

**CENTRAL ELECTRICITY REGULATORY COMMISSION
NEW DELHI**

Petition No. 89/MP/2024

Coram:

**Shri Jishnu Barua, Chairperson
Shri Ramesh Babu V., Member
Shri Harish Dudani, Member**

Date of Order: 29.04.2025

In the matter of:

Petition for approval of additional Human Resource (HR) requirement of NLDC and RLDCs for the control period 2024-29 under Regulation 22 (6) of Central Electricity Regulatory Commission (RLDC Fees and Charges of Regional Load Despatch Centre and other related matters) Regulations, 2024.

And

In the matter of:

National Load Despatch Centre (NLDC),
Grid Controller of India Limited (GRID-INDIA)
B-9, Qutub Institutional Area, 1st Floor,
Katwaria Sarai, New Delhi-110016

.....**Petitioner**

Versus

Users of Northern Regional Load Despatch Centre (NRLDC)

Users under the category of Distribution Licensees and Buyers

1. Delhi Buyer (DMRC Ltd), 6th Floor, C wing, Metro Bhawa, Barakhamba Road, New Delhi-110001
2. Delhi International Airport Limited, New Udaan Bhawan, opposite Terminal-3, IGI Airport, New Delhi-110037
3. National Fertilizers Limited, Nangal Punjab, National Fertilizers Limited, Naya Nangal, District Ropar, Punjab 140124



4. Northern Central Railway, DRM Office Northern Central railway, Nawabyusuf Road, Allahabad, UP
5. NVVNL (SNA Nepal), NTPC Vidyut Vyapar Nigam Ltd, Core-5, 1st Floor, Scope Complex, Lodhi Road, New Delhi 110003
6. PG-HVDC-NR, Northern Region-1 HQ, SCO Bay No. 5 to 10, Sector- 16A, Faridabad-121002 (Haryana).
7. Delhi, SLDC Delhi Transco Ltd SLDC Building (Behind Jakir Husain College) Tagore Hostel Lane, Minto Road New Delhi-110 002
8. Haryana, Chief Engineer, HVPNL, Room No-213, Shakti Bhawan, Sector-6 Panchkula-134109, Haryana
9. Himachal Pradesh, SE, SLDC, Himachal Pradesh Load Society, Totu, Shimla, Himachal Pradesh -171011
10. Punjab, Chief Engineer, State Load Dispatch Centre, PSTCL, Ablowal, Patiala - 147001 (Punjab)
11. Rajasthan, Superintending Engineer (Billing), RUVNL, 132KV GSS Building, Calgiri Road, Malviya Nagar, Jaipur, Rajasthan-302017
12. UT Chandigarh, Chandigarh (Electricity Department) Sector-9 D, CHANDIGARH, UT Chandigarh, 160019
13. UT J&K, CH.ENG. (Comml & survey Wing), Jammu and Kashmir Power Corporation Limited, SLDC Building, 1st Flr. Gladni GS, Narwal bala Jammu 180004
14. Uttar Pradesh, U. P. Power Corporation Ltd. 11th Floor Shakti Bhawan Extn., 14-Ashok Marg, Lucknow-226 001, UP
15. Uttarakhand, Uttranchal Power Corporation Ltd. Kanwli Road, Urja Bhawan Dehradun-248001, Uttrakhand

Users under the category of Generating Stations and Sellers

16. ABC Renewable Energy (RJ-01) Private Limited, 6-3-680/8/3, PNO-03, PMR Plaza, 1st Floor Thakur Mansion Lane, Somajiguda, Hyderabad, Telangana-500082
17. ACME Chittorgarh Solar Energy Pvt Ltd, ACME CHITTORGARH SOLAR ENERGY PRIVATE LIMITED (CIN: U40300DL2018PTC331168) - 9 Floor Ashoka Estate 24 B.K. Road, New Delhi – 110001
18. ACME Heergarh Powertech Private Limited, Corp Office: Plot No. 152, Sector-44, Gurugram-122002, Haryana
19. Adani Hybrid Energy Jaisalmer Four Limited Fatehgarh-I, Adani Corporate House, 4th Floor South Wing, Shantigram, S G Highway, Ahmedabad, 382 421
20. Adani Hybrid Energy Jaisalmer One Limited, Village Madhipura, Tehsil-Pokharan, Dist-Jaiselmer, Rajasthan-345026

21. Adani Hybrid Energy Jaisalmer Three Limited, 4th Floor, South Wing, Adani Corporate House, SG Road, Ahmedabad-382421
22. Adani Hybrid Energy Jaisalmer Two Limited, 4th Floor, South Wing, Adani Corporate House, SG Road, Ahmedabad- 382421
23. Adani Renewable Energy (RJ) Limited Rawara, 4th floor, South Wing, Adani Corporate House, Shantigram, Near Vaishnav Devi Circle Ahmedabad-382421
24. Adani Solar Energy Four Limited, Rawara, 4th floor, South Wing, Adani Corporate House, Shantigram, Near Vaishnav Devi Circle Ahmedabad-382421
25. Adani Solar Energy Jaisalmer One Private Limited, C-105, Anand Niketan, New Delhi, India, 110021
26. Adani Solar Energy Jaisalmer Two Private Limited, Adani Corporate House, Shantigram, Ahmedabad 382421
27. Adani Solar Energy Jaisalmer Two Private Limited (Project-2), Adani Corporate House, Shantigram, Ahmedabad 382421
28. Adani Solar Energy Jodhpur Five Private Limited Bhadla, Adani Corporate House, Shantigram, Ahmedabad-382421
29. Adani Solar Energy Jodhpur Two Limited, Rawara, 4th floor, South Wing, Adani Corporate House, Shantigram, Near Vaishnav Devi Circle Ahmedabad-382421
30. Adani Solar Energy RJ One Private Limited Bhadla, Adani Corporate House, Shantigram, Ahmedabad-382421
31. Adani Solar Energy RJ Two Private Limited, 9th Floor, Inspire Business Park, CT-1, Crown 2, Opp. Adani Corporate House, Nr. Vaishnodevi Circle, Shantigram, Khodiyar, Ahmedabad
32. Adept Renewable Technologies Private Limited, Unit 702, 7th Floor, Tower 3, Equinox Business Park, Off Bandra Kurla Complex, L.B.S. Marg, Kurla West, Mumbai City – 400070 Tel.: 022-68812800
33. ADHPL, A.G.M(BD), ADHPL, Bhilwara Towers, A-12 Sector-1, Noida-201301
34. Altra Xergi Power Private Limited, 8th Floor, DLF Square, Jacaranda Marg, DLF Phase-2, Sector-25, Gurugram, Haryana-122002
35. AMP Energy Green Six Private Limited, 309, 3rd Floor, Rectangle One Behind Sheraton Hotel Saket New Delhi-110017
36. Amplus Ages Private Limited, A-57, DDA Sheds, Okhla Industrial Area Phase-II, South Delhi, Delhi, India, 110020
37. Anta GPP, NCRHQ NTPC, Room No-39, R & D Building, Plot No-8A, sector-24, NOIDA
38. Auraiya GPP, NCRHQ NTPC, Room No-39, R & D Building, Plot No-8A, sector-24
39. Auraiya Solar Power Plant NTPC Ltd., EEMG Department, Auraiya Solar Power Plant NTPC Ltd., P.O. Dibiyapur-Auraiya, Uttar Pradesh-206244



40. Avaada RJHN Private Limited Bikaner, C-11, C Block, Sector-65, Noida-201301, UP
41. Avaada Sunce Energy Private Limited Bikaner, c-11, C Block, Sector-65, Noida-201301
42. Avaada Sunrays Energy Private Limited, C11, Sector 65, Gautam Buddha Nagar, Noida, Uttar Pradesh 201301
43. Avaada Sustainable RJProject Private Limited Bikaner, M/s Avaada Sustainable RJProject Private Limited, C - 11, Sector - 65, Noida, Uttar Pradesh – 201301
44. Ayana Renewable Power One Private Limited, Bikaner, S 2904, 29th floor, Word Trade Centre, Brigade Gateway Campus, 26/1, Dr Rajkumar Road, Maleswaram-Rajajinagar, Bangalore-560211039
45. Azure Power Forty One Private Limited Bhadla, Southern Park, 5th Floor, D-II, Saket Place, Saket, New Delhi 110017
46. Azure Power Forty Three Private Limited, 5th Floor, Southern Park, D-II, Saket Place, Saket, New Delhi – 110017
47. Azure Power India Pvt. Ltd., Bhadla (SPD),
Azure Power India Pvt Ltd. (Bhadla SPD), 3rd Floor, Asset 301-304 & 307, Word Mark-3, Aerocity, Delhi
48. Azure Power Maple Private Limited
Southern Park, 5th Floor, D-H, Saket Place, Saket, New Delhi, 110017
49. Azure Power Thirty Four Pvt. Ltd. Bhadla, Azure 34 Power Pvt Ltd. (Bhadla SPD), 3rd Floor, Asset 301-304 & 307, Word Mark-3, Aerocity, Delhi
50. Bairasiul HPS, O/o HOP Secretrait, Bairasul Power Station, NHPC Ltd., Surangani, Dist Chamba Himachal Pradesh
51. Banderwala Solar Plant TPSL, The Tata Power Company Limited, Corporate Centre A, 34 Sant Tukaram Road, Carnac Bunder, Mumbai 400 009, Maharashtra, India
52. Bhakra Complex, Bhakra Beas Management Board, SLDC Complex, Industrial Area Phase - I, Chandigarh – 160002
53. Budhil, HPS, Second Floor, Block D, Plot No.13, Sy. No. 64 Part, Hitech City Layout, Madhapur Village, Hyderabad (Telangana) 500081
54. Chamera-I HPS, Chamera Power Station-I NHPC Ltd. Kairi Distt: Chamaba, Himachal Pradesh-176325
55. Chamera-II HPS, Chamera Power Station-II NHPC Ltd. Karian Chamaba-176310
56. Chamera-III HPS, Chamera-III Power Station, NHPC Ltd. Village Dharwala, post bag No-9, Distt: Chamaba, Himachal Pradesh-176311
57. Clean Solar Power (Bhadla) Pvt. Ltd, 1st Floor, Plot 201 Okhla Industrial Estate, Phase III, New Delhi 110020
58. Clean Solar Power (Jodhpur) Private Limited Bhadla, 1st Floor, 201, Okhla Industrial estate, Phase-III, New Delhi-110020

59. Dadri GPP, NCRHQ NTPC, Room No-39, R & D Building, Plot No-8A, sector-24
60. Dadri NCTPS, NCRHQ NTPC, Room No-39, R & D Building, Plot No-8A, sector-24
61. Dadri Solar Pv Power Station, Dadri Solar PV Station NTPC Dadri P. O. Vidyut Nagar, Gautam Budh Nagar, U.P. -201008
62. Dadri Stage-II NCTPS, NCRHQ NTPC, Room No-39, R & D Building, Plot No-8A, sector-24, NOIDA
63. Dehar HEP, Bhakra Beas Management Board, SLDC Complex, Industrial Area Phase – I, Chandigarh – 160002
64. Devikot Solar Power Plant NGEL, NTPC Bhawan, Scope Complex, Institutional Area, Lodhi Road, New Delhi- 110003
65. Dhauliganga HPS, Dhauliganga Power Station, Tapovan, NHPC Ltd, Dharchulla, Distt:- Pithoragarh, Uttarakhand- 262545
66. Dulhasti HPS, Dulhasti Power House, NHPC Ltd. Chenab Nagar, Sector -II, Distt:- Kistwar, Jammu & Kashmir-182206
67. Eden Renewable Cite Private Limited, 236 B&C, First Floor, DLF South Court, Saket, Delhi-110017
68. Grian Energy Private Limited, A-57. DDA sheds, Okhla Industrial Area Phase–II, South Delhi, Delhi, India, 110020
69. IGSTPS, General Manager IGSTPS Aravali power Company Private Limited, PO-Jharli, Dist-Jhajjar
70. Khurja STPP, Khurja Super Thermal Power Project, Vill. & Post-Dashera Kherli, Tehsil-Khurja, Distt. Bulandshahr (U.P) -203131
71. Kishanganga HEP, Kishanganga HEP, Office cum Residential colony, Kralpora, Distt: Bandipora, Jammu and Kashmir-193502
72. Kolayat Solar Power Plant NGEL, NTPC Bhawan, Scope Complex ,7, Institutional Area, Lodhi Road, New Delhi -110003
73. Koteswar HPS, General Manager (Project) Koteswar Hydro Electric Project THDC India Limited, Koteswarpuram Post Office- Pokhari Tehri Garhwal, Uttarakhand Pin Code – 249146
74. KWHPS, Himachal Baspa Power Company Limited Sholtu Colony, P.O. Tapri, Kinnaur H.P 172104
75. Mega Solis Renewables Private Limited, DevCo, Mahindra Towers, Dr. GM Bhoasale Marg, P K Kurle Chowk, Worli, Mumbai-400018
76. Mega Suryaurja Private Limited, Mahindra Towers, Dr. GM Bhosale Marg, PK Kurne Chowk, Worli, Mumbai, Maharashtra -400018, India
77. NAPS, Narora Atomic Power Station, Narora, Distt. Bulandshahr, UP-202389
78. Nathpa-Jhakri HPS, NJHPS Jhakri, Rampur, Distt. Shimla, HP-172201

79. Nidan Solar Power Plant NGEL, NTPC Limited, Fatehgarh Solar Project, Village-Nidan, Tehsil-Pokharan, Dist- Jaisalmer Rajasthan- 345021
80. Nokhra Solar Plant NGEL, NTPC Bhawan Core-07, Scope Complex Lodhi Road Institutional Area New Delhi-110003
81. NTPC Koldam Hydro Electric Power Plant,
NTPC Koldam HEPP P.o.- Barmana, Distt:- Bilaspur,H.P-174013
82. Onevolt Energy Private Limited, A-57, DDA Sheds, Okhla Industrial Area Phase-II, South Delhi, Delhi,110020
83. Parbati-II, HEP, Parbati-II, HEP, NHPC Ltd., E & M Complex, Sainj, Distt. Kullu, Himachal Pradesh -175134
84. Parbati-III, HEP, Parbati-III Power Station, Vill. Behali, P.O. Larji, Distt. Kullu H.P
85. Pong HEP, Bhakra Beas Management Board, SLDC Complex, Industrial Area Phase – I, Chandigarh – 160002
86. Rampur HEP, HOD, Power House Operation Department, Rampur Hydro Electric Project, Bayal, PO Koyal, Teh-Nirmand, Distt. Kullu, HP-172023
87. RAPP-7&8, NPCIL, TSS, RAPP 7 & 8, NPCIL, Post: ANUSHAKTI, Rawatbhata via KOTA, Rajasthan 323307
88. RAPS -B, RAPP-B, NPCIL, Anu Shakti Vihar, Kota, Rajasthan – 323307
89. RAPS-C, Station Director, Rajasthan Atomic Power Station-B,Anu Shakti Vihar,Kota, Rajasthan-323303
90. ReNew Solar Energy Jharkhand Three Pvt. Ltd., Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram, 122009 Haryana
91. Renew Solar Power Pvt Ltd, Bikaner (250MW), RENEW SOLAR POWER Pvt. Ltd, Commercial Block-1, Zone 6, Golf Course Road, DLF City phase-V,Gurugram
92. Renew Solar Power Pvt. Ltd. Bhadla, (SPD), RENEW SOLAR POWER Pvt. Ltd, Commercial Block-1, Zone 6, Golf Course Road, DLF City phase-V,Gurugram
93. ReNew Solar Urja Pvt Ltd, ReNew Power Private Limited: ReNew Power, Commercial Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram-122009, Haryana
94. Renew Sun Bright Private Limited, Commercial Block-1, Golf Course Rd, DLF City, Zone 6, Sector 43, Gurugram, Haryana 122009
95. ReNew Sun Waves Private Limited, Fatehgarh-II, Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram, 122009 Haryana
96. Renew Surya Aayan Private Limited, ReNew Hub, Commercial Block-1, Zone-6, Golf Course Road, DLF City Phase-V, Gurugram- 122102, Haryana
97. Renew Surya Pratap Private Limited, Renew Hub, Commercial Block -1, Zone-6, Golf course Road, DLF city Phase-V, Gurugram-122009
98. Renew Surya Ravi Private Limited Bikaner, M/s Renew Surya Ravi Private Limited, 138, Ansal Chambers-II, Bhikaji Cama Place, New Delhi, 110066



99. Renew Surya Roshni Private Limited, 138, Ansal Chambers-II, Bhikaji Cama Place, Delhi – 110066
100. Renew Surya Vihaan Private Limited, ReNew Hub, Commercial Block-1, Zone-6, Golf Course Road, DLF City Phase-V, Gurugram – 122009
101. Rihand -I STPS, AGM (Comml), NRHQ NTPC Ltd., TC-33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
102. Rihand -II STPS, AGM (Comml), NRHQ NTPC Ltd., TC-33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
103. Rihand-III, STPS, AGM (Comml), NRHQ NTPC Ltd., TC-33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
104. Rising Sun Energy (K) Private Limited, PHD House, Upper Ground Floor, 4/2, Siri Institutional Area, August Kranti Marg, New Delhi-110016
105. Sainj HEP, DGM Electrical, Sainj HEP, HPPCL, Larji, Distric - Kullu, Himachal Pradesh, 175122
106. Salal HPS, Salal Power Station, NHPC Ltd. Jyotiputram, Distt: Reasi, Jammu & Kashmir-182313
107. SCL Bewar, Shree Cement Ltd., PO Box No. 33, Bangur Nagar, Beawar. 305901. District: Ajmer (Rajasthan)
108. SEWA-II, Sewa-II Power Station, NHPC Ltd. Mashka, Distt; Kathua Jammu & kashmir-182206
109. Singoli-Bhatwari HEP, M/s Renew Jal Urja Private Limited, Village -Bedubagar, Dist- Rudraprayag, Uttarakhand-246421
110. Singrauli Small Hydro Station, NTPC Singrauli Small hydro, P.O. Shati Nagar, Distt Sonebhadra, UP 231222
111. Singrauli Solar Pv Power Station, Singrauli Solar Pv Power Station, NTPC Singrauli, P.O. Shati Nagar, Distt Sonebhadra, UP 231222
112. Singrauli STPS, TC-33/V-1 Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh, 201301
113. SORANG HEP, D 4, Sector 1, Near SBI, New Shimla, Shimla (H.P.) 171009
114. Tanakpur HPS, Tanakpur Power Station, NHPCLtd, Banbassa, Distt-Champawat, Uttarakhand-262310
115. Tanda Stage II, NTPC Ltd. Tanda stage-II, PO Vidyut Nagar Dist Ambedkar Nagar UP -224238
116. Tata Power Green Energy Limited, 34, Sant Tukaram Road, Carnac Bunder, Mumbai, 400009
117. Tehri HPS, General Manager (Project), THDC India Ltd., Bhagirath Puram, Tehri, Uttarakhand-249001

118. Thar Surya 1 Private Limited, Enel Green Power, 12th Floor, Crescent 1, Prestige Shantiniketan, ITPL Main Rd, Whitefield, Bengaluru - 560048, INDIA
119. TP Saurya Limited, TATA Power Company Limited Corporate Centre, B Block, 34, Sant Tukaram Road, Carnac Bunder, Mumbai 400009
120. TPREL (Chhayan), Project Head, TPREL, Corporate Centre, A Block, 34 Sant, Tukaram Road, Camac Bunder, Mumbai 400009
121. Transition Cleantech Services Private Limited, Unit 702, 7th Floor, Tower 3, Equinox Business Park, Off Bandra Kurla Complex, L.B.S. Marg, Kurla West, Mumbai City – 400070
122. Transition Energy Services Private Limited, Unit 702, 7th Floor, Tower 3, Equinox Business Park, Off Bandra Kurla Complex, L.B.S. Marg, Kurla West, Mumbai City – 400070. Tel.: 022-68812800
123. Unchahar Solar PV Plant, TC-33/V-1 Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh, 201301
124. Unchahar-I TPS, AGM (Comml), NRHQ NTPC Ltd., TC-33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
125. Unchahar-II TPS, AGM (Comml), NRHQ NTPC Ltd., TC 33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
126. Unchahar-III TPS, AGM (Comml), NRHQ NTPC Ltd., TC-33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
127. Unchahar-IV TPS, AGM (Comml), NRHQ NTPC Ltd., TC-33/ V-1 Vibhuti Khand, Gomti Nagar, Lucknow-201301
128. URI 2 HEP, URI 2 HE Project, Nowpura, PO URI, Dist Baramula, State J & K
129. Uri HPS, Uri Power Sation Gingle, P. O- Mohura, Distt: Baramulla, Jammu & Kashmir -193122
130. Delhi Seller (PPCL, Bawana), RPH OFFICE COMPLEX RAJGHAT NEW DELHI-110002
131. Haryana Seller, Chief Engineer, HVPNL, Room No-213, Shakti Bhawan, Sector-6 Panchkula-134109, Haryana
132. HP Seller, SE, SLDC, Himachal Pradesh Load Society, Totu, Shimla, Himachal Pradesh -171011
133. UP Seller (MUNPL), P.O.- kohdar, Tehsil- Meja, Allahabad, Uttar Pradesh-212301

Users under the category of Inter State Transmission Licensees

134. AD Hydro Power Limited (ADHPL), Bhilwara Towers, A-12, Sector-1, Noida-201301(NCR Delhi), India
135. Adani Transmission India Ltd., 3rd Floor, South Wing, Adani Corporate House, Shantigram, S.G Highway, Khodiyar, Ahmedabad – 382421



136. Aravali Power Company Private Limited, General Manager IGSTPS, Aravali power Company Private Limited, PO-Jharli, Dist-Jhajjar
137. Bikaner-Khetri Transmission Limited, 3rd Floor South Wing, Adani Corporate House, Shantigram, Ahmedabad 382421
138. Fatehgarh Bhadla Transmission Limited, 3rd Floor, South Wing, Adani Corporate House, Shantigram, SG Highway, Khodiyar, Ahmedabad
139. Gurgoan Palwal Transmission Limited, Unit No.101, First Floor, Windsor, Village Kole Kalyan Off CST Road, Vidyanagari Marg, Santacruz (East), Mumbai, Maharashtra-400098, India
140. NRSS XXIX Transmission Ltd., Unit No. 101, First Floor, Windsor, Village Kole Kalyan Off CST Road, Vidyanagari Marg, Santacruz (East), Mumbai, Maharashtra, India-40098
141. NRSS XXXI (B) Transmission Ltd., 504 & 505, 5th Floor, Windsor, Off CST Road, Kalina, Santacruz (E), Mumbai -400098
142. NRSS XXXVI Transmission Ltd., A-26/03, Mohan Cooperative Industrial Estate Mathura Road, New Delhi, 110044
143. Parbati Koldam Transmission Company LTD., Unit No. 101, First Floor, Windsor, Village Kole Kalyan Off CST Road, Vidyanagari Marg, Santacruz (East), Mumbai, Maharashtra-400098, India
144. PATRAN TRANSMISSION COMPANY LIMITED, Unit No.101, First Floor, Windsor, Village Kole Kalyan Off CST Road, Vidyanagari Marg, Santacruz (East), Mumbai, Maharashtra-400098, India
145. Power Grid Corporation India Ltd., NRTS-I, Power grid Corporation of India Ltd., B-9, Qutab Institutional Area, New Delhi-110016
146. Power Transmission corporation of Uttarakhand Ltd., CHIEF ENGINEER (C&R) PTCUL, Vidyut Bhawan, Near ISBT Crossing, Saharanpur Road, Majra, Dehradun-248002
147. Powergrid Ajmer Phagi Transmission Limited, POWERGRID B-9 Qutab Institutional Area, Katwaria Sarai, New Delhi-110016
148. Powergrid Aligarh Sikar Transmission Limited, POWERGRID ALIGARH SIKAR TRANSMISSION LIMITED, Plot no. 339, Shanti-Kunj Scheme, Alwar (Rajasthan)
149. Powergrid Bhadla Transmission Limited, 765/400/220 KV Sub Station, 8th Km Mile Stone, Devikot, Bhaniyana Road, Sanwat, Fatehgarh, Jaisalmer, Rajasthan, 345027
150. Powergrid Bikaner Transmission System Limited, B-9, Qutub Institutional Area, Katwaria Sarai, New Delhi-110016
151. POWERGRID Fatehgarh Transmission Limited, Village: Sanwata, Devikot Sankra Road, 8 KM mile stone, Jaisalmer, Rajasthan-345027
152. Powergrid Himachal Transmission Limited, B9-Qutab Institutional Area, Katwaria, New Delhi-110016



153. POWERGRID KALA AMB Transmission Ltd., POWERGRID KALA AMB TL 400/220 KV GIS Sub Station Vill. Meerpur Kotla, Distt. Sirmour HP 173030
154. Powergrid Khetri Transmission System Limited, POWERGRID Khetri Transmission System Limited, Village: Jasrapur, Tehsil- Khetri, Dist- Jhunjhunu, Rajasthan -333514
155. Powergrid Narela Transmission Limited, B-9, Qutub Institutional Area, Katwaria Sarai, New Delhi
156. Powergrid Ramgarh Transmission Limited, Village: Mandai, Tehsil- Fatehgarh, Dist- Jaisalmer, Rajasthan. Pin-345027
157. Powergrid Unchahar Transmission Ltd., 765/400/220kV Substation, Village Chauferava, Post & Dist Fatehpur, Uttar Pradesh, 212601
158. Powergrid Varanasi Transmission System Limited, CEO Powergrid Varanasi Transmission System Limited C-27/210, Kailgad House, Jagatganj, Varanasi, Uttar Pradesh -221002
159. POWERLINKS Transmission Limited, Powerlinks Transmission Ltd., 10th Floor, DLF Tower-A, District Centre, Jasola, New Delhi-110044
160. RAPP Transmission Company Ltd., Unit No.101, First Floor, Windsor, Village Kole Kalyan Off CST Road, Vidyanagari Marg, Santacruz (East), Mumbai, Maharashtra-400098, India

Users of Western Regional Load Despatch Centre (WRLDC):

1. 23MW Solar Project at NTPC Solapur, NTPC Solapur Hotgi Station Fhatetewadi South Solapur PIN-413215
2. ACB (India) Limited, Sr. G M (O & M) 2 X 135 MW Kasaipali Thermal Power Plant, ACB(India) Limited, Chakabura, District-Korba, Chhatisgarh 495445
3. Adani Power Limited - Raigarh TPP, Adani Corporate House, Shantigram, S.G. Highway, Ahmedabad - 382421, Gujarat
4. Adani Power Limited-Raipur TPP, Adani Corporate House, Shantigram, S.G. Highway, Ahmedabad- 382421, Gujarat, India
5. Adani Renewable Energy Holding Four Limited-PSS1, Adani Corporate House, Shantigram, Nr. Vaishno Devi Circle, S G Highway, Khodiyar, Ahmedabad – 382 421, Gujarat, India
6. Adani Transmission India Limited, Adani Corporate House, Shantigram, S.G. Highway, Ahmedabad - 38242, Gujarat
7. Adani Wind Energy Kutchh Five Limited, Adani Corporate House, Shantigram, Nr. Vaishno Devi Circle, S G Highway, Khodiyar, Ahmedabad - 382 421, Gujarat, India
8. Adani Wind Energy Kutchh Four Limited, 4th Floor South Wing, Adani Corporate House, Shantigram, Nr. Vaishno Devi Circle, S. G. Highway, Khodiyar, Ahmedabad - 382 421, Gujarat, India.



