

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

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# 1. INTRODUCTION

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## 1.1. Background

The J&K Reorganization Act, 2019 was enacted by the Parliament of India on 9<sup>th</sup> August, 2019 wherein the State of Jammu and Kashmir was divided into Union Territory of Jammu and Kashmir & Union Territory of Ladakh.

As per Section 85(1) of J&K Reorganization Act, 2019

(1) The Central Government may by order, establish one or more Advisory Committees within a period of 90 days from the appointed day, for the purposes of:

- (a) apportionment of assets, rights and liabilities of the companies and corporations constituted for the existing State of Jammu and Kashmir between Union territory of Jammu and Kashmir and Union territory of Ladakh;
- (b) issues relating to Continuance of arrangements in regard to generation and supply of electric power and supply of water;

## **1.2. Constitution of the Committee**

A committee vide Government Order No: 164 PDD of 2019 dated 20.09.2019 was constituted by Commissioner/Secretary Power Development Department, Govt. of J&K for the purpose of preparing and presenting a comprehensive proposal for apportionment/reorganization of J&K Power Development department, J&K State Power Development Corporation and J&K State Trading Company between UT of J&K and UT of Ladakh. Terms of the reference, as specified in the above order, clearly suggest to prepare the model for successful functioning of new unbundled successor utilities on unbundling/reorganisation of JKPDD. Changed scenario post J&K reorganization Act, 2019 especially bifurcation of J&K State into two separate UTs necessitate remodelling of existing JKPDD to work out a proposal best suited for unbundled successor utilities.

The following Officers were nominated as members of the constituted committee:

1. Er. Avinash Dubey, Development Commissioner (Power), J&K.
2. Er. Naseer Ahmad Khan, Chief Engineer, Projects Wing, Kashmir.
3. Er. Javed Yousuf Dar, Chief Engineer, Planning & Design Wing, J&K.
4. Er. Archana Gupta, Chief Engineer, Solar Projects J&K SPDC.
5. Er. G.A. Mir, Superintending Engineer (looking after the charge of the post of CE, EM&RE Wing/Generation Wing Ladakh).
6. Er. Sandeep Seth, Superintending Engineer, EM&RE Wing, Jammu.
7. Er. Afaq Ahmad Naqash, Superintending Engineer, S&O Circle-I, Srinagar.
8. Mr. Sunil Gupta, Company Secretary, JKSPDC.
9. Er. Jaweed Ahmad Gani, Asstt. Executive Engineer (E), USHP, Kangan, JKSPDC.
10. Mr. Asif Maqbool Dendru, Dy. General Manager (A&F), JKSPDC.
11. Er. Harvrinder Singh, Asstt. Executive Engineer (E), EM&RE Division-I, Parade, Jammu.
12. Er. Kaiser Ahmad Nawchoo, Junior Engineer (E), Electric Purchase Circle-II, Srinagar.



**1.3. Terms of Reference**

- 1.3.1. To suggest the new unbundled successor utilities and geotechnical boundaries of existing and new utilities in the UT of J&K and the UT of Ladakh in pursuance to J&K State Reorganization Act 2019.
- 1.3.2. To examine the previous available report of unbundling prepared with the assistance of M/S Price Waterhouse Coopers (PWC) and the report of the Departmental Reorganization Committee constituted vide Government Order No 229-PDD of 2018 dated 25.10.2018 and to suggest the suitable organizational structure for the unbundled utilities.
- 1.3.3. To study the transfer scheme of unbundled utilities in other States where reforms have been implemented successfully and to suggest the scheme most suitable to the power sector of J&K State for transfer of assets, employees and terminal benefits.
- 1.3.4. To apportion AT&C losses between the successor distribution utilities and to draw a road map for reduction of the same to the acceptable level.
- 1.3.5. To suggest such other actions as may be required under any corporate law including the companies Act for implementation of J&K reorganization Act 2019 with respect to new and existing companies.
- 1.3.6. To suggest the road map for regularization of services of casual/daily rated workers presently working in the department/Employees working against various higher posts on in-charge basis before being shifted to the successor companies and to work out the liability on account of payment of arrears in consultation with the employees Unions and consider their suggestions and demands with regard to unbundling process, service conditions, terminal benefits etc.
- 1.3.7. To frame service rules for the successor utilities relating to pay, pension, promotion and leave rules etc.

