

JAIPUR VIDYUT VITRAN NIGAM LIMITED

PD/Chairman Discoms/TA/F. /D. 1021 Dated:- 10-8-2008

ORDER

With a view to encourage and motivate all the officers and the Jr.Engineers working under all the three distribution companies, a performance based incentive scheme is hereby prescribed for reduction in distribution losses during the financial year 2007-08 and onwards.

(A) Main features of the performance based incentive scheme for the discoms.

(i) Under this scheme, all the officers & JEns. of the distribution companies (who have been in regular service as on 31.03.08) would be entitled to get 15% of their monthly basic pay (pre-revised pay) i.e. basic pay admissible prior to implementation of sixth pay commission, for each one percentage point reduction in distribution loss for 2007-2008 in power sector as a whole in absolute terms for the financial year in question. This would be rounded off to next digit. For example, reduction in distribution losses during 2007-08 was 4.71% for sector as a whole (difference of distribution loss 34.64 % in 06-07 and 29.93 % in 07-08), the incentive shall be admissible @15x4.71% i.e.70.65% i.e.71% of the monthly basic pay (i.e. pre revised pay), provided the eligibility criteria of the base unit is fulfilled.

(ii) Wherever a discom/zone/circle/division is not fulfilling its eligibility criteria as a base unit, the incentive will not be allowed to the officers and J.Ens of such discom at corporate /zone/circle/division level. This will not prejudice grant of the incentive at lower level if they separately meet the eligibility criteria for that concerned level. For example, if the eligibility criteria is not met for a particular circle, and particular division(s)/sub-division(s) of this circle, if fulfills the eligibility criteria on their own, then officers and J. Ens. posted at circle levels only would be-deprived of the incentive in question.

(iii) The incentive amount of Rs.2000/- already paid to the J.Ens. will however be adjusted against the incentive worked out to be payable in view of item (A)(i) above but will not be recovered from those who are not entitled to receive further incentive under this scheme, as per eligibility criteria.

(iv) This incentive to the concerned functionaries of the respective base unit i.e. Sub-Divisions/ Divisions/Circle will be sanctioned by the Circle SE concerned whereas incentive to those working in Zonal & Corporate offices will be sanctioned by the corporate office of each of the distribution company. In case of any doubt/dispute regarding jurisdiction of the office pertaining to the circle or corporate level etc, decision of the Chairman Discoms will be final.

(v) All the officers and J.Ens. posted at corporate level in various sections of Finance & Accounts including audit, Personnel, M&M, TW, M&P, RE, Civil and Vigilance etc. will also be eligible for this incentive and will be included at corporate level of the discom.

(vi) In case of transfer of the concerned functionaries, incentive will be paid by the office where the employee has already drawn salary for the month of March,08 of the incentive year.

(vii) Wherever it is not possible to ascertain the performance on the basis of eligibility criteria of a sub-division/division as a base unit due to any reason, the performance may be ascertained at division/circle level and incentive may be paid accordingly to the whole division /circle, after prior approval of the C.M.D/ Managing Director.

(B) Eligibility criteria

In order to qualify for this incentive, the concerned Sub-Division/Division/O&M circle/ Zone and the Discom at Corporate level concerned shall be considered as a separate base unit (also refer to item (ii) of para (A) above) and it should achieve the following performance parameters for the financial year for which the incentive is being claimed.

(i) Collection efficiency i.e. percentage realization of the base unit should not be less than 95% during the financial year. However 94.9% shall be rounded off to 95%.

(ii) (a) Reduction in distribution losses of the base unit should be at least 8% of the loss level prevailing in the previous year. To clarify further, if the loss level of a circle in the year 2006-07 was 40%, reduction in losses during the year 2007-08 should not be less than 3.2 % i.e. loss level for the year 2007-08 should be at least 36.8% or below.

(ii) (b) Circles/units where loss level was 15% or below in previous year. Incentive shall only be admissible for maintaining such loss level i. e. losses should not increase the loss level already attained even though 8% reduction as at ii(a) above is not achieved.

(ii) (c) Aggregate reduction of 16% on like basis in preceding two years for example 2006-07 & 2007-08, as compared to that of 2005-06 for the purpose of incentive for 07-08 shall also qualify for incentive even if loss reduction in 2007-08 may not be the 8%.

The said incentive i.e. performance based incentive for the loss reduction in 2007-08 shall also be payable in three monthly installments i.e. in the month of Oct.08, Dec.08 & Feb.09 in equal instalments, almost.

This performance based incentive shall however be further applicable to all the officers & employees of the discoms for the financial year 2008-09 and subsequently for reduction in distribution loss, subject to further modifications if any.


(R. G. Gupta)
Chairman Discoms

Copy submitted/forwarded to the following for information & necessary action:-

1. The Managing Director, Ajmer Discom, Ajmer.
2. The Managing Director, Jodhpur Discom, Jodhpur.
3. The Secretary (Admn.), Jaipur Discom, Jaipur.
4. The Chief Engineer (JZ/Comml.), Jaipur Discom, Jaipur.

259

AJ. Rules- 298

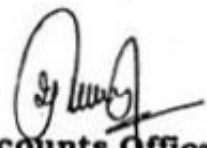
AJMER VIDYUT VITRAN NIGAM LIMITED

HATHI BHATA, CITY POWER HOUSE, AJMER-305001

No. AVVNL/CAO/AAO (Rules)/F. /D. 19 Dated 14.10.2008

Copy submitted/forwarded to the following for information and necessary action:-

1. The Chief Engineer (O&M/Comml.), AVVNL, Ajmer/ Udaipur.
2. The Zonal Chief Engineer (AZ)/(JZ), AVVNL, Jhunjhunu/Ajmer.
3. The Dy. Chief Engineer (RPPC/HQ), AVVNL, Heerapura, Jaipur/Ajmer.
4. The Secretary (Admn.), AVVNL, Ajmer.
5. The Superintending Engineer (Civil/Plan/MM/O&M/M&P/TW), AVVNL, Ajmer/ Bhilwara/ Nagaur/ Udaipur/ Chittorgarh/ Banswara/ Rajsamand/ Jhunjhunu/ Sikar with the request to circulate this order among division/sub division under his control.
6. The Company Secretary, AVVNL, Ajmer.
7. The Addl. Superintendent of Police (vig.), AVVNL, Ajmer.
8. The TA to MD & DCOS, AVVNL, Ajmer.
9. The Dy. Director of Personnel, (AZ/UZ/JJZ), AVVNL, Ajmer/ Udaipur/ Jhunjhunu.
10. Sr. Accounts officer (), AVVNL, _____.
11. The Accounts Officer (O&M/IA/EA&Cash/BUDGET/Accts.), AVVNL, Ajmer/ Bhilwara/ Nagaur/ Udaipur/ Chittorgarh/ Banswara/ Rajsamand/ Jhunjhunu/ Sikar.
12. The Personnel Officer (Corporate Off./O&M), AVVNL, _____.
13. The Public Relation Officer, AVVNL, Ajmer.
14. The P.A. to Managing Director, AVVNL, Ajmer/Jaipur.



**Chief Accounts Officer
AVVNL, AJMER**