

# TRIPURA STATE ELECTRICITY CORPORATION LIMITED

(A Govt. of Tripura Enterprise)



## MEMORANDUM

In its desire to eradicate the dissatisfactions and grievances of a section of employees working in Tripura State Electricity Corporation Limited (TSECL) regarding awarding of CDCs to the next higher posts time to time, Board of Directors of the Company in its 85<sup>th</sup> meeting held on 18<sup>th</sup> February, 2020 approved the '**TSECL Policy for providing full charge of duty in the next higher post in the same office or same line of promotion – 2020**' (copy enclosed as Annexure - 1).

All concerned are hereby requested to perform accordingly henceforth.

(Dr. M. S. Kele)

Managing Director

Tripura State Electricity Corporation Limited

No.F.CMD/92.0/TSECL/ 302-23

Dated, \_\_\_/02/ 2020

### **Copy to:**

1. PS to the Deputy Chief Minister, Government of Tripura for kind appraisal of the hon'ble Minister please.
2. The Principal Secretary, Power Department, Government of Tripura for kind information.
- 3 – 4. The Director (Technical/ Finance), TSECL.
5. The Company Secretary, TSECL.
6. The General Manager (Technical), TSECL.
- 7-19. The Additional General Manager, DP & C/ C & SO/ Generation Circle/ Transmission Circle/ EC- I, Agartala/ EC-II, Agartala/ EC-Sepahijala/ EC- Gumati/ EC-Belonja/ EC-Khowai/ EC-Dharmanagar/ EC-Unakoti/ EC- Dhalai for onwards circulation among all under their span of control.
- 20-21. The Deputy General Manager (Corporate/ HRD), Corporate Office, TSECL for compliance.
22. The Deputy General Manager (IT), Corporate Office, TSECL to upload the '**TSECL Policy for providing full charge of duty in the next higher post in the same office or same line of promotion – 2020**' as annexed herewith in the official website of TSECL.

Managing Director

Tripura State Electricity Corporation Limited

**TSECL POLICY FOR PROVIDING FULL CHARGE OF DUTY IN THE NEXT HIGHER POST IN THE SAME OFFICE OR SAME LINE OF PROMOTION – 2020**

**1. Preamble:**

Tripura State Electricity Corporation Limited (TSECL) has started its journey on the 1<sup>st</sup> day of January 2005 inheriting the physical, financial and human resources from Power Department, Government of Tripura. Over the period of time, TSECL has established itself as a growth oriented public utility service providing PSU of Tripura. During corporatization in 2005 almost all the engineering officers of Power Department were deputed to TSECL with a condition that their service will be regulated in terms of employment conditions of their parent Department. Records reveal that some posts were also created in TSECL for recruitment of engineering officers at entry level [Manager (Electrical/ Mechanical/ Civil/ Electronics)] in 2007 onwards besides the posts of top management like Chairman (Non-Executive), Managing Director, Director (Technical), etc. But the posts like General Manager (Technical), Additional General Manager, Deputy General Manager, and Senior Manager are filled-up by the employees of Power Department who are on deputation in TSECL. Never the less, many posts were created in such levels under Power Department during restructuring of the Corporation through Tripura Power Engineering Service Rules, 1987 (7<sup>th</sup> Amendment 2017); majority of such posts are lying vacant due to legal complications pending in the Hon'ble Supreme Court of India. As such, in the organogram of TSECL, two types of posts available – some created under Power Department and others created under TSECL. Statistics reveal that presently, more than 53% engineering posts of Power Department and over 32% engineering posts of TSECL are lying vacant. Resultantly, there is a vacuum created in the Corporation specifically in the middle management. Against this backdrop, with a view to running the organization smoothly, there is a long practice of providing full charge of duty in the next higher post in the same office or same line of promotion with honorarium on lump sum basis which is popularly known as Current Duty Charge, CDC in short in the Corporation. But the Corporation does not have any policy for providing such benefits to its employees which has become a cause of dissatisfaction and grievance among the deprived employees. As such, the following guidelines are hereby formulated for providing CDC to the engineering officers working in TSECL. These guidelines will be followed as policy in letter and spirit.





## **2. General Guiding Principles:**

2.1 Full charge of duty in the next higher post in the same office or same line of promotion with honorarium i.e. CDC to the employees working in TSECL will be given on the basis of following criteria:

- a) Seniority.
- b) Experience: Generally, while giving CDC to the engineering officers in TSECL, experience criteria will be considered in a similar pattern as it is mentioned in Tripura Power Engineering Service Rules, 1987 (7<sup>th</sup> Amendment 2017). To be more specific, an engineering officer who has rendered his/ her regular service not less than 3 years as Manager, Grade – ‘A’ will be considered for giving the charge of Senior Manager on CDC. Similarly, not less than 7 years regular service as Senior Manager will be required for giving the charge of Deputy General Manager on CDC, not less than 7 years regular service as Deputy General Manager will be required for giving the charge of Additional General Manager on CDC, and not less than 5 years regular service as Additional General Manager will be required for giving the charge of General Manager on CDC. However, Selection Committee will have the full power to trim down the experience criteria up to any level on case to case basis for smooth functioning of the Corporation.
- c) Date of Retirement: Employees whose service is left for less than 6 (six) months will not be considered for providing CDC in spite of his seniority as he/ she becomes eligible for obtaining notice regarding his/ her retirement on superannuation.
- d) There should not be any adverse report in the Annual Confidential Reports (ACRs) of the employee concerned for last 3 (three) years.
- e) There should not be any Departmental Proceeding pending against the employee concerned.
- f) There should not be any Vigilance Proceeding pending against the employee concerned.
- g) There should not be any Criminal Proceeding pending against the employee concerned.

***If any employee do not fulfills any of the above criteria, his/ her name will not be considered for giving CDC in spite of his/ her seniority.***

2.2 *Employees' Freedom:* Holding of higher position on CDC is not obligatory on the part of employees. The employees will have full freedom not to hold higher