9. Adani Wind Energy Kutchh One Limited, Adani Corporate House, Shantigram, Near Vaishno Devi Circle, SG Highway, Khodiyar, Ahmedabad-382421, Gujarat
10. Adani Wind Energy Kutchh Three Limited, Adani corporate house, Santigarm. SG highway, Ahmedabad
11. Adani Wind Energy MP One Private Limited, C-105, Anand Niketan, New Delhi-110021
12. Alfanar Energy Private Limited, Corporate Office:15th Floor, Building No:5, Tower-B, DLF Cybercity, Gurugram-122002, Haryana, INDIA
13. Apraava Energy Private Limited, Apraava Energy Pvt Ltd, 7th Floor, Fulcrum, Sahar Road, Andheri East, Mumbai – 400099
14. ArcelorMittal Nippon Steel India Limited, ArcelorMittal Nippon Steel India Limited, 27th KM, Surat Hazira Road, Surat 394270, Gujarat
15. Arinsun Clean Energy Private Limited, Unit-3, ACEPL, Rewa Ultra Mega Solar Plant, Gurh Tehsil, Dist. Rewa, MP- 486553
16. Athena Jaipur Solar Power Private Limited, 08B116, WeWork Enam Sambhav, C 20, G Block Road, G Block BKC, Bandra Kurla Complex, Bandra East, Mumbai 400051, Maharashtra, India
17. Avaada Sunshine Energy Private Limited, C-11 sector 65, Noida (U.P.)
18. Avikiran Solar India Private Limited, Enel Green Power India Private Limited, 12th Floor, Crescent 1, Prestige Shantiniketan, ITPL Main Rd, Whitefield, Bengaluru - 560048, INDIA
19. BALCO, Bharat Aluminum Co. Ltd, Captive power plant -II, BALCO Nagar, Korba Chhattisgarh- 495684
20. BALCO (Bulk Consumer), Bharat Aluminum Co. Ltd, Captive power plant -II, BALCO Nagar, Korba Chhattisgarh- 495684
21. BARC Facility, Plant Superintendent, TRP Nuclear Recycle Board, BARC, Tarapur,P.O.Ghivali, Dist. Palghar,Maharashtra-401502
22. Bhopal Dhule Transmission Company Limited, First Floor, Unit No. 101, Windsor,, off CST Road, Vidyanagari Marg,, Kalina,Santacruz East mumbai, Mumbai City, Maharashtra, 400098
23. Chhattisgarh-WR Transmission Limited, 3rd Floor, South Wing, Adani Corporate House, S. G. Highway, Ahmedabad, Gujarat- 382421
24. Continuum Power Trading (TN) Private Limited, Continuum Power Trading (TN) Private Limited, 102, 1st Floor, El Tara Building, Behind Delphi Building, Hiranandani Gardens, Powai, Mumbai, Maharashtra – 400076
25. CSPDCL, CSPDCL P. O. Sundernagar Dangania Raipur-492 013
26. DB Power Limited, DB Power, Village - Baradarha, Post - Kanwali, Dist - Janjgir, Champa, Chhattisgarh – 495695

27. DCP, Jindal Power Limited OP Jindal STPS, PO: Tamnar, Gajghoda Tehsil, District Raigarh Chhattisgarh-496 107
28. DGEN CCPP, Torrent Power Limited, DGEN Mega Power Project, Plot no. Z-9 Dahej SEZ Area (Eastern Side) Taluka Vagra Dist. Bharuch Gujarat-392130
29. Dhariwal Infrastructure Limited, Dhariwal Infrastructure Limited, C-6, Tadali Growth Centre, MIDC Tadali, Chandrapur-442406
30. DNHDDPDCL, 1st & 2nd Floor, Vidyut Bhavan, Next to Secretariat Bldg., 66KV Road, Dadra & Nagar Haveli and Daman & Diu – 396230
31. Electro Solaire Private Limited, 203, Pentagon P3, Magarpatta City, Pune 411013, India
32. ESSAR Power Transmission Company Limited, 27 km Surat Hazira Road, Surat, Gujarat, India – 394270
33. Gadarwara, NTPC Limited, Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East Mumbai-400093
34. GANDHAR, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East Mumbai-400 093
35. GIWEL II, 5th Floor Tower C, Building-8, DLF Cyber City, Gurugram
36. GIWEL III, 5th Floor, Tower C, Building No 8, DLF Cybercity, Gurugram 122002
37. GMR Warora Energy Limited, Plot No B-1, Mohabala MIDC Growth Centre, Post Tehsil - Warora, Dist - Chandrapur, Chandrapur, Maharashtra, 442907
38. GOA, Office of the Executive Engineer, Electricity Department, Division III, Curti-Ponda, Goa-403401
39. GOA TAMNAR TRANSMISSION PROJECT LIMITED, DLF Cyber Park, Block B, 9th Floor, Udhyog Vihar Phase III, Sector -20, Gurugram, 122002
40. Gujarat Industries Power Company Limited, PO Ranoli Dist. Vadodara
41. Gujarat State Electricity Corporation Limited- Phase I, Sardar Vidyut Bhavan, Racecourse circle, Vadodara, Gujarat
42. Gujarat State Electricity Corporation Limited- Phase II, Sardar Vidyut Bhavan, Race Course Circle, GSECL Corporate Office, Vadodara
43. GUVNL, GUVNL Sardar Patel Vidyut Bhawan Race Course Vadodara-390007
44. Inox Green Energy Services Limited, Inox Green Energy Services Limited, Survey No. 1837 & 1834, At Moje Jetapur, Second Floor ABS Tower, Old Padra Road, Vadodara-390007 Gujarat
45. Jabalpur Transmission Company Limited, First Floor, Unit No. 101, Windsor,, off CST Road, Vidyanagari Marg,, Kalina, Santacruz East Mumbai, Mumbai City, Maharashtra, 400098

46. Jam Khambaliya Transco Limited, Jam Khambaliya Transco Limited, 3rd Floor, South Wing, Adani Corporate House, Shantigram, S.G.Highway, Ahmedabad - 382421,Gujarat,
47. Jaypee Nigrie STPP, President (Thermal), JNSTPP, Nigri District, Singrauli, Madhya Pradesh 486668
48. Jhabua Power Limited, Jhabua Power LTD Village -Barrella, post- Attaria, Tahsil- Ghansor, Dist-Seoni, Madhya Pradesh,480997
49. Jindal, Manager, Jindal Power Limited, OP Jindal STPP PO: Tamnar, Gjarghoda Tehsil, District Raigarh, Chhatisgarh – 496107
50. Jindal Power Limited, Manager, Jindal Power Limited, OP Jindal STPP PO:Tamnar, Gjarghoda Tehsil, District Raigarh, Chhatisgarh – 496107
51. Jindal Stage-2, Manager, Jindal Power Limited, OP Jindal STPP PO:Tamnar, Gjarghoda Tehsil, District Raigarh, Chhatisgarh – 496107
52. Kallam Transmission Limited, Unit No. 101, First floor, Windsor, Village Kole Kalyan Off CST Road Vidyanagari Santacruz East, Mumbai Suburban, 400098
53. KAPS 1 & 2, Office of Station Director, Nuclear Power Corporation of India Limited, Kakrapara Atomic Power Station 1&2, PO: Anumala, Via-Vyara, Tapi District, Gujarat – 394651
54. KAPS 3 & 4, KAPP 3 & 4, NPCIL Kakrapar, Via Vyara, Dist SURAT- 394651 (GUJ)
55. KAWAS, NTPC Limited, Western Region Headquarters, Samrudhi Venture Park2nd Floor, MIDC Marol, Andheri EastMumbai-400 093
56. Khargone, Khargone Super Thermal Power Project, PO Khedi (Bujurg), SO-Bediya, Distt-Khargone, MP-451113
57. Khargone Transmission Limited, Khargone Transmission Limited, First Floor, Unit No. 101, Windsor,, off CST Road, Vidyanagari Marg,, Kalina, Santacruz East mumbai, Mumbai City, Maharashtra, 400098
58. Khavda-Bhuj Transmission Ltd, C 105, Anand Niketan, New Delhi South Delhi DL 110021 India
59. KSK Mahanadi Power Company Limited, 8-2-293/82/A/431/A, Road 22, Jubilee Hills, Hyderabad – 500033
60. KSTPS 1 & 2, NTPC Limited Western Region Headquarters, Samrudhi Venture Park2nd Floor, MIDC Marol, Andheri EastMumbai-400 093
61. KSTPS 3, NTPC Limited Western Region Headquarters, Samrudhi Venture Park2nd Floor, MIDC Marol, Andheri EastMumbai-400 093
62. Lakadia Banaskantha Transco Limited, 3rd Floor, South Wing, Adani Corporate House, Shantigram, S.G. Highway, Ahmedabad - 382421, Gujarat, India
63. Lakadia Vadodara Transmission Project Limited, 9th Floor, Block B DLF Cyber Park, Udyog Vihar Okhla Industrial Estate, Road, Phase III, Sector 20, Gurugram, Haryana 122008

64. LANCO, Lanco Amarkantak Power Limited Plot no 334, 4th Floor Phase-IV, Udyog Vihar Gurgaon Haryana-122 015
65. Lara, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East Mumbai-400 093
66. Mahan Energen Limited, Adani House, C-105, Anand Niketan, New Delhi, Delhi-110021
67. Mahindra Renewables Private Limited, Mahindra Towers, Dr. G.M Bhosale Marg, P.K Kurne Chowk, Worli, Mumbai-400018
68. Masaya Solar Energy Private Limited, 208 & 209, 2ND Floor, Tower B, Pioneer Urban Square, Sec-62, Gurgaon -122005
69. Mauda, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East Mumbai-400 093
70. Mauda Stage-2, AGM(EEMG)/I/C, NTPC MOUDA, Mouda STTP, Mouda-Ramtec Road, Nagpur MH-441104
71. MB Power (MP) Limited, MB POWER (Madhya Pradesh) Ltd, Anuppur (MP) Limited, Village Laharpur, post Jaithari, district Anupur, Madhya Pradesh-484330
72. MPPMCL, MP Power Management Company Limited Shakti Bhawan Vidyut Nagar, Rampur Jabalpur-482 008
73. MSEDCL, MSEDCL Prakashgad, 5th Floor Bandra East Mumbai-400 051
74. Mumbai Urja Marg Limited, DLF Cyber Park, Block B, 9TH Floor, Udyog Vihar Phase III, Sector -20, Gurugram -122002
75. Netra Wind Private Limited, 15th Floor, Building No.5, Tower-B, DLF Cyber City, Phase-II, Gurugram-122002
76. NSPCL, NTPC-SAIL Power Company Limited P.O. Bhilai (East) District- Durg Bhilai-490021
77. NSPCL, NTPC-SAIL Power Company Limited P.O. Bhilai (East) District- Durg Bhilai-490021
78. NTPC Kawas Solar PV Project, NTPC Kawas Solar PV Project, P.O. Aditya Nagar, Dist. Surat -394 516, Gujarat
79. NTPC Renewable Energy Ltd (Dayapar WEP-Ph-1), NTPC Bhawan, SCOPE Complex, 7, Institutional Area, Lodhi Road, Delhi, India, 110003
80. Odisha Generation Phase II Transmission Limited, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg,, Kalina, Santacruz East mumbai, Mumbai City, Maharashtra, 400098
81. Ostro Energy Private Limited, 138, Ansal Chambers-II, Bhikaji Cama Place, New Delhi-110066
82. Ostro Kutch Wind Private Limited, ReNew.Hub, Sector 43, DLF Phase 5, Gurugram, Haryana

83. POWERGRID, Power Grid Corporation of India Limited, Western Region-1 Headquarters, PO: UppalwadiSampritinagarNagpur-440 026
84. Powergrid Bhuj Transmission Limited, B-9 Qutab Institutional Area, Katwaria Sarai, New Delhi, South Delhi, Delhi, India, 110016
85. POWERGRID HVDC WR, B-9, Qutab Institutional Area, Katwaria sarai, New Delhi – 110016
86. Powergrid Jabalpur Transmission Limited, Powergrid Corporation of India Limited, WR II, Head Quarter, Sama Savli Road, Opp. Ambe School, Vadodara 390008
87. Powergrid Parli Transmission Limited, Sampriti Nagar, P O Uppalwadi, Nagpur
88. Powergrid Varanasi Transmission System Limited, 765/400KV SS, Post-Tiyara Village, Khamaria Tehsil-Mada, Singrauli, MP
89. Powergrid Warora Transmission Limited, Sampriti Nagar, P O Uppalwadi, Nagpur
90. Powerica Limited, 9th Floor, C Wing, Godrej Coliseum, Behind Everad Nagar, Sion-Trombay Road, Sion, Mumbai-400022
91. Raichur Solapur Transmission Company Limited, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina,Santacruz East mumbai, Mumbai City, Maharashtra, 400098
92. Raipur-Rajnandgaon-Warora Transmission Limited, 601, Hallmark Business Plaza, Opp Guru Nanak Hospital, Bandra (E), Mumbai – 400 051
93. Rajgarh Transmission Limited, Flat No. 1097, Sector-A, Pocket-A, Vasant Kunj, New Delhi – 110070
94. RAPP Transmission Company Limited, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina, Santacruz East mumbai, Mumbai City, Maharashtra, 400098
95. ReNew Power Private Limited, RPPL Commercial Block 1 Zone 6 Golf Course Road DLF City Phase V Gurugram
96. ReNew Wind Energy (AP2) Private Limited, ReNew Power Limited, Commercial Block-1, Zone-6, Golf Course Road, DLF City Phase-V, Gurugram-122009
97. RGPPL, Ratnagiri Gas and Power Pvt. Ltd, the Landmark Building, 2nd floor, Sector-2, Noida,Gautam Budh Nagar,(UP)Pin-201301
98. RKM Powergen Private Limited, NO: 14, DR. GIRIAPPA ROAD, TNAGAR, CHENNAI - 600017. TAMILNADU
99. SASAN, Sasan Power Limited, Ground Floor, Reliance Centre, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001, India
100. Sherisha Rooftop Solar SPV Four Private Limited, 11th Floor, Bascon Futura SV IT park, Venkatnarayana Road, T Nagar, Chennai - 600017.
101. Sipat Stage-1, NTPC LimitedWestern Region Headquarters, Samrudhi Venture Park2nd Floor, MIDC Marol, Andheri EastMumbai-400 093



102. Sipat Stage-2, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East Mumbai-400 093
103. Sipat Transmission Limited, 3rd Floor, South Wing, Adani Corporate House, S. G. Highway, Ahmedabad, Gujarat- 382421
104. Sitac Kabini Renewables Private Limited, EDF Renewables India Private Limited 507-508, Ashoka Estate, 24, Barakhamba Road, New Delhi- 110001, India
105. SJVN Green Energy Limited, Corporate Headquarters, Shakti Sadan, Shanan, Shimla, HP, 171006
106. SKS Power Generation (C.G) Limited, 501B Elegant Business Park, Andheri Kurla Road, Jb Nagar, Andheri(E), Mumbai-400059
107. Solapur, Solapur STPS Post-Hotgi Station Taluka-South Solapur District-Solapur (Maharashtra)
108. Srijan Energy Systems Pvt Ltd, Office No. 1 Gandhi Colony, Jaora Ratlam, Madhya Pradesh - 457226, India
109. SSP, Chief Engineer (E & M) N P H Power, SSNNL, 2nd Floor, A-Block, Narmada Bhavan, Vadodara-390 001
110. TAPS 1 & 2, Nuclear Power Corporation of India Limited Tarapur Atomic Power Station-1 & 2, PO: TAPPTthane districtMaharashtra-401 504
111. TAPS 3 & 4, Nuclear Power Corporation of India Limited Tarapur Atomic Power Station-3 4, PO: TAPP Thane districtMaharashtra-401 504
112. Tata Power Renewable Energy Limited, Corporate Centre, 34, Sant Tukaram Road, Carnac Bunder, Mumbai, 400009
113. The Tata Power Company Limited, Mundra Thermal Power Station - Ultra Mega Power Plant, formerly a Unit of Coastal Gujarat Power Limited, Tunda- Vandh Road, Tunda Village, Mundra, Kutch 370 435, Gujarat
114. Torrent Power Limited, "Samanvay", 600, Tapovan, Torrent Power Limited, Ambavadi, Ahmedabad -380015
115. Torrent Powergrid Limited, Torrent PowerGrid Limited Samanvay, 600, Tapovan Society, Ambawadi, Ahmedabad 380 015
116. TRN Energy Private Limited, PO – Nawapara (Tenda), Tehsi I- Gharghoda, Dist - Raigarh (CG) PIN - 496 111
117. VSTPS Stage-1, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East, Mumbai-400 093
118. VSTPS Stage-2, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East, Mumbai-400 093
119. VSTPS Stage-3, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East, Mumbai-400 093
120. VSTPS Stage-4, NTPC Limited Western Region Headquarters, Samrudhi Venture Park 2nd Floor, MIDC Marol, Andheri East, Mumbai-400 093

121. VSTPS Stage-5, AGM(EEMG)I/C, NTPC Vindhyachal, Vindhyanagar, Singrauli (MP)- 486885
122. Warora Kurnool Transmission Limited, C-105, Anand Niketan- New Delhi-110021
123. Western Transco Power Limited, 3rd Floor, South Wing, Adani Corporate House, S. G. Highway, Ahmedabad, Gujarat- 382421
124. Western Transmission Gujarat Limited, 3rd Floor, South Wing, Adani Corporate House, S. G. Highway, Ahmedabad, Gujarat- 382421
125. Wind Five Renergy Limited, Adani Corporate House, 4th Floor, South Wing, Shantigram Nr. Vaishno Devi Circle, SG Highway Khodiyar, Ahmedabad. 382421
126. Wind One Renergy Limited, 4th Floor, South Wing, Adani Corporate House, Shantigram Nr. Vaishno Devi Circle, SG Highway Khodiyar, Ahmedabad 382421
127. Wind Three Renergy Limited, 4th Floor, South Wing, Adani Corporate House, Shantigram Nr. Vaishno Devi Circle, SG Highway Khodiyar, Ahmedabad Gujarat- 382421
128. WIND TWO RENERGY PRIVATE LIMITED, Samanvay', 600-Tapovan, Ambawadi, Ahmedabad, Gujarat-380015
129. WRSS XXI(A) Transco Limited, WRSS XXI(A) Transco Limited, 3rd Floor, South Wing, Adani Corporate House, Shantigram, S.G.Highway, Ahmedabad - 382421,Gujarat, India

Users of Southern Regional Load Despatch Centre (SRLDC):

1. Manager, Adani Solar Energy Ap Seven Private Limited (Formerly known as SB Energy Solar Private Limited), 1st Floor, Adani Green Energy Limited, Fourth Floor South Block, Adani Corporate House (ACH) Shantigram, Ahmedabad – 382421
2. Sr. Manager, SBG CLEANTECH Projectco Five PVT, LTD. Adani Green Energy Limited, Fourth Floor South Block, Adani Corporate House (ACH) Shantigram, Ahmedabad – 382421
3. Asst. Manager, Adyah Solar Energy Pvt Ltd., S 2904, 29th Floor, World Trade Centre, Brigade Gateway Campus, #26/1, Dr. Rajkumar Road, Malleswaram, Rajajinagar Bangalore-KA 560055 IN
4. Senior Manager, AMPLUS PAVAGADA SOLAR ENERGY TWO PVT LTD (Formerly known as ACME Rewari Solar Power Pvt. Ltd.), Block No. 38, Tirumani Mandal, Pavagada, Tumkur, Karnataka – 572136
5. Senior Manager, AMPLUS TUMKUR SOLAR ENERGY ONE PVT LTD. (Formerly known as ACME Kurukshetra Solar Energy Pvt. Ltd.), Block No. 37&38, Ackmanhalli Village, Tirumani Mandal, Pavagada, Tumkur, Karnataka – 572136
6. The Manager, Athena Bhiwadi Solar Power Pvt Ltd (Formerly known as ACME Bhiwadi Solar Power Pvt. Ltd).08B116, WeWork Enam Sambhav, C 20, G Block Road,

- G Block BKC, Bandra Kurla Complex, Bandra East, Mumbai 400051, Maharashtra, India
7. The Manager, Athena Hisar Solar Power Pvt Ltd (Formerly known as ACME Hisar Solar Power Pvt. Ltd) 08B116, WeWork Enam Sambhav, C 20, G Block Road, G Block BKC, Bandra Kurla Complex, Bandra East, Mumbai 400051, Maharashtra
 8. The Manager, Athena Karnal Solar Power Pvt Ltd (Formerly known as ACME Karnal Solar Power Pvt. Ltd.) 08B116, WeWork Enam Sambhav, C 20, G Block Road, G Block BKC, Bandra Kurla Complex, Bandra East, Mumbai 400051, Maharashtra, India
 9. Sr. Manager, Avaada Solar Energy Private Ltd, C- 11, Sector 65, Noida (U.P.) – 201301, India
 10. Deputy General Manager, Avaada solarise, C-11 sector 65 Noida, UP- 201301
 11. Ayana Ananthapuram, S 2904, 29th floor, World Trade Centre, Brigade Gateway Campus, #26/1, Dr. Rajkumar Road, Malleshwaram, Bengaluru*(Bangalore), KARNATAKA – 560055
 12. GM, Ayana Renewable Power Six Private Limited S 2904, 29th Floor World Trade Centre, Gateway Campus, 26/1, Dr. Rajkumar Road, Malleshwaram - Rajajinagar Bangalore, Karnataka 560055
 13. General Manager, Azure power earth, 5th Floor, Southern Park, D-II, Saket Place, Saket, NEW DELHI- 110017
 14. General Manager, Azure Power thirty six private limited, Southern Park, 5th Floor, D-II, Saket Place, Saket, New Delhi, Delhi 110017
 15. Project Head, Vivid Solaire Energy Private Limited, SF No:93/2, 230 KV Substation, OTTANATHAM to SILLANKULAM main road,628718, Sillankulam, Thoothukudi , Tamilnadu
 16. The President & CEO, Coastal Energen Pvt Limited, 7th Floor, Buhari Towers, No. 4 Moores Road, Chennai 600 006, Tamil Nadu
 17. AGM, Ettayapuram Solar Power Plant NGEL (formerly known as NTPC Ettayapuram Solar Plant), Navalakampatti Road, Ettayapuram, Thoothukudi District, Tamil Nadu- 628902.
 18. Chief Manager, Fortum Finnsurya Energy Private Ltd., Block 30 and 31, Tirumani village, Pavagada solar Park, Tumkur, dist., Karnataka, India – 572136
 19. ReNew Hub, Commercial Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram – 122009, Haryana
 20. Chief Engineer (Electrical), Goa Electricity Board, Office of Chief Electrical Engineer (Electrical), Govt. of Goa, Vidyuth Bhavan, 3rd Floor, Panaji, Goa 403 001
 21. General Manager – Projects, Green Infra Renewable Energy Limited, 5th floor, Tower C, Building No.8, DLF Cyber city, Gurugram, Haryana 122 002
 22. Asst. General Manager, GRT Jewellers (India) Private Limited, 138, Usman Road, T. Nagar, Chennai, Tamil Nadu- 600017.

