

MAHARASHTRA ELECTRICITY REGULATORY COMMISSION

Maharashtra Electricity Regulatory Commission (Recruitment and Conditions of Service of Employees) Regulations, 2024.

Electricity Act, 2003

No. MERC/Tech/Regulation/____.- In exercise of the powers conferred on it by sub-sections (2) and (3) of Section 91 read with sub-section (2) (zk) of Section 181 of the Electricity Act, 2003 and all other powers enabling it in this behalf, the Maharashtra Electricity Regulatory Commission, after previous publication and with the approval of the State Government, hereby makes the following Regulations.

CHAPTER-I – PRELIMINARY

Short Title and Commencement

- 1 These Regulations may be called the Maharashtra Electricity Regulatory Commission (Recruitment and Conditions of Service of Employees) Regulations, 2024.
- 2 They shall come into force on the date of their publication in the Official Gazette.

Applicability

- 3 These Regulations shall be applicable to all employees of the Maharashtra Electricity Regulatory Commission.

Definitions

- 4 (i) In these Regulations, unless there is anything repugnant to the subject or context: -
 - (a) “Act” means the Electricity Act, 2003 (36 of 2003);
 - (b) “Appendix” means the Appendix appended to these Regulations;
 - (c) “Appointing Authority” means
 - (i) Chairperson in respect of the posts of Secretary and other Officers of the Commission
 - (ii) Secretary in respect of the posts of Staff of the Commission;
 - (d) “Chairperson” means the Chairperson of the Commission;

- (e) “Commission” means the Maharashtra Electricity Regulatory Commission;
 - (f) “Competent Authority” means the Chairperson or such other Officer of the Commission designated for the purpose by the Commission, in accordance with these Regulations;
 - (g) “Dependent” means the persons dependent on the Employee as defined in relevant rules/orders of the State Government;
 - (h) “Employees” include all persons appointed as Officers or Staff on deputation, or by nomination on regular basis, in accordance with these Regulations;
 - (i) “Functions” means and includes all works relating to the activities of the Commission;
 - (j) “He” includes the word “She” and “His” includes the word “Her”.
 - (k) “Member” means a Member of the Commission;
 - (l) “Officer” means an Employee of the Commission in the category of ‘Officer’ in accordance with these Regulations and includes the Secretary;
 - (m) “Secretary” means the Secretary of the Commission;
 - (n) “Service” means the service by Officers and Staff of the Commission;
 - (o) “State Government” means the Government of Maharashtra;
 - (p) “Staff” means an Employee of the Commission in the category of ‘Staff’ in accordance with these Regulations;
 - (q) “Wing” means
 - (i) Regulatory and Technical Wing for technical Officers and Staff
 - (ii) Legal Wing for legal Officers and Staff and
 - (iii) Administrative and Finance Wing for administrative and finance Officers and Staff
 - (r) “Year” means Calendar year.
- (ii) Words or expressions occurring in these Regulations and not defined herein but defined in the Act and/ or the Rules and Regulations made thereunder or in the applicable Maharashtra Civil Services Rules shall have the meanings respectively
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assigned to them in the Act and/ or the Rules and Regulations made thereunder or the applicable Maharashtra Civil Services Rules.

CHAPTER-II

CATEGORISATION OF POSTS, QUALIFICATION, EXPERIENCE AND MODE OF RECRUITMENT

Categorization of Posts

- 5 The functional levels, categories of Employees of the Commission as re-designated under these Regulations, their pay scales, sanctioned strength shall be as shown in the Appendix 'A' and Appendix 'B':

Provided that the tenure of service of an Employee on the re-designated post shall be deemed to include the period of service spent on the pre re-designated posts:

Provided further that if the existing pay scale of any Employee in the pre re-designated post is already higher than the pay scale of such re-designated post then such higher pay scale shall not be reduced to the pay scale of the re-designated post at the time of application of these Regulations to that Employee.

- 6 Employees are categorized under functional levels I to V. The posts shown under functional levels I to III in the Appendix 'A' shall be in the category of 'Officers', and the remaining posts shall be in the category of 'Staff':

Provided that with condition of not exceeding sanctioned strength of each functional level, the Commission may vary the number of posts at intra level (designation) for awarding non-functional promotions to eligible employees.

Qualification, Experience and Mode of Recruitment

- 7 The educational qualifications, period of experience, age limit, and mode of recruitment to the posts on the establishment of the Commission shall be as set out in Appendix 'C'.

- 8 The Employees shall be appointed by the Commission either by promotion or by deputation from other Government Departments/ Government Agencies / Government Companies or by nomination on regular basis:

Provided that any new recruitment for Employees under functional level V shall invariably be as provided in these Regulations.

