



HR/DC-III/191
Maharashtra State Electricity Distribution Co.Ltd.
Disciplinary Action Control Cell,
Prakashgad, 4th floor, Anant kanekar Marg,
Station Road, Bandra (E),
Mumbai - 400051.

CORRECTION SLIP NO.42 DATE 04/05/2019

[To MSEDCL Employees 'Service Regulation, 2005]

Sub.: Revising the existing Service Regulation No. 87 and Schedule 'C' appended to the MSEDCL Employees' Service Regulations, 2005.

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In exercise of the powers delegated to him vide Adm. Circular No.1 dated 29/09/2005, the Chairman and Managing Director in consultation with all Directors has accorded approval to revise the existing Service Regulation No. 87 and Schedule 'C' appended to the MSEDCL Employees' Service Regulations, 2005, so that the disparity regarding the Competent Authorities fixed by Circular No. 235 dtd. 17/07/2009, Correction Slip No. 8 dtd. 18/05/2010, Correction Slip No. 12 dtd. 26/11/2010 and the guidelines of work norms issued vide Circular No. 29404 dtd. 26/09/2016 issued along with MPR No. 68/2016 dtd. 26/09/2016 can be overcome.

2. The powers to initiate disciplinary actions in Major Act of misconduct cases and under Minor Lapses are shown in Annexure 'A'.

3. Consequently, the revised Competent Authorities to act under Sub-Regulations (b) of Service Regulations No. 87, Schedule 'C' appended to the MSEDCL Employees' Service Regulations, 2005 and point No. 3 in HR activities in Annexure 'A' appended to Circular No. 29404 dtd. 26/09/2016 shall stand replaced as per the Annexure 'A' to this Correction Slip. The other contents of Service Regulations No. 87, Schedule 'C' appended to the MSEDCL Employees' Service Regulations, 2005 and Circular No. 29404 dtd. 26/09/2016 shall however, remain unchanged.

4. This Correction Slip shall come into force with immediate effect.

5. This Correction Slip is available on employee portal.

Encl. : As above.

(Shiyaji Indalkar)
Commander-Retd.
Chief General Manager (HR)

Schedule "C"							
COMPETENT AUTHORITIES TO IMPOSE PUNISHMENT AND HEAR APPEALS (Acts of Miscouduct & Minor Lapses)							
(See Service Regulation 87,92,93 & 94)							
Sr. No.		Category of Employees	Competent Authority	Appellate Authority (For 1st Appeal)	2nd Appellate Authority if 2nd appeal is permitted by the Appellate Authority		
1		2	3	4	5		
1	(i)	(a)	Executive Director	C.M.D.	C.M.D. in consultation with concerned functional Director.	Committee comprising of C.M.D. with all Directors i.e. Finance, Operations, Projects, Commercial & HR	
		(b)	Chief Engineer & equivalent in Accounts, HR, IT & other allide Posts	Director concerned for their respective wings.	C.M.D.	Committee comprising of M.D. with all Directors i.e. Finance, Operations, Projects, Commercial & HR	
	(ii)	(a)	All other officers of the rank of S.E and above Technical. & All Posts in IT Cadre working at Regional Director's Office	Jt.M.D./R.D./E.D. concerned for their respective wings.	Director concerned for their respective wings.	C.M.D.	
		(b)	All other officers of the rank of Dy. G.M. and above (HR/Publicity & allied Posts)	E.D.(HR)	Director (HR)	C.M.D.	
		(c)	All other officers of the rank of Dy. G.M. and above IT cadre at Corporate Office & Software Cell.	E.D.(B&R)	Director (Opertions)	C.M.D.	
		(d)	All other officers of the rank of G.M. and above working in Accounts cadre	E.D. (Finance)	Director (Finance)	C.M.D.	
	2	(i)	(a)	Employees in Pay Gr.I Technical & IT cadre In Field Offices, (excluding S.E. equivalent and above)	Chief Engineer concerned.	Jt.M.D./R.D./E.D. concerned for their respective wings.	Director concerned for their respective wings.
			(b)	Employees in Pay Gr.I - HR/LIR/Sports and Publicity & allied posts (Senior Manager equivalent and above)	C.G.M.(HR)	E.D. (HR)	Director (HR)
			(c)	Employees in Pay Gr.I & II (Corporate Office) Employee in Pay Gr.I (Field Office) (Legal cadre)	C.L.A.	E. D. (HR)	Director (HR)
			(d)	Employees in Pay Gr.I - Accounts cader	C.G.M.(F&A)	E.D. (Finance)	Director (Finance)
(e)			Employees in Pay Gr.I - IT cadre in Corporate Office.	C.G.M.(IT)	E.D. (B&R)	Director (Operations)	