## 2. APPROACH & DELIBERATIONS

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### 2.1. Chronology of Events/Deliberations

In response to Development Commissioner (Power) meeting notice No DC/PD/PS/TO-II/50/723-36 dated 21-09-2019, first meeting of the committee was held in the office chamber of Development Commissioner (Power) at Srinagar on 23.09.2019 for preliminary discussions which was followed by constitution of four sub-committees vide DCP office letter No: DC/PD/TS/737-38 dated 23-09-2019 for precise targeting of TOR independently. As Consultant, namely Feedback Infra Pvt. Ltd. was also made part of the process to provide assistance to the committee for formulation of the proposal, it was straight away approached for discussion and for adopting the correct technical approach for timely completion of the process.

For the purpose of having diverse inputs from all the concerned stake holders, it was decided to call all the recognised Associations/Unions of all the employees of JKPDD and accordingly the Development Commissioner (Power) vide his office letter No. DC/PD/PS/1015 dated 23.09.2019 formally invited the employee unions under the banner of J&K Power Employees Coordination Committee (JKPECC). The invitees expressed their inability to attend the scheduled meeting of 23.09.2019 through their communication vide No. JKPECC/17-18 dated: 23.09.2019.

Another invitation was extended vide letter No. DC/PD/PS/1016-27 dated: 27.09.2019 to various recognised Associations/Unions for attending the meeting on 01.10.2019 as per the time schedule clearly depicted in the invitation for deliberations and discussions on the matter.

Chairman, All J&K Power Employees and Engineers Coordination Committee vide their letter No. PEECC/146 dated: 29.09.2019 and in response to invitation above has desired that the invited unions be heard collectively for discussion besides inclusion of some other unions representing Draftsman, ITI Technicians, etc. Accordingly, the Development Commissioner (Power) vide his office letter No. DC/PD/PS/1045-49 dated: 30.09.2019 and No. DC/PD/PS/1050-51 dated: 30.09.2019 not only invited other unions as desired but also invited all of them for collective hearing on 01.10.2019 at 4:00 PM in his office chambers.

A team of J&K Electrical Engineering Graduates Association (JKEEGA) led by its General Secretary attended the meeting on the scheduled date to deliberate on different issues with the committee and expressed concerns of fraternity on proposed unbundling.

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A memorandum in this connection was submitted before the committee by General Secretary JKEEGA and desired that all the genuine concerns as expressed shall be taken into consideration while formation of the proposal.

The joint delegation of other Unions from Jammu as well as from Kashmir under the united banner of J&K Power Employees Coordination Committee also attended the meeting on 01.10.2019. At an outset the visiting delegation refused to accept the constituted committee on the plea that no representation has been given to these Unions in the committee and asked for inclusion of its representatives in committee before entering into any further deliberations. A memorandum in this connection was also submitted by JKPECC vide its letter No. JKPECC/20-21 dated: 01.10.2019.

The matter was brought to the notice of Commissioner/Secretary to Govt. Power Development Department vide Development Commissioner (Power) office letter No. DC/PD/PS/1052 dated: 01.10.2019 wherein the wishes of the JKPECC were brought to his notice for proceeding further. It was directed to include them as co-opted members for moving ahead followed by nomination of 4 (four) members of JKPECC vide Order No. 427 of 2019 dated: 03.10.2019 endorsed vide Development Commissioner (Power) office letter No. DC/PD/PS/1053-70 dated: 03.10.2019. Additional 4 (four) members were co-opted vide Order No. 430 of 2019 dated: 05.10.2019 endorsed vide Development Commissioner (Power) office letter No. DC/PD/PS/1089-1110 dated: 05.10.2019.

All the 8 (eight) nominated co-opted members were invited for meeting of the Committee on 09.10.2019 at 3:00 PM vide Development Commissioner (Power) office letter No. DC/PD/PS/1071-88 dated: 05.10.2019 and No. DC/PD/PS/1111-30 dated: 05.10.2019. None of the nominated members turned up for the meeting on the scheduled date for the unknown reasons.