- 9 The Commission shall have the power to determine the mode of recruitment/appointment and amend the details of experience required for a

particular post or for a group of posts or for all posts from time to time as per new developmental requirements.

Re-designation of Posts

10 (i) Without changing the pay scale of a post, the Commission may, at its discretion, re-designate that post to indicate its changed functional requirements.

(ii) The Commission may alter, amend or revise the number, categories, pay-scale, qualifications or other provisions contained in Appendix 'A' and Appendix 'C' considering its functional requirements with the prior approval of the State Government:

Provided that the Commission shall notify such re-designation of posts or modification to Appendix 'A' and Appendix 'C'.

CHAPTER – III

PROCEDURE FOR RECRUITMENT AND APPOINTMENT

Announcement of Vacancies

- 11 Except as provided in these Regulations, the Commission shall, adhere to the principles of recruitment to public employment, such as publication of advertisement for the vacancies to be filled in on a regular basis, notifying the posts to the Employment Exchanges etc.:

Provided that the vacancies to be filled in by deputation shall be filled, in compliance with the Rules and/or policy of deputation of the lending Government, Government Departments/ Government Agencies / Government Companies, as the case may be.

Minimum Educational Qualification

- 12 The 'Essential Educational Qualifications' set out for a post shall not be relaxed:

Provided that the Commission may in its discretion modify the 'Desirable Qualification' and details of experience to suit the requirements of the post from time to time by recording reasons thereof in writing.

Reservation of Posts

- 13 Reservation policy of the State Government shall be applicable to vacancies for such categories as may be specified in the policy of the State Government framed from time to time:

Provided that total sanctioned strength of functional level (and not the individual designation/s in the functional level) shall be considered for the purposes of applying of reservation.

Medical Certificate

- 14 Except in the case of deputation, all candidates shall, before their appointment, furnish a medical fitness certificate as may be required by the Commission.
- 15 All appointments shall be subject to verification of character and antecedents as may be decided by the Commission from time to time:

Provided that such verification shall not be applicable in case of candidates who are already in the employment of the Commission or of Government or of

Government Departments/ Government Agencies / Government Companies prior to joining the Commission.

Upper Age Limit

- 16 The upper age limit for appointment to the posts by nomination on a regular basis shall be as set out in Appendix-C:

Provided that in case a higher age limit is applicable to certain categories of candidates for appointment by the State Government, then such higher limit would apply to such person:

Provided further that the upper age limit for appointment to the posts on deputation shall be determined by the Commission from time to time.

Probation

- 17 Except as provided in these Regulations, a candidate appointed by nomination on a regular basis shall be on probation for a period of one year.
- 18 The period of probation shall not include the period spent on earned leave, extraordinary leave, medical leave and the period of unauthorized absence but shall include any period spent on casual leave.
- 19 The Commission may extend the probation period by a further period of one year, if it deems appropriate, based on the performance of the probationer during the period of probation.
- 20 The probationer may resign from service by giving thirty clear days' notice or by paying to the Commission an equivalent salary in lieu thereof.
- 21 The services of the probationer may be terminated by the Commission after giving thirty days' notice, if his or her performance is unsatisfactory in the opinion of the Commission.
- 22 On such a termination probationer shall not be entitled to any compensation.

Seniority and Experience

- 23 (i) The seniority of an Employee in a particular cadre shall be in accordance with his placement in the merit list recommended by the Selection Committee or Departmental Promotion Committee as the case may be.

(ii) However, the experience of an Employee in a particular cadre shall be counted

from his joining date on that post or from the deemed date as the case may be:

Provided that in the case of redesignated post, the experience gained in the pre redesignated posts shall also be considered for reckoning the experience on the redesignated post.

Selection Committee

- 24 All appointments to the various posts except that of Secretary, by nomination on a regular basis, shall be made on the recommendations of a Selection Committee.
- 25 The Selection Committee for the appointment to the posts of Officers, called, the *Officers' Selection Committee*, shall consist of the Secretary as head of the Committee and such other Officers as may be designated by the Commission .
- 26 The Commission may nominate one or more experts from sectors such as electricity, regulatory, judiciary, administration as members of the *Officers' Selection Committee* to assist it.
- 27 The Selection Committee for the appointment to the posts of Staff, called the *Staff Selection Committee*, shall consist of an Executive Director as head of the Committee and such other Officers as may be designated by the Chairperson.
- 28 The Chairperson may nominate one or more experts as members of the *Staff Selection Committee* to assist the Committee.
- 29 The Selection Committees shall devise the mode and procedure of selection of candidates to various posts in consultation with the Commission, from time to time:

Provided that the procedure so devised shall be transparent and in accordance with the principles applicable to public employment.

