

**THE MAHARASHTRA STATE ELECTRICITY DISTRIBUTION
CO.LTD. EMPLOYEES' SENIORITY REGULATIONS, 2005.**

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**MAHARASHTRA STATE ELECTRICITY DISTRIBUTION
COMPANY LIMITED
EMPLOYEES' SENIORITY REGULATIONS, 2005**

Preamble:

In exercise of the powers conferred by the Government of Maharashtra vide Notification No. Reform 1005/CR/9061(2)/ Energy-5 dt.04/06/2005 Rule No. 6(9), (10) & Reform-1005/CR-9061(4) Energy-5 dt.28/06/2005 Rule 1(3) under Section 131, 133 and 134 of the Electricity Act, 2003 (36 of 2003), Maharashtra State Electricity Distribution Company Ltd. Adopts erstwhile MSEB Employees' Seniority Regulations, 1961 to regulate the seniority of the employees in its service mutatis-mutandis as follows:

Short Title and Extent :-

1. (i) These Regulations shall be called the "Maharashtra State Electricity Distribution Company Limited Employees' Seniority Regulations,2005".
- (ii) These Regulations came into effect from 06.06.2005in the Maharashtra State.
- (iii) If any of these Regulations are in conflict with the provisions of \ law for the time being in force, the latter should be deemed to be operative.
- (iv) Save where it is otherwise expressed or implied, these Regulations with such amendments and modifications as may be effected from time to time by the Maharashtra State Electricity Distribution Company Limited shall apply to all employees under its administrative control.

Interpretations

2. (i) In these Regulations unless there is anything repugnant in the subject or in the context, the terms used are in the sense here explained :-

- (a) **The Company** means "the Maharashtra State Electricity Distribution Company Ltd.", Constituted by the Government of Maharashtra vide Notification No.Reform-1005/CR/ 9061(2)/Energy-5 dt.04/06/2005, Rule No.6(9), (10) and

Reform-1005/CR-9061 (4) Energy-5 dt.28/06/2005 Rule-1(3) under Section 131, 133 and 134 of the Electricity Act, 2003 (36 of 2003).

- (b) **Cadre** means a part of an Establishment declared by the Company as such (Annexure-I) and which may include one or more categories of posts in different grades at different levels, the incumbents of which are eligible for promotion by seniority and / or selection as may be the case, when vacancies of higher posts occur in the same part of the Establishment.
- (c) **Category of posts** means a class of posts in a particular grade of pay within a cadre, separately designated in relation to the nature of functions assigned.
- (d) **Ex-cadre post** means post outside the cadre.
- (e) **Ex-cadre transfer** means transfer of an employee from one cadre to another or in respect of an employee not being a member of a cadre, his transfer from one post to another.
- (f) **Seniority** means relative place of an employee in the order of standing in a particular seniority group.
- (g) **Seniority Group** means a group of categories of posts declared by the Company as such and where incumbents have common gradation of seniority and the incumbents of which are transferable from one category to another.
- (h) **Service Regulations** means, Maharashtra State Electricity Distribution Company Limited Employees' Service Regulations, 2005 adopted by the Maharashtra State Electricity Distribution Company Limited, with such amendments as may be made therein from time to time.

General Principles

3. Seniority shall be based on the length of continuous service in the particular category.

(A) Provided that any leave sanctioned according to the Service Regulations during the period shall not constitute a break in continuity of service.

(B) Provided further that in the case of employees in service of the Company as on 06/06/2005, their interse seniority based on the principles followed on that date shall remain unchanged till they are promoted to higher posts. When so promoted their seniority in the higher posts shall be regulated as per the relevant provisions of these Regulations i.e. the Maharashtra State Electricity Distribution Company Limited Employees' Seniority Regulations, 2005.

4. For purposes of fixing seniority, length of service shall be counted from the date of the order of appointment or of promotion and not the date of joining the post.

5. Save as otherwise decided by the Company in any particular case or cases for special reasons, seniority among candidates selected for appointment to posts at the same time in one batch of vacancies shall be regulated as under:-

- (i) If a certain percentage of posts are reserved for direct recruitment and others for departmental promotions, the departmental appointees' seniority shall be listed first in their order of seniority in the lower cadre interse upto the extent of the percentage so reserved and they shall be followed in seniority by the direct recruits in the order of merit.
- (ii) If any direct recruit is selected for any of the posts because of non-availability of suitable departmental candidate, his seniority shall be fixed in the manner prescribed in (i) above.
- (iii) In the case of **#Assistant Engineer**, the seniority of Departmental Diploma holder promotes shall be listed first in their order of seniority in the lower cadre interse upto the extent of the percentage so reserved, followed by Departmental AMIE/Degree holder **#Junior Engineer** appointed against 5% vacancies in the order of merit, followed by direct recruits appointed against 70% vacancies in the order of merit.

6. The interse seniority of candidates for advertised posts to be filled by direct recruitment shall be determined by the Competent Authority and notified in the order of merit, notwithstanding the fact that any of the candidates so selected may already be an employee of the Company.