23. Sr. General Manager, HVDC-Pugalur, Power Grid Corporation of India Ltd, Nochipalayam Post, Sirukinar Village, Dharmapuram Taluk, Tiruppur Dist., Tamil Nadu – 638706
24. Chief General Manager, Vsc Substation, Near Cashew Station, Mannuthy Thannikkudem Road, Thrissur Kerala- 680651
25. The AGM-Electrical IL&FS Tamil Nadu Power Company Ltd, C. Pudhupettai (Post), Parangipettai (Via), Chidambaram (TK), Cuddalore 608 502, Tamil Nadu
26. Assistant General Manager, Indigrid Solar-I (AP) Private Limited (Formerly known as FRV Andhra Pradesh Solar Farm-I Pvt. Ltd.), S-5, Second Floor, Manish Mega Plaza, Plot No 13, Sector-05, Dwarka, New Delhi, 110075
27. Assistant General Manager, Indigrid Solar-II (AP) Private Limited (Formerly known as FRV Andhra Pradesh Solar Farm-II Pvt. Ltd.), S-5, Second Floor, Manish Mega Plaza, Plot No 13, Sector-05, Dwarka, New Delhi, 110075
28. The Plant Incharge Jindal Power Limited (Simhapuri unit). Thamminapatnam Village, Chillakur Mandal, Tirupati (Dist)- 524412, Andhra Pradesh
29. General Manager, JSW RENEW ENERGEY TWO LTD, House No 9/1, 7th Street, Main Road, Perumalpuram Tirunelveli, Tamil Nadu 627007
30. Associate Vice President, JSW Renew Energy Limited JSW Energy Ltd, H.no- 9/1, 7th street main road, perumalpuram Tirunelveli- 627007 Tirunelveli, Tamil nadu – 627007
31. Station Director, KGS UNIT 3&4 Nuclear Power Corpn. Of India Ltd, Kaiga Generating Station, Kaiga 581 400, Karwar, Karnataka
32. Station Director, KGS UNITS 1&2 Nuclear Power Corpn. Of India Ltd, Kaiga Generating Station, Kaiga 581 400, Karwar, Karnataka
33. Managing Director, PCKL, KPTCL building, Cauvery Bhavan, Bangalore-560 009, Karnataka
34. AGM Karnataka renewable energy Development, #39, shanti gruha bharath opposite to general office palace road Bengaluru 560001
35. Lead -Regulatory & Commercial (Transmission) Karur Transmission Limited 3rd Floor, South Wing, Adani Corporate House, Shantigram, Ahmedabad-382421.
36. Chairman KSEB, Vaidyuthi Bhavanam, Pattom, Trivandrum 695 004, Kerala
37. Manager, Koppal Narendra Transmission Limited, ReNew Power Private Limited Commercial Block-1, Zone 6, Golf Course Road, DLF City Phase-V Gurugram, Haryana 122009
38. The Station Director, KNPP Unit-1, Kudankulam Nuclear Power Project, Nuclear Power Corporation of India Ltd., Kudankulam Post, Radhapuram Taluk – 627 106, Tamil Nadu

39. The Station Director, KNPP Unit-2, Kudankulam Nuclear Power Project, Nuclear Power Corporation of India Ltd., Kudankulam Post, Radhapuram Taluk – 627 106, Tamil Nadu
40. The Project In-Charge, Kudgi Transmission Ltd., SR No: 5, NH 48, near Bellavi cross, Vasanthanarsapura, Tumkur-572128 Landmark: Near VRL hotel
41. Executive Director, Lanco Kodapalli St II Lanco Kondapalli Power Pvt. Ltd, Kondapalli, Ibrahimpatnam Mandal, PIN 521 228, Telangana
42. Executive Director, Lanco Kodapalli St III Lanco Kondapalli Power Pvt. Ltd, Kondapalli, Ibrahimpatnam Mandal, PIN 521 228, Telangana
43. Station Director, MAPS Nuclear Power Corpn. Of India Ltd, Madras Atomic Power Station, Kalpakkam 603 102, Tamil Nadu
44. Head-O&M/Assets Management, Maheswaram Transmission Co. Ltd., Tulip-634, New Minal Residency, J.K.Road, Near Ayodhya Bypass, Bhopal 462023, Madhya Pradesh
45. The General Manager, Meenakshi Energy Pvt Ltd. (Phase I), Thamminapatnam Village, Chillakur Mandal, Nellore- 524412, Andhra Pradesh
46. Chief operating officer (Wind & Solar) Mytrah Energy (India) Energy Pvt Ltd, 8001, S NO 109 Q city, Nanakramguda, Gachibowli, Hyderabad, Telangana -500032
47. Chief General Manager, New Neyveli Thermal Power Project, Neyveli 607 807, Cuddalore Dist. Tamil Nadu
48. The Executive Director, NLC Tamilnadu Power Limited, 2 * 500MW JV Thermal Power Project, Harbour Estate, Tuticorin – 628 004, Tamilnadu
49. Chief General Manager, NLC TPS I EXPANSION, Neyveli Lignite Corpn. Ltd., Thermal Power Station I (Exp.), Neyveli 607 801, Tamil Nadu
50. Chief General Manager, NLC TPS II EXPANSION Neyveli Lignite Corpn. Ltd., Thermal Power Station II (Expn.), Neyveli 607 801, Tamil Nadu
51. Chief General Manager, NLC TPS II STG I Neyveli Lignite Corpn. Ltd, Thermal Power Station II, Neyveli 607 801, Tamil Nadu
52. Chief General Manager, NLC TPS II STG II Neyveli Lignite Corpn. Ltd., Thermal Power Station II, Neyveli 607 801, Tamil Nadu
53. The GM (Commercial) NTPC Green Energy Limited, Southern Region Head Quarters, NTPC Bhavan, Kavadi guda Main Road, Secunderabad 500 080, Telangana
54. General Manager (O&M), Kudgi STPP NTPC, T.K. Basavana Bagewadi, Bijapur Dist 586 121, Karnataka
55. DGM, Commercial, NTPC Ramagundam Floating Solar Pv Station, NTPC Limited SR Headquarters NTPC Bhawan Kavadi guda main road Secunderabad Telangana - 500080

56. DGM, Commercial, NTPC Simhadri 25MW Solar Project, NTPC Limited SR Headquarters NTPC Bhawan Kavadi guda main road Secunderabad Telangana - 500080
57. Executive Director, Simhadri STG I NTPC, District - Vishakhapatnam, Simhadri – 531 020, Andhra Pradesh
58. Executive Director, Simhadri STG II NTPC, District - Vishakhapatnam, Simhadri – 531 020, Andhra Pradesh
59. Executive Director, NTPC, Talcher STG II NTPC, Kaniha, Deepshikha - P.O, District – Angul 759 147, Orissa
60. The Executive Director, NTPC Tamilnadu Energy Company Ltd., Vallur Thermal Power Project, Vellivoyalchavadi Post, Poneri Taluck, Tiruvallur Dist, Chennai – 600 013, Tamil Nadu
61. CM, NTPC Telangana, National Thermal Power Corporation Ltd, Southern Region Head Quarters, SR head Quarters, NTPC Bhavan, Kavadi guda Main Road Secunderabad, Telangana 500080
62. The Assistant General Manager (Electrical), Orange Sironj Wind Power Pvt Ltd, C/o Greenko Sironj wind power pvt. Ltd. 4th floor, Plot No. 13, Sy.No.64 Part, Block-D, Hitech City Layout, Madhapur Village, Hyderabad-500081
63. Senior Engineer, Ostro Kannada Power Private Limited, Commercial Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram :122009
64. Manager, Parampujya Solar Energy Private Ltd, Parampujya Solar Energy Private Ltd., Adani Green Energy Limited, Fourth Floor South Block, Adani Corporate House (ACH) Shantigram, Ahmedabad – 382421
65. The CEO, Powergrid NM Transmission Ltd., SRTS - II, Near RTO Driving Track, Singanayakanahalli, Yelahanka-Doddaballapur Road, Bengaluru 560 064, Karnataka
66. The Chief Executive Officer, POWERGRID Southern Interconnector Transmission System Ltd, 6-6-8/32 & 395 E, Kavadi guda Main Road, Old Praga tools, Secuderabad 500 080, Telangana
67. Superintending Engineer, PUDUCHERRY ELE. DEPT, Electricity Dept. of Pondicherry, Pondicherry 605 001
68. The Project In-Charge, Raichur Sholapur Transmission Company Limited, Patel Estates, S.V.Road, Jogeshwari (West), Mumbai 400 102, Maharashtra
69. Executive Director, RAMAGUNDAM STG I & II NTPC, RSTPS, Jyothi Nagar, Dist. Karim Nagar, Telangana - 505 215
70. Executive Director, RAMAGUNTAM STG III NTPC, RSTPS, Jyothi Nagar, Dist. Karim Nagar, Telangana - 505 215
71. Manager, ReNew Power, Commercial Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram-122009, Haryana

72. Manager, Renew Surya Roshni Private Limited, Commercial Block-1, Golf Course Rd, DLF City, Zone 6, Sector 43 Gurugram, Haryana 122009
73. Manager, ReNew Wind Energy (TN2) Private Limited, Commercial, Block - 1, Zone 6, Golf Course Road, Gurugram - 122009, Haryana
74. GM (CEM & C&IT) Salem Steel Plant, Steel Authority of India Limited, Salem - 636 013
75. The Chief Commercial Officer (CCO) Sembcorp Energy India Ltd., 6-3-1090, A-Block, 5th Floor, T.S.R Towers, Raj Bhavan Road, Somajiguda, Hyderabad 500082, Telangana
76. The Chief Commercial Officer (CCO), Sembcorp Energy India Ltd., Project-2, 6-3-1090, A-Block, 5th Floor, T.S.R Towers, Raj Bhavan Road, Somajiguda, Hyderabad 500 082, Telangana
77. Divisional Electrical Engineer, Office of Senior Divisional Electrical Engineer, Divisional Railway Manager Building, Traction Distribution Branch, Ground Floor, Adjacent to City Railway Station, Bengaluru – 560 023
78. AGM, Sprng Solar, Office # 001, Level G, Pentagon P-5, Magarpatta City, Hadapsar, Pune – 411013, Maharashtra
79. Head Construction Solar, Spring Agnitra, Solar Park Kothapalli Village, Anantapur, Andhra Pradesh- 515521
80. AGM - Asset Management, Spring Renewables, Unit No. FF-48 A, First Floor, Omaxe Square, Plot No.14, Jasola District Centre, New Delhi – 110025
81. Executive Director, POWERGRID HVDC, PGCIL, Southern Regional Transmission System – II, Near RTO Driving Test Track, Singanayakanhalli, Yelahanka, Bangalore 560 064, Karnataka
82. Executive Director, POWERGRID ISTS, Southern Regional Transmission System – II, Near RTO Driving Test Track, Singanayakanhalli, Yelahanka, Bangalore – 560 064, Karnataka
83. Chairman, TNEB, 144, Anna Salai, Chennai 600 002, Tamil Nadu
84. Group Head Commercial, Tata Power Renewable Energy Limited, 2nd Floor, Block B, Corporate Centre, 34, Sant Tukaram Road, Carnac Bunder, Mumbai 400 009
85. Station Head, Tata Power Renewable Energy Ltd., 2nd floor, B Block, Corporate Centre, 34, Sant Tukaram Road, Carnac Bunder, Mumbai 400009
86. Chairman cum Managing Director, APTRANSCO, Vidyut Soudha, Gunadala, Vijayawada 520 004, Andhra Pradesh.
87. Chairman cum Managing Director, TSTRANSCO, Vidyut Soudha, Hyderabad 500 082, Telangana
88. DLF Cyber Park, 9th Floor, B Block, Udyog Vihar Phase III, Sector 20, Gurugram – 122008, Haryana, India

89. Chief Financial Officer, Vizag Transmission Ltd (Formerly known as Powergrid Vizag Transmission Ltd). Vizag 400kV SS, Sector 10, Ukanaguram, Vishakapatnam 530 032, Andhra Pradesh.
90. Sr. Manager, Warora Kurnool Transmission Limited 001- Sai Prema Nilyam Brindawan Garden, Shamshabad, Telangana 501218
91. Asst. General Manager, Yarrow Infra Structure Private Ltd, Rayacherlu (village), pavagad (Taluk), Tumkur (Dist), Karnataka -572136

Users of Eastern Regional Load Despatch Centre (ERLDC):

Users under the Category of Distribution Licensees & Buyers

1. East Central Railway, East Central Railway, Headquarter Office, Hajipur, Vaishali, Bihar-844101
2. NVVNL NEA, NTPC Vidyut Vyapar Nigam Ltd., Core-5, 2nd Floor, Scope Complex, Lodhi Road, New Delhi-110003
3. SIKKIM, Govt. of Sikkim Power Dept., Govt. of Sikkim, Kaji Road Gangtok 737101
4. Alipurduar HVDC, RHQ, ERTS-II, CF-17, Action Area-1C, New Town, Kolkata-700156
5. Jharkhand Bijli Vitran Nigam Limited, Jharkhand State Electricity Board Engg. Bldg., Dhurwa Road Ranchi, Jharkhand 834002
6. NVVN Bangladesh, NTPC Vidyut Vyapar Nigam Limited, Core - 3,7th Floor, SCOPE COMPLEX, Lodhi Road, New Delhi-110003
7. WBSLDC, SLDC, West Bengal State Electricity Transmission Company Limited, Andul Road, Danesh Seikh Lane, Howrah – 711109
8. Bihar State Power Transmission Company Ltd., Bihar State Holding Power Company Ltd. Vidyut Bhavan, Bailey Road Patna, Bihar 800021
9. DVC, Chief Engineer (Comml.), Damodar Valley Corporation
10. GRIDCO, GRIDCO Ltd, Janpath, Bhubaneswar 751022
11. HVDC SASARAM, Alankar Plance, Boring Road

Users under the Category of Generating Stations & Sellers

12. Tata Power Trading Company Limited, Tata Power Trading Co. Ltd, C-43, Sec-62, Noida-201307, UP
13. Maithon Power Limited, Maithon Power Limited MA-5, Gogna Colony. Post Office: Maithon Dhanbad PIN-828207
14. DVC Seller, Damodar Valley Corporation VIP Tower, VIP Road, Bidhannagar Kolkata 700054
15. Nabinagar Power Generation Corporation Ltd., NPGC Nabinagar, Disct-Aurangabad, State- Bihar, Pin -831014



16. NTPC North Karanpura STPS (3X660 MW), NTPC Bhavan, Core - 7, Scope Complex, 7 Institutional Area, Lodhi Road, New Delhi - 11 0003
17. ERNVVNBHUTAN_NIKACHHU, NTPC Vidyut Vyapar Nigam Limited, Core - 3,7th Floor, SCOPE COMPLEX, Lodhi Road, New Delhi-110003
18. BARH STG-I, NTPC Bhawan Scope complex.,7 Institutional Area, Lodhi road, New Delhi -110003
19. KHSTPP-II, Kahalgaon Super Thermal
20. Adhunik PNRL, Village: Padampur, PS: Kandra,Behind 400kv PGCIL Sub-Station,Tata-Seraikela Road, Dist: Seraikela-Kharsawan PIN: 832105 JHARKHAND
21. GMR Kamalanga Energy Ltd., Head PPA Management (Power Sales & Regulatory), Plot No.-29, Satyanagar, Bhubaneswar-751007
22. TSTPP-I, ER-II Headquarters, NTPC Ltd 3rd Floor, OLIC Building Plot No., N-17/2 Nayapali Bhubaneswar- 751012
23. FSTPP-I - II, NTP Ltd. ERHQ - I Loknayak Jaiprakash Bhawan, 2nd floor Dak Bunglow Chowk Patna - 800 001
24. Rognichu HEP, MBPCL, E-585, Greater Kailash Part-II, New Delhi
25. Darlipali Super Thermal Power Project, Darlipali Super Thermal Power Project PO: Darlipali-770072 Dist: Sundergarh, Odisha
26. Bharatiya Rail Bijlee Company Ltd., Nabinagar, Khera Police Station, Dist.- Aurangabad, Bihar-824303
27. KHSTPP-I, NTPC Ltd. ERHQ - I Loknayak Jaiprakash Bhawan, 2nd floor Dak Bunglow Chowk Patna - 800 001
28. Ind Barath Energy (Utkal) Ltd, Ind Barath Energy (Utkal) Ltd. Village-Sahajbahal, PO Charpali, Dist-Jharsuguda (Odisha)-768211
29. Kanti Bijlee Utpadan Nigam limited, Kanti Bijlee Utpadan Nigam Limited, MTPS, P.O. - Kanti Thermal, Dist.- Muzaffarpur, Bihar-843130
30. Jindal India Thermal Power Ltd., Habitat India,1st Floor, C-3-Qutub Institutional Area, Katwariya Sarai, New Delhi - 110 016 (INDIA)
31. RANGEET HEP, Chief Engineer, Rangit Hydro Electric Project
32. TEESTA HEP, HOP, TEESTA V Power Station
33. Jorethang Loop HEP, Dans Energy Pvt. Ltd., 10th Floor,DLF Building No. 8, Tower C, DLF Cyber City,Phase-II,Gurgaon-122002,Haryana
34. FSTPP-III, NTPC Ltd. ERHQ - I Loknayak Jaiprakash Bhawan, 2nd floor Dak Bunglow Chowk Patna - 800 001
35. BARH-II, NTPC Ltd. ERHQ - I Loknayak Jaiprakash Bhawan, 2nd floor Dak Bunglow Chowk Patna - 800 001
36. Sneha Kinetic Power Project Private Ltd, Second Floor, Plot No. 13, Sy. No.64 Part, Block D, Hitech City Layout, Madhapur Village, Hyderabad 500081 (Telangana)



37. Shiga Energy Private Ltd, 10th Floor, DLF Building No.8, Tower C, Phase-II,
38. Talcher Solar PV Power Station, NTPC Limited, ER-II Headquarters, NTPC Limited, 3rd Floor, OLIC Building, Plot No.: N-17/2, Nayapalli, Bhubaneswar
39. GATI Infrastructure Pvt. Ltd, Gati Infrastructure Pvt Ltd. 268, Udyog Vihar, Phase-IV, Gurgaon, Pin-122001 (Haryana)

Users under the Category of Inter-State Transmission Licensees

40. PMTL, Powergrid Mithilanchal Transmission Limited, near Transformer Repair Workshop, Shastri Nagar, Patna-800023, Bihar
41. North Karanpura Transco Limited, 3rd Floor South Wing, Adani Corporate Office, Shantigram, Khodiyar, Ahmedabad
42. Teesta Valley Power Transmission Ltd., B2/1A Africa Avenue Road, Safdarjung Enclave, New Delhi, PIN-110029
43. POWERLINK ISTS, Powerlinks Transmission Limited Vidyut Nagar, P.O. Satellite Township Siliguri 734015
44. Darbhanga-Motihari Transmission Company Ltd., 504 & 505, 5th Floor, Windsor, Off CST Road, Kalina, Santacruz (E), Mumbai -400098
45. ENICL, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina, Santacruz East Mumbai, Mumbai City, Maharashtra, 400098
46. PMJTL, Powergrid Corporation of India Limited, CF-17, Action Area 1C, New Town, Kolkata-700156
47. POWERGRID ISTS, ERTS - I, Power Grid Corporation Limited Alankar Place, Boring Road Patna 800001
48. Purulia & Kharagpur Transmission Comp. Ltd., First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina, Santacruz East Mumbai, Mumbai City, Maharashtra, 400098
49. Odisha Generation Phase-II Transmission Limited, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina, Santacruz East Mumbai, Mumbai City, Maharashtra, 400098
50. Alipurduar Transmission Limited, South Wing, Adani Transmission Ltd, Adani corporate House, Shanti Nagar, Ahmedabad-382421

Users of North Eastern Regional Load Despatch Centre (NERLDC):

1. AGBPP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
2. AGTPP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
3. DOYANG HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003



4. KAMENG HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
5. KHANDONG HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
6. KOPI LI HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
7. KOPI LI-II HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
8. PARE HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong, PIN – 793003
9. RANGANADI HEP, NEEPCO, NEEPCO Bhawan, Lower New Colony, Shillong , PIN – 793003
10. BONGAIGAON TPP (NTPC), NTPC Bhawan, SCOPE Complex, 7, Institutional Area, Lodhi Road , Delhi, PIN – 110003
11. PALATANA GBPP, OTPC, ONGC Tripura Power Company, 10th Floor, Core-4 and Central, Scope Minar, Laxmi Nagar, Delhi, PIN – 110092
12. LOKTAK HEP, NHPC, Loktak Power Station, NHPC Ltd, Komkeirap, Komkeirap, PIN – 795124
13. Powergrid, NERTS, LAPALANG, Shillong, PIN – 793006
14. East North Interconnection Company Ltd, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina, Santacruz, Mumbai, PIN – 400098
15. NER-II Transmission Limited, First Floor, Unit No. 101, Windsor, off CST Road, Vidyanagari Marg, Kalina, Santacruz, Mumbai, PIN – 400098
16. NETC Ltd, NETCL, 2C. 3rd Floor, D-21, Corporate Park, DMRC Building, Sector-21, Near Dwarka Sector-8 Metro Station, Dwarka, Delhi, PIN – 110077
17. Kohima Mariani Transmission Limited, Unit No. T-15 A, Salcon Ras Vilas, 3rd Floor, Plot No. D-1, Saket, District Centre, Saket, New Delhi, PIN – 110017
18. Mumbai Urja Marg Limited, DLF Cyber Park, Block B, 9TH Floor, Udyog Vihar Phase III, Sector -20, Gurugram, PIN – 122002
19. Assam Power Distribution Company Ltd., ASEB, Bijuli Bhawan, Paltan Bazar, Guwahati, Guwhati, PIN – 781001
20. Dept. Of Power, Arunachal Pradesh, Vidyut Bhawan, Itanagar, Pin – 791111, Arunachal Pradesh
21. Manipur State Power Distribution Company Ltd., Manipur State Power Distribution Company Limited, 3rd Floor, New Directorate Building, Near 2nd M. R. Gate, Imphal-Dimapur Road, Imphal, Pin – 795001
22. Meghalaya Energy Corp. Ltd., MeECL, Lumjingshai, Short Round Road, Shillong, Pin – 793001

23. Power & Energy Dept., Mizoram, Engineer-In-Chief, Power & Electricity Department, New Capital Complex, Aizawl, MIZORAM, PIN – 796001
24. Dept. Of Power, Nagaland, Electrical Circle, Dept. OF Power, Full Nagarjan, Dimapur, PIN – 797112
25. Tripura State Energy Corp. Ltd., TSECL, Bidyut Bhawan, Agartala, Pin – 799001
26. Powergrid, HVDC-BNC, NERTS, POWERGRID, LAPALANG, Shillong, PIN - 793006

.....**Respondents**

Parties Present:

Shri Kanav Madnani, Advocate, DIAL
Shri Gajendra Singh V., NLDC
Shri Alok Mishra, NLDC
Ms. Jyoti Shukla, NLDC

ORDER

The Petitioner has filed the instant Petition for approval of additional Human Resource (HR) Requirement of NLDC and RLDCs for the control period 2024-29, under Regulation 24(9) of the CERC (Fees and Charges of Regional Load Despatch Centre and other related matters) Regulations, 2019. During the pendency of the instant Petition, CERC (Fees and Charges of Regional Load Despatch Centre and other related matters) Regulations, 2024 (herein after referred to as “2024 RLDC Regulations”) were notified. Accordingly, the Petitioner vide Affidavit dated 3.9.2024 and 5.9.2024 has filed the amended Petition under Regulation 22(6) of the 2024 RLDC Regulations. The Petitioner, during the hearing on 05.09.2024, prayed to take the amended Petition on record, which was allowed by the Commission vide RoP of the hearing dated 05.09.2024.

2. The Petitioner has made the following prayers:

- i. Approve the level-wise additional HR requirement as per Table - 2 mentioned at Para no. 8 of the present Petition.*
- ii. Pass such order as the Hon’ble Commission deems fit and appropriate in the case.*

Note: Table -2, as referred to in prayer, is at Table-2 under Paragraph 3 of this Order.



Submissions of the Petitioner

3. Petitioner has made the following submissions:
- Government of India vide OM dated 25.03.2015 has directed that the strength of manpower required for effective functioning of NLDC and RLDCs will be as approved by the CERC while specifying the fees and charges.
 - The Commission vide order dated 24.02.2023 in Petition No. 248/MP/2021 approved the total Manpower strength of GRID-INDIA for the control period 2019-24, which is tabulated as below:

Table-1

Sanctioned HR strength for control period 2019-24

Level	Approved Manpower till 2023-24 (up to 31st March 2024)
E9	8
E8	54
E7	64
E6-E2	521
Total Executives	647

- The instant Petition is being filed for approval of additional HR requirements for the upcoming control period, i.e., 2024-29. As HR expenses form substantial part of GRID-INDIA's total LDC charges, the additional HR requirement may be approved in advance so that the same shall be factored in while computing the HR expenses during the course of filing the Petition for determination of RLDC Fees and Charges for the control period 2024-29 in timely manner.
- In light of several new tasks, initiatives, regulatory changes, and changes in the orientation of the Organizational structure of GRID-INDIA, an HR adequacy plan has been prepared to arrive at the additional manpower requirement for the control period 2024-29. The region-wise details of the additional HR required for the control period 2024-29, along with the grade-wise functional mapping for effective functioning of the Company, have been incorporated in the HR Adequacy plan. The plan also accommodates the necessary changes in the overall organization structure of GRID-INDIA as well as that of NLDC and RLDCs. Salient points of the HR adequacy plan are mentioned below:

HR Adequacy Plan for control period 2024-29

- i. Recognizing the importance of adequate human resources for effective discharge of the functions assigned to GRID-INDIA, an HR adequacy plan has been formulated through comprehensive research and discussions. This plan considers the current, impending, and anticipated assignments along with the imperative corporate functions to ensure the organisation's workforce aligns seamlessly with its operational demands.
- ii. The following are the major additional responsibilities assigned to GRID-INDIA through various Regulations/ Rules, etc., after November 2021:
 - Implementation of Ancillary Services Regulations, 2022
 - Implementation of Connectivity and General Network Access Regulations, 2022 (Provisions related to T-GNA)
 - Implementation of Indian Electricity Grid Code (IEGC), 2023
 - Uniform Renewable Energy Tariff (URET) mechanism
 - Carbon Credit Trading Scheme (CCTS), 2023
 - The Electricity (Late Payment Surcharge and Related Matters) Rules, 2022 (LPS Rules)
 - Operationalization of Security Operations Centre (SOC)
- iii. In addition, the volume of the work has also increased in respect of some activities like management of regulatory pool accounts, facilitation of cross-border exchange of Power. The man-hours requirement for efficient administration of the electricity market with the introduction of new initiatives like Green Energy Open Access, High-Price Day Ahead Market (HP-DAM), market-based ancillary services, etc., has increased significantly. The number of users availing the services of GRID-INDIA is also seeing a steady growth (Approximately 460 users are registered with GRID-INDIA as on 31.12.2023, compared to around 290 users as on October 2019).
- iv. Further, considering the evolving landscape of Indian Power Sector with increased thrust on large-scale integration of Renewable Energy (RE) into the grid to meet the ambitious RE capacity targets set up by Government of India, efficient administration of electricity markets, flexibility of resources; the following are the key areas that need to be analyzed by GRID-INDIA:
 - Inverter-Based Resources (IBRs)
 - Battery Energy Storage System (BESS)

- Market coupling
- v. Additional HR strength will be required to meet several challenges related to a steady increase in electrical energy demand, growth in the economy, and changes in technology, regulations, market design, administration, and management of the power system, cyber-secure grid operations, etc. The additional functions or changes in existing functions have been mapped, and the HR Strength required to carry out those functions has been estimated. The HR requirement has been worked out by listing all the present and additionally anticipated work in the next control period, i.e., 2024-29, and the Full-Time Equivalent (FTE) requirement (in increments of 0.25) has been estimated accordingly. As the work being done by NLDC and RLDCs is statutory in nature, most of it is new and without earlier precedence; hence, the FTE requirement is estimated by gauging the requirement for similar types of work, which are currently being carried out.
- vi. The Organizational structure of GRID-INDIA (NLDC and RLDCs) has been modified to consider the following factors:
- i. New work areas and activities, an increase in the scope and complexities of existing functions.
 - ii. Adoption of Main-I/Main-II Control Centre concept that requires additional workforce as mentioned below:
 - a. The Main-I and Main-II concept is already implemented at NERLDC, with both locations at Shillong and Guwahati being functional. It is expected that this concept will also be implemented at WRLDC and SRLDC in the next control period, i.e., 2024-29. The HR requirement has been estimated accordingly. The following is the tentative schedule for the operationalization of the Main-I and Main-II Control Centre.
 - NERLDC- Functional in FY 2023-24
 - SRLDC- Expected to be functional in FY 2026-27
 - WRLDC- Expected to be functional in FY 2027-28
 - b. Additional Reserve Shift (6th Shift group) for RLDCs where the Main-I and Main-II concept is already/ expected to be implemented. Alternate shifts will be operated from the Main-I/Main-II control Centre.

