



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/22/00008

दिनांक: 4 February, 2022

Shri Ramesh Kumar

101, Shubh Laxmi Apartment, Roop Sagar Road,
New Keshav Nagar,
Rajasthan-313001

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

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 7 January, 2022 को प्रेषित अपने आर.टी.आई. अनुरोध का संदर्भ लें।

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

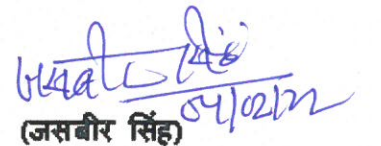
यदि आप केन्द्रीय लोक सूचना अधिकारी के उत्तर से संतुष्ट न हो तो, केन्द्रीय लोक सूचना अधिकारी के उत्तर की प्राप्ति के 30 दिनों के भीतर पहले अपील प्राधिकारी के सम्मुख अपील की जा सकती है। आरटीआई अधिनियम, 2005 के तहत केन्द्रीय कार्यालय, गुडगांव में अपील प्राधिकारी का विवरण निम्नानुसार है:

श्री बी.अनंत शर्मा

कार्यपालक निदेशक (सी. एस.) 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: 0124-2571994

धन्यवाद,

भवदीय,


(जसबीर सिंह)

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

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

Sub: Reply to RTI Request of Shri Ramesh Kumar, New Keshav Nagar, Rajasthan

Sl.No.	Information sought:	Reply:
Q.1	Please provide copy of policy based on which re-designation from GM to Sr GM was done in the month of Dec-2018. How many number of employees were re-designated from GM to Sr.GM in the month of Dec-2018, of which how many employees were such against whom disciplinary action contemplated/proceeding and under currency of penalty.	Replies 1 & 2: <ul style="list-style-type: none">• Copy of the relevant guidelines based on which executives in GM are designated as Sr GM is enclosed at FLAG-A.• In the month of Dec-2018, orders were issued regarding designation of 154 employees as Sr. GM, out of which, orders against 5 were withdrawn subsequently due to disciplinary action contemplated/proceeding and under currency of penalty.
Q.2	Please provide copy of policy based on which re-designation from GM to Sr GM was done in the month of Jan-Feb-2020.	

श्रीराम

Policy guidelines on career planning of E7 and above level executives

1.0 Scope and Coverage

This policy guidelines shall be applicable for all POWERGRID executives in the regular rolls of the Company in the grades of E7 and above.

Executives who are on deputation to POWERGRID or who retain lien on the service of parent organization will not be covered by this policy guidelines.

2.0 Promotion from E7 to E8 level

Executives at E7 level work at middle management in organization and therefore significant exposure is required for executives at E7 level for various assignments pertaining to different functions.

Accordingly, executives in E7 level after acquiring sufficient exposure and completing 4 years in E7 level shall be designated as Senior DGM. Further, after 2 years of exposure as Senior DGM, where they mostly function as Section head and gain sufficient experience, they shall be considered for promotion to next higher E8 level.

A senior level committee consisting of Board Members shall consider all the eligible Senior DGMs for promotion to next higher level through the process of interview.

The committee shall comprise of the following members:

- CMD as Chairman of the Committee
- Director (Operations)
- Director (Projects)
- Director (Finance)
- Director (Personnel)
- Chairman of Nomination and Remuneration Committee (Independent Director in Board)

An External Member cum SC/ST Representative is to be associated in the committee.

The above committee shall select candidates suitable for promotion to E8 level after taking into consideration the annual appraisal reports, experience profile, educational qualification and performance in the interview.

Through a system of weightage to AAR, seniority, interview marks etc. the committee shall evaluate the candidates.

3.0 Promotion from E8 to E9 level

Executives in the revised grade of E8 are amongst the senior levels of the management and are responsible to provide guidance and leadership to the organization. For these executives, a multi-

faceted approach is adopted to prepare them as leaders of tomorrow for the organization.

Considering the organizational requirement, reporting structure, DOP etc, executives in E8 level shall be initially designated as General Manager (GM) and then after completion of three years as GM, they shall be designated as Senior General Manager (Sr. GM).

Executives who have "2 years' experience as Sr. GM" or "05 years of experience as GM with minimum one year as Sr. GM" shall be assigned higher responsibilities such as Head of different functions and Groups at Corporate Office/RHQ, large sub-stations, HVDC sub-stations etc. on the basis of a laid down criteria including performance reflected in the AARs, grade service weightage, third party/independent assessment, site exposures etc. These Heads shall be designated as Chief GM.

The assignment of roles from Sr GM to CGM shall be carried out by a Committee of Directors headed by CMD.

The re-designation of GM as Sr. GM or CGM is not a promotion but assigning higher responsibilities based on assessment of individual capabilities/ performance through assessment centres etc. The requirement of functional heads in different departments/ functions shall be assessed from time to time while maintaining the total sanction of posts in E8 level.

Executives in the E8 scale, who have completed 2 years of holding responsibilities in the role of Functional Head/ CGM, shall be eligible to be considered for the post of ED (E9). Selection to E9 level shall be based on available vacancies and done through interview.

The interview committee shall comprise of the following members

- CMD as Chairman of the Committee
- Director (Operations)
- Director (Projects)
- Director (Finance)
- Director (Personnel)
- Chairman of Nomination and Remuneration Committee (Independent Member of the Board)

An External Member cum SC/ST Representative is to be associated in the committee.

4.0 General

The appraisal system for E7 grade shall be as per relevant rules of the Corporation and for E8 & E9 grades, the same shall be as per DPE guidelines. The cut off dates for eligibility, other criteria & conditions shall be as decided by the management depending on vacancies (in case of promotion).
