



भारत सरकार
Government of India
विद्युत मंत्रालय, केंद्रीय विद्युत प्राधिकरण
Ministry of Power, Central Electricity Authority
मुख्य विद्युत निरीक्षणालय प्रभाग
Chief Electrical Inspectorate Division
18-ए, शहीद जेत सिंह मार्ग, कटवारिया सराय, नई दिल्ली-110016
18-A, Shaheed Jeet Singh Marg, Katwaria Sarai, New Delhi-110016

Telefax: 011-26565183

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To

Secretary (Labour) O/o Labour Commissioner Government of NCT of Delhi 5, Sham Nath Marg, Delhi 110054 Ph:011-23951115 Fax: 011-23392460/23967495 E-mail:labeli.delhi@nic.in labcomm.delhi@gmail.com	Shri Alok Verma Sr. Exe. Vice President (HR) BSES Rajdhani Power Limited BSES Bhawan, Nehru Place New Delhi 110 019 Ph:9350582600 E-mail:alok.varma@relianceada.com	Shri Mukesh Gupta Chief Electrical Inspector Government of NCT of Delhi D Block, 5 Sham Nath Marg Delhi 110 054 Ph:9818587828 E-mail: mgei.delhi@gmail.com
Shri Sunil Singh Vice President, Chief Operations, TATA Power-DDL, Corporate Office, NDPL House, Hudson Lines, Kingsway Camp, Delhi-110 009 Ph (TA):9958856133 E-mail:sunil.singh@tatapower- ddl.com	Shri Vinod Bihari Chief Executive Officer Power Sector Skill Council Plot No. 4, Institutional Area, CBIP Building, Malcha Marg, Chanakyapuri, New Delhi 110 021 Ph:9873767899 E-mail:vinodbehari14@yahoo.co.in	

Subject: Consideration of certification programme of Power Sector Skill Council for issuance of Competency Certificate to the technicians of BSES.

Sir,

Please find attached the Minutes of the meeting held in the room of Chief Electrical Inspector, CEI Division on 8.9.2017 to discuss the issue regarding consideration of certification programme of Power Sector Skill Council for issuance of Competency Certificate to the technicians of BSES.

Encl: As above

Yours faithfully,

(Goutam Roy)
Chief Engineer

12.9.17

Minutes of the meeting held in the room of Chief Electrical Inspector, CEI Division on 8.9.2017 to discuss the issue regarding consideration of certification programme of Power Sector Skill Council for issuance of Competency Certificate to the technicians of BSES.

List of the participants attended the meeting is enclosed as Annexure-I.

Chief Electrical Inspector (CEI), CEI Division of CEA, welcomed the participants to the meeting. He stated that M/s BSES have brought out an issue regarding their contractual support staff, who have been working in BSES with the contractors for long period but does not have the requisite qualification to be given the certificate of competency. As such, they are facing problems of working without any legal standing and in the event of any accidents there could be issues like payment of compensation and other benefits to them. M/s BSES has indicated that since these people have been working for a long period, it would be difficult to lay them off as it may create law and order problem. It has also been indicated M/s BSES that as per guideline the competency certificate is directly issued to the applicants by the Electrical Inspectorate division under Department of Labor in Government of NCT of Delhi, who are ITI (Industrial Training Institute) qualified. However, for those applicants who does not have the requisite ITI qualification but have adequate experience are also eligible for the competency certificate provided they clear the exam conducted by the Labour Department of Delhi from time to time. Since for the last few years, Labour Department of Delhi has not conducted any such examination so all those technicians working with M/s BSES with requisite qualification could not be given the competency certificate. The situation is same with TPDDL.

CEI, CEA stated that since these technicians have not received any opportunity to qualify themselves through the exam so they should be provided with suitable opportunity to prove their eligibility for the competency certificate. He informed that Power Sector Skill Council (PSSC) under the Ministry of Skill Development, has developed many modules of short term courses under Recognition of Prior Learning (RPL) which consider vast working experience and is designed to cover job specific periodical and practical knowledge. These courses are focused towards specific jobs in the area of generation, transmission and distribution. As such, if all the Discoms and Delhi EI office are in agreement then Delhi Labour Department could be requested that Power Sector Skill Council could be entrusted with the responsibility to train these people, conduct exam and issue requisite certificate to the candidates, based on which the competency certificate can then be issued by Department of Labour, Govt. of Delhi.

Electrical Inspector, Department of Labour, Govt. of Delhi stated that Department of Labour through Gazette Notification issued on 27th January, 2017 has stopped conducting exams and as such the exam for issuing competency certificate for the technicians cannot be conducted. He further stated that the proposal of CEI, CEA seems to be good, however, the Skill Development Council, if gets recognized by National Council for Vocational Training (NCVT), would solve the whole problem. He further stated that for the above proposal requisite notification in the Delhi Government Gazette is necessary.

