

CHHATTISGARH STATE ELECTRICITY REGULATORY COMMISSION (RECRUITMENT AND CONDITIONS OF SERVICE OF OFFICERS AND EMPLOYEES) R

114-009/2003/20-1-03. " 2-22-Ø€NTTZ ft. Q. 30-5-2001. ' 14 2006—3-11AIZ 23, 1928 1 8 2005 lc/ø. {T. Ä. A. 34T./200S. 2003 36) (181) (2) (ö*), (2) (3) QTä) 1. (2) 381 382 2. 3. (2) 4. (2) (3) 5. 2006 (g) 2003 (qi 2004 36) (gq) "q<" (01 31 3iüq, 14.«2006 6. 4 : ..3F:q 7. (2) (3) (4) (5) (6) 8. (iii) I (30 (q) ..3{\$TR (30 (iii) 382 (2) • (2) (4) 9. 10. 11. (2) (3) 14 2006 (iv) 312ßT 31TQh7T (iii) , fä-å I 3Få_ 382 (4) (5) 16. 17. (2) (3) 18. 19. 14 2006 (lien) I 3ßfi, fta-PT vf I 3.n-g 382 (6) 24. 25. 26. 27. (2) 14 «2006 5 qa-r I 1966 (QAT 1961 1966, (31ÄRTf) 1965, (iAT 1961 14 2006 2. 3. 4. 5. 6. 7. 8. 9. 10. (2ftF) (t\$rqfiufi7T) 1 382 (8) 1. 2. 3. 4. 5. -14 2006 4000— 100—6000 iz-3 01 03 4700— 80—4590 100—5200 8. 02 9. 02 3500 3050— 2610— 14 2006 .31e..uaT 31t.QT (4) 382 (10) (ürqfiu-N7T) 01 02 03 14 2006 ah 10-12 a-ha 10— 12 (g) €r.g./31Té.€r. // qr.w.g. (tr) 10—12 -cb-v-å (g) (€1) 04 05 07 08 (tr) ATRT ah-é a-tr „3.TTß (g) 3•Ta vra--n-aT 60 ei-Hr 25/40 g-réü-qg, 382 (12) 14 2006 09 14 2006 2 3 4 5 6 7 8 (\$\$rufiu-N7T) (2RØ i-g-2 iz—l (2•Rt5) i-g—3• is-I 5 5 5 5 5 3 3 382 (14) 14 2006 Raipur, the 18th October 2005 . — In exercise of the powers conferred by clause (zk) of Sub-section No, 16/CSERC/2005 (2) of Section 181 read with Section 91 (2) & (3) of the Electricity Act, 2003 (No. 36 of 0003), and with the approval of the Government of Chhattisgarh, the Chhattisgarh State Electricity; Regulatory Commission hereby makes the following regulations; namely :— Chhattiggai'h State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005, CHAPTER-I (PRELIMINARY) 1, Short Title and Commencement (1) These Regulations may be called the Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions , of service Of officers and employees) Regulations, 2005. (2) They shall come into force with effect from the date of their publication in the official Gazette

2. Scope of Application These regulations shall apply to all officerS and employees of the Chhattisgarh State Electricity Regulatory Commission including the Secretary of the Commission. 3; Definitiois (1) In these regulations, unless the context otherwise requires:- (b) (d) (e) (f) (g) (h) 'Central Act' means Electricity Act, 2003, (No. 36 of 2003), 'Commission' means the Chhattisgarh State Electricity Regulatory Commission; 'Chairman' means the Chairman of the Commission; 'Member' means the Member of the Commission; 'Appointing Authority' .means the appointing authority as specified-in Annexure- 11 to these regulations. 'State Government' means the Government of Chhattisgarh. 'Secretary' means the Secretary of the Commission. 'Year' means financial year (1st April to 31 March). (2) Words and expressions used in these regulations but not defined, unless the context otherwise requires, shall have the same meaning as respectively assigned to them in the Electricity Act, 2003. CHAPTER-11- CATEGORISATION AND NUMBER OF POSTS 4, Categorization and Strength of Officers and Employees (1) The number, and categories of officers and employees of the Commission shall be as specified in Annexure -I. (2) Subject to the approval of the State Government, the Commission may from time to time, change, increase, reduce, abolish, or re-categorize the officers and employees specified in Annexure-I, 2006 (3) The Commission may also appoint on contract basis, for any suitable period, Advisors and avail of the services of Consultants, to assist the Commission, on such remuneration and other terms and conditions as may be decided by the Commission. S, Filling up of the posts Nothing in sub-clause (1) of Clause-4 shall be construed as requiring the Commission to have the officers/employees sewing 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 appöinted, 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 coNDIT10Ns OF SERVICE 7. Mode of Appointment (1) Recruitment of officers and employees of the Commission shall be through the following modes: (i) direct recruitment, (ii) promotion, and (iii) deputation from the Central/State Government/Government undertakings. (2) The method of recruitment of officers and employees shall be as specified in Part-A and Part-B of Annexure-I. (3) The appointing authority, disciplinary authority, appellate authority and reviewing authority in respect of officers and employees of the Commission, shall be as specified in Annexure-II. (4) The persons employed by the Commission prior to commencement of these regulations shall be eligible for being considered, for the

