

पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड
(भारत सरकार का उद्यम)
POWER GRID CORPORATION OF INDIA LIMITED
(A Government of India Enterprise)



कन्द्रीय कार्यालय : "सौदामिनी" प्लॉट सं-2, सेक्टर-29, गुरुगांव-122 001, हरियाणा
फोन : 0124-2571700-719 फैक्स : 0124-2571760, 0124-2571761 तार : नेटग्रिड
Corporate Office : "Saudamini" Plot No-2, Sector-29, Gurgaon - 122 001 Haryana
Tel: 0124-2571700 - 719 Fax: 0124-2571760, 0124-2571761 Gram: 'NATGRID'

संदर्भ संख्या / Ref. No.

CP/RTI/2013/143

27th December, 2013 नया / CORPORATE CENTRE

Shri Prem Shanker Nagar,
E-171, Ram Nagar, Ext. Sodala,
Jaipur, Rajasthan

Sub: **Information under Right to Information Act, 2005.**

Dear Mr. Nagar,

This has reference to your letter dated 2nd December, 2013 seeking information under RTI Act, 2005.

The information sought is given below:

Point No. 1

The method of appointment on promotion from DGM to AGM, AGM to GM and GM to ED, is based on the procedure/norms approved by the POWERGRID's Board of Directors. Copies of Board resolution are attached at **Annex-I**.

Point No. 2

The moderation of Annual Appraisal Reports of the above levels are done by CMD. The Annual Appraisal Reports after the completion of appraisal reports are collected from all the regions/RLDCs and Departments at Corporate Centre and submitted to CMD for Moderation. The final rating after moderation is written at the designated place and signed by CMD. Since moderated rating is mentioned only in the Annual Appraisal Reports, there is no separate moderation committee report.

Point No. 3, 7 & 9

Annual Appraisal Reports contains information about the character, capability of the official reported upon, disclosure of which to any other person amount to cause unwarranted invasion of the privacy of the individual. Accordingly, disclosure of information in respect of AAR is exempted as per clause 8 (i) (j) of RTI Act 2005. CIC in its order dated 19.9.2013 has held that this was 3rd party information and also confidential in nature hence the information was denied under the exemption from disclosure clause of the RTI Act.

Point No. 4

The above information is available in the CPC proceedings. Disclosure of DPC proceedings of the executives are exempted under 8(i) (j) of the RTI Act as the information is personal information and the disclosure of which has no relationship

to any public activity or interest and which causes unwarranted invasion of the privacy of the individual. CIC in its order dated 24.09.2013 has held that this was 3rd party information and also confidential in nature, hence, the information was denied under the exemption from disclosure clauses of the RTI Act. The CIC has also taken the similar stand in the past vide order dated 15.7.2013.

Point No. 5, 8, 10 & 12

Same as point no. 4 regarding the CPC proceedings.

The documents in respect of candidates considered for promotion at each level along with promotion orders consist of 173 pages (approx.). Accordingly, as per the provision of RTI Act, 2005, you are advised to pay an amount of Rs. 346/- (Rupees three hundred and forty six only) at the rate of Rs.2/- per page as prescribed by Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, Govt. of India.

Payment towards photocopy charges can be made through Demand Draft (DD), Bankers Cheque or Indian Postal Order (IPO) in the name of "Power Grid Corporation of India Ltd.", payable at Gurgaon, Haryana. On receipt of above stated amount, documents shall be forwarded to you.

Point No. 6


Same as point no. 4 for evaluation done by all Corporate Promotion Committees. Corporate Promotion Committee makes its recommendation taking into account the Academic Background, Performance Appraisal Reports, potential for elevation, interview before the Corporate Selection Committee and other relevant factors.

Point No. 11

The date of conducting the Corporate Promotion Committees since 7.12.2007 for the posts i.e DGM to AGM, AGM to GM and GM to ED is attached **Annex-II**.

Thanking You,

भवदीय,


(सुधीर मित्तल) 21-12-13

महाप्रबंधक(के.आ.)एवंके.लो.सू.अधिकारी

Attach: As above

o/c

Annexure-1

EXTRACTS FROM THE MINUTES OF 59th BOARD
MEETING HELD ON 24 SEP; 1996.

Any Other Item (Item No. 59.1.4):-

Confirmation of resolution relating to
Ratification of the decision taken by CMD vide
note dated 4.4.94 relating to the eligibility
criteria for the post of GM:-

- 4.1. At this stage CMD referring to the circular memorandum dated 16.9.96 relating to the eligibility criteria for the post of AGM/GM etc. which was circulated to all the eight Directors, and four Directors including the Chairman and Managing Director but excluding Director (Personnel) have approved the resolution by circulation; while Sh. Ajay Dua, JS (System), Ministry of Power is away on foreign tour and other two Directors had not responded. CMD further informed the Board members that in view of position explained above and in terms of Section 289 of the Companies Act, 1956, the resolutions as circulated were approved by the majority of Directors through circulation on 16.9.96.
- 4.2. At this stage, Director (Projects) and Director (Operations) handed over their notes dated 23.9.96 to the Chairman and Managing Director. The observation of the Director (Projects) was to the effect that ratification relates to the decision dated 4.4.94 which is two year old. The Chairman explained that the Director (Projects) had joined the Corporation only on 20.3.96. Regarding the observations of the Director (Operations), the Chairman stated that the decision dated 4.4.94 which is being ratified is already signed by Director (Operations) as is evident from Annexure to the Circular Memorandum. Shri R P Singh, Director (Personnel) did not participate.
- 4.3. In view of the above the following Resolutions as ratified by the Circular Memorandum, were confirmed:
1. "Resolved that for consideration of the post of GM: Total minimum service of 5 years in DCX and