- c. Deputy (Dy.) Heads of Department would be required for effective coordination at the location where the Head of Department is not located, in case of Main-I and Main-II.
 - d. Certain statutory functions in Information Technology (IT), Cyber Security, HR, Finance, Contracts, etc., are location-based and require an equal workforce at both locations.
 - e. The planning and setting up activities in case of Main-I & Main-II require additional workforce, civil works, due permission, compliance monitoring, contracting, etc., which will be an arduous task. Additional staffing at these locations is required before they are operationalized. Hence, the workforce requirement in these cases is also immediate and cannot wait until they are fully functional.
- iii. Acknowledging Power System Development Fund (PSDF), Audit as an independent function at the Corporate level.
 - iv. Establishment of secretariats for CMD and Directors.
 - v. Special focus on Learning and Development necessitates a senior-level person being deputed there.
 - vi. HR requirement for Corporate Functions, considering statutory compliances, good governance initiatives, and best-in-class practices in peer organizations and other System Operators around the world
- vii. For administrative control and to ensure effective delegation of power and decentralized decision making, GRID-INDIA is a hierarchical organization with different levels. The following points have been considered while estimating the additional HR requirement:
 - i. i. GRID-INDIA is an executive-oriented organization; no additional recruitment of workmen or replacement of superannuating workmen is being planned.
 - ii. Levels up to E6 (including supervisors) are considered as working levels and hence these have been grouped together.
 - iii. Functions will be headed by an overall In-charge at the level of E8.
 - iv. Divisions within functions and Real-Time Grid Operation shifts will be headed by those at the level of E7.

- v. Deputy (Dy.) Head of RLDC: In the meeting held on 5th April 2023, the Ministry of Power observed that all LDCs should have a Deputy Head of LDC to ensure that there is continual leadership and optimum succession planning, and also to ensure the continuity in decision making in the absence of the Head of LDC.
- vi. Induction up to E3 levels or Supervisory cadre may be done within the overall approved requirement based on organizational requirement and management approval.
- vii. Training and Certification of System Operators has become mandatory, and it is required that all the personnel deployed in LDCs have multiple certifications to be renewed every three years. Therefore, it will be imperative to allow for training and leave, hence certain contingencies are required while planning workforce adequacy guidelines. The requirement of reserve shift cannot be overemphasized to achieve these targets.
- viii. Career Progression: The requirement of FTEs is computed after considering the career progression of employees, as it plays a critical role in the long-term success and sustainability. It will help in devising a strategic initiative to proactively address talent gaps, minimize business disruptions, and foster a culture of career growth & development in GRID-INDIA in a rapidly changing environment.
- viii. The additional HR requirement for the control period 2024-29 was approved by the Board of GRID-INDIA in its 100th meeting held on 30.01.2024.
- ix. The summary of Level-wise/ Region-wise/ Year-wise additional HR Requirement (in addition to the manpower strength already approved vide Commission order dated 24.02.2023) is tabulated below:

Table 2: Level-wise & Year-wise Additional HR Requirement

Level	2024-25	2025-26	2026-27	2027-28	2028-29	Total
E9	4	-	-	-	-	4
E8	10	6	4	4	3	27
E7	10	7	5	5	5	32
Up to E6	90	58	46	43	32	269
Supervisors	6	6	6	6	6	30
Total	120	77	61	58	46	362

**The recruitment shall be planned in a phased manner, considering administrative restrictions.*

Note:

- The percentage of executives at the E8 and E7 level has been kept around 8.5% and 10%, respectively, as approved by the Commission in the previous Petition.
- The FTE requirement has been rounded off to the nearest integer in the total requirement.
- GRID-INDIA generally inducts the executives at up to E3 level in the executive cadre, and the higher levels (E7 & above) are fulfilled through succession planning.

Level-Wise Requirement for the Control Period 2024-29

- (a) In order to facilitate decentralized decision making, empowering control rooms functions and to take decisions independently without any time lag and waiting for approval for all actions, it is imperative that appropriate level senior persons are deployed for every function.
- (b) CERC vide Order dated 24.02.2023 in Petition No. 248/MP/2021 sanctioned the HR at E7 level based on the principle as mentioned below:

“The difference in percentage of employees at E7 and E8 w.r.t. total executives shall be 1.5% (on similar lines with POWERGRID & NTPC)”

- (c) Accordingly, the HR strength sanctioned at the E8 & E7 level was 8.5% and 10% of the total executive strength, respectively. The year-on-year percentage of executives at E8 and E7 level with respect to. the total executives for the control period 2024-29 has been kept the same as approved by CERC for the control period 2019-24.

A. E9 level/ Executive Directors (ED):

- (d) CERC vide order dated 24.02.2023 sanctioned 8 posts at E9 level (6 posts for head of NLDC & RLDCs, 1 post each for CISO and head of Corporate HR). For the control period 2024-29, 4 additional posts at the E9 level are required at GRID-INDIA, viz. Head of Corporate Finance Department; Corporate Strategy, Planning & Monitoring Department; Energy Transition & Sustainability Department; Corporate Engineering Department. The detailed justification in respect of each additional post requested at the E9 level is mentioned below:

Executive Director (Finance):

- i. Finance Department plays a key role towards handling large quantum of funds through pool accounts, disbursement of grants under the PSDF Scheme,

disbursement of savings to the beneficiaries under SCED regulation, REC and ESCerts mechanism, submission of inputs for the DPE related compliance, conformity to DIPAM guidelines, preparation of budget and its approval by the Board, various audits internal, statutory, propriety and supplementary (C&AG) and other audits.

- ii. Finance Department is responsible for financial concurrence with due regard to General principles of financial propriety, procurement, fund planning, quarterly and annual financial results, payment of dividend, auditor recommendation for the approval of the audit committee and to the Board, statutory compliances of employee related laws, direct tax laws, indirect tax laws, CERC Regulations, etc., thus, taking care of corporate governance and accountability aspects in addition to managing all activities such as establishment, billings, payments, commercial etc.
- iii. These responsibilities require coordination with auditors, interaction with all the RLDCs/ other departments, and a comprehensive understanding of the subject. Hence, an official at the ED level is essential to carry out the specialized nature of the duties of the Financial functions. In all major Power Sector CPSEs, NTPC, POWERGRID, REC, PFC, etc., there are multiple posts for ED (Finance). The work is structured in a manner that requires ED level concurrence and approval.

Executive Director (Corporate Strategy, Planning and Monitoring):

- i. The role of the Corporate Strategy, Planning and Monitoring (SP&M) Department is to ensure efficient and effective management of resources and operations to achieve the organization's objectives while fulfilling the stakeholders' interests.
- ii. The Corporate SP&M Department recommends the strategies to realize the short-term as well as long-term vision of the Organization and is responsible for coordinating with the unit heads of each establishment (RLDC/NLDC) in order to ensure the effective implementation of the strategic decisions taken by Management and also for monitoring their targets set by Administrative Ministry/DPE through MoU Parameters, unit/team level performance monitoring through the internal KPI mechanism defined and implemented by Corporate Planning Department.
- iii. The Corporate SP&M department coordinates with the Ministry of Power (MoP), Ministry of New & Renewable Energy (MNRE), Department of Public Enterprises

(DPE), and other government bodies for various matters like replies to Parliamentary questions, MoU, QPR meetings, etc. SP&M Dept. is responsible for filing of Petitions before the CERC for its revenue stream and performance-linked incentive, etc. It coordinates with the secretariats of Parliament houses and other related government bodies regarding the Study Visits/Meetings of various Parliamentary Standing Committees and the peer organizations in the power sector on important issues from time to time.

- iv. Considering the department's extensive and varied portfolio as well as its critical role in representing the organization at high-level internal and external meetings, it is imperative that the position of the head of the Corporate Strategy, Planning, and Management (SP&M) Department should be entrusted to an official at the ED (E9) level.

Executive Director (Energy Transition and Sustainability):

- i. To meet the challenges and opportunities presented by the transition to clean energy, GRID-INDIA has established the Energy Transition and Sustainability (ET&S) Department. The responsibilities undertaken by the Department are described below:
 - (i) REC Mechanism: This is a market-based instrument introduced to incentivize RE generation and promote its integration into the grid. GRID-INDIA is designated as the Central Agency for this scheme. Its function includes registration of entities, Issuance of certificates, registry function, facilitating trade of RECs on power exchange through traders, etc.
 - (ii) PAT Scheme (ESCerts): Perform, Achieve and Trade (PAT) is a regulatory instrument aimed at reducing Specific Energy Consumption (SEC) in energy-intensive industries. GRID-INDIA is designated as the Registry for this scheme.
 - (iii) Uniform Renewable Energy Tariff Mechanism (URET): This mechanism assures stable and consistent tariff rates for the purchase of renewable power. MoP has notified GRID-INDIA as the implementing agency for this scheme.
 - (iv) Carbon Credit Trading Scheme (CCTS): MoP has notified the Carbon Credit Trading Scheme (CCTS), 2023 on 28.06.2023 under the Energy Conservation Act, 2001. GRID-INDIA will serve as the registry for the Indian carbon market

- ii. An Executive Director (ED) heading the ET&S Department will bring deep expertise in RE technologies, grid integration, and energy storage systems. An Executive Director will possess the skills to navigate these responsibilities effectively and ensure successful implementation. An ED as head will closely monitor and engage with policymakers to advocate for favorable policies that encourage renewable energy development.
- iii. At present, ED (Corporate SP&M) is heading both ET&S as well as Corporate Contracts and Materials departments as additional responsibilities. However, with the Government of India's ambitious targets in terms of achieving the 500 GW installed capacity of non-fossil generation by 2030, decarbonization initiatives etc., the scope and role of the ET&S Department shall become crucial in the near future. Hence, it is imperative that the ET&S Department shall be headed by an ED exclusively.

Executive Director (Corporate Engineering):

- i. GRID-INDIA deploys, constantly augments, and upgrades usage of state-of-the-art technologies in the Operational Technology front, which equips the real time system operator with better visualization and advanced analytical capabilities. The Engineering division works as the central department responsible for monitoring, coordinating, performing engineering and R&D activities, technological harmonization, policy enforcement, and adoption of new technologies across GRID-INDIA. Apart from works related to technical augmentations and enhancements, this Department is also responsible for pan-GRID-INDIA Enterprise Risk Management (ERM), implementation of Integrated Management System Standards, etc.
- ii. Main Activities which require expertise and supervision of a person at the Executive Director Level are mentioned below:
 - a. Augmentation of OT systems and other Technological enhancements: Regulation 33 (2) of IEGC-2023 provides that "SLDCs, RLDCs, and NLDC shall utilize network estimation tool integrated in their EMS and SCADA systems for the real time operational planning study. All users shall make available at all times real-time, error-free operational data for the successful execution of network analysis using EMS/SCADA.

- b. Technological enhancement, augmentation and harmonization in IT Systems:
The core functional role of Engineering division is to cater the activities including development/ratification of design and engineering documents, selection of tools/platforms/ automation processes, ensuring compliance to various regulatory requirements including cyber security, adoption of pan GRID-INDIA policy towards harmonized practices and IT administration and coordination with the concerned agencies, departments, statutory bodies for necessary modifications/change management.
- c. Research and Development: GRID-INDIA, being a knowledge-based organization, regularly undertakes various R&D initiatives in collaboration with various industrial and academic institutes across the country. R&D work needs coordination and association with institutes and industry experts for the execution of R&D projects and their evaluation on a timely basis. Further, the Government of India also mandated the CPSEs to allocate budget to R&D activities through the MoU framework by the Department of Public Enterprises (DPE), Ministry of Finance
- d. Integrated Management System (IMS): GRID-INDIA has adopted IMS certification since FY 2009-10 which consists multiple standards such as Quality Management System (QMS): ISO 9001, Environmental Management System (EMS): ISO 14001, Occupational Health and Safety Management System (OHSMS): ISO 45001 and Information Security Management System (ISMS): ISO 27001. Compliance with these standards is a constant process that involves Annual Continual Assessment Audit (CAV) on a sampling basis.
- e. Enterprise Risk Management (ERM): The Chief Risk Officer plays a pivotal role in the oversight and execution of the company's risk management function. Coordination with certifying bodies for audit capacity building, training, and carrying out the Chief Risk Officer's roles and responsibilities (CRO), Coordination with risk owners, the Risk Reduction Committee (RRC), and the Risk Management Committee (RMC) for risk assessment, mitigation strategy, and review. At present, CISO is looking after the responsibilities of the head of the Corporate Engineering Department. However, as the scope and complexity of both these roles have emerged with the growing role of Information Technology and Operational Technology, it is imperative that these functions be separated.

Fungibility of ED Position: CERC is requested to sanction a total of 4 additional posts of Executive Directors (E9 Level) for the Control period 2024-29. It is also requested that GRID-INDIA may be allowed to decide the specifications pertaining to function for all the posts of Executive Directors (8 approved in the control period 2019-24 and the 4 proposed for the control period 2024-29). The Executive Directors will be posted on the basis of organizational requirements, commensurate with their qualifications, skills and the Company's responsibilities, without significantly affecting the overall functioning of the organization.

B. E8 Level (CGM/ Sr. GM/ GM):

(e) Executives at E8 Level are Senior Management and they are envisaged as functional heads - who will coordinate efforts with GRID-INDIA's peer organizations. Further, it is essential to keep succession planning in mind as these senior executives shall take the roles of Head of RLDCs/future Directors of similar institutions. 27 additional posts at the E8 level are envisaged in the control period 2024-29. The detailed justification for the same is provided below:

i. E8 Level post at RLDCs/NLDC

- a. **Dy. Head of LDC:** During the meeting held on 5th April 2023 with MoP regarding Workforce Adequacy Guidelines for Load Despatch Centres, the Ministry of Power observed that the LDCs play a very important role in the secure and reliable operation of the Grid, and all LDCs should be headed by a Dy. LDC Head, in order to ensure that there is continual leadership and optimum succession planning, and also to ensure the continuity in decision making in the absence of the head of LDC. Accordingly, six (6) additional posts at the E8 level are required to appoint the Dy. Head of LDC for all RLDCs and NLDC.
- b. **Additional posts for adoption of Main-I & Main-II concept:** At present, the back-up Control Centre of each RLDC is set up in another RLDC for disaster recovery operations. The Backup Control Centres of RLDCs are unmanned and being operated once in a year to test the healthiness of IT/OT/ Communication systems. Considering the operational experience, adequate time would be required to ensure the healthiness of SCADA/ IT/ URTDSM/

Communication and other support applications for successful real-time operation from the Backup Control Centre. It is observed that the ability of the back-up Control Centre to immediately take over during any disaster can only be ensured if it is operated on a day-to-day basis. The Forum of Regulators (FOR) report titled “Capacity Building of Indian Load Despatch Centres (CABIL)” (published in December 2018) also recommends that the back-up control centres for LDCs should be planned and maintained as Main-I / Main-II rather than Main and Back-up for the safe operation of LDCs, even in case of a disaster. It was also mentioned that the LDC functions shall be carried out from Main I and Main II at periodic intervals to ensure redundancy. As a first step towards implementation of the aforementioned recommendations, Main-I/II of NERLDC has been fully operationalized at Guwahati in addition to the existing NERLDC Control Centre located in Shillong. Subsequently, it is planned to establish the Main-I/II control centre of WRLDC (at Bhopal, Madhya Pradesh) and SRLDC during the control period 2024-29.

The Main-I and Main-II Control Centre approach is to ensure that both locations are able to carry out all functions smoothly. Hence, for administrative ease and to establish proper hierarchy, Dy. Heads of Department will be required in the location where the Head of Department is not located. Accordingly, nine (9) additional posts are required at the E8 level to serve as Deputy Head of Departments in RLDCs for which the establishment of Main-I & Main-II control centres is planned (3 posts per RLDC for System Operation, Market Operation, System Logistics Departments).

- c. **Heading Renewable Energy Management Centres (REMC):** With increasing integration of Renewable Energy into the grid, managing the intermittency and variability of RE Generation is becoming more and more challenging. Also, the rapid pace of RE penetration requires increased vigilance to ensure compliance of RE plants with CEA Technical standards before granting them Grid connectivity. Accurate RE forecasting is the need of the hour and requires special heed. Increased penetration of RE also exposes grid to transient vulnerability including oscillations and plant tripping in case of nearby faults leading to bulk generation loss within a matter of seconds. Power Grids all over the world are facing these challenges. It is evident that these require detailed analysis to ensure grid security at all times.

The Government has planned to achieve the target of 500 GW of non-fossil generation by 2030, and it is crucial to meet the Net Zero target by 2070 as announced by the Government of India in the United Nations Convention on Climate Change (COP-26). However, it is just as challenging as it is important. In view of the critical nature of increasing work functions, a separate head at E8 level for REMCs is required. Accordingly, 4 additional posts are required to head REMCs in NLDC, NRLDC, WRLDC, and SRLDC.

ii. E8 Level post at Corporate Centre

- a. **Cyber Security:** In the control period 2019-24, one person was sanctioned at the level of E8. However, at the corporate level, at least 2 persons are required to effectively manage the growing cyber security function. The Central Electricity Authority (Cyber Security in Power Sector) Guidelines, 2021 specify that the work of the CISO shall be looked upon by the alternate CISO in the absence of the CISO. Accordingly, an additional executive at E8 Level is required for overall coordination, planning, policy formation and implementation, resource allocation, coordination with statutory bodies, the Ministry, and GRID-INDIA Management, Regional & National Coordination Forum, and other stakeholders for Information Security enforcement at GRID-INDIA and to act as the alternate CISO. Roles and Responsibilities of CISOs need to be ring-fenced to ensure cyber security of the Cyber Assets. Accordingly, 1 additional post at the E8 level is required to act as the alternate CISO.
- b. **Power System Development Fund (PSDF):** Under the PSDF Scheme, the projects are sanctioned to the eligible entities, i.e., Transmission Licensees, Distribution Licensees, Generating Stations, Load Dispatch Centres, etc., on a pan-India basis. NLDC, as a Nodal agency, has to carry out huge work involved for implementation of the PSDF scheme, such as coordination with Project Entities, Various Committees and the Ministry of Power for approval of projects, Monitoring of the implementation of the projects, Preparation of Budget for Scheme disbursement of funds for the scheme etc. Considering the coordination required with various senior officials from MoP and other stakeholders in the power sector and monitoring of the projects approved under PSDF, it is imperative that this function needs to be headed by

dedicated personnel at the E8 level. Accordingly, 1 additional post at the E8 level is required to head the PSDF department.

- c. **FOLD Related Activities and Learning & Development:** FOLD Secretariat at GRID-INDIA coordinates with all Load Despatch Centres for FOLD meetings and activities. FOLD strives to achieve its vision through technical co-operation, knowledge sharing, regular interaction, active collaboration, mutual respect, consensus building, international benchmarking, and promoting ethical, non-discriminatory, and fair practices.

FOLD activities are increasing in scope with the focus of the Government of India towards the development of SLDCs. Workforce Adequacy Norms, rotation of System Operators within LDCs, working groups which will collaborate and conduct research on initiatives such as Training & Certification of System Operators of States, capacity building, working group surveys and reports to the ministry, etc., require coordination from a senior-level person who can liaise with senior officials at SLDCs. GRID-INDIA is a learning-oriented organization. GRID-INDIA regularly conducts programs for its domestic and international stakeholders.

Considering the increased scope of works under the aegis of the FOLD Secretariat and emphasis on knowledge sharing with the global power system operators, 1 additional post at the E8 level is required to head the FOLD Secretariat as a separate function under the Corporate HR department.

- d. **Directors' Secretariats:** The Board of Directors plays a crucial role in ensuring the effective governance and success of a company by exercising strategic oversight over its business operations. In the context of GRID-INDIA, the business landscape is constantly evolving and expanding. The company's engagement with stakeholders at both national and international levels is invariably increasing. This heightened level of stakeholder interaction necessitates a more structured and efficient approach to coordination. To address this need, a dedicated coordination desk led by an executive at the E8 level is proposed for all functional Directors.

The individuals appointed to the role of secretaries within this coordination desk serve as Special Technical Assistants. They contribute to effective stakeholder engagement, streamlined communication, and the overall success of high-level meetings in the dynamic and expansive context of GRID-

INDIA's operations. Accordingly, 4 additional posts at the E8 level are required to lead the secretariats of all the functional directors.

- e. **Audit:** The internal audit function must be positioned in a way that allows it to operate autonomously from the areas it is auditing. This necessitates the function having a distinct standing and authority within the organization, with a leader holding a position of sufficient seniority. It is crucial that the internal audit function is headed by an executive with at least an E8 level designation.

Having an E8-level executive at the helm of the internal audit function serves several purposes. First and foremost, it signifies to the organization that the internal audit process is of strategic importance and deserves the attention of top-level leadership. This designation lends credibility to the internal audit function, emphasizing its significance in ensuring accountability, compliance, and the effective management of risks. Secondly, the authority that comes with an E8 level position enables the head of the internal audit function to make decisions and recommendations based on their professional judgment without fear of interference or reprisal. Accordingly, 1 additional post at the E8 level is required for heading the audit function

The summary of additional E8 level posts required during the control period 2024-29 is as below:

Table-3: Details of additional E8 Level Posts required for control period 2024-29

S.N.	Function	Additional posts (2024-29)	Remarks
1.	Dy. Head of RLDCs	6	As per the observations of the Ministry of Power, Dy Head of RLDCs and NLDC.
2.	PSDF	1	
3.	REMC	4	At present, not headed separately at NLDC/NRLDC/ WRLDC/SRLDC
4.	FOLD Secretariat	1	--
5.	Alternate heads of Department for SO, MO, Logistics at Main-I or Main-II	9 (3x3)	For NERLDC, SRLDC, WRLDC
6.	Directors' Secretariat	4	CMD, Directors - System Operation, Market Operation, Finance, and HR 1 post was already sanctioned as per last manpower approval order.
7.	Audit	1	--
8.	Cyber Security	1	--

	Total	27	
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Note: In the E8 level, there are 3 nominal designations, namely Chief General Manager, Senior General Manager, and General Manager

C. E7 Level (Sr. DGM/ DGM):

- (f) E7 Level employees work as division heads in RLDCs, NLDCs, and at the Corporate Centre. They are team leaders who liaise and coordinate with counterparts in regions. The Commission sanctioned 64 posts at the E7 level for the control period 2019-24. The posts sanctioned were not specific to particular areas. For the control period 2024-29, 32 additional posts are required, which comes to around 5 per RLDCs/NLDC for 05 year control period. Hence, 1 DGM/RLDC per year is being increased. The essential requirement of E7 level executives is envisaged for the following functions:

E7 level Posts at RLDCs and NLDC:

- i. **System Operation:** The shift groups in RLDCs and NLDC are being headed by executives at the E7 level. Accordingly, five (5) executives are required for the role of (6 in case of RLDCs with Main-I and Main-II) Shift-In charges. In case of RLDCs for which the establishment of Main-I and Main-II Control Centres is envisaged, six (6) executives are required for the role of Shift-In charge (3 per Control Centre). Accordingly, three (3) additional posts at the E7 level are required.
- ii. **Division head for Pre-Despatch or Operational Planning function:** The operational planning division undertakes the following activities related to power system operation:
 - Resource Adequacy Planning
 - Load Forecasting
 - RE forecasting
 - Fuel security assessment
 - Production cost optimization studies
 - Generating outage planning
 - Transmission outage planning
 - Assessment of Transfer Capability
 - Reactive Power studies

- Short circuit and transient stability studies
- Small signal stability studies
- Electromagnetic transient studies
- Mock black start drills
- Operation of back up control Centre
- Preparations for special events like festivals, natural calamities, etc
- Documentation of procedures (operating, restoration)

The operational planning division should be headed by an executive at the E7 level for effective coordination with the counterparts across the GRID-INDIA as well as other stakeholders, and also for overall supervision of the responsibilities entrusted to the division. Accordingly, six (6) additional posts at the E7 level are required for the role of operational planning division head in NLDC and RLDCs.

iii. **Division head for Post-Despatch Analysis function:** The Post-Despatch Analysis division undertakes the following activities related to power system operation:

- Analysis of frequency and voltage
- Analysis of Grid Code violations and follow-up with agencies
- Analysis of Grid Events (GD/GI)
- Evaluating primary response, viz., computation of Frequency Response Characteristics (FRC) of individual control areas
- Low Frequency Oscillations (LFO) monitoring and analysis
- Detailed reports of Grid Disturbances/Grid Events
- Simulation of events and learnings thereof
- Event replay, lessons learnt, and dissemination of the same
- Taking up shortcomings with stakeholders
- Submission of Operational feedback to CEA/CTU/STU/CERC/SERC

The Post Despatch Analysis division should be headed by an executive at E7 level for effective coordination with the counterparts across the GRID-INDIA as well as other stakeholders and overall supervision of the responsibilities entrusted with the division. Accordingly, six (6) additional posts at the E7 level are required for the role of Post Despatch Analysis division head in NLDC and RLDCs.

iv. **Market Operation:** The Market Operation function is an evolving dynamic function due to various regulatory initiatives and policy reforms. The Market operation function is organized into 4 divisions, namely:

- **Open Access:** National Open Access Registry (NOAR), Green Open Access Registry (GOAR), Short Term Open Access (STOA) - bilateral/collective, implementation of LPS Rules 2022.
- **Market Coordination:** Grid access – user registration, fees & charges, Energy contracts, losses, Day Ahead Ancillary requirement.
- **Interface Energy Metering & Accounting and Settlement:** Energy meter placement and integration, FTC clearance, meter data processing, energy accounting (congestion, DSM, and Ancillary services account), SCED account, Transmission charges computation.
- **Regulatory Affairs and Market Operation Planning:** Market analytics, market design feedback, auditor/stakeholder coordination, FTC coordination, performance test, filing Petitions, coordination with legal, regulatory institutions.

