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तथा पदेन अपर सचिव भारत सरकार  
केन्द्रीय विद्युत प्राधिकरण  
सेवा भवन, रामाकृष्णा पुरम्

MEMBER

& EX-OFFICIO ADDL. SECRETARY TO THE GOVERNMENT OF INDIA  
(Economic & Commercial)  
CENTRAL ELECTRICITY AUTHORITY  
SEWA BHAWAN, R.K. PURAM

D.O. No. CEA/EC-15-17/3/2019-RA/

नई दिल्ली - 110066

23.12.2019

NEW DELHI-110066

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Dear Mr. Sahai,

The Ministry of Power vide their order no. 46/6/2019-R&R dated 6<sup>th</sup> May, 2019 constituted a committee under the Chairmanship of Member (E&C), CEA to look into the manpower requirement of Appellate Tribunal for Electricity (APTEL) and to make suitable recommendations in this matter to the Government of India. The composition of the Committee was as under:

- |   |   |                 |
|---|---|-----------------|
| 1. Member(E&C), CEA                                 | - | Chairman        |
| 2. Registrar, APTEL                                 | - | Member          |
| 3. Director(R&R), Min. of Power                     | - | Member          |
| 4. DS(Finance), Min. of Power                       | - | Member          |
| 5. Chief Engineer, Regulatory Affairs Division, CEA | - | Member Convener |

2. During the first meeting of the committee held on 17.05.2019, it was informed by APTEL that due to manifold increase in receipt of appeals, petitions and interlocutory applications (IAs) in APTEL every year and also due to paucity of staff in APTEL at various levels. viz. Registry, Accounts and Administration, the pendency of cases in APTEL is increasing every year. The APTEL representative also informed that APTEL was facing acute manpower shortage at the level of Private Secretaries(PS), Section Officers, Personal Assistants(PAs), Assistants, LDCs, MTS and Drivers etc.

3. Subsequent to the first meeting of the committee, wider consultations were held with APTEL's representative and in this process, two more meetings of the committee were held on 22.11.2019 and 13.12.2019, respectively. It has been noted that under the existing setup of manpower strength in APTEL, only 36 posts are being operated on permanent/ regular basis and remaining 85 posts are outsourced. Therefore, the committee in its recommendations has proposed for

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Save Energy for Benefit of Self and Nation

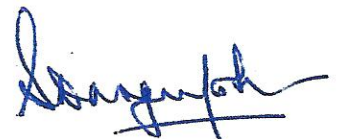
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more permanent/regular posts and curtailed the no. of outsourced posts, which is detailed in the Report. Based on the committee's recommendations, the financial implications on account of outsourced employees has decreased by approx. Rs. 1.23 lakh per month whereas on account of regular employees, it has increased by about Rs. 36.12 lakh per month and the net financial implication is Rs.34.89 lakh per month.

4. The report of the committee on the manpower requirement of Appellate Tribunal for Electricity (APTEL) is enclosed for your kind perusal.

*With regards,*

Yours sincerely,



(Somit Dasgupta)

**Shri Sanjiv Nandan Sahai**  
Secretary,  
Ministry of Power,  
Shram Shakti Bhawan,  
Rafi Marg, New Delhi-110001

**REPORT OF**  
**THE COMMITTEE CONSTITUTED**  
**BY MINISTRY OF POWER**  
**TO LOOK INTO**  
**THE MANPOWER REQUIREMENT**  
**OF**  
**APPELLATE TRIBUNAL FOR ELECTRICITY**  
**(APTEL)**

**19<sup>th</sup> December, 2019**

**REPORT OF THE COMMITTEE CONSTITUTED BY MINISTRY OF POWER TO LOOK INTO THE MANPOWER REQUIREMENT OF APPELLATE TRIBUNAL FOR ELECTRICITY(APTEL)**

**1.0 Introduction**

**1.1 Constitution of Committee by Min. of Power(MoP)**

Ministry of Power vide Order no. 46/6/2019-R&R dated 6<sup>th</sup> May, 2019 (**Annexure – I**) constituted a Committee under the Chairmanship of Member (Economic & Commercial), Central Electricity Authority (CEA) to look into the manpower requirement of Appellate Tribunal for Electricity (APTEL) and make suitable recommendations in this matter to the Government of India. The Composition of the Committee as suggested by Min. of Power is as under: -

Member (E&C), CEA	-	Chairman
Representative of APTEL	-	Member (to be identified by Chairperson, APTEL)
Director (R&R), Min. of Power	-	Member
DS (Finance), Min. of Power	-	Member
Chief Engineer/Director, CEA	-	Member Convener (to be identified by Chairperson, CEA)

The Committee was asked to co-opt any other Member, if required as a special invitee. The Terms of Reference(TOR) of the Committee was to make suitable recommendations to the Government of India within a period of three months.

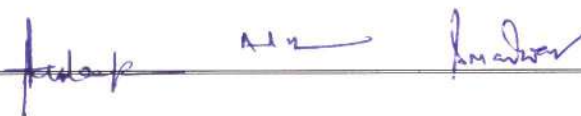
Subsequently, the Chairperson, CEA designated Chief Engineer, Regulatory Affairs, CEA as Member (Convener) of the aforesaid Committee. Ministry of Power (MoP) vide OM No. 46/6/2019-R&R dated 15<sup>th</sup> May, 2019 (**Annexure-II**) forwarded a copy received from APTEL nominating Dr. Ashu Sanjeev Tinjan, Registrar (APTEL) as the representative of APTEL for the above Committee. Accordingly, the final composition of the said Committee emerged as under:

1. Member(E&C), CEA	-	Chairman
2. Registrar, APTEL	-	Member
3. Director(R&R), Min. of Power	-	Member
4. DS(Finance), Min. of Power	-	Member
5. Chief Engineer, Regulatory Affairs Division, CEA	-	Member Convener

**2.0 APTEL Formation – Legal Framework and functions**

**2.1 Legal Framework**

As per provisions contained in the Electricity Act, 2003 and as per the salutary observations by Justice Santosh Hegde in West Bengal Electricity Regulatory Commission v. CESC Ltd. [(2002) 8 SCC 715, Para 102] on 03/10/2002 regarding multi-disciplinary expert appellate body, the Appellate Tribunal for Electricity(APTEL) was constituted in year, 2005



to hear appeals against the orders of the adjudicating officer or the Central and State Electricity Regulatory Commissions under the Electricity Act, 2003.

As mandated under the Electricity Act, 2003, the APTEL comprises of a Chairperson who has been a Judge of the Supreme Court or Chief Justice of a High Court, one Judicial Member who has been or qualified to be a judge of High Court, two Technical Members who are electricity sector experts and one Technical Member who is an expert from petroleum and natural gas sector. Each bench has at least one Judicial and one Technical Member – creating a very effective combination of legal and industry (technical/financial) expertise.

## **2.2 Functions of APTEL**

The functions of the APTEL are delineated in the Electricity Act, 2003. Besides regular appellate power, APTEL has a superintending role over regulators in terms of Section 121 of the Electricity Act, 2003 to issue orders, instructions or directions as it may deem fit, to any State or Central Electricity Regulatory Commission for performance of its statutory functions under the Electricity Act, 2003.

Further, in the year 2007, the APTEL was designated as the Appellate Tribunal to hear the appeals against the orders of Petroleum and Natural Gas Regulatory Board.

## **3.0 Working of the Committee**

The Committee initiated its work immediately after the date of its notification and accordingly, the first meeting of the Committee was held under the Chairmanship of Member (E&C), CEA on 17.05.2019 in CEA, Sewa Bhawan, R K Puram, New Delhi. The meeting was attended by all the members of the Committee nominated for the purpose. Director(Admn.), APTEL also participated in the above meeting, for assisting Registrar, APTEL. The Minutes of the first meeting of the Committee were issued vide letter dated 21<sup>st</sup> May, 2019 (**Annexure-III**).