Note to Regulations 5 & 6 :-

Seniority of # **Dy.Executive Engineer (Dist.) / (Civil), # Additional Executive Engineer (Dist.)/(Civil)** and Executive Engineer (Dist.)/(Civil) appointed both by promotion and by direct recruitment, out of every four consecutive vacancies should be determined in the manner indicated below:-

- (i) The departmental candidates holding degree or qualifications recognized as equivalent to a degree promoted against the first two consecutive vacancies in the category of # **Dy. Executive Engineer(Dist.)/(Civil), # Additional Executive Engineer(Dist.)/(Civil)** and Executive Engineer(Dist.)/(Civil) should be ranked first.
- (ii) Direct recruit taken up against third consecutive vacancy out of every four vacancies of #**Dy.Executive Engineer(Dist.) / (Civil), # Additional Executive Engineer (Dist.)/(Civil)** and Executive Engineer (Dist.)/(Civil) reserved for direct recruitment should rank below the departmental promotees referred to in Sub-Clause (i) above.
- (iii) The departmental candidate promoted against the fourth consecutive vacancies out of every four vacancies reserved for diploma holders should be ranked below direct recruits mentioned in Sub-Clause (ii) above and
- (iv) Except in the case of persons who will be assigned accelerated ranks on ground of outstanding records, the interse seniority of the Officers in Sub-Clause (i) should ordinarily be maintained.

7. Persons promoted earlier shall rank higher in the new category than those promoted later irrespective of their comparative seniority in the lower post before promotion.

8. Where passing of a qualifying test within a given period is condition, the date of passing of the test at any time within the prescribed period shall not affect the interse seniority in the category.

\$:The cadre of the LDCs working in the Company shall be fixed as under:-

- a) The passing of Post Graduate Degree/Diploma shall be applicable for promotion for the LDCs who have joined the services of the Company after issue of Adm.Cir.No.444 dtd.16-01-2013.
- b) Those LDCs who have joined prior to 16/01/2013 will have both the options i.e. either passing of Departmental Examination or Post Graduate Degree/Diploma.
- c) These LDCs who have already passed Lower Departmental Examination or exempted from passing the Departmental Examination, their cadre is to be fixed as per Lower Examination/option exercised on exemption.
- d) Those LDCs who have not passed any Lower Departmental Examination or exempted from passing of Lower Departmental Examination, their cadre i.e. Accounts or HR is to be fixed on “as it is where it is” basis.
- e) After fixing the cadre of existing LDCs as per the above instructions the LDCs will have to pass either Lower Departmental Examination as heither to before or have to pass any Post Graduate Degree/Diploma. (as prescribed vide Administrative Circular No.444 dtd.16/01/2013) for the promotion to the post of UDCs. Also, those employees who are passing the Post Graduate Degree/ Diploma shall be treated as like the employee on attaining the age of 45 years and being considered as having passed the ensuing Lower Departmental Examination.

Note:-If the employees appointed as direct recruits fail to pass prescribed examination / test within a given period, they shall lose their seniority if they have availed of 3 consecutive chances and in case of reserved category employees 4 consecutive chances within a prescribed period. (The above Note shall be effective from 01.05.1973.)

9. Employees of Licensees whose undertakings are taken over by the erstwhile MSEB/Company, when absorbed in the service of erstwhile MSEB/Company may be ranked in seniority lists alongwith other persons of the respective categories in which they are absorbed on the basis of the dates of their entry into the service of the Company. The interse seniority, if any, of the licensee’s employees will however be operative on their absorption in the Company’s service and may not as far as possible be disturbed.

10. Service rendered under the following circumstances shall not count for seniority either in the higher or in the lower category.

- (a) in a higher category in a short leave vacancy.
- (b) in a higher category as a result of the local arrangement without affecting the seniority of other senior to the incumbent concerned and
- (c) where the competent authority declares that a promotion has been effected out of turn without considering the claims of those senior to the employee concerned or that such out of turn promotion was not justifiable.

11. The service of an employee in a purely temporary vacancy or as a trainee or apprentice or as understudy shall not count as service for seniority provided that if a person holding a temporary post without break is eventually confirmed in that post, the temporary service shall, except in the cases covered by Regulation 10 above, count for seniority.

12.(a) A person who has been promoted in due turn, but forgoes promotion of his own accord, loses his seniority and will become junior to the person who is promoted to the higher post and he shall be debarred from being considered for promotion to a similar higher post for a period of two years from the date of first promotion order. If, however, promotion given on second occasion (first having been refused) is again refused by the employee concerned, he will be debarred for promotion for three years from the date of the second promotion order.

(b) A person who has been promoted in due turn, but seek / take voluntary reversion on his own accord, after joining the promoted post, loses his seniority and will become junior to the person who is promoted to the higher post, and he shall be debarred from being considered for promotion to a similar higher post for a period of two years from the date of voluntary reversion order.

(This provision is effective from 31.03.2001.)

Note 1: This does not apply to the cases of officiating promotion on temporary basis.

Note 2: The Competent Selection Committee may, however, for special reasons to be recorded in writing, consider an employee for promotion to higher posts anytime during the period of 3 years.

Note 3: An employee refusing promotion with transfer shall not be entitled to claim that he should be retained at the same place indefinitely on the ground that he refused such promotion.

