. —**

The employees of the Commission will be governed by the TA/DA Rules of the State Government for the purpose of getting Travelling Allowance and Daily Allowance.

**30. Record of Service.**—

Record of Service of all employees except employees on deputation to the Commission, shall be maintained as per the format followed for State Government employees.

**31. Performance Appraisal.**—

The performance of the officers and staff of the Commission shall be assessed and reviewed annually in the manner and in the form laid down by the Commission.

**32. Training.**—

The employees may have to undergo such training as may be decided by the Commission.

**33. Departmental examination.**—

The Commission may also hold Departmental Examination from time to time for the employees considering their suitability for further promotion.

**34. Savings Clause.**—

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 is of the view that 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.

**35. Power to remove difficulties.**—

If any difficulty arises in giving effect to any of the provisions of these Regulations, the Commission may by general or special order, do anything not being inconsistent with the provisions of the Act which appears to it to be necessary or expedient for the purpose of removing the difficulties.

**S. K. ROY,**  
Secretary,  
Assam Electricity Regulatory Commission.

**APPENDIX – A****Category of Officers and Staff, sanctioned strength and pay scales**

| Sl. No. | Designation of Post                                  | Pay Scale   | GroupWise Classification    | Sanctioned Strength |
|---------|--|---|-----------------------------|---------------------|
| 1.      | Secretary  | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 37400 – 67000 + Rs.<br>8700 | Senior Grade<br><br>Group A | 1                   |
| 2.      | Director (Tariff)                                    | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>7600 | Senior Grade<br><br>Group A | 1                   |
| 3.      | Director (Engg.)                                     | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>7600 | Senior Grade<br><br>Group A | 1                   |
| 4.      | Joint Director (Tariff)                              | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>6600 | Gr. I<br><br>Group A        | 1                   |
| 5.      | Joint Director (Engg.)                               | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>6600 | Gr. I<br><br>Group A        | 1                   |
| 6.      | Joint Director (Finance)                             | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>6600 | Gr. I<br><br>Group A        | 1                   |
| 7.      | Deputy Director (Gen. PPA<br>Procurement & Planning) | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>6300 | Gr. I<br><br>Group A        | 1                   |
| 8.      | Deputy Director (Tariff<br>Finance)                  | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>6300 | Gr. I<br><br>Group A        | 1                   |
| 9.      | Deputy Director (Tariff<br>Engg.)                    | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>6300 | Gr. I<br><br>Group A        | 1                   |
| 10.     | Assistant Director (IT &<br>RIMS)                    | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>5900 | Gr. I<br><br>Group A        | 1                   |

|     |  |   |                        |    |
|-----|--|---|------------------------|----|
| 11. | Pay & Accounts Officer                                 | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>5900 | Gr. I<br><br>Group A   | 1  |
| 12. | Steno Grade I  | Revised Pay Band (PB-4)<br>+ Grade pay<br>Rs. 12000 – 40000 + Rs.<br>5900 | Gr. I<br><br>Group A   | 1  |
| 13. | Superintendent   | Revised Pay Band (PB-3)<br>+ Grade pay<br>Rs. 8000 – 35000 + Rs.<br>4600  | Gr. II<br><br>Group B  | 1  |
| 14. | Accountant   | Revised Pay Band (PB-3)<br>+ Grade pay<br>Rs. 8000 – 35000 + Rs.<br>4300  | Gr. II<br><br>Group B  | 1  |
| 15. | Private Secretary                                      | Revised Pay Band (PB-3)<br>+ Grade pay<br>Rs. 8000 – 35000 + Rs.<br>4300  | Gr. II<br><br>Group B  | 2  |
| 16. | Junior Administrative<br>Assistant/ Cashier/ Librarian | Revised Pay Band (PB-2)<br>+ Grade pay<br>Rs. 5200 – 20200 + Rs.<br>2400  | Gr. III<br><br>Group C | 3  |
| 17. | Grade IV<br>(Peon & Chowkider)                         | Revised Pay Band (PB-1)<br>+ Grade pay<br>Rs. 4560 – 15000 + Rs.<br>1500  | Gr. IV<br><br>Group D  | 5  |
| 18. | Vehicle Driver   | Revised Pay Band (PB-2)<br>+ Grade pay<br>Rs. 5200 – 20200 + Rs.<br>2100  | Gr. III<br><br>Group C | 3  |
|     |  |   | TOTAL                  | 27 |