An executive at the E7 level is required to head the aforementioned divisions. However, due to an administrative perspective, only 2 Division heads for the Open Access function and Regulatory Affairs & Market Coordination function for each RLDC and NLDC are being projected for the control period 2024-29 (The remaining two divisions shall be the additional responsibility of the proposed divisional heads). Accordingly, twelve (12) additional posts at the E7 level are required in the Market Operation Department.

- v. **Cyber Security:** An additional executive at E7 level is required under the CISO for coordination with statutory bodies, the Ministry, GRID-INDIA Management, Regional & National Coordination Forum, and other stakeholders for Information Security enforcement at GRID-INDIA and to act as the alternate CISO. As per CEA (Cyber Security in Power Sector) Guidelines, 2021, the Roles and Responsibility of CISOs needs to be ring-fenced to ensure cyber security of the Cyber Assets and therefore, a dedicated alternate CISO at all locations is required. Accordingly, five (5) additional posts are required (1 per RLDC).

The summary of additional E7 level posts required during the control period 2024-29 is as below:

Table-4: Details of additional E7 Level Posts required for the control period 2024-29

S. N.	Department	Additional Posts (2024-29)	Remarks
1.	System Operation	1X3- Shift In-charges for the additional 6 th Reserve group 2X6 Total: 15	Additional Shift groups (6th Shift group) for RLDCs adopting the Main-I/II concept. Division in-charges for operational planning/ Pre-Despatch and Post Despatch Analysis/ System studies.
2.	Market Operation	6X2 (12)	Division in charge of Sub-groups- Regulatory Affairs and Market Coordination, and Open Access within Market Operation at RLDCs and NLDC
3.	Cyber Security	5	for Assisting the Unit-CISO and Coordinating the Regional Forum secretariat related activities.
	Total	32	

D. Executives Up to E6 Level:

(g) Executives up to the E6 level make up the majority of the population in the organization. These are the working levels. GRID-INDIA typically inducts executives at the E2 and E3 level, and these employees progress through the hierarchy to take on more responsibilities. Induction will be at E2 or E3 level, depending on the administrative requirement approved by GRID-INDIA Management. The justification for the requirement of additional HR at working levels is mentioned below:

- One of the biggest developments for a power system in India is the notification of the new Indian Electricity Grid Code, 2023, in May 2023, which has been effective since October 2023. In view of the technological advancements and renewable integration, IEGC has brought significant changes in Grid Operation.
- Other imperatives for GRID-INDIA include Inverter-Based Resources (IBRs), Battery Energy Storage System (BESS), Increasing Cross-Border Exchanges, and the objective to make India a Global Hub for production, usage, and export of Green Hydrogen and its derivatives.
- Resource Adequacy Planning: Additional HR is required to manage all the activities related to Resource Adequacy planning entrusted to GRID-INDIA by MoP and through IEGC. A dedicated team is required to coordinate and manage additional activities pertaining to Resource Adequacy Planning.

- Various new initiatives have also been introduced to bolster resilience, efficiency and security of the grid like Security Constrained Economic Despatch (SCED) and Security Constrained Unit Commitment (SCUC), market dynamism is increasing with introduction of Ancillary Services including Secondary Reserve Ancillary Services (SRAS), Tertiary Reserves Ancillary Services (TRAS).
- Pan-India Green Term-Ahead Market in electricity was launched on 1st September, 2020. As a market segment, it has provided one more avenue to renewables to trade electricity. As a follow-up to this Green Day Ahead Market (GDAM) - a Marketplace for trading of renewable power on a day-ahead basis has also been launched.
- National Open Access Registry (NOAR) has been successfully operationalized from 1st May, 2022. NOAR has been designed as an integrated single window electronic platform accessible to all stakeholders.
- The Commission has launched a High Price Day Ahead Market (HP-DAM) segment in power exchanges in March 2023 as an initiative to ensure greater availability of power during the peak demand season.
- The Electricity (Late Payment Surcharge and Related Matters) Rules, 2022 (LPS Rules) have also been notified. These rules provide a mechanism for the settlement of outstanding dues of Generating Companies, Inter-State Transmission Licensees, and Electricity Trading Licensees. The Ministry of Power has also launched the Surplus Power Portal (PUSHP). The Deviation Settlement Mechanism (DSM) Regulations, 2022, have been introduced to revamp the deviation settlement philosophy.
- The Report of the Group on Development of Electricity Market in India 2023, constituted by MoP, made various suggestions regarding the implementation of market coupling in India. The report underscores the need to evaluate the feasibility of price coupling to ensure uniform price discovery. MoP also considers market coupling as an enabler for the overall development of the power market as conveyed vide its letter dated 02.06.2023. Further, the Commission vide order dated 06.02.2024 issued directions to GRID-INDIA for implementing a Shadow Pilot on “Power System and Cost Optimization through Market Coupling”.
- RLDCs/NLDC are managing the 17 pool accounts under the following four Regulatory Pool Accounts as directed by the CERC.

- (i) Deviation and Ancillary Services Charges Pool Account
- (ii) Reactive Energy Charge Pool Account
- (iii) Congestion Revenue Pool Account
- (iv) Congestion Charge Pool Account

- In FY 2022-23, ₹ 50,000 Crore were handled across all pool accounts. With the increase in volume handled by pool accounts, the voluminous work related to reconciliation, settlement, etc., is also increasing day by day, resulting in the requirement for additional HR.
- In Energy Transition and Sustainability, the Renewable Energy Certificate (REC) Regulations, 2022, new Uniform Renewable Energy Tariff mechanism, Carbon Credit Trading Scheme, 2023, Perform, Achieve, and Trade (PAT), Energy Savings Certificates (ESCerts), RPO Obligations monitoring, etc., have been introduced. Further, Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations, 2022, directs the Load Despatch Centres to arrange for training & certification of load despatchers as well as of personnel other than the load despatcher from certified training institutions approved by competent Authority within six months of their engagement and it also directs that Control Centres has to be staffed with experienced personnel only.
- Presently, the Backup Control Centre of RLDCs and NLDC is unmanned and operational only in terms of the SCADA system. Loss of Control Centre functionality is a significant risk factor for GRID-INDIA, as it is responsible for managing and operating the regional or national grid. In the event of a loss of Main Control Centre functionality, the Backup Control Centre must provide the necessary functionality to comply with applicable CERC Regulations and CEA rules and standards to maintain grid reliability consistent with the Main Control Centre. Hence, Main-I and Main-II are being planned as a concept for all RLDCs and NLDC. It has already been operationalized in NERLDC and is being planned for WRLDC and SRLDC as well.

E. Supervisors:

- (h) In order to ensure that there is job satisfaction and motivation in the organization, it is envisaged that certain tasks which are repetitive in nature and require data entry, coordination, and documentation can be taken care of by the employees in the supervisory cadre. This will also help in ensuring that there is no stagnation and

organizational structure is maintained optimally. Specific Tasks have been identified to be carried out by employees in the Supervisory Category. Accordingly, Supervisors will be recruited for these activities. A total of 30 additional supervisors are required during the control period 2024-29.

F. Workmen:

- (i) GRID-INDIA is an executive-oriented organization, and further recruitment of workmen is not being planned.
- (j) The year-wise and region-wise requirement of additional HR for the control period 2024-29 is summarized below:

Table 5: Region-wise & Year-wise Additional Requirement

Region	2024-25	2025-26	2026-27	2027-28	2028-29	Total
NERLDC	18	11	7	6	5	47
ERLDC	13	5	5	5	5	33
SRLDC	23	18	12	10	8	71
WRLDC	22	18	12	11	8	71
NRLDC	21	11	8	9	7	56
NLDC	14	9	10	11	10	54
CC	9	5	7	6	3	30
Total	120	77	61	58	46	362

Note: As mentioned in the manpower approval order of the CERC dated 24.02.2023, it is requested that the total additional workforce requirement may be sanctioned for the next 5 years with a liberty to management of GRID-INDIA for region-wise, function-wise, and year-wise allocation based on emerging requirements

- e) As per the minutes of the meeting issued by the Ministry of Power vide letter dated 17.01.2023, it is proposed to transfer the ownership of the Central Transmission Utility of India (CTU) to the Grid Controller of India Limited. Currently, CTU is a wholly owned subsidiary of Power Grid Corporation of India Limited, incorporated on 28.12.2020. CTU's responsibility includes discharging functions of national importance in relation to its statutory functions under Section 38 of the Electricity Act, 2003 which inter alia includes to undertake transmission of electricity through Inter-State Transmission System (ISTS), to discharge all functions of planning & co-ordination related to ISTS and to provide non-discriminatory open access to the same. However, while working on the HR requirement of GRID-INDIA, the HR requirement with respect to CTU has not been considered. However, liberty may be

granted to the Petitioner to file a separate Petition for the approval of HR requirement for discharging the CTU functions once the final directions are received from the Ministry of Power regarding the transfer of CTU functions to GRID-INDIA.

- f) The summary of Level-wise/Year-wise additional HR Requirement (in addition to the manpower strength already approved vide the Commission order dated 24.02.2023) is tabulated below:

Table-6: Summary of Level-wise/Year-wise additional HR requirement for the control period 2024-29

Level	Approved manpower up to 31.03.2024	Year-wise addl. Manpower requirement					Total (2024-29)
		2024-25	2025-26	2026-27	2027-28	2028-29	
E9	8	4 (12)	0 (12)	0 (12)	0 (12)	0 (12)	4
E8	54	10 (64)	6 (70)	4 (74)	4 (78)	3 (81)	27
E7	64	10 (74)	7 (81)	5 (86)	5 (91)	5 (96)	32
Up to E6	521	90 (611)	58 (669)	46 (715)	43 (758)	32 (790)	269
Total Executives	647	114 (761)	71 (832)	55 (887)	52 (939)	40 (979)	332
Supervisors	35	6 (41)	6 (47)	6 (53)	6 (59)	6 (65)	30
Total		120	77	61	58	46	362

Note:

- The figure mentioned in parentheses is the cumulative number of employees (level-wise) as on 31st March of the respective year.
- The actual strength of supervisors as on 01.04.2024 has been considered since the CERC vide order dated 24/02/2023 approved executives' strength up to 31.03.2024.

- g) The requirement of manpower in the levels from E2 to E6 was clubbed together in the petition filed for approval of manpower for the control period 2019-24, since these are working and learning levels. The same was approved by the Commission in its order dated 24.02.2023. Similarly, the additional manpower requirement in E2-E6 levels for the control period 2024-29 is clubbed together.
- h) The additional manpower requirement is categorized into technical and non-technical executives for arriving at the estimates of certified system operators/executives for each year. The details are tabulated below:

Table-7: Category-wise additional HR requirement for the control period 2024-29

Category	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Technical executives	110	66	51	50	38	315
Non-Technical executives	4	5	4	2	2	17
Total	114	71	55	52	40	332

Note: The manpower requirement pertaining to all departments except Human Resources (HR), Finance, and Secretariats has been considered as technical executives' requirement.

- i) The year-wise requirement and year-wise details of certified system operators across GRID-INDIA (90% eligible executives are assumed to have valid certification at the end of each year, i.e., as on 31st March of the respective year), as per format prescribed in Appendix-V of the RLDC Fees and Charges Regulations, 2024, are as under:

Level Wise Projected Total Manpower (as on 31st March of the respective year)

Grade	Description	As on 31.03.2024	2024-25	2025-26	2026-27	2027-28	2028-29
Board	Director	5	5	5	5	5	5
E9	Executive Director	8	12	12	12	12	12
E8	General Manager/ Sr. General Manager/ Chief General Manager	54	64	70	74	78	81
E7	Dy. General Manager/ Sr. Dy. General Manager	64	74	81	86	91	96
E5- E6	Manager/ Chief Manager	521	611	669	715	758	790
E3-E4	Executive Trainee/ Asstt. Manager/ Dy. Manager						
E2	Engineer/ Officer						
ToT-E	Total Executives	652	766	837	892	944	984
NE	Supervisor/ Junior Engineer/ Workmen	51	57	63	69	75	81
E/NE	Ratio of Executives to Non-Executives = (TOT-E)/ (NE)	12.78	13.44	13.29	12.93	12.59	12.15

Note: The executive strength up to 31.03.2024 approved by the Commission in order dated 24/02/2023 has been considered. Since the said order mentions about the approval of total executives only, the actual number of non-executives as on 01.04.2024 has been considered.

Number of personnel in Load Despatch Centre having valid certificates (as on 31st March of respective year)

S. No.	Particulars	As on 31.03.2024	2024-25	2025-26	2026-27	2027-28	2028-29
A	Certified executives-Basic level	414	456	555	615	661	706



S. No.	Particulars	As on 31.03.2024	2024-25	2025-26	2026-27	2027-28	2028-29
B	Certified executives - Specialist	45	78	115	156	200	246
C	Certified executives- Management level	Exam has not been conducted so far.					
D	Total number of certified executives	414	456	555	615	661	706
E	Total number of eligible executives	465	507	617	683	734	784
F	Total number of executives	647	761	832	887	939	979

Note:

- Basic Level Certification is mandatory for acquiring Specialist Level certification. At present, the system operators certified at the Specialist Level is 10 % of the basic level certified system operators. It's assumed to increase by 5 % each year.
- The number of eligible executives as on 31.03.2024 is based on the actual manpower as on that date.
- Executive Trainees are not eligible for appearing in certification exam. Accordingly, the addl. HR requirement (technical executives) has been shifted by one (1) year for arriving at the eligible executives' details.

Hearing on 19.04.2024

4. The Petition was admitted by the Commission on 19.04.2024.

Hearing on 05.09.2024

5. Considering the request of the Petitioner, the Commission directed that the amended Petition be taken on record and further directed the Petitioner to submit the following information:

- a) Details as per the following table:

Level-wise actual manpower available as on 31.03.2024	Level-wise manpower allowed by the Commission in Petition No.248/MP/2021

- b) Segregation of manpower requirement at each level (E2, E3-E4, and E5-E6) as per Appendix V of the RLDC Fees and Charges Regulations, 2024.
- c) Retirement rate and attrition rate.
- d) Reasons for request to increase manpower by 80% within a 5-year period, any additional assignments justifying such an increase.
- e) Current deployment of manpower at the E8 level, and how many posts are available as against the details of the posts on which officers are deployed.

- f) Additional financial outflow on account of the proposed additional manpower.
- g) The Petitioner has proposed 6 Deputy Heads (E-8 level) at RLDCs and NLDC. Clarify, in the presence of both, i.e., Head and Dy. Head, what separate works will be assigned to Dy. Head and how the same has been taken care of under the HR adequacy plan of 2024-29.
- h) The Petitioner has proposed 9 alternate Heads of Department for the SO and MO Logistic function at the E-8 level. Clarify, in the presence of both, i.e., the main and alternate Head of Department for SO and MO Logistic function, what separate works will be assigned to the alternate Head and how the same has been taken care of under the HR adequacy plan of 2024-29.
- i) The Petitioner has proposed two different posts at the E-7 level for Pre-despatch and Post-despatch Analysis. Clarify the details of their functions.
- j) The Petitioner has proposed three Shift In-charges for the additional 6th Reserve group. Clarify the works that shall be carried out by the shift in charge and manpower under the 6th Reserve group under the normal conditions, and how the same has been taken care of under the HR adequacy plan of the 2024-29.
- k) Reason for the 6th Reserve group, as the Petitioner has already considered the 5th Shift group as the Reserve group.

Submission of Petitioner

6. Petitioner vide affidavit dated 17.09.2024 has submitted as below:
 - a) Comparison between actual manpower as on 31.03.2024 and manpower approved by Commission up to 31.03.2024 is as under:

Details as per the following table:

Level	Level-wise actual manpower available as on 31.03.2024	Level-wise manpower allowed by the Commission in Petition No. 248/MP/2021
E9	8	8
E8	45	54
E7	45	64
E6-E2	501	521
Total executives	599	647

Segregation of manpower requirement at each level (E2, E3-E4, and E5-E6) as per Appendix V of the RLDC Fees and Charges Regulations, 2024.



- b) In the petition submitted for the approval of manpower strength for the control period 2019-24 (Petition No. 248/MP/2021), the requirement for positions from E2 to E6 levels was clubbed together. This consolidation reflects the fact that these levels are integral to both operational activities and employee development. The Commission approved this approach in its order dated 24.02.2023. For the upcoming control period 2024-29, a similar approach is adopted by consolidating the additional HR requirements for the E2 to E6 levels. In other Central Public Sector Undertakings (CPSUs), the Administrative Ministry/ DPE approves the specific posts at E7 level and above only, and HR strength at E6 & below is approved in a clubbed manner so that liberty is granted to the respective CPSUs to allocate manpower at these levels based on the organizational requirement. In view of this, the Commission is requested to approve the clubbed additional HR Requirement at the E2 to E6 level as approved earlier. The projected level-wise strength is as under:

**Year-wise and level-wise projected HR strength up to Financial Year (FY) 2028-29
(as on 31st March of the Respective FY)**

Grade	Description	2024-25	2025-26	2026-27	2027-28	2028-29
Board	Director	5	5	5	5	5
E9	Executive Director	12	12	12	12	12
E8	General Manager/ Sr. General Manager / Chief General Manager	64	70	74	78	81
E7	Dy. General Manager/ Sr. Dy. General Manager	74	81	86	91	96
E5-E6	Manager/ Chief Manager	152	178	218	251	266
E3-E4	Executive Trainee/ Asst. Manager/ Dy. Manager	333	335	325	306	303
E2	Engineer/ Officer	126	156	172	201	221
ToT-E	Total Executives	766	837	892	944	984
NE	Supervisor/ Junior Engineer/ Workmen	57	63	69	75	81
E/NE	Ratio of Executives to Non-Executives = (TOT- E)/ (NE)	13.44	13.29	12.93	12.59	12.15

Retirement rate and attrition rate

- c) Details of retirement and attritions (resignation) in the last five years is below:

Retirement/Superannuation details during the last five years



Financial Year	Retirement (Nos.)	Number of employees as on 31 st March of FY	Retirement Rate (%)
2019-20	14	598	2.34
2020-21	18	626	2.88
2021-22	15	635	2.36
2022-23	28	643	4.35
2023-24	17	652	2.61

Attrition details during the last five years

Financial Year	Resignation (Nos.)	Number of employees as on 31 st March of FY	Attrition rate (%)
2019-20	9	598	1.51
2020-21	12	626	1.92
2021-22	3	635	0.47
2022-23	6	643	0.93
2023-24	16	652	2.45

Reasons for the request to increase manpower by 80% within 5-year period, and any additional assignments justifying such an increase.

- d) The level-wise increase in manpower over the five-year control period is tabulated below:

Summary of Level-wise increase over the five-year control period

Level	Level-wise manpower allowed by the Commission in Petition No. 248/MP/2021 (up to 31.03.2024)	Level-wise manpower requested in Petition No. 89/MP/2024 (up to 31.03.2029)	Percentage increase requested in manpower over the five-year control period
E9	8	12	50%
E8	54	81	50%
E7	64	96	50%
E6-E2	521	790	52%
Total Executives	647	979	51%

- e) The overall increase, as well as level-wise increase requested over the 5-year control period, is around 50% only. Further, the Petition (No. 248/MP/2021) for approval of manpower strength for the control period 2019-24 was filed in November 2021, wherein approval for sanctioning of 750 executives was requested, against which only 647 executives' strength was sanctioned by the Commission. Several new responsibilities were assigned to GRID-INDIA through various Regulations, Rules, etc., after November 2021, which were not envisaged at the time of filing of that Petition.
- f) The additional HR strength will be required to meet several challenges related to a steady increase in electrical energy demand, growth in the economy, and changes

in technology, regulations, market design, administration, and management of the power system, cyber-secure grid operations, etc.

Current deployment of manpower at the E8 level, and how many posts are available as against the details of the posts on which officers are deployed

- g) The details of sanctioned strength and as well as the current deployment of manpower at the E8 level, are tabulated below:

Sanctioned posts and actual incumbents at E8 level as on 01.09.2024

Level	manpower allowed by the Commission in Petition No. 248/MP/2021 (up to 31.03.2024)	Actual manpower as on 01.09.2024	Vacant posts as on 01.09.2024
E8	54	44	10

Additional financial outflow on account of the proposed additional manpower.

- h) The additional financial implication would be primarily due to the recruitment of manpower, generally at the E2/E3 level. There would be a minor contribution resulting from the promotion of existing manpower. The estimated year-wise additional financial implication is tabulated below:

Estimated year-wise financial outflow on account of proposed additional manpower for the control period 2024-29

Financial Year	Year-wise additional financial implication (in Rs. Crore)
2024-25	33.75
2025-26	21.66
2026-27	16.11
2027-28	16.34
2028-29	15.54

Note:

- The additional financial implication has been worked out considering the approved strength up to 31.03.2024 (647 executives) as a reference.
- The additional posts at E7, E8 and E9 levels are considered to be filled through promotions. Accordingly, the incremental annual Cost to Company (CTC) has been considered for calculating yearly additional financial implication at these levels.
- The additional manpower up to E6 level has been calculated based on estimated recruitment at E2/E3 level. Accordingly, the CTC for E2/E3 level has been considered to estimate the yearly additional financial implication at these levels.
- The calculation of CTC is carried out based on minimum monthly basic pay for the induction level at E2/E3, whereas the same has been considered based on average basic pay for E7, E8 and E9 levels.
- The figures are tentative & has been worked out considering annual impact on account of promotion & additional recruitment for the total proposed manpower.
- The actuals are subject to various dynamic factors involving in computation of employee wages as per extant DPE guidelines.

The Petitioner has proposed 6 Deputy Heads (E-8 level) at RLDCs and NLDC. Clarify, in the presence of both, i.e., Head and Dy. Head, what separate works will be assigned to Dy. Head and how the same has been taken care of under the HR adequacy plan of 2024-29.

- i) A meeting was held on 05.04.2023 under the Chairmanship of the Minister of Power to discuss the Workforce Adequacy of Load Despatch Centres. In the meeting. The Honorable Ministry for Power has observed that-

“Load Despatch Centres (LDCs) play a very important role in the secure and reliable operation of the Grid. Grid Management has become very challenging. With such a vast size of the Grid, a lapse in one corner of the Grid might have serious ramifications for the entire interconnected Grid. With the increasing complexity of the Grid coupled with the huge gap in terms of satisfying numbers, skill sets, and infrastructure, etc., there is a need that LDCs are strengthened in a timely manner. It was explained that 8 operators would be there in each shift, and the total count of system operators, including all five shifts, comes to 40 for a large LDC with REMC. It was suggested to position a Deputy LDC head in addition to the Head of LDCs so as to ensure optimum succession planning and decision making in the absence of the Head of LDC. It was stressed that all LDCs should ensure that Load Despatchers are provided with the requisite training and certification for the smooth functioning of LDCs.”

- j) The position of deputy LDC head will play a crucial role in supporting the Head of the LDC in real-time grid management, ensuring that operations remain secure and reliable. They will be responsible for stepping in as the decision-maker when the LDC Head is absent, thereby maintaining continuity and stability in operations. The Deputy Head is instrumental in managing crises, responding swiftly to emergencies, and overseeing the integration of new technologies. Their role also extends to contributing significantly to long-term planning, including strategic and operational planning, as well as resource management. By appointing a Deputy Head, the organization establishes a structured path for leadership development. The Deputy Head is mentored and prepared to assume the Head's responsibilities, facilitating a seamless transition in case the Head departs or is unavailable.

The Petitioner has proposed 9 alternate Heads of Department for the SO and MO Logistic function at the E-8 level. Clarify, in the presence of both, i.e., the main and alternate Head of Department for the SO and MO Logistic function, what separate works will be assigned to the alternate Head and how the same has been taken care of under the HR adequacy plan of 2024-29.

- k) The Main-I and Main-II concepts are being operationalized at NERLDC, WRLDC, and SRLDC to ensure that both locations within each region can perform all their functions efficiently and seamlessly. Under this approach, each location is equipped to handle all operational responsibilities, providing redundancy and enhancing reliability. To facilitate effective administration and establish a clear hierarchy, Deputy Heads of Department are appointed at the location where the Head of Department is not present. These Deputy Heads are crucial for managing critical functions such as System Operation, Market Operation, and System Logistics. Their presence ensures that essential tasks and responsibilities are handled promptly and effectively, maintaining smooth operations and decision-making across both locations. This setup not only ensures operational continuity but also streamlines administrative processes and strengthens the overall efficiency of the LDCs.

