



पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड
Power Grid Corporation of India Limited
सूचना का अधिकार अधिनियम 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-122001
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122001



CIN : L40101DL1989GOI038121

दिनांक: 9 November, 2022

PGCIL/R/E/22/00360

SHRI V.K. GAUR,
C-115, GALI NO.8, KANTI NAGAR EXTN, -110051 DELHI

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

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 21 October, 2022 को प्राप्त 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। आर.टी.आई 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,
(ए. जगन्नाथ राव)
वरिष्ठ महाप्रबंधक (कें.आयोजना) एवं
केन्द्रीय लोक सूचना अधिकारी
Email ID: cpio.cc@powergrid.co.in

Sub: Reply to RTI Request of Shri V. K. Gaur, Kanti Nagar Extn., Delhi

Information sought:	Reply:
Provide the copy of following circulars related to Accelerated Career Growth Scheme (ACGS): 1. Circular No.:Pers:IE:17:95 dated 01.06.1995.	Copy of Circular dated 01.06.1995 is attached herewith at ANNEXURE-A .
2. Circular No.C:HRM:IE:17:97 dated 18.03.1997.	Copy of Circular dated 18.03.1997 is attached herewith at ANNEXURE-B .

व. श्रीराम

POWERGRID CORPORATION OF INDIA LTD
(HUMAN RESOURCES MANAGEMENT DIVISION)

C:Pers:IE:17:95:

June 1, 1995

C I R C U L A R

Subject: ACCELERATED CAREER GROWTH SCHEME.

The issue of providing accelerated career growth to employees working in P&A and C&M functions who have acquired higher qualification and review of existing career growth schemes for employees acquired Diploma (Engg.)/AMIE qualification has been under consideration of management for some time. It has been decided to effect and modify the following changes:-

- 01 Such Supervisors, who pass the final examination of AMIE or the degree in Engineering and have put in a minimum of one year of service in the Supervisory category would be placed in S3 level. After successful completion of one year service in S3 grade, such Supervisors would be considered for the post of E1 against the notified vacancies and on passing the requisite test and interview.
- 02 Employee in the workman category, who pass the AMIE examination would be placed in S1 grade. On successful completion of one year of service in S1 grade, such employees would be placed in S3 grade and on completion of one year of satisfactory service in S3 grade, they would be eligible for consideration for placement in E1 level against notified post and on passing the test and interview.
- 03 Workmen who acquire Diploma in Engineering (3 years duration) which is duly approved by the AICTE/Government of India would be considered for placement as Supervisor (Trainee) for one year. On successful completion of one year training such employees would be placed in S1 grade.
- 04 Supervisors who have put in one year service and who are working in functions like Contracts, Materials, Personnel and who acquire diploma of 2 years duration (which is duly approved by AICTE/Government of India) would be considered for placement in S3 grade subject to qualifying in written examination and clearing the interview against notified vacancies. For further placement in the executive category, such employees will follow the normal channel of promotion applicable to Supervisors placed in S3 level.

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: 2 :

05. Workmen who have put in one year of service and have acquired 2 years diploma qualification recognized by AICTE/Government of India and are working in departments like Contracts, Materials, Personnel shall be considered for placement as Supervisor (Trainee) for a period of one year, subject to however, qualifying in the written examination and interviewed against notified vacancies. After placement in the Supervisory category, they will follow the normal channel of promotion applicable for this category.
06. The changes supersedes all the earlier relevant circulars.
07. The above changes will come into force with immediate effect.

This has approval of competent authority.