Promotion

- 30 All promotions shall be against vacancies in sanctioned post and subject to seniority, merit and suitability of Employee to the promotional post:

Provided that for assessing suitability of Employee for promotion, the performance of the Employee in the feeder cadre from which he/she is being considered for promotion shall be considered:

Provided further that notwithstanding his/her seniority and the requisite years of experience for that promotion, no Employee shall be deemed to have an absolute right

to be promoted to any particular post.

- 31 Subject to fulfilling eligible criteria for promotions, Employees appointed on regular basis will be eligible for functional / non-functional promotions within their respective Wings:

Provided that promotion shall be granted with prospective effect only.

Provided further that no Employee shall be eligible for promotion unless that Employee has passed the *Departmental Examination* as decided by the Commission from time to time.

- 32 Functional promotion will be subject to vacancy in the respective higher levels in which the employee is to be promoted whereas, non-functional promotion can be granted by varying the number of posts within the same level subject to overall sanctioned strength for that level.

Example:

- a. **Functional promotion** - Functional level I under Regulatory and Technical Wing has a sanctioned strength of 2 posts. When there is a vacancy under functional level I, an eligible Regulatory and Technical Wing employee in functional level II can be promoted to functional level I.
 - b. **Non-functional promotion** - Functional level II of Regulatory and Technical Wing has a sanctioned strength of 14 posts consisting of Joint Directors (Technical), Additional Directors (Technical) and Directors (Technical). Subject to the total number being 14, the Commission can have any number of Joint Directors (Technical), Additional Directors (Technical) and Directors (Technical) to meet its functional requirement as well as to meet the requirement of granting non-functional promotion at any given point of time.
- 33 If an Employee below the pay scale of S-20 (Or the corresponding pay scale of successive pay revisions) is otherwise fit for promotion and does not get regular promotion to the next higher post, he will be eligible for next higher pay scale on completion of 10 years continuous service under the Assured Career Progression Scheme, subject to assessment of his performance by the *Departmental Promotion Committee*.
- 34 All cases of promotions and benefits of Assured Career Progression Scheme to the eligible Employees shall be considered by the *Departmental Promotion Committees* constituted for the purpose and the Competent Authority will take into consideration the recommendations of such Committees for taking final decision on promotion

and/or benefit of Assured Career Progression Scheme as the case may be.

35 Departmental Promotion Committees shall consist of following persons:

- a. For the post of Secretary and other Officers, Chairperson or his/her representative Member as head of the Committee and at least one more Member as member of the Committee.
- b. For other posts, Secretary or his representative not below the rank of Director, as may be nominated by the Chairperson, as head of the Committee and Director (Administration & Finance) or his representative not below the rank of Deputy Director (Administration & Finance) as one member, in addition to one more member from the concerned functional wing, as may be nominated by the Chairperson.

36 Departmental Promotion Committees shall meet as and when required, but at least once in every Financial Year. These Committees shall take into consideration, amongst other, the following documents as placed by the Administration & Finance Wing:

- a. Certificate of availability of vacancies, in the cadre in which promotion is to be considered, as issued by the Administration & Finance Wing.
- b. Updated Seniority List
- c. Performance Appraisal Report (PAR) for the required number of years (immediately preceding) as per prescribed experience for the post on which promotion is being proposed:

Provided that prescribed experience is difference between years of experience required for the post to be considered for promotion and the existing post, as stipulated in Appendix-C.

- d. Vigilance Clearance Certificate, pertaining to any pending disciplinary action or a vigilance enquiry or any criminal case, issued by Administration and Finance Wing which is not older than 90 days prior to the date of the meeting.
- e. Proposal to relax the required experience, if any, with proper justification for each case by the concerned functional Wing duly approved by the Chairperson.
- f. Completion of training as per training schedule prepared by Administrative & Finance Wing.

Superannuation

- 37 The Employees shall retire from the service of the Commission on attaining the age of superannuation as may be laid down by the State Government from time to time.

Provided that after completion of 50/55 years of age or 30 years of service, whichever is earlier, further services of the Employee shall be subjected to review as per conditions and procedure laid down from time to time by the State Government for its employees.

Provided further that persons retired on superannuation will be eligible for appointment in service of the Commission on contract basis subject to such terms and conditions as may be decided by the Commission from time to time.

Resignation

- 38 An Employee of the Commission appointed on a regular basis may resign from his post by giving ninety clear day's notice to the Competent Authority or by depositing three month's salary in lieu of such notice:

Provided that the Commission, at its discretion, may relax this condition in exceptional cases after recording the reasons thereof:

Provided further that the Competent Authority shall take a decision on such application within 90 days, failing which the resignation shall be deemed to have been accepted.