The Petitioner has proposed two different posts at the E-7 level for Pre-despatch and Post-despatch Analysis. Clarify the details of their functions.

- l) Petitioner has reiterated its earlier submission in this regard.

The Petitioner has proposed three Shift In-charges for the additional 6th Reserve group. Clarify the works that shall be carried out by the shift in charge and manpower under the 6th Reserve group under the normal conditions and how the same has been taken care of under the HR adequacy plan of the 2024-29.

- m) In case of RLDCs for which establishment of Main-I & Main-II Control Centres is envisaged, six (6) executives are required for the role of Shift-In charge (3 per each Control Centre). Accordingly, three (3) additional posts at the E7 level are required as Shift-in-Charges. The Main-I and Main-II concept is already implemented at NERLDC, with both locations at Shillong and Guwahati being functional. It is expected that this concept will also be implemented at WRLDC and SRLDC within this control period. Additional Reserve Shift (6th Shift group) is required for RLDCs where the Main-I and Main-II concept is already/ expected to be implemented (2 shift groups and 1 reserve group in Main-I and Main-II each). Alternate shifts will be operated from the Main-I/Main-II control. As mandated through the relevant

regulations/guidelines, it's imperative that system operators or shift personnel in RLDCs & NLDC shall be provided with adequate training for capacity building. To ensure the continuity in real time operations in the absence of regular shift personnel, an additional reserve shift group is requested in the instant petition. Other than attending the shift duties, the employees in reserve shift groups would be assigned to the activities pertaining to system operation/ market operation/system logistics departments in general shift based on the requirement of the respective LDC.

- n) Petitioner has also submitted the shift operation planning.

Reason for 6th Reserve group, as the Petitioner has already considered the 5th Shift group as the Reserve group.

- o) 6th Reserve shift is required only for control rooms where the Main-I and Main-II concept is envisaged. Alternate shifts will be operated from the Main-I/Main-II control centre. Hence, there is a requirement for a reserve shift at both locations. Regular human acclimation and training to both normal and emergency environments are crucial to ensure the reliable operation of the 2 control rooms (Main-I and Main-II) during an emergency. The lack of trained personnel to operate and maintain the backup systems during an emergency situation could cause delays or errors in decision-making and control, ultimately worsening the effects of the emergency on the grid operations and market. To mitigate this issue, it is essential to have well-trained and competent personnel available at the backup control and in reserve at both locations. The lack of manpower for regular cybersecurity management, governance, and compliance monitoring at either the control room increases the risk of cyberattacks. As a result, the grid operations could be compromised, and critical infrastructure could be damaged or destroyed. It is crucial to have a dedicated team of security professionals who can regularly monitor and mitigate cyber risks at both control rooms to ensure the continued reliable functioning of the grid. To ensure that Backup Control Centres (BCCs) can match the functionality of Main Control Centres (MCCs) in a progressive manner, the following priorities should be considered: first, providing tools and applications that enable system operators to have situational awareness of the regional/national grid; second, data exchange capabilities; third, interpersonal communication systems such as VOIP and fixed line telephone systems; fourth, power sources including auxiliary power systems and air conditioning systems; and finally, physical and

cyber security measures. Additionally, the operational philosophy of both control rooms should be consistent.

7. During the Hearing held on 27.09.2024, the Commission reserved the order in the matter

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Analysis and Decision

8. Petitioner has filed the instant Petition for approval of additional HR requirements for the upcoming control period, i.e., 2024-29. We have considered the submissions of the Petitioner and perused the documents available on record. We now proceed to discuss the level-wise Additional manpower which can be allowed, considering the Petitioner's proposal in the succeeding paragraphs.
9. Petitioner has submitted that many additional functions/ responsibilities have been assigned to the Petitioner vide the implementation of Ancillary Services Regulations, 2022; Indian Electricity Grid Code (IEGC) Regulations, 2023; Connectivity and General Network Access Regulations, 2022; Uniform Renewable Energy Tariff (URET) mechanism; Carbon Credit Trading Scheme (CCTS), 2023; The Electricity (Late Payment Surcharge and Related Matters) Rules, 2022 (LPS Rules); Operationalization of Security Operations Centre (SOC) etc. Apart from these new additional responsibilities, the volume of the works handled has also increased in the case of some existing functions, such as the administration of pool accounts, and cross-border exchanges. The number of users availing the services of GRID-INDIA is also seeing a steady growth (Approximately 460 users are registered with GRID-INDIA as on 31.12.2023, compared to around 290 users as on October 2019). Further, the adoption of the Main-I and Main-II Control Centre concept in place of the existing Main and Back-up Control Centre concept, as recommended in the report on Capacity Building of Indian Load Despatch Centres (CABIL), also requires some additional manpower for safe and reliable power system operation round the clock.
10. Petitioner has submitted that HR adequacy plan has been prepared to arrive at the additional manpower requirement for the control period 2024-29, wherein the

Region wise details of the additional HR required for the control period 2024-29 along with the grade-wise functional mapping for effective functioning of the Company have been detailed. The additional HR requirement for the control period 2024-29 was approved by the Board of GRID-INDIA in its 100th meeting held on 30.01.2024.

11. Petitioner has submitted the summary of the Level-wise/ Region-wise/ Year-wise additional HR Requirement is as below:

Level-wise & Year-wise Additional HR Requirement

Level	2024-25	2025-26	2026-27	2027-28	2028-29	Total
E9	4	-	-	-	-	4
E8	10	6	4	4	3	27
E7	10	7	5	5	5	32
Up to E6	90	58	46	43	32	269
Total Executives	114	71	55	52	40	332
Supervisors	6	6	6	6	6	30
Total	120	77	61	58	46	362

Region-wise & Year-wise Additional Requirement

Region	2024-25	2025-26	2026-27	2027-28	2028-29	Total
NERLDC	18	11	7	6	5	47
ERLDC	13	5	5	5	5	33
SRLDC	23	18	12	10	8	71
WRLDC	22	18	12	11	8	71
NRLDC	21	11	8	9	7	56
NLDC	14	9	10	11	10	54
CC	9	5	7	6	3	30
Total	120	77	61	58	46	362

12. Petitioner has submitted that the Organizational structure of GRID-INDIA (NLDC and RLDCs) has been modified considering the following factors:

- i. New work areas and activities, an increase in the scope and complexities of existing functions.
- ii. Adoption of Main-I/Main-II Control Centre concept that requires an additional workforce as mentioned below:
 - a. The Main-I and Main-II concept is already implemented at NERLDC, with both locations at Shillong and Guwahati being functional. It is expected that this

concept shall also be implemented at WRLDC and SRLDC in the next control period, i.e., 2024-29. The HR requirement has been estimated accordingly. The following is the tentative schedule for the operationalization of Main-I and Main-II Control Centres.

- NERLDC- Functional in FY 2023-24
 - SRLDC- Expected to be functional in FY 2026-27
 - WRLDC- Expected to be functional in FY 2027-28
- b. Additional Reserve Shift (6th Shift group) for RLDCs where the Main-I and Main-II concept is already/ expected to be implemented. Alternate shifts will be operated from the Main-I/Main-II control Centre.
- c. Deputy Head of LDC to ensure that there is continual leadership and optimum succession planning, and also to ensure the continuity in decision making in the absence of the Head of LDC.
- d. Deputy (Dy.) Heads of Department (MO, SO, and Logistics) would be required for effective coordination at the location where the Head of Department is not located in case of Main-I and Main-II.
- e. Certain statutory functions in Information Technology (IT), Cyber Security, HR, Finance, Contracts, etc., are location-based and require an equal workforce at both locations.
- f. The planning and setting up activities in case of Main-I & Main-II require additional workforce, civil works, due permission, compliance monitoring, contracting, etc., which will be arduous tasks. Additional staffing at these locations is required before these locations are being operationalized. Hence, the workforce requirement in these cases is also immediate and cannot wait until they are fully functional.
- iii. Acknowledging Power System Development Fund (PSDF), Audit as an independent function at the Corporate level.
- iv. Establishment of secretariats for CMD and Directors.
- v. Special focus on Learning and Development necessitates a senior-level person being deputed there.

- vi. The HR requirement for Corporate Functions has been estimated considering statutory compliances, good governance initiatives, and best-in-class practices in peer organizations and other System Operators around the world
13. Petitioner has submitted that for formulation of the HR Adequacy Plan 2024-29, a committee with representatives from NLDC/RLDCs/CC was formed to work out and collate detailed additional Full Time Equivalents (FTEs) requirements and mapping of FTEs to the respective functions. The additional HR has been estimated in increments of 0.25 FTE based on the scope of the corresponding activity and the approximate manhours required. The HR Adequacy Plan 2024-29 provides following summary of additional HR requirements in terms of FTEs for the control period 2024-29:

Department-wise & Year-wise requirement of North-Eastern Regional Load Despatch Centre (NERLDC)						
Particulars/FY	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Dy. Head of LDC	1	0	0	0	0	1
System Operation	6	3.25	4	4.25	3	20.5
Market Operation	5	1.75	1	1	1.5	10.25
Logistics	3	3	1	0	0.25	7.25
Cyber Security	2	1	1	1	0	5
Contract Services	1	0	0	0	0	1
Finance	0	1	0	0	0	1
Human Resources	0	1	0	0	0	1
Total	18	11	7	6	5	47

Department-wise & Year-wise requirement of Eastern Regional Load Despatch Centre (ERLDC)						
Particulars/FY	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Dy. Head of LDC	1	0	0	0	0	1
System Operation	3	2.25	3	3	3	14.25
Market Operation	5	1.75	1	1	1.5	10.25
Logistics	1	0	0	0	0.25	1.25
Cyber Security	2	1	1	1	0	5
Contract Services	1	0	0	0.25	0	1.25
Finance	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Total	13	5	5	5	5	33

Department-wise & Year-wise requirement of Southern Regional Load Despatch Centre (SRLDC)						
Particulars/FY	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Dy. Head of LDC	1	0	0	0	0	1
System Operation	10.5	7.5	6	6	5.5	35.5
Market Operation	6	3.5	2	3	1.5	16
Logistics	2	5	2	0	0.25	9.25
Cyber Security	2	1	1	1	0	5

Contract Services	1	0	0	0	0.25	1.25
Finance	0.5	0	0	0	0.5	1
Human Resources	0	1	1	0	0	2
Total	23	18	12	10	8	71

Department-wise & Year-wise requirement of Western Regional Load Despatch Centre (WRLDC)						
Particulars/FY	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Dy. Head of LDC	1	0	0	0	0	1
System Operation	9.5	8.5	6	6	5.5	35.5
Market Operation	6	3.5	2	3	1.5	16
Logistics	2	5	2	0	0.25	9.25
Cyber Security	2	1	1	1	0	5
Contract Services	1	0	0	0	0.25	1.25
Finance	0.5	0	0	0	0.5	1
Human Resources	0	0	1	1	0	2
Total	22	18	12	11	8	71

Department-wise & Year-wise requirement of Northern Regional Load Despatch Centre (NERLDC)						
Particulars/FY	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Dy. Head of LDC	1	0	0	0	0	1
System Operation	9	5.5	5	5	5	29.5
Market Operation	6	3.5	2	3	1.5	16
Logistics	2	1	0	0	0.25	3.25
Cyber Security	2	1	1	1	0	5
Contract Services	1	0	0	0	0.25	1.25
Finance	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Total	21	11	8	9	7	56

National Load Despatch Centre (NLDC)						
Particulars/FY	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Dy. Head of LDC	1	0	0	0	0	1
System Operation	8	5	5	5	4	27
Market Operation	1	2.5	3.5	3.5	3.5	14
Logistics	2	1	1	1.25	1.5	6.75
Cyber Security	2	0.5	0.5	1.25	0.75	5
Contract Services	0	0	0	0	0.25	0.25
Finance	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Total	14	9	10	11	10	54

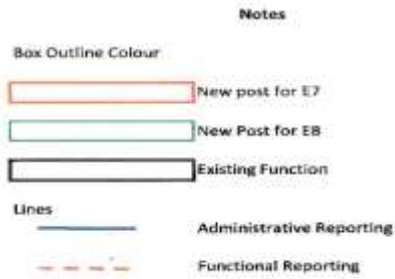
Corporate Centre						
	2024-25	2025-26	2026-27	2027-28	2028-29	Total
SP &M	1	0	0	0	0	1
Energy Transition & Sustainability	0.5	1	0.25	0	0.5	2.25
PSDF	0	0	0	1	0	1
C&M	1	0.5	0.25	0.25	0	2
Cyber Security	3	0.5	3.5	3	1.5	11.5
Corporate Engineering	0.5	0.5	1	0.5	0.5	3

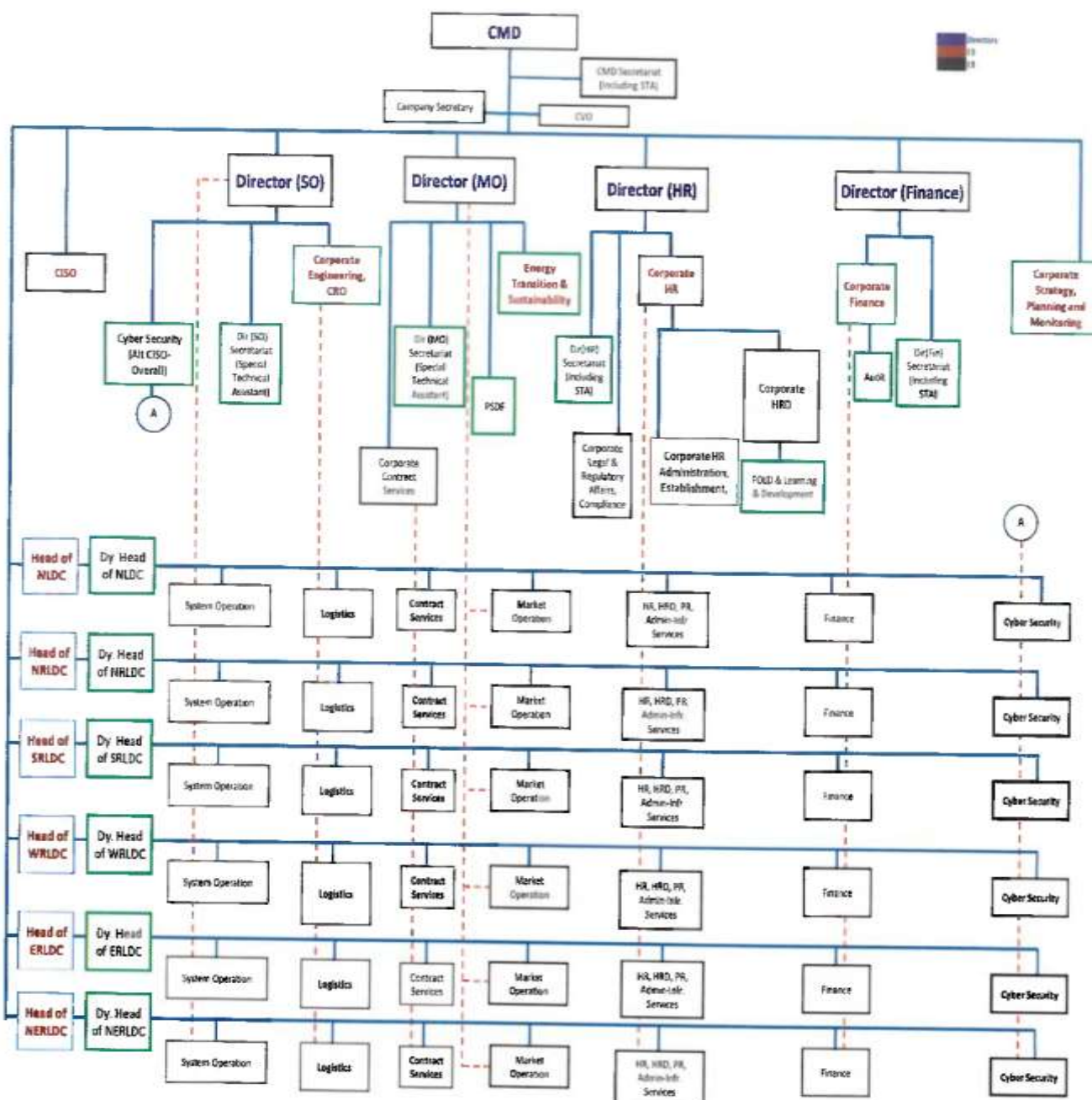
HR	0	1	1	1	0	3
Finance	1	0.5	0	0.25	0.5	2.25
Secretariat	2	1		0	0	4
Total	9	5	7	6	3	30

14. The Petitioner has proposed the following organization chart as per the proposed HR Adequacy Plan 2024-29:

Annexure-III to the HR Adequacy Plan 2024-29

Organisation Chart - Grid-India, RLDCs, NLDC, CC





15. The total manpower (at executive levels) for the control period 2019-24 (i.e. upto 31.03.2024) approved by the Commission vide Order dated 24.02.2023 in Petition No. 248/MP/2021 vis-à-vis the actual manpower available as on 31.03.2024, as submitted by the Petitioner are as under:

Level	Approved Manpower till 2023-24 (up to 31.03.2024)	Actual manpower available as on 31.03.2024
E9	8	8
E8	54	45
E7	64	45
E6-E2	521	501
Total Executives	647	599

16. We have considered the submissions of the Petitioner. The OM of the Ministry of Power dated 25.03.2015 on the subject 'Setting up of Power System Operation Corporation (POSOCO) as an independent Government Company' provides that:

"6. POSOCO's revenue stream will be governed through fees and charges specified by the CERC as per Section 28(4) of the Electricity Act 2003. The strength of manpower required for effective functioning of RLDCs/NLDC will be as approved by the CERC while specifying the fees and charges. The expenses of POSOCO fees and charges so collected will be adequate to cover for the functioning of the Company and there would be no dependence on Government funds."

As per the above, MoP vide its OM dated 25.03.2015 has mentioned that the strength of manpower required for effective functioning of RLDCs/NLDC will be as approved by the CERC while specifying the fees and charges.

17. Regulation 22(6) of the RLDC Fees and Charges Regulations, 2024 provides for approval of manpower as below:

"(6) The strength of manpower required for the effective functioning of LDC shall be approved by the Commission based on a separate application to be filed by NLDC for manpower requirement of Grid-India along with Appendix-V. The proposal shall be accompanied by the Board approval for the proposed manpower plan."

As per the above, the strength of manpower for the GRID-INDIA is to be approved by the Commission based on a separate application to be filed by NLDC for the manpower requirement of Grid-India, along with Appendix-V and Board approval for the proposed manpower plan.

18. The proposed manpower as approved by the Board of GRID-INDIA in its 100th meeting held on 30.1.2024 is as under:

"100.2.5.2 The Board was informed that the exercise of framing GRID-INDIA's HR Adequacy Plan for the Control Period 2024-29 has been worked out after extensive research and discussion on future workforce requirements based on current, upcoming and anticipated assignments as well as necessity of carrying out corporate functions. For this purpose, a Committee comprising representation from RLDCs, NLDC & CC was constituted with approval of the Competent Authority. Accordingly, the plan was drafted based on a collaborative and iterative process. The adapted framework included inputs from Reports on Manpower, Certification, and Incentives for System Operation and Ring-fencing Load Despatch Centres, 2008 and 'Capacity Building of Indian Load Despatchers'(CABIL) Report, 2018.

100.2.5.3 It was informed that CERC approved for Control Period 2019-24 as the reference point the following HR Requirement was allowed vide order dated 24.02.2023 in Petition No.248/MP/2021

Level	HR Requirement Allowed till 2023-24
E9	8
E8	54
E7	64
E6-E2	521

Total Executives	647
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After intensive discussions and taking into account the Organisational Roadmap, guidelines, regulations and industry imperatives, the Committee identified the upcoming tasks and imperatives for the next 5 years by a comprehensive process which included preparation of Organisation Chart, designing the Matrix Structure, considering imperatives of making functions like REMC, PSDF, Audit, Energy Transition and Sustainability as independent, deliberating upon the Operational Aspects of Main I and Main II. The committee also deliberated and drafted the proposed Hierarchical Structure at Main-1 & Main-II; the committee worked out detailed Additional FTE requirement considering the level-wise workforce approval for 2019-24 as a starting point. The committee thereafter drafted a comprehensive list of tasks and activities and estimated Region-wise FTE for every activity (Unit=0.25). The committee also identified separate activities for Supervisors; Additional Posts for E9, E8 and E7 level were identified for maintaining organizational Hierarchy and Career progression, Administrative reasons.

Additional ED Requirement were also identified taking into account transforming ecosystem for Power Sector and changing work requirements. The percentage of E7 & E8, however was same as approved by CERC i.e. 10% and 8.5% respectively in addition, the future requirements such as Requirement of 6th Shift at Main-I & Main-II, need for Dy. Head of LDC, RLDCs & NLDC and Departments at Main-I & Main-II, Secretariats for Directors, need for additional workforce in light of Mandatory Certification with increasing Focus on Learning & Development, Development of SLDCs were also considered. It was also deliberated that Superannuating Non-Executives will be replaced through Supervisors, etc.

100.2.5.4 It was explained that keeping in view of the high level Stakeholder Engagement, statutory responsibilities and growing organizational needs and increased roles and functions being assigned, there was need for role of additional Four (4) Numbers ED (E9) level posts inter alia in Finance, Corporate Strategy, Planning and Monitoring, Energy Transition and Sustainability as well as Corporate Engineering Departments. The Executive Directors will be posted on the basis of organizational requirements, commensurate with their qualifications, skills and Company's responsibilities without significantly affecting the overall functioning of the organization. Further the requirement for additional post at E9, E8 and E7 level posts was also explained. Keeping in view the aforesaid requirements, the region -wise additional manpower requirement was explained to the Board as below.

Region	2024-25	2025-26	2026-27	2027-28	2028-29	Total
NERLDC	18	11	7	6	5	47
ERLDC	13	5	5	5	5	33
SRLDC	23	18	12	10	8	71
WRLDC	22	18	12	11	8	71
NRLDC	21	11	8	9	7	56
NLDC	14	9	10	11	10	54
CC	9	5	7	6	3	30
Total	120	77	61	58	46	362

It is clarified that the recruitment shall be planned in phased manner considering administrative restriction.

Further, the level-wise additional requirement was informed to the Board as below:

Level	2024-25	2025-26	2026-27	2027-28	2028-29	Total
E9	4	-	-	-	-	4

Level	2024-25	2025-26	2026-27	2027-28	2028-29	Total
<i>E8</i>	10	6	4	4	3	27
<i>E7</i>	10	7	5	5	5	32
<i>Up to E6</i>	90	58	46	43	32	269
<i>Supervisors</i>	6	6	6	6	6	30
Total	120	77	61	58	46	362

GRID-INDIA generally inducts the executives at upto E3 level in executive cadre and the higher levels (E7 & above) are fulfilled through succession planning. As GRID-INDIA is an executive oriented organization and further recruitment of workmen is not being planned. Thus, superannuating non-executives can be replaced with induction of supervisors who can be given certain tasks which are repetitive in nature and require data entry coordination and documentation. This will also help in ensuring that there is no stagnation and organizational structure is maintained optimally.

100.2.5.5. After deliberations, the Board approved the HR Adequacy Plan for the Control Period 2024-29. The Board passed the following resolution:

“Resolved that the proposed HR Adequacy Plan for the Control Period 2024-29 inclusive of year-wise, level-wise, region-wise additional HR Requirement for control period 2024-29. Fungibility of Posts at Executive Director Level and Induction upto E3 level in Executive cadre or Supervisory cadre within overall approved requirement with management approval, year-wise, level-wise, region-wise allocation of all approved posts as per organization requirements with management approval as detailed in the background note be and is hereby approved.

Resolved Further that the HR Adequacy Plan be submitted to CERC for the purpose of calculating fees and charges.

Resolved further that CMD be and is hereby authorized to make modification, re-appropriation to the HR Adequacy Plan within the approved total workforce”

19. We observe that with large RE integration with the Grid and the growing complexities, the volume and complexity of works handled by GRID-INDIA have increased. Several new tasks, additional functions/ responsibilities have been assigned to GRID-INDIA under the various Regulations of the Commission, Rules notified by the MoP. We observe that GRID-INDIA will require adequate manpower to effectively handle the increased volume of work, responsibility under Rules and Regulations within the stipulated time frame, and to ensure the smooth, secure, efficient, robust, and reliable operation of the Grid.
20. We now proceed to analyze the level-wise additional manpower in subsequent paragraphs.

E9 Level

21. Petitioner has submitted that for the control period 2024-29, 4 additional posts at the E9 level are required at GRID-INDIA, viz. Head of Corporate Finance

Department, Corporate Strategy, Planning & Monitoring Department, Energy Transition & Sustainability Department, Corporate Engineering Department. Petitioner has submitted the following justification for these four additional posts:

Executive Director (Finance):

- Finance Department plays a key role towards handling large quantum of funds through pool accounts, disbursement of grants under the PSDF Scheme, disbursement of savings to the beneficiaries under SCED regulation, REC and ESCerts mechanism, submission of inputs for the DPE related compliance, conformity to DIPAM guidelines, preparation of budget and its approval by the Board, various audits internal, statutory, propriety and supplementary (C&AG) and other audits. Finance Department is responsible for financial concurrence with due regard to General principles of financial propriety, procurement, fund planning, quarterly and annual financial results, payment of dividend, auditor recommendation for the approval of the audit committee and to the Board, statutory compliances of employee related laws, direct tax laws, indirect tax laws, CERC Regulations, etc.
- These responsibilities require coordination with auditors, interaction with all the RLDCs/ other departments, and a comprehensive understanding of the subject. Hence, an official at the ED level is essential to carry out the specialized nature of the duties of the Financial functions

Executive Director (Corporate Strategy, Planning and Monitoring):

- The Corporate Strategy, Planning and Monitoring (SP&M) Department is responsible for coordinating with the unit heads of each establishment (RLDC/NLDC) in order to ensure the effective implementation of the strategic decisions taken by Management and also for monitoring their targets set by Administrative Ministry/DPE through MoU Parameters, unit/team level performance monitoring through the internal KPI mechanism, filing of Petitions before the CERC for its revenue stream and performance linked incentive. Further, this department coordinates with MoP, MNRE, DPE, other government bodies for various matters like replies to Parliamentary questions, MoU, QPR meetings and with the secretariats of Parliament houses, other related government bodies regarding the Study Visits/Meetings of various

Parliamentary Standing Committees and the peer organizations in the power sector.

