

No. HRD/RC/Advt.1-2014/2014/15080

Date : 15/05/2014

To,

All Chief Engineers (Dist) in the field,

Sub : Advt. No. 1/2014 - Recruitment for filling in the post of Upkendra Sahayyak

Ref: 1) Corporate Office letter No. 12084 dated 17.04.2014
2) Corporate Office letter No. 14306 dated 06.05.2014

Advertisement No. 1/2014 for filling in the post of Upkendra Sahayyak on contract basis for a period of 3 years was published during the month of March, 2014 and online test held on 27.04.2014 all test centre's under the zonal jurisdiction. The recruitment process has been completed and the list of selected candidates in order of merit along with zonal allocation has already been displayed on the website of company.

2. Taking into consideration the vacancies and backlog position as on 31.03.2014, the candidate have been allocated to zone for detail posting against the vacancies of Operating Staff. A copy of the candidate allocated to the zone is forwarded with the letter No. 14306 dated 06.05.2014.

3. The selected candidates have been instructed to report to the zone office shown against their name on or before 20th May 2014. Since the candidate have applied On-line and no scrutiny of application has been carried out before declaration of select list. Instructions regarding verification of the documents for eligibility and other terms and conditions of the advertisement before issue of Offer Letter and detailed posting etc. have already been issued vide letter dated 06.05.2014.

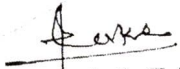
4. Now, some of the offices/candidates working in the company as a Line Staff or Vidyut Sahayyak have raised certain doubts regarding appointment as a "Upkendra Sahayyak". The following clarification in this regard is issued for appointment of departmental employees and Vidyut Sahayyak as a Upkendra Sahayyak:-

- a) Those departmental employees/Line staff who have participated in the recruitment process and selected for the post of "**Upkendra Sahayyak**", are to be appointed on a contract basis for a period of 3 years. While appointing, the last pay drawn by the departmental employee is to be protected and he shall continue to draw the Pay & allowances in the present pay scale during contractual period. After successful completion of contractual period, departmental employees will be absorbed as Jr. Operator and their pay will be fixed as per the provisions of Service Regulation. The all other benefits, Rules and Regulations, applicable to the regular employee shall be applicable. The contractual period shall be reckoned for all the purposes as a regular service.

b) Those contractual employees working as a "Vidyut Sahayyak" and who have participated in the recruitment process and selected for the post of **Upkendra Sahayyak**, are to be appointed on a contract basis for a period of 3 years. While appointing, the earlier contract/agreement is to be terminated on application of the **Vidyut Sahayyak**. The notice period/notice pay is to be waived off and a fresh contract/agreement/bond is to be initiated for a period of 3 years. The contractual period as Vidyut Sahayyak shall not be considered/continued for the post of **Upkendra Sahayyak**. After successful completion of contractual period, they shall be absorbed as Jr. Operator and their pay will be fixed as per the provisions of Service Regulation.

5. As regards to the detailed posting of the selected candidates, separate instructions in this regard are being issued. You are requested not to allocate/detailed posting to be given till further instructions.

6. You are requested to bring it to the notice of all concerned. In case of any doubt/difficulty, you may contact the Executive Director (HR)/ Chief General Manager (HR).


(Sandesh E. Hake)
Chief General Manager (HR)

Copy s.w.r. to : Executive Director (HR), MSEDCL, Corporate Office, Mumbai.

Copy f. w.cs. to : Chief General Manager (TE)/ (CC), MSEDCL, Corporate Office, Mumbai.

Copy to : General Manager (HR-Planning) MSEDCL, Corporate Office, Mumbai

Subject: Pay-protection to the regular employees working as Upkendra Sahayyak

From: "Manger RC" <managerrc@mahadiscom.in>

To: ceakola@mahadiscom.in, "Chief Nanded zone" <cenanded@mahadiscom.in>, cekalyan@mahadiscom.in, cebhandup@mahadiscom.in, celatur@mahadiscom.in, "Chief Jalgaon" <cejjalgaon@mahadiscom.in>, cenashik@mahadiscom.in, cenagpururban@mahadiscom.in, "CE Nagpur" <cenagpur@mahadiscom.in>, "Chief Engineer Pune Zone" <cepuneurban@mahadiscom.in>, cekolhapur@mahadiscom.in, "Ce Baramati" <cebaramati@mahadiscom.in>, "Cekonkan Cekonkan" <cekonkan@mahadiscom.in>, ceurangabad@mahadiscom.in

Cc: cgmp@mahadiscom.in

Wed, 16 Sep 2015 18:12:49 +0530

Sir,

The unions in their grievance meeting has put-forth that some of the zones are not giving pay-protection to the Line Staff regular employees who have been selected for the post of Upkendra Sahayyak vide Advt. No. 1/2014 on contract basis for a period of 3 years. In this regard, the Competent Authority has directed to inform you that the regular employees shall be given the pay-protection including their regular increment as and when due and all other benefits as applicable to them from time to time. It is to re-iterate once again that the regular employees pay-protection has been given as per their last pay drawn. All the concerned may kindly be informed to take necessary action at their end accordingly, if not taken.

Further, some of the zones has referred for clarification whether these contractual employees can be transferred within zone or otherwise. It is to clarify that within the zone, it is in the competency of the concerned Chief Engineer of the zone on the basis of merit and case to case basis.

You are therefore requested to kindly issue suitable instructions in this regard.

With regards,
Sanjib Roy
GM (HR-Planning) I/c

Email sent using MSEDCL Webmail.

No. CE/KOPZ/HRD/ 5134

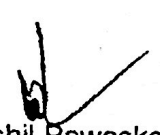
Date :- 23 SEP 2015

To,
The Superintending Engineer,
M.S.E.D.C.Ltd. Circle Office, Kolhapur/Sangli....

...This for your information and necessary action pl.

(Sushil Pawaskar)
Assistant GenralManager (HR-KOPZ)

Copy to:-
All Executive Engineer, under Kolhapur Zone.


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