During the meeting, it was informed by APTEL representative that due to manifold increase in receipt of appeals, petitions and interlocutory applications (IAs) in APTEL every year and working of only one Bench of the Tribunal due to the post of Judicial Member remained vacant for many months and also due to paucity of staff in APTEL at various levels. viz. Registry, Accounts and Administration, the pendency of cases in APTEL is increasing every year. The APTEL representative also informed that APTEL was facing acute manpower shortage at the level of Private Secretaries(PS), Section Officers, Personal Assistants(PAs), Assistants, LDCs, MTS and Drivers etc. The Committee members were informed that many posts in APTEL at lower positions, which are outsourced are lying vacant and presently, no technical officers are posted in APTEL to assist the Hon'ble Members.

Subsequent to the first meeting of the committee, wider consultations were held with APTEL's representative from time to time through letters and by conducting meetings as and when required. In this process, APTEL were requested to furnish the data of sanctioned manpower strength of other similar Tribunals in India vis-a vis no. of appeals filed /pendency

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of cases during past few years. The information sought from APTEL in this connection is summarized below:

- Manpower norms of APTEL vis-a vis other similar Tribunals;
- Number of cases/ petitions/ appeals filed every year in other Tribunal vis-à-vis number of cases/ petitions/ appeals filed every year in APTEL;
- Existing manpower strength in other Tribunals vis-à-vis APTEL's existing manpower strength;
- Financial implication of the additional manpower requirement at different levels by taking the mid-point of the pay scale of officer/ staff as Basic pay and other allowances viz., HRA, DA, etc. applied thereon;
- Mode of recruitment of additional manpower at various levels;
- An organizational chart depicting present manpower strength and additional manpower required at various levels.

Further, a meeting was called on 19.07.2019 in CEA, Sewa Bhawan, which was attended by Director, APTEL. The existing manpower strength of other similar Tribunals viz. Central Administrative Tribunal(CAT), National Green Tribunal(NGT), National Company Law Appellate Tribunal( NCLAT), Armed Force Tribunal(AFT) etc., which was made available to the Committee by APTEL were discussed in detail vis-a -vis no. of appeals filed/pendency cases in those tribunals. It was informed by Director, APTEL that no codified norms exist insofar as manpower strength in APTEL is concerned because there is no direct relationship exists between manpower requirement vis- a - vis no. of appeals/petitions filed in the Tribunals . Subsequently, on the request of APTEL's representative, and as advised by the Chairperson of the Committee, APTEL's Office at New Delhi was visited for assessing the workload of APTEL and also to see the adequacy of space for proposed additional manpower. During the visit, it was observed that the present space available with APTEL is insufficient and may not be able to cater the sitting/working requirements of the proposed additional manpower. As such, APTEL was asked for clarification about the additional space arrangements. In response thereto, it was clarified by APTEL representative that they are trying to take two additional floors of the building on rent, which is presently under possession with Rural Electrification Corporation(REC) as REC Office is likely to be shifted elsewhere in NCR. It was further clarified by APTEL that the talks in this regard are already in advanced stage.

The second meeting of the Committee was held on 22.11.2019 in CEA, Sewa Bhawan, R K Puram , New Delhi under the Chairmanship of Member (E&C), CEA. During the above meeting, one of the committee member informed that APTEL has submitted a separate proposal to Min .of Power for creation of additional posts of Members in APTEL along with associated staff requirement on account of their proposal for creation of additional benches of APTEL. The issue was deliberated in the meeting and it was decided that separate proposal of APTEL pending in Min. of Power for creation of additional posts of Members in APTEL along with associated staff requirement can't be accommodated under the scope of the present committee as creation of additional post of Members in APTEL would require

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amendment in existing provisions of Electricity Act, 2003 and hence it would be a time taking exercise. The minutes of the second meeting of the Committee were issued vide letter dated 27<sup>th</sup> November, 2019 (**Annexure-IV**).

The third meeting of the Committee was held on 13.12.2019 in CEA, Sewa Bhawan, R K Puram , New Delhi under the Chairmanship of Member (E&C), CEA. During the above meeting, APTEL representative was requested to clarify some more issues and the same were clarified by APTEL. During the above meeting , it was also decided that the additional financial implications per month on account of regular and outsourced employees has to be worked out separately as per recommendations of the Committee and the same is to be incorporated in the final report . The minutes of the third meeting of the Committee were issued vide letter dated 16<sup>th</sup> December, 2019 (**Annexure-V**).

#### **4.0 Observations of the Committee**

##### **4.1 Existing Manpower Strength of APTEL**

On going through the data furnished by APTEL, it has been observed that under the existing manpower strength of APTEL, there are 10 posts at Senior Officer/Mid-officer level, which included the post of Hon'ble Chairperson of APTEL, 4 posts of Hon'ble Members (3 Technical Members and 1 Judicial Member), 1 post of Registrar, 2 posts of Dy. Registrar, 1 post of Director(Admn.) and 1 post of Administrative cum Accounts officer. Out of these 10 posts, the post of Judicial Member, APTEL remained vacant for many months. The total strength of supporting staff attached with aforementioned 10 officials are 111. It comprises of 26 no. of posts on permanent /absorption basis (5 Principal Private Secretaries(PPS) , 5 Private Secretary(PS) , 5 PA(Personnel Assistant), 4 Court Masters, 2 Assistants, 1 Accountant, 1 Stenographer , 1 Cashier, 1 LDC & 1 Librarian) and 85 no. of posts, which are presently under operation have been hired through outsourcing. The break-up of outsourced staff are 15 no. of Office Assistants( Stenos) including one post of Office Assistant(IT) , 27 no. of Office Attendants , 5 no. of Drivers, 11 no. of Domestic Helps, 24 no. of Security Guards and 3 No. of Housekeeping staff. The existing 26 no. of posts on permanent /absorption basis and 85 no. of outsourced existing posts have been shown in **Table - 1** below:

**TABLE- 1**

<b>S.N</b>	<b>Name of Posts</b>	<b>Permanent/Absorption basis</b>	<b>Hired through Outsourcing</b>		
1	<b>Chairperson ( 1 No.)</b>	PPS	1	Office Assistant(Steno)	1
		PS	0	Office Attendant	3
		PA	0	Driver	1
		MTS	0	Domestic Help	2
				Security Guard	3
		<b>Total supporting Staff</b>	<b>1</b>		
2	<b>Judicial Member ( 1 No.)</b>	PPS	1	Office Assistant(Steno)	0
		PS	1	Office Attendant	1
		PA	0	Driver	1
		MTS	0	Domestic Help	2
				Security Guard	3
		<b>Total supporting Staff</b>	<b>2</b>		

3	<b>Technical Member ( 3 No.)</b>	PPS	3	Office Assistant(Steno)	0
		PS	3	Office Attendant	3
		PA	0	Driver	3
		MTS	0	Domestic Help	6
				Security Guard	9
		<b>Total supporting Staff</b>	<b>6</b>		<b>21</b>
4	<b>Registrar ( 1 No.)</b>	PPS	0	Office Assistant(Steno)	1
		PS	1	Office Attendant	2
		PA	0	Driver	0
		MTS	0	Domestic Help	1
		<b>Total supporting Staff</b>	<b>1</b>		<b>4</b>
		5	<b>Deputy Registrar ( 2 No.)</b>	PPS	0
PS	0			Office Attendant	2
PA	2			Driver	0
<b>Total supporting Staff</b>	<b>2</b>				<b>2</b>
6	<b>Registry Section</b>			PA	1
		Court Master	4	Office Attendant	10
		Judicial Assistant	1		
		<b>Total supporting Staff</b>	<b>6</b>		<b>17</b>
		7	<b>1. Director(Admn.) ( 1 No.)</b>	PS	0
PA	1			Office Attendant	1
MTS	0				
<b>Total supporting Staff</b>	<b>1</b>				<b>1</b>
<b>2. Administrative cum Accounts Officer (1 No.)</b>	Assistant		1	Office Assistant(Steno)	4
	PA		1	Office Attendant	4
	Accountant		1	Security Guard	9
	Stenographer		1	Housekeeping	3
	Cashier		1		
	LDC		1		
	<b>Total supporting Staff</b>		<b>6</b>		<b>20</b>
<b>3. Other Staff</b>	Librarian		1	Office Attendant	1
	Protocol		0	Office Assistant(Steno)	1
	IT			Office Assistant(IT)	1
	<b>Total supporting Staff</b>		<b>1</b>		<b>3</b>
<b>Grand Total</b>		<b>10</b>	<b>26</b>	<b>85</b>	