AGM scale put together out of which minimum 1 year service in AGM laid down vide decision dated 4.4.94 be and is hereby approved, confirmed and ratified with effect from the date of the said decision i.e. 4.4.94".

2. "Resolved that the appointment made by the CMD based on total minimum service of 5 years in DGM & AGM scales put together out of which minimum one year service shall be in AGM scale is hereby approved, confirmed and ratified".

3. "Resolved that the eligibility period for appointment of DGM to the post of AGM shall be minimum 3 years services is hereby approved, confirmed and ratified".

4. "Resolved that the eligibility period for appointment to the post of both AGM & GM may be relaxed at the sole discretion of Chairman & Managing Director upto maximum of 6 months in exceptional cases, is hereby approved, confirmed and ratified".

5. "Resolved that the decision that the post of AGM & GM may be filled up by CMD as per work exigency/need basis is hereby approved, confirmed and ratified".

6. "Further resolved that all the decision taken by the CMD with the concurrence of all the functional Directors on 4.4.1994 and all actions taken by CMD on the basis of the said decisions is hereby approved, confirmed and ratified".

April 4, 1994

Sub: Eligibility criteria for promotion of
General Manager To Executive Director

After taking over the various constituent organizations during the past three years, the different activities such as Operation & Maintenance of existing Transmission system, construction of new Transmission system and strengthening of inter & intra-Regional links have increased manifold and assumed new significance in the present scenario of reforms taking place in the POWER SECTOR.

During the coming period of CONSOLIDATION and GROWTH, not only close monitoring is required over on going and new activities but also high level interaction with various outside AGENCIES/INSTITUTIONS is a must for organizational survival and successes. For effectively carrying out these responsibilities, few more posts at top level of the management i.e. EXECUTIVE DIRECTOR are to be created/operated. The operating of these additional posts will help in achieving smooth functioning of the organization and in providing career growth avenues to the eligible and deserving internal talent.

For the promotion (appointment) to the post of Executive Director, minimum period in the GM scale one has to put up is not spelt out anywhere. It is basically on work exigency basis. However, during initial period of regionalisation and expansion of NTPC, the practice was to consider those employees who were in the R8 grade and had completed one to two years of service in the scale of General Manager (Rs. 7250-200-8250) for the post of EXECUTIVE DIRECTOR (Rs. 8250-200-9250).

In POWERGRID, different cultures have been blended to evolve new work systems/culture. The organisation is being restructured as approved in the recent Board meeting and Regional concept is being introduced. The organisation has challenging task of construction & Operation and Maintenance of Transmission System through out the country apart from establishing Regional Lead Despatch and Communication Systems and formation of National Grid. Thus, we need highly motivated top level executives at the level of Executive Director from the deserving internal talent. It is, therefore, proposed that eligibility period for consideration of promotion (appointment) from General Manager to Executive Director be kept as two years service initially in the scale of

Contd...2/

K. S. Srinivasan

Rs. 7250-200-8250 and may be reviewed after three years depending upon the future plan of the company. This proposal is in line with the Govt. practice of considering General Manager's with 2 years experience for the post of Directors.

It is also proposed that the eligibility period may be relaxed at the sole discretion of Chairman & Managing Director by 6 months approximately in exceptional cases, as applicable for E6 & E7 level executives to meet organisational exigencies, if any.

STANDARD DATE :

Generally top level positions are filled on work exigencies basis. The same practice is being followed in most of the Public Sectors. Further, our company is in the stabilisation stage. It is, therefore, proposed that the post may be filled as and when need arises.

May kindly approve the following:-

1. In the initial year eligibility period for consideration of promotion (appointment) from General Manager to Executive Director as 2 years service in the scale of Rs. 7250-200-8250. The period may be reviewed after three years depending upon the future plan of the Company.
2. The eligibility period may be relaxed at the sole discretion of Chairman and Managing Director by 6 months approximately in exceptional cases.
3. The posts to be filled on work exigencies/need basis.

Submitted please.

(Handwritten signature)

(S K HARUAL)
GENERAL MANAGER (P&A)

ED (CS&P)

(Handwritten signature)

निदेशिका (पारमपत्रिका) / दिनांक 28/04/54 (हरियाणा) अर्थात्
DIRECTOR (PERS)

29/4/54

CHD

ED (CSP) → 28/04/54

→ GM (P&A)

P. C. ... 28/04/54

(Handwritten signature)
29/4

POWER GRID CORPORATION OF INDIA LIMITED
NEW DELHI.

