

Bhopal Dated: 22<sup>nd</sup> August 2006

No. 2076/MPERC/2006 – In exercise of the powers conferred by Section 91(2) & 91(3) of Electricity Act, 2003 (No. 36 of 2003), and also in compliance of the approval granted by Energy Department, Government of Madhya Pradesh vide letter no.4171/13/2006 dated 6-7-2006 regarding revised setup of Officers and Staff of the Commission, the Madhya Pradesh Electricity Regulatory Commission hereby makes the following amendment/addendum to Regulation Madhya Pradesh Electricity Regulatory Commission (Method of Recruitment and conditions of service of officers and employees) Regulation, 2001, namely:

**FIRST AMENDMENT/ADDENDUM TO MADHYA PRADESH ELECTRICITY REGULATORY COMMISSION (METHOD OF RECRUITMENT AND CONDITIONS OF SERVICE OF OFFICERS AND EMPLOYEES) REGULATION, 2001**

**1. Short Title and Commencement**

- (i) These Regulations shall be called the “Madhya Pradesh Electricity Regulatory Commission (Method of Recruitment and conditions of service of officers and employees) Regulation, 2001 (First Amendment of 2006)”.
- (ii) These Regulations shall come into force with effect from the date of its publication in the official gazette.
- (iii) These Regulations shall extend to the entire State of Madhya Pradesh.

**2. Amendment to Regulation 3:**

- (i) In the Madhya Pradesh Electricity Regulatory Commission (Method of Recruitment and conditions of service of officers and employees) Regulation, 2001 hereinafter called the Principal Regulation, for the **Sub-clause 3(a)** the following definitions shall be substituted, namely:
  - “(a) ‘Act’ means Electricity Act, 2003, (No. 36 of 2003);”
- (ii) In **sub-clause 3(j)** after the word “Act” the following words shall be omitted, namely :-  
“: the Electricity (Supply) Act, 1948 or the Indian Electricity Act, 1910; and”

## 3. Amendment to Annexure:

(i) In the Principal Regulation, for Annexure-I the following shall be substituted, namely:

## "ANNEXURE-I (PART-A)

CATEGORIES, STRENGTH NATURE OR OFFICERS/EMPLOYEES IN THE M.P. ELECTRICITY REGULATORY COMMISSION  
THEIR PAY SCALES AND SOURCES OF RECRUITMENT

S. No	Name of Post	No. of Post	Category (as per Government of M.P. Classification)	Pay scale (in Rs.)	Source of recruitment
(1)	(2)	(3)	(4)	(5)	(6)
1	Commission Secretary	1	I	18400-500-22400	Direct Recruitment/ Deputation/ Contract
2	Director (Regulatory Enforcement)	1	-do-	18400-500-22400	-do-
3	Director (Licensing & Regulations)	1	-do-	18400-500-22400	-do-
4	Director (Tariff)	1	-do-	18400-500-22400	-do-
5	Joint Director (Administration)	1	-do-	14300-400-18300	-do-
6	Joint Director (Regulatory Enforcement)	1	-do-	14300-400-18300	-do-
7	Joint Director (Licensing & Regulations)	1	-do-	14300-400-18300	-do-
8	Joint Director (Tariff-Engineering)	1	-do-	14300-400-18300	-do-
9	Joint Director (Tariff-Finance.)	1	-do-	14300-400-18300	-do-
10	Deputy Director (Consumer Assistance)	1	-do-	10000-325-15200	-do-
11	Deputy Director (IT)	1	-do-	10000-325-15200	-do-
12	Deputy Director (Licensing)	1	-do-	10000-325-15200	-do-
13	Deputy Director (Regulations)	1	-do-		-do-
14	Deputy Director (Tariff-Economics)	1	-do-	10000-325-15200	-do-
15	Deputy Director (Tariff-Engineering)	1	-do-	10000-325-15200	-do-
16	Deputy Director (Tariff- Accounts)	1	-do-	10000-325-15200	-do-
17	Deputy Director (Transmission & Distribution)	1	-do-	10000-325-15200	-do-
18	Deputy Director (Generation)	1	-do-	10000-325-15200	-do-
19	Assistant Director(IT)	2	II	8000-275-13500	-do-
20	Personnel Officer	1	-do-	6500-200-10500	-do-
21	Accounts Officer	1	-do-	6500-200-10500	-do-

