



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



केन्द्रीय कार्यालय: "सौदामिनी" प्लॉट सं. 2, सेक्टर-29, गुडगाँव-122 001, (हरियाणा) दूरभाष: 0124-2571700-719, फैक्स : 0124-2571762,  
"Saudamini" Plot No. 2, Sector-29, Gurgaon-122 001, (Haryana) Tel. : 0124-2571700-719, Fax : 0124-2571762, Web.: www.powergridindia.com

C/CP/RTI/2015/80

Date: 2<sup>nd</sup> July, 2015

Shri P. Singh  
Plot No.-64, Niti Khand-I  
Indirapuram  
Ghaziabad-201010 Uttar Pradesh

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

Dear Mr. Singh,

This has reference to MoP letter dated 9<sup>th</sup> June, 2015 (received on 15<sup>th</sup> June, 2015) transferring your request for information dated 27<sup>th</sup> April, 2015, under RTI Act, 2005.

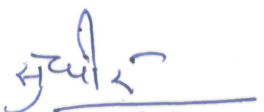
The information sought is attached at **Annex-A & B.**

Details of Appellate Authority, as per the provisions of RTI Act, 2005 is as under:

Shri B. Mishra  
Executive Director (CP & IT) & Appellate Authority  
Corporate Centre, Power Grid Corporation of India Limited  
"Saudamini", Plot No. 2, Sector-29 Gurgaon – 122007, Haryana

Thanking You,

भवदीय,

  
(सुधीर मित्तल) 2.7.15

महाप्रबंधक(के.आ.) एवं के.लो.सू.अधिकारी

Copy to: Sh. Arjun Rana  
Section officer (RTI), Ministry of Power  
Shram Shakti Bhawan, Rafi Marg, New Delhi-110001

a	<b>Information sought</b>	Please specify the meaning of Lateral Entry Recruitment in Govt. of India Offices. Please supply attested copies of rule for recruitment through Lateral Entry.
	<b>Reply</b>	Kindly refer to clause 5.0 of the attached excerpt from the Recruitment Policy & Procedures applicable in POWERGRID.
b	<b>Information sought</b>	Please specify whether Lateral Entry Recruitment is made in higher grade or lower grade. Please supply attested copy of rule position in this regard.
	<b>Reply</b>	Kindly refer to clause 5.0 of the attached excerpt from the Recruitment Policy & Procedures applicable in POWERGRID.
d	<b>Information sought</b>	The PSU under Ministry of Power conducts direct entry of Executives on All India Basis from open market in E 2 grade as Trainee Engineer/ Trainee Officer with Professional qualification and without any experience. But conducts Lateral recruitment in E2A as officer with Professional Qualification and with 2 years' experience. Can the Lateral Entry of Executives be made in E1 level on All India basis from open market with professional qualification and 3 years' experience? Please supply attested copy of rule for conducting Lateral Entry Recruitment in Lower Grade if any.
	<b>Reply</b>	Kindly refer to clause 5.0 of the attached excerpt from the Recruitment Policy & Procedures applicable in POWERGRID.

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issued by the Corporate Centre from time to time with the approval of the Chairman and Managing Director.

- 4.3 No appointment shall be made to any post in the Company unless the person fulfils the minimum eligibility requirements and conforms to the specifications prescribed for the post except where general relaxations are made in the case of reserved vacancies for candidates belonging to Scheduled Castes, Scheduled Tribes, Ex-servicemen and other special categories.

Provided, however, that in special and exceptional cases appointments may be made subject to the approval of the Chairman & Managing Director in relaxation of the prescribed specifications where the Appointing Authority is satisfied that such relaxation is essential in the interest of the Company.

## 5.0 Induction Levels

- 5.1 Keeping in view the need for induction of experienced personnel during the formative stage of a new organisation, recruitments in POWERGRID during the initial years may take place at levels of the organisational hierarchy but while manning the positions it should be ensured as far as possible that the number inducted in higher grades within a cadre is proportionately smaller than the number inducted in the lower grades.
- 5.2 At the appropriate stage of the growth of the organisation, recruitments will be restricted by and large to the induction levels as specified in Schedule I, so as to ensure that prospects of career growth of existing employees are in no way impaired.
- 5.3 Infusion of new blood to the executive and supervisory cadres will be through the Executive Trainee and Supervisory Trainee Schemes under which training based on specific requirements of the company will be imparted to the fresh professional graduates and diploma holders to be recruited on a regular annual basis.

## 6.0 Agencies for Recruitment

- 6.1 All recruitment to the executive cadres inclusive of Executive Trainees for all Sub-stations and Regions of the company will be centralised in the Corporate Centre and dealt with by the Corporate Human Resource Department.
- 6.2 Until such time as the company's Regions do not have their separate training facilities, all recruitments of supervisory trainees who will undergo training under a centralised supervisory training scheme will be done by the Corporate Human Resource Department.
- 6.3 In respect of all other non-executive personnel, recruitments will be done by Human Resource Department of the concerned region.





**SCHEDULE-I  
INDUCTION LEVELS**

Category	Levels
<b>Non Executives</b>	
Unskilled Group	W-1
Semi-Skilled	W-3
Skilled Group & Equivalent Secretarial and Clerical Staff	W-4
Supervisory & equivalent categories	S-1
<b>Executives</b>	
Executive Trainee	E-2
Executives (Officer/Engineer)	E2A

*CP/15*

**Information under RTI Act, 2005**

Query **९** Please Specify whether Govt. of India, Ministry of Finance, Department of Expenditure, Implementation Cell O.M. vide F. No.1//2008-IC dated 24.11.2008 and 27.11.2008 on the subject revised pay scale for official language posts in various subordinate offices of the central government is applicable on PSU / PSE or not.

Reply: The pay scales in POWERGRID are those as defined by the DPE.

एन.ए. मंडल  
24/6/15