



GAD/O&M/F.No.227

Maharashtra State Electricity Distribution Co.Ltd.
Estrella Batteries Expansion Building,
Ground Floor, Plot No. 1, Dharavi Road
Matunga, Mumbai – 400 019.

ADMINISTRATIVE CIRCULAR NO. 277 DATE 26 / 02 / 2010

Sub : Procedure to be followed in respect of the employees against whom disciplinary action/vigilance investigation/criminal proceedings are pending or whose conduct is under investigation.

The procedure regarding promotion in respect of the employees under going punishment is laid down under Regulation No 29(b) (viii) of the MSEDCL Classification and Recruitment Regulations 2005. However, numbers of queries have been raised by employees and various unions regarding interpretation of the said Regulation.

2. This issue has been examined thoroughly and the Managing Director in consultation with Director(Projects), Director(Operations) and Director(Finance) has accorded approval to amend the Regulation No 29(b)(viii) of the MSEDCL Classification and Recruitment Regulations 2005 as under:-

“An employee whose increments have been withheld or who has been reduced to lower stage in the time scale (reverted to lower post for specified period), can not be considered on the account to be ineligible for promotion as the specific penalty of withholding of promotion has not been imposed on him. The suitability of an employee for promotion should be assessed by the Committee as and when occasion arise. The Committee will take into account the circumstances leading to the imposition of penalty and decide whether in the light of overall service record of the employee and the fact of the imposition of penalty, he should be considered for promotion or not. Employee who is found fit for promotion by the Committee held after the imposition of penalty, will be promoted to next higher post as per his seniority and penalty will be continued in the promoted post.”

3. The above amendment shall come into force w.e.f. 24/02/2010 and no past cases shall be reopened.

4. The other provisions made under Regulation 29(b) of the MSEDCL Classification and Recruitment Regulations 2005 shall remain unchanged.

5. This Administrative Circular is also available on Company's website i.e. www.mahadiscom.in.

(Col Rahul Gowardhan)
Executive Director (HR)

To,

All as per mailing list of MSEDCL.