



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



PGCIL/R/E/20/00363

दिनांक: 20 October, 2020

Shri Shubham,
BHEL Colony, Bhopal,
Madhya Pradesh

विषय: सूचना का अधिकार अधिनियम, 2005 के तहत जानकारी।

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 21 September, 2020 को प्रेषित अपने आर.टी.आई. अनुरोध का संदर्भ लें।

उपरोक्त पत्र में वांछित जानकारी अनुलग्नक-1 में संलग्न है।

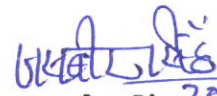
यदि आप केन्द्रीय लोक सूचना अधिकारी के उत्तर से संतुष्ट न हो तो, केन्द्रीय लोक सूचना अधिकारी के उत्तर की प्राप्ति के 30 दिनों के भीतर पहले अपील प्राधिकारी के सम्मुख अपील की जा सकती है। आरटीआई अधिनियम, 2005 के तहत केन्द्रीय कार्यालय, गुडगांव में अपील प्राधिकारी का विवरण निम्नानुसार है:

श्री बी.एन.डे.भौमिक,

कार्यपालक निदेशक (तकनीकी विकास) एवं अपील प्राधिकारी
केन्द्रीय कार्यालय, पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड,
सौदामिनी, प्लॉट नंबर-2, सेक्टर-29, गुडगांव-122001, हरियाणा।
ईमेल आईडी: appellate.cc@powergrid.co.in
फोन नंबर: 0124-2571790,2863616

धन्यवाद,

भवदीय,


(जसबीर सिंह) 20/10/20

मुख्य महाप्रबंधक (के. आ.) एवं के.तो.सू.अधिकारी

Email ID: cpio.cc@powergrid.co.in

Sub.: Reply to RTI Query by Shri Shubham, Madhya Pradesh.

Query 1.	Whether PGCIL provides NOC to its employees /Trainees (who is under bond period) for appearing in interview/Exam of other PSU/Govt body/UPSC?
Reply 1.	In terms of POWERGRID Service Rules, applications from persons who have executed service bonds with POWERGRID will not be forwarded during the period for which they are liable to serve the Corporation in terms of the service bond. A copy of terms & conditions for the bond is enclosed.
Query 2.	If an employee/Trainee appeared for other PSU/UPSC exam/interview before joining the PGCIL, and now he/she is selected for that, whether bond from PGCIL to other organization is transferable or not (if other organization is ready to accept the bond from PGCIL)?
Reply 2.	The above is regulated as per the reply given at Sl. No. 1.
Query 3.	Whether letter No.15(2)2003-DPE(GM)/GL-57 Government of India dated 29.07.2004 is applicable or not in POWERGRID?
Reply 3.	The DPE OM is applicable when an employee applies through proper channel for outside employment. However, in terms of POWERGRID Service Rules, no application for outside employment will be forwarded during the Bond Period.
Query 4.	If an employee has transferred his bond from other PSU to PGCIL (say HPCL to PGCIL) then which rules of DPE are follows by PGCIL for total amount and time period of bond. Please attach the same DPE circular and approved order of competent authority of PGCIL here?
Reply 4.	DPE O.M No. 15(2)/2003/DPE (GM)/GL/57 dated 29.07.2004 is followed with regard to transfer of bond. (Copy enclosed) Bond period in POWERGRID is 4 years including 1 year training period. Amount of Bond is however different for different levels & categories.
Query 5.	After how many years of joining in PGCIL, an employee is eligible to go for higher education?
Reply 5.	There is no restriction of minimum service for a regular employee to go for higher education with permission from the management. However, study leave is admissible to only those regular employees, who have rendered a minimum of three years' service excluding training period in POWERGRID.

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**TERMS AND CONDITIONS OF APPOINTMENT AS
ASSISTANT ENGINEER TRAINEE -GATE 2019**

1 Training

You will undergo training for a period of one year which may be extended at the discretion of the management and will thereafter serve the company for a period of at least three years.

You shall be paid a stipend during training in the form of Basic Pay of Rs. 40,000 p.m. in the pay scale of Rs. 40,000-1,40,000/- and other allowances such as Dearness Allowance, House Rent Allowance (only in case free hostel accommodation is not provided), Group Life Insurance, Leave, Medical facility and Provident Fund etc. as per Company's rules in force from time to time. In addition, you will also be entitled to allowances up to 12% of Basic Pay towards transport allowance, washing allowance and canteen allowance as per rules.

The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2 Absorption in the company

At the end of training period, your suitability for absorption in the company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company, placement and posting will be at the sole discretion of the Management. Your services may be transferred to any of the Enterprises in India or abroad at the sole discretion of the Management.