CONFIDENTIAL

Extracts from the Minutes of the 44th meeting of the Board of Directors held on Monday the 31st July, 1995 at (Noon) at the Registered office of the Company i.e. Floor, Hemkunt Chambers, 89, Nehru Place, New Delhi-110 019.

Item No.44.2.6:- (Para 44.2.6.1.)

Confirmation of decision taken by Board members by circulation vide note dated 6.7.95 relating to relaxation of eligibility period from two years to one year for consideration of promotion (Appointment) to the post of Executive Director:-

1. Board considered the proposal in detail, approved the same and passed the following resolution:-

"Resolved that the decision taken by all the members of the Board in circulation to the proposal given in note dated 6.7.1995 approving eligibility period of promotion from two years to one year in the scale of pay of Rs.7250-200-8250 for consideration of promotion (Appointment) to the post of Executive Director be and is hereby confirmed and ratified".

Certified to be true copy
For Power Grid Corporation of India Ltd

[Signature]
Company Secretary

ED(WR & HRM)

(W)

POWER GRID CORPORATION OF INDIA LIMITED
NEW DELHI.

Extracts from the minutes of the 132nd meeting of POWERGRID Board of Directors held on Monday the 29th July, 2002 at 3.30 p.m. at POWERGRID Board Room, Ananya Sarai Office, New Delhi.

Item No. 132.2.11: (Para No.132.2.11.1)

Appointment of Sr. Level Executives i.e. E8 and E9 levels -
Reconsideration of standard date for the purpose of calculating
eligibility period.

132.1.1. The Board was informed that last year with the approval of the Board the standard dates for the purpose of calculating the eligibility period for promotion/appointment of Sr.level Executives of E7 to E7A, E7A to E8 and E8 to E9 was changed to 1st April with a view to bringing uniformity in standard date for calculating the eligibility period of persons under consideration for these posts. However, it was observed that appointments to Sr.level Executives i.e. E8 and E9 are based on availability of vacancy/work exigencies and it would not be appropriate to wait for a fixed date of a year in view of the administrative exigencies. Therefore, the proposal had been put up for reconsideration and shifting of the standard date to 1st day of the month with a grace period of 30 days in which CPC/interviews are conducted instead of 1st April presently in vogue. The Board considered the proposal, approved the same and passed the following resolution:

"Resolved that the standard date of eligibility for appointment in the level of GM (E8) and ED(9) be considered as on 1st day of the month (with a grace period of 30 days) in which CPC/interviews are conducted instead of 1st April which is presently in vogue. Resolved further that CMD, POWERGRID be and is hereby authorized to implement the decision with immediate effect".

For kind information pl.

KD(HR)

21/7
21/7

Divya Tandon
DIVYA TANDON
Company Secretary
POWERGRID

POWER GRID CORPORATION OF INDIA LIMITED
NEW DELHI.

CONFIDENTIAL

Extracts from the minutes of the 117th meeting of POWERGRID Board of Directors held on Friday the 15th June, 2001 at 2.30 p.m. at Cecil Hotel, Shimla, HP.

Item No.117.2.3: (Para No.117.2.3.1.)

Change in the Standard Date for the purpose of calculating eligibility period for promotions/appointments of Senior level Executives i.e. E-7 to E-7A, E-7A to E-8 and E-8 to E-9:-

117.2.3.1. ED(HR) explained the proposal to the Board. After deliberations the Board approved the same and passed the following resolutions:

"Resolved that the standard date relating to eligibility period for the purpose of promotions/appointments of senior executives i.e. from E-7 to E-7A, E-7A to E-8 and E-8 to E-9 levels be taken as 1st April every year (with a grace period of one month) w.e.f. 01.04.2001, as is in the case of executives at lower levels and CMD, POWERGRID be and is hereby authorized to implement the said decision.

Resolved further that CMD, POWERGRID be and is hereby authorized to constitute and convene Corporate Selection Committee based on the organizational requirements, exigencies and availability of vacancies for such promotions/appointments".

For kind information and necessary action please.

ED (HR)

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*10/6/01
(M. E.)*

23/6/2001

13/07/01

30/7/2001

*Enk. L. S. RPS
23/7*

Divya Bhatia
DIVYA Bhatia
Co. Secy.

**DATES OF CSCs CONVENED FOR CONSIDERING CANDIDATES
FOR THE POST OF AGM, GM & ED SINCE 7.12.2007**

Sl.No.	Year	E8 to E9	E7A to E8	E7 to E7A
1.	2007	Nil	Nil	05-06/12/2007 (Wed-Thurs)
2.	2009	24-25/4/2009 (Fri-Sat)	18-20/11/2009 (Wed-Thurs-Fri)	21-23/11/2009 (Sat-Sun-Mon)
3.	2011	22-23/2/2011 (Tue-Wed)	01-02/06/2011 (Wed-Thurs)	25-26/07/2011 (Mon-Tue)
4.	2012	1-2/12/2012 (Sat-Sun)	16-17/01/2013 (Wed-Thur)	25-01-13 (Fri)

109.
19/12/13