Appointment on Deputation

- 39 The vacancies of Officers and Staff may also be filled in by deputation of Employees from Government Departments/ Government Agencies / Government Companies holding equivalent post and required qualification for the post.

- 40 The Commission shall determine the vacancies to be filled in by deputation and the period of such deputation from time to time:

Provided that the period of deputation may be extended by mutual consent of the Commission, the individual concerned and the concerned Government Departments/ Government Agencies / Government Companies.

- 41 If the Commission decides that the services of the person on deputation are no longer required, the incumbent shall be repatriated to his parent organization, even before

the completion of the period of his deputation, by giving a notice of at least 15 days to the concerned person.

42 The pay, allowances and other benefits and conditions of service of a person on deputation from a Government Department shall be governed by the relevant provisions of the Maharashtra Civil Services (Joining Time, Foreign Service and Payments during Suspension, Dismissal and Removal) Rules, 1981 or such other rules or regulations governing the same as may be in force from time to time.

43 The pay, allowances, other benefits and conditions of service of a person on deputation from Government Agencies / Government Companies shall be governed by the relevant rules/policy of such Agencies or Government Companies:

Provided that in the absence of any such rules/policy, the provisions of Maharashtra Civil Services (Joining Time, Foreign Service and Payments during Suspension, Dismissal and Removal) Rules, 1981 or such other rules or regulations governing the same as may be in force from time to time, shall be applied.

44 The Commission may, on the request of the person on deputation and with the prior approval of the parent department, absorb such a person in the Commission's services permanently:

Provided that terminal benefits of such person on deputation shall be protected in such a way that the individual concerned is not adversely affected upon absorption.

Appointment on Contract

45 The vacancies of Officers and Staff may also be filled in by appointing persons on contract basis, so as to obtain experienced and/or qualified or otherwise suitable candidates.

Provided that person to be appointed on contract basis shall possess the qualification for the post as laid down in these Regulations.

Provided further that the Commission shall lay down a transparent procedure for making appointments on contract basis.

46 The duration of the first appointment on contract basis shall not exceed five years:

Provided that the duration of the contract may be further renewed by the Commission from time to time for a period not exceeding two years at a time, for each subsequent extension.

47 Persons appointed on contract basis shall be entitled to a consolidated remuneration,

which would remain fixed during the contract period:

Provided that, where the period of such contract exceeds one year, the Commission may consider increasing such remuneration by an amount not exceeding 15% of the existing remuneration once in a year:

Provided further that, while determining such remuneration, the salary and the other monetary benefits and allowances available to a regular employee in that category or post shall be taken into consideration:

Provided further that, the Commission may, at its discretion, compensate for the fixed nature of the remuneration in such cases by suitable placement of the selected candidate in the pay scale of that category or post.

- 48 The remuneration may be revised at the discretion of the Commission when it decides to extend or renew the contract of an employee who was initially appointed on contract basis:

Provided that the increase in remuneration at the time of every extension or renewal shall be limited to a maximum of 25% of the immediately preceding remuneration.

- 49 An Employee appointed on a contract basis shall be eligible for earned leave for thirty days on average pay, and casual leave for eight days during a calendar year calculated on pro-rata basis.

- 50 An Employee appointed on a contract basis may leave the job by giving thirty clear days' notice in writing to the Competent Authority or by depositing one month's remuneration in lieu of such notice. Similarly, the Commission shall also be entitled to terminate the contract and discontinue the employment in the like manner.

CHAPTER – IV

PAY AND ALLOWANCES

Pay Scale

- 51 Pay scales of the employees shall be such as set out in Appendix `A' or as may be revised by the Commission from time to time, so as to bring the same at par with the corresponding pay scales of the State Government.

Increment

- 52 An Employee shall be eligible to draw annual increments as a matter of course unless it is withheld under the orders of the Competent Authority for any reason, which should be duly communicated to the Employee in writing.,
- 53 Such annual increments will be granted to the Employee on the basis of the prevailing policy being followed by the State Government.

Pay Fixation

- 54 The pay of an Employee on his first appointment on a regular basis shall be fixed at the minimum stage of pay scale of the respective cadre:

Provided that the Commission may, at its discretion, fix the salary of any Employee, in the pay scale applicable to him, on initial appointment in such way so as to reasonably protect the emoluments of such Employee in the earlier employment or as deemed appropriate by the Commission.

- 55 When an Employee is appointed to a higher post on promotion, his initial pay in the pay scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in the lower post by one increment at the stage at which such pay has accrued:

Provided that in case of an Employee drawing pay at the maximum of the pay scale, the amount of last increment shall be taken into account for pay fixation in the aforesaid manner.