## APPENDIX – B

## ASSAM ELECTRICITY REGULATORY COMMISSION

| Sl. No. | Designation       | No. of Posts | Pay Scale  | Group wise classification | Essential Educational Qualification and Qualifying service   | Desirable qualification and experience   | Constitution of the Selection Committee  | Method of Recruitment   | Max <sup>m</sup> Age limit   |
|---------|-------------------|--------------|--|---------------------------|--|--|--|---|--|
| 1       | Secretary         | 1            | Basic<br>37400-<br>67000,<br>Grade Pay-<br>8700                  | Senior Grade<br>Group A   | <ol style="list-style-type: none"> <li>1. Degree from a recognised university.</li> <li>2. 10 years experience in Indian Administrative Service or 20 years experience in State Civil Service or 25 yrs engineering experience out of which 5 years at the management level.</li> <li>3. Significant professional experience in public relations.</li> <li>4. Excellent written and verbal communication skills.</li> <li>5. Work experience in a Government Department/PSU.</li> </ol>  | <ol style="list-style-type: none"> <li>1. Experience of working in Regulatory agency /Local Bodies will be preferred</li> </ol>  | <ol style="list-style-type: none"> <li>1. Chairperson of the Commission ( in chair)</li> <li>2. One OR two members of the Commission</li> <li>3. Subject Specialist (To be nominated by the Commission)</li> <li>4. Secretary of the Commission ( Convener)</li> </ol> | <ol style="list-style-type: none"> <li>1. By deputation.</li> <li>OR</li> <li>2. On contract basis.</li> <li>OR</li> <li>3. By direct recruitment.</li> </ol> | <p>55years<br/>Or<br/>provided for appointment on contract maximum age limit is 62 yrs.</p>    |
| 2       | Director (Tariff) | 1            | Revised Pay Band (PB-4) + Grade pay Rs. 12000 – 40000 + Rs. 7600 | Senior Grade<br>Group A   | <ol style="list-style-type: none"> <li>1. Post Graduate degree in Economics /MBA (Finance) from a recognised university and having 20 years of experience in dealing with Power (Electricity) sector including matter relating to tariff.<br/>OR<br/>A Degree in Electrical/Mechanical engineering and having 20 years of engineering experience with atleast five years at management level in large power utilities.</li> <li>2. With 2 years service in the Pay Band (PB-4) Rs. 12000 – 40000 + Grade pay Rs. 7400 OR equivalent</li> </ol> | <ol style="list-style-type: none"> <li>1. Experience in dealing with matters relating to Electricity Tariffs, Commercial issues and power purchase agreements etc.</li> <li>2. Experience as a Power Engineer with sufficient knowledge of Generation, Transmission and Distribution.</li> <li>3. Good knowledge of Electricity Laws is desirable.</li> <li>4. Experience as professional economist /power engineer</li> </ol> | <ol style="list-style-type: none"> <li>1. Chairperson of the Commission ( in chair)</li> <li>2. One OR two members of the Commission</li> <li>3. Subject Specialist (To be nominated by the Commission)</li> <li>4. Secretary of the Commission ( Convener)</li> </ol> | <ol style="list-style-type: none"> <li>1. By deputation.</li> <li>OR</li> <li>2. On contract basis.</li> <li>OR</li> <li>3. By direct recruitment.</li> </ol> | <p>55 years<br/>Or<br/>provided for appointment on contract maximum age limit is 62 years.</p> |

