



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/20/00460

दिनांक: 3 December, 2020

LALIT Kumar,
H28 SECOND FLOOR, GALI NO.1 , Pratap Nagar, Pin:110007,
New Delhi

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

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 3 November, 2020 को प्रेषित अपने आर.टी.आई.
अनुरोध का संदर्भ लें ।

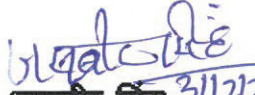
उपरोक्त पत्र मे वांछित जानकारी अनुलग्नक-1 मे संलग्न है ।

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,

शुभदीप,


(जसबीर सिंह) 3/12/2020

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

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

Annex-I

1. Applications were invited from employees of Power Grid with requisite qualification i.e. CA/ICWA (Final) under Accelerated Career Growth Scheme vide circular No. 638/2019 dated 06.02.2019 from whom approval and no of vacancy available for placement.

Reply: The above mentioned circular was issued with approval of CMD. The no. of vacancy is decided based on overall requirement of manpower, and other relevant factors.

2. Which types of employees' category can apply according to this Circular?

Reply: As per ACGS policy, employees in Workmen category and Supervisory category can apply.

3. What is the policy for Accelerated Career Growth Scheme and in which year it is implemented and scrapped.

Reply: Existing ACGS scheme presently in vogue, was introduced in 2007. A copy is attached at Annexure-A.

4. When was the process of placement under this scheme is completed i.e. interview date and who is selected

Reply: As per Sec 2(f) of the RTI Act, present or future course of action does not qualify as information, hence it cannot be provided.

5. If process is not completed after 1 and half year, what is the reason for delay?

Reply: As per Sec 2(f) of the RTI Act, reason for delay does not qualify as information, hence it cannot be provided.

6. If scrapped/dumped, who was approved it and the reason for scrapped/dumped and provide the approved copy.

Reply: The application received in reference to above circular are under consideration and the process has not been scrapped.

7. Before this circular of placement.

- i) when was this types of scheme has been launched?
- ii) Who was selected, please provide no. of employees selected.
- iii) Available vacancy.
- iv) employee wise category who have selected.

v) Criteria for calculating vacancy.

Reply: Details pertaining to query no. (i) to (iv) is given below:

1	Year	2007	2010	2015
2	Nos selected	6	13	5
3	Vacancy	6	18	5
4	Category(S/W	Sup.-6 Wkm-0	Sup.-13 Wkm-0	Sup.-5 Wkm-0

8. Is workmen category employee can apply under this scheme.

Reply: Yes, As per ACGS policy, workmen having requisite qualification can apply under this scheme.

9. If any of above information cannot be provided under which rules/act of transparency, please provide the approved copy of it.

Reply: Information which cannot be provided, are all under various sections of RTI Act, 2005.



ACCELERATED CAREER GROWTH SCHEME (ACGS)

- 1.0 To integrate the need for growth of employees and organizational requirement and to have uniform procedure and criteria for selection, the Accelerated Career Growth Scheme has been devised.
- 2.0 **Employees with following qualification will be eligible for ACGS**
- (i) Diploma in Engineering.
 - (ii) AMIW or Degree in Engineering.
 - (iii) CA/ ICWA (Inter).
 - (iv) CA/ICWA (Final).
 - (v) MBA/ PG Diploma or Degree in Finance/ Marketing/ HR/ Personnel Management/IR.
- 3.1 **Provisions for employees with Diploma in Engineering.**
- 3.1.1 Employees in Workmen category within minimum two years service in POWERGRID and with qualification of recognized Diploma in Engineering (3 years duration) can be considered for selection as Supervisor (Trainee) subject to qualifying in prescribed written test, group discussion and interview. On successful completion of one year training, such employees will be placed in S1 grade as Jr. Engineer Gr-IV.
- 3.2 **Provision for Employees with AMIE/ Degree in Engineering.**
- 3.2.1 Employees in Workmen category having minimum two years service in POWERGRID and with qualification of AMIE or recognized Degree in Engineering can be considered for selection in S1 grade as Jr. Engineer Gr-IV, subject to qualifying in prescribed written test, group discussion and interview. Those selected in the above grade will have to undergo training of three months.
- 3.2.2 Employees in Supervisory category with two years service in POWERGRID and with qualification of AMIE or recognized Degree in Engineering can be considered for selection as AE(Trainee) subject to qualifying in prescribed written test, group discussion and interview. On successful completion of one year training, such employees will be placed in E1 grade as Assistant Engineer.
- 3.3 **Provision for employees with CA/ ICWA (Inter).**
- 3.3.1 Employees in workmen category with minimum two years service in POWERGRID and with qualification of CA/ ICWA (Inter) can be considered for selection in S1 grade as Jr. Accountant subject to qualifying in prescribed written test, group discussion and interview.



Those selected in the above grade will have to undergo training of three months.

3.4 Provisions for employees with CA/ICWA (Final).

3.4.1 Employees with minimum two years service in POWERGRID and with qualification of CA/ ICWA (Final) can be considered for selection in E2 grade as Sr. Assistant Accounts Officer subject to qualifying in Group discussion and interview. Those selected in the above grade will have to undergo training of three months.

3.5 Provisions of employees with MBA/ PG Diploma or Degree (Minimum 2 years duration duly recognized by AICTE or awarded by University recognized by UGC) with specialization in Finance, HR/ Personnel Management/ IR and Marketing.

3.5.1 Employees in Workmen category having minimum two years service in POWERGRID and qualification of MBA/ PG Diploma or degree in Finance, HR/ Personnel Management/IR or Marketing with an average of 60% marks* can be considered for selection as Supervisor (Trainee) subject to qualifying in written test, group discussion and interview. On successful completion of one year training, such employees will be placed in S1 grade as Jr. Accountant / Jr. Supervisor.