## ANNEXURE-I (PART-B)

S. No	Name of Post	No. of Post	Category (as per Government of M.P. Classification)	Pay scale (in Rs.)	Source of recruitment
(1)	(2)	(3)	(4)	(5)	(6)
1	Private Secretary	3	II	6500-200-10500	Direct Recruitment/ Deputation/ Contract

S. No	Name of Post	No. of Post	Category (as per Government of M.P. Classification)	Pay scale (in Rs.)	Source of recruitment
2	Personal Assistant	5	III	4000-100-6000	-do-
3	Caretaker	1	-do-	4000-100-6000	-do-
4	Cashier	1	-do-	4000-100-6000	-do-
5	Steno typist	4	-do-	3050-75-3950-80- 4590 (S.P. 125/- p.m.)	-do-
6	Steno-cum-Computer Operator	11	-do-	3050-75-3950-80- 4590 (S.P. 125/- p.m.)	-do-
7	Receptionist	1	III	3050-75-3950-80- 4590	-do-
8	Diarist-cum-Dispatcher	1	-do-	3050-75-3950-80- 4590	-do-
9	Driver	6	-do-	3050-75-3950-80- 4590	-do-
10	Peons/ Orderly	25	IV	2550-55-2660-60- 3200	-do-
11	Security Guard	4	-do-	As per Collector Rate	Daily wage/contract

(ii) In the Principle regulation, for **Annexure-III** the following shall be substituted, namely:

**"ANNEXURE-III**

**POSTWISE QUALIFICATION AND EXPERIENCE FOR OFFICERS AND EMPLOYEES  
OF M.P. ELECTRICITY REGULATORY COMMISSION**

**PART-A - CLASS-I AND II OFFICERS**

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/ experience desirable (4)
1.	Commission Secretary	(a) Bachelor's degree from a recognized university preferably in Engineering or Law. (b) 15/20 years experience in Judiciary or Administration, out of which 5 years should be at management level. (c) Officers holding analogous post on regular basis in Central/State Govt. or any PSU under Central /State Govt. (d) Excellent written and verbal communication skill.	(a) Experience in a Government organization. (b) Demonstrated knowledge and/or experience in a regulated industry or with a Regulatory body or in a Judicial body. (c) Computer literacy
2.	Director (Regulatory Enforcement)	(a) Bachelor's degree in electrical or mechanical engineering from a recognized university. (b) 15/20 years of professional experience with at least 5 years experience of management level in large power utility/ Electricity Board, with generation, transmission and distribution facilities. (c) Planning, designing and of operational experience in generation, transmission and	(a) Experience of determination of electricity tariffs in a power utility/Electricity Board. (b) Experience in commercial matters of an Electricity Board/Power utility and Power Purchase Agreements. (c) Demonstrated capacity in analytical modeling and setting