13. If a post requires specialized knowledge and an employee is promoted out of turn to that post on the ground of his possessing such specialized knowledge, such post may be declared by the Competent Authority as an “Ex-cadre” post and the provisions of Regulation 10 will apply to the incumbent. Service rendered by an employee in such ex-cadre post shall count as if it had been rendered in the original cadre post. Director (Operations)/ Director(Projects)/ Director(Finance)/ Executive Director concerned and Executive Director(HR) for posts in Pay Gr. II, III and IV in their wings and the Managing Director for posts in Pay Gr. I shall be the Competent Authority.

14. When the date of the order of promotion is the same in respect of any two or more employees of the same category, who are promoted, the seniority of such employees shall (save in the case of selection posts in which case, seniority may be fixed by the Competent Authority in the order of merit) be decided according to their seniority in the lower cadre at the time of such promotion. In the case of two or more persons in common Block seniority promoted to higher posts at the same time, their seniority on promotion shall be specified by the Competent Selection Committee.

15. Service in one or more categories of posts which are in the same seniority group shall count for seniority purposes.

16. If any employee is re-categorised by the Competent Authority for administrative reasons (and not as a result of any departmental action under the Conduct, Discipline and Appeal Regulations) the service in the category from which re-categorisation is made, shall count for seniority in the category to which re-categorisation is made.

17.(1) The scope of Division-wise, Circle-wise and State-wise seniorities in respect of :

(a) Technical staff (Distribution)

(b) Non-Technical (Accounts) staff and

(c) Non-Technical (Non-Accounts) staff shall be as indicated below :

<u>Non-Technical Staff including Accounts</u>	<u>Technical Staff (Distribution)</u>
1.	2.
(a) Division-wise Seniority for all categories whose minimum of scale of pay is Rs.10535/- or below.	(a) As in Col. No.1
(b) Circlewise Seniority for those minimum of whose pay scale is above Rs.10535/- but below Rs.13195/- and categories of Stenographer and Head Typists.	(b) Circlewise Seniority for those minimum of whose pay scale is above Rs.10535/- but below Rs.13195/-
c) Statewise Seniority of all categories the minimum of scale of pay is Rs.13195/- and above except the categories of Stenographer and Head Typists.	
i) Corporate Office is to be treated as a Circle for 17(i) (b) above.	
ii) Zonal Office and Testing Division at Nagpur are to be combined with Nagpur Circle for this purpose.	
iii) In the case of Divisions placed under the administrative control of a Sectional/Departmental Head in the Corporate Office, they are for purposes of seniority of staff be deemed to be attached to the respective Circles in whose territorial jurisdiction they would operate.	
iv) The Pay Scales referred to in the definitions of various seniority groups are the revised scale with effect from 01.04.2013 .	
v) The category of post of Data Entry Operator is deemed to have been included in the Statewise seniority as a special case, with effect from 03.06.1992.	
vi) The category of “Junior Vigilance Officer” is deemed to have been included in the Statewise seniority group.	

17.(2) For promotions to the posts the seniority of which is on Circlewise basis or on a Statewise basis and for which persons borne on different seniority lists in the lower groups and qualified for such promotions have to be considered e.g.

- (a) When Technicians who are in Divisionwise seniority groups are to be considered for promotions to the posts of Senior Technician which are in the Circlewise seniority group.
- (b) When Upper Division Clerks in the Accounts cadre who are in the Circlewise seniority group are to be considered for promotions to posts of Assistant Accountant which are in the Statewise seniority group.
- (c) When Upper Division Clerks in the HR cadre, who are in the Circlewise seniority groups are to be considered for promotions to the posts of Senior Clerk, Estt. Assistant and Head Clerk which are in the Statewise seniority group, the senior most persons in the lower seniority groups, or Circlewise seniority groups as the case may be appointed to these groups, on or before the date that may be fixed by the Competent Authority shall be considered. The selected persons shall then be arranged in a common seniority group in the order of merit as may be determined by the Competent Authority and promotions effected from this seniority list as and when vacancies arise.

Note : 1 - Stores Organization is to be treated as one Circle for the purpose of seniority and to include all posts in Pay Gr. III in Statewise seniority group for the purpose of selection.

Note : 2 - The seniority of Circle wise / Division wise seniority group employees working in Testing Division/Training & Safety Department/ Centre/Vehicle Maintenance Centre shall be maintained in the seniority list of Circle wise / Division wise seniority group categories of Distribution Circle/Division of that area, where the Testing Division/ Training & Safety Department/Centre/Vehicle Maintenance Centre, has its Headquarters. Where there are two Distribution Circles/Divisions, seniority of Circlewise/Divisionwise seniority group employees in the Testing Division/Training & Safety Department/ Centre/ Vehicle Maintenance Centre shall be maintained in the seniority list of Circlewise/Divisionwise seniority group categories of the oldest Distribution Circle/Division as the case may be.

\$ Note : 3 – The seniority of the various categories of employees belonging to circle-wise seniority group born on the establishment of Major Stores ‘A’ and Store Centers there under, shall be maintained in the seniority list of Circle wise seniority group of oldest O & M Circle situated at respective Head Quarters where the Major Stores ‘A’ exists. (effective w.e.f. 01-04-2010)

18. Deleted. (Vide CS No.-----)

19. The seniority of employees in two or more different seniority lists who are jointly eligible for promotion to a higher post in a cadre in accordance with the channels of promotion prescribed by the Company shall be separately maintained and subject to other prescribed conditions, including that of passing any qualifying test, senior persons in each group appointed to the posts in the respective group on or before a date that may be fixed by the Company in the case of employees in Pay Group I and the Managing Director in consultation with Executive Director concerned / Director (Operations) / Director (Projects) / Director (Finance) / Executive Director (HR) as the case may be, in the case of Pay Group II, III and IV shall be considered for such promotions.