purpose of direct recruitment to various grades irrespective of their age but subject to upper age limit prescribed in these regulations, provided they fulfill the prescribed eligibility criteria for the post. (5) The qualification and experience required for various posts shall be as prescribed in Annexure III. However, the Commission after recording reasons in writing, may relax the eligibility criteria for appointment, in respect of posts and persons, in appropriate cases. (6) All appointments shall be a subject to verification of character and antecedents as may be decided by the Commission from time to time. 382 (16) 8, Constitution of Selection Committee 14 (1) There shall be Selection Committee to consider and recommend candidates for appointment by direct recruitment to the posts mentioned in Part A of Annexure-I, consisting of the following:- (i) Chairman of the Commission as its Chairman, (ii) Member of the Commission, and (iii) One or more experts / specialists of the subjects to be nominated by the Commission as members; and (iv) Secretary of the Commission or senior most Director; in the absence of Secretary, as the Convenor of the Committee. (2) There shall be a Selection Committee to consider and recommend candidates for appointment by direct recruitment to the posts mentioned in Part-B of the Annexure-I, which shall consist of the following: - (3) (ii) (iii) (iv) (i) (ii) Senior most officer amongst the Directors and Secretary, as its Chairman, Secretary/ Director, and Jt. Director, as members. Deputy Secretary or any other officer nominated by the Chairman will be the convenor of the Committee. The recommendation of the Selection Committee shall be final and remain valid for a period of 6 months or for a longer period as may be decided by the Commission. The Committee may in suitable cases recommend higher pay than the pay which a post carries or at a higher stage in the pay scale of the post for consideration of the Commission. (4) The Commission may lay down the procedure to be followed by the Selection Committee

9. Age limit The age limit for direct recruitment to the posts of Asstt Grade-111, Computer Assistant, Steno Typist, Driver, Peon and similar categories of employees shall be as per the prevailing rules of the State Government. The age limit for other posts to be filled by direct recruitment may be decided by the Commission keeping in view the years of professional experience required for the post. 10, Application The Commission may decide the number of vacancies to be filled by direct appointment and may invite applications from candidates eligible for appointment through advertisement in news papers or call for names of eligible candidates from Employment Exchange. 11. Certificates The candidates for direct recruitment to any post in the Commission shall submit application along with the following documents: - 2006 (1) the evidence of possessing the requisite educational qualification and experience; (2) certificate of character and conduct from the educational institution last attended in case of first appointment or from the concerned Government / Public Sector Undertaking if he has served in these; (3) the proof of age, which shall be the School / High School/ Higher Secondary School Certificate or certificate from Municipal Corporation / Municipal committee; (4) certificate from the competent authority as per the rules of the State Government, in case of candidates belonging to S.C., S.T., O.B.C., or any other reserved category; and (5) domicile certificate as applicable as per the State Government rules

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

13. Selection of candidates The Selection Committee shall recommend the candidates in order of merit to the appointing authority. 14, Appointment . (1) All appointments shall be made on the basis of merit, as recommended by the Selection Committee. (2) Every candidate selected for appointment, having not been in the service of Government / Govt. undertaking, shall be appointed subject to their medical fitness to be certified by a Medical Board as may be appointed by the Commission and character verification as per clause 7(6) ante