|   |                            |   |   |                         |  |   |  |  |  |
|---|----------------------------|---|---|-------------------------|--|---|--|--|--|
| 3 | Director<br>(Engg.)        | 1 | Revised<br>Pay Band<br>(PB-4) +<br>Grade pay<br>Rs. 12000<br>-40000 +<br>Rs. 7600                             | Senior Grade<br>Group A | 1. A Degree in Electrical/Mechanical<br>engineering and having 20 years of<br>engineering experience with atleast<br>five years at management level in large<br>power utilities.<br>2. With 2 years service in the Pay Band<br>(PB-4) Rs. 12000 - 40000 + Grade pay<br>Rs. 7400 OR equivalent  | 1. Experience in execution,<br>operation and maintenance of<br>power projects in the Generation,<br>Transmission and Distribution<br>sector.<br>2. Experience in commercial issues<br>relating to implementation and<br>Operation & Maintenance of<br>power projects.<br>3. Experience as a Power Engineer<br>with sufficient knowledge of<br>Generation, Transmission and<br>Distribution.<br>4. Good knowledge of Electricity<br>Laws is desirable. | 1. Chairperson of the<br>Commission (in chair)<br>2. One OR two members<br>of the Commission<br>3. Subject Specialist (To<br>be nominated by the<br>Commission)<br>4. Secretary of the<br>Commission<br>(Convener) | 1. By deputation.<br>OR<br>2. On contract<br>basis.<br>OR<br>3. By direct<br>recruitment.            | 55 years<br>or provided<br>for<br>appointment<br>on contract<br>maximum<br>age limit is<br>62 years. |
| 4 | Joint Director<br>(Tariff) | 1 | Revised<br>Pay Band<br>(PB-4) +<br>Grade pay<br>Rs. 12000<br>-40000 +<br>Rs. 6600<br>(in the rank<br>of S.E.) | Gr. I<br>Group A        | 1. Degree in Electrical/Mechanical<br>Engineering and having 15 years<br>experience in Power Sector<br>OR<br>CA / ICWA / Chartered Financial<br>Analyst (CFA) or Two years MBA in<br>Finance recognized University with<br>15 years of professional experience of<br>which atleast 5 years in Power Sector.<br>2. 05 years service in the Pay Band (PB-<br>4) Rs. 12000 - 40000 + Grade pay Rs.<br>6300 OR equivalent. | 1. Experience in large public<br>utilities with generation,<br>transmission and distribution<br>facilities.<br>2. Experience in matters relating<br>to electricity Tariffs,<br>Commercial issues and power<br>purchase agreements.<br>3. Good knowledge of Indian<br>Electricity Laws.  | 1. Chairperson of the<br>Commission (in chair)<br>2. One OR two members<br>of the Commission<br>3. Subject Specialist (To<br>be nominated by the<br>Commission)<br>4. Secretary of the<br>Commission<br>(Convener) | 1. By Deputation<br>Or<br>2. Direct<br>Recruitment<br>Or<br>3. By Promotion<br>or<br>4. On Contract. | 50 years   |
| 5 | Joint Director<br>(Engg.)  | 1 | Revised<br>Pay Band<br>(PB-4) +<br>Grade pay<br>Rs. 12000<br>-40000 +<br>Rs. 6600<br>(in the rank<br>of S.E.) | Gr. I<br>Group A        | 1. Degree in Electrical/Mechanical<br>Engineering OR equivalent from a<br>recognised Institution.<br>2. 15 years professional experience of<br>which atleast 05 years service in the<br>Pay Band (PB-4) Rs. 12000 - 40000 +<br>Grade pay Rs. 6300 OR equivalent  | 1. Experience in large public<br>utilities with generation,<br>transmission and distribution<br>facilities.<br>2. Experience in commercial<br>issues relating<br>to<br>implementation and Operation<br>& Maintenance of power<br>projects.<br>3. Experience in implementation,<br>Operation and Maintenance of<br>Power Projects in Generation,<br>Transmission and Distribution<br>Sector.<br>4. Good knowledge of Indian<br>Electricity Laws.       | 1. Chairperson of the<br>Commission (in chair)<br>2. One OR two members of<br>the Commission<br>3. Subject Specialist (To be<br>nominated by the<br>Commission)<br>4. Secretary of the<br>Commission<br>(Convener) | 1. By Deputation<br>Or<br>2. Direct<br>Recruitment Or<br>3. By Promotion<br>or<br>4. On Contract.    | 50 years   |