If found suitable for absorption, you will be placed in the pay scale of Rs. 50,000-1,60,000/- with Basic Pay of Rs. 50,000/- In addition to basic pay, you will be entitled to allowances and benefits like Dearness Allowance, House Rent Allowance or Subsidized Housing or leased accommodation (as the case may be), Perquisites and Allowances @ 35% as per cafeteria approach, Performance Related Pay, Reimbursement of Monthly Conveyance Expenditure, Leave Encashment, Contributory Provident Fund, Gratuity, Medical facility for self and dependants, Group Insurance, Superannuation Benefit, etc. as per Company's rules in force from time to time.

3 Probation / Confirmation

On absorption in the regular cadre, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed of it, in writing by the Management.

4 Service Agreement Bond

For this appointment you and your surety, who should be a person of substantial means, will have to execute a Service Agreement Bond on a Rs. 100 /- Stamp paper (non-judicial) to complete the training and to remain in the service of POWERGRID or, at the discretion of POWERGRID Management, to serve any other department or Organization or Institution or Enterprise of the Government of India, for at least three years after successful completion of your training and absorption.

In case you fail to complete your training successfully and / or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Salary, joining expenses, TA / DA, medical expenses etc. paid during the training period and training expenses incurred by the Company on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training / bond period. However, the total amount recoverable under this clause shall not exceed **Rupees Five Lakh plus applicable GST in case of General / OBC (Non Creamy Layer) category candidates and Rupees Two Lakh Fifty thousand plus applicable GST for SC/ST/PwD candidates**. Further you will be required to serve one month notice while on training and / or probation after absorption, and three months notice on confirmation after successful completion of probation, or pay salary (notice pay) in lieu thereof, in addition to fulfilling the obligation stipulated in the Service Agreement Bond.

You shall not be released during your training period or during the period of operation of Service Agreement Bond (three years after completion of training) for any employment elsewhere or for any study on full - time basis requiring grant of study leave. You shall not apply for employment during your training period or service period of three years thereafter, without the prior permission of the POWERGRID Management. In case you have already applied and / or appeared in any such test, interview etc. before joining the service of POWERGRID, in the event of your selection you shall not join the new organization, unless you have fully complied with the terms and conditions of the Service Agreement Bond.

Candidates who are working or undergoing training in another Government or Semi-Government Department or Public Sector Undertaking will be eligible for transfer of bond already executed by them to POWERGRID only if their application for employment in POWERGRID has been forwarded by the said Department or Undertaking.

5 Joining Expenses

No TA/DA is payable for reporting for Pre-employment Medical Examination. However, if found medically fit, you will be reimbursed 1st Class / AC-II Class train fare for self, for joining from the place to which this letter has been posted or the place from which you have actually travelled whichever is nearer to the place of reporting for joining i.e. Gurgaon by the shortest route, on production of ticket. Reimbursement in case of bus journey will also be subject to production of ticket.

6. Applicable to SC/ST/OBC (Non Creamy Layer)/PwD/EWS Category

- a) Candidate belonging to SC/ST/OBC (Non Creamy Layer) community/PwD should bring the original caste/PwD certificate as per proforma prescribed by the Govt, of India and issued by the competent authority, and an attested copy thereof.
- b) The appointment is provisional and is subject to the Class / Caste / Tribe/PwD certificate being verified through proper channel and if the verification reveals that the claim of belonging to SC/ST/OBC (Non Creamy Layer) Community/PwD, as the case may be is false, the service will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates.

- c) The appointment is provisional and is subject to the Income and asset certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate.

7. **General**

- a) You will be subject to Service Rules and Regulation including the Conduct Discipline and Appeal Rules, and such other rules and administrative orders that may be in force from time to time during training period and thereafter when, you are regularized.
- b) You will honor and observe the Company's Mission and Objectives at all times with a view to maintain high esteem of the Company.
- c) You will strive to observe and adopt such practices and philosophies as may be considered essential by the Management in furtherance of Company Strategy and Business needs.
- d) You shall not have any reservation in undergoing training and developmental programs for which you are nominated to in the course of employment.
- e) You will be required to furnish a certificate at the time you report for joining that if already married, you have not more than one spouse living and that you will not contract another marriage without first obtaining permission of the Company notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to you.
- f) Details about allowances / benefits and rules stated above are only indicative. They are subject to the detailed rules and orders in force from time to time.
- g) Your appointment is subject to:
- Verification of your Character and Antecedents being found satisfactory. If found unsatisfactory, your services are liable to be terminated without assigning any reason or notice thereof, at any time during training or afterwards.
 - Your fulfilling the eligibility criteria outlined in detailed advertisement given in our web site, failing which our offer may stand withdrawn & cancelled and management shall have the right to terminate your service at any time.
 - Your medical fitness as adjudged by POWERGRID authorized hospital. The decision of the authorized hospital of POWERGRID shall be final.
- h) The designation assigned to you, from time to time, is subject to change depending upon work assignment.
- i) You are liable to be posted at the discretion of Management to serve at any of the Company's offices/ divisions / projects / units /Subsidiaries/ Joint Venture or any other government departments, statutory body or public sector undertaking any where in India or abroad.