#### 4.2 Proposed Additional Manpower Requirement of APTEL

On examination of the data supplied by APTEL for additional manpower requirement in APTEL, it has been observed that a total of 61 additional posts has been proposed by APTEL, which comprises of 49 regular posts at various levels, proposed to be filled either through deputation or through permanent absorption basis or through direct recruitment and 12 posts to be hired through outsourcing. These 49 no. of proposed additional posts includes 2 posts of Assistant Registrars, 5 no. of Technical Consultants, 2 Section Officers, 1 Hindi Officer, 1 Hindi Translator and remaining (38 no. of posts) are associated staff comprising of PS, PAs, Stenographer, LDC/Assistants, Drivers, Record Keepers/ Record Lifters etc. Total 12 no. of additional posts to be filled up through

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outsourcing comprises of 5 Office Assistant (Stenos), 1 Office Assistant (IT) and 6 Office Attendants . As 5 no. of Drivers outsourced earlier are now proposed to be replaced by Drivers to be recruited on permanent absorption basis, the net additional requirement of Staff proposed by APTEL is 56 (61-5) .

The posts of one Hindi Officer and one Hindi Translator have been included by APTEL at the instance of Committee so that APTEL can meet the mandatory statutory requirement of Official Languages (Use for Official Purposes of the Union) Rules, 1976. The mode of recruitment of each additional post has been shown in Table -2 below:

**TABLE-2 ( MODE OF RECRUITMENT OF ADDITIONAL STAFF )**

Sl. No.	Name of posts	Additional Number of post	Mode of Recruitment
1.	Assistant Registrar	02	Deputation/Absorption
3.	Consultant (Technical)	05	Deputation
4.	Hindi Officer	01	Deputation/Absorption
5.	Hindi Translator	01	Deputation/Absorption
6.	Section Officer	02	Deputation/Absorption
8.	Private Secretary	05	Deputation/Absorption
10.	Court Master	01	Direct Recruitment
11.	Personal Assistant	05	Deputation/Absorption
12.	Assistant	01	Deputation/Absorption
13.	Lower Division Clerk	01	Deputation/Absorption
14.	Record Keeper	02	Deputation/Absorption
15.	Driver*	06	Deputation/Absorption failing which by Direct Recruitment
16.	Record Lifter	02	Direct Recruitment
17.	MTS	15	Direct Recruitment
<b>Total (Deputation/Absorption/ Direct Recruitment)</b>		<b>49</b>	
<b>Outsourced Manpower</b>			
16.	Office Assistant (Steno)	05	Outsourcing
17.	Office Assistant (IT)	01	Outsourcing
18.	Office Attendants	06	Outsourcing
<b>Total (Outsourcing)</b>		<b>12</b>	
<b>Total</b>		<b>61</b>	
<b>Total Additional Manpower</b>		<b>56 (61-5) - *5 no. of Drivers outsourced earlier are now proposed to be replaced by Drivers to be recruited on permanent absorption basis.</b>	

#### 4.3 Findings/Observations of the Committee

- Two (2) new posts of Assistant Registrars have been proposed, which are likely to be hired through deputation/absorption basis. Out of these two new posts of Assistant Registrars proposed by APTEL , one post has been designated as Assistant Registrar (Judicial) and other post has been designated as Assistant Registrar (Filing and record) . It was clarified by APTEL representative that one Assistant Registrar will report to Deputy Registrar (Judicial) and other Assistant Registrar will be reporting to

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Deputy Registrar (Legal). This additional requirement was discussed by the committee and after assessing the work load of the Registry section and comparing it with other similar Tribunals , these two new posts of Assistant Registrars have been found justifiable .

- Two (2) new posts of Section Officers have been proposed, which are likely to be hired through deputation /absorption basis. Out of these two new posts of Section Officers proposed by APTEL , one post has been designated as Section Officer (Admin. & Accounts ) and other post has been designated as Section Officer (protocol) , who will be in-charge of protocol office. This additional requirement was discussed by the Committee and after assessing the work load of administration and protocol section in APTEL and comparing the same with other similar Tribunals , these two new posts of Section Officers have been found justifiable .
- Five (5) new posts of Technical consultants have been proposed by APTEL to provide Technical support to Chairperson, APTEL and 4 Hon'ble Members. APTEL's representative informed that at present, APTEL has no technical manpower to provide technical support/assistance to Chairperson, APTEL and 4 Hon'ble Members in writing various orders. The Committee found the requirement of 5 new posts of Technical consultants for APTEL justifiable .

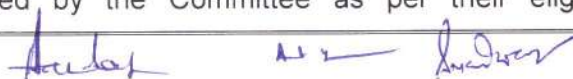
It has however been observed that financial implication on account of 5 No. of Technical Consultants was worked out by APTEL considering the pay scale corresponding to Grade Pay of Level-10 of Pay matrix as per 7<sup>th</sup> CPC . However, the Committee's opinion is that the Technical Consultants should have at least 4 to 5 years of working experience before being appointed as Technical Consultants . Therefore , these 5 posts of Technical Consultants are recommended by the Committee to be upgraded to the Level-11 of Pay matrix as per 7<sup>th</sup> CPC. Accordingly, the financial implication has been worked out by the Committee after considering the pay scale corresponding to Level-11 of pay matrix as per 7<sup>th</sup> CPC. Insofar as the mode of recruitment of Technical Consultants is concerned , the Committee decided that the recruitment for 5 new posts of Technical Consultants shall be done through deputation from Central Power Engineering Services (CPES) Cadre .

- Five (5) additional posts of Personal Assistant(PA) have been sought in addition to existing 5 nos. of PAs , which are likely to be hired through deputation/absorption basis . However, after going through the reporting structure of PAs , the proposed provision of keeping the posts of 2 PAs each for Registry section and Administration and Accounts section have not been considered justifiable as PAs have already been provided to 2 no. of Asstt. Registrars, 2 no. of Section Officers and 1 PA to Admn. cum Account Officer. Thus, out of total 10 posts of PAs proposed by APTEL , only six (6) posts of PAs have been found justifiable.
- Six (6) additional posts of Office Assistants/Stenos including 1 Office Assistant(IT) have been sought in addition to existing 15 nos. of Office Assistants/Stenos/IT , which

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are likely to be hired through outsourcing . It is noted that in Registry section itself, 7 no. of Office Assistants/Stenos are already existing and 1 additional post of Office Assistants/Steno has been sought . However, after assessing the work load of Registry section of APTEL vis-à-vis other similar Tribunals , only 5 posts of Office Assistants/Steno out of total 8 posts proposed by APTEL in Registry section have been found justifiable. Therefore, out of total 21 posts of Office Assistants/Stenos proposed by APTEL, 18 posts of Office Assistants/Stenos have been found justifiable.