15. Probation (1) All direct recruits shall be on probation for a period of two years from the date of their appointment. (2) During the period of probation, the officers and employees shall be entitled for earned leave, extra-ordinary leave and medical leave at par with such provisions applicable to the officers and employees of the State Government of equivalent rank. However, the period of unauthorised absence during the service shall not be included in the probation period. (3) If a direct recruit has not completed his period of probation to the satisfaction of the Commission, the Commission may extend the period of

probation upto a maximum period of one year in one or more installments. If the performance, during the extended period also, is not found to be up to the mark, his services shall be liable for termination. (4) The Commission may dispense with the services of a probationer after one month's notice. (5) If a person serving in the Government or in a Public Sector Undertaking is selected for appointment in the Commission, he may be allowed to keep his lien on the post held just before joining, till confirmation in the Commission. 382 (18) 14 2006 16. Reservation of Vacancy Nothing these regulations shall affect the reservation of posts and relaxations in age. limit, qualifications etc. required to be provided for candidates belonging to S.C., S.T., O.B.C. or minority / other categories of persons in accordance with the rules and orders issued by the State Government from time to time in this regard. 17. Training (1) All officers and employees may be required to undergo such training or orientation course conducted in-house and/or outside, as may be prescribed by the Commission. (2) Officers / employees required to undergo training/orientation may be required to execute a bond to serve the Commission for such period as may be prescribed which shall not exceed 12 months for every one month of training Subject to a maximum period of two years, after completing the training or course. Failure to serve the Commission for the stipulated period will render the official liable to refund the money spent on training along with the emoluments paid during the period. (3) Officers / employees charged with misconduct during the period of training, shall be called back from training and appropriate disciplinary proceedings may be initiated. They may be required to refund the amount spent on the training, if the Commission so decides

18. Promotion The posts which may be filled by promotion and the channel of promotion is as given in Annexure-IV. All promotions shall be on the basis of merit assessed generally from performance as reflected in the confidential reports of the last five years. Selection of candidates for promotion shall be made by the same Selection Committee as constituted in clause 8 of these regulations for the selection of direct recruits. 19, Retirement Officers/employees shall retire from the service of the Commission on attaining the age of superannuation in accordance with the prevailing rules of the State Government

20. The Commission may also engage persons on Daily wages -or- on 'daily wages' or 'ad-hoc' When considered necessary on the terms and conditions prescribed by the Commission time to time. The persons engaged on daily wages may be considered for appointment on contract basis if found suitable

21. Specification of conditions of service The Commission may specify the conditions of service of an officer or an employee appointed on contract or deputation, which will be generally as per the rules of the State Government. 14 2006 CHAPTER-V-REMUNERATION AND OTHER BENEFITS 22. Pay Scale (1) The pay scales of the Officers/employees shall be as given in Annexure-I. For the posts of Peon, Driver and other similar categories, persons engaged on daily wages shall be paid at the rate fixed by the Collector of Raipur district from time to time. (2) Remuneration and other allowances in respect of persons engaged on contract shall be as decided by the Commission. (3) The pay of officers and employees of the Commission may be revised at par with officers/employees of corresponding grade /scale under the State Government. (4) The Officers /employees of Commission borne on regular establishment shall be entitled to such allowances including house rent, conveyance and medical allowances, etc. as may be decided by the Commission time to time. (5) Officers/employees shall be eligible to receive such interest/non-interest bearing advances admissible to officers/employees of the State Government as may be decided by the Commission. (6) The deputation allowance of officers /employees taken on deputation by the Commission from Central Government, State Government, Public Sector Undertaking /Autonomous Bodies of the Government, may be as decided by the Commission