- Considering the department's extensive and varied portfolio as well as its critical role in representing the organization at high-level internal and external meetings, it is imperative that the position of the head of this Department should be entrusted to an official at the ED (E9) level.

Executive Director (Energy Transition and Sustainability):

- To meet the challenges and opportunities presented by the transition to clean energy, GRID-INDIA has established the Energy Transition and Sustainability (ET&S) Department. The responsibilities undertaken by the Department are related to the REC Mechanism, PAT Scheme (ESCerts), Uniform Renewable Energy Tariff Mechanism (URET), and Carbon Credit Trading Scheme (CCTS). An Executive Director (ED) heading the ET&S Department will bring deep expertise in RE technologies, grid integration, energy storage systems, and will closely monitor and engage with policymakers to advocate for favorable policies that encourage renewable energy development.
- At present, ED (Corporate SP&M) is heading both ET&S as well as Corporate Contracts and Materials departments as additional responsibilities.

Executive Director (Corporate Engineering)

- The engineering division works as the central department responsible for monitoring, coordinating, performing engineering and R&D activities, technological harmonization and enhancement, Augmentation of OT systems, policy enforcement, adoption of new technologies, Enterprise Risk Management (ERM), implementation of Integrated Management System Standards, etc.
- At present, the CISO is looking after the responsibilities of the head of the Corporate Engineering Department. However, as the scope and complexity of both these roles have emerged with the growing role of Information Technology and Operational Technology, it is imperative that these functions need to be separated.

22. Petitioner has also submitted that GRID-INDIA may be allowed to decide the functions for all the posts of Executive Directors (8 Approved in control period 2019-

24 and the 4 proposed for control period 2024-29) and that the Executive Directors will be posted on the basis of organizational requirements, commensurate with their qualifications, skills and Company's responsibilities without significantly affecting the overall functioning of the organization.

23. We have considered the submissions of the Petitioner. The requirement at the E9 level has emerged due to the following:

- (i) The work pertaining to handling and monitoring of many pool accounts, disbursement of the amount under various mechanisms as provided under the different Regulations, and timely accomplishment of the other financial activities.
- (ii) The requirement of coordinating with the unit heads of each RLDC/NLDC, monitoring their targets set by the Administrative Ministry/DPE through MoU Parameters, monitoring the KPI, filling of the Petition before the CERC for its revenue stream, and PLI.
- (iii) The requirement of having deep expertise in RE technologies, grid integration, energy storage systems, and engagement with policymakers to advocate for policies that enable the integration of renewable energy sources.
- (iv) The requirement of monitoring, coordinating, and performing engineering and R&D activities, technological harmonization and enhancement, Augmentation of OT systems, policy enforcement, adoption of new technologies, Enterprise Risk Management (ERM), implementation of Integrated Management System Standards.

24. After going through submissions of the Petitioner, we are of the considered view that the post of ED(Finance) is essentially required and accordingly, we allow this post.

25. The works proposed to be handled by ED (Corporate Engineering) may be assigned as a combined post to ED(CISO), which was already sanctioned in the last control period. The works proposed to be undertaken with respect to Corporate Strategy, Planning and Monitoring, Energy Transition and Sustainability may be undertaken by an officer at the E8 level, for which we had already sanctioned an E8 level post during the last control period.

26. We note that some works have emerged in the area of power markets as follows:



- a) Market monitoring: CERC notified the staff paper on Regulatory Oversight on Bidding Behaviour in Power Exchanges in May 2024, stressing the need for carrying out rigorous market monitoring and implementing various corrective measures to ensure healthy functioning of market.
- b) Market Coupling: CERC vide order dated 6.02.2024 in Suo Motu Petition No. 1/SM/2024 directed Grid-India to run a shadow pilot for coupling of Real Time Market (RTM) for all the three Power Exchanges, separately coupling of the RTM at the three power exchanges with SCED, and Coupling of Day Ahead Market (DAM) of all the three exchanges. Shadow monitoring of Market functioning is to be carried out by Grid India.
- c) Financial Products for Electricity: Financial products provide an avenue that helps limit price risk in competitive energy markets, which would come up in the future, requiring market oversight by Grid India.
- d) Uniform Renewable Energy Tariff Mechanism (URET): MoP has notified GRID-INDIA as the implementing agency for this mechanism to ensure stable and consistent tariff rates for the purchase of renewable power.
- e) Carbon Credit Trading Scheme (CCTS): MoP has notified the Carbon Credit Trading Scheme (CCTS), 2023 on 28.06.2023 under the Energy Conservation Act, 2001, where GRID-INDIA is to serve as the registry for the Indian carbon market.
- f) Compliance monitoring of Regulations: Grid India is responsible for ensuring compliance with the various provisions of the Indian Electricity Grid Code (IEGC 2023) by RLDC/NLDC. It has to monitor the grid users / regional entities, market players under respective RLDC's control area jurisdictions towards compliance with Grid Code, CEA Standards, and report to the commission for suitable action in case of repeated non-compliance.
- g) Providing feedback and inputs at various stages of formulation of the policies and regulations pertaining to the power system design, market and operational aspects, transmission pricing, and others, thereby ensuring active participation in framing Policy and Regulatory reforms.

Keeping in view upcoming tasks and the importance of market oversight, we sanction one E9 level post as ED (Market Operations) at the Corporate level. The officer shall be responsible for carrying out the tasks as detailed above, in addition to functions to be assigned by the management of Grid India.

27. On the request of the Petitioner to allow GRID-INDIA to decide the function for all the allowed posts (including the posts already allowed) of Executive Directors, we

are of the view that ED level posts have been assigned keeping in view specific requirements, and the fungibility of the same cannot be allowed.

28. As per discussions in the foregoing paragraphs, we have allowed two additional E9 posts, viz. (a) ED(Finance) and (b) ED (Market Operations)

E8 Level

29. Petitioner has proposed 27 additional posts at the E8 level for the control period 2024-29, as under:

S.N.	Function	Additional posts (2024-29)	Remarks
1.	Dy. Head of RLDCs	6	As per the observations of the Ministry of Power, Dy Head of RLDCs and NLDC.
2.	PSDF	1	
3.	REMC	4	At present, not headed separately at NLDC/NRLDC/ WRLDC/SRLDC
4.	FOLD Secretariat	1	--
5.	Alternate heads of Department for SO, MO, Logistics at Main-I or Main-II	9 (3x3)	For NERLDC, SRLDC, WRLDC
6.	Directors' Secretariat	4	CMD, Directors - System Operation, Market Operation, Finance, and HR 1 post was already sanctioned as per the last manpower approval order.
7.	Audit	1	--
8.	Cyber Security	1	--
	Total	27	

30. The Petitioner has submitted the following for the proposed 27 additional posts at the E8 level:

(a) **Dy. Head of LDC:** In the meeting held on 5th April 2023, the Ministry of Power observed that all LDCs should have a Deputy Head of LDC to ensure that there is continual leadership and optimum succession planning, and also to ensure the continuity in decision making in the absence of the Head of LDC.

(b) **Additional posts for adoption of Main-I and Main-II concept:** The Forum of Regulators suggests maintaining Main-I / Main-II control centres instead of a single Main and Backup configuration for robust operations even in a disaster. Nine (9) additional posts are required at the E8 level to serve as Deputy Head

of Departments in RLDCs (NERLDC (already implemented), WRLDC, and SRLDC) for which the establishment of Main-I and Main-II control centres is planned (3 posts per RLDC for System Operation, Market Operation, and System Logistics Departments).

- (c) **Heading Renewable Energy Management Centres (REMC):** Ensuring compliance of renewable plants with technical standards before grid connectivity and accurate forecasting of renewable energy are essential tasks. 4 additional posts are required to head REMCs in NLDC, NRLDC, WRLDC, and SRLDC.
- (d) **E8 Level post at Corporate Centre:** (i) Cyber Security: Central Electricity Authority (Cyber Security in Power Sector) Guidelines, 2021 specifies that the work of CISO shall be looked upon by an alternate CISO in the absence of CISO. 1 additional post at the E8 level is required to act as an alternate CISO. (ii) Power System Development Fund (PSDF): NLDC, as a Nodal agency, has to carry out huge work involved for the implementation of the PSDF scheme. 1 additional post at the E8 level is required to head the PSDF department. (iii) FOLD Related Activities & Learning and Development: The expanding scope of FOLD necessitates senior-level coordination to oversee activities such as workforce norms, operator training, and international collaborations. 1 additional post at the E8 level is required to head the FOLD Secretariat as a separate function under the Corporate HR department.
- (e) **Directors' Secretariats:** They contribute to effective stakeholder engagement, streamlined communication, and the overall success of high-level meetings in the dynamic and expansive context of GRID-INDIA's operations. Accordingly, 4 additional posts at the E8 level are required to lead the secretariats of all the functional directors.
- (f) **Audit:** This leadership level reinforces the importance of internal audit within the organization and empowers the function to fulfill its mandate of providing objective and valuable insights to senior management and the Board of Directors. 1 additional post at the E8 level is required for heading the audit function.

31. We have considered the submissions of the Petitioner and analysed additional posts for E8 in subsequent paragraphs.

Dy. Head of LDC:

32. Petitioner has proposed 6 additional posts at the E8 level, each one for Dy. Head of RLDCs and NLDC. The Petitioner, vide RoP of hearing dated 05.09.2024, was asked to clarify that in the presence of both, i.e., Head and Deputy Head, what separate works will be assigned to Dy. Head. In this regard, the Petitioner has submitted that the position of Deputy LDC Head will play a crucial role in supporting the Head of the LDC in real-time grid management, and the Deputy Head also extends to contributing significantly to long-term planning, including strategic and operational planning, as well as resource management. Petitioner also submitted that the Deputy Head is mentored and prepared to assume the Head's responsibilities, facilitating a seamless transition in case the Head departs or is unavailable.
33. We also perused the Minutes of the meeting (MoM) held on 05.04.2024 in MoP on "Workforce Adequacy Guidelines for Load Despatch Centres", the relevant extract of this MoM is as under:
- "(viii) CMD, Grid-India also presented the proposed model organogram for LDCs, including the departmental and function set-up.*
- (ix) Hon'ble Minister reviewed the proposed model organogram. He understood the importance of having 5 shift groups, with 1 reserve group. On a query, it was explained that 8 numbers of operators would be there in each shift and total count of system operators including all five shifts comes to 40 for a large LDC with REMC.*
- (x) During the discussion, Hon'ble Minister also suggested to position a Deputy LDC Head in addition to Head of LDCs so as to ensure optimum succession planning and decision making in absence of the Head of LDC."*
34. We note that at the E8 level, there are positions of Chief General Manager, Senior General Manager, and General Manager. We have taken note of the requirement of decision making in absence of the Head of LDC and optimum succession planning and we are of the view that such functional requirement should be clearly assigned to an existing senior level officer at E8 level in the LDC which along with its assigned tasks shall also cater to the requirement of decision making in absence of the Head of LDC. We do not agree to sanction an additional E8 level post for the purpose of decision making in the absence of the Head of LDC and succession planning. Accordingly, we are not inclined to allow an additional 6 posts at the E8 level towards Deputy LDC Head.

Alternate Heads of Department for System Operation (SO), Market Operation (MO), and the Logistics function

35. In respect of the proposed 9 additional post at E8 level for 9 alternate Heads of Department for System Operation (SO), Market Operation (MO) and Logistic function at the E-8 level, the Petitioner was asked to clarify that in the presence of both, i.e., main and alternate Head of Department for SO and MO Logistic function, what separate works will be assigned to the alternate Head. Petitioner vide affidavit dated 17.09.2024 has replied that under Main-I and Main-II being operationalized at NERLDC, WRLDC, and SRLDC, each location is equipped to handle all operational responsibilities, for providing redundancy and enhancing reliability. Petitioner further submitted that to facilitate effective administration and establish a clear hierarchy, Deputy Heads of Department are appointed at the location where the Head of Department is not present.
36. We have considered the submission of the Petitioner, we are of the view that for control Centres where Main-I and Main-II are implemented, E8 level posts are required for head System Operation (SO) and Market Operation (MO) functions for Main-II, and E7 level can head the Logistics function at Main-II. Accordingly, for the three Main-II Centres at NERLDC, WRLDC, and SRLDC, 3X2 = 6 posts at E8 level are allowed, and 3 posts at E7 are allowed. However, it is clarified that such E8 and E7 level posts are for the Main-II centre and hence shall be filled only when such Main-II is set up, where we observe that Main-II is yet to be established at WRLDC and SRLDC.

Additional Post for Cyber Security and Director's Secretariat

37. Order dated 24.02.2023 in Petition No. 248/MP/2021 provided as under:

"49. We now analyse the level wise additions projected by Petitioner and its justifications.

E9 level

(a).....

(d) Ministry of Power vide order dated 18.3.2021 has assigned the work of Cyber Security/ CERT-GO as a new work to POSOCO and directed that Officer at the level of Executive Director shall be the nodal officer for CERT-Grid Operations. Considering the same we allow 1 additional post at E9 Level as proposed by petitioner for cyber security.

.....

E-8 level

(a) Petitioner has submitted that as on 1.10.2021, 51 nos. E8 level posts were existing. Petitioner has proposed 66 nos. of manpower at E-8 level at FY 2023- 24.

(b) As per the "Manpower Plan October, 2021" submitted by the Petitioner each Function is proposed to be headed by an overall In-charge at the level of E8.

(c) We observe the following from the Manpower plan:



(i) There are 7 functions that have been identified in each RLDC and NLDC viz (i) System Operation, (ii) Market operation, (iii) Logistics, **(iv) Cyber Security**, (v) Contracts Services, (vi) Finance and Accounts and (vii) HR, Admin & Infrastructure Services. Functions in corporate Centre have been allocated in 12 categories, viz **Directors' Secretariats**, (ii) Corporate Information Technology & Decision Support, Corporate Engineering, IMS Certification & IT & OT Infrastructure Services, (iii) Corporate HR , Administration ,CSR, Communication, (iv) Corporate HRD & Stakeholder Capacity Building, (v) Contract Services, (vi) Corporate Finance, **(vii) CRO/CISO**, (viii) Corporate Legal &Regulatory Affairs, (ix) Vigilance, (x) Company Secretariat, (xi) Nodal Agency for ESCerts/REC/RPO/HPO and (xii) Corporate Strategy, Planning & Monitoring. Thus, considering the heads of each function, the total manpower required at E8 level comes out as 54 (7 X 6 =42 for RLDC &NLDC + 12 for Corporate).

(ii) As per the organisation chart enclosed under the Manpower Plan, October 2021, 47 nos. are required at E-8 level [(6X7) for RLDC + 5 for Corporate].

.....

(d) Thus, there are differences in manpower nos. at E8 level upto year 2023-24 at different places as proposed by the Petitioner i.e. 66 in the instant petition, 54 as per the nos. of function identified in Manpower Plan October 2021 and 47 as per the organisation chart in Manpower Plan October 2021. Further, appropriate justification for proposed manpower at E8 as 66 nos. against the 54 nos. is not provided for in the Petition.

(e) Accordingly, we allow the nos. of post at E8 level is equal to the nos. of functions as identified under the Manpower Plan, October, 2021 submitted by the Petitioner as 54 nos. at E8 level upto 2023-24. We observe that 51 Nos. were already existing as on 1.10.2021 as submitted by Petitioner, and additional 3 Nos. are allowed at E8 level making total as 54 upto 2023-24.

.....”

As per the above, the Commission had already allowed one E9 level post for CERT-GO, one E8 level post to head the Cyber Security function at each RLDCs and NLDC, and one E8 level post at Corporate Centre for CISO. Petitioner under the instant Petition has sought one additional post at the E8 level at Corporate Centre as alternate CISO. We have observed from the data furnished by the Petitioner that in all the RLDCs and NLDC, E8 level posts allowed for Cyber Security are vacant. We do not agree to one additional post at the E8 level for an alternate CISO. We are of the view that any such alternate role may be handled by the officer at the E7 or E6 level under the CISO.

38. Petitioner has sought 4 additional posts at E8 level in the Directors' Secretariats stating that Board of Directors plays a crucial role in ensuring the effective governance and the company's engagement with stakeholders at both national and international levels which is invariably increasing, accordingly additional post at E8 level are required for leading the secretariats of all the functional directors.

We have considered the submissions of the Petitioner. We are of the view that for assisting the Directors, the appropriate level of officer shall be at E7 in place of E8, and accordingly, we allow 4 E7 level positions for Director's Secretariats. One E8

level post already sanctioned in the last control period for the Director's Secretariat shall be considered as in the CMD's Secretariat.

Head of REMC

39. Petitioner has requested 4 additional posts at the E8 level to head REMC at NLDC, NRLDC, WRLDC, and SRLDC. We observe that the Petitioner is asking for a new E-8 level post to head REMC as a division under the System Operation function, where the System Operation function is being headed at the E-8 level. We allow one additional post (at NLDC, NRLDC, WRLDC, and SRLDC where REMC has been implemented) at the E7 level to head the REMC, i.e., 4 E7 posts. Further, we also suggest that the officer at this post should also carry out monitoring of the Regulatory compliance by the RE generators getting connected to the Grid and also to ensure the smooth integration of RE capacity with the grid.

Head of PSDF, Audit and FOLD Secretariat

40. Petitioner has sought the E8 level to head each of PSDF, Audit, and FOLD Secretariat. Considering the submissions of the Petitioner, we allow 3 E8 level posts for heading PSDF, Audit, and FOLD Secretariat at Corporate Centre/NLDC. We also suggest that GRID-INDIA assign the additional tasks to them based on the requirements and work volume.

Additional Assignments

41. Compliance Monitoring: Being the apex statutory bodies for integrated grid operation, RLDCs and NLDC need to ensure compliance with various regulations, standards, policies, and orders/directions issued by the regulators, planners, policy makers, and other adjudicatory bodies/courts from time to time. IEGC 2023 has laid a lot of emphasis on the need for compliance monitoring of various regulatory provisions. It has introduced a dedicated chapter, namely 'Monitoring and Compliance code', detailing the modalities of compliance monitoring, audit, deficiency reporting, and mitigation in a timely manner. This assigns a critical responsibility to RLDCs and NLDC as the monitoring agencies towards ensuring compliance by various grid-connected entities and institutions under their respective jurisdictions. Similarly, the RLDCs and NLDC are required to submit periodic self-audit reports to the Commission.

Periodic model validation of generation and transmission elements: A large quantum of VRE capacity and the associated transmission system (including

HVDCs and FACTS devices) is expected to be commissioned in phases by 2030. The reliable operation of such a vast and complex power system, comprising diverse elements such as conventional sources, VRE plants, FACTS devices, and HVDCs, necessitates an integrated and accurate all-India simulation model for operational planning, contingency response, and evolving resilience strategies. Recognizing the criticality of mathematical models, Regulation 40 of the IEGC 2023 mandates periodic testing and validated model submission of power system elements on a periodic basis (once in five years). This process involves several critical activities, including the preparation of periodic testing records, facilitation of real-time testing, verification of test reports and simulation models, and integration of validated models into an all-India simulation framework at the RLDCs/NLDC.

We are of the considered view that the above-mentioned activities of Compliance monitoring and Periodic Testing need to be assigned to an E8 level officer at the Corporate level who should coordinate with RLDCs and NLDC to ensure that the objectives of the Regulations in this regard are achieved. Accordingly, we sanction one E8 level post for the above-said activities of compliance monitoring and Periodic testing.

42. Resource Adequacy and Reserve Estimation: IEGC 2023 and Electricity Amendment Rules, 2022, mandates that the National Load Dispatch Centre (NLDC) and the Regional Load Dispatch Centres (RLDCs) shall carry out assessments of resource adequacy for operational planning at the national and regional levels, respectively, on an annual basis. Grid-India is mandated to conduct Resource Adequacy (RA) studies across multiple timeframes, including yearly, monthly, weekly, and day-ahead horizons. This may involve activities such as collection of data :demand projections, maintenance schedules, forced outages, and renewable energy variability; Advanced Analysis and Simulations, Stakeholder Consultation: Validation of inputs and the study results, Report Preparation: Publishing time-bound reports for year-ahead, month ahead, week-ahead, day-ahead, and intra-day assessments, Compliance monitoring- Compilation of procurement details furnished by distribution licensees to monitor compliance and assess shortfall in tied up capacity.

Further under Regulation 30(11)(k) of the IEGC 2023, the National Load Despatch Centre (NLDC), in coordination with the Regional Load Despatch Centres (RLDCs) and State Load Despatch Centres (SLDCs), is responsible for assessing the

quantum of reserve requirements at the regional level and its apportionment to different entities.

We are of the view that there is a need for an E8 level officer at NLDC/Corporate Centre to coordinate and ensure the activities of Resource Adequacy and Reserve estimation. Accordingly, we sanction one E8 level post at Corporate Centre/NLDC for Resource Adequacy and Reserve estimation.

43. We are of the view that since the additional manpower at E8 level or E7 level in the foregoing paragraphs have been allowed for a particular function, no fungibility shall be allowed against such posts. However, we allow the Petitioner to assign the additional works, as and when required, to any of the allowed posts at E8 level and the additional posts at the E-7 level.
44. Concluding the discussions above, we allow 11 additional posts at the E8 level for the control period 2024-29. With these 11 additional posts, the total sanctioned posts at the E8 level will be 65 (11 additional posts + 54 already sanctioned posts vide Order in 248/MP/2024). The E8 level posts allowed for heading PSDF(1), Audit (1), FOLD Secretariat (1), Resource Adequacy and Reserve estimation (1), Compliance monitoring and Periodic testing (1) may be posted at NLDC or Corporate Centre as decided by the management of the Petitioner.
45. Further, as discussed in the foregoing paragraphs, we also allow an additional 11 posts at the E-7 level posts against the Petitioner's proposal for allowing additional manpower at the E-8 level.

E7 Level

46. The Petitioner has submitted that for the control period 2024-29, 32 additional posts are required as under:

S. N.	Department	Additional Posts (2024-29)	Remarks
1.	System Operation	1X3- Shift In-charges for the additional 6 th Reserve group where Main-II is envisaged 2X6 for pre-dispatch and post dispatch Total: 15	Additional Shift groups (6th Shift group) for RLDCs adopting the Main-I/II concept. Division in-charges for operational planning/ Pre-Despatch and Post Despatch Analysis/ System studies.
2.	Market Operation	6X2 (12)	Division In charge of Sub-groups-Regulatory Affairs and Market

			Coordination, and Open Access within Market Operation at RLDCs and NLDC
3.	Cyber Security	5	for Assisting the Unit-CISO and Coordinating the Regional Forum secretariat related activities.
	Total	32	

47. The Department-wise additional posts at the E-7 level are discussed in the subsequent paragraphs.

Additional Post for System Operation

48. Petitioner has submitted that in case of RLDCs for which the establishment of Main-I and Main-II Control Centre is envisaged, a total of six shifts are required cumulatively for Main-I and Main-II.

49. Petitioner has submitted the shift operation planning as below:

Real Time Grid Operation in Main-I & Main-II:

Day	Morning	Evening	Night	Rest	Reserve-1	Reserve-2
1	Group-1	Group-4	Group-2	Group-5	Group-3	Group-6
2	Group-1	Group-4	Group-2	Group-5	Group-3	Group-6
3	Group-6	Group-1	Group-4	Group-2	Group-5	Group-3
4	Group-6	Group-1	Group-4	Group-2	Group-5	Group-3
5	Group-3	Group-6	Group-1	Group-4	Group-2	Group-5
6	Group-3	Group-6	Group-1	Group-4	Group-2	Group-5
7	Group-5	Group-3	Group-6	Group-1	Group-4	Group-2
8	Group-5	Group-3	Group-6	Group-1	Group-4	Group-2
9	Group-2	Group-5	Group-3	Group-6	Group-1	Group-4
10	Group-2	Group-5	Group-3	Group-6	Group-1	Group-4
11	Group-4	Group-2	Group-5	Group-3	Group-6	Group-1
12	Group-4	Group-2	Group-5	Group-3	Group-6	Group-1

Note:

- *Three Shift groups (including a reserve group) in each control centre (Groups 1,2&3 at Main-I/ Groups 4, 5 & 6 at Main-II). Alternate shifts operated from Main-I/Main-II*

As per above, Main-I and Main-II are proposed to operate in parallel with alternate shifts to be operated from Main-I and Main-II.

50. Petitioner has sought 1X3 shift incharges with one shift incharge for each Main-II being implemented at NERLDC, SRLDC, and WRLDC. Considering the submissions of the Petitioner, we allow 3 additional shift-in charges, one each for NERLDC, WRLDC, and SRLDC. These posts shall be filled up once the Main-II Centre is operationalized at each of such RLDCs.

Additional Post for Division Head of Pre-Despatch and Post-Despatch function

51. Petitioner has submitted that the following activities will be undertaken in the Pre-Despatch and Post-Despatch functions:

Activities will be undertaken by the Pre-Despatch functions	Activities will be undertaken by Post-Despatch functions
<ul style="list-style-type: none">• Resource Adequacy Planning• Load Forecasting• RE forecasting• Fuel security assessment• Production cost optimization studies• Generating outage planning• Transmission outage planning• Assessment of Transfer Capability• Reactive Power studies• Short circuit and transient stability studies• Small signal stability studies• Electromagnetic transient studies• Mock black start drills• Operation of back up control Centre• Preparations for special events like festivals, natural calamities, etc• Documentation of procedures (operating, restoration)	<ul style="list-style-type: none">• Analysis of frequency and voltage• Analysis of Grid Code violations and follow-up with agencies• Analysis of Grid Events (GD/GI)• Evaluating primary response viz. computation of Frequency Response Characteristics (FRC) of individual control areas• Low Frequency Oscillations (LFO) monitoring and analysis• Detailed reports of Grid Disturbances/Grid Events• Simulation of events and learnings thereof• Event replay, lessons learnt, and dissemination of the same• Taking up shortcomings with stakeholders• Submission of Operational feedback to CEA/CTU/STU/CERC/SERC

52. Petitioner has submitted that Pre-Despatch and Post-Despatch functions should be headed by an executive at E7 level for effective coordination with the counterparts across the GRID-INDIA as well as other stakeholders, and also for overall supervision of the responsibilities entrusted with the division. Accordingly, twelve (2x6) additional posts at the E7 level are required.
53. We have considered the submissions of the Petitioner. We observe that the activities undertaken by the Pre-Despatch and Post-Despatch functions are necessary for efficient and effective grid operation. Therefore, we allow 12 additional personnel, two each at each RLDC and NLDC, to head these functions.