20. (i) On reversion, a promotee shall assume his old seniority in the lower grade and subject to sub-regulations (ii) and (iii) of this Regulation, he shall lose his seniority in the higher category.

(ii) In the case of an employee who had been reverted as a result of disciplinary action and who has been re-promoted, the appointing Authority shall fix his seniority which shall not be higher than that of others who have rendered equal or more service in the higher grade, provided that in the case of an employee who has been completely exonerated, the seniority which he had before his reversion may be restored.

(iii) In the case of an employee who had been reverted for reasons other than disciplinary action and who is re-promoted, the Competent Authority shall fix his seniority in the higher category as it may think proper after taking into consideration the length of his service in the higher category before reversion.

21.(a) In the case of an ex-cadre transfer effected at the request of an employee, the service in the original unit of seniority from which he is transferred shall not count as service as for the purpose of seniority but the date of his reporting for duty in the new post shall be taken as the basis of his seniority.

(b) If ex-cadre transfer is effected for administrative reasons, service in the original unit of seniority shall count in the new post but such transfers may not normally be made for any period exceeding 3 years, unless the Managing Director in case of employees in Pay Group I and Executive Director/ Director (Operations)/ (Projects)/Director(Finance)/Executive Director(HR) (as the case may be) in the case of employees in other Pay Groups extends the period of transfer or authorizes absorption of such transferee substantively in the new post.

22. In the case of bifurcation/realignment of the existing Zone/s, Circle/s, Division/s, Sub-Division/s or formation of new Zone/s, Circle/s, Division/s, Sub-Division/s or transfer of administrative control from one office/unit to another, the employees working in the geographical jurisdiction of the concerned Zone / Circle /Division /Sub-Division, shall be temporarily allocated to the administrative control of the new Zones, Circles, Divisions and Sub-Divisions. In order to decide the final allocation / re-allocation on permanent basis and for maintenance of the seniority, all the affected employees shall be given an opportunity to exercise option to say whether they would like to get allocated to the new Circle / Division for the purpose of maintenance of their seniority. The concerned authority under whom the employees are working, shall specify the period by which they should exercise the option either for continuing in the original unit of seniority or to switch over to the new Unit of seniority and take suitable action for absorption / repatriation accordingly. Option once exercised shall be final. The cases of transfers involving inter Zonal transfers shall be referred to the Corporate Office for decision.

23. In the case of employees of different integrating units in whose case the then existing seniority lists were maintained and the senior persons from each list were considered for promotion to higher posts, the same procedure should continue till the seniority of all the employees in different Pay Groups gets integrated.

24. (a) A seniority list as on 31st March shall be drawn up separately for each seniority group / category of posts upto date and shall be circulated

before 31st July bi-annually, subject to the condition that the 50 percent of the categories of posts in each cadre shall be covered every year.

(b) The Circle Heads shall prepare “Annual Eligibility List” of Lower Division Clerks in the Non-Technical cadre Accounts and HR as on 30th June as per Administrative Circular No.140 dt.18/01/1994 and notify the same on or before 31st July of every year.

25. Notwithstanding anything contained in these Regulations, the Company may for reasons recorded in writing in the case of any employee relax the provision of any of these Regulations.

ANNEXURE - I
(Regulation No. 2 (b) of the Seniority Regulations)

DISTRIBUTION CADRE - I	PAY SCALE (RS.)
Executive Director(Distribution)	**48890-2150-94040 (39110-1720-75230)
Chief Engineer(Distribution)	**45900-1950-88800 (36720-1560-71040)
Supdtg. Engineer(Distribution)	**35875-1545-43600-1710-79510 (28700-1235-34875-1365-63540)
Executive Engineer(Distribution)	**31725-1220-37825-1385-68295 (25380-975-30255-1105-54565)
#Additional Executive Engineer (Distribution)	* 26710-1060-32010-1125-60135 (21365-845-25590-900-48090)
#Dy. Executive Engineer (Distribution)	*24010-975-28885-1060-54325 (19205-780-23105-845-43385)
#Assistant Engineer(Distribution)	*19110-840-23310-885-46320 (15285-670-18635-705-36965)
#Junior Engineer(Distribution)	*14500-650-17750-675-24500-710-40120 (11600-520-14200-540-19600-565-32030)

**Revised vide Adm.Circular No.488 dtd.30-06-2014.
Modified vide Adm.Circular No.490 dtd.01-07-2014.

DISTRIBUTION CADRE (CIVIL) – I/II

Chief Engineer(Civil)	** 45900-1950-88800 (36720-1560-71040)
Supdtg. Engineer(Civil)	** 35875-1545-43600-1710-79510 (28700-1235-34875-1365-63540)
Executive Engineer(Civil)	** 31725-1220-37825-1385-68295 (25380-975-30255-1105-54565)
#Additional Executive Engineer(Civil)	* 26710-1060-32010-1125-60135 (21365-845-25590-900-48090)
#Dy.Executive Engineer(Civil)	* 24010-975-28885-1060-54325 (19205-780-23105-845-43385)
#Asstt. Engineer(Civil)	* 19110-840-23310-885-46820 (15285-670-18635-705-36965)
#Junior Engineer(Civil)	* 14500-650-17750-675-24500-710-40120 (11600-520-14200-540-19600-565-32030)