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| 6 | Joint Director<br>(Finance)                          | 1 | Revised<br>Pay Band<br>(PB-4) +<br>Grade pay<br>Rs. 12000<br>-40000 +<br>Rs. 6600<br>(in the rank<br>of S.E.) | Gr. I<br>Group A | 1. CA / ICWA / Chartered Financial Analyst (CFA) or Two years MBA in Finance recognized University with 15 years professional experience of which atleast 5 years in Power Sector.<br>2. 05 years service in the Pay Band (PB-4) Rs. 12000 - 40000 + Grade pay Rs. 6300 OR equivalent.                               | 1. Experience in large public utilities with generation, transmission and distribution facilities.<br>2. Experience in matters relating to electricity Tariffs, Commercial agreements and power purchase agreements.<br>3. Good knowledge of Indian Electricity Laws.   | 1. Chairperson of the Commission (in chair)<br>2. One OR two members of the Commission<br>3. Subject Specialist (To be nominated by the Commission)<br>4. Secretary of the Commission (Convener)   | 1. By Deputation<br>Or<br>2. Direct Recruitment<br>Or<br>3. By Promotion or<br>4. On Contract. | 50 years |
| 7 | Deputy Director<br>(Gen. PPA procurement & Planning) | 1 | Revised<br>Pay Band<br>(PB-4) +<br>Grade pay<br>Rs. 12000<br>-40000 +<br>Rs. 6300<br>(in the rank<br>of E.E.) | Gr. I<br>Group A | 1. Degree in electrical/power/mechanical engineering.<br>2. 10 years professional experience in Power Sector.<br>3. With atleast 05 years service in the Pay Band (PB-4) Rs. 12000 - 40000 + Grade pay Rs. 5900 OR equivalent.   | 1. Experience of Economic Analysis, modelling and Statistical techniques.<br>2. Experience in Commercial issues and power purchase agreements.<br>3. Experience in the development of tariffs in public utilities.<br>4. Demonstrated capability in analytical modelling.<br>5. Experience in Power Sector is desirable.  | 1. Chairperson of the Commission (in chair)<br>2. One OR two members of the Commission<br>3. Subject Specialist (To be nominated by the Commission)<br>4. Secretary of the Commission (Convener)   | 1. By Deputation<br>Or<br>2. Direct Recruitment<br>Or<br>3. By Promotion or<br>4. on Contract. | 45 years |
| 8 | Deputy Director<br>(Tariff finance)                  | 1 | Revised<br>Pay Band<br>(PB-4) +<br>Grade pay<br>Rs. 12000<br>-40000 +<br>Rs. 6300<br>(in the rank<br>of E.E.) | Gr. I<br>Group A | 1. Post Graduate Degree in Economics or MBA in Finance or certified Chartered Accountant or certified Cost Accountant - preferably with Engineering Degree.<br>2. 10 years of professional experience of which atleast 05 years service in the Pay Band (PB-4) Rs. 12000 - 40000 + Grade pay Rs. 5900 OR equivalent. | 1. Experience in Economic analysis, Sound Knowledge of financial procedure in Commercial enterprises /Govt. Accounting procedures<br>2. Experience of Analytical Modelling including spreadsheet & database skills.<br>3. Knowledge of operational research.<br>4. Demonstrated capability in economic analysis, modelling and spreadsheet and database skills.<br>5. Knowledge of accounting and principles of finance<br>6. Knowledge and/or experience in the power sector is desirable. | 1. Chairperson of the Commission (in chair).<br>2. One OR two members of the Commission.<br>3. Subject Specialist (To be nominated by the Commission)<br>4. Secretary of the Commission (Convener) | 1. By Deputation<br>Or<br>2. Direct Recruitment<br>Or<br>3. By Promotion or<br>4. on Contract. | 45 years |