- 56 When an Employee is appointed from a higher post to a lower post due to *reduction of establishment*, his pay in the lower post shall be fixed at the stage in the pay scale of the lower post at which he would have drawn his pay, had he not been appointed to the higher post.

57 When a competent authority orders *reversion of an employee due to imposition of penalty*, from a higher post to a lower post, the pay of such employee shall be fixed at a stage not exceeding the maximum of the lower post.

58 The pay of an Employee, reappointed on regular basis after a physical break of more than 24 hours, due to any reason shall be fixed at the minimum of the pay scale.

Allowances

59 The Employees of the Commission shall be entitled to draw Dearness Allowances, City Compensatory Allowance, if any, Conveyance Allowance and House Rent Allowance on such scales and subject to such conditions as may be made applicable to Government employees by the State Government from time to time.

60 The Commission may approve an additional monthly allowance to all Officers and Staff for meeting regular sundry expenses, after recording reasons in writing.

61 Where on the written instruction from the Competent Authority any Employee undertakes any special functions, having regard to the multi-functional requirements of the Commission, or any additional functions of a vacant post or due to special circumstances, resulting in an increase in the workload of such Employee, then such Employee may be granted a special allowance for the additional functions so undertaken:

Provided that such special allowance shall be paid on a monthly basis on the recommendation of the Secretary and with the prior approval of the Commission:

Provided further that the amount of such special allowance shall be as determined by the Commission and shall in no case exceed 25% of basic pay applicable to such other post, payable for such period on pro-rata basis for which such additional functions were undertaken.

62 The Employees of the Commission shall be entitled to draw overtime allowance on such terms and conditions as may be made applicable to the corresponding grade of the Employees of the State Government, from time to time.

Ex-gratia Payment

63 The employees of the Commission shall be eligible for ex-gratia payment as per the scale and conditions laid down from time to time by the State Government for its employees.

- 64 The Employees of the Commission shall be entitled to such other allowances as may be made applicable to the corresponding grade of Employees of the State Government from time to time.

Other

- 65 In respect of all other matters relating to pay and allowances which are not specifically covered under these Regulations, the relevant provisions of the Maharashtra Civil Services (Pay) Rules, 1981 shall be applicable to the Employees of the Commission.

CHAPTER V

OTHER CONDITIONS OF SERVICE

Working Hours

- 66 The working days in a week and the number of hours on a working day shall be as notified by the Commission from time to time.

Holiday

- 67 The Employees of the Commission shall be entitled to such Public Holidays as may be declared by the State Government from time to time:

Provided that the Commission may direct an Employee to work on holidays if the exigencies of service so demand.

Leave Travel Concession

- 68 The Employees of the Commission shall be eligible for 'Leave Travel Concession' to hometown once in a two-year block, and 'Leave Travel Concession' to any where in India once in a four-year block. The Employee may avail of two hometown 'Leave Travel Concession' in four years or one hometown 'Leave Travel Concession' and one 'Leave Travel Concession' anywhere in India in a four-year block. The four year block will be as prescribed by the State Government.

Loans and Advances

- 69 The Employees of the Commission shall be eligible for all types of interest bearing loans and advances as well as non-interest bearing advances as per the scales sanctioned and conditions laid down by the State Government for its employees from time to time.

Medical

- 70 Medical aid and facilities shall be provided by the Commission for its Employees including those who superannuated or retired from the Commission and such of their Dependents in accordance with such guidelines as may be approved by the Commission from time to time. The said guidelines, may, 'inter alia', provide for illness, injuries arising out of accidents, hospitalisation and domicile treatment.
- 71 Without prejudice to the preceding Regulation, the Commission may take a comprehensive health insurance policy covering all its Employees (including those

who superannuated or retired from the Commission) and their Dependents, on such terms and conditions, as it may determine or reimburse the In-Patient Department medical claims on mutually agreeable rates with empaneled hospitals. Reimbursement for treatment in non-empaneled hospitals would be restricted to Central Government Health Scheme rates.

- 72 For Out Patient Department expenses, the Employees of the Commission shall be entitled for one-month basic pay (plus Dearness Allowance) during a calendar year which shall be paid in 12 equal monthly installments along with monthly salary.

Medical Check-up

- 73 The Employees above 40 years of age shall be eligible to reimbursement of claim, limited to an amount as decided by the Commission from time to time, once in 3 years for specialized health checkup from medical research centers and hospitals as designated by the State Government from time to time.

Provident Fund

- 74 The provisions of the Employees Provident Fund & Miscellaneous Provisions Act, 1952 and the Employees' Provident Fund Scheme, 1952, as may be in force from time to time, shall apply to all regular employees of the Commission.