Additional Post for Market Operation

54. Petitioner has submitted that the Market operation function is organized into 4 divisions, namely: (i) Open Access, (ii) Market Coordination, (iii) Interface Energy Metering & Accounting and Settlement, and (iv) Regulatory Affairs and Market Operation Planning. An executive at the E7 level is required to head these divisions.

However, due to an administrative perspective, only 2 Division heads for an Open Access function and Regulatory Affairs & Market Coordination function for each RLDC and NLDC are being projected for the control period 2024-29 (the remaining two divisions shall be the additional responsibility of the proposed divisional heads). Accordingly, twelve (12) additional posts at the E7 level are required.

55. We have perused the activities considered for the calculation of FTE requirement (annexed as Annexure-II under HR Adequacy Plan 2024-29), as under:

Division under Market operation	Particulars
Open Access	<p>Activities at RLDC</p> <ul style="list-style-type: none"> • Short-term open access - bilateral/e bidding • Issuance of NoC (Standing Clearance) for sale/purchase in STOA bilateral market, DAM, GDAM, HP-DAM • Issuance of Noc (Standing Clearance), LPS Rules 2022, PRAAPTI / PSA portal updates for <p>Activities at NLDC</p> <ul style="list-style-type: none"> • Issuance of Standing Clearance for sale /purchase in T-GNA bilateral and collective <p>Activities at RLDC and NLDC</p> <ul style="list-style-type: none"> • National open access registry (NOAR) (also required at the NLDC level) • Implementation of Green Open Access Rules, Compilation of Intra-State Open Access data
Market Coordination	<p>Activities at RLDC</p> <ul style="list-style-type: none"> • Market Participants Coordination, allocations, Energy contracts, losses, regulation of power supply, Day Ahead Ancillary Requirement • REMC Utility registration, Contract creation and all other Scheduling activities (only at NRLDC, WRLDC, SRLDC) <p>Activities at NLDC</p> <ul style="list-style-type: none"> • Market Clearing Engine of Tertiary Reserve Ancillary Services (TRAS), Market Coupling, Bid handling and Market modelling
Inter-face Energy Metering & Accounting and Settlement	<p>Activities at RLDC</p> <ul style="list-style-type: none"> • Meter data collection, AMR • Energy meter data validation including SCADA (only at NRLDC, WRLDC, SRLDC) • Energy meter data processing <p>Activities at NLDC</p> <ul style="list-style-type: none"> • Energy accounting (active & reactive), including trans-national accounting, Congestion Account • Congestion, Ancillary (SRAS, TRAS) account • Pool account operation, including reconciliation (Finance Executive) • Transnational exchanges, Settlement and Reconciliation • Verification of open cycle operation of Gas stations with SEM data

Regulatory and Operation Planning	<p>Affairs Market</p> <p>Activities at RLDC</p> <ul style="list-style-type: none"> • Market analytics • Market design feedback • Physical Grid access administration- Connectivity, long/medium term access • Power purchase agreement, database • Regulatory compliance verification coordination, first-time charging coordination, Performance test, COD verification • Filing petitions and replies • Accreditation of ISTS connected RE Plant, HPO, RPO Compliances, Verification of Energy Injection by Regional Entity RE Generator (only at NRLDC, WRLDC, SRLDC) <p>Activities at NLDC</p> <ul style="list-style-type: none"> • Market monitoring and surveillance with the role of an independent Market Monitor • Coordination and feedback with stakeholders for upcoming regulations, rules • Coordination with legal, regulatory institutions, law firms
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56. We are of the view that the above activities individually may be handled at E-6 or below level. However, one executive at the E-7 level can be considered for overall monitoring of these activities. Accordingly, we allow one additional post at the E-7 level at each RLDC and NLDC. Thus, a total of 6 E-7 level posts are allowed for the above-mentioned purpose.

Additional Post Cyber Security at each RLDC

57. Petitioner has submitted that as per CEA (Cyber Security in Power Sector) Guidelines, 2021, the Roles and Responsibilities of CISOs need to be ring-fenced to ensure cyber security of the Cyber Assets, and therefore, a dedicated alternate CISO at all locations is required. Accordingly, Petitioner has proposed that five (5) additional posts are required for coordination with statutory bodies, the Ministry, GRID-INDIA Management, Regional and National Coordination Forum, and other stakeholders for Information Security enforcement at GRID-INDIA and to act as the alternate CISO.
58. Considering the criticality involved under the Cyber Security related works, we allow 5 additional manpower at the E-7 level for the post of alternate CISO at each RLDC. We also direct that officers should be posted for the said function, considering the criticality of this function.
59. Considering the above discussions, we allow total 37 additional posts at E7 level (26 additional posts at E-7 level against the Petitioner's proposal of 32 posts + 11

additional posts at E-7 level as allowed at above paragraph no. 45). With these 37 additional posts the total sanctioned posts at E7 level will be 101 (37 additionally allowed + 64 already sanctioned vide Order in 248/MP/2024).

60. We are of the view that the additional manpower at the E7 level has been allowed for a particular function and hence shall not be fungible. However, we allow the Petitioner to assign the additional works, as and when required, to any of the above-allowed additional E7 level posts under this Order.

Executives up to E6 Level (E2 to E6):

61. Petitioner has proposed 269 additional posts for E2 to E6 level in the control period 2024-29. Petitioner has submitted that GRID-INDIA typically inducts executives at the E2 and E3 level, and these employees progress through the hierarchy to take more responsibilities. Petitioner has submitted the reasons for such an increase as follows:

- a) Several new tasks, initiatives, regulatory changes, changes in orientation have been envisaged and further the additional functions/ responsibilities have been assigned to GRID-INDIA due to implementation of Ancillary Services Regulations, 2022; Indian Electricity Grid Code (IEGC) Regulations, 2023; Connectivity and General Network Access Regulations, 2022; Uniform Renewable Energy Tariff (URET) mechanism; Carbon Credit Trading Scheme (CCTS), 2023; The Electricity (Late Payment Surcharge and Related Matters) Rules, 2022 (LPS Rules); Operationalization of Security Operations Centre (SOC) etc.
- b) Apart from these new additional responsibilities, the volume of the works handled has also increased in the case of some existing functions as well as in the adoption of the Main-I and Main-II Control Centre concept in place of the existing Main & Back-up Control Centre concept. Petitioner has also submitted that the recruitment will be planned in a phased manner, considering administrative restrictions.
- c) Volume of the work has also increased in respect of some activities like management of regulatory pool accounts, facilitation of cross-border exchange of Power. The man-hours requirement for efficient administration of the electricity market with the introduction of new

initiatives like Green Energy Open Access, High-Price Day Ahead Market (HP-DAM), market-based ancillary services, etc., has increased significantly. The Government of India had set an ambitious target of achieving 500 GW installed generation capacity from non-fossil fuel-based sources by 2030. Approximately 220 GW of additional solar and wind generation (VRE) would be added to the grid, out of which around 200 GW would get connected to the interstate transmission system (ISTS), which translates to roughly 36 GW capacity addition at the ISTS level per year. Considering that the average capacity of a VRE plant is about 250 MW, it is estimated that around 144 first-time charging applications will be processed each year. This number may further increase, as many VRE plants are often commissioned in multiple phases, typically in 50 MW blocks.

- d) Additional HR strength will be required to meet several challenges related to a steady increase in electrical energy demand, growth in the economy, changes in technology, regulations, market design, administration, and management of the power system, cyber-secure grid operations, etc.

62. We have perused the approved manpower vs actual manpower as follows:

Petition details	Level	Approved	Actual	Difference
248/MP/2021 Order dated 24.02.2023 (2019-2024)	E6-E2	521	501 (as on 31.03.2024)	20

63. Petitioner has requested 269 additional manpower at E2-E6 level, making it 790 total manpower at E2-E6 level, which is a 52% increase over the last approved manpower of 521.

Year-wise Additional HR Requirement for level up to E6 (proposed)

Level	Designation	2024-25	2025-26	2026-27	2027-28	2028-29
E5-E6	Manager/ Chief Manager	152	178	218	251	266
E3-E4	Executive Trainee/ Asst. Manager/ Dy. Manager	333	335	325	306	303
E2	Engineer/ Officer	126	156	172	201	221
	Total	611	669	715	758	790
Proposed addition manpower at E2-E6.		90	58	46	43	32



approved E2-E6 (521) as on 31.03.2024					
% increase	17.3%	9.5%	6.9%	6.0%	4.2%

As per the above, the Average yearly increase in manpower proposed at E2-E6 level is 8.78%.

64. The HR Adequacy Plan for 2024-29 submitted by the petitioner captures the FTE (Full Time Equivalent) requirement for the additional manpower proposed for the control period 2024-29. The HR adequacy plan does not cover FTE for existing manpower. We are of the considered view that an addition in manpower is required for two-fold reasons: (a) increase in the volume of work; (b) new work assigned. From the HR adequacy plan 2024-2029, it is observed that there are a number of works that were already existing in the last control period, for which FTEs have been considered. The HR adequacy plan 2024-29 could also have captured the available manhours from the manpower already approved for the control period 2019-24 against each activity for which additional manpower has been proposed by the petitioner. We also note that major RE potential zones in the country lie in the northern, western, and southern regions. Therefore, manpower requirements for carrying out RE-related activities would not be the same in all the regions. Furthermore, the recruitment of new executives should be carried out in a phased manner to ensure the quality of recruitment.

In view of the above discussions, we are of the considered view that the additional manpower at the E2-E6 level for the control period 2024-29 shall be permitted @ 5% per year, which works out as 143 over a period of five years for the above additional activities.

65. Petitioner has proposed operationalization of the 5th Group in each RLDC, where the 5th Group would serve as leave /training reserve. Petitioner has submitted that to ensure the continuity in real time operations in the absence of regular shift personnel, additional reserve shift group is requested in the instant petition, other than attending the shift duties, the employees in reserve shift groups would be assigned with the activities pertaining to system operation/ market operation/system logistics departments in general shift based on the requirement of respective LDC. We have considered the submissions of the Petitioner on the reserve group for leave/training. We have perused the HR Adequacy plan 2024-2029 submitted by

the Petitioner. Under the said plan, additional FTEs have not been assigned pertaining to the 5th group, which implies additional manpower has not been sought on account of such officers to supplement the leave /training requirements. We are of the view that the creation of a separate 5th group of leave /training may not be required for each RLDC. However, some of the officers may be earmarked at each RLDC to supplement the shift work when an officer in the shift group is on leave or training.

66. We are of the considered view that for RLDCs where Main-I and Main-II Control Centres have been planned, it should be ensured that while a shift is running from Main-I, there should be an adequate number of officers posted in the Control room of Main-II to ensure seamless transfer in case of contingency. Similarly, while a shift is running from Main-II, there should be an adequate number of officers posted in the Control room of Main-I. This would ensure immediate switching of the shift operation to Main-II in case any incident or disaster happens which interrupts the shift operation at Main-I. Petitioner to ensure that no control room should be left unmanned while the shift is running from the alternate control room.
67. We have perused FTEs for RLDCs where Main-I and Main-II have been planned as quoted below:

Particulars	FTE Allocation estimated till 2029						Justification for Increase	Supervisor* (Included in FTE, per region)
	NLDC	NRLDC	WRLDC	SRLDC	ERLDC	NERLDC		
							STATCOM, Transmission lines, VSC HVDC, HVDC and others: In view of large RE penetration, for testing of day to day RE station would require dedicated team.	
Sub-Total (Post-Despatch)	10	12	12	12	5.25	5.25		1
System operation (real-time)- Department Head								
Real time operation (2 Shift Groups +1 Reserve at Main 1 & Main 2)								
Overall system supervision (Shift-In Charge)	0	0	0	0	0	0		
Desk-1 Forecasting (intraday)- weather, demand and RE (REMC)	0	0	1	1	0	0		
Desk-2 Switching, planned/ emergency outage coordination and Reporting	0	0	0	0	0	0		
Desk-3 Scheduling-Market reserve procurement, Day Ahead scheduling, Intra-Day scheduling, and optimization (SCED, OPF)	0	0	0	0	0	0		
Desk-4 Ancillary despatch (Rescheduling, AGC, TRAS) and congestion alleviation	0	0	0	0	0	0		

Particulars	FTE Allocation estimated till 2029						Justification for Increase	Supervisor* (Included in FTE, per region)
	NLDC	NRLDC	WRLDC	SRLDC	ERLDC	NERLDC		
Desk-5 Real Time Security Desk (Frequency Control, Voltage control, RTCA, DSA, reserve assessment, system restoration)	0	0	0	0	0	0		
Reporting (Separated Activity from Desk -2)/6 shift groups were proposed under Main 1 / Main 2 concept	1	1.5	5.5	5.5	0.5	5.5		0.75
Real-Time Department Head	0	0	0	0	0	0		
Real-Time Division Head	0	0	0	0	0	0		
Sub-Total (Real-Time)	1	1.5	6.5	6.5	0.5	5.5		0.75
System operation (REMC real-time)-Department Head	1	1	1	1	0	0		
Overall system supervision (Shift-In Charge)	0	0	0	0	0	0	Incorporated in Real time shift operation	
Desk-1 Forecasting (intra-day)-weather, demand and RE (REMC)	0	0	0	0	0	0	Incorporated in Real time shift operation	
Desk-2 Switching, planned/emergency outage coordination and Reporting	0	0	0	0	0	0	Incorporated in Real time shift operation	
Desk-5 Real Time Security Desk (Frequency Control, Voltage control, RTCA, DSA, reserve assessment, system restoration)	0	0	0	0	0	0	Incorporated in Real time shift operation	
System Operation Department - Total	27	29.5	35.5	35.5	14.25	20.5		3.25

As per above, a total of 6.5 additional manpower has been requested for WRLDC and SRLDC, and 5.5 for NERLDC, where Main-II has been planned. Considering the Main-II requirement, we allow such 6 manpower each under WRLDC, SRLDC, and NERLDC at E2-E6 level to be operationalized along with Main-II, totaling 18. This shall be in addition to 143 manpower allowed for E2-E6 in the instant Order (Paragraph 64).

68. With the penetration of RE, we note that there is a requirement for clearance of FTC by RLDCs within a stipulated time so that integration of RE is expedited. We have perused the FTC manpower under the HR adequacy plan quoted as follows:

Particulars	FTE Allocation estimated till 2029						Justification for Increase	Supervisor* (Included in FTE, per region)
	NLDC	NRLDC	WRLDC	SRLDC	ERLDC	NERLDC		
							assessment of transfer capabilities at the interstate, intra-regional levels, interregional and cross-border levels. • First time energization and integration of new or modified Power System Element (IEGC connection Code: Regulation No. 8(2)).	
Periodic Testing coordination -Primary frequency response, PSS, Reactive power capability, PPC, HVDC FACTS testing coordination	1	1	1	1	1	1	• IEGC 2023,30(8): The primary response of the generating units shall be verified by the Load Despatch Centres (LDCs) during grid events. • PPC testing and Reactive capability: Due to huge RE in NR/WR/SR, testing of PPC and Reactive capability of RE plant would be very high.	
Documentation of Procedure (Operating, Restoration new procedures in IEGC 2023)	1	0	0	0	0	0		
First Time Energization request approval and coordination, reactive resource database maintenance	1	1	1	1	1	1	Procedure for First time energization and integration of new or modified Power System Element (IEGC connection Code: Regulation No. 8(2):	

As per above, only one officer has been considered under the FTC for each RLDC. We are of the view that a number of RE projects and associated transmission projects in WR, NR, and SR would require more officers for FTC approval. To facilitate speedy approval, we allow two additional manpower at E2 to E6 level for FTC approval, each for WRLDC, NRLDC, and SRLDC, and one officer at E2 to E6 level each at ERLDC and NERLDC, for a total of 8. This shall be in addition to the 143 manpower allowed at Paragraphs 64 and 18 manpower allowed at Paragraph 67 of this Order.

69. We have also observed from the FTEs proposed under the HR Adequacy plan 2024-2029 that additional manpower has been proposed across all the functional groups in LDCs. The approval of additional manpower at E9, E8, and E7 against the requested manpower has already been done level-wise. As far as the manpower at E2-E6 level is concerned, as against the proposed manpower of 269 at E2-E6 level, we have allowed manpower of 143 at E2-E6 for the control period 2024-29. We are of the considered view that since E2 to E6 posts are fungible, other than the posts sanctioned for carrying out specific function under this Order, Petitioner should plan the posts for E2 to E6 judiciously at each level to take care the additional manpower requirement in various functional areas including Finance, Legal, HR, etc., as well to avoid stagnation of manpower.

70. Considering the above, we allow the following additional manpower at E2 to E6 level:

- a) 143 manpower at E2 to E6 level for meeting the increasing manpower requirement of a growing company. (Paragraph 64 of this Order)
- b) 18 manpower at E2 to E6 level for Main-II WRLDC, SRLDC, and NERLDC to be operationalized along with Main-II (as allowed at paragraph 67 of this Order).
- c) 8 additional manpower at E2 to E6 level for FTC approval as allowed at Paragraph 68.

Thus, the total additional manpower allowed at E2 to E6 level is 169.

Supervisors:

71. Petitioner has submitted that in order to ensure job satisfaction and motivation in the organization, it is envisaged that certain tasks which are repetitive in nature and require data entry, coordination, and documentation can be taken care of by the employees in the supervisory cadre. This will also help in ensuring that there is no stagnation and organizational structure is maintained optimally. Petitioner has proposed a total of 30 additional posts (addition of 6 posts in each year) at the supervisor level for the control period 2014-29.
72. We consider the Petitioner's submission for the requirement of manpower at the supervisor level for the tasks that are repetitive in nature and require data entry, coordination, and documentation. Accordingly, we allow 30 additional posts at the supervisor level for the control period 2024-29.

Workmen:

73. Petitioner has submitted that GRID-INDIA is an executive-oriented organization, and further recruitment of workmen is not being planned. Accordingly, no additional manpower has been proposed.

74. The level-wise additional Manpower allowed under this Order is detailed at Annexure-I to this Order and briefly summarized as under:

Level	Posts already sanctioned in Petition No. 248/MP/2021 (A)	The additional posts proposed by the Petitioner in the present Petition (B)	The additional posts allowed under this Order (C)	Total sanctioned posts (D=A+C)
E-9	8	4	2	10
E-8	54	27	11	65
E-7	64	32	37	101
E-2 to E-6	521	269	169	690
Total Executive	647	332	219	866
Supervisor	Nil	30	30	30
Total Manpower	647	362	249	896

75. The issue is answered accordingly.

76. Petitioner has submitted that the transfer of CTU to Grid-India is under discussion at MOP. However, the same is yet to be finalised. Petitioner has requested to grant liberty to file a separate Petition for approval of HR requirement for discharging CTU functions once directions are received from the Ministry of Power. We have considered the request of the Petitioner and hereby grant liberty to the Petitioner to file a separate Petition for HR requirement for discharging the CTU functions after finalization of transfer to GRID-INDIA.

77. The Petition No. 89/MP/2024 is disposed of in terms of the above.

Sd/
(Harish Dudani)
Member

Sd/
(Ramesh Babu V.)
Member

Sd/
(Jishnu Barua)
Chairperson



Annexure-I

Summary of level wise and function wise manpower allowed, under instant Order and the manpower allowed in Order dated 24.02.2023 in Petition No. 248/MP/2021

Legend: **Green font: new posts allowed under this Order**

E9 level							
Location	Corporate Centre (CC)	NLDC	NRLDC	ERLDC	SRLDC	WRLDC	NERLDC
Posts allowed in Petition No. 248/MP/2021	ED (CERT-GO)	ED (Head of NLDC)	ED (Head of NLDC)	ED (Head of NLDC)	ED (Head of NLDC)	ED (Head of NLDC)	ED (Head of NLDC)
	ED (HR)						
Additional Posts allowed in Petition No. 89/MP/2024	ED (Finance)						
	ED (Market Operations)						
Total E9 level Posts	10 (8 posts allowed in 248/MP/2021 and 2 posts allowed in 89/MP/2024)						

E8 level						
Corporate Centre (CC)	NLDC	NRLDC	ERLDC	SRLDC	WRLDC	NERLDC
Directors' Secretariats (1)	System Operation (1)	System Operation (1)	System Operation (1)	System Operation (1)	System Operation (1)	System Operation (1)
Corporate Information Technology & Decision Support, Corporate Engineering, IMS Certification & IT & OT Infrastructure Services (1)	Market operation (1)	Market operation (1)	Market operation (1)	Market operation (1)	Market operation (1)	Market operation (1)
Corporate HR, Administration, CSR, Communication (1)	Logistics (1)	Logistics (1)	Logistics (1)	Logistics (1)	Logistics (1)	Logistics (1)
Corporate HRD & Stakeholder Capacity Building(1)	Cyber Security (1)	Cyber Security (1)	Cyber Security (1)	Cyber Security (1)	Cyber Security (1)	Cyber Security (1)
Contract Services (1)	Contracts Services (1)	Contracts Services (1)	Contracts Services (1)	Contracts Services (1)	Contracts Services (1)	Contracts Services (1)
Corporate Finance (1)	Finance and Accounts (1)	Finance and Accounts (1)	Finance and Accounts (1)	Finance and Accounts (1)	Finance and Accounts (1)	Finance and Accounts (1)
CRO/CISO (1)	HR, Admin & Infrastructure Services (1)	HR, Admin & Infrastructure Services (1)	HR, Admin & Infrastructure Services (1)	HR, Admin & Infrastructure Services (1)	HR, Admin & Infrastructure Services (1)	HR, Admin & Infrastructure Services (1)
Corporate Legal & Regulatory Affairs (1)				Head of System Operation (SO) at Main-II (1)	Head of System Operation (SO) at Main-II (1)	Head of System Operation (SO) at Main-II (1)



Vigilance (1)				Head of System Market Operation (MO) at Main-II (1)	Head of System Market Operation (MO) at Main-II (1)	Head of System Market Operation (MO) at Main-II (1)
Company Secretariat (1)						
Nodal Agency for ESCerts/REC/RPO /HPO (1)						
Corporate Strategy, Planning & Monitoring (1)						
Head of Audit (1)						
Head of FOLD Secretariat (1)						
Regulatory Compliance monitoring and Periodic Testing (1)						
Resource Adequacy and Reserve estimation (1)						
Head of PSDF (1)						
Total E8 posts allowed = 54 (12+(7x6)) posts allowed in 248/MP/2021 + 11 additional posts allowed in 89/MP/2024 = 65						

E7 level							
	Corporate Centre (CC)	NLDC	NRLDC	ERLDC	SRLDC	WRLDC	NERLDC
Total Posts allowed in Petition No. 248/MP/2024	64						
Additional Posts allowed in Petition No. 89/MP/2024	Director's Secretariats (4)				Head of Logistic function at Main-II (1)	Head of Logistic function at Main-II (1)	Head of Logistic function at Main-II (1)
		Head of REMC (1)	Head of REMC (1)		Head of REMC (1)	Head of REMC (1)	
					shift – in charge for Main-II - Group 6 (1)	shift – in charge for Main-II - Group 6 (1)	shift – in charge for Main-II - Group 6 (1)
		Division head of Pre-Despatch (1)	Division head of Pre-Despatch (1)	Division head of Pre-Despatch (1)	Division head of Pre-Despatch (1)	Division head of Pre-Despatch (1)	Division head of Pre-Despatch (1)
		Division head of Post-Despatch (1)	Division head of Post-Despatch (1)	Division head of Post-Despatch (1)	Division head of Post-Despatch (1)	Division head of Post-Despatch (1)	Division head of Post-Despatch (1)

		Monitoring of Divisions under Market operation function (1)	Monitoring of Divisions under Market operation function (1)	Monitoring of Divisions under Market operation function (1)	Monitoring of Divisions under Market operation function (1)	Monitoring of Divisions under Market operation function (1)	Monitoring of Divisions under Market operation function (1)
			Alternate CISO (1)	Alternate CISO (1)	Alternate CISO (1)	Alternate CISO (1)	Alternate CISO (1)
Total E7 posts allowed = 64 posts allowed in 248/MP/2021 + 37 additional posts allowed in 89/MP/2024 =101							

E2-E6 level posts allowed (including the posts allowed vide Order dated 24.02.2023 in Petition No. 248/MP/2021)						
	NLDC	NRLDC	ERLDC	SRLDC	WRLDC	NERLDC
Total Posts allowed in Petition No. 248/MP/2024	521					
Additional Posts allowed in Petition No. 89/MP/2024	143 posts for increasing manpower requirement					
				For Main-II (6)	For Main-II (6)	For Main-II (6)
		FTC approval (2)	FTC approval (1)	FTC approval (2)	FTC approval (2)	FTC approval (1)
Total E2-E6 posts allowed = 521 posts allowed in 248/MP/2021 + 169 additional posts allowed in 89/MP/2024 = 690						

Non-Executive posts allowed (including the posts allowed vide Order dated 24.02.2023 in Petition No. 248/MP/2021)						
	NLDC	NRLDC	ERLDC	SRLDC	WRLDC	NERLDC
Posts allowed in Petition No. 248/MP/2024	No additional manpower					
Additional Posts for Supervisor allowed in Petition No. 89/MP/2024	5	5	5	5	5	5