- Fifteen(15) new posts of MTS have been proposed, which were earlier not existing and are likely to be hired through direct recruitment. These 15 new posts of MTS are in addition to 27 existing posts of Office Attendants . Besides this, 6 no. of additional Office Attendants have been proposed , which are proposed to be hired through outsourcing. Thus, total 33 posts of Office Attendants have been proposed by APTEL in addition to proposal for 15 new posts of MTS. As the work load of MTS and Office Attendants are more or less similar in nature , it has been decided by the committee that ,wherever, the posts of permanent MTS will be recommended by the committee, the Office Attendants, who are likely to be outsourced shall not be recommended except for few key positions like Chairperson and Hon'ble Members of APTEL. The Committee after examining the whole reporting structure of APTEL and proposed positioning of MTS found that 3 posts of MTS, which are proposed for Registry and Admin. & Accounts Section are not justifiable.
- Insofar as APTEL's proposal for total 33 no. of posts of Office Attendants is concerned, out of 5 posts of Office Attendants proposed by APTEL to be attached with 5 no. of Technical Consultants, only 2 posts of Office Attendants have been found justifiable as they can work in a pool. Similarly, only 1 post of Office Attendant in Hindi section and 1 additional post of Office Attendant in Admn. & Account section have been considered justifiable as against 2 and additional 3 posts of Office Attendants proposed respectively in those sections by APTEL. For Registry section also , out of 8 posts of Office Attendants proposed by APTEL , only 7 posts of Office Attendants have been considered justifiable by the Committee . Further, for Record Room, only 1 post of Office Attendant has been considered justifiable out of 2 proposed by APTEL. Thus, only 25 posts of Office Attendants have been found justifiable and remaining 8 posts of Office Attendant /Peons have not been found justifiable. Therefore, out of total 33 posts of Office Attendants and 15 new post of MTS proposed by APTEL , 12 no. of MTS and 25 no. of Office Attendants have been found justifiable and accordingly recommended.
- The posts of 1 Hindi Officer and 1 Hindi Translator have been considered justifiable so that APTEL can meet the mandatory statutory requirement of Official Languages (Use for Official Purposes of the Union) Rules, 1976.
- The provision for domestic help and security guard as applicable to key positions of APTEL has been allowed by the Committee as per their eligibility as these



provision is already existing and there is no additional financial implications /burden on account of these posts .

## 5.0 Recommendations of the Committee

### 5.1 Manpower Requirement

Based on the findings and observations of the Committee during various deliberations, the Committee has arrived at the conclusion that services of some of the supporting staff viz. MTS, Attendants, PAs, Stenos etc. can be utilized in an optimized manner by making a pool of such posts i.e. they can work in a pool. Thus, curtailment has been recommended by the Committee under such staff categories.

The existing manpower strength of APTEL vis-à-vis those proposed by APTEL and that recommended by the Committee for regular and outsourced employees has been shown separately in **Table-3 and Table-4** respectively . The Organization Chart of APTEL as proposed by them has been shown in the enclosed **Annexure-VI**.

**TABLE- 3**

**(EXISTING MANPOWER STRENGTH OF REGULAR EMPLOYEES OF APTEL VIS-À-VIS PROPOSED BY APTEL AND RECOMMENDED BY THE COMMITTEE)**

S.N	Name of the Post	No. of Existing Post in APTEL	No. of Post proposed by APTEL	No. of Post recommended by Committee	No. of Posts Curtailed by Committee
1.	Assistant Registrar	0	2	2	0
2.	Section Officers	0	2	2	0
3.	Tech. Consultants	0	5	5	0
4.	Principal Private Secretary (PPS)	5	5	5	0
5.	Private Secretary(PS)	5	10	10	0
6.	Personal Assistant(PA)	5	10	6	4
7.	Stenographer	1	1	1	0
8.	Assistants	2	3	3	0
9.	Lower Division Clerk(LDC)	1	2	2	0
10.	Court Master	4	5	5	0
11.	Hindi Officer	0	1	1	0
12.	Hindi Translator	0	1	1	0
13.	Cashier	1	1	1	0
14.	Accountant	1	1	1	0
15.	Record Keepers	0	2	2	0
16.	Record Lifters	0	2	2	0

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16.	Librarian	1	1	1	0
17.	MTS	0	15	12	3
18.	Drivers	0	6	6	0
<b>Total</b> (excluding the 10 regular posts comprising of one post of Chairperson, 4 Members, 1 Registrar, 2 Deputy Registrars, 1 Director (Admn.) & 1 AAO)		26	75	68	7

**TABLE- 4**

**(EXISTING MANPOWER STRENGTH OF OUTSOURCED EMPLOYEES OF APTEL VIS-À-VIS PROPOSED BY APTEL AND RECOMMENDED BY THE COMMITTEE )**

S.N	Name of the Post	No. of Existing Post in APTEL	No. of Post proposed by APTEL	No. of Post recommended by Committee	No. of Posts Curtailed by Committee
1.	Office Assistants/Stenos	15	21	18	3
2.	Office Attendant	27	33	25	8
3.	Driver	5	0	0	0
4.	Domestic Help	11	11	11	0
5.	Security Guard	24	24	24	0
6.	House Keeping	3	3	3	0
<b>Total</b>		85	92	81	11

## **5.2 Financial Implications**

The financial implications/burden due to the proposed additional manpower requirement in APTEL at various level as worked out by APTEL is Rs. 42.22 lakhs per month. The above financial implication has been worked out by taking into account the mid-point of the pay scale of officer/ staff as Basic Pay and other allowances viz., HRA@ 24%, DA@12% and Transport Allowance as per eligibility, etc. applied thereon. After considering the recommendations of the Committee on the proposed manpower requirement of APTEL, the additional financial implication/burden as worked out by the Committee is Rs. 34.89 lakhs per month. The break-up of additional financial implications on account of additional regular and outsourced employees based on APTEL's proposal and as per recommendations of the Committee is given in **Table 5** below.

*[Handwritten signatures]*

TABLE- 5

Financial Implications per month as per Proposal of APTEL	
Additional Financial Implications for Regular Employees (Rs.)	4107778
Additional Financial Implications for Outsourced Employees (Rs.)	114775
<b>Total additional Financial Implications based on APTEL's proposal (Rs.)</b>	<b>4222553</b>

Financial Implications per month as per Recommendations of the Committee	
Additional Financial Implications for Regular Employees (Rs.)	3612666
Additional Financial Implications for Outsourced Employees (Rs.)	-123225
<b>Total additional Financial Implications based on Committee's recommendations (Rs.)</b>	<b>3489441</b>

From the above table, it is evident that with the Committee's recommendations, the financial implications on account of outsourced employees has decreased by approx.. Rs. 1.23 lakhs per month whereas on account of regular employees, it has increased by about Rs. 36.12 lakhs per month and net financial implications is Rs. 34.89 lakhs per month as already mentioned in the above para. With the revision of Dearness Allowance by the Government w.e.f July, 2019, the financial implications will be accordingly revised. The detailed break-up of financial implications per month due to each and every additional manpower proposed by APTEL vis-à-vis as recommended by the Committee has been shown in **Table-6**.

Insofar as the budgetary provision of APTEL for the year 2019-20 is concerned, the information furnished by APTEL shows that actual expenditure incurred by APTEL for establishment up to 11/2019 is Rs. 7.24 crore against budget estimates(B.E) of Rs. 17.14 crore. The revised estimates (R.E) for APTEL for the year 2019-20 is Rs. 17.67 crore, which is likely to be enhanced to Rs. 19.32 crore under proposed budget estimates(B. E) for the year 2020-21.

### 5.3 Follow up Action


It would be pertinent to mention that speedy follow up action is required by the APTEL for suitable revision in RR Rules etc. for recruitment of additional regular employees as proposed by the Committee within a fixed time frame so that the recruitment process for recruitment of additional regular employees may be smooth and without any time delay.

