

# **PUNJAB STATE ELECTRICITY REGULATORY COMMISSION**

## **Notification**

**The 24<sup>th</sup> December, 2015**

No. PSERC/Secy/Regu/109 - In exercise of the powers conferred under sub-section (2) (zk) of Section 181 read with sub-section (2) and (3) of Section 91 of the Electricity Act, 2003 (36 of 2003) and all other powers enabling it in this behalf, the Punjab State Electricity Regulatory Commission, with the approval of the State Government, hereby makes the following Regulations, to govern the appointment, terms and conditions of service, pay and allowances etc. of employees of the Commission:-

### **1. Short title, commencement and scope:**

- (a) These Regulations may be called the Punjab State Electricity Regulatory Commission (Appointment & Service conditions of Employees) Regulations, 2015.
- (b) These Regulations shall come into force from the date of their publication in the official gazette of the Government of Punjab.
- (c) (i) These Regulations shall be applicable to all employees whether regular, contract and on deputation of the Punjab State Electricity Regulatory Commission.  
(ii) Staff appointed in the Commission before the commencement of these Regulations may continue as per the provisions of these Regulations.

### **2. Definitions:**

In these Regulations, unless the context otherwise requires,-

- a) "Act" means the Electricity Act, 2003;
- b) "Appointing Authority" except in the case of deputationists where prescribed elsewhere by the parent Government/department/organization means;
  - i) Chairperson in respect of Group A posts
  - ii) Secretary in respect of all other posts

- c) "Chairperson" means Chairperson of the Commission;
- d) "Commission" means the Punjab State Electricity Regulatory Commission;
- e) "Disciplinary Authority" means the authority competent to impose punishment on an employee of the Commission;
- f) "Employees" means all persons appointed as officers or staff in the service of the Commission categorized as Group 'A', 'B', 'C' and 'D' as shown in **Annexure-"A"** ;
- g) "Secretary" means Secretary of the Commission;
- h) "Service" means any Group "A", "B", "C" and "D" service rendered by the employees in connection with the affairs of the Commission;
- i) "State Government" means the Government of Punjab in the Department of Power;
- j) Words and expressions occurring in these Regulations and not defined herein above shall bear the same meanings as in the Act.

### **3. Classification of posts and sanctioned strength of employees**

- (a) The classification and sanctioned staff strength of the Commission will comprise of the posts as specified in **Annexure-"A"** to these Regulations.
- (b) The Commission may modify, or change the nomenclature of any post depending upon the requirement of human resources subject to the overall staff strength remaining unchanged with the prior approval of the State Government.
- (c) The Commission, at its discretion, may leave any post unfilled or keep in abeyance for any period of time.

### **4. Mode of appointment to service**

Appointment to the post (s) in the Commission shall be made by any one of the following methods:-

- (a) Direct appointment.
- (b) Promotion.

(c) Deputation.

Provided that direct appointments shall be only on contract or service can be outsourced.

**5. Qualifications and experience for appointment**

- (a) The minimum educational qualifications and experience for appointment to various posts in the Commission shall be as specified in **Annexure-“C”**. No relaxation in educational qualification and experience for appointment to any post in the Commission shall be made.
- (b) In case a necessity arises requiring specialized or expert knowledge for dealing with specialized job (s), the Commission may engage persons of requisite qualifications and experience on such terms as it may decide.

**6. Terms & Conditions of appointment**

- (a) The appointment on deputation basis to any post shall initially be for three years which may extend upto for a maximum period of five years. The Commission may consider extension beyond this period with the approval of the State Government. The employees taken on deputation will be governed by such terms and conditions of deputation as are prescribed by their respective parent departments and in consonance with their service rules. The Commission may however, repatriate any employee taken on deputation to his/her parent organization even before the expiry of his/her deputation period.
- (b) The Commission may consider suitable persons having requisite qualifications and experience for appointment on contract basis. Applications will be invited through advertisement in the press and through Commission's website. Such appointment shall be made initially for one year which can be extended from time to time by appointing authority.
- (c) The Services of employee appointed on Contract basis shall be terminable with a notice of three months or salary in lieu thereof on either side.

- (d) The maximum duration of service will be up to 65 years of age for the employee taken on contract basis.

**7. Procedure for appointment:**

(a) **Appointing authority**

All appointments of employee shall be made by the appointing authority as specified in clause 2(b) of these Regulations.

(b) **Filling up of vacancies**

(i) **Group A Posts:**

For filling up vacancies of Group A services, the posts shall be advertised in Press and on Commission's website. Serving employee may apply for such vacancies on deputation basis through proper channel.

(ii) **Other than Group A services:**

The posts other than Group A shall be filled up either on deputation by circulating vacancies to concerned departments of the State Government/State Power Utilities, by advertisement in press and/or Commission's website or on contract by advertisement in press and Commission's website.

(c) **Mode of selection**

Appointing authority shall lay down and publish the criteria and procedure for the selection of the candidates for the job alongwith issuing of advertisement/circular for the post. In no case shall the weightage of interview for the selection will be more than 12.5%.

**8. Pay and Allowances**

- (a) The employees on deputation shall continue to draw the pay and allowances in the pay band and Grade Pay of their parent departments. The employees on deputation will be entitled to draw all admissible allowances at such rates and subject to such conditions as may be applicable to the employees of the parent department or as mutually agreed between the Commission and the parent department.

- (b) Those appointed on contract will be entitled to draw fixed remuneration as per **Annexure-“B”** as approved in these regulations for that particular post. The annual increase in the pay of officers and employees of the Commission in no case will be more than 8%.

**9. Annual assessments of staff**

- (a) In the case of employees on deputation with the Commission, their Annual Confidential Reports (ACRs)/ Annual Performance Reports (APRs) will be recorded in the formats prescribed by their respective parent departments. For others, ACRs/APRs shall be recorded on the format approved by the Commission.
- (b) The reporting and reviewing authorities of ACRs/APRs of all the employees in service will be those as specified in **Annexure- “D”**.

**10. Discipline, punishment and appeals**

- (a) In the matter of conduct, discipline, imposition of punishment and appeals, the employees except those on deputation will be governed by the Punjab Government Employees (Conduct) Rules, 1966 and the Punjab Civil Services (Punishment & Appeal) Rules, 1970, as amended from time to time.
- (b) The punishing authority for all officers of Group A shall be Chairperson and the Commission shall be the appellate authority. For all other employees, Secretary shall be the punishing authority & Chairperson shall be the appellate authority.

**11. Leave, medical facilities and other service matters:**

In respect of leave, medical facilities and other related matters not expressly specified in these Regulations, the employees will be governed by such rules as notified or policy instructions issued by the Government of Punjab from time to time. However, in the case of deputationists, they shall be governed by the rules & regulations of their parent departments.

**12. Power to Review:**

State Government can at any time review the staff strength of the Commission and emoluments of its employees whether on contract or outsource basis and in case there is deviation from these regulations, shall give appropriate directions to the Commission.

**13. Interpretation**

If any question arises relating to the interpretation of these Regulations, the decision of the State Government shall be final.

**Secretary,  
Punjab State Electricity Regulatory Commission.**

[Click here for Annexure](#)