- j) The offer of appointment is liable to be withdrawn at any point of time before joining and if joined, your services are liable for termination if any information provided by you is not found in conformity with the eligibility criteria notified or POWERGRID comes across any evidence/ knowledge that the qualification/ experience/and any other particulars indicated by you in your application/ personal resume/ other forms/ formats are not recognized/ false/ misleading and / or amounts to suppression of information/ particulars which should have been brought to the notice of POWERGRID Or that you have been shortlisted for next stage in the process/ have secured employment in POWERGRID through or adopting any unfair means.
- k) Inadvertent omission or commission or mistakes, if any, appearing in the offer of appointment are liable to be rectified at any time before or after joining to bring the terms and conditions of offer in accordance with the extant policy / rules and regulations of the company that may be in force from time to time.
- l) You will be superannuating from the services of POWERGRID on attaining the age of superannuation as per company rules
- m) Executive Trainees in POWERGRID may be registered under the Apprenticeship Act and accordingly be required to complete necessary formalities thereunder.
- n) The above terms and conditions are not exhaustive and this offer is subject to the understanding that during training, probation and subsequent service, you will be governed by the relevant rules, regulations and administrative orders that are framed from time to time.
- o) As the training modules are linked to the whole batch, and not to individual trainees, it will not be possible to give any extension in joining time, irrespective of the reason indicated. It is, therefore, essential for you to report and join on the scheduled date itself, failing which this offer will automatically stand cancelled and withdrawn without any further notice.
- p) During the training programme, you are required to carry out considerable amount of syndicate work. Besides the above, project work and reports on study tours and other submissions are required to be made by you as a part of fulfillment of the training programme.

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CHAPTER-II

PERSONNEL POLICIES

(C)Service Matters

29. Enforcement / transfer of bond in respect of employees of Public Enterprises who leave the services of one Undertaking to join another Undertaking/ Government.

The undersigned is directed to refer to this Department's OMs No. BPE/GL-017/77/MAN/2(11)/75-BPE(GM-I) dated 13.6.1977 and 23.5.1981 and No. 17/20/84-GM dated 5.2.1985 on the subject mentioned above, which were deleted vide this Department's O.M. No. 20(5)/95-DPE(GM) dated 10th December, 1997. After deletion of these guidelines, Department of Public Enterprises received references from various quarters for revival of these guidelines to enable them to regularize enforcement/ transfer of bond in the case of public sector employees joining services in Central Govt./State Govt./Autonomous Bodies. The position has been reviewed and after careful consideration, it has been decided to revive this Department's OMs dated 13.6.1977, 23.5.1981 and 5.2.1985 with the following modifications:

(a) The bond executed by employees of the Public Enterprises, who have received scientific/technical training at the cost of Public Enterprises and have applied through proper channel during the currency of the bond join Central Govt./State Govt. services or take up employment under quasi-government organizations or any other public enterprise either on the basis of competition examinations/tests/interviews organized by those organizations or the Union Public Service Commission should not be enforced subject to the condition that a fresh bond is taken to ensure that the employee serves the new employer for the balance of the original bond period.

(b) The terms of bond whereby an employee of a Central public enterprise receiving scientific and technical training out the expenses of the Govt./Public Sector Enterprises undertakes to repay this specified amount in the event of his failure to serve the enterprise for a stipulated period after completion of his training should not be enforced against an employee who leaves service of public enterprise to secure, with proper permission, employment under the Central Govt., a public enterprise or an autonomous body wholly or substantially owned/financed/controlled by the Central/State Govt. A fresh bond should be taken from the person concerned to ensure that he serves the new employer for the balance of the original period.

(c) To ensure that the requirement of obtaining a fresh bond from a person, where necessary, is fulfilled, the enterprise with whom the employee has executed the original bond may at the time of forwarding his application write to the organization etc. under whom the employee intends to take up another appointment intimating them about the bond obligation of the individual and clarifying that in the case of his selection for the new post, his release will be subject to the condition that the new organization take from him a fresh bond binding him to serve them for the balance of the original bond period; in case he fails to serve the new department/organization etc. or leaves it before completion of the original bond period for a job where exemption from bond obligation is not available, the proportionate bond money should be realised from the individual and refunded to the first organization with whom he originally executed the bond.

2. All the administrative Ministries/Departments are requested to kindly issue necessary instructions accordingly to the public sector enterprises under their administrative control.

(DPE O.M. No. 15(2)/2003-DPE(GM)/GL-57 dated 29th July, 2004)