Meetings were also called on 11.10.2019 and 12.10.2019 vide Development Commissioner (Power) office letter No. DC/PD/PS/1132-52 dated: 10.10.2019 for finalization of comprehensive proposal for apportionment/reorganization of JKPDD wherein all the 8 (eight) co-opted members were also invited for deliberations which they again failed to attend for unknown reasons. In fact, surprisingly a communication has been made with Commissioner/Secretary to Govt. Power Development Department by JKPECC vide their letter No. JKPECC/22-28 dated: 10.10.2019 wherein chronological facts as mentioned above have been distorted. Also, JKEEGA vide their letter No. JKEEGA/JMU/2017-19/2019/84 dated: 10.10.2019 addressed to Development Commissioner (Power) has expressed their resentment and objection to the inclusion of any member of JKEEGA in the Committee without their written consent as they have already submitted their memorandum to the Committee in this regard.

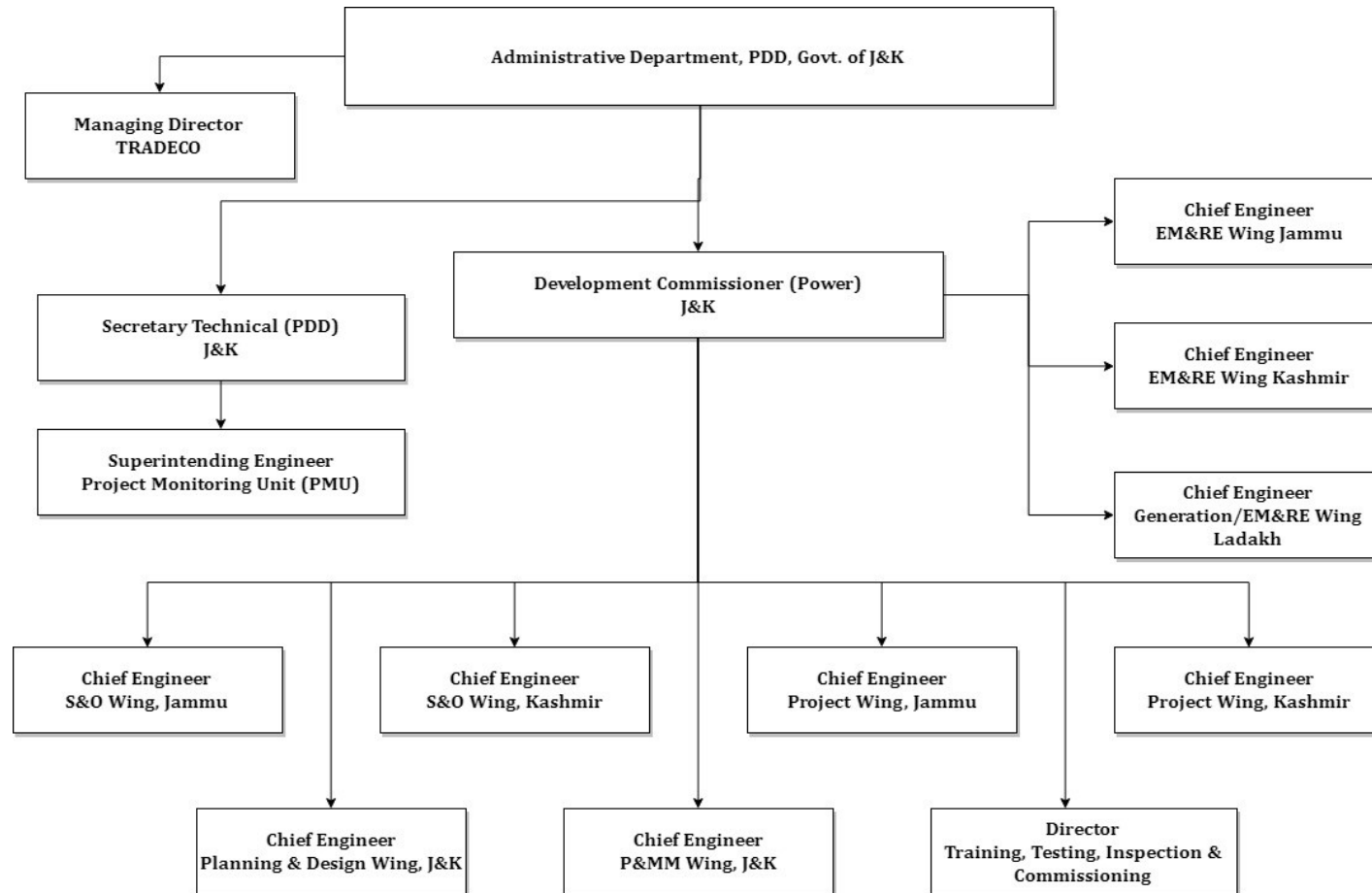
## **2.2. Methodology Adopted**

Stepwise approach was adopted in addressing each TOR starting with collection and compilation of relevant data from State and outside, detailed study of already available M/S Price Waterhouse Coopers (PWC) model, existing Departmental Reorganization Committee report 2019, JKSPDC existing organizational structure (Earnest and Young report), relevant data available