

**CENTRAL ELECTRICITY REGULATORY COMMISSION
NEW DELHI**

Petition No. 248/MP/2021

Subject : Petition for approval of manpower plan and associated HR expenses of POSOCO for the control period 2019-24 in compliance of the directions of the Central Electricity Regulatory Commission in Petition Nos. 375/MP/2019, 374/MP/2019, 376/MP/2019, 378/MP/2019, 400/MP/2019 and 399/MP/2019.

Date of Hearing : 21.3.2022

Coram : Shri I. S. Jha, Member
Shri Arun Goyal, Member
Shri P. K. Singh, Member

Petitioner : National Load Despatch Centre (NLDC)

Respondents : Uttar Pradesh Power Corporation Limited and Ors.

Parties Present : Shri Manoj Kumar Agrawal, POSOCO
Ms. Bindiya Jain, POSOCO
Shri Shiv Kumar Sharma, POSOCO
Shri Ashok Rajan, POSOCO
Shri Hemant Singh, Advocate, Green Infra
Shri Lakshyajit Singh Bagdwal, Advocate, Green Infra

Record of Proceedings

Case was called out for virtual hearing.

2. The representative of the Petitioner submitted that the present Petition has been filed for approval of manpower plan and associated human resource expenses of POSOCO for the control period 2019-24 in compliance of the directions of the Commission in Petition No. 375/MP/2019, Petition No. 374/MP/2019, Petition No. 376/MP/2019, Petition No. 378/MP/2019, Petition No. 400/MP/2019 and Petition No. 399/MP/2019. The representative of the Petitioner further submitted that the Petitioner has also furnished all the requisite details/ information as sought for vide Record of Proceedings for the hearing dated 21.12.2021.

3. Learned counsel for the Respondent, Green Infra Renewable Energy Limited sought a week's time to file reply to the Petition.

4. In response to the query by the Commission regarding present manpower of POSOCO, the representative of the Petitioner submitted that the present manpower as on 2021-22 is 630 (against the projected strength of 656) and the projected manpower, as approved by the Board of POSOCO, for the 2019-24 control period i.e. upto 2023-24 is 750. He further added that initially the total manpower requirement across various functions and activities of POSOCO for this control period had been worked out at 910 (Full Time Equivalent - FTE). However, considering that recruitment in such large numbers not being conducive for learning,

growth, career planning and succession, the timeline for recruitment of the proposed FTEs has been extended to 2027 instead of 2024. The representative of the Petitioner also added that in the present Petition, the Petitioner has considered the manpower requirement for the present control period only i.e. up to 2023-24.

5. In response to another query of the Commission regarding any approval of Ministry of Power, Government of India and/or Department of Public Enterprise for sanctioning of additional posts, the representative of the Petitioner submitted that the strength of the manpower required for effective functioning of RLDCs/NLDC is required to be approved by this Commission. The representative of the Petitioner relied upon the Office Memorandum of Ministry of Power, Government of India dated 25.3.2015.

6. In response to further query of the Commission regarding POSOCO having compared the ratio of posts at various levels with that of other Public Sector Enterprise (PSEs) in the Power sector, the representative of the Petitioner submitted that although the functioning and activities of POSOCO are quite different from the other PSEs, POSOCO had examined manpower strength of Power Finance Corporation Limited. He further submitted that the committee constituted for the above purpose had examined the FTE-wise requirement of posts for each activity of POSOCO. The POSOCO has adopted a conservative approach for approval of additional manpower and has proposed only the minimum number of posts required for each activity.

8. After hearing the representative of the Petitioner and learned counsel for the Respondent, the Commission directed the Petitioner to clarify the following, on affidavit, by 15.4.2022:

(a) As per affidavit dated 8.11.2018 in Petition No. 344/MP/2018, the number of E9 level post projected for approval is 5 . The same is provided as 7 (4 occupied + 3 vacant) vide affidavit dated 3.1.2022 in instant Petition. Clarify the discrepancy in projected posts of E9 as per submissions in Petition No. 344/MP/2018 and in instant petition. Whether any approval was taken from competent authority for increasing Posts at E9 from 5 to 7.

(b) As per affidavit dated 8.11.2018 in Petition No. 344/MP/2018, the Petitioner had indicated projected functional directors (including CMD) as 4 numbers. However, vide affidavit dated 3.1.2022 in instant petition, the Petitioner has provided that manpower of 554 numbers as approved vide Order dated 10.6.2019 in Petition No. 334/MP/2018 and includes 5 functional Directors. Clarify the discrepancy in projected posts of Directors/CMD as per submissions in Petition No. 344/MP/2018 and in instant Petition. Whether any approval has been taken from competent authority regarding increase of Posts at Director/CMD level from 4 to 5.

(c) Vide RoP for the hearing dated 21.12.2021, the Petitioner was directed to submit year-wise and level-wise manpower for NLDC and each RLDC proposed to be added till 31.3.2024. However, the Petitioner in its affidavit dated 3.1.2022 has submitted the cumulative manpower projected for the control period instead of required year on year additions. Submit projected additions in each year of 2019-2024 level-wise in each RLDC and NLDC. Provide justification of such additions clearly stating what additional functions it is envisaging or whether it is due to increased work in the existing functions.

(d) Vide affidavit dated 3.1.2022 in instant Petition, the Petitioner has submitted that total manpower POSOCO in the year 2019-20 is 591 and in year 2020-21 is 626. The Commission, vide order dated 10.6.2019 in Petition No. 344/MP/2018 had approved total manpower of 634 (554 existing + 80 proposed to be recruited). Clarify as to once approval of 634 is already granted vide Order dated 10.6.2019 in Petition No. 344/MP/2018, the need to approve 591 posts in 2019-20 as sought in affidavit dated 3.1.2022 in the instant petition.

(e) Provide details of comparative studies done of manpower projected at different levels for POSOCO vis-a-vis other Power sector CPSUs such as NTPC, PGCIL, PFC, REC etc.

8. The Commission directed the Respondent to file its reply by 15.4.2022 with copy to the Petitioner, who may file its rejoinder, if any, by 31.4.2022.

9. Subject to the above, the Commission reserved the order in the Petition.

By order of the Commission
Sd/-
(T.D. Pant)
Joint Chief (Law)