** Revised vide Adm.Cir.No.488 dtd.30-06-2014.
Modified vide Adm. Circular No.490 dtd.01-07-2014.

DISTRIBUTION CADRE - II

Chief Foreman	* 24010-975-28885-1060-54325 (19205-780-23105-845-43385)
Line Construction Foreman	* 16435-675-19810-710-26910-800-42110 (13145-540-15845-565-21495-640-33655)
Line Foreman	* 11965-410-14015-450-18515-490-34195 (9570-325-11195-360-14795-390-27275)
Line Inspector	* 11625-370-13475-410-17575-450-31975 (9300-295-10775-325-14025-360-25545)
Senior Technician	* 11275-275-12650-370-16350-410-28240 (9020-220-10120-295-13070-325-22495)
Technician	* 10535-235-11710-275-14460-370-23710 (8425-185-9350-220-11550-295-18925)
Junior Technician	* 10050-195-11025-235-13375-275-19700 (8040-155-8815-185-10665-220-15725)

DISTRIBUTION CADRE – III

(A) Operation Wing

\$ Artisan ‘A’ (Meter Reader)/Dy Operator.	* 11965-410-14015-450-18515-490-34195 (9570-325-11195-360-14795-390-27275)
Assistant Operator	* 11625-370-13475-410-17575-450-31975 (9300-295-10775-325-14025-360-25545)
\$ Artisan ‘B’ (Meter Reader)/ (Chief Technician)	* 11625-370-13475-410-17575-450-31975 (9300-295-10775-325-14025-360-25545)
Junior Operator	* 11275-275-12650-370-16350-410-28240 (9020-220-10120-295-13070-325-22495)

§ Included vide Adm.Cir.No.265 dtd.10-12-2009 Read as C.S.No.2 dtd.10-12-2009.
* Revised vide Adm.Cir.No.486 dtd.30-06-2014.

Maintenance Wing (Elect./Testing)

Head Foreman	*16435-675-19810-710-26910-800-42110 (13145-540-15845-565-21495-640-33655)
Technician 'A'	*11965-410-14015-450-18515-490-34195 (9570-325-11195-360-14795-390-27275)
Technician 'B'	*11625-370-13475-410-17575-450-31975 (9300-295-10775-325-14025-360-25545)
Technician 'C'	*11275-275-12650-370-16350-410-28240 (9020-220-10120-295-13070-325-22495)
Technician 'D'	*10535-235-11710-275-14460-370-23710 (8425-185-9350-220-11550-295-18925)
Junior Technician	*10050-195-11025-235-13375-275-19700 (8040-155-8815-185-10665-220-15725)

C. S. No. 64 dt.18/10/2004, the word "S/Stn." Deleted & the seniority of Artisan 'A' in Elect./Mech./Testing Wing working in Urban/Rural/Testing Distribution Circles shall be integrated for the purpose of promotion to the post of Head Foreman.

* Revised vide Adm.Cir.No.486 dtd.30-06-2014

DISTRIBUTION CADRE - IV / CIVIL – II

Senior Vehicle Foreman/Sub Engineer (Automobile) *14500-650-17750-675-24500-710-40120
(11600-520-14200-540-19600-565-32030)

Technician 'A'

Workshop, Welder, Turner, Fitter, Cable Jointer, Sub-Overseer Gr.-I, Meter Tester Gr.-I, Meter Inspector Gr.I, Carpenter, Foreman, Vehicle Maintenance and allied cadre (those not covered by Distribution Wing III) *11965-410-14015-450-18515-490-34195
(9570-325-11195-360-14795-390-27275)

Technician 'B'

Workshop, Vehicle Driver, Carpenter, Elect. Gas Welder, Fitter, Black Smith, Meter Tester Gr.-II, Meter Inspector Gr.II, Painter, Asstt. Cable Jointer, Mason, Turner, Artisan/Technician 'B'(Civil), Surveyor Gr.II, Sub-Overseer Gr.- II (those not covered by Distribution Wing III) *11625-370-13475-410-17575-450-31975
(9300-295-10775-325-14025-360-25545)

Technician 'C'

Civil Mistry, Plumber, Carpenter, Jr.Cable Jointer, Meter Tester Gr.-III, Fuseman cum Meter Reader, Wireman cum Meter Reader, Wireless Operator, Turner, Moulder (those not covered by Distribution Wing III) *11275-275-12650-370-16350-410-28240
(9020-220-10120-295-13070-325-22495)

Technician 'D'

Workshop, Junior Technician, Junior Technician (Vehicle Maint.), Fitter, Fuseman (those not covered by Distribution Wing) *10050-195-11025-235-13375-275-19700
(8040-155-8815-185-10665-220-15725)

* Revised vide Adm.Circular No.486 dated 30-06-2014

DRAWING CADRE

Drawing Office
Superintendent

* **24765-975-29640-1060-55080**
(19810-780-23710-845-43990)

Chief Draftsman

* **16435-675-19810-710-26910-800-42110**
(13145-540-15845-565-21495-640-33655)