with JKPDD, field inputs from different wings of JKPDD, reports from other organizations within and outside State and suggestions from M/S Feedback Infra Pvt. Ltd. This was necessary for arriving at realistic and practical model of proposed companies for both the Union territories of J&K and Ladakh.

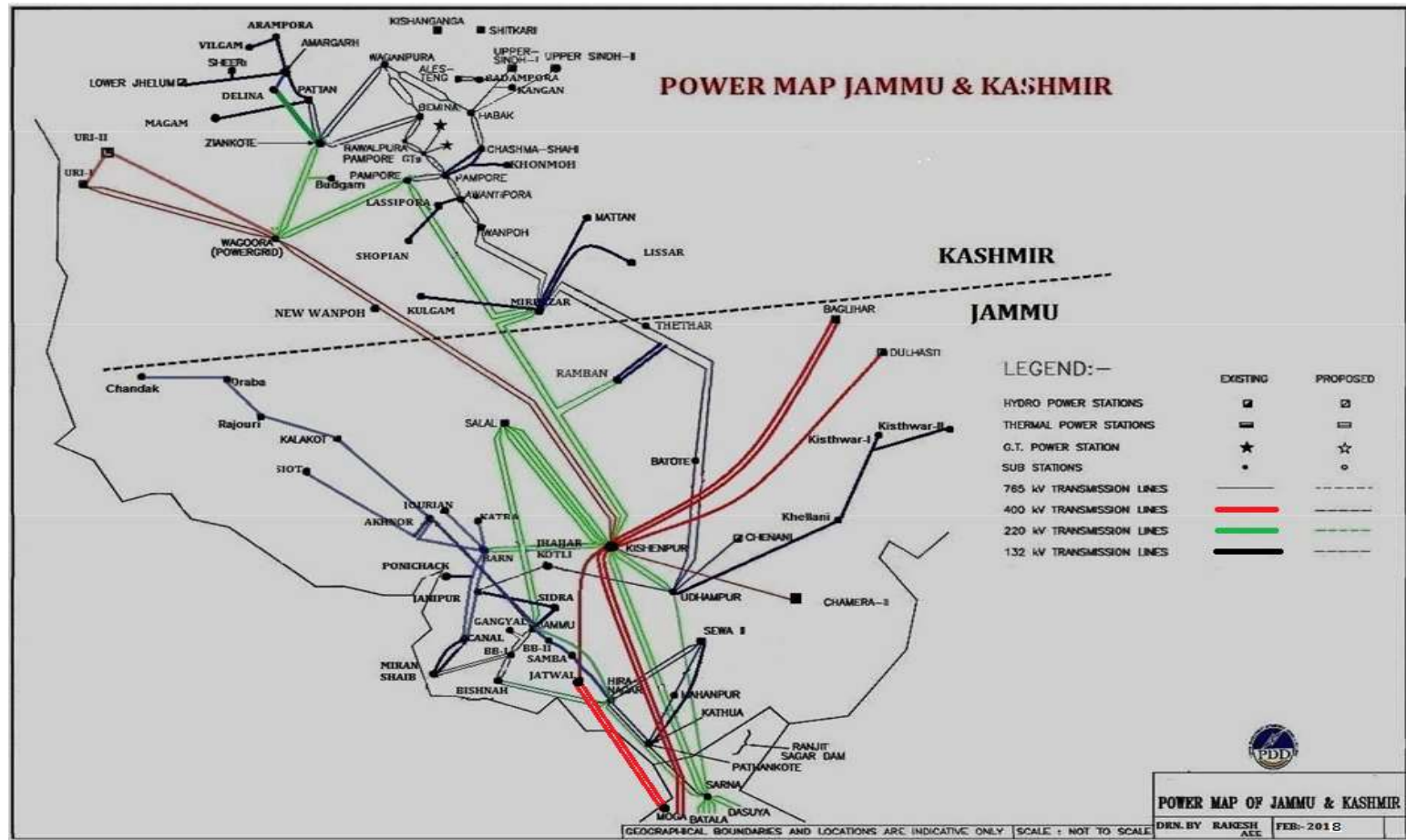
Day to day meetings were held for threadbare discussions on each and every aspect proposed for appropriate compilation of report and recommendation. Regular deliberations and in-depth study of diverse data collected, taking into account feedback from the field, final report was compiled to the best of the capability of the committee along with recommendations which is as follows as per the TOR of the order for perusal and subsequent implementation. The report is without any prejudice to anybody in person or cadre and is purely in the interest of the organization for its growth and success. Committee tried its best to incorporate and address all the apprehensions and genuine concerns as expressed by various associations, unions and personnel concerned to the best of their capability and common sense. It is also put on record that in the event of inadvertent miss of any aspect concerning the existing employees in particular and the department in general, same shall be looked into for redress in the transfer scheme under upcoming phases

