

Office of the
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R.R. No. 82-64 Date: 25/7/05

ecy
25/7/05
(JVVNL)
AIPUR

No. Chairman-Discoms/TA/D. 23

25 July, 2005

ORDER - 05/07

In continuation of orders issued vide No.D.73 dated 22.1.2004, the system of performance appraisal and the delegation of powers for disciplinary action in vogue in the three Distribution Companies is partially modified in following respects:-

Performance Appraisal - (Effective from the year 2005-06)

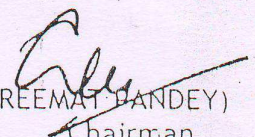
1. The APARs of the Managing Director of Discoms shall be written / finally appraised by the Chairman, Discoms.
2. The APARs of Chief Engineers / Addl. Chief Engineers / Dy. Chief Engineers / Zonal Chief Engineers will be written by the Managing Director as the reporting officer and reviewed / finally appraised by the Chairman, Discoms.
3. The APARs of the above officers will remain in custody with Chairman's office (personal cell).

Disciplinary Authority

1. The Chairman Discoms will be the appointing authority, the suspending authority and the disciplinary authority for major penalties in respect of CEs / Addl.CEs / Dy.CEs and Zonal CEs. The Managing Director will continue to be the disciplinary authority for imposition of minor penalty in their cases.
2. The Chairman, Discoms will be the competent appellate authority against orders for disciplinary action passed by the Managing Director, Discoms. In cases in which the Chairman, Discoms is the disciplinary authority, the appeal will lie with the Board of Directors.
3. There will be no provision for second appeal.

The existing orders issued by the three Discoms in regard to performance appraisal and disciplinary authority will stand modified to the above extent.

This order is issued subject to ratification by the Board of Directors of respective Discoms.


(SHREEMATI BANDEY)
Chairman