1. (Dr. Somit Dasgupta)  19/12/19  
Member(E&C), CEA & Chairman of Committee

2. (Sandeep Naik)  19/12/19  
Director(R&R),MOP

5. (Sanjiva Mandilwar)  19.12.2019.  
Chief Engineer, Regulatory Affairs Division, CEA & Member Convener

2. (Dr. Ashu Sanjeev Tinjan)  19/12/19  
Registrar, APTEL

4. (Anand Upadhyay)  19.12.19  
Dy. Secy(Fin.), MOP

**TABLE- 6**

S.N.	Posts required for	Name of posts	Existing Manpower strength as indicated by APTEL	Manpower requirement as proposed by APTEL	Committee's Recommendations on Manpower requirement in APTEL	Financial Implications per month (In Rupees)		
						Salary Bill of existing Manpower strength as indicated by APTEL	Salary Bill of Proposed Manpower strength as indicated by APTEL	As per Committee's Recommendations
1	Chairperson	Chairperson	1	1	1	340000.00	340000.00	340000.00
		Principal Private Secretary	1	1	1	165254.00	165254.00	165254.00
		Private Secretary	0	2	2	0.00	235456.00	235456.00
		Office Assistant(Steno) through outsource	1	1	1	26000.00	26000.00	26000.00
		MTS	0	1	1	0.00	46872.00	46872.00
		Office Attendant - through outsource	3	2	2	60000.00	40000.00	40000.00
		Driver (Permanent)	0	1	1		51632.00	51632.00
		Driver (Outsource)	1	0	0	32245.00		
		Domestic Help	2	2	2	39282.00	39282.00	39282.00
		Security Guard	3	3	3	76677.00	76677.00	76677.00
2	Judicial Member	Judicial Member	1	1	1	306000.00	306000.00	306000.00
		Principal Private Secretary	1	1	1	165254.00	165254.00	165254.00
		Private Secretary	1	1	1	117728.00	117728.00	117728.00
		MTS	0	1	1	0.00	46872.00	46872.00
		Office Attendant - through outsource	1	1	1	20000.00	20000.00	20000.00
		Driver (Permanent)	0	1	1	0.00	51632.00	51632.00
		Driver (Outsource)	1	0	0	32245.00	0.00	0.00
		Domestic Help	2	2	2	39282.00	39282.00	39282.00
		Security Guard	3	3	3	76677.00	76677.00	76677.00
3	Technical Members	Technical Members	3	3	3	918000.00	918000.00	918000.00

		<b>Principal Private Secretary</b>	3	3	3	495762.00	495762.00	495762.00
		<b>Private Secretary</b>	3	3	3	353184.00	353184.00	353184.00
		<b>MTS</b>	0	3	3	0.00	140616.00	140616.00
		<b>Office Attendant - through outsource</b>	3	3	3	60000.00	60000.00	60000.00
		<b>Driver (Permanent)</b>	0	3	3	0.00	154896.00	154896.00
		<b>Driver (Outsource)</b>	3	0	0	96735.00	0.00	0.00
		<b>Domestic Help</b>	6	6	6	117846.00	117846.00	117846.00
		<b>Security Guard</b>	9	9	9	230031.00	230031.00	230031.00
4	<b>Registrar</b>	<b>Registrar</b>	1	1	1	251832.00	251832.00	251832.00
		<b>Private Secretary</b>	1	1	1	117728.00	117728.00	117728.00
		<b>Personal Assistant</b>	0	1	1	0.00	88624.00	88624.00
		<b>Office Assistant(Steno) through outsource</b>	1	1	1	26000.00	26000.00	26000.00
		<b>Office Attendant - through outsource</b>	2	1	1	40000.00	20000.00	20000.00
		<b>MTS</b>	0	1	1	0.00	46872.00	46872.00
		<b>Driver (Permanent)</b>	0	1	1	0.00	51632.00	51632.00
		<b>Driver (Outsource)</b>	0	0	0	0.00	0.00	0.00
		<b>Domestic Help</b>	1	1	1	19641.00	19641.00	19641.00
5	<b>Deputy Registrar</b>	<b>Deputy Registrar</b>	2	2	2	360480.00	360480.00	360480.00
		<b>Private Secretary</b>	0	2	2	0.00	235456.00	235456.00
		<b>Personal Assistant</b>	2	0	0	177248.00	0.00	0.00
		<b>Office Attendant - through outsource</b>	2	0	0	40000.00	0.00	0.00
		<b>MTS</b>	0	2	2	0.00	93744.00	93744.00
6	<b>Director (Admn.)</b>	<b>Director (Admn.)</b>	1	1	1	180240.00	180240.00	180240.00
		<b>Private Secretary</b>	0	1	1	0.00	117728.00	117728.00
		<b>Personal Assistant</b>	1	0	0	88624.00	0.00	0.00
		<b>Office Attendant - through outsource</b>	1	0	0	20000.00	0.00	0.00
		<b>MTS</b>	0	1	1	0.00	46872.00	46872.00
7	<b>Assistant Registrar</b>	<b>Assistant Registrar</b>	0	2	2	0.00	330508.00	330508.00
		<b>Personal Assistant</b>	0	2	2	0.00	177248.00	177248.00



		MTS	0	2	2	0.00	93744.00	93744.00
8	Administrative-cum-Accounts Officer	Administrative-cum-Accounts Officer	1	1	1	165254.00	165254.00	165254.00
		Personal Assistant	0	1	1	0.00	88624.00	88624.00
		MTS	0	1	1	0.00	46872.00	46872.00
9	Consultant (Technical)	Consultant (Technical/Finance)	0	5	5	0.00	826270.00	826270.00
		Office Assistant(Steno) through outsource	0	5	5	0.00	130000.00	130000.00
		Office Attendant - through outsource	0	5	2	0.00	100000.00	40000.00
10	Hindi Section	Hindi Officer	0	1	1	0.00	133824.00	133824.00
		Hindi Translator	0	1	1	0.00	88624.00	88624.00
		Steno (Hindi) - through Outsource	0	1	1	0.00	26000.00	26000.00
		Office Attendant - through outsource	0	2	1	0.00	40000.00	20000.00
11	Section Officer	Section Officer	0	2	2	0.00	235456.00	235456.00
		Personal Assistant	0	2	2	0.00	177248.00	177248.00
12	Registry	Personal Assistant	1	2	0	88624.00	177248.00	0.00
		Court Master	4	5	5	444800.00	556000.00	556000.00
		Judicial Assistant	1	1	1	88624.00	88624.00	88624.00
		Office Assistant(Steno) through outsource	7	8	5	182000.00	208000.00	130000.00
		Office Attendant - through outsource	10	8	7	200000.00	160000.00	140000.00
		MTS	0	2	0		93744.00	0.00
13	Library	Librarian	1	1	1	88624.00	88624.00	88624.00
		Office Attendant - through outsource	1	1	1	20000.00	20000.00	20000.00
14	Record Room	Record Keeper	0	2	2	0.00	103264.00	103264.00
		Record Lifter	0	2	2	0.00	93744.00	93744.00
		Office Attendant - through outsource	0	2	1	0.00	40000.00	20000.00

15	Admn. & Accounts	Personal Assistant	1	2	0	88624.00	177248.00	0.00
		Assistant	1	2	2	88624.00	177248.00	177248.00
		Accountant	1	1	1	88624.00	88624.00	88624.00
		Stenographer	1	1	1	64960.00	64960.00	64960.00
		Cashier	1	1	1	51632.00	51632.00	51632.00
		LDC	1	2	2	51632.00	103264.00	103264.00
		Office Assistant(Steno) through outsource	4	2	2	104000.00	52000.00	52000.00
		Office Attendant - through outsource	4	7	5	80000.00	140000.00	100000.00
		MTS	0	1	0		46872.00	0.00
		Security Guard	9	9	9	230031.00	230031.00	230031.00
		House Keeping	3	3	3	66454.00	66454.00	66454.00
16	Protocol	Office Assistant(Steno) through outsource	1	1	1	26000.00	26000.00	26000.00
17	IT	Office Assistant (IT) - through outsource	1	2	2	26000.00	52000.00	52000.00
		Office Attendant - through outsource	0	1	1	0.00	20000.00	20000.00
<b>TOTAL</b>			<b>121</b>	<b>177</b>	<b>159</b>	<b>7334502</b>	<b>11557055</b>	<b>10823943</b>

#### Financial Implications per month as per Proposal of APTEL

Additional Financial Implications for Regular Employess (Rs.)	4107778
Additional Financial Implications for Outsourced Employess (Rs.)	114775
<b>Total additional Financial Implications based on APTEL's proposal (Rs.)</b>	<b>4222553</b>

#### Financial Implications per month as per Recommendations of the Committee

Additional Financial Implications for Regular Employess (Rs.)	3612666
Additional Financial Implications for Outsourced Employess (Rs.)	-123225
<b>Total additional Financial Implications based on Committee's recommendations (Rs.)</b>	<b>3489441</b>

No.46/6/2019-R&R  
Government of India  
Ministry of Power  
\*\*\*\*\*

Shram Shakti Bhavan, Rafi Marg,  
New Delhi. May 6, 2019

## ORDER


It has been decided to constitute the following committee to look into the manpower requirements of Appellate Tribunal for Electricity (APTEL) and to make suitable recommendations to the Government in the matter:

- |                            |   |   |
|----------------------------|---|---|
| 1. Member (E&C), CEA       | - | Chairperson   |
| 2. Representative of APTEL | - | Member (to be identified by<br>Chairperson, APTEL)        |
| 3. Director (R&R), MoP     | - | Member  |
| 4. DS (Finance), MoP       | - | Member  |
| 5. CE/Director, CEA        | - | Member Convenor (to be identified by<br>Chairperson, CEA) |

2. The committee may co-opt any other member, if required, as special invitee. The Committee will make its recommendations within three months.