Senior Draftsman

* **13195-490-15645-640-22045-675-38920**
(10555-390-12505-510-17605-540-31105)

Junior Draftsman/Head Tracer

* **11965-410-14015-450-18515-490-34195**
(9570-325-11195-360-14795-390-27275)

Tracer

* **11625-370-13475-410-17575-450-31975**
(9300-295-10775-325-14025-360-25545)

Blue Printer

* **11275-275-12650-370-16350-410-28240**
(9020-220-10120-295-13070-325-22495)

* Revised vide Adm. Circular No.486 dated 30-06-2014

STORES CADRE

Stores Officer	* 26710-1060-32010-1125-60135 (21365-845-25590-900-48090)
Stores Superintendent	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)
Stores Assistant	* 13195-490-15645-640-22045-675-38920 (10555-390-12505-510-17605-540-31105)
Junior Stores Assistant	* 11965-410-14015-450-18515-490-34195 (9570-325-11195-360-14795-390-27275)
Weigh Bridge Clerk	* 11275-275-12650-370-16350-410-28240 (9020-220-10120-295-13070-325-22495)

The categories (Chief Engineer / Supdtg. Engineer /Executive Engineer/ Additional Executive Engineer /Dy. Executive Engineer and Assistant Engineers) of Stores Department have already been merged into Distribution cadre.

* Revised vide Adm.Cir.No.486 dtd.30-06-2014.

H. R Cadre /Human Resource Department

Executive Director(HR)	** 48890-2150-94040 (39110-1720-75230)
#Chief General Manager(HR)	** 45900-1950-88800 (36720-1560-71040)
#General Manager(HR)	** 40790-1790-83750 (32630-1430-66950)
#Dy. General Manager(HR)	** 35875-1545-43600-1710-79510 (28700-1235-34875-1365-63540)
#Asstt. General Manager(HR)	* 33575-1385-40500-1545-74490 (26860-1105-32385-1235-59555)
#Senior Manager(HR)	* 26465-1060-31765-1125-59890 (21170-845-25395-900-47895)
#Manager(HR)	* 24765-975-29640-1060-55080 (19810-780-23710-845-43990)
#Dy.Manager(HR)	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)
Sr. Clerk /Head Clerk/Estt. Asstt.	* 13195-490-15645-640-22045-675-38920 (10555-390-12505-510-17605-540-31105)
Upper Division Clerk (HR)	* 11965-410-14015-450-18515-490-34195 (9570-325-11195-360-14795-390-27275)
Lower Division Clerk (HR)/ Office Assistant	* 11275-275-12650-370-16350-410-28240 (9020-220-10120-295-13070-325-22495)
\$ Jr. Office Assistant	* 10535-235-11710-275-14460-370-23710 (8425-185-9350-220-11550-295-18925)

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- \$ Included vide Correction Slip No.3 dtd.12-08-2010.
Modified vide C.S.No.06 dtd.08-09-2011 Read with Adm.Circular No.467 dtd.23-07-2013.
* Revised vide Adm.Cir.No.486 dtd. 30-06-2014.
** Revised vide Adm.Cir.No.488 dtd. 30-06-2014.

ACCOUNTS DEPARTMENT

Accounts Cadre

Chief General Manager(F&A)	** 45900-1950-88800 (36720-1560-71040)
General Manager(F&A)	** 40790-1790-83750 (32630-1430-66950)
#Asstt.General Manager(F&A)	** 33575-1385-40500-1545-74490 (26860-1105-32385-1235-59555)
#Sr. Manager(F&A)	** 31725-1220-37825-1385-68295 (25380-975-30255-1105-54565)
# Manager(F&A)	* 24765-975-29640-1060-55080 (19810-780-23710-845-43990)
#Dy. Manager(F&A)	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)
Asstt. Accountant	* 13195-490-15645-640-22045-675-3892 (10555-390-12505-510-17605-540-31105)
Upper Division Clerk (Accounts)	* 11965-410-14015-450-18515-490-3419 (9570-325-11195-360-14795-390-27275)
Lower Division Clerk (A/c)/ Office Assistant	* 11275-275-12650-370-16350-410-2824 (9020-220-10120-295-13070-325-22495)

- # Modified vide Adm. Cir. No.467 dtd.23-07-2013
- * Revised vide Adm.Cir.No.486 dtd.30-06-2014.
- ** Revised Vide Adm.Cir. No.488 dtd.30-06-2014.

LEGAL CADRE

# Chief Legal Adviser	** 45900-1950-88800 (36720-1560-71040)
# Legal Advisor	** 35875-1545-43600-1710-79510 (28700-1235-34875-1365-63540)
# Deputy Law Officer	** 31725-1220-37825-1385-68295 (25380-975-30255-1105-54565)
# Assistant Law Officer	* 24765-975-29640-1060-55080 (19810-780-23710-845-43990)
\$\$ Junior Law Officer	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)

PUBLIC RELATIONS CADRE – I

Chief General Manager (Corporate Communication)	** 45900-1950-88800 (36720-1560-71040)
\$ Joint Chief Public Relations Officer.	** 33575-1385-40500-1545-74490 (26860-1105-32385-1235-59555)
Dy. Chief Public Relations Officer	* 24765-975-29640-1060-55080 (19810-780-23710-845-43990)
Public Relations Officer	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)
Artist	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)

\$\$ Nomenclature changed vide Adm.Cir.No.209 dtd.10-02-2010 read as C.S.No.1 dated
10/02/2009

\$ Created new post vide office order No.GAD/CGM(T/E)/MPP/11329 dtd. 17-04-2010) and

vide C.S.No.25 dtd.12-05-2010 to Recruitment Regulation.

