

RTI REQUEST DETAILS	
Registration No. : PGCIL/R/2018/80018	Date of Receipt : 10/04/2018
Transferred From :	Ministry of Power on 10/04/2018 With Reference Number : POWER/R/2018/50196
Remarks : The application is transferred under Section 6(3) of RTI Act, 2005.	
Type of Receipt : Electronically Transferred from Other Public Authority	Language of Request : English
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Status(Rural/Urban) : Rural	Education Status :
Letter No. : Details not provided	Letter Date : Details not provided
Is Requester Below Poverty Line ? : No	Citizenship Status : Indian
Amount Paid : 0 (RTI fee is received by Ministry of Power (original recipient))	Mode of Payment : Payment Gateway
Request Pertains to :	
Information Sought :	Dear sir/madam, Kindly give answer as soon as possible.
Original RTI Text :	Dear sir/madam, Kindly give answer as soon as possible.
<input type="button" value="Print"/> <input type="button" value="Save"/> <input type="button" value="Close"/>	

22/4/18
D- (4) / M- (4)

1. The CPSEs under Govt of India has got total 03 nos pay revisions to till now. The concerned administrative ministry & Department of Public Enterprises (DPE), DOPT have been vested certain powers to approve and assigned responsibility for monitoring and implementation of various OMs, Instruction in CPSEs.
2. In last two pay revisions some CPSEs have not fully complied the instructions of Govt orders especially DPE Grades and Scales related issues despite of clear cut Govt's OMs and clarifications. In light of above, following information is hereby requested to provide without altering any letter & spirit of various OMs applicable to CPSEs.
3. Whether CPSEs under Power Sector followed DPE OMs, under MHI &PE ref no 02 (70) 08-DPE(WC) GL/XVI/08 / dated 28th November, 2008, w.r.t Pay Scales and grade codes/posts in letter & spirit ? if any deviations have been allowed by administrative ministry, please provide following information :
 - (i) What are the departures/aberrations adopted and
 - (ii) Who is Competent Authority to approve the above aberrations/departures ?
 - (iii) Who had approved any aberrations/departures in case of 2nd Pay revision ?
 - (iv) Whether any proposal had been forwarded to DPE through Administrative Ministry if any issues aroused for approval in line with point no 18 of above referred OM dated 26/11/2008 ?
 - (v) Whether CPSEs had declared ever, in its proposal about any deviation while applying for MOU rating ?
 - (vi) Whether administrative ministry examined and recorded the proposals for departures as MOU rating have financial impact w.r.t Performance Related Pay /incentives e.t.c.
4. Point no 4, DPE OM ref no 2(76)08-DPE (WC)GL/VIII /09 dated 2nd April 2009 " it has been observed that, while implementing last pay revision, there have been aberrations/departures from the pay scales provided, including the increment rate resulting in anomalous situations. The committee of ministers has taken a serious note of this and has observed that such aberrations need to be corrected". What are the actions taken by CPSEs to till date for corrections in grades and scales of pay of executives for compliance by the CPSEs.
5. Para Vi) point no 02 OM ref no 02 (70)/08-DPE WC-GL-VII/09 dated 2nd April, 2009 " **it has been decided that there will be no change in the ten pay scales of below board level posts as indicated in OM dated 26.11.2008 and there is no justification for introducing intermediary**

pay scales. If there have been any aberrations, they need to be corrected. Every officer has to be fitted in to the corresponding new pay scale". Whether this clause of government instructions followed in letter & spirit and furnish with information.

- (i) Whether delegated Power of Promoted employee (changed nomenclature by CPSEs as placement/promotion placement/promotions/appointment as suits) in DPE Grade E-8 changes from E7 to E7A, (DGM to AGM) E7A to E8 (AGM to GM) the copy of delegated Power & higher responsibilities to be enclosed.
- (ii) What are perks & facilities gets changed if Promoted employee (changed nomenclature as placement/promotions/appointment as suits) in DPE Grade E-8 changes from E7 to E7A, (DGM to AGM) E7A to E8 (AGM to GM) the latest copy of Perks & facilities to be enclosed.
- (iii) The procedure of promotion (changed name as placement/promotions/appointment) along with list of those employees who could not be promoted (changed nomenclature by CPSEs as placement) to be enclosed for year 2014,2015,2016,2017 for all grades of DPE E-7 & above to be furnished along with specific reason employee wise.
- (iv) Whether MOP has sanctioned grade wise posts for E7, E7A, E8 then why all 03 posts continued in same scale of grade E8 of DPE in POWER CPSEs. Who is competent to approve the vacancies of such posts i.e E7, E7A & E8. Copy of approval to be provided.
- (v) Who is appointing authority for selection committee of E7 to E7A, (DGM to AGM) E7A to E8 (AGM to GM).