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/ experience desirable (4)
		<p>distribution, with experience in the matters related to reliability and stability of generating plants, system network and power quality and load flows.</p> <p>(d) Officers holding analogous post on regular basis in Central/State Govt. or any PSU under Central /State Govt.</p> <p>(e) Excellent written and verbal communication skill</p>	<p>standards of generation, transmission and distribution of electricity.</p> <p>(d) Experience in Distribution will be considered an additional advantage.</p> <p>(e) Computer literacy.</p>
3.	Director (Licensing and Regulation)	<p>(a) Bachelor's Degree in Law from a recognized University/Law school and Eligibility to practice Law OR Bachelor Degree in Electrical/Power Engineering or equivalent from a recognized University</p> <p>(b) 15/20 years of professional/judicial experience or similar experience under State Government and/Central Government.</p> <p>(c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt.</p> <p>(d) Excellent verbal and written communication skill.</p>	<p>(a) Specialization in Regulatory Law.</p> <p>(b) Demonstrated knowledge of power sector.</p> <p>(c) Experience on providing legal advice on commercial issues.</p> <p>(d) Experience in drafting statutes, Licensing and/or Regulations.</p> <p>(e) Experience in Contract and/or Administrative Law.</p> <p>(f) Computer Literacy</p>
4.	Director (Tariff)	<p>(a) Bachelor's degree in electrical engineering OR master's degree in Economics from a recognized university.</p> <p>(b) 15/20 years experience in power utility as professional economist with expert knowledge of commercial matters and tariffs development in power utility/Electricity Board with 5 years experience at management level in a power utility.</p> <p>(c) Skill in economic analysis, financial analysis and modeling</p> <p>(d) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt.</p> <p>(e) Excellent verbal and written communication skill.</p>	<p>(a) Knowledge of regulatory accounting.</p> <p>(b) Knowledge of finance and accounts of a power utility.</p> <p>(c) Computer Literacy</p>
5.	Joint Director (Administration)	<p>(a) Bachelor Degree in Engineering or Equivalent from a recognised Institution.</p> <p>(b) 10/15 years of experience in large power utility/ Electricity Board /State Government /Central Government.</p> <p>(c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt.</p> <p>(d) Excellent written and verbal communication skill.</p>	<p>(a) Experience of working in Regulatory agency/Local bodies.</p> <p>(b) Knowledge of power sector reforms and regulations,</p> <p>(c) Experience of handling Budget, Planning Accounting and Material Management in Govt. Organizations.</p> <p>(d) Computer Literacy.</p>
6.	Joint Director (Regulatory Enforcement)	<p>(a) Bachelor's Degree in Electrical/ Mechanical Engineering or equivalent from a recognised Institution.</p>	<p>(a) Experience in large public utilities with generation, transmission and distribution</p>

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/ experience desirable (4)
		(b) 10/15 years of experience in large power utility/ Electricity Board. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	facilities. (b) Experience of monitoring of enforcement of various Regulations/ Codes, knowledge of innovative practices/latest technological solution in Generation/ Transmission and Distribution systems. (c) Familiarity with Indian Electricity Laws. (d) Computer Literacy.
7.	Joint Director (Licensing and Regulation)	(a) Bachelor's Degree in Law from a recognised University. (b) 10/15 years of professional/judicial experience or similar experience under State Government and/Central Government. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	(a) Experience in Regulatory Law. (b) Knowledge of the power sector. (c) Experience in contract/administrative law. (d) Experience in handling litigations. (e) Computer Literacy.
8.	Joint Director (Tariff-Finance.)	(a) Masters degree in Finance/Accountancy/ Commerce OR CA/ ICWA from a recognized University/ Institution. (b) 10 years professional experience in Accounting/ Financial Analysis (c) Experience in financial analysis of investment decisions in Commercial Enterprises/Power Sector organisations (d) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	(a) Graduate degree in Engineering (Electrical/Mechanical) or equivalent from a recognised University/Institution. (b) Knowledge and experience in the power sector. (c) Sound knowledge of Financial Procedures in Commercial Enterprises. (d) Examinations of Power Purchase Agreements. (e) Computer Literacy.
9.	Joint Director (Tariff-Engineering)	(a) Bachelor's Degree in Electrical Engineering from a recognized University (b) 10/15 years experience of transmission and distribution in power utility/Electricity Board including 3 years experience in commercial matters and determination of electricity tariff. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	(a) Knowledge of Finance, Accounts and Commercial matters of electricity utility. (b) Computer Literacy.
10.	Deputy Director (Information Technology)	(a) Bachelor's Degree in Engineering in Computer Science/Information Technology OR MCA from a recognized University/Institute. (b) 5 years experience in Information	Adequate experience of handling computer systems in Govt. Department/PSU or large private organization including managerial responsibilities.