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| 9  | Deputy Director (Tariff Engg.) | 1 | Revised Pay Band (PB-4) + Grade pay Rs. 12000 - 40000 + Rs. 6300 (in the rank of E.E.)   | Gr. I<br>Group A | <ol style="list-style-type: none"> <li>Degree in electrical / mechanical engineering or CA/MBA (Finance).</li> <li>10 years professional experience in Electricity tariff determination and Regulatory affairs.</li> <li>Demonstrated capability in economic analysis, modelling and spread sheet and database skills is desirable.</li> <li>With atleast 05 years service in the Pay Band (PB-4) Rs. 12000 - 40000 + Grade pay Rs. 5900 OR equivalent.</li> </ol> | <ol style="list-style-type: none"> <li>Experience as power engineer including responsibilities in middle level position.</li> <li>Sound knowledge of commercial matters pertaining to Power sector</li> </ol>  | <ol style="list-style-type: none"> <li>Chairperson of the Commission ( in chair) One OR two members of the Commission.</li> <li>Subject Specialist (To be nominated by the Commission).</li> <li>Secretary of the Commission (Convener)</li> </ol> | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>By Promotion or</li> <li>on Contract.</li> </ol> | 45 years |
| 10 | Pay & Accounts Officer         | 1 | Revised Pay Band (PB-4) + Grade pay Rs. 12000 - 40000 + Rs. 5900 (in the rank of Financial Adviser/ Sr. Financial & Accounts Officer.) | Gr. I<br>Group A | <ol style="list-style-type: none"> <li>M.Com or MBA in Finance</li> <li>5 years post qualification professional experience of which atleast 03 years service in the Pay Band (PB-4) Rs. 12000 - 40000 + Grade pay Rs. 5400 OR equivalent.</li> </ol>   | <ol style="list-style-type: none"> <li>Experience in managing Office Payrolls &amp; Budgets.</li> <li>Sound knowledge of budgeting and planning system in Govt. Departments.</li> <li>Chartered/ Cost Accountant would be preferred.</li> <li>Sound knowledge of computing</li> </ol>                        | <ol style="list-style-type: none"> <li>Chairperson of the Commission ( in chair) One OR two members of the Commission</li> <li>Subject Specialist (To be nominated by the Commission)</li> <li>Secretary of the Commission (Convener)</li> </ol>   | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>By Promotion or</li> <li>on Contract.</li> </ol> | 45 years |
| 11 | Assistant Director (IT & RIMS) | 1 | Revised Pay Band (PB-4) + Grade pay Rs. 12000 - 40000 + Rs. 5900 (in the rank of A.E.E.)   | Gr. I<br>Group A | <ol style="list-style-type: none"> <li>BE/B.Tech. in Computer Science or IT or Master in Computer Application.</li> <li>5 years experience in Electronics Data Processing out of which two years experience should be in actual programming.</li> <li>3 years service in the Pay Band (PB-4) Rs. 12000 - 40000 + Grade pay Rs. 5400 OR equivalent.</li> </ol>  | <ol style="list-style-type: none"> <li>Adequate experience of handling computer systems in Govt. Department / PSU OR large private organization including managerial responsibilities.</li> <li>Management of Computer, IT and MIS facilities.</li> <li>Experience in Power Sector is preferable.</li> </ol> | <ol style="list-style-type: none"> <li>Chairperson of the Commission ( in chair) One OR two members of the Commission</li> <li>Subject Specialist (To be nominated by the Commission)</li> <li>Secretary of the Commission (Convener)</li> </ol>   | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>By Promotion or</li> <li>on Contract.</li> </ol> | 38 years |

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| 12 | Steno Grade<br>I  | 1 | Revised Pay Band (PB-4) + Grade pay Rs. 12000 – 40000 + Rs. 5900 | Gr. I<br>Group A  | <ol style="list-style-type: none"> <li>Must be a Graduate in any discipline from any recognized University.</li> <li>Shorthand Test - The candidate must be able to take shorthand dictation with a minimum speed of 150 words per minute.</li> <li>Experience in Stenography and Computer operation for 10 years.</li> </ol> | <ol style="list-style-type: none"> <li>Computer Skill - The candidate must have Diploma in Computer Application or certificate course in DTP.</li> <li>He/she must have sufficient experience in data entry, spreadsheets.</li> <li>Should have adequate exposure in noting, drafting and disposal of cases involving legal, commercial and technical matters.</li> </ol> | <ol style="list-style-type: none"> <li>Chairperson of the Commission (in chair).</li> <li>One OR two members of the Commission.</li> <li>Subject Specialist (To be nominated by the Commission).</li> <li>Secretary of the Commission (Convener)</li> </ol> | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>By Promotion or</li> <li>On Contract.</li> </ol> | 40 years |
| 13 | Superintendent    | 1 | Revised Pay Band (PB-3) + Grade pay Rs. 8000 – 35000 + Rs. 4600  | Gr. II<br>Group B | <ol style="list-style-type: none"> <li>Bachelor Degree from a recognised university.</li> <li>7 years experience in personnel and administration matters.</li> </ol>  | <ol style="list-style-type: none"> <li>Working experience in a government organization or in Public Sector Enterprise.</li> <li>Experience in regulatory department is desirable.</li> </ol>  | <ol style="list-style-type: none"> <li>Chairperson of the Commission (in chair).</li> <li>One OR two members of the Commission.</li> <li>Subject Specialist (To be nominated by the Commission).</li> <li>Secretary of the Commission (Convener)</li> </ol> | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>By Promotion or</li> <li>On Contract.</li> </ol> | 40 years |
| 14 | Accountant        | 1 | Revised Pay Band (PB-3) + Grade pay Rs. 8000 – 35000 + Rs. 4300  | Gr. II<br>Group B | <ol style="list-style-type: none"> <li>Graduate in Commerce or Intermediate Chartered Accountant or Intermediate Cost and Works Accountant.</li> <li>7 years experience in accounting.</li> </ol>   | <ol style="list-style-type: none"> <li>Exposure to computer operations.</li> <li>Working experience in a government organization or in Public Sector Enterprise.</li> </ol>   | <ol style="list-style-type: none"> <li>Chairperson of the Commission (in chair).</li> <li>One OR two members of the Commission.</li> <li>Subject Specialist (To be nominated by the Commission).</li> <li>Secretary of the Commission (Convener)</li> </ol> | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>By Promotion or</li> <li>On Contract.</li> </ol> | 40 years |
| 15 | Private Secretary | 2 | Revised Pay Band (PB-3) + Grade pay Rs. 8000 – 35000 + Rs. 4300  | Gr. II<br>Group B | <ol style="list-style-type: none"> <li>Degree in Law or Commerce from a recognised University.</li> <li>He/she should have good knowledge in Word Processing in Computer.</li> </ol>  | <ol style="list-style-type: none"> <li>Must have worked as PA under any Heads of Department in Government or Public Sector Undertaking for atleast 3 years and must have an experience of 10 years in service.</li> </ol>   | <ol style="list-style-type: none"> <li>Chairperson of the Commission (in chair).</li> <li>One OR two members of the Commission.</li> <li>Subject Specialist (To be nominated by the Commission).</li> <li>Secretary of the Commission (Convener)</li> </ol> | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>On Contract.</li> </ol>                          | 40 years |