Modified vide C.S.No.7 dtd.03-01-2012.

* Revised vide Adm.Circular No.486 dtd.30-06-2014.

** Revised vide Adm.Circular No.488 dtd. 30-06-2014.

PUBLIC RELATIONS CADRE – II

Translator-cum-Proof Reader/ Translator	*17785-840-21985-885-44995 (14225-670-17575-705-35905)
Asstt. Translator-cum-Proof Reader/ Librarian	*13195-490-15645-640-22045-675-3892 (10555-390-12505-510-17605-540-31105)
Lower Division Clerk(HR)/ Office Asstt.-cum-Translator.	*11275-275-12650-370-16350-410-2824 (9020-220-10120-295-13070-325-22495)

INDUSTRIAL RELATIONS CADRE

Chief Industrial Relations Officer	** 40790-1790-83750 (32630-1430-66950)
Joint Chief Industrial Relations Officer	** 35875-1545-43600-1710-79510 (28700-1235-34875-1365-63540)
Dy. Chief Industrial Relations Officer	** 31725-1220-37825-1385-68295 (25380-975-30255-1105-54565)
Labour Officer	* 21365-840-25565-885-46805 (17090-670-20440-705-37360)

VIGILANCE CADRE

Director(Vigilance & Security)	** 45900-1950-88800 (36720-1560-71040)
Dy. Director(Vigilance & Security)	** 33575-1385-40500-1545-74490 (26860-1105-32385-1235-59555)
Asstt. Director(Vigilance & Security)	** 31725-1220-37825-1385-68295 (25380-975-30255-1105-54565)
Vigilance Officer/ Security Officer	* 26465-1060-31765-1125-59890 (21170-845-25395-900-47895)
Dy. Vigilance Officer/ Dy. Security Officer	* 21365-840-25565-885-46805 (17090-670-20440-705-37360)

Asstt. Vigilance Officer/ * **14140-650-17390-675-24140-710-39760**
Asstt. Security Officer (11310-520-13910-540-19310-565-31740)

Jr. Vigilance Officer / * **11965-410-14015-450-18515-490-34195**
Jr. Security Officer (9570-325-11195-360-14795-390-27275)

STENO TYPING CADRE

P.S. to Managing Director * **26465-1060-31765-1125-59890**
(21170-845-25395-900-47895)

Stenographer (Special Grade) * **24765-975-29640-1060-55080**
(19810-780-23710-845-43990)

Stenographer (Selection Grade) * **17785-840-21985-885-44995**
(14225-670-17575-705-35905)

Stenographer (English / Marathi) * **13195-490-15645-640-22045-675-38920**
(10555-390-12505-510-17605-540-31105)

Steno-Typist (English / Marathi) * **11965-410-14015-450-18515-490-34195**
(9570-325-11195-360-14795-390-27275)

TYPING CADRE

Head Typist * **13195-490-15645-640-22045-675-38920**
(10555-390-12505-510-17605-540-31105)

Senior Typist * **11965-410-14015-450-18515-490-34195**
(9570-325-11195-360-14795-390-27275)

Typist (English/Marathi) * **11275-275-12650-370-16350-410-28240**
(9020-220-10120-295-13070-325-22495)

TELEPHONE CADRE (IN CORPORATE OFFICE)

Telephone Superintendent * **17785-840-21985-885-44995**
(14225-670-17575-705-35905)

Telephone Operator * **11965-410-14015-450-18515-490-34195**
(Sel. Grade) (9570-325-11195-360-14795-390-27275)

Telephone Operator * **11275-275-12650-370-16350-410-**

28240

(9020-220-10120-295-13070-325-22495)

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** Revised vide Adm.Cir.No.486 dtd. 30-06-2014.

* Revised vide Adm.Cir.No.488 dtd. 30-06-2014.

INFORMATION TECHNOLOGY – I (SYSTEM WING)

#Chief General Manager(IT)/	** 45900-1950-88800 (36720-1560-71040)
General Manager(IT)	** 40790-1790-83750 (32630-1430-66950)
Dy. General Manager(IT)	** 35875-1545-43600-1710-79510 (28700-1235-34875-1365-63540)
System Analyst(IT)	** 31725-1220-37825-1385-68285 (25380-975-30255-1105-54565)
Programmer	* 24765-975-29640-1060-55080 (19810-780-23710-845-43990)
Assistant Programmer	* 19110-840-23310-885-46320 (15285-670-18635-705-36965)
#Junior Programmer	* 17785-840-21985-885-44995 (14225-670-17575-705-35905)

INFORMATION TECHNOLOGY – II (Operation Wing)

# Shift Incharge	17090-670-20440-705-37360 - <u>deleted</u>
#(Computer Operator merged in Asstt. Programmer and Asstt. Computer Operator replaced as Jr. Programmer.)	