(S.S. PRASAD)
16
SR. MANAGER (IE)

Distribution:

Corporate Centre

GM - CS&CP/LAW&ARBTN/HRM/LD&C/SYS OPN&OS/COMML.
AGM - HRD/QA&I/OS/MATL./BDD/IPP/CMG/PROJ DEVPT. GR
DGM - CONST MGMT DIV/COMML/PR/CO SECY/HRM
SR MGR - ESTT/ADMN
MGR - POLICY/APP/IR
DY MGR - RECTT
S A O - ADMN(CHANDRA BHAWAN)
ES/PS - CMD/D(F)/D(PROJ)/D(PERS)/D(OPN)
ED(CS&P)/ED(FIN)/ED(VIG)/ED(ENGG)

Regions

ED - NR/ER&NER/SR/WR
GM - ERTS
AGM - NR-I, NR-II/NER/WR/SRTS/SRLDC/ERLDC
SR MGR - NERLDC
DGM (P&A) - SRTS/NER
CPM - NR-I/WR
MGR (P&A) - ERTS/NR-II
SPO - SRLDC/ERLDC
DGM (F&A) - NR-II/ERTS/NER/WR/SRTS
CFM/SM(F&A) - NR-I/ERLDC
MGR (F&A) - SRLDC
S E (IE) - NR-I/WR/SR
ENGR (IE) - NR-II/ER/NER

POWERGRID CORPORATION OF INDIA LTD
(HUMAN RESOURCE MANAGEMENT DIVISION)

C I R C U L A R

Ref:C:HRM:IE:17:97

18 March, 1997

- 1.0 Accelerated Career Growth Scheme was circulated vide Circular No. C:Pers:IE:17:95 dated 1.6.95. After introduction of the said scheme, various issues and points were raised on different provisions of the scheme and implementation thereto. Further, a need has also been felt to review the scheme so as to bring about proper match between organisational requirement and individual aspirations. Keeping in view these aspects and to facilitate smooth implementation, the scheme has been modified as detailed below.
- 2.0 Accelerated Career Growth Scheme shall cover following disciplines:-
- I. TECHNICAL
 - II. FINANCE & ACCOUNTS
 - III. HRM
- 3.0 PROVISIONS FOR TECHNICAL DISCIPLINES
- 3.1. Employees acquiring AMIE/Degree in Engg.
- 3.1.1 Employees in workmen category having minimum one year service and qualification of AMIE or Degree in Engineering can be considered for selection in S1 grade subject to qualifying in prescribed interview.
- 3.1.2 Employees in supervisory category in S1 or S2 grades with minimum one year service having AMIE or degree in Engineering can be considered for placement in S3 level.
- 3.1.3 Employees in Supervisory category with minimum one year service in S3 or S4 grade and having qualification of AMIE or Degree in Engineering can be considered for selection to the post of E1 against notified vacancies subject to qualifying the prescribed test and interview.
- 3.2 Workmen acquiring Diploma in Engg.
- 3.2.1 Employees in Workmen category on acquiring Diploma in Engineering (3 years duration) duly approved by AICTE, can be considered for selection as Supervisor Trainees against notified vacancies, subject to qualifying the prescribed test and interview. Selected employees would be on training for one year.
- 3.2.2 On successful completion of one year training, such employees will be placed in Junior Engineer(S1) grade.

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4.0 PROVISIONS FOR FINANCE & ACCOUNTS DISCIPLINE:

4.1 Workmen acquiring CA(Inter)/ICWA(Inter)

4.1.1 Workmen who complete CA(Inter)/ICWA (Inter) can be considered for the post of Jr. Accountants (S1) against notified vacancies subject to qualifying the prescribed interview.

4.2 Employees acquiring CA(Final)/ICWA (Final).

4.2.1 Employees who complete CA(Final)/ICWA (Final) can be considered for the post of Assistant Accounts Officer in E2 pay scale against notified vacancies subject to qualifying prescribed interview.

4.2.2 Employees placed in E2 level as per clause 4.2.1 above can be considered for placement in E2A level after one year subject to suitability.

5.0 PROVISIONS FOR HRM DISCIPLINE.

5.1 Workmen acquiring PG Dip./Degree in Pers. Mgmt.

5.1.1 Employees in Workmen category with minimum one year service, on acquiring qualification of two year Post Graduate Diploma/Degree in Personnel Management, which is recognised by AICTE, can be considered for selection as Supervisory Trainees against notified vacancies subject to qualifying the prescribed test and interview. Selected employees would be on training for one year.