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Sr. No.		Category of Employees	Competent Authority	Appellate Authority (For 1st Appeal)	2nd Appellate Authority if 2nd appeal is permitted by the Appellate Authority
2	(ii)	(a) Manager (HR)	G.M.(HR) as nominated by E.D.(HR)	C.G.M.(HR)	E.D. (HR)
		(b) Employees in Pay Gr.I & II (Corporate Office) Employee in Pay Gr.I (Field Office) (S&E cadre)	E.D. (S&E)	Director (HR)	C.M.D.
		(c) Employees in Pay Gr.I & II (O&M wing) under Chief Investigation Officer in Investigation wings.	C.I.O.	E.D. (HR)	Director (HR)
3	(i)	(a) Employees in Pay Gr.II Technical cadre in Corporate Office	S.E.concerned section.	Chief Engineer concerned section.	E.D. concerned.
		(b) Employees in Pay Gr.II in Corporate Office (HR/Accounts cadre/LIR/ Sports and Publicity & allied posts)	Officers of the rank of A.G.M.(HR)/ A.G.M.(F&A) equivalent or above.	G.M. (HR) /G.M (F&A) equivalent or above.	C.G.M. (HR) / C.G.M. (F&A) equivalent or above.
		(c) Employees in Pay Gr.II in Corporate Office IT cadre	G.M. (IT) nominated by E.D.(B&R)	C.G.M. (IT)	E.D. (B&R)
	(ii)	(a) Employees in Pay Gr.II (S&E cadre working under E.D. (S&E) in Field Offices	Dy. Director (S&E) concerned	E.D.(S&E)	Director (HR)
		(b) Employees in Pay Gr.II in the Field Offices (excluding employees of S&E, Legal & IT cadre.)	Officers of the rank of S.E. equivalent or above.	Chief Engineer	Jt. Managing Director/Regional Director for their respective regions.
		(c) Employees in Pay Gr.II in the Field (IT cadre.)	Chief Engineer	Jt. Managing Director/Regional Director for their respective regions	Director (Operations)
		(d) Employees in Pay Gr.II in the Field (Legal cadre.)	Legal Advisor	CLA	ED (HR)

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Sr. No.			Category of Employees	Competent Authority	Appellate Authority (For 1st Appeal)	2nd Appellate Authority if 2nd appeal is permitted by the Appellate Authority
4	(i)	(a)	Employees in Pay Gr.III in Corporate Office (Tech.)	Officers of the rank of E.E. & above.	Officers of the rank of S.E., equivalent and above.	Chief Engineer concerned
		(b)	Employees in Pay Gr.III in Corporate Office (Non-Tech.)	Officers of the rank of Sr. Manager (HR)/ (F&A) equivalent and above.	G.M. (HR) /G.M (F&A) equivalent or above.	C.G.M. (HR)/(F&A)/(IT)
	(ii)	(a)	Employees in Pay Gr.III in the Field (excluding employees in S&E cadre)	Officers of the rank of E.E. or equivalent & above.	Officers of the rank of S.E. or equivalent & above.	Chief Engineer concerned
		(b)	Employees in Pay Gr.III in Corporate Office and Field (S&E cadre)	Officers of the rank of S&E Officer or Asstt. Director (S&E) in respect of employees working under them.	Dy. Director (S&E) in respect of employees working under them.	E.D. (S&E)
		(c)	Employees attached to Flying Squad [Excluding (S&E) cadre] Pay Gr.III	Incharge of Flying Squad Pay Gr.I Officer	Dy. Director (S&E) of the Regional Offices	E.D. (S&E)
	5	(i)	Employees in Pay Gr.IV in Corporate Office	Officers of the rank of Manager (HR)/ (F&A)/A.E.E. or equivalent and above.	Officers of the rank of A.G.M.(HR)/ (F&A)/ Dy. Director (S&E) or equivalent and above in respect of Non-Tech. posts and concerned S.E. in respect of Technical Posts.	Chief Engineer concerned/C.G.M. (HR)/(F&A)/ E.D.(S&E) for respective wings.
(ii)		Employees in Pay Gr.IV in Field.	Officers of the rank of Manager (HR)/ (F&A)/E.E. of the concerned division or equivalent & above	Officers of the rank of S.E., equivalent and above.	Chief Engineer concerned Zone	

Handwritten signature and date:
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