6. Point no 03 DPE OM ref no 2(12)/2009-DPE(WC) dated 24th December, 2012 " NO intermediary scales have been permitted under DPE O.Ms dated 26.11.2008 and 02.04.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with its corresponding scale as per promotion policy of respective CPSEs. A CPSEs cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade. In light of above O.Ms please provide following information :

- (i) If CPSEs have complied the above, please furnish along with the copy of supportive documents.
- (ii) CPSEs are complying the above O.Ms or not ?
- (iii) What are causes for not adherence of above O.Ms ?
- (iv) Whether CPSEs mentioned/declared the above departures/non-compliance while furnishing for their annual returns to DPE and for applying for their MOU rating with DPE/Ministry.
- (v) Some of the CPSEs apply nomenclature 'Placement/appointment' in place of 'Promotions' in promotion orders, whether the seniority in placement is intact /being

maintained or nor if not being maintained, the causes for seniority not being maintained.

- (vi) if seniority not being maintained in case of promotions, the reason for usage of nomenclature 'Placement' in 'Promotions' happens in same grade of DPE (E8).
 - (vii) Some of the CPSEs award increment in case of promotions in same grade/post of DPE, the DPE doesn't allow the same, whether such deviations has been approved by Competent Authority of Ministry/DPE ?
7. As per point no 02 DPE O.Ms under ref no W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 3rd August, 2017 " there will be no change in the number and structure of pay scales and every executive has to be fitted into the corresponding new pay scale. In case of Power Sector CPSEs some of the CPSEs have already submitted their proposals for implementation of pay revision for Board & below Board level. One of the reason for delay is due to multi posts/grade in same scale i.e E8 of DPE. The board of such CPSEs have cleared proposal for 3rd pay revision and Joint secretary level officer is the member in each Board of Directors and in such cases it is understood that deviations/departures have been allowed by Govt of India itself while clearing the proposal (except by NHPC JS). In light of above, following information is required to be furnished
- (i) In such cases whether Govt Nominee Board members of Thermal, Transmission had got approval from Secretary Power.
 - (ii) If Joint secretary of Thermal, Transmission obtained approval of Secretary Power, GOI in such cases (a) Is secretary Power is Competent Authority to allow DPE O.Ms departures /aberrations.
 - (iii) Whether, Joint Secretary Thermal, JS Transmission, under MOP, GOI have been empowered to allow any departures /aberrations to approve of above DPE O.Ms while according approval for Multi posts/grade in same scale of DPE (E8) in capacity of Govt Nominee for respective CPSEs ?
8. As per Minutes of the meeting Govt O.M ref no 252/2/12017 Cab III dated 29th May 2017, date of Meeting 12.05.2017 Committee Room, cabinet Secretariat, Rastrapati Bhawa, DPE made the presentation for recommendations of 3rd PRC (submitted by Justice Chandra) and approx. 22 Committee of Secretaries approved the recommendations, based on deliberation wherein Secretary Power GOI was also member of the Committee of Secretaries. Point no 7 of above OM " Secretary DPE explained that the 3rd PRC had recommended continuing with exiting levels and number of pay scales linked to scheduled classification of CPSEs. Thus, 3rd PRC had recommended revised pay scales corresponding to exiting pay scales for each of the exiting Grades" and recommendations was accepted by COS. In such a situations under what

provisions/rules JS- Thermal, JS –Transmission recommended and approved the departures/deviations for Multi Posts/grades in same scales of DPE (E8).

9. Who is Competent authority for approval for departures / aberrations w.r.t Multi Grade/posts in same scale of DPE(E8) ?
10. Whether year wise MOU setting the above deviations have been recorded or not ? Whether in annual returns of DPE by CPSEs mention about the above deviations for MOU setting/grading ?
11. Whether concerned administrative Ministry examines the deviations or simply forward the submission of CPSEs proposal w.r.t Non-compliance of DPE O.Ms w.r.t Multi grade /posts at same Scale of DPE ?.
12. As per DPE OMs MOU rating is done excellent if CPSEs comply all the DPE guidelines including DPE OM dated 24-12-2012 (With regard to One post in One scale). How all CPSEs in POWER Sector specially NTPC, PGCIL & NHPC have managed to get for award of outstanding MOU rating ? whether CPSE's undertaking have been examined by MOP, GOI before forwarding to DPE for approval ? . PRP is linked with rating of MOU & financial irregularities have been continued by CPSEs in case deviation of DPE guidelines, please provide the information for Outstanding rating of MOU despite non-compliance of DPE guidelines.
13. **What are the penal provisions** if CPSEs don't comply the Presidential direction for pay revision in letter & spirit ? What actions steps have been taken for non-compliance ? Who is responsible to monitor the deviation continued by CPSEs for Presidential Direction of Pay Revision in Power CPSEs ?
14. Who is responsible to implement the Presidential Direction in CPSEs ?
15. MOP, GOI is aware that CPSEs are not complying the guidelines of DPE/OMs, While issuance of presidential direction for implementation of Pay revision for CPSES , why there is **absence of clear cut direction about multi grades at same scale i.e E7, E7A and E8 of DPE grades. Why MOP doesn't mention in Presidential Direction ' Intermediary grades I,e E7, E7A & E8 necessarily to be merged in to E8 grade in the presidential direction.**

Please supply the above information & amount for photo copies may please intimated to me at the earliest for supply of above information if same is required.