23. Retirement/Superannuation Benefits (1) Officers/ employees of the Commission shall be entitled to such retirement /superannuation benefits as may be decided by the Commission. (2) For the officers/employees absorbed in the Commission from the Government of Chhattisgarh/Central Government/other State Governments/Public Sector Undertakings, the pensionary services rendered in such Governments [Public Sector Undertakings prior to the joining the Commission shall be taken into account for the purpose of sub-clause (1) above, provided that the Government / organisation, where the officer/employee was previously employed is willing to bear the proportionate pensionary liabilities for the period of service in that Government / organisation. , CHAPTER VI - MISCELLANEOUS 24. Contract Service If the exigencies of the Commission's service so demands and after recording reasons therefor, any vacant post in the Commission may be temporarily filled through contract for a period normally not

exceeding one year at a time and for a total period of three years. In exceptional cases the Commission may extend this period to five years, 25, Power of relaxation The Commission may, in the public interest and after recording reasons in writing, relax the provisions of these regulations, including the eligibility criteria for appointments to posts, in appropriate cases. 382 (20) 26, Interpretation 14 If any question arises as to the application Or interpretation of any of the provisions of these regulations, the same shall be decided by the Commission and the decision of the Commission shall be final and binding: The Commission shall have power to remove difficulties in implementing the regulations

27. Applicability of Chhattisgarh Civil Services (Classification, Control & Appeal) Rules, 1966 and Chhattisgarh Civil Services (General Condition of Service) Rules, 1961 (1) Subject to -the provisions of these regulations, the Chhattisgarh Civil Services (Classification, Control, and Appeal) Rules 1966, Chhattisgarh Civil Services (Conduct) Rules 1965 and Chhattisgarh -Civil Services (General Conditions of Services) Rules, 1961, as amended from time to time, shall be applicable, mutatis mutandis, to the officers and employees of the Commission.(2) Except as otherwise provided in. these regulations, the other conditions of service of officers and employees of the Commission shall be regulated by the relevant rules of the State Government in force, for its employees. By order of the Commission, Sd/- (N. K. RUPWANI) Secretary. 14 2006 ANNEXURE-I CATEGORIES AND STRENGTH OF OFFICERS/EMPLOYEES IN THE CHHATTISGARH STATE ELECTRICITY REGULATORY

corynnss10N PART-A METHOD OF RECRUITMENT & PAY SCALES OF OFFICERS S.No. ame of Post No. of Category (as pe ay Scale (In Rs.) posts Government O C.G.Classification) 1. 5. 6. 8. 9. IO. S.N0. 1. 5. 6. 7. 8. 9. IO. Secreta irector (En irector (Tariff) oint director (En g.) oint Director (Tariff) e u Secreta e uty Diretor (Engg.) e ut Director (Tariff) Financial Anal st Law Officer 1 1 1 1 1 1 1 1 -do- -do- -do- -do- -do- -do- -do- -do- PART-B 18400-500-22400 -do- -do- 12000-375-16500 -do- -do- 10000-335-15200 -do- -do- -do- Source of recruitment romotion/De utation -do- -do- Promotion/De utation -do- Direct Recruitment -do- -do- METHOD OF RECRUITMENT & PAY SCALES OF EMPLOYEES ame of Post rivate Secretary ersonal Assistant Jr. Accounts Officer sstt. Grade-II/Cashier ssistant Grade III Computer Assistant Steno Typist river Grade-I river Grade-II eon O. osts* 02 02 01 02 03 04 02 02 02 07 ategöry (as pe Pay Scale overnment o .P.Classification 111 -do- -do- -do- -do- -do- -do- -do- IV 500-200-10500 5500-175-9000 5000-150-8000 000-100-6000 050-75-3950-80- 590 3500-80-4700- 100-5200 3050-75-3950-80- 590 3050-75-3950-80- 590 610-60-3150-65- 3540 550-55-2660-60- 3200 ource of recruitment romotion/ Doputation Direct Recrtiltment Promotion/l)e utation Direct Recruitment Direct Recruitment Direct Recruitment Promotion Direct Recruitment Direct Recruitment Direct Recruitment 382 (22) 14 2006 ANNEXURE - 11 Appointing Authority, Disciplinary Authority, Appellate Authority and Reviewing Authority for Officers and Employees of the CSERC Particular (i) Appointing Authority (ii) Disciplinary Authority (iii) Appellate Authority (iv) Reviewing Authority For officers included For employees in Part 'A' of Annexure-I CommiSsion Chairman Commission included in Part 'B' of Annexure-I Chairman Secretary Chairman Commission 14 2006 ANNEXURE - 111 Oualifications and Experience for Direct Recruitment Posts 382 (23) NAME OF THE POST MINIMUM REQUIRED QUALIFICATION AND EXPERIENCE. ADDITIONAL QUALIFICATIONS/ EXPERIENCE DESIRABLE 1. 2

