

File No. CC-HR-19-26/0010/2024/Section(Policy)

# पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड

( भारत सरकार का उद्यम )

केन्द्रीय कार्यालय / CORPORATE CENTRE

Section(Policy)

## SUBJECT

**Main Category** :  
**Sub Category** :  
**Description** : Reply to RTI appeal from Sh. Shashi Prakash Tiwari  
(Reg. No. 00104).

## OTHER DETAILS

**Language** : English  
**Remarks** :

No correspondence is attached in this file.

**Note No. #1**

**Sub. : Reply to RTI appeal from Sh. Shashi Prakash Tiwari (Reg. No. 00010).**

We are in receipt of an e-mail dated 02<sup>nd</sup> April 2024 from Wages group regarding and RTI appeal received from Sh. Shashi Prakash Tiwari (enclosed). In his initial RTI request (Reg. No. 00104) Sh. Shashi had sought the following information pertaining to HR-Policy group:

**Q 1: Electronic Gadgets allowance for staff and officers cadre employees of PGCIL.**

**Q 2: Promotion Policy for staff cadre.**

**Q 4: Policy of promotion based on internal exam for staff cadre employees of pgcil.**

In response, we had informed Sh. Tiwari that there is no such electronic gadget allowance in POWERGRID. It was also informed that there is no staff cadre in POWERGRID, and link to the promotion policy are available on the RTI page of the Company's website was shared with the applicant.

Now, Sh. Tiwari in his appeal has stated the following:

Dear Sir I had requested information regarding allowances for employees of various cadre of PGCIL like executive supervisor and workmen but concerned officer has tried to play with words and not provided the information hence you are again requested to provide detailed information related to employees of different types of pgcil specially allowance details for executive supervisor and workmen And promotion policy for above said employees. I have gone through your website and there is no any specific information is available Once again you are requested to provide the exact information related to promotion and allowance for employees of pgcil

**Proposed response:**

"In the initial RTI request, the requester had sought information pertaining to 'electronic gadget allowance' for staff and officer cadre employees in POWERGRID. As already informed via our initial reply, POWERGRID employees are not provided any electronic gadget allowance.

Further, with respect to promotion policy of different cadre employees in POWERGRID, the relevant information can be found @ the below given links:

<https://www.powergrid.in/en/rti-home> "

Currently, on the RTI page, we have only disclosed relevant information regarding promotion policy for Executives. It is proposed that relevant information regarding the promotion policy for Workmen & Supervisors may also be made available on the RTI website as part of suo-moto disclosure under the RTI Act. A draft prepared in this regard is enclosed as **Annexure - I** for perusal and approval.

Upon approval the information would be made available on POWERGRID's RTI website and the above reply would be sent against the current appeal.

Submitted for approval please.

GM (HR)

CGM (HR)

Dir. (Pers.)

📎 **Shashi Prakash Tiwari\_RTI\_Appeal\_00010.pdf**

📎 **Annex I\_Promotion Policy for RTI website.pdf**

09/04/2024 5:56 PM

**MAYANK SONI**  
(CH MGR(HR-POLICY))

**Note No. #2**

10/04/2024 3:31 PM

**SANDEEP KR.BARIK**  
( GM(HR-IE, POLICY, APP))

**Note No. #3**

10/04/2024 6:36 PM

यतिन्द्र द्विवेदी | **YATINDRA DWIVEDI**  
(निदेशक-कार्मिक | **DIR(PERS)**)

**Note No. #4**

10/04/2024 7:41 PM

**SANDEEP KR.BARIK**  
( GM(HR-IE, POLICY, APP))

RTI Appeal Details

[https://rtionline.gov.in/RTIMIS/NODAL/rti\\_appeal\\_details.php?reg=...](https://rtionline.gov.in/RTIMIS/NODAL/rti_appeal_details.php?reg=...)

Note No. #1

Attachment:Shashi Prakash Tiwari\_RTI\_Appeal\_00010.pdf

<b>RTI APPEAL DETAILS</b>	
<b>RTI Appeal Registration No. :</b> PGCIL/A/E/ 24/00010	<b>RTI Appeal Received Date :</b> 13/03/2024
<b>RTI Request Registration No. :</b> PGCIL/R/E/ 24/00104	<b>RTI Request Registration Date :</b> 29/02/2024
<b>Name :</b> Shashi Prakash Tiwari	<b>Gender :</b> Male
<b>Address :</b> RajpurAhugi kalanMirzapur	
<b>Pin Code :</b> 231211	
<b>State :</b> Uttar Pradesh	<b>Country :</b> India
<b>Phone :</b> Details not provided	<b>Mobile No. :</b> +91-8617823050
<b>Email :</b> prakashtiwari.dengr@gmail.com	
<b>Status :</b> Rural	<b>Educational Status :</b> Above Graduate
<b>Citizenship :</b> Indian	<b>Is Appellant below poverty line ? :</b> No
<b>CPIO of Public Authority Approached :</b> 11922	<b>CPIO's Order/Decision Date :</b> Details not provided
<b>CPIO's Order/Decision No. :</b> Details not provided	
<b>Ground For Appeal :</b> Provided Incomplete,Misleading or False Information	
<b>Text of RTI First Appeal :</b>	Dear Sir I had requested information regarding allowances for employees of various cadre of PGCIL like executive supervisor and workmen but concerned officer has tried to play with words and not provided the information hence you are again requested to provide detailed information related to employees of different types of pgcil specially allowance details for executive supervisor and workmen And promotion policy for above said employees. I have gone through your website and there is no any specific information is available Once again you are requested to provide the exact information related to promotion and allowance for employees of pgcil Thanks

