

JODHPUR VIDYUT VITRAN NIGAM LIMITED: JODHPUR

NO: C&MD/JdVVNL: JU//S. SE (COMML-RERC): 2002: F..

D. 435
dtd. 20.02.02

O R D E R

In view of the decision taken in 36th Meeting of Coordination Committee, held on 02nd February, 2002, at Jaipur, Jodhpur Discom, has decided to introduce PERFORMANCE BASED INCENTIVE SCHEME with effect from 01st April, 2002. The procedure for qualifying for the scheme, method of evaluation of the performance and calculations for incentive amount, is laid down as under;

01) O&M Circle shall be considered as a Unit, and staff connected directly for performance with regard to increase in per unit rate, shall be eligible to get the incentive.

02) The scheme shall be operative from financial year commencing from 01st April, 2002 and evaluated on half yearly basis.

03) To qualify for the scheme, the average half yearly rise in per unit rate should be more than 02% of average per unit rate, based on energy supplied, achieved in corresponding six months of previous year arrived at, after adding increase in per unit rate due to change of tariff (which will be decided at Nigam Level) and half yearly realisation of revenue in comparison of assessment, in current year, should be atleast 98% or more.

04) The performance evaluation indices shall be calculated separately for HT consumers and for other than HT consumers. Total incentive will be the sum of incentives worked out for both the cases.

05) The statements showing procedures for calculation of per unit rate and incentive for other than HT consumers and HT consumers shall be as per Annexure B-1 and B-2; enclosed.

h
2

06) The quantum of incentive shall be calculated, as below, for both the cases i.e. H.T. and other than H.T. consumers:

Quantum of incentive (in Rs.)	= Average increase in rate per Unit compared to six months of previous year (in Rs.)	* Energy recorded/ supplied to the circle in corresponding six months of current year	* 0.05
-------------------------------	--	---	--------

07) The amount of incentive so arrived will be distributed as below;

i) 80% of incentive amount will be distributed among all officers and staff working in the circle, connected directly for the performance of circle

ii) 20% of incentive amount will be kept at the disposal at the circle office for improvement of offices, purchase of special T&P, office equipments including vehicles and this amount will be over and above the normal budget provisions kept for above heads.

08) The computation of amount of incentive to individuals shall be done as under:

Incentive Factor	=	Amount of incentive earned (In Rs.)

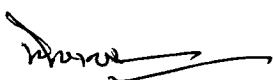
		Sum of minimum of pay-scale of all employees eligible to receive incentive.

Incentive to be paid to each employee eligible for incentive	=	Incentive Factor	*Minimum of the pay scale of individual employee eligible for incentive.
--	---	------------------	--

09) Necessary budgetary support for payment of the incentive shall be kept in Budget-Estimates 2003-2004 and onwards.

10) This is subject to ratification by the Board of Directors.

Encl.: As above


(H. D. CHARAN)
CHAIRMAN AND MANAGING DIRECTOR
JODHPUR DISCOM: JODHPUR