Senior Executive Vice President and Head (HR), BSES Rajdhani stated that Power Sector Skill Council is a registered body under the Ministry of Skill Development. All the BSES and many other distribution companies are taking their help for getting their technicians trained from time to time. However, if the PSSC is recognized by the Delhi Government, then the competency certificate could be issued to the deserving technicians. He stated that presently the problem being faced by these people are very acute as they have been working with the contractors in Delhi Discoms for a long period and some of these people are from DESU regime. However, due to non-availability of avenues they could not obtain the competency certificate and these people are facing the problem of legality and would also get debarred from any benefits which should otherwise be given to labours under Contract Labour Act, 1970.

Head of the Group Distribution, Operation and Safety Excellence Centre, TPDDL stated that they are also having similar problem. However, they are having a Grade-1 Training Centre, which has been recognised by CEA and they are regularly training their people on the job in which the people are working. These are very similar to the course being run by the PSSC. He stated that along with PSSC if their institute is also recognized, the problem of technicians who do not have the competency certificate in TPDDL would also be addressed.

CEO, Power Sector Skill Council stated that PSSC has been created with the mandate to facilitate the process of skill development in power sector under the broad initiative of Government of India to promote Skill development and employment assessment. The PSSC has been promoted by Ministry of Power, Ministry of New and Renewable Energy (MNRE) and Indian Electrical and Electronics Manufacturers' Association (IEEMA). He stated that PSSC has developed National Occupational Standards (NOS)/qualification packs with reference to the major job roles in the sector. These qualification packs map extensively the job responsibilities along with skill sets and competencies needed to deliver on them, standardizing them across the utilities. PSSC has developed the qualification packs with respect to 40 critical job roles encompassing power

distribution, transmission, generation and downstream areas. PSSC has developed comprehensive range of document including participant's handbook, necessary details for assessment and certification details. The training content of the job role provided by PSSC for extensive learning of various roles and responsibilities on safety protection in compliance with CEA guidelines. These trained and certified persons by PSSC can be readily employed by the industry and perform their duty effectively. He stated that for the instant case they have got 80 hours as well as 350 hours' module course which could be considered for providing training to the technicians.

The above issues were deliberated in details. CEI, CEA summarizing the outcome of the deliberation stated that

- i) as per the present guidelines competency certificate is issued by the Department of Labour, Govt. of NCT of Delhi, to the ITI passed persons directly and as such there is no change required for this category. In the case of the applicants having inadequate qualifications, Government of Delhi can now take the help of PSSC to train the people in the desired modules (developed by PSSC) and conduct exam to certify them. Delhi Government may consider 80 hours' module for those people who are having working experience in desired field for five years or more and those people who are having experience less than five years may be considered for 350 hours training module.
- ii) Department of Labour, Government of NCT of Delhi may consider PSSC as well as the Grade-1 technical training institute approved by CEA as recognized institutes for providing the training, taking exam and certifying those workers seeking competency certificate.
- iii) Department of Labour, Govt. of NCT of Delhi may issue competency certificate to those technicians who have been certified by PSSC or the Grade 1 training institutes recognised by CEA.
- iv) It was decided that Delhi Government may be requested to make necessary amendments in Delhi Government Gazette in line with the above.

The meeting ended with the vote of thanks by the Chair.

LIST OF PARTICIPANTS IN THE MEETING HELD ON 8.9.2017 IN THE CHAMBER OF CHIEF ELECTRICAL INSPECTOR, CEA, NEW DELHI

S/Shri

Name	Designation	Mobile No.	e-mail ID
CEI Division, CENTRAL ELECTRICITY AUTHORITY			
Goutham Roy,	Chief Engineer & CEI	8376817933	goutamroy.715@gmail.com
Prakash Khichi	Supdt. Engineer, RIO (North)	9212092617	prakashkhichi@gmail.com
R K Meena	Dy. Director	9871765424	rkmeena.cea@gmail.com
Reetu Raj Pandey	Asstt. Director	9711807447	pandeyr.cea@gmail.com
POWER SECTOR SKILL COUNCIL			
Vinod Behari	CEO	9873767899	vinodbehari14@yahoo.co.in
A K Bhagat,	Head (Admn.)	9899887064	akbhagatin@yahoo.co.in
LABOUR DEPARTMENT			
J S Lather	Electrical Inspector	9990062800	lathey_20@yahoo.com
TATA POWER DELHI DISTRIBUTION LTD.			
Sunil Kothari	DGM	9818100675	sunil.kothari@tatapower-ddl.com
Ashis Kumar Pal	Head of Group	9560044195	ashiskumar.pal@tatapower-ddl.com
BSES YAMUNA POWER LTD.			
Nepal Singh	DGM	9350261247	nepal.nimesh@relianceada.com
Vijay B Lal	Sr. Exec. V.P (HR)	9350639819	vijayvbl@relianceada.com
Saurabh Gandhi	GM (HR)	9350377799	saurabhgandhi@relianceada.com
BSES RAJDHANI POWER LTD.			
Alok Verma	Sr. Exec. V.P	9350582600	alok.varma@relianceada.com
Nagendra Shekhar	DGM (Trg.)	9312667642	nagendra.shekhar@relianceada.com