

# **MAHARASHTRA ELECTRICITY REGULATORY COMMISSION**

## **EXPLANATORY MEMORANDUM**

**ON**

### **Draft Maharashtra Electricity Regulatory Commission (Recruitment and Conditions of Service of Employees) Regulations, 2024**

**6 March 2024**

1. Maharashtra Electricity Regulatory Commission (MERC) has gone through a long period of more than twenty years since its inception in 1999. In the formative years of MERC, human resource related issues did not show up much as most of the newly appointed personnel, either by direct recruitment or by deputation, were still to get sufficient length of service for expecting promotion, change in assignment, broader role in advising on technical and regulatory issues and rising to a position of higher responsibility and authority. Due to small size of organisation, it was not possible to provide opportunity of promotion to every employee which impacts their career growth.
2. To address such issues, the Commission appointed a one-man Committee of Shri K. P. Bakshi IAS (Retd.) to suggest a Human Resource Policy for Officers and Staff of the MERC. The Commission has now accepted the Report and its clarification submitted by the said Committee which has mainly suggested following:
  - a. To address increasing responsibilities under the Electricity Act 2003, sanctioned strength of employees is proposed to be increased from 63 to 81.
  - b. The concept of 'Functional' and 'Non-functional' promotions has been proposed to address limited scope of promotion on account of small size of organization.
  - c. For operationalizing 'Non-functional' promotions, all staff have been categorized under five Functional Levels i.e. Level I to Level V. Non-functional promotion can be given within the same level subject to maintaining maximum number of posts in that Level.

- d. It is proposed to redesignate some of the existing single posts with suitable nomenclature so as to enable promotional avenue to all employees.
  - e. It also suggests procedure to be followed for granting promotions or benefit of 'Assured Career Progression' (ACP) Scheme.
3. Draft MERC (Recruitment and Conditions of Service of Employees) Regulations 2024 has been framed to incorporate above suggestions and other corresponding changes so as to address Human Resource related issues. Said draft Regulations also ensure that the Commission will have adequate flexibility to make the organisation ready for adopting technological changes. These draft Regulations will replace the MERC (Recruitment and Conditions of Service of Employees) Regulations 2007 and its amendment notified in 2011.
4. Draft MERC (Recruitment and Conditions of Service of Employees) Regulations, 2024 prepared accordingly has been published for inviting comments from stakeholders as required under the Electricity (Procedure for Previous Publication) Rules, 2005.