



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/21/00100

दिनांक: 5 March, 2021

SHRI TEJ BALI MAURYA,
VILLAGE -DANTI BANHAVA ,POST -KOTWA PANDEY, DIST. -MIRJAPUR,
UTTAR PRADESH

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

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 15 February, 2021 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 हों 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) 05/03/21

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

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

Sub.: Reply to RTI Query by Shri Tej Bali Maurya, Uttar Pradesh.

Query	Reply
<p>Public Grievance Number PMOPG / E / 2020/1005620 which was in the context of transfer, Public Grievance Replied by Mr. Sudipta Dutta (Sr. GM, HR). Mr. Dutta told that To transfer non-executive (junior engineer / technician) to other region 10 years of service should be in the recruitment field Sir please give me information:</p> <ol style="list-style-type: none">1. Any circular or policy for transfer of non-executive (junior engineer / technician) to another region if available please provide me a copy.2. Give details of jr engineer and technician who transferred intra region after 2009, and what was reason behind their transfer.3. What is policy for intra region mutual transfer please provide me a copy. <p>I am attaching a rti reply as supportive document. Plz reply me as soon as possible.</p>	<p>As per clause 6.2 and 7.2 of Recruitment Policy and Procedures of the organization, recruitment of non-executives are done against requirement in specific region, based on vacancies of Region, as per regional reservation rosters and against advertisement/ notification to concerned employment exchanges by concerned Region (Copy attached).</p> <p>Accordingly, unlike executives who are recruited on all India basis and are considered for transfer on all India basis, non-executives are not transferred on all India basis (excepting administrative reasons).</p> <p>Accordingly, non-executives are not entitled for all India request transfer i.e. inter-region request transfer and are eligible to apply for transfer within the jurisdiction of Region of recruitment. Whereas Executives are allowed to apply for transfer to any POWERGRID establishment/ Region in India.</p> <p>In view of the above, as a management decision, requests for inter-regional transfer of non-executives are considered only after completion of 10 years of regular service in recruited Region.</p> <p>Transfer of employee to fulfill the organizational requirement is an administrative decision of the management and transfer details/reason of other employees can't be provided as per clause 8(1) (j) of RTI Act.</p>



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-Station and Regions of the company will be centralised in the Corporate Centre and dealt with by the Corporate Human Resource Department.

6.2 In respect of all non-executive personnel, recruitment and training wherever necessary, will be done/ provided by Human Resource Department of the concerned region.

7.0 **Sources and Modes of Recruitment**

7.1 For recruitment of professional personnel in Company's executive cadre including executive trainees, selection will be made on an all-India basis and for this purpose, the posts to be filled will be duly notified through press advertisements and Company Notice Boards and/or through circulars issued to Government Departments and Public Sector Undertakings where suitable candidates of the required expertise are expected to be available.



- 7.2 In respect of recruitment to non-executive posts of the levels of W7/S1 and below, all vacancies will be notified to the Employment Exchanges in terms of Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.

Provided that notifications for recruitment of reserved vacancies will also be issued to Associations concerned, copies of notification may also be sent simultaneously to the Central Employment Exchange and other employment exchanges in the neighbouring districts within the State and Government and Semi-Government Organisations and/or the positions may be advertised in the local press subject, however, to the condition that all things being equal, preference will be given to suitable candidates sponsored by the concerned Employment Exchange.

- 7.3 In respect of recruitment to non-executive posts of the levels S2 & above recruitment will be made from all the states within the Regions where the Sub-Station /Establishment is located and the states neighbouring such region and for this purpose notification for filling the vacancies will be issued in the newspapers and also to the employment exchanges of the Regions though the Central Employment Exchange, Government Industrial Training Institutes and Polytechnics, in addition to the Notice Board in the company's premises.

Provided that recruitment may be made to such posts from outside the region where the appointing authority is satisfied that suitable candidates in adequate number may not be available within the region.

Provided that to facilitate recruitment to the reserved vacancies, copies of such notifications will also be issued to the various agencies and associations as stated above.

- 7.4 In addition to the above, induction of executive and specialist non-executive personnel may be made as deemed necessary and appropriate by the authority competent to create the posts from one or more of the following sources :
- (a) Deputation from Central/State Government/Electricity Boards and Public Sector Organisations where suitable personnel on terms offered by the Company may not be available at the right time from other sources where the time and cost involved in processing recruitments through open advertisements may not be justified in view of the number or nature of posts to be filled.
 - (b) Campus interview and recruitment of Executive Trainees at E2 level from reputed Engineering Institutions and of Officers at E2A level from reputed Management Institutions.
 - (c) Candidates located through personal contacts and talent survey, only in respect of posts requiring specialist knowledge and expertise and/or exceptional qualification and merit subject to approval by the Chairman and managing Director.

Singh