To

  
(Ghanshyam Prasad)  
Chief Engineer  
Telefax: 23710389

1. Chairperson, CEA, Sewa Bhavan, R.K. Puram, New Delhi.  
2. Member (E&C), CEA, Sewa Bhavan, R.K. Puram, New Delhi.  
3. Registrar, APTEL, SCOPE Complex, Lodhi Road, New Delhi

Copy for information to:

PPS to Secretary (Power)/ PPS to AS(R&amp;R)/ Director (R&amp;R)/ DS(Fin)





No.46/6/2019-R&R  
Government of India  
Ministry of Power  
\*\*\*\*\*

Shram Shakti Bhavan, Rafi Marg,  
New Delhi. May 15, 2019

## OFFICE MEMORANDUM

Subject : **Committee constituted under the chairmanship of Member (E&C),  
CEA to look into the manpower requirements of APTEL**

The undersigned is directed to refer to this Ministry's Order of even number dated 6.5.2019 regarding the subject mentioned above and to forward a copy of letter No. 28/1/2012-Admn/APTEL/600/19 dated May 2019 received from APTEL, nominating Dr. Ashu Sanjeev Tinjan, Registrar (APTEL) as representative of APTEL on the above Committee.

*DRC*

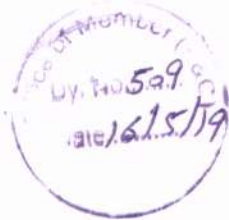
(D. Chattopadhyay)

Under Secretary to the Govt of India  
Telefax: 23730265

Member (E&C),  
Central Electricity Authority,  
Sewa Bhavan, R.K.Puram,  
New Delhi.

Copy to :

1. Registrar, APTEL, SCOPE Complex, Lodhi Road, New Delhi.
2. PPS to Secretary (Power)/ PPS to AS(R&R)/ Director (R&R)/ DS(Fin),  
Ministry of Power, New Delhi.



CE (RA)



विद्युत अपील अधिकरण  
कोर 4, सातवाँ तल, स्कोप बिल्डिंग, लोधी रोड,  
नई दिल्ली - 110 003  
दूरभाष : 24368477 फ़ैक्स : 24368479  
APPELLATE TRIBUNAL FOR ELECTRICITY  
Core 4, 7<sup>th</sup> Floor, SCOPE Building, Lodhi Road,  
New Delhi - 110 003  
Tel.: 24368477 Fax: 24368479

File No.28/1/2012-Admn/APTEL/-620/19 Dated : 15<sup>th</sup> May, 2019

To

The Under Secretary (R&R)  
Ministry of Power  
Shram Shakti Bhawan,  
New Delhi - 110 001.

Sir,

Please refer to Ministry of Power Order No.46/6/2019-R&R dated 6<sup>th</sup> May, 2019. The Hon'ble Chairperson of APTEL has nominated Dr. Ashu Sanjeev Tinjan, Registrar, APTEL as Member in a Committee constituted to look into the manpower requirements of APTEL.

Yours faithfully,

( Ajay Kumar )  
Director (Admn.)

**Copy for information to :-**

Shri Sanjay Mandilwar, Chief Engineer, Central Electricity  
Authority, Sewa Bhawan, R.K. Puram, New Delhi.

  
( Ajay Kumar )

No.EC-15-17/3/2018-RA/ 128  
 Government of India  
 Ministry of Power  
 Central Electricity Authority,  
 Regulatory Affairs Division

Sewa Bhawan,  
 R.K. Puram, New Delhi - 110066  
 Dated : 21<sup>st</sup> May, 2019

**Subject:** Minutes of first meeting of the Committee Constituted by the Ministry of Power to look into the manpower requirements of APTEL - reg.

Please find enclosed a copy of the Minutes of the First meeting of the Committee Constituted by the Ministry of Power to look into the manpower requirements of APTEL. The above meeting was held under the Chairmanship of Member(E&C), CEA on 17.5.2019 in CEA, New Delhi.

*Sanjiva Mandilwar* 21.5.2019  
 (Sanjiva Mandilwar)  
 Chief Engineer(RA) & Member(Convenor) of the Committee  
 Tel. No. 26732320

**To**

1. The Registrar, APTEL, SCOPE Complex, Lodhi Road, New Delhi.
2. Shri Sandeep Naik, Director(R&R), Ministry of Power, Shram Shakti Bhavan, New Delhi.
3. Shri Anand Upadhyay, Deputy Secretary(Finance), Ministry of Power, Shram Shakti Bhawan, New Delhi.

**Copy for information to :-**

1. Shri Ghanshyam Prasad, Chief Engineer(R&R), Ministry of Power, Shram Shakti Bhawan, New Delhi.
2. PPS to Member(E&C), CEA

*o/c*

*Sanjiva (RA)*  
*21/5/2019*

**MINUTES OF THE FIRST MEETING OF THE COMMITTEE HELD ON 17.05.2019 TO LOOK INTO THE MANPOWER REQUIREMENT OF APPELLATE TRIBUNAL FOR ELECTRICITY (APTEL) AT CEA, SEWA BHAWAN, R.K PURAM, NEW DELHI.**

The first meeting of the committee constituted by the Ministry of Power to look into the manpower requirement of Appellate Tribunal for Electricity (APTEL) was held under the Chairmanship of Member (E&C), CEA on 17.05.2019 in the Conference room 'Manthan', 2<sup>nd</sup> Floor, CEA, Sewa Bhawan, R K Puram at 15:00 Hrs. The meeting was attended by the members of the committee nominated for the purpose.

**The list of participants is enclosed as Annexure-I.**

2. Welcoming the participants in the meeting, Member (E&C), CEA first introduced the members of the Committee and requested the APTEL representative to make a presentation on the proposed manpower requirement of APTEL.

3. The Registrar of the APTEL, Dr (Mrs) Tinjan, who represented APTEL informed that due to manifold increase in receipt of appeals, petitions and IAs in APTEL every year and shortage of staff at various levels, the pendency of cases in APTEL is increasing every year. She also informed that as on 2018 year end, about 2000 appeals/petitions/cases are pending in APTEL for disposal. She further mentioned that pendency of the cases/appeals are increasing due to retirement of Hon'ble Members periodically due to which only one Bench of the Tribunal is operational at times and also due to paucity of staff in APTEL at various levels. viz. Registry, Accounts and Administration etc.

4. Member (E&C), CEA then asked the APTEL representative about the total sanctioned manpower strength of APTEL as on date. Member (E&C), CEA also wanted to know about the current budget of APTEL and the expenditure incurred by APTEL during the last financial year.

In response thereto, the APTEL representative informed that the total sanctioned manpower strength of APTEL as on date was 36 and against which only 22 posts are filled up at present. She said that APTEL was facing acute manpower shortage at the level of Private Secretaries (PS), Section Officers, Personal Assistants (PAs), Assistants, MTS, LDCs and Drivers etc. She also said that many posts at lower positions, which are outsourced are lying vacant. The APTEL representative further informed that presently, no technical officers are posted in APTEL to assist the Hon'ble Members.

5. The APTEL representative, therefore emphasized the need for posting of more Private Secretaries (PS), Section Officers, Personal Assistants (PAs), Assistants, MTS, LDCs and Drivers etc. She said that APTEL was also proposing to hire technical consultants to assist the Hon'ble Members. She also stressed the need of posting two Asstt. Registrars for assistance in court matters of APTEL.

