

GOVERNMENT OF PUDUCHERRY

Abstract

Power- Transfer Policy of the Electricity Department, Government of Puducherry -Issued.

INDUSTRIAL DEVELOPMENT (POWER) DEPARTMENT

G.O. Ms. No.

Puducherry, dated .08.2021.

READ : Letter No. 1-3/ED/Estt/TP/A1/2020 dated 22.02.2021 of the Superintending Engineer-cum-HoD, Electricity Department, Puducherry.

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ORDER:

I. Applicability:

This Transfer Policy is applicable to all Engineers and Technical staff of the Department from Construction Helpers up to the level of Executive Engineers.

II. Structure of the Department:

- (1) Electricity Department, Puducherry is a multi-disciplinary organization having officers and staff working in diversified sections such as Technical, Planning, Cable construction, Building maintenance, Operation and Maintenance of Electricity Distribution, EHV Lines and communication, Substation operation and maintenance, Protection, HT/LT Metering, SCADA. Training wing, Computerized billing, implementation of Centrally and state sponsored projects, etc. Electricity Department, Puducherry has Three Circles headed by Superintending Engineers and Ten Divisions headed by Executive Engineers under these circles.
- (2) Urban O&M, Rural (North O&M) and Rural (South O&M) Divisions maintain the operation and distribution of Electricity supply in Puducherry region. Auto SS Division maintains 230 KV Auto Sub-Stations at Villianur and Bahour, These 4 Divisions come under the control Of Superintending Engineer, Puducherry Region.
- (3) Karaikal Division maintains the operation and distribution of Electricity in Karaikal region whereas Mahe and Yanam come under SPM and Buildings Division and Cables and TTC Division respectively. These Divisions come under the jurisdiction of Superintending Engineer, Master Plan & Outlying Regions.
- (4) EHV Division carries out the works related to EHV design and execution besides maintenance of EHV lines and power line carrier, communication. MRT & MMC Division is in charge of after the HT/LT Metering including Laboratory; Protections Wing besides Material Management Cell General Division takes care of General Technical subjects besides APTS. These 3 Divisions comes under the control of Superintending Engineer and Head of the Department.

- The Engineers / Technical Staff are generally required to serve anywhere in the Union Territory of Puducherry and are liable to be transferred from one section to other section, Field to Office/ Office to Field, within the division/circle/regions or from one region to other region also.

III. Classification

(A) Officers:

For Engineers forming the supervisory cadre, from the Grade of Junior Engineers to that of Executive Engineers Classification shall be made on the basis of nature of work i.e., Officials working in the Field and officials working in Office such as planning/technical/office sections.

<u>Field</u>	<u>Office</u>	<u>Outlying Regions</u>
O&M, Shift duties, EHV lines, Communication, Protection, HTM, LTM. Lab, RMS, Cable, Building, etc.	Technical Division, P&M, EHV, MMC, Master Plan, TTC, Computer, Divisional offices, special projects etc.	Karaikal, Mahe & Yanam.

(B) Technical Staff:

For Technical Staff from the Grade of construction Helper to that of Foreman including Tester and Draughtsman classification shall be made on the basis of Zones detailed below;

Zone-1 – Urban: Offices located within Puducherry Urban agglomeration, bounded by Puducherry Town. Kalapet, Villianur and Ariyankuppam shall be classified as urban Zone.

Zone-2 – Rural: Offices located out of Urban Agglomeration of Puducherry such as Sedharapet, Thethampakkarn. Thirubuvanai, Thondamanatham, Eripakkam, Bahour shall be classified as Rural Zone

Zone-3 - (Outlying regions): All offices in Karaikal, Mahe and Yanam shall come under this category and shall be classified as Outlying Zones.