## 3. EXISTING STRUCTURE OF J&K POWER DEVELOPMENT DEPARTMENT

### 3.1. Existing Organizational Set-up of J&K Power Development Department



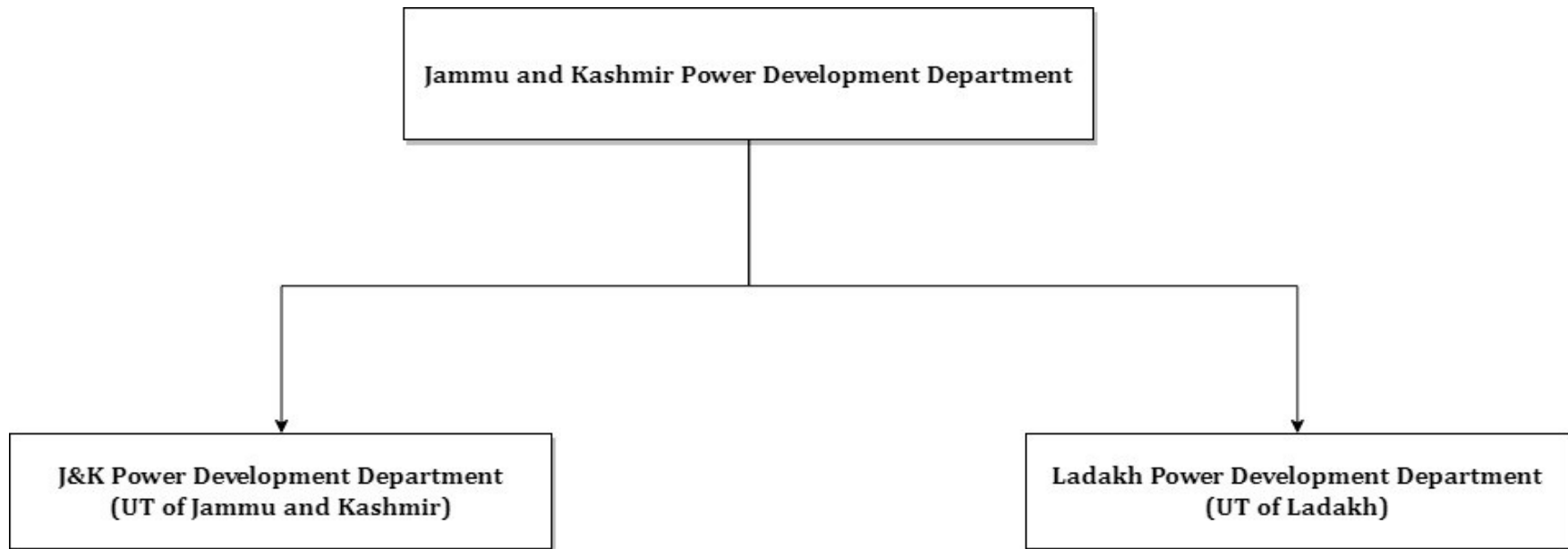