Pension & Gratuity

- 75 The provisions of the Employees Pension Scheme, 1995 or any other Pension Scheme made applicable to employees of the State Government from time to time, shall be made applicable to the regular employees of the Commission.
- 76 The regular Employees of the Commission shall be governed by the provisions of the Gratuity Act, 1972.

Leave

- 77 The employees in regular service of the Commission shall be governed by the provisions of Maharashtra Civil Services (Leave) Rules, 1981 and any other applicable laws, rules and regulations of the State Government in the matter of admissibility and regulation of leave.
- 78 An Employee may be permitted to encash Earned Leave once in two financial years for a minimum period of 10 days and a maximum period of 30 days subject to availability of balance leave to his credit.

Conduct & Discipline

- 79 The provisions of the Maharashtra Civil Services (Conduct) Rules, 1979 and the Maharashtra Civil Services (Discipline and Appeal) Rules, 1979, as amended from time to time and any other applicable laws, rules and regulations, as applicable to Employees of the State Government, shall, with appropriate modification, apply to the Employees in the regular service of the Commission.
- 80 The Appointing Authority, Disciplinary Authority, Appellate Authority and Reviewing Authority in respect of the Officers and Staff of the Commission shall be as specified in Appendix-`D'.

Traveling Allowance and Daily Allowance

- 81 The Employees of the Commission shall be governed by the rules applicable to Employees of the State Government for the purposes of traveling allowance and daily allowance:

Provided that, the Daily Allowance on tour will be either at the rate prescribed in TA rules or on the basis of actuals, within the limits decided by the Commission, in the event of Government accommodation not being available. The reimbursement of actual expenses shall be subject to production of supporting vouchers.

CHAPTER - VI MISCELLANEOUS

Record of Service

- 82 A record of service of all Employees shall be maintained as per the format followed for Employees of the State Government.

Performance Appraisal Report (PAR)

- 83 The performance of the Officers and Staff shall be assessed and reviewed annually in the manner and in the form laid down by the Commission.

Training

- 84 The Employees may have to undergo such training as may be decided by the Commission from time to time.

Provided that the Commission shall prepare a training policy for the Employees and ensure that eligible Employee is subjected to minimum days of training as per the said Policy.

Authority for Service Matters

- 85 In respect of any service matter which is specifically mentioned in these Regulations, the same shall prevail over the provisions of the Maharashtra Civil Services Rules and/or other dispensation of the State Government.

Saving of Inherent Power of the Commission

- 86 Nothing in these Regulations shall bar the Commission from adopting a procedure which is at variance with any of the provisions of these Regulations, if the Commission, in view of the special circumstances of the matter or class of matters and for reasons to be recorded in writing, deems it necessary or expedient to depart from the procedure prescribed in the Regulations.

Repeal and Savings

- 87 Save as otherwise provided in these Regulations, the "Maharashtra Electricity Regulatory Commission (Recruitment and Conditions of Service of Employees) Regulations, 2007 as amended from time to time are hereby repealed.

- 88 Notwithstanding such repeal, anything done, or action taken or purported to have been

taken, or proceedings initiated under such repealed Regulations, shall be deemed to have been taken under the corresponding provisions of these Regulations.

Power to Remove difficulties

- 89 If any difficulty arises in giving effect to any of the provisions of these Regulations, the Commission may by general or special order do anything, not being inconsistent with the provisions of the Act, which appears to it to be necessary or expedient for the purpose of removing the difficulties.

Appendix 'A'
Category of Officers and Staff, Levels, sanctioned strength and pay scales
(See Regulation 5)

Sr. No.	Level	Name of Post	Pay Scale*	Number of Posts
1	Level I	Secretary	S-30	1
Regulatory & Technical Wing				
2	Level I	Executive Director	S-30	2
3	Level II	Director (Tech)	S-29	14
4		Additional Director (Tech)	S-27	
5		Joint Director (Tech)	S-25	
6	Level III	Deputy Director (Tech)	S-23	21
7		Senior Assistant Director (Tech)	S-20	
8		Assistant Director (Tech)	S-16	
Legal Wing				
9	Level II	Director (Legal)	S-29	2
10		Additional Director (Legal)	S-27	
11		Joint Director (Legal)	S-25	
12	Level III	Deputy Director (Legal)	S-23	3
13		Senior Assistant Director (Legal)	S-20	
14		Assistant Director (Legal)	S-16	
15	Level IV	Senior Assistant (Legal)	S-12	2
16		Senior Clerk (Legal)	S-8	
17		Clerk Typist-cum-legal Assistant	S-6	
Administration & Finance Wing				
18	Level II	Director (A&F)	S-29	3
19		Additional Director (A&F)	S-27	
20		Joint Director (A&F)	S-25	
21	Level III	Deputy Director (A&F)	S-23	11
22		Senior Assistant Director (A&F)	S-20	
23		Assistant Director (A&F)	S-16	
24		Section Officer	S-15	
25	Level IV	Higher Grade Steno (Marathi/English)	S-15	17
26		Assistant Account Officer	S-14	
27		Assistant Section Officer	S-13	
28		Senior Assistant	S-12	
29		Senior Clerk	S-8	
30		Clerk-cum-Typist	S-6	
31		Driver-cum-General Asst	S-6	
32	Level V	Peon Grade I	S-5	5
33		Peon Grade II	S-3	
34		Peon Grade III	S-1	
Total				81