3. Deputy Director (Engineering) Deputy Director (Tariff) Financial Analyst a.b. c. d. a. b. c: d. e. a. b. c. d. e. f. Bachelor's 'degree in electrical or mechanical engineering from a recognized university. 10/12 years professional experience in large power utility in the field of generation. Experience in planning designing and operation of generating plants.. verbal Good written and communication skill. Bachelor's degree in electrical engineering from a recognized university. 10/12 years professional experience in power utility with knowl?dge of commercial matters and tariff development in power utility/ Electricity Board. Experience in designing planning and. operation of transmission and distribution network system, availability and load flow. Skill in economic analysis and financial analysis. Good verbal and communication skill. MBA (Finance) or CA/ICWAJCF 10-12 years professional experience Sound analytical and modelling skills and capability in Financial Statement •Analysis. Experience in cost analysis and accounting. , Use of Office/Spreadsheet and data boeu skills on computer verbal and written Good communication skills a. b. c. a. b. c. d. a. b. Demonstrated knowledge in analytical' modelling and setting standards of generation of electricity. Familiarity with electricity laws & power sector reforms. Computer literacy. Knowledge of finance and accounts of a power utility. Ekperience in power procurement, power purchase commercial agreements, and matters development. tariff Familiarity with electricity law and

power sector reform. Computer literacy. knowledge Demonstrated and/or experience in power sector or commercial concern. Knowledge of pricing and tariff setting 4. 5. 6. 7. 8. 9. 382 (24) Law Officer Jr. Accounta Officer Assistant Grade•III Steno Typist Computer Assistant Driver Grade-II Degree in law from recognized University Eligibility to Practice law. b. c. • 'At • least 5 years professional experienc . and verbal d. Good written communication skill. Graduate from a recognized university. Five years professional experience in b. State Accounts, Treasury Operation, audit, budget, pay rolls and book keeping Degree from recognized university in a. any discipline. Passed Hindi/English Typing b. Examination from recognized Board. Degree from recognized university. a. b. Passed Shorthand from recognized Board and Hindi/ English Typing. Knowledge .and practice of working c, on computer. Degree from recognized univërsity a. and Post Graduaté Diploma in Computer Application (PGDCA) / PGDCM from recognized Institute / University OR b, BCA or graduate degree in computer from recognized uniüersity. 3 years. work experience on computer c. in any large office. Minimum .8 pass from any a. recognized Board. b. Should hold driving license for Light Motor Vehicle for 5 year. Driving experience of 2 years. c. Minimum 8th pass from any a. recognized Board. a. b. c. a. b. a. b. a. b. Knowledge and/or exp 'fience in the Power Sector. Experience in utility or regulatory law Computer literacy _ Good communication skill. Experience of working on computer. Good written and communication skill. Computer literacy. verbal Shorthand speed should not less than 100 w.p.m. Typing speed •25/40 w.p.m. Writing speed in Shorthand 60 w.p.m. Preference will, be given to person having bilingual typing and shorthand. Good written and verbal communication skill. having good Person knowledge of computer hardware, local area networkiug and website and who• have passed English Typing from the Board will be given preference

10. Peon Rai%14 2006 ANNEXURE - IV POSTS WHICH MAY BE FILLED BY PROMOTION AND CHANNEL OF PROMOTION Post from which promotion to i Eligibility 1.2, 3. 4. 5. 7. 10

11. Promotion post Secretary Director (Engineering) Director (Tariff) Joint Director (Engineering) Joint Director (Tariff) Private Secretary Assistant Grade-II Driver Grade-I be made Dy. Secretary Joint Director (Engineering) Joint Director (Tariff) Joint Director (Engineerigg) Joint Director (Tariff) Deputy Director (Engineering) Deputy Director (Tariff) Personal Assistant Assistant Grade-II Driver Grade-II 5 years 5 years 5 years 5 years 5 years 5 years 5 years 3 years 3 years avr .