### 3.2. Power Map of Jammu and Kashmir



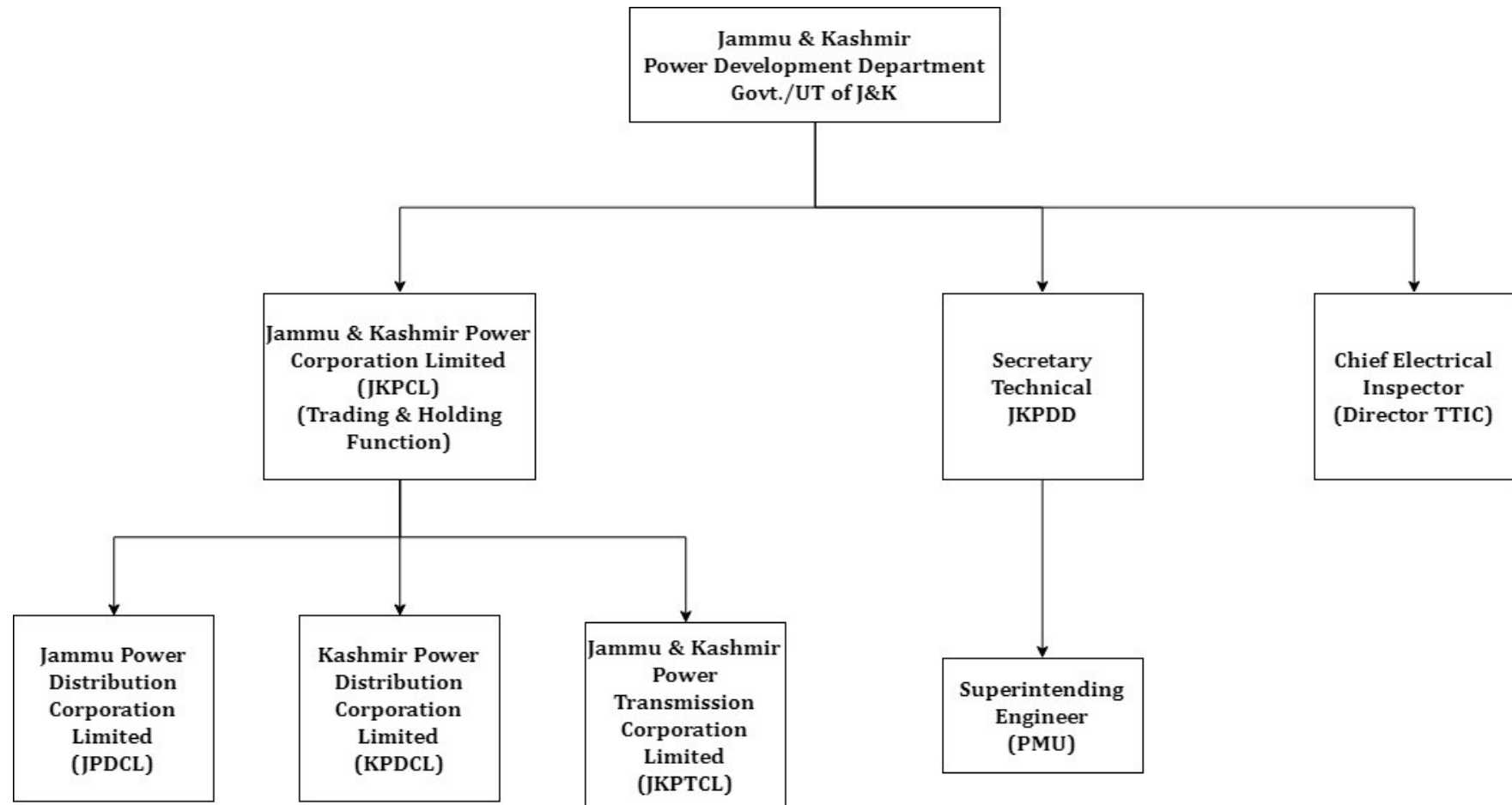
## **4. STRUCTURE OF NEW UNBUNDLED SUCCESSOR UTILITIES AND THEIR GEO-TECHNICAL BOUNDARIES**