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/ experience desirable (4)
		Technology Management. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	
11.	Deputy Director (Generation)	(a) Bachelor's degree in Electrical or Mechanical Engineering from a recognized university. (b) 10/12 years experience in power utility Dealing with generation facilities. (c) Experience in planning, designing and operation of thermal/hydel power stations. (d) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (e) Excellent verbal and written communication skill.	(a) Familiarity with electricity laws and power sector reforms. (b) Computer Literacy
12.	Deputy Director (Transmission & Distribution)	(a) Bachelor's degree in Electrical or Mechanical Engineering from a recognized University. (b) 10/12 years experience in power utility/ Electricity Board with transmission/ distribution facilities with experience of design, planning and operation of transmission system, network reliability, load flow and quality. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent verbal and written communication skill.	(a) Familiarity with electricity laws and power sector reforms. (b) Should be familiar with Commercial & Economic issues/Tariff issues/ analytic modeling/power purchase agreements. (c) Knowledge of finance and accounts of power utility. (d) Computer Literacy
13.	Deputy Director (Consumer Assistance)	(a) Bachelor's Degree in any discipline from a recognized University/institution. (b) 10/12 years of experience in large power utility/ Electricity Board /State Government /Central Government. (c) Demonstrated ability in dealing with consumer problems. (d) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (e) Excellent written and verbal communication skill.	(a) Direct experience in two or more forms of media (Press, TV, Radio, Multimedia) (b) Familiarity with Electricity Laws. (c) Degree in Engineering or law. (d) Computer Literacy.
14.	Deputy Director (Licensing)	(a) Bachelor's Degree in Law from a recognized University/Law school Or Bachelor Degree in Electrical/Power Engineering or equivalent from a recognized University. (b) 5 years of professional/judicial experience or similar experience in large power utility/ Electricity Board /State Government /Central Government. (c) Experience of scrutiny of petition and process cases for a adjudication / arbitration	(a) Experience to process application for issue of licenses. (b) Experience to set appropriate Codes/Regulations for the Electricity Industry. (c) Computer Literacy.

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/ experience desirable (4)
		(d) Demonstrated ability in dealing with consumer problems. (e) Excellent written and verbal communication skill.	
15.	Deputy Director (Regulation)	(a) Bachelor's Degree in Law from a recognized University/Law school OR Bachelor Degree in Electrical/Power Engineering or equivalent from a recognized University (b) 5 years of professional/judicial experience or similar experience in large power utility/ Electricity Board /State Government /Central Government. (c) Knowledge of power sector and regulatory laws. (d) Excellent written and verbal communication skill.	(a) Experience in providing the legal advice on commercial issues. (b) Experience of Regulatory laws and drafting of Regulations. (c) Knowledge on legal matters on various Acts and Regulations related on Electricity (d) Computer Literacy.
16.	Deputy Director (Tariff-Economic)	(a) Master's degree in Economics/MBA (Finance) or equivalent (b) 10/12 years as an Economist in Government Department/Financial Institution/Commercial Organisation. (c) Demonstrated ability in Economic and financial analysis, modeling including spread sheets and data base skill. (d) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (e) Excellent written and verbal communication skill.	(a) Experience in Economics analysis (b) Sound knowledge of financial procedure in Commercial enterprises/ Government Accounting procedures (c) Experience of Analytical Modelling including spreadsheet and database skills. (d) Knowledge of operational research (e) Computer literacy
17.	Deputy Director (Tariff-Account)	(a) Master's degree in Commerce/Cost Accountant/Chartered Accountant. (b) 10/12 years experience in account and/or finance in power utility or commercial concern. (c) Demonstrated capacity of analyzing company accounts and finance (d) Demonstrated knowledge of spread sheets and data base analysis. (e) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (f) Excellent written and verbal communication skill.	(a) Experience in professional accounting. (b) Sound knowledge of financial procedure in Commercial enterprises/ Govt. Accounting procedures (c) Experience in Financial Analysis of investment decisions in commercial enterprises, examination of power purchase agreements. (d) Graduate degree in Engineering (Electrical/ Mechanical/Power)/ Equivalent from a recognized institute. (e) Computer literacy
18.	Deputy Director (Tariff-Engineering)	(a) Bachelor's degree in Electrical/Power Engineering or equivalent from a recognized institution (b) 10/12 years experience in power utility dealing with transmission/ distribution facilities. (c) Officers holding analogous post on regular	(a) Experience as power engineer including management responsibilities in middle level position. (b) Sound knowledge of commercial matters pertaining to