5.1.2 On successful completion of one year training, such employees will be placed in Jr. Supervisor (S1) grade.

6.0 The summary of above provisions of the scheme is given in Flow Chart format at Annexure-I.

7.0 GENERAL PROVISIONS

7.1 Corporate HRM will issue notification for Test/Interview for selection/ placement of personnel under the scheme as Supervisor Trainee/ Supervisor/ Executive, once in a year in the month of July.

7.1.1 The entire process of test/interview/selection will be completed so that the beneficiaries are placed in the new slot effective from 1st October.

7.2 Selection test as well as interview wherever prescribed shall be centrally administered by Corporate HRM. Further, interviews for executive posts shall also be centrally administered by Corporate HRM.

7.3 A common selection test for technical discipline would be held irrespective of the degree/diploma acquired. The syllabus, nature of test, duration etc., will be communicated along with the notification as per 7.1 above.

- R.P. Singh

- 7.4 Maximum age limit for eligibility will be 45 years as on 1st July of the year in which notification is issued.
- 7.5 An orientation programme of one month would be compulsory for employees entering the executive cadre.
- 7.6 Employees selected under the scheme will be liable to be posted anywhere in POWERGRID.
- 7.7 Placement / selection of employees under the provisions of the scheme will be subject to the condition that the employees satisfy all other conditions relating to ACR/Disciplinary action / Vigilance proceedings etc., in terms of promotion policy.
- 7.8 The right to interpret the provisions of the scheme and the decision thereon vests with the competent authority and interpretation or decisions given by the competent authority will be final and binding.
- 7.9 In case of any doubts regarding any of the provisions of the scheme, the matter shall be referred to Corporate HRM.
- 8.0 The above changes come into force with immediate effect and supersede all previous communications on the subject of Accelerated Career Growth Scheme or any other scheme under a different nomenclature dealing with the subject of Career Growth on acquiring specified qualifications.

This issues with the approval of competent authority.

R P Singh
(RAVI P SINGH)
CHIEF MANAGER (HRM)

Distribution:-

CORPORATE CENTRE

- GM (HRD/ENGG/SO&OS/MATLS/QA&I/BDD/CMG)
- AGM (CP/CS/CONST. MGMT & ENVT./F&A/GRC/COMML)
- DGM (F&A/HRM(SK/AJ)/CO. SECY./IPP/LAW/HRD/JV)
- CM (HRM(IRK,BDK/KND))
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- ES/PS TC CMD/DIR (PERS.)/DIR (OPER.) / DIR. (PROJ.)/ED (ENGG.)/
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- ED(LD&C) / ED (VIG.)

REGIONS

- ED (SR&WR/GM-I/C (ER&NER/NR)
- GMs (SRTS/SRLDC)
- AGMs (NR-I/NR-II/WRTS/WRLDC/ERTS/NERTS)
- DGM - (ERLDC/NRLDC/NERLDC)
- CPM (NR-I/WRTS/ERTS)
- MGR(HRM). - NR-II/SRTS/NERTS
- DM(HRM) - WRLDC
- SPO - SRLDC/ERLDC/NERLDC
- SADO - NRLDC

ANNEXURE-I

1.0 PROVISIONS FOR TECHNICAL DISCIPLINES

1.1 Workmen acquiring AMIE/Degree in Engg.

Workmen(1 Yr) + BE/AMIE	+ Interview ----->	S1	(Selection)
S1/S2(1 Yr) + BE/AMIE	----->	S3	(Direct placement)
S3/S4(1 Yr) + BE/AMIE	+ Test, Interview ----->	E1	(Selection against notified vacancies)

1.2 Workmen acquiring Diploma in Engg.

Workmen + Dip. in Engg.	+ Test, Interview ----->	ST	(Supervisor Trainee) (Selection against notified vacancies)
Supervisor(1 Yr) Trainee	----->	S1	(Direct placement) (On successful completion of training)

2.0 PROVISIONS FOR FINANCE & ACCOUNTS DISCIPLINES:

2.1 Workmen acquiring Inter of CA/ICWA.

Workmen + Inter of CA/ICWA	+ Interview ----->	S1	(Selection against notified vacancies).
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2.2 Employees acquiring Final of CA/ICWA.