IV Transfer Policy

- (1) The transfer policy is emulated based on the general guidelines of the transfer policy of the Government of Puducherry, CVC guidelines and in particular taking into consideration the working nature of Electricity Department, Puducherry.
- (2) An Officers/ Technical Staff may be considered for transfer when he/she completes three years in an office. They ~~shall~~ ^{shall} be transferred from O & M to Sub-station and other places & viceversa. In any case, no Officers/technical staff should ordinarily be allowed to stay for more than four years in the same post.
- (3) Transfer shall be on rotational basis and shall be applicable invariably to all the Officers except for the rare exemptions listed at point 5 below.
- (4) On completion of tenure, the official shall be necessarily to be transferred to an office, in case they are service in field post, to be transferred to an office seat vice versa. Similarly one posting shall be in outlying region(excluding their native place)

- (5) The following officials may be transferred or retained as the case may be:
- a. Physically challenged Officers/staff where mobility is affected.
 - b. Officers /staff whose children are mentally challenged.
 - c. Officers/staff with serious health problems.
 - d. Officers/staff against whom there are disciplinary cases pending/initiated.
- Request for transfer against any vacancy for reasons mentioned in Clause 5 (a to c) shall be considered within the period of three years' service in a post. They shall be posted to a place of their choice or closer to it. Officers/staff against whom there are disciplinary cases pending /initiated shall be transferred or retained as the case may be depending upon the individual case.
- (6) Officers/technical staff who are working in the same post for three years may be allowed to continue for another one year if they are interested to continue and if the Department feels that their continuance in the same post would be in the interest of the Department. However after completion of four years he or she shall be transferred
- (7) Mutual transfer shall not be considered before completion of one year of service in a particular post and to posts where the candidate has not served previously.
- (8) When transfer is necessitated due to promotion, the candidate shall normally be posted in his/her home region depending upon availability of vacancy. If this is not possible, the officer/staff who has put in the longest period of Stay in one region should be transferred to other regions. An official who has already served in an outlying region (irrespective of cadre) should not be transferred to that region, when officials who have not served in outlying regions are available.
- (9) In cases where the natives of Karaikal/Mahe/Yanam have been transferred and posted in Puducherry region for want of vacancies in the respective regions, and where they apply for transfer to their native outlying regions, they may be transferred to their respective native outlying regions as and when vacancies arise, based on the continuous length of stay put in by them in Puducherry regions, but not before completing his tenure in the post.
- (10) Those who have attained the age of 59 years shall not be transferred except under promotion and unless the individual requests for a transfer.
- (11) It must be ensured that sufficient Engineers/Technical staff are available on shift duties in sub-stations and System Control Centre before transferring them from such offices after completion of three years.

- (12) The transfer of Officers/staff who have undergone special training for SCADA/System. Computer and IT enables Projects meter reading etc. shall be considered only on availability of officer/staff who are trained in the respective projects.
- (13) Newly recruited candidates will be initially invariably be posted in outlying regions, Zone 3, Zone-2 and Zone-1 in that order depending upon the vacancies and shall have to serve for the minimum period of two years before being considered for transfer.

VI. Transfer Committee

For Group "C" and Group "B" (Non-Gazetted) posts, a Committee headed by Superintending Engineer – Cum – Head of Department, Superintending Engineer (Master Plan & Outlying Regions), Superintending Engineer (Operation and Maintenance), Puducherry Region and the Officer on Special Duty are the Members.

For Group "B" (Gazetted) and Group "A" Posts, the Committee consisting of Secretary to Government (Power), Superintending Engineer – Cum – Head of Department, and Under Secretary to Government (Power) shall make recommendations for transferring of officials on periodical basis preferably in April and October of the Calendar year.

The guiding principle in the transfer policy shall be the interest of the Department, which shall be paramount. The Transfer Policy should not come in the way of the Department in engaging the talents of its Engineers/staff in a judicious manner.

-/BY ORDER OF THE LIEUTENANT-GOVERNOR/-

(V.KANY)

UNDER SECRETARY TO GOVT.(POWER

To
The Director of Stationery & Printing ,
Puducherry

- With a request to arrange to publish the same in the next issue of the State Gazette and send 10 copies issue of the State Gazette 10 copies to this Secretariat for records.

To

1. The Superintending Engineer-cum-HoD, Electricity Department, Puducherry.
2. The Superintending Engineer- Master Plan & Outlying regions.
3. The Superintending Engineer- O & M/Outlying regions.
4. All Executive Engineers, Electricity Department- Puducherry/Karaikal.
5. The Assistant Engineer, Electricity Department- Yanam & Mahe.
6. The Financial Controller, Electricity Department, Puducherry.
7. The Officer on Special Duty, Electricity Department, Puducherry.
8. The Under Secretary to Govt., Department of Personnel and Administrative Reforms (Personnel Wing), Puducherry.
9. The CRB, Puducherry.