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/experience desirable (4)
		basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	Power Sector. (c) Computer Literacy
19.	Assistant Director (Information Technology)	(a) Engineering Graduate in Computer Science/Information Technology OR MCA from a recognized University/Institute. (b) 2 years of experience in Information Technology Management. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	(a) Experience of Project work in RDBMS (Relational Data Base Management System) or Web enabled projects (b) 2 years experience in Operation and Maintenance of LAN (Local Area Network) in large organization.
20.	Accounts Officer	(a) Bachelor's degree from a recognized University. (b) 5 years professional experience in State Accounts, Treasury operation, audit, budget, pay rolls and book keeping	(a) Good communication skill. (b) Computer Literacy
21.	Personnel Officer	(a) Bachelor's degree form a recognized university (b) 5 years of professional experience in large power utility/ Electricity Board /State Government /Central Government. (c) Officers holding analogous post on regular basis in Central/State govt. or any PSU under Central/State Govt. (d) Excellent written and verbal communication skill.	(a) Administrative experience in Managerial Capacity in Central/State Govt/ PSU under Central/State Govt.. (b) Sound knowledge of Service and accounts matter. (c) Computer Literacy

### PART-B - CLASS-III AND IV EMPLOYEES

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/experience desirable (4)
1.	Private Secretary	(a) Passed stenography exams from a recognized institution with minimum speed of 100 words per minute in English/Hindi (b) Having atleast 9 yrs work experience as stenographer.	Computer literacy
2.	Personal Assistant	(a) Passed Higher Secondary (10+2) from recognized Board. (b) Should have proficiency in shorthand (80 words per minute) from a recognized institution (c) Passed typing exams in English/Hindi (40/30 words per minute) from a recognized institution.	Computer literacy
3.	Caretaker	(a) Bachelor's degree from a recognized University.	Computer literacy

S. No. (1)	Post (2)	Minimum Qualification and Experience required (3)	Additional qualifications/experience desirable (4)
4.	Cashier	(a) Bachelor's degree in commerce from a recognized university. (b) 3 yrs experience.	Computer literacy
5.	Steno typist	(a) Passed Higher Secondary (10+2) from recognized Board. (b) Should have proficiency in shorthand (60 words per minute) from a recognized institution (c) Passed typing exams in English/Hindi (40/30 words per minute) from a recognized institution.	Computer literacy
6.	Steno cum Computer Operator	(a) 1 year Diploma/Certificate in computing from a recognized institution. (b) Should have experience of shorthand and typing.	
7.	Receptionist	(a) Graduate from a recognized university. (b) Competency in handling EPABX systems. (c) Good verbal and written communication skills in English and Hindi	Computer literacy
8.	Diarist cum Dispatcher	Passed Higher Secondary (10+2) from recognized Board.	Typing/ Computer literacy
9.	Driver	(a) Passed Higher Secondary (10+2) from recognized Board. (b) Having license from R.T.O. to drive Light Motor Vehicles (LMV) (c) Experience of 3 years driving of LMV.	
10.	Peons/Orderly	Passed 5 <sup>th</sup> Standard exam.	
11.	Security Guard	Passed 5 <sup>th</sup> Standard exam.	Ex. Army Personnel shall be preferred.

By order of the Commission

  
Ashok Sharma, Deputy Secretary