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| 16 | Junior Administrative Assistant/ Cashier/ Librarian | 3 | Revised Pay Band (PB-2) + Grade pay Rs. 5200 – 20200 + Rs. 2400 | Gr. III<br>Group C | <ol style="list-style-type: none"> <li>Graduate with 45% mark for General Candidate and 40% mark for Reserved Candidate in aggregate from recognised university.</li> <li>Should have adequate exposure in noting and drafting.</li> <li>Computer Skill - The candidate must have Diploma in Computer Application or certificate course in DTP. He/she must have sufficient experience in data entry, spreadsheets and must have good knowledge and operational experience in MS Office.</li> </ol> | <ol style="list-style-type: none"> <li>Two years service in a Central/State Govt. OR any PSU/ Corporation under Central / State Govt. Is desirable.</li> </ol>                        | <ol style="list-style-type: none"> <li>Secretary of the Commission (in chair).</li> <li>An Officer in the Rank of Joint Director.</li> <li>Dy. Director</li> </ol> | <ol style="list-style-type: none"> <li>By Deputation Or</li> <li>Direct Recruitment Or</li> <li>On Contract</li> </ol> | 38 years |
| 17 | Grade IV (Peon & Chowkider)                         | 5 | Revised Pay Band (PB-1) + Grade pay Rs. 4560 – 15000 + Rs. 1500 | Gr. IV<br>Group D  | <ol style="list-style-type: none"> <li>Must have passed 8th standard examination from a school recognized by the Government.</li> </ol>   | <ol style="list-style-type: none"> <li>Must possess good physique.</li> <li>Experience of office working.</li> <li>Proficiency in written and verbal communication skills.</li> </ol> | <ol style="list-style-type: none"> <li>Secretary of the Commission (in chair).</li> <li>An Officer in the Rank of Joint Director.</li> <li>Dy. Director</li> </ol> | <ol style="list-style-type: none"> <li>By Direct Recruitment Or</li> <li>On Contract.</li> </ol>                       | 38 years |
| 18 | Vehicle Driver                                      | 3 | Revised Pay Band (PB-2) + Grade pay Rs. 5200 – 20200 + Rs. 2100 | Gr. III<br>Group C | <ol style="list-style-type: none"> <li>Matriculation OR equivalent from a recognised Board/Institute.</li> <li>Driving licence of light Motor Vehicle with two years of unblemished experience in the line.</li> <li>Possessing driving licence for 3 years.</li> </ol>   | <ol style="list-style-type: none"> <li>Proficient in driving and maintenance of vehicle</li> </ol>  | <ol style="list-style-type: none"> <li>Secretary of the Commission (in chair).</li> <li>An Officer in the Rank of Joint Director.</li> <li>Dy. Director</li> </ol> | <ol style="list-style-type: none"> <li>By Direct Recruitment Or</li> <li>On Contract.</li> </ol>                       | 38 years |