

**Minutes of the Sub-Group Meeting for Standardization/ Optimization of
Manpower Norms in Distribution Sector held on 26.08.2022**

To expedite the formulation of standards on Man Power Norms in Distribution Sector and to seek opinion on the report “Report on the study of Organizational Structure and Recruitment process of DISCOMS”, prepared by REC, a sub group meeting, under the Convenorship of Chief Engineer (DP&R, CEA) was held on 26th August 2022 with the representatives from CESC, BRPL, TPDDL and DHBVN were invited in the Discussion.

CESC informed that they have a separate vertical for Safety aspects. Safety nodal officers have been assigned to look into matters like on site assessment, non-compliance, preventive action, pole safety etc.

TPDDL expressed that their organizational structure has the following BUs: Circles, district and zones. They further stated that their Operations and Management functions are mainly designed on the geographical area parameter.

DHBVN informed that their organizational structure has the following Bus: Circles (normally contains area of a size of a district), Divisions (each circle has 2-4 divisions) and sub divisions (each division has 4-5 sub divisions).

CESC informed that they have the following Bus: Head Office (O&M +Commercial), 6 BUs and 10 District Unit. Testing and services have separate vertical.

After further deliberations, it was decided that a separate organizational category of Discoms, besides the 4 categories mentioned in the report, i.e. Type 5 and Type 6 may be introduced mainly for metropolitan cities and coastal areas respectively. Type 5 category has been selected because Metropolitan cities’ geographical area and consumer base pattern doesn’t fit into any of the listed categories in the report. Similarly, type 6 categories of Discoms will include Discoms in coastal areas which are mainly prone to weather related disaster and natural calamities which needs dedicated man power to tackle disaster management plan. They further stated that manpower needs are basically decided based on following important factors viz. AT&C losses, Billing and metering, and SLA.

BRPL, suggested that rather than selecting no. of DTs as basis for man power selection, circuit km or MVA capacity shall be more relevant and accurate. Also, projection of manpower shall be decided by the following factor viz. status of adoption of newly emerging technologies, minimum requirement or man power, assets etc. Further, **BRPL** suggested that instead of recommending average no of Discom manpower per 1000 consumers, it would be more appropriate if data on man power is given in terms of percentage for different verticals.

Director (DP&R) requested **CESC** to suggest the organizational structure for type 5 and type 6 types of Discoms by 6th Sept 2022 so that same could be incorporated into

the draft.

Assistant Director (DP&R) enquired about mapping of skill set with job requirement of entire work force and also up skilling and cross skilling of the existing workforce. **TPPDL** was requested to draft the section pertaining to man power mapping while **BRPL** was requested to draft a training module of the workforce.

Chief Engineer (DP&R) requested all invitee members to share best practices of their respective organizations with the Committee Members so that the same could be incorporated in the report. She further suggested to hold another Meeting to discuss the finalized Report.

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) Ms. Meena Hooda, Asstt. Director (DP&R Division), CEA
- 6) Sh. Abhijoy Sarkar, GM, CESC
- 7) Sh. Abhijit Sarkar, GM, CESC
- 8) Sh. P.K. Chauhan, SE, DHBVN
- 9) Smt. Shipra Sharma, AGM, TPDDL
- 10) Sh. Nikhil Pathak, TP-DDL
- 11) Sh. Pramod Mishra, BRPL