Employee + Final of CA/ICWA	+ Interview ----->	E2	(Selection against notified vacancies)
E2 + 1 Yr	----->	E2A	(Direct placement)

3.0 PROVISIONS FOR HRM DISCIPLINE

3.1 Workmen acquiring PG Dip./Degree in Pers. Mgmt.

Workmen + 2 Yrs PG Diploma/Degree Pers. Mgmt	+ Test, Interview ----->	ST	(Supervisor Trainee) (Selection against notified vacancies)
Supervisor(1 Yr) Trainee	----->	S1	(Direct placement) (On successful completion of training)

R. P. S. Singh

SUPERVISORS/JR. ENGINEERS (S-3/S-4 LEVEL) ACQUIRING AMIE/DEGREE IN ENGINEERING TO BE CONSIDERED FOR ASSTT. ENGINEER (E1) UNDER ACCELERATED CAREER GROWTH

A. STRUCTURE OF EXAM

The examination shall be of 75 minutes duration for 75 marks.

All questions shall be of objective/short answer type.

B. SYLLABUS

a) COMPANY INFORMATION (15 marks)

- Role of POWERGRID in Indian Power Sector. Its missions & Objectives.
- POWERGRID Projects/Sub-stations / Location / Capacity / Schedule / Line Length / Turnover / Budget/ Profit etc.
- Role of RLDCs.
- Organisation Structure.
- Future Plans.

b) TECHNICAL (45 marks)

i) ELECTRICAL MACHINES

- Generator, Transformer, Tap charger, Alternator, Induction Motor, Synchronous motor.

ii) POWER PLANT ENGINEERING

- Various methods of Generation Thermal Power Station, Hydro Power Station, Nuclear Power Station, Wind Power Station, Electrical equipment of P/S. Diversity factor, Load curves, Load factor, Plant capacity factor, Plant use factor.

iii) TRANSMISSION & DISTRIBUTION

- Advantage of high voltage transmission, Corona discharge.
- Substation-Equipments: Circuit breakers, Isolators, Earthing system, Lightening arrestors.
- Transmission Equipments: Towers, Conductor, Insulators & H/W fittings, Lightning protection of lines.
- Methods of improving power factor
- Relays: commonly used relays & their applications
- Types of switchyard configuration and line diagram, switchgears (HT/LT) & their protections, properties of SF6 gas and use of SF6 breakers.

iv) TOWER LINE ENGINEERING

- Tower Configuration, Calculation of loads & load combination, Analysis of stress in tower members, Fabrication, Galvanising, Testing of Tower, Vibration in Conductor/Earth wire

v) BASIC ELECTRONICS

- Thermal emission: diode, triodes.
- Half wave and full wave rectification, Bridge rectification with wave form filters, average values, form factor
- Semiconductors: Intrinsic & Extrinsic (P&N) type and their characteristics.
- Transistors: Transistor as an amplifier.

vi) BASIC CIVIL ENGINEERING

- Surveying & levelling.
- Classification of soil, consolidation and compaction, Bearing capacity of soil.
- Estimating & costing.

vii) AUXILIARIES

- AC Plant.
- Different types of pumps.

C. GENERAL MANAGEMENT & GENERAL KNOWLEDGE (15 marks)

i) General Management

- Human Behavior - Concept of behavioral schemes, transactional analysis, leadership development, group behavior, motivation.
- Functions of manager, skill of an effective manager.
- Management concepts and scope.

ii) General Knowledge

WORKMEN ACQUIRING DIPLOMA IN ENGINEERING TO BE CONSIDERED FOR SUPERVISOR TRAINEES UNDER ACCELERATED CAREER GROWTH

A. STRUCTURE OF EXAM

The examination shall be of 75 minutes duration for 75 marks.

All questions shall be of objective/short answer type.

