

**Minutes of the First Meeting for Standardization/ Optimization of  
Manpower Norms in Distribution Sector held vide VC on 17.08.2022**

In order to better prepare the Discoms to embrace sector disruptions and technology advancements, in view of the evolving power sector dynamics, CEA was entrusted to standardize/ optimize the Manpower Norms in Distribution Sector. For this purpose, a Committee was constituted including members from Ministry of Power, Central Electricity Authority, Rural Electrification Corp. Ltd. and some leading Discoms including CESC, BRPL, TPDDL, BEST and BESCOM. The first Meeting of the Committee, under the Convenorship of Chief Engineer (DP&R, CEA) was held vide VC on 17.08.2022.

**Chief Engineer (DP&R)** welcomed the participants. She informed the members that based on a series of discussions held between the Advisor to Power Sector and Ministry of Power, '**Development of Manpower norms for various categories of Discoms**' has been identified as a key action point. In this context, CEA has been entrusted to develop the Manpower Norms for Distribution Sector.

**Director (DP&R)** stated that in this pursuit, practices followed by leading Discoms, both private and Government owned, from across India, their experiences and recommendations/suggestions are requested. She further stated that as this Standard will impact for the better, almost all parts of the nation, the Discoms may also recommend their expectations with this upcoming Document. In this context, she invited the members to share their opinion on the matter.

**Sh. Sarkar, CESC** stated that different jobs require specific manpower. To determine the manpower needs, Discoms will need to chalk out their core activities and then calculate their requirement for each activity, like Inspection, New Service, Metering, Maintenance, new Substation installation, new installation, planning etc., separately.

**Sh. Pathak** from **TPDDL** shared that they divide their activities in following major verticals, viz., Operation, Commercial and Billing, Projects, Finance, Procurement and Allied Department.

**Sh. Jain from BRPL** shared that they broadly separate their works under three categories, viz., Network, Commercial and Support, employing nearly 60%, 25% and 15% of their workforce respectively in these areas.

**Sh. Lakshmanan Raju** from **REC**, informed that they, in association with Ernst & Young, have prepared a similar 'Report on the study of Organisational Structure & Recruitment process of DISCOMs', and that the same may be used

as a base Document for this purpose. The representative from Ernst & Young gave a brief presentation on their Report to the Members.

**Chief Engineer (DP&R)** remarked that the mandate of CEA (Development of Manpower norms for various categories of Discoms) in developing the Manpower norms is not the same as that of REC (Study of Organisational Structure and Recruitment process of Discoms). However, the findings of the Report prepared by REC, along with their recommendations shall definitely assist in preparing the Manpower norms.

**Director (DP&R)** requested REC to share their Report with the Committee Members so that the same could be examined. She suggested to hold another Meeting to discuss the REC's Report and to finalize the structure and content of the Norms. Members agreed to reconvene after studying the Report for further discussion.

The meeting ended with a vote of thanks to the Chair.

## **LIST OF PARTICIPANTS**

1. Smt. Vandana Singhal, Chief Engineer (DP&R Division), CEA (Convenor)
2. Smt. Shivani Sharma, Director (DP&R Division), CEA
3. Smt. Pooja Jain, Dy. Director (DP&R Division), CEA
4. Ms. Bhaavya Pandey, Asstt. Director (DP&R Division), CEA
5. Sh. R. Lakshmanan, RECL
6. Sh. TSC Bosh, RECL
7. Sh. Abhijoy Sarkar, GM, CESC
8. Sh. Soumitra Ghosh, VP, CESC
9. Sh. Pramod Mishra, BRPL
10. Sh. Puneet Jain, BRPL
11. Sh. Nikhil Pathak, TP-DDL
12. Sh. Patel, UGVCL
13. Sh. Yatish, Ernst & Young