INFORMATION TECHNOLOGY – II (Data Entry Wing)

#Data Supervisor	*17785-840-21985-885-44995
Senior Data Supervisor – deleted.	(14225-670-17575-705-35905)
Junior Data Supervisor - deleted.	
Data Entry Operator	* 11965-410-14015-450-18515-490-34195 (9570-325-11195-360-14795-390-27275)

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- # Revised/restructured vide C.S. No.05 dtd.18-06-2011 .
 - * Revised vide Adm.Cir.No.486 dtd. 30-06-2014.
 - ** Revised vide Adm.Cir.No.488 dtd. 30-06-2014.

General Notes for aforesaid Annexure-I

- Note :** I) Non-cadre posts are the posts to be filled by direct recruitment e.g. Company Secretary, Artist etc.
- II) The cadre lists do not show categories in Pay Group IV. Those who are fit and are qualified for promotion as per rules will be considered for promotion to higher posts in respective grades.
- III) The scales of Pay mentioned in **bold type** are those came into force w.e.f. 01.04.2013 & the pay scale shown in the brackets are the corresponding pre-revised pay scale effective from 01.04.2008.
- IV) # If there is more than one incumbent holding the same post in the same office, the new nomenclature shall be known according to the main functions carried out by the incumbent and the same shall be indicated in the bracket so as to facilitate specific identification.

For example :-

(i) HR Cadre :-	(ii) Accounts Cadre :-
Chief General Manager(HR-T/E) Manager(F&A-CA)	Asstt.General
General Manager(HR-DC) Manager(F&A-WM)	Asstt.General
Asstt.General Manager (HR-O&M) Manager(F&A-IA)etc.	Asstt.General
Asstt.General Manager(HR-RC) Asstt.General Manager(HR-NTE) etc.	

Added vide C.S.No.06 dtd.08-09-2011 Read with Adm. Circular No.467 dated
23-07-2013

**CORRECTION SLIPS AND ADMINISTRATIVE CIRCULARS OF
M.S.E.D.C.L. INCORPORATED IN THE NEW SENIORITY
REGULATIONS, 2005.**

Sr. No.	C.S.No. & Date	Subject	Page No.
1.	2.	3.	4.
1.	Adm.Cir.No.458 dt.04/06/2005	Formation of Companies.	1
2.	H.O.Circular No.19381 dt.10/06/2005	M.S.E.B. Holding Co. Ltd.	1
3.	Adm.Cir.No.1 dt.29/09/2005	Powers of Managing Director	1
4.	Adm.Cir.No.63 dt.31/03/2001	Added Regulation 12(a) and 12(b) regarding refusal of promotion.	7
5.	Adm.Cir.No.64 dt.18/10/2004	Amendment to Distribution cadre (T&D) III-B Maintenance Wing.	17
6.	C.S.No.3 dt.24/11/2005	Change in nomenclature of the existing posts. L.H./A.L.M./ Lineman as Junior Technician/Technician/Senior Technician.	16
7.	H.O.O.No.34 dt.11/01/2006	Creation of Testing Dn. And seniority of Class III & IV employees.	11
8.	Adm.Cir.No.41 dt.05/05/2006	Change of nomenclature for post of C.A.O.	22
9.	Adm.Cir.No.43 dt.08/05/2006	Change of nomenclature for post of Public Relations Officer	23
10.	Adm.Cir.No.119 dt.31/08/2007	Nomenclature of posts in Accounts and GAD cadre.	21
11.	H.O. GAD/Non-T.E/ CGM/(CC)/585/40057 dt.06/11/2008	Nomenclature of the CPRO as C.G.M.(Corporate Communication).	23
12.	Adm.Cir.209 dt.10/02/2009	Nomenclature of the post of Legal Assistant as Jr.Law Officer.	23

Sr. No.	C.S.No. & Date	Subject	Page No.
1.	2.	3.	4.
13.	Adm.Cir.No.209 dtd.10/02/2009 Read as C.S.No.1 dtd. 10/02/2009	Change of nomenclature of Legal Asstt.	23
14.	Adm.Cir.No.265 dtd. 10/12/2009 Read as C.S.No.02 dated 10/12/2009.	Newly created Technical Posts included in Tech. Cadre-III.	16
15.	C.S.No.03 dated 12/08/2010.	Creation of the Post of Junior Office Asstt.	21
16.	C. S. No.04 dated 04/01/2011.	Maintenance of seniority of employees working in S.M. Circle/Major Stores 'A'.	10
17.	C. S. No.05 dated 18/06/2011.	Merging Operation Wing into System Wing of I.T. Cadre.	26
18.	C. S. No.06 dated 08/09/2011.	Renaming GAD Cadre as HR Cadre and change in the nomenclature.	21
19.	C. S. No.07 dated 03/01/2012.	Restructuring & Prescribing the pre-requisites of Legal Cadre.	23
20.	Adm. Circular No.444 dated 14/01/2013 Read with Adm. Cir. No. HRD/O&M/F.No.5/18519 dated 2/07/2013.	Fixing of the Cadre of existing LDC/Office Assistant.	05
21.	Adm.Circular No.467 dated 23/07/2013.	Change in nomenclature of the post in HR/Accounts Cadre.	21
22.	Adm. Circular No.490 dated 01/07/2014.	Change in nomenclature of the post of Technical Cadre.	14 &15

