

**INDRAPRASTHA POWER GENERATION COMPANY LIMITED**

CERTIFIED TRUE EXTRACTS OF THE MINUTES OF MEETING OF BOARD OF DIRECTORS OF INDRAPRASTHA POWER GENERATION COMPANY LIMITED HELD ON 30<sup>TH</sup> APRIL, 2013, IN RESPECT OF THE MATTERS REFERRED BY YOUR DEPARTMENT ARE REPRODUCED AS UNDER:-

DM(IT)/17  
24/5/13  
IT Deptt./62  
24/5/13  
Mpr.(HR)-II/78  
23/5/13

**64.2.9 Promotion in the cadre of Doctors**

The Board considered the proposal for promotion in the cadre of Doctors. The Board discussed at length the alternative schemes of promotions for Doctors. After discussions and considering the existing promotion scheme in other streams of the Company, the Board accorded its approval to the scheme placed at 'Annexure E' of the proposal, as submitted before the Board.



(Ravindra Kumar Jain)  
General Manager &  
Company Secretary

21/5/13

General Manager (HR)

Pr. Pu orders.

R.K.J.  
21/5/13

Mpr (HR)-II

23/5/13

Amulak) GM II

GM(HR)/439  
21/5

For uploading on company website in employee corner please

23/5/13

Sr. Manager (IT)

24/5/13

Sr. Manager

(65)

**INDRAPRASTHA POWER GENERATION COMPANY LIMITED**

**Agenda Item no.:** 64.2.9

**Date :** \_\_\_\_\_

**Subject:- Promotions in the cadre of Doctors**

**Background:**

The promotions in the IPGCL-PPCL are being effected as per the unified promotion rules and combined vacancy position approved by the Boards of IPGCL and PPCL vide resolution nos. 59.4.1 and 56.4.1 dt. 15.02.2012 and resolution nos.62.4.3 and 59.4.3 dt. 07.11.2012. However, unified promotion rules regarding the cadre of Doctors in IPGCL-PPCL needs to be finalized by the Board of Directors as the cadre of Doctors was not placed before the BoD.

The IPGCL had earlier issued the promotion rules of the cadre of Doctors vide Office Order no. F.3(16)/DM(HR)A/NT/04/187 dt. 20.10.2004 (Annexure-A). The IPGCL had implemented the DACP Scheme of Govt. of India promulgated vide letter dt. 05.04.2002 with suitable modifications. However, now, the Govt. of India has promulgated new DACP Scheme vide Office Memorandum No. F. No. A.45012/2/2008-CHS.V dt. 29.10.2008 (Annexure-B).

As on date a total combined sanctioned strength of 10 no. of posts in medical stream have been approved by the Board irrespective of levels.

**Proposal:**

At present , the Promotions in IPGCL-PPCL are being effected as per the unified promotion rules, which have prescribed similar/equivalent qualifications for promotions to the posts of similar/equivalent levels (Grade Pay). Also, similar cadres having similar levels of promotions have been developed for different disciplines like Technical, HR and Finance. For example in all cadres except standalone/isolated posts, the channel of promotion is as under:

AM(GP-5400) -- DM(GP-6600) -- Mgr(GP-7600) -- Sr.Mgr(GP-8300) -- DGM(GP-8900) -- AGM(GP-9500) -- GM(GP-10000) [ The posts of DM, Sr. Mgr, and AGM are non-functional posts without any separate sanctioned strength ]

Therefore, a similar channel of promotion and rules of promotion is also proposed in the cadre of Doctors of IPGCL-PPCL as Annexure – 'C'

If the DACP Scheme of Govt. of India dt. 29.10.2008 is implemented than the scheme with suitable modifications is proposed as Annexure – 'D'

A Third Scheme amalgamating both the company structure as well as DACP Scheme is proposed as Annexure -- 'E'

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Therefore, all the three alternative proposed promotions Schemes are placed before the Board of Directors for approving the most appropriate Scheme and Promotion rules for promotion in the cadres of Doctors.

**Specific Proposal to the Board of Directors:-**

Board may please consider and approve any of the alternatives as proposed or may consider any other scheme.

