



MAHAVITARAN
Maharashtra State Electricity Distribution Co. Ltd.
(A Govt. of Maharashtra Undertaking)
CIN : U40109MH2005SGC153645

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HRD/O&M/FN-9/GO 74(P)-111(P) Rejection/ 11833

Date: 26.06.2020

To,

1. The Joint Managing Director, MSEDCL, Aurangabad / Kalyan.
2. The Regional Director, MSEDCL, Pune/ Nagpur.
3. All Chief Engineers in the Field, M.S.E.D.C.Ltd.

Sub : Communication of rejection of Higher Grade Benefit i.e. G.O. 74(P) / 111(P)

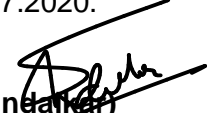
1. During the HR review meeting held on 08.06.2020, it was observed that a large number of cases of HGB i.e. G.O.74 (P) / G.O. 111(P) are pending at various field offices, due to various reasons. Further, it is also experienced that a large number of representations are received from the Unions and employees regarding non grant of HGB routinely. Because these representations are not replied by the concerned field offices, a number of reminders at times going into double digit and spanning over years, are received. The matter, in addition is escalated to the C.O. giving rise to avoidable work.

2. After due investigation, it is revealed that though the cases of HGB are decided on time by the field offices and are rejected by the Competent Authority, for numerous reasons, such as ACR not upto the benchmark, pending for CVC, not passing examination, etc. but the reasons of rejections are not communicated to the employees which leads to infructuous correspondence, as stated above, and a deep sense of dissatisfaction, frustration and court cases, by the employees. Besides, it projects the concerned field office, office in charge and the company in general, in very poor light.

3. To overcome this, it is now decided that a written communication shall be sent in all cases of rejection of Higher-Grade Benefit i.e. G.O. 74(P) / G.O. 111(P), to the concerned employee, specifying reasons for rejection. Suggested proforma is enclosed. Necessary changes may be done by the letter issuing authority, as deemed fit.

4. A review of pending HGB cases be taken by all the authorities concerned and they are hereby requested to send letters to all such employees whose HGB proposals have been rejected quoting specific reasons for doing so, on or before 10.7.2020.

Encl.: Proforma of Letter.


(Shivaji Inankar)
Commander (Retd.)
Chief General Manager (HR)

Copy s.w.r.to:-

1. The Director (HR), MSEDCL, MSEDCL, Corporate Office, Mumbai.

Copy to –

1. The Chief General Manager (T/E), MSEDCL, Corporate Office, Mumbai.
2. The Chief General Manager (T&S), MSEDCL, Training & safety Department, Eklahre, Nasik

Proforma of Letter

To,

Shri/Smt _____
CPF No. _____
Designation: _____
Present place of Working: _____
(Thrg.: The Controlling Authority)

SUB: Rejection of Higher Grade Benefit.

1. Your case for grant of HGB in the pay scale of the post of _____ w.e.f. _____ on First/Second/ Third occasion was placed before the Competent Authority / Competent Selection Committee. After going through your Service Particulars, Annual Confidential Reports (Relevant Period), Disciplinary Actions, Vigilance / CIO Reports, Caste Validity Details, Property Returns etc., the Competent Authority / Competent Selection Committee did not select you for grant of said Higher Grade as on date _____ for following reasons:

- (a) Performance reflected in Annual Confidential Reports for the relevant period is not up to the benchmark.
- (b) Caste Validity Certificate not submitted (your HGB case will be considered w.e.f. date of CVC) and/or invalidation of Caste Claim.
- (c) Pending Disciplinary Action (under suspension, ongoing Criminal/ACB Case, pending Vigilance / CIO Report).
- (d) Property Return for the relevant period not submitted (Provisional Selection).
- (e) Debarred for Promotion on account of refusal of promotion.
- (f) Debarred for Promotion on account of punishment of reversion.
- (g) Not passing of Professional/Higher GAD/Higher Accounts Exam./ Exemption if any applicable too.
- (h) Any other related reason thereof.

In view of the above position your case for review will be placed before the Competent Authority / Competent Selection Committee as per terms & conditions of General Order No. 74 (P) / 111(P).

[GM(HR)/DGM(HR)/AGM(HR)/Manager(HR)]