

**JOINT ELECTRICITY REGULATORY COMMISSION FOR
THE STATE OF GOA AND UNION TERRITORIES
GURGAON**

Coram*
Shri S.K.Chaturvedi, Chairperson
Petition No. 129/2014
Date of Order 24.06.2014

In the matter of

Petition for approval of detailed study on Manpower Requirement of Chandigarh Electricity Department conducted by M/s Deloitte Touche Tohmatsu India Pvt. Ltd..

And in the matter of

Electricity Department – Chandigarh

.....Petitioner

Present

For Petitioner

1. Shri M.P. Singh, SE, ED- Chandigarh.
2. Shri Sunil Sharma, X-en, ED- Chandigarh.
3. Shri Pawan Sharma, AEE, ED- Chandigarh.

For objector U.T. Powermen Union Chandigarh

1. Shri Desh Raj, Vice President, UTPU.
2. Shri Vaibhav Sharma, Manager, U.T. Powermen Union Chandigarh.
3. Shri V. Koushik. Sr. Manager, U.T. Powermen Union Chandigarh.
4. Shri Gopal Datt joshi, Gen. Secretary, UTPU

Order

The petitioner – ED Chandigarh has filed the present petition for approval of detailed study on Manpower Requirement of Chandigarh Electricity Department conducted by M/s Deloitte Touche Tohmatsu India Pvt. Ltd.

In brief the facts of the petition are that Chandigarh Electricity Department (CED) – petitioner has been functioning as an integrated utility for performing distribution and transmission activities in the area of UT of Chandigarh.

The petitioner in compliance of directive no. 6.11 of tariff order for FY 2011-12, directive no. 11 of the tariff order for FY 2012-13 and directive no. 8 of tariff order for FY 2013-14 of CED given by this Commission engaged M/s Deloitte Touche Tohmatsu India Pvt. Ltd. to conduct a detailed manpower study of CED. The detailed manpower study report of CED was annexed with the petition.

The manpower study conducted by M/s Deloitte included the following steps:

- I. Detailed study of current setup and manpower at CED including Circle, Division and Sub-Division Offices.
- II. Detailed study of existing techno-commercial challenges which includes reliability of power supply and AT&C losses.
- III. Study of the best practices followed by progressive utilities such as North Delhi Power Ltd. etc.
- IV. Revised organization setup for CED in line with best practices.
- V. Revised manpower requirement for CED in line with Pubjab's urban norms for field manpower and best practices on outsourcing.

The salient features of revised organization setup are as under:

- I. Single point accountability for three verticals of Commercial, 11 kV & below Operations & Maintenance and 33 kV & above Operations & Maintenance.
- II. Strengthening of Finance & Accounts, IT and HR setup.
- III. Focus of commercial activities to be at Division level with sub-division level focusing only on 11 kV & below operations.
- IV. Outsourcing of field activities in line with the best practices followed in the sector.

As per the revised setup, the manpower requirement for CED as per Phase-I in immediate terms will be as under:

Manpower requirement for CED	Sanctioned	As-Is manpower at CED	Total proposed Manpower	Proposed In- House manpower	Proposed Outsourcing manpower
Executive (AEE/AE & above)	30	22	59	59*	0
Non- Executive (JE & below)	1638	939	1335	950	385
Total	1668	961	1394	1009	385

*The increase in executive manpower is on account of strengthening of Finance & Accounts, IT and Commercial functions.

As and when the manpower in field offices (Below Junior Engineer level) retires, no fresh recruitment shall be made and the outsourcing manpower to be utilized accordingly. Hence, the total manpower requirement for CED as per Phase-II in future will be as follows:

Manpower requirement for CED	Sanctioned	As-Is manpower at CED	Total proposed Manpower	Proposed In- House manpower	Proposed Outsourcing manpower
Executive (AEE/AE & above)	30	22	59	59	0
Non- Executive (JE & below)	1638	939	1335	736	599
Total	1668	961	1394	795	599

The approved Employee cost for FY 2013-14 in INR 58.28 Crores.

The employee cost projected by petitioner as per revised manpower requirement is as under:

- a. Employee cost on account of regular employees is 48+4 = 52 Crores.
- b. Cost on account of outsourcing manpower is INR 4.62 Crores.
- c. Total manpower cost is INR 56.62 Crores.

The petitioner has prayed for process and approval of the detailed manpower requirement of the petitioner and acceptance of the petition.

The petition was received in the Commission on 21.01.2014. The petition was examined and found as per JERC (Conduct of Business) Regulations, 2009 and provisions of the Electricity Act, 2003. The Commission admitted the petition on 27.01.2014.

The Commission issued public hearing notice and held public hearing on 21.03.2014 with petitions no. 126/2014 & 110/2014 at Chandigarh.

The objector- UT Powermen Union Chandigarh filed the "objection- petition" received in the Commission on 11.04.2014 with averments that UT Powermen Union Chandigarh herein after referred as the "objector" is a registered trade Union, founded in the year 1980 and Shri Gopal Datt Joshi is its duly elected General Secretary.