B. Syllabus

a) COMPANY INFORMATION (15 marks)

- Role of POWERGRID in Indian Power Sector. Its missions & Objectives.
- POWERGRID Projects/Sub-stations / Location / Capacity / Schedule / Line Length / Turnover / Budget/ Profit etc.
- Role of RLDCs
- Organisation Structure.
- Future Plans.

b) TECHNICAL (45 marks)

i) BASIC ELECTRICAL ENGINEERING.

- Ohm's Law, Series and parallel circuit, Kirchoff's Laws.
- Star and Delta circuits and conversion.
- Capacitance: Units, uses and types of capacitors.
- Electromagnetism: Electromagnetic induction, Faraday's laws of electromagnetic induction, Lenz's law, Mutual induction.
- Chemical effects of current: Faraday's laws of electrolysis, types of batteries, definition of boost/trickle/ normal charging.
- A.C. Fundamentals: Generation of alternating voltage and current cycles, R.M.S value, peak value, average value, form factor.

ii) ELECTRICAL MACHINES

- Generator, Transformer, Tap changer, Alternator, Induction Motor, Synchronous motor.

iii) GENERATION

- Load estimates, demand & load factors, typical load curves, base load and peak load stations, load despatch organisation.

iv) TRANSMISSION & DISTRIBUTION

- Advantage of high voltage transmission, Corona discharge.
- Substation-Equipments: Circuit breakers, Isolators, Earthing system, Lightning arrestors.
- Transmission Equipments: Towers, Conductor, Insulators & -H/W fittings, Lighting protection of lines.
- Methods of improving power factor
- Relays: commonly used relays & their applications
- Types of switchyard configuration and line diagram, switchgears (HT/LT) & their protections, properties of SF6 gas and use of SF6 breakers.

v) BASIC ELECTRONICS

- Thermal emission: diode, triodes.
Half wave and full wave rectification, Bridge rectification with wave form filters, average values, form factor
- Semiconductors: Intrinsic & Extrinsic (P&N) type and their characteristics.
- Transistors: Transistor as an amplifier.

vi) BASIC CIVIL ENGINEERING

- Surveying & levelling.
- Classification of soil, consolidation and compaction, Bearing capacity of soil.
- Estimating & costing.

C. GENERAL KNOWLEDGE (15 marks)

WORKMEN ACQUIRING 2 YEARS POST GRADUATE DIPLOMA/DEGREE IN PERSONNEL MANAGEMENT (RECOGNISED BY AICTE) TO BE CONSIDERED FOR SUPERVISOR TRAINEE (HRM) UNDER ACCELERATED CAREER GROWTH

A. STRUCTURE OF EXAM

The examination shall be of 75 minutes duration for 75 marks.

All questions shall be of objective/short answer type.

B. Syllabus

a) Company Information. (15 marks)

- Role of POWERGRID in Indian Power Sector. Its Missions & Objectives.
- POWERGRID Projects/Sub-stations / Location / Capacity / Schedule / Line Length / Turnover / Budget Profit etc.
- Role of RLDCs
- Organisation Structure.
- Future Plans.

b) General Knowledge (15 marks)

c) Personnel Management (45 marks)

1. Personnel Function - Its Scope and Organisation.
2. Manpower Planning.
3. Selection : Process and Methods.
4. Training in Organisation.
5. Performance Appraisal.
6. Internal Mobility.
7. Communication.
8. Grievance Redressal.
9. Incentive Schemes.
10. SC/ST/OBC Reservation Policies.

LABOUR LAWS:

- a). Indl. Employment (SO) Act (1946).
- b) Factories Act (1948).
- c) Trade Unions Act (1926).
- d) Industrial Disputes Act (1947).
- e) Payment of Wages Act (1936).
- f) Employment Exchange - Compulsory Notification of Vacancies Act (1959).
- g) Workmen's Compensation Act (1923).
- h) Contract Labour - Abolition & Regulations Act (1975).
- i) PF Act.
- j) Shop & Establishment Act.
- k) Minimum wages Act.

INDUSTRIAL RELATIONS

- a) I R Machinery.
- b) Collective Bargaining.
- c) Historical Growth of Trade Unions in India.
(History of Indian Trade Union Movement)
- d) Worker's Participation in Management.

POWERGRID RULES & POLICIES