*Pay Scale is as per 7th Pay Commission Report accepted by the Government of Maharashtra and will undergo change as per Government of Maharashtra's subsequent decisions

Appendix 'B'
Redesignation of Existing posts as per these Regulations
(See Regulation 5)

Sr. No.	As per Employee Regulations 2011		Redesignated as per these Regulations	
	Name of post	Pay Scale	Name of post	Pay Scale
1	Secretary	S-30	Secretary	S-30
2	Executive Director	S-30	Executive Director	S-30
3	Director (Electrical Engineering)	S-29	Director (Technical)	S-29
4	Director (Tariff)	S-29		
5	Deputy Director (Technical)	S-25	Joint Director (Technical)	S-25
6	Assistant Director (Technical)	S-15	Assistant Director (Technical)	S-16
7	Computer System Admin	S-15		
8	Database/Web Admin	S-15		
9	Director (Legal)	S-29	Director (Legal)	S-29
10	Deputy Director (Legal)	S-25	Joint Director (Legal)	S-25
11	Director (Admin & Finance)	S-29	Director (Admin & Finance)	S-29
12	Deputy Director (Admin & Finance)	S-25	Joint Director (Admin & Finance)	S-25
13	Under Secretary	S-23	Deputy Director (Admin & Finance)	S-23
14	PA (Selection Grade)	S-16	Assistant Director (Admin & Finance)	S-16
15	PA (Higher Grade)	S-15	Section Officer	S-15
16	Section Officer	S-15		
17	Higher Grade Steno (English)	S-15	Higher Grade Steno (Marathi/English)	S-15
18	Higher Grade Steno (Marathi)	S-15		
19	Asst. Accounts Officer	S-14	Assistant Account Officer	S-14
20	Receptionist	S-6	Clerk	S-6
21	Librarian	S-6		
22	Clerk	S-6		
23	Driver-cum-General Asst	S-6	Driver-cum-General Asst	S-6
24	Peon	S-1	Peon	S-1 to S-3

APPENDIX 'C'
Recruitment Rules for Officers and Staff of Maharashtra Electricity Regulatory Commission
[See Regulation 7]

Sr. No.	Name of Post	For Appointment on Nomination Basis		Mode of Recruitment	Educational Qualification	
		Years of Experience	Maximum Age limit		Essential	Desirable
1	Secretary	Not Applicable	Not Applicable	By promotion from Executive Director in MERC Or By deputation of a person from the State Government (equivalent to the post of Secretary to the State Government) having qualification or established experience in electrical engineering, finance, management, or law.		
Regulatory & Technical Wing						
2	Executive Director	22	50	a. Promotion or b. Deputation or c. Nomination	a) Postgraduate in Electrical Engineering/ Power System Or b) Two years or Three years part time MBA in Financial Management/Power Management from ICTE approved University/Institute with graduate in Electrical Engineering	Doctorate in Economics/ Financial Management/ Power Systems.
3	Director (Tech)	18	45	a. Promotion or b. Deputation or c. Nomination	a) Postgraduate in Electrical Engineering/ Power System Or b) Two years or Three years part time MBA in Financial Management/Power Management from ICTE approved University/Institute with graduate in Electrical/Power Engineering Or c) Chartered Accountant Or d) Master's Degree in Economics/ Commerce / Statistics	Doctorate in Economics/ Financial Management/ Power Systems.
4	Additional Director (Tech)	14	45			
5	Joint Director (Tech)	11	45			
6	Deputy Director (Tech)	8	40	a. Promotion or b. Deputation or c. Nomination	a) Degree in Electrical Engineering/ Power Engineering from recognized university Or b) Two years or Three years part time MBA in Financial Management/Power Management from ICTE approved University/Institute with Degree from recognized university Or c) Chartered Accountant	For IT Related Post: (a) Diploma/ Certificate in Computer Applications Or (b) Diploma in Computer Science/ Information Technology from recognized University/ Institute
7	Senior Assistant Director (Tech)	5	40			
8	Assistant Director (Tech)	3	35			

