



पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड  
Power Grid Corporation of India Limited  
सूचना का अधिकार अभिनियम 2005 के अंतर्गत केन्द्रीय लोक सूचना अधिकारी  
Central Public Information Officer under the RTI Act, 2005  
केन्द्रीय कार्यालय, 'सौदामिनी', प्लॉट नं.2, सेक्टर-29, गुडगांव, हरियाणा-122007  
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



CP/RTI/2016/02

Date: 28<sup>th</sup> April, 2016

Shri Santosh  
6474, Alok Vihar 2  
Sector 50, Noida, Uttar Pradesh-201301

Sub: **Information under Right to Information Act, 2005 (Application No. 02 dated 22.03.2016 received on 01.04.2016.)**

Dear Mr. Santosh,

This has reference to MoP's letter No. 10/03/2016-RTI/online/50172 dated 22<sup>nd</sup> March, 2016 (received on 1<sup>st</sup> April, 2016) transferring your online RTI request dated 18<sup>th</sup> March, 2016 under RTI Act, 2005.

The information sought pertaining to POWERGRID is attached at **Annex-I**.

First Appeal, if any, against the reply of CPIO may be made to the first appellate Authority within 30 days of the receipt of the reply of CPIO. Details of Appellate Authority at Corporate Centre, Gurgaon, under RTI Act, 2005 is as below:

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.  
Email ID: [bmishra@powergridindia.com](mailto:bmishra@powergridindia.com)  
Phone No. 0124-2571960

Thanking you,

भवदीय,

सतीश

(सतीश कुमार जे.)

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

Phone No. 0124-2822746

Email ID: [cpio.cc@powergrid.co.in](mailto:cpio.cc@powergrid.co.in)

Reply to RTI Query by Sh. Santosh, POWER/R/2016/50172

1	Information sought	Whether Director of a PSU (Public Sector Unit) requires previous permission of the government for employment of near relatives of government servants/ Director (s) in PSUs, in companies or firms having official dealing with the Govt./ PSU or are under the control of Govt./ PSU.
2	Information sought	Who is the competent authority granting such permission in case of Govt. PSUs under Ministry of Power for Director level officers of the PSUs
3	Information sought	Please provide the copies of all such permission or sanction orders issued by the Ministry of Power for all PSUs under its control/ management in the last 3 years from today.
Reply above.	i.r.o.	Copies of relevant provisions under Conduct, Discipline and Appeal rules of POWERGRID are enclosed (4 pages).

20/16  
21.4.16



## POWERGRID

### CONDUCT, DISCIPLINE AND APPEAL RULES

#### Rule 1. Short Title

These rules may be called POWERGRID Conduct, Discipline and Appeal Rules.

#### Rule 2. Application

These rules shall apply to all employees except those in casual employment or paid from contingencies.

#### Rule 3. Definitions

In these rules, unless the context otherwise requires :

- (a) "Employee" means a person in the employment of the company other than the casual, or contingent staff, but includes a person on deputation to the company.
- (b) "Company" means the POWER GRID CORPORATION OF INDIA LIMITED.
- (c) "Board" means the Board of Directors of the Company & includes in relation to the exercise of powers, any committee of the Board/Management or any officer of the Undertaking to whom the Board delegates any of its powers.
- (d) "Chairman/Managing Director" means Chairman/Managing Director of the Company.
- (e) "Disciplinary Authority" means the authority specified in the Annexure I appended to these rules & competent to impose any of the penalties specified in Rule 23.
- (f) "Competent Authority" means the authority empowered by Board of Directors by any general or special rule or order to discharge the function or use the powers specified in the rule or order.
- (g) "Government" means the Government of India.
- (h) "Appellate Authority" means the authority specified in Annexure I attached to these rules.
- (i) "Reviewing Authority" means the authority specified in Annexure I attached to these rules.



- (28) Writing of anonymous letters, addressing appeals or representations to any person other than the appropriate or appellate authority and forwarding advance copies of appeals or representation to any other person outside the Company.
- (29) Distribution or exhibition in the Company's premises any bills, posters, pamphlets or papers or causing them to be displayed by means of signs or writing or other visible representation, any matter prejudicial to the company without previous sanction of the management.
- (30) Refusal to work on Holidays or on Sundays or beyond working hours when notified/directed to do so in the exigencies of Company's interest.
- (31) Gherao, coercion, intimidation, wrongful confinement or use of force or forcibly detaining any of the Company's employees. Shouting/use of defamatory or disrespectful statement/ slogans in the Company's premises.
- (32) Refusal to accept any order or notice communicated in writing.
- (33) No employee shall indulge in any act of sexual harassment of any woman at the workplace.

**Explanation :** Sexual harassment includes such unwelcome sexually determined behaviour, whether directly or by implication as :

- a) Physical contact and advances
- b) Demand or request for sexual favours
- c) Sexually coloured remarks
- d) Showing any pornography, or
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

**Note :** The above instances of misconduct [Sub-rule (1) to (33)] are illustrative in nature and not exhaustive.

**Rule 6. Employment of near relatives of the employee of the company in any company or firm enjoying patronage of the company.**

- (1) No employee shall use his position or influence directly or indirectly to secure employment for any person related, whether by blood or marriage to the employee or to the employee's wife or husband, whether such a person is dependent on the employee or not.



- (2) No employee shall, except with the previous sanction of the competent authority permit his son, daughter or any member of the family to accept employment with any private firm with which he has official dealings, or with any other firm, having official dealings with the company :

Provided that where the acceptance of the employment cannot await the prior permission of the competent authority, the employment may be accepted provisionally subject to the permission of the competent authority, to whom the matter shall be reported forthwith.

- (3) No employee shall in the discharge of his duties deal with any matter or give or sanction any contract to any company or any person if any of his relatives is employed in that company or under that person or if he or any of his relatives is interested in such matter or contract in any other matter and the employee shall refer every such matter or contract to his official superior and the matter of the contract shall thereafter be disposed off according to the instructions of the authority to whom the reference is made.

**Meaning of 'Relative'** - A person shall be deemed to be a relative of another if, and only if -

- a) They are member of a Hindu Undivided Family or
- b) They are husband and wife, or
- c) The one is related to the other in the manner indicated in the following list:

#### LIST OF RELATIVES

1. Father
2. Mother (including step-mother)
3. Son (including step-son)
4. Son's wife (daughter-in-law)
5. Daughter (including step-daughter)
6. Father's father
7. Father's mother (Grand Parent)
8. Mother's mother (Both paternal and maternal)
9. Mother's father

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10. Son's son (Grand son)
11. Son's son's wife (grand daughter-in-law)
12. Son's daughter (Grand daughter)
13. Son's daughter's husband (grand son-in-law)
14. Daughter's husband (Son-in-law)
15. Daughter's son (grand son)
16. Daughter's son's wife (Grand daughter-in-law)
17. Daughter's daughter (Grand daughter)
18. Daughter's daughter's husband (Grand son-in-law)
19. Brother (including step-brother)
20. Brother's wife (sister-in-law)
21. Sister (including step-sister)
22. Sister's husband (Brother-in-law)
23. Wife's brother (Brother-in -law)
24. Father-in-law
25. Mother-in-law

**Rule 7. Taking part in Demonstrations and Strikes**

No employee shall:

- a) Engage himself or participate in any demonstration or incite others to take part in any demonstration, which involves incitement to an offence.
- b) Resort to or abet/incite/instigate any form of strike or coercion or physical duress in contravention of the provisions of any law or rule having the force of law.
- c) Resort to any form of picketing within the company's premises/ establishments including the entrance of the premises.