The case of the objector is that CED has filed the present petition on the basis of a study of a private company. The report is not based on ground reality and is based on presumption and guidelines given by some officers having vested interest. The objector on 05.09.2012 filed an earlier appeal on 05.09.2012 before this Commission in the matter of recruitment of staff in CED. The appeal covered all areas of CED with background and staffing norms laid down by the then PSEB now PSPCL and report of Staff Inspection Unit submitted in the year 2001. The objector also raised the issue of shortage of staff and also submitted representation in public hearing held at Chandigarh on 21.03.2014 high-lighting ground realities.

Further the objector stated that manpower study is based on the pattern of countries having 100% electrification, advanced technology and SCADA as well as RAPDRP. Whereas CED has not introduced RAPDRP and grant in aid given by the Govt. has been surrendered by CED. The system is out dated, substation and lines are old and damaged and SCADA system has not been introduced. Kundi connections are still there and no effort has been made to reduce T&D and other losses. There is shortage of staff, no effort has been taken to provide material, Boom ladders, fault locator van and other modern instruments in the department. Hence, regular technical & clerical staff is urgently required. The appointment of C&D class employees on outsource and contract basis is objectionable. The existing regular staff is reducing day by day by virtue of retirements & deaths and no recruitment process has been started to meet the increasing work load. It is on record that due to appointment of contract/ outsourcing employees the position of the department deteriorated from bad to worse condition as the outsourced employees are not loyal to the department and further they have no job security and leave the job whenever they are selected on regular basis in any other establishment.

The objector further averred that SIU in its report submitted in the year 2001 allowed 1780 posts in addition to 90 posts for the connections of Jhuggi dwellers. Now the colonies are being re-habilitated and about 8500 houses have been built up in Dhanas, residents of Jhuggies have shifted there and department has given connections to them but did not recruit staff. It is therefore requested that one subdivision for that particular colony be created and staff be recruited for the operation and maintenance of this particular colony. Therefore, due to shortage of staff the works are being done through petty contractors, outsource agencies and even the small works are being done through supply & erection. The 200 kV sub-station has been given to PGC and crores of rupees have been paid to them which put the department in loss of crores of rupees. The objector is of the firm opinion that instead of giving crores of rupees to the contractors/ profiteers, propitious if equal number of amount is spent for recruitment of staff, the department will be in profit and by doing so crores of rupees can be saved on one side and on the other side uninterrupted power supply can be provided to the consumers.

The objector has prayed that employees cost may please be enhanced and department be advised that instead of spending heavy amount on the appointment of officers, atleast 400 posts of Junior Engineer, Lineman, Assistant Lineman, UDC, LDC and other staff on regular basis be filled up so that public expectation as well as standard of performance may be implemented in its true spirit.

The Commission sent hearing notice to the petitioner and objector for today dated 24.06.2014. The Commission heard the representatives of the petitioner and objector at length and has gone through the petition, objection- petition, report of M/s Deloitte Touche Tohmatsu India Pvt. Ltd. and accompanied documents carefully and thoroughly.

The Commission found that the report on Manpower Requirement is prepared after due deliberations, consultations and study conducted on working of different distribution and transmission licensees.

The Commission observed that the consumer profile is unique in Chandigarh as it is a capital city of two prominent states. The expectations and demands of the consumers have been increasing and are currently at par with most metros in India. The Commission also noted that there are many recurring supply related complaints in the area under the control of CED. The Commission observed that the lack of professional and technology oriented staff results in lack of preventive maintenance, lack of network health analysis studies etc. Professional orientation with technical excellence is the need of the hour in both technical and commercial activities of CED. The existing out-dated and manual activities need to be replaced with modern and technology driven activities. The ultimate objective should be uninterrupted and quality power supply to the consumers.

The manpower recruitment report shall fulfill vacancies of the requisite number of officers and employees of the CED for smooth and proper functioning of CED and regular supply of electricity to the consumers of CED. There is no substance in the objection- petition. The objections raised by the objector are on the basis of apprehensions. The objection- petition is without any basis. Therefore, the objection petition being without any merit is hereby dismissed.

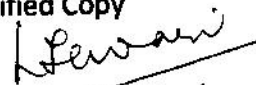
Resultantly the petition succeeds and is hereby allowed. The report on Manpower Requirement is hereby approved with direction to the petitioner to fulfill the vacancies in a phased manner at the earliest as per the extant rules and regulations.

24.06.2014

Sd/-
(S.K.Chaturvedi)
Chairman
Member (Vacant)

- * As per Regulation 9 (II) of JERC (Conduct of Business) Regulations, 2009 "Coram is two". Whereas as per proviso of Regulation 9 (II) of JERC (Conduct of Business) Regulations, 2009 if Chairperson or the Member is prevented from attending hearing of which he has been given notice the Member or the Chairman as the case may be attending the meeting shall validly constitute the Coram. Post of the Member is vacant. According to provisions of Section 93 of the Electricity Act, 2003 no act or proceedings of the appropriate Commission shall be questioned or invalidated merely on the ground of existence of any vacancy or defect in the Constitution of the appropriate Commission. So the Chairperson only constitute a valid Coram.

Certified Copy



(Keerti Tewari)
Secretary

कीर्ति तिवारी/Keerti Tewari
सचिव/Secretary
संयुक्त विद्युत विनियामक आयोग
Joint Electricity Regulatory Commission
गोवा राज्य और संघ राज्य क्षेत्र
For the State of Goa & Union Territories
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