



**MAHAVITARAN**  
(A Govt. of Maharashtra Undertaking)  
CIN : U40109MH2005SGC153645

Performance Appraisal Cell,  
Maharashtra State Electricity Distribution Co.  
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**ADMINISTRATIVE CIRCULAR NO. 649 DATE 04.11.2022**

**Sub:-** Revised cut-off marks (Benchmark) of Annual Confidential Report for Departmental Promotions to "Selection posts & Non-Selection posts" in MSEDCL.

**Ref:-** 1. Administrative Circular No.256 dated 30.10.2009.  
2. Administrative Circular No.628 dated 09.08.2021.

MSEB Holding Co. Ltd. vide it's Resolution No.1060/2022 dated 28<sup>th</sup> Sept, 2022 has revised the performance benchmark of Annual Confidential Reports (ACRs) for all three Companies in case of Departmental Promotion to "Selection posts and Non-Selection posts".

2. Now, the Board of Directors vide Resolution No.2572 dated 12<sup>th</sup> Oct, 2022 revised the evaluation criteria for promotion to "Selection posts and Non Selection posts" which is as under :-

**A) The revised Cut-off Marks of ACR ratings for "Selection Posts"**


Sr No	Name of posts	Existing Marks	Revised Marks	Remarks
1.	Executive Director	21	22	Based on assessment of last Five(5) years CR ratings
2.	Chief Engineer and its equivalent	20	21	
3.	General Manager and its equivalent	19	20	
4.	Superintending Engineer and its equivalent	18	19	
5.	(i)Assistant General Manager and its equivalent	17	18	
	(ii)Executive Engineer and its equivalent	17	18	

- (i) The same standard of selection will be applicable to Backward Class candidate for which posts is reserved. However, if suitable candidate is not available with the above standard, the Competent Selection Committee can reduce one mark, provided the officer has completed minimum two years service in the post.
- (ii) For selection of Best Candidate based on relative merit as mentioned in Classification & Recruitment Regulation 2005, Clause No.22(A),(B) on the basis of marks obtained in Annual Confidential Reports of preceding five years are to be considered. However, once the Competent Selection Committee select the candidate on the basis of comparative merit while fixing seniority, it should be prepared as per the Seniority Regulation 2005 (Clause No.14).

**B) The revised Cut-off Marks of ACR ratings for "Non-Selection Posts"**

Name of posts	Existing Marks	Revised Marks	Remark
Pay Group I & II	17	18	Based on assessment of last five (5) years CR ratings
Pay Group III (State Seniority)	17	18	

- (i) The other contents in Administrative Circular no.256 dated 30.10.2009 shall remain unchanged.
3. The provisions of Administrative Circular No.628 dated 09.08.2021 stands withdraw.
4. The revised provisions mentioned above shall come into force w.e.f 28.09.2022 and shall not have any retrospective effect.
5. This Administrative Circular is available on Employee –Portal.

  
(Arvind M Bhadikar)  
Executive Director (HR)

**Copy s.w.rs. to :-**

1. Director (Finance)/(Operations)/(Commercial)/(Project)/(HR), M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai - 400051.
2. Jt. Managing Director, M.S.E.D.C.L., Regional Office Aurangabad/Kalyan.

**Copy f.w.cs. to :-**

1. Regional Director, M.S.E.D.C.L., Regional Office, Nagpur/Pune.
2. Executive Director (S&E)/(Finance)/(B&R), M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai - 400051.

**Copy to :-**

1. Chief General Manager(HR)/(T/E)/(C.F.)/(I.A.)/(C.A.)/(I.T.)/(Chief Legal Advisor), M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai - 400051.
2. Chief General Manager (T&S), M.S.E.D.C.L., Training & Safety Center, Nashik.
3. Chief Engineer (Civil), Civil Zone Office, M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai - 400051.
4. Chief Engineer, M.S.E.D.C.L. (All Zones).
5. General Manager (HR)/(HR-HRMS)/(Planning), M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai-400051.
6. Chief Industrial Relation Officer/ Chief Public Relation Officer, M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai-400051.
7. OSD to CMD, M.S.E.D.C.L., Corporate Office, Prakashgad, Mumbai-400051.