*R.R.Sinha*  
(R.R.Sinha)  
GM (HR)

**Company Secretary**

*[Handwritten Signature]*

**ANNEXURE-C**

The proposed channel of promotion in the cadre of Doctors of IPGCL-PPCL similar to other cadres like Technical, HR and Finance is as under:

MO(GP-5400) – Sr.MO.Gr-II(GP-6600) – Sr.MO.Gr-I (GP-7600) – ASST. CMO(GP-8300) – Dy. CMO(GP-8900) – ADD.CMO(GP-9500) –CMO(GP-10000) [ The posts of Sr. MO- Gr-II, Sr. Asstt. CMO, and J. CMO are non-functional posts without any separate sanctioned strength ]

Accordingly, the proposed rules for promotion in the cadres of Doctors similar to their counterparts in other disciplines are as under:

Proposed new unified rules of IPGCL-PPCL		Proposed combined Sanctioned Strength of IPGCL-PPCL	No. of years of regular service required for promotion
From	To		
-----	Medical officers (Grade Pay Rs.5400in PB-3)	5	Direct Recruitment
Medical officers (Grade Pay Rs.5400in PB-3)	Sr. MO Gr-II(Grade Pay Rs.6600in PB-3)	NA	4 years in Grade Pay of Rs.5400 in PB-3
Sr. MO Gr-II(Grade Pay Rs.6600 in PB-3)	Sr.MO Gr-I (Grade Pay Rs.7600 in PB-3)	2	4 years in Grade Pay of Rs.6600 in PB-3
Sr.MO Gr-I (Grade Pay Rs.7600 in PB-3)	Asstt. CMO (Grade Pay Rs.8300 in PB-3)	NA	3 years in Grade Pay of Rs.7600 in PB-3
Asstt.CMO (Grade Pay Rs.8300 in PB-3)	Dy. CMO (Grade Pay Rs.8900 in PB-4)	2	4 yrs in Grade Pay of Rs.8300 in PB-3
Dy. CMO (Grade Pay Rs.8900 in PB-4)	Addl. CMO (Grade Pay Rs.9500 in PB-4)	NA	3 yrs in Grade Pay of Rs.8900 in PB-4
Addl. CMO (Grade Pay Rs.9500 in PB-4)	CMO (Grade Pay Rs.10000 in PB-4)	1	3 yrs in Grade Pay of Rs.9500 in PB-4

Total – 21 years

The promotions to non-functional posts of Sr. Mo. Gr-II, Asstt. CMO and Addl. CMO will be on time-bound basis after completion of the required minimum period of continuous service in the feeder grade subject to fitness cum seniority on par with their counterparts in other regular cadres and promotions to functional posts will be from prospective dates only subject to vacancy. Their will be interview at the level of Dy. CMO and CMO only as in the case of their counterparts i.e DGM and GM level posts in other regular cadres. The promotions will be effected as per Promotion policy of PPCL subject to above mentioned modifications.

**ANNEXURE- D**

If the DACP Scheme of Govt. of India dt. 29.10.2008 is implemented then the following scheme is proposed with suitable modifications:

Promotion Under DACP Scheme with suitable modifications and on the basis of seniority cum fitness		No. of years of regular service required for promotion on the basis of seniority cum fitness
From	To	
Medical officers (Grade Pay Rs.5400in PB-3)	Sr. MO Gr-II(Grade Pay Rs.6600in PB-3)	4 years in Grade Pay of Rs.5400 in PB—3
Sr. MO Gr-II(Grade Pay Rs.6600 in PB-3)	Sr.MO Gr-I (Grade Pay Rs.7600 in PB-3)	5 years in Grade Pay of Rs.6600 in PB-3
Sr.MO Gr-I (Grade Pay Rs.7600 in PB-3)	ACMO (Grade Pay Rs.8900 in PB-4)	4 years in Grade Pay of Rs.7600 in PB-3
ACMO (Grade Pay Rs.8900 in PB-4)	CMO (Grade Pay Rs.10000 in PB-4)	7 yrs in Grade Pay of Rs.8900 in PB-4 or 20 years of regular service.

Total - 20 years

In DACP, the Grade Pay of ACMO is Rs. 8700. However, in IPGCL-PPCL it is Rs. 8900.

The promotions will be on time-bound basis after completion of the required minimum period of continuous service in the feeder grade subject to fitness cum seniority.

The promotions will be effected as per Promotion policy of PPCL subject to above mentioned modifications.