3.5.2 Employees in Supervisory category with minimum two years service in POWERGRID and qualification of MBA/ PG Diploma or degree in Finance, HR/ Personnel Management/IR or Marketing with an average of 60% marks* can be considered for selection as Assistant Officer (Trainee) subject to qualifying in written test, group discussion and interview. On successful completion of one year training, such employees will be placed in E1 grade as Asstt. Accounts Officer /Asstt. Officer (HR/ Marketing)

3.5.3 However, employees belonging to SC/ST categories with MBA/ Graduate Diploma or Degree course with pass marks in relevant discipline will become eligible under this Scheme. (* Average marks would be calculated on the basis of marks of all years and subjects rounded off to the nearest digit. However, CMD is empowered to relax qualifying marks in case of existing employees who have completed MBA/ PG Diploma or Degree prior to issue of the circular, based on merit of the case.)

A diagrammatic presentation of the above is given as Annexure I.

4.0 General Provisions

- (i) Promotion under the scheme shall be within the framework of available vacancies. The vacancies under the scheme would be notified as per requirement only and not more than once in two years.
- (ii) In order to have proper mix of fresh induction, promotees etc. vacancies notified under ACGS shall not be more than 15% of that year.



- (iii) An exercise to determine the need of ACGS shall be carried out to keeping in view company's requirement and if required, Corporate HR-Promotion Group will issue notification for written test/ group discussion / interview for selection of personnel under the Scheme.
 - (iv) Written test, Group Discussion as well as Interview shall be centrally administered by Corporate HR-Promotion group.
 - (v) Written test wherever applicable would be stringent and shall be on the basis of ET test associating external agencies/ faculties for selection in Executive grade under ACGS.
 - (vi) Written test will consist of two parts namely (a) company information, general information & aptitude and (b) technical i.e employees related discipline. Each part will carry 100 marks out of which 40 marks will be for objective type questions and 60 marks will be for subjective type questions. Duration of the test will be 3 hours. Employees have to secure minimum 50% marks(40% for SC/ST) in each part and 55% marks (45% for SC/ST) in aggregate in order to qualify fro group discussion/ interview. However, the candidates to be called for Group discussion / interview will be 1:5 ratio.
 - (vii) Minimum qualifying marks in the prescribed written test, group discussion and interview separately must not be less than 55% (45% for SC/ST).
 - (viii) A common written test for technical disciplines would be held for employees acquiring qualification in Electrical, Electronics, Civil, Mechanical disciplines only. The syllabus, nature of test, duration etc, will be communicated alongwith the notification as per 4(iii) above.
 - (ix) Maximum age limit for eligibility for ACGS will be 45 years as on 1st July of the year in which notification is issued.
 - (x) Employee selected under the scheme will be liable to be posted any where in POWERGRID.
 - (xi) Selection of employees under the provisions of the Scheme will be subject to the conditions that the employees satisfy all other conditions prevalent for selection of internal candidates for higher position viz. Vigilance clearance, Appraisal Report etc.
- 5.0 Pay Fixation of employees covered under the ACGS will be done in accordance with the pay fixation rules of the company.
- 6.0 In case of any doubt regarding any of the provisions of the Scheme, the matter shall be referred to Corporate HR –Policy group for clarification. The right to interpret, modify or alter and any relaxation in the provisions of the Scheme shall rest with CMD whose decision will be final and binding.

(i) **Workmen with Diploma in Engineering:**

Cadre	Year of Service	Qualification	Mode	Post on Selection
Workmen	2 years in POWERGRID	Diploma in Engineering	Test+ Group Discussion + Interview	(i) Sup (Trainee) (ii) Jr. Engineer Gr IV (S1) after 1 year of successful completion of training.

(ii) **Employee with AMIE/ Degree in Engineering:**

Cadre	Year of Service	Qualification	Mode	Post on Selection
Workmen	2 years in POWERGRID	BE/AMIE	Test+ Group Discussion + Interview	Jr. Engineering Gr.IV (S1). Have to undergo 3 months training.
Supervisor	2 years in POWERGRID	BE/AMIE	Test+ Group Discussion + Interview	(i) AE(Trainee) (ii) Asstt Engineer (E1) after 1 year of successful completion of training.

(iii) **Workmen with CA/ ICWA (Inter)**

Cadre	Year of Service	Qualification	Mode	Post on Selection
Workmen	2 years in POWERGRID	CA/ICWA (Inter)	Test+ Group Discussion + Interview	Jr. Accountant (S1). Have to undergo 3 months training.

(v) **Employee with CA/ ICWA (Final)**

Cadre	Year of Service	Qualification	Mode	Post on Selection
Employee	2 years in POWERGRID	CA/ICWA (Final)	Group Discussion + Interview	Sr. Asstt. Accounts Officer (E2). Have to undergo 3 months training.

(vi) **Employee with MBA/ PG Diploma or Degree (Minimum 2 years duration duly recognized by AICTE or awarded by university recognized by UGC) with specialization in Finance, Human Resource/ Personnel Management/ IR and marketing.**

Cadre	Year of Service	Qualification	Mode	Post on Selection
Workmen	2 years in POWERGRID	BE/AMIE	Test+ Group Discussion + Interview	Jr. Engineering Gr.IV (S1). Have to undergo 3 months training.
Supervisor	2 years in POWERGRID	BE/AMIE	Test+ Group Discussion + Interview	(i) AE(Trainee) (ii) Asstt Engineer (E1) after 1 year of successful completion of training.