Sr. No.	Name of Post	For Appointment on Nomination Basis		Mode of Recruitment	Educational Qualification	
		Years of Experience	Maximum Age limit		Essential	Desirable
						<p>and Red Hat Certified Engineer in (RHCE) or Oracle certified. Or (c) Post Graduation/ Degree in Computer Science/ Information Technology and Red Hat Certified Engineer (RHCE)/Oracle certified.</p> <p>For Non-IT related Post:</p> <p>(a) Post Graduate in Electrical Engineering/ Power Systems or (b) Cost Accountant or (c) Post Graduate in Economics/ Mathematics/ Statistics/ Environmental Science</p>
Legal Wing						
9	Director (Legal)	20	50	a. Promotion or b. Deputation or c. Nomination	Post Graduate Degree in Law from a recognized University/ Law school	a. Diploma/Certificate in Computer Applications b. Diploma in Computer Science/ Information Technology from recognized University/ Institute
10	Additional Director (Legal)	15	45			
11	Joint Director (Legal)	11	45			
12	Deputy Director (Legal)	8	40	a. Promotion or b. Deputation or c. Nomination	Bachelor's Degree in Law from a recognized University/ Law school	
13	Senior Assistant Director (Legal)	6	40			
14	Assistant Director (Legal)	4	35			
15	Senior Assistant	3	35	a. Promotion or	Bachelor Degree from a recognized University	Bachelor Degree in Law from a

Sr. No.	Name of Post	For Appointment on Nomination Basis		Mode of Recruitment	Educational Qualification	
		Years of Experience	Maximum Age limit		Essential	Desirable
	(Legal)			b. Deputation or c. Nomination		recognized University / Law school
16	Senior Clerk (Legal)	2	35			
17	Clerk Typist-cum-legal Assistant	0	35			
Administration & Finance Wing						
18	Director (A&F)	24	50	a. Promotion or b. Deputation or c. Nomination	a. Post Graduate degree from recognized University/ Institute or b. CA/ICWA/Chartered Financial Analyst (CFA) or c. Two year or three-year part-time MBA (Finance/HR) from AICTE approved recognized University/ Institute	a. Diploma/Certificate in Computer Applications. b. Diploma in Computer Science/ Information Technology from recognized University/ Institute
19	Additional Director (A&F)	20	45			
20	Joint Director (A&F)	16	45			
21	Deputy Director (A&F)	13	40	a. Promotion or b. Deputation or c. Nomination	a. Bachelor's degree from recognized University/ Institute or b. CA/ICWA/Chartered Financial Analyst (CFA) or c. Two year or three-year part-time MBA (Finance/HR) from AICTE approved recognized University/ Institute	
22	Senior Assistant Director (A&F)	11	40			
23	Assistant Director (A&F)	9	40			
24	Section Officer	7	35	a. Promotion or b. Deputation or c. Nomination	Bachelor's degree from recognized University/ Institute	Any one or more of the following as advertised from time to time: a. Post Graduate degree from a recognized University b. Government Commercial Certificate with the speed of 120 words per minute in shorthand and 40 words per minute in Marathi/English typewriting.
25	Higher Grade Steno (Marathi/English)	4	35			
26	Assistant Account Officer	7	35			
27	Assistant Section Officer	5	35			
28	Senior Assistant	3	35			
29	Senior Clerk	2	35			

Sr. No.	Name of Post	For Appointment on Nomination Basis		Mode of Recruitment	Educational Qualification	
		Years of Experience	Maximum Age limit		Essential	Desirable
30	Clerk-cum-Typist	0	35			<ul style="list-style-type: none"> c. Degree in Accountancy, Commerce or Statistics. d. Diploma/Certificate in Computer Applications e. Certificate course in Library & Information Science f. Bachelor's Degree in Library & Information Science g. Master in Library & Information Science
31	Driver-cum-General Asst	0	35	<ul style="list-style-type: none"> a. Deputation or b. Nomination 	12 th Standard Pass with valid driving license	
32	Peon	0	35	Contractual	12 th Standard Pass	Bachelor Degree from a recognized University

APPENDIX 'D'
Competent Authorities for the purposes of these Regulations
(See Regulations 4(i)(f) and 81)

Description	Competent Authority	Class of employees
Appointing authority	Commission	Secretary and other Officers
	Secretary	Staff
Disciplinary Authority	Chairperson	Secretary and other Officers
	Secretary	Staff
Other Purposes	Chairperson	Secretary and other Officers
	Secretary	Staff
Appellate Authority	Commission	Secretary and other Officers
	Chairperson	Staff

(Dr. Rajendra G. Ambekar)

Secretary

Maharashtra Electricity Regulatory Commission

Mumbai

Date: _ March 2024