Note No. #1

Attachment:Annex I\_Promotion Policy for RTI website.pdf

**Career Progression Path in POWERGRID**

Promotion Level	Eligibility Period (in years)	Selection Parameters
<b>For Executives</b>		
E2 to E3	4	Performance Appraisal Ratings, Seniority/ Grade Service & Evaluation by Committee.
E3 to E4	3	
E4 to E5	3	
E5 to E6	3	
E6 to E7	4	
E7 to E8	6 (including 2 Yrs. as Sr. Deputy General Manager)	
E8 to E9	7 (including 2 Yrs. as Chief General Manager)	Performance Appraisal Ratings, Years of experience as Chief General Manager, Leadership Competency & Evaluation by Committee.
<b>For Supervisors</b>		
S1 to S2	3	Performance Appraisal Rating, Seniority/ Grade Service.
S2 to S3		
S3 to S4		
S4 to E2	1	Prescribed qualification, Written Test & interview, Performance Appraisal Rating, Seniority/ Grade Service.
S4 to SG (Selection Grade)	4	Performance Appraisal Rating, Seniority/ Grade Service.
<b>For Workmen</b>		
W0 to W1	6	Performance Appraisal Rating, Seniority/ Grade Service.
W1 to W2	6	Prescribed Qualification, Trade test, Performance Appraisal Rating, Seniority/ Grade Service.
W2 to W3	5	Prescribed Qualification, Trade test/Computer Skill test, Performance Appraisal Rating, Seniority/ Grade Service.
W3 to W4	4	Performance Appraisal Rating, Seniority/ Grade Service.
W4 to W5		
W5 to W6		
W6 to W7(*)	3	Prescribed qualification, Written/Trade Test/Physical test (as applicable) & Performance Appraisal Rating.
W6 to S1	4	Prescribed Qualification, Supervisory test (&trade test, Computers Skill test, Physical test as applicable), Performance Appraisal Rating, Seniority/ Grade Service
W7 to W8	3	Performance Appraisal Rating, Seniority/ Grade Service
W8 to W9		
W9 to W10		
W10 to W11		
W11 to WSG	4	

Note: The eligibility period for workmen in Multi-Tasking Staff for W2 to W6 shall be 6 years at each level.

(\*) If not opted to be considered for promotion to S1 grade. If opted for appearing for S1 selection, workmen can be considered for promotion to W7 after 4 years in W6 in case of not qualifying the selection process for S1.

Note No. #1

Attachment:Annex I\_Promotion Policy for RTI website.pdf

**पावरग्रिड में कैरियर प्रगति पथ**

पदोन्नति स्तर	पात्रता अवधि (वर्षों में)	चयन पैरामीटर
<b>कार्यपालको के लिए</b>		
E2 से E3	4	वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा और समिति द्वारा मूल्यांकन
E3 से E4	3	
E4 से E5	3	
E5 से E6	3	
E6 से E7	4	
E7 से E8	6 (जिसमें वरिष्ठ उप प्रबंधक के रूप में 2 वर्ष का अनुभव शामिल है)	वार्षिक मूल्यांकन रेटिंग, मुख्य महाप्रबंधक के रूप में वर्षों का अनुभव, नेतृत्व योग्यता और समिति द्वारा मूल्यांकन
E8 से E9	7 (जिसमें मुख्य प्रबंधक के रूप में 2 वर्ष का अनुभव शामिल है)	
<b>पर्यवेक्षकों के लिए</b>		
S1 से S2	3	वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
S2 से S3		
S3 से S4		
S4 से E2	1	निर्धारित शैक्षणिक योग्यता, लिखित परीक्षा और साक्षात्कार, वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
S4 से SG (चयन ग्रेड)	4	वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
<b>कामगारों के लिए</b>		
W0 से W1	6	वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
W1 से W2	6	निर्धारित शैक्षणिक योग्यता, ट्रेड टेस्ट, वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
W2 से W3	5	निर्धारित शैक्षणिक योग्यता, ट्रेड टेस्ट / कंप्यूटर कौशल परीक्षण, वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
W3 से W4	4	वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
W4 से W5		
W5 से W6		
W6 से W7(*)	3	निर्धारित शैक्षणिक योग्यता, लिखित/ट्रेड टेस्ट/शारीरिक परीक्षण (जैसा लागू हो) और वार्षिक मूल्यांकन रेटिंग
W6 से S1	4	निर्धारित शैक्षणिक योग्यता, पर्यवेक्षी परीक्षण (और ट्रेड टेस्ट, कंप्यूटर कौशल परीक्षण, शारीरिक परीक्षण (जैसा लागू हो)), वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
W7 से W8	3	वार्षिक मूल्यांकन रेटिंग, वरिष्ठता / ग्रेड सेवा
W8 से W9		
W9 से W10		
W10 से W11		
W11 से WSG	4	

नोट: W2 से W6 के लिए Multi Tasking Staff में कामगारों के लिए पात्रता अवधि प्रत्येक स्तर पर 6 वर्ष होगी।

**Note No. #1****Attachment:Annex I\_Promotion Policy for RTI website.pdf**

(\*) यदि S1 ग्रेड में पदोन्नति के लिए विचार करने का विकल्प नहीं चुना जाता है। अगर S1 चयन के लिए उपस्थित होने का विकल्प चुना जाता है, तो कामगार को W6 में 4 वर्ष पूरे होने के बाद W7 में पदोन्नति के लिए आंका जा सकता है, यदि S1 के चयन प्रक्रिया में वह योग्य नहीं पाया जाता है।