6. In response thereto, Member(E&C), CEA wanted to know about the manpower requirement norms of other similar Tribunals . He wanted to know the number of cases/petitions/appeals filed every year in other Tribunals vis-à-vis no. of cases / petitions /appeals filed every year in APTEL . He also wanted to know about the existing manpower strength in those tribunals vis-à-vis APTEL's existing manpower strength .

Member(E&C), CEA also requested the APTEL's representative to work out the financial implication of additional manpower requirement at different levels by taking the midpoint of pay scale of officer/staff as Basic pay and other allowances viz. HRA, DA etc. applied thereon.

7. Director (R&R) ,MOP said that APTEL should clearly spell out the present manpower strength and additional manpower requirement at various levels by positioning and mentioning it under the Organization structure of APTEL. Director (R&R) ,MOP also requested the APTEL's representative to clearly state the mode of recruitment proposed by APTEL at various levels i.e how many posts they want to fill on permanent basis along with their levels and pay scale and how many posts they want to fill through outsourcing along with their consolidated pay and levels. The APTEL representative was also asked to work out the no. of outsourced staff required after filling up of all proposed permanent posts in APTEL.

8. Member(E&C), CEA, while concluding the meeting thanked all the participants and requested the APTEL representative to furnish all the required information at the earliest. Member(E&C), CEA further said that after receipt of the requisite information from APTEL, the same would be examined by all committee members and will be discussed in next meeting, the date of which would be intimated separately. In response thereto, APTEL representative said they will submit the requisite information by first week of June, 2019. Member(E&C), CEA however, opined that the information sought was basic and efforts may be made to submit the information latest by the end of this month.

The meeting ended with vote of thanks to the Chair.

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**LIST OF PARTICIPANTS OF THE FIRST MEETING OF THE COMMITTEE HELD ON 17.05.2019 AT CEA, NEW DELHI TO LOOK INTO THE MANPOWER REQUIREMENT OF APTEL.**

1. Dr. Somit Dasgupta, Member(E&C), CEA
2. Shri Sanjiva Mandilwar, Chief Engineer (Regulatory Affairs), CEA
3. Dr. Ashu Sanjeev Tinjan, Registrar, APTEL
4. Shri Sandeep Naik, Director(RR), Min. of Power
5. Shri Anand Upadhyay, DS(FIN), Min. of Power
6. Shri Ajay Kumar, Director(Admn.), APTEL
7. Shri Ajay Devedwal, Asstt. Director(Regulatory Affairs), CEA

No.EC-15-17/3/2018-RA/  
Government of India  
Ministry of Power  
Central Electricity Authority,  
Regulatory Affairs Division

Sewa Bhawan,  
R.K. Puram, New Delhi - 110066  
Dated : 27<sup>th</sup> Nov, 2019

**Subject:** Minutes of second meeting of the Committee Constituted by the Ministry of Power to look into the manpower requirements of APTEL - reg.

Please find enclosed a copy of the Minutes of the second meeting of the Committee Constituted by the Ministry of Power to look into the manpower requirements of APTEL. The above meeting was held under the Chairmanship of Member(E&C), CEA on 22.11.2019 in CEA, New Delhi.

  
(Sanjiva Mandilwar)

Chief Engineer(RA) & Member(Convenor) of the Committee  
Tel. No. 26732320

**To**

1. The Registrar, APTEL, SCOPE Complex, Lodhi Road, New Delhi.
2. Shri Sandeep Naik, Director(R&R), Ministry of Power, Shram Shakti Bhavan, New Delhi.
3. Shri Anand Upadhyay, Deputy Secretary(Finance), Ministry of Power, Shram Shakti Bhawan, New Delhi.

**Copy for information to :-**

1. Shri Ghanshyam Prasad, Chief Engineer(R&R), Ministry of Power, Shram Shakti Bhawan, New Delhi.
2. PPS to Member(E&C), CEA

**MINUTES OF THE SECOND MEETING OF THE COMMITTEE HELD ON 22.11.2019 TO LOOK INTO THE PROPOSED MANPOWER REQUIREMENT OF APPELLATE TRIBUNAL FOR ELECTRICITY (APTEL) AT CEA, SEWA BHAWAN, R.K PURAM, NEW DELHI.**

The second meeting of the committee constituted by the Ministry of Power to look into the proposed manpower requirement of Appellate Tribunal for Electricity (APTEL) was held under the Chairmanship of Member (E&C), CEA on 22.11.2019 in the Conference room 'Manan', 9<sup>th</sup> Floor, CEA, Sewa Bhawan, R K Puram at 15:00 Hrs. The meeting was attended by the members of the committee nominated for the purpose.

**The list of participants is enclosed as Annexure-I.**

2. Welcoming the participants in the meeting, Member (E&C), CEA first requested the Chief Engineer, RA Division, CEA/Member-convener of the Committee to brief the other members of the committee about the salient parts of the draft report/recommendations of the committee on the subject, which was circulated amongst all the members of the committee vide email dated 18.11.2019 along with meeting notice for this meeting.
3. Initiating the discussions, Chief Engineer, RA Division, CEA/Member-convener of the Committee first briefed the Members of the Committee about the detailed information sought from APTEL subsequent to the first meeting of the committee held on 17.05.2019 and detailed discussions/correspondences/interactions held with APTEL's representative from time to time. Thereafter, Chief Engineer, RA Division, CEA/Member-convener of the Committee briefed all the members about the salient parts of the draft report/recommendations of the committee clearly spelling out the existing manpower strength, manpower strength/posts proposed by APTEL vis-a-vis those recommended by the committee in its draft report/recommendations. Chief Engineer, RA Division, CEA/Member-convener of the committee further informed the members of the committee that the draft report/recommendations of the committee also contained an Organization chart of APTEL depicting existing manpower of APTEL as well as those recommended by the committee.
4. In response thereto, Director (R&R), MOP informed the members that APTEL has submitted a separate proposal to Min. of Power for creation of additional posts of Members in APTEL along with associated staff requirement on account of their proposal for creation of additional benches of APTEL. He therefore, wanted to know from Member (E&C), CEA /Chairman of the committee whether the aforesaid proposal of APTEL could also be included under the scope of this committee. In response thereto, Member (E&C), CEA said that creation of additional post of Members in APTEL would require amendment in existing provisions of Electricity Act, 2003 and hence it would be a time consuming exercise. Therefore, the aforementioned proposal of APTEL for creation of additional posts of Members in APTEL along with associated staff requirement can't be accommodated under the scope of the present committee.

5. Registrar ,APTEL, Dr (Mrs) Tinjan, while giving her observations on the proposed recommendations of the committee said that she had some reservations on the draft report /recommendations of the committee. The issues on which she expressed her reservations are mentioned as under:

- One post of Section Officer(protocol) , which has been disallowed by the committee in its draft report/recommendations needs to be restored for proper functioning of protocol office . The same was agreed by Member (E&C), CEA.
  - For Registry section, one additional post of Attendant /Peon, which has been proposed by APTEL may be allowed. She said that as per draft report/recommendations of the committee, no additional posts of Attendant /Peons through outsourcing have been recommended. She said that since the workload of registry section is more , at least one additional post of Attendant /Peon, which has been proposed by APTEL may be allowed to which, Member(E&C) ,CEA agreed.
  - All 15 additional posts of MTS, which have been proposed by APTEL and who are likely to be hired through direct recruitment may be allowed. As per draft report/recommendations of the committee, 9 no. of MTS have been recommended , who are attached with office of Chairperson, APTEL (1No.) , 4 Technical Members (4 No.), O/o Registrar(1No.) and Dy. Registrar (2No.) and O/o Director (Admn.) (1No.). In response thereto , Member (E&C), CEA said that same can be agreed upon with a condition that wherever, the post of MTS will be recommended, the Attendant /Peon, who are likely to outsourced will not be allowed/recommended . For this , the Registrar , APTEL agreed.
6. Registrar ,APTEL further informed that insofar as additional requirement of Office Attendants/peons is concerned, no additional posts have been recommended by the committee in its draft report/ recommendations . In response thereto, Chief Engineer, RA Division, CEA/Member-convener of the Committee clarified that out of total 15 additional posts of Office Attendants/peons proposed by APTEL, which are likely to be hired through outsourcing , 7 posts of Office Attendants/peons have been recommended by the committee in its draft report/recommendation. On this, Registrar , APTEL said that there appears some inconsistency/error in the data furnished by APTEL in this regard . On this , Member(E&C) ,CEA said that APTEL would need to furnish the correct data of additional Office Attendants/peons required by APTEL vis-a-vis the existing strength of Office Attendants/peons and it also needs to be shown on the Organization chart already enclosed along with the draft report/recommendations. To this, Registrar ,APTEL said that she would arrange to send the correct data in this regard .
7. Director (R&R) ,MOP then wanted to know from the Registrar ,APTEL as to whether the provision for domestic help at residences for Chairperson and Members of APTEL has been made separately by APTEL because there is no mention of any provision made for domestic help in the draft report/recommendations of the Committee. In response thereto, Registrar ,APTEL said that there was an omission on the part of

APTEL while submitting the information on this issue. She said that since the post of Chairperson and Members in APTEL are at par with the level of Hon'ble Chief Justice of High court/ Hon'ble Judge of High court respectively as per provisions contained in Electricity Act, 2003, they are eligible for the same. Hence, she emphasized that provision of domestic help at residences is required to be made for Chairperson and Members of APTEL. She also agreed to furnish relevant documents in support of the same.

8. Member (E&C), CEA, while concluding the meeting thanked all the participants and requested the APTEL representative to furnish all the required information urgently by 25.11.2019. Member (E&C), CEA further said that after receipt of the requisite information from APTEL, the same would be examined by all the committee members and a next meeting will be called to finalize the committee's recommendation which will be the final meeting, the date of which would be intimated separately. In response thereto, APTEL representative said they will try to submit the requisite information by 25.11.2019 as desired by Member (E&C), CEA.

The meeting ended with vote of thanks to the Chair.

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**LIST OF PARTICIPANTS OF THE SECOND MEETING OF THE COMMITTEE HELD ON 22.11.2019 AT CEA, NEW DELHI TO LOOK INTO THE MANPOWER REQUIREMENT OF APTEL.**

1. Dr. Somit Dasgupta, Member(E&C), CEA
2. Shri Sanjiva Mandilwar, Chief Engineer , Regulatory Affairs Division, CEA
3. Dr. Ashu Sanjeev Tinjan, Registrar, APTEL
4. Shri Sandeep Naik, Director(R&R), Min. of Power
5. Shri Ajay Kumar, Director(Admn.), APTEL
6. Shri Chandra Prakash, Director, Regulatory Affairs Division, CEA
7. Shri Pankaj Kumar Verma, Deputy Director, Regulatory Affairs Division, CEA
7. Shri Ajay Devedwal, Asstt. Director, Regulatory Affairs Division, CEA

No.EC-15-17/3/2019-RA/  
Government of India  
Ministry of Power  
Central Electricity Authority,  
Regulatory Affairs Division

Sewa Bhawan,  
R.K. Puram, New Delhi - 110066  
Dated : 16<sup>th</sup> December, 2019

**Subject:** Minutes of Third meeting of the Committee Constituted by the Ministry of Power to look into the manpower requirements of APTEL - reg.

Please find enclosed a copy of the Minutes of the third meeting of the Committee Constituted by the Ministry of Power to look into the manpower requirements of APTEL. The above meeting was held under the Chairmanship of Member(E&C), CEA on 13.12.2019 in CEA, New Delhi.

  
(Sanjiva Mandilwar)

Chief Engineer(RA) & Member(Convenor) of the Committee  
Tel. No. 26732320

**To**

1. The Registrar, APTEL, SCOPE Complex, Lodhi Road, New Delhi.
2. Shri Sandeep Naik, Director(R&R), Ministry of Power, Shram Shakti Bhavan, New Delhi.
3. Shri Anand Upadhyay, Deputy Secretary(Finance), Ministry of Power, Shram Shakti Bhawan, New Delhi.

**Copy for information to :-**

1. Shri Ghanshyam Prasad, Chief Engineer(R&R), Ministry of Power, Shram Shakti Bhawan, New Delhi.
2. PPS to Member(E&C), CEA

**MINUTES OF THE THIRD MEETING OF THE COMMITTEE HELD ON 13.12.2019 TO LOOK INTO THE PROPOSED MANPOWER REQUIREMENT OF APPELLATE TRIBUNAL FOR ELECTRICITY (APTEL) AT CEA, SEWA BHAWAN, R.K PURAM, NEW DELHI.**

The third meeting of the committee constituted by the Ministry of Power to look into the proposed manpower requirement of Appellate Tribunal for Electricity (APTEL) was held under the Chairmanship of Member (E&C), CEA on 13.12.2019 in the Conference room 'Manthan', 2<sup>nd</sup> Floor, CEA, Sewa Bhawan, R K Puram at 15:00 Hrs. The meeting was attended by the members of the committee nominated for the purpose.

**The list of participants is enclosed as Annexure-I.**

2. Welcoming the participants in the meeting, Member (E&C), CEA first requested the Chief Engineer, RA Division, CEA/Member-convenor of the Committee to brief the other members of the committee about the the inputs/reply received from APTEL on the subject based on deliberation/decisions taken during the second meeting of the committee held on 22.11.2019.
3. Initiating the discussions , Chief Engineer, RA Division, CEA/Member-convenor of the Committee first briefed the Members of the Committee about the detailed information sought from APTEL during the second meeting of the committee held on 22.11.2019 and APTEL's reply received thereon. Thereafter , Chief Engineer, RA Division, CEA/Member-convenor of the Committee briefed all the members about the changes made in the draft report/recommendations of the committee based on inputs received from APTEL clearly spelling out the existing manpower strength, manpower strength /posts proposed by APTEL vis-a-vis those recommended by the Committee .
4. In response thereto, Registrar , APTEL informed Member (E&C), CEA and the Chairman of the Committee that APTEL is satisfied with the recommendations of the Committee in the draft Report .
5. Director (R&R), MOP suggested that the additional financial implications per month on account of regular and outsourced employees should be worked out separately as per recommendations of the Committee and the same should be incorporated in the final report , which was agreed by all the Committee members. Director (R&R), MOP also said that speedy follow up action would be required by the APTEL for suitable revision in RR Rules etc. for recruitment of additional regular employees as proposed by the Committee within a fixed time frame so that the recruitment process for recruitment of additional regular employees may be smooth and without any time delay.
6. Member (E&C), CEA, then requested Chief Engineer, RA Division, CEA/Member-convenor of the Committee to incorporate slight modifications in the report based on deliberations of today's meeting and requested him to email the report to APTEL and APTEL representative was requested to give comments/observations if any, on the report by 16.12.2019 positively.
7. Member (E&C), CEA concluded the meeting by thanking all the participants and the meeting ended with vote of thanks to the Chair.

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**LIST OF PARTICIPANTS OF THE THIRD MEETING OF THE COMMITTEE HELD ON 13.12.2019  
AT CEA, NEW DELHI TO LOOK INTO THE MANPOWER REQUIREMENT OF APTEL.**

1. Dr. Somit Dasgupta, Member(E&C), CEA
2. Shri Sanjiva Mandilwar, Chief Engineer , Regulatory Affairs Division, CEA
3. Dr. Ashu Sanjeev Tinjan, Registrar, APTEL
4. Shri Sandeep Naik, Director(R&R), Min. of Power
5. Shri Anand Upadhyay, Deputy Secretary(Finance), Min. of Power
6. Shri Ajay Kumar, Director(Admn.), APTEL
7. Shri Pankaj Kumar Verma, Deputy Director, Regulatory Affairs Division, CEA
8. Shri Ajay Devedwal, Asstt. Director, Regulatory Affairs Division, CEA

**PROPOSED ORGANIZATIONAL CHART AS PER APTEL**