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### **4.1. Revised Structure of erstwhile Jammu & Kashmir Power Development Department**

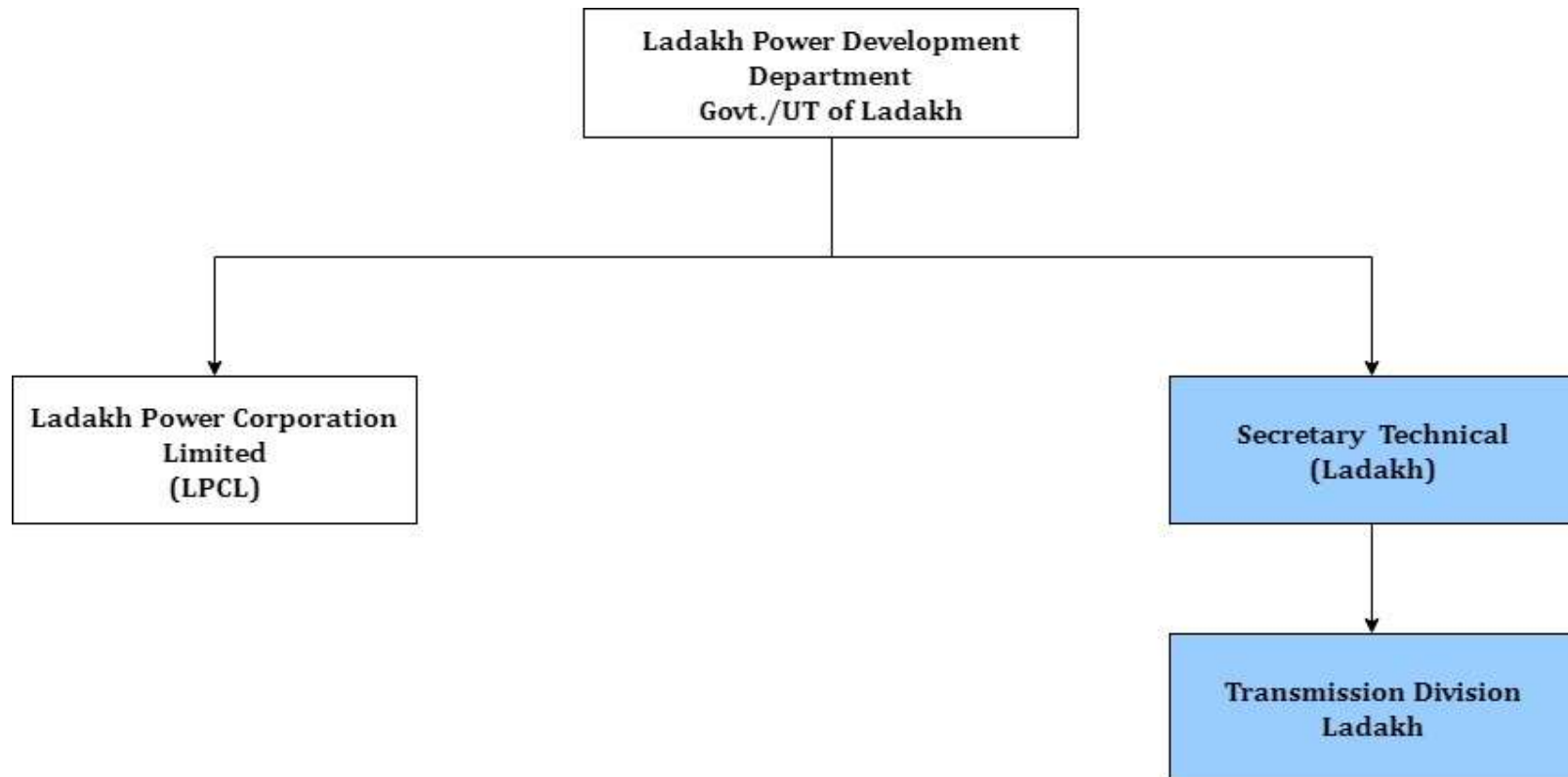


**4.2. Revised Structure of Jammu & Kashmir Power Development Department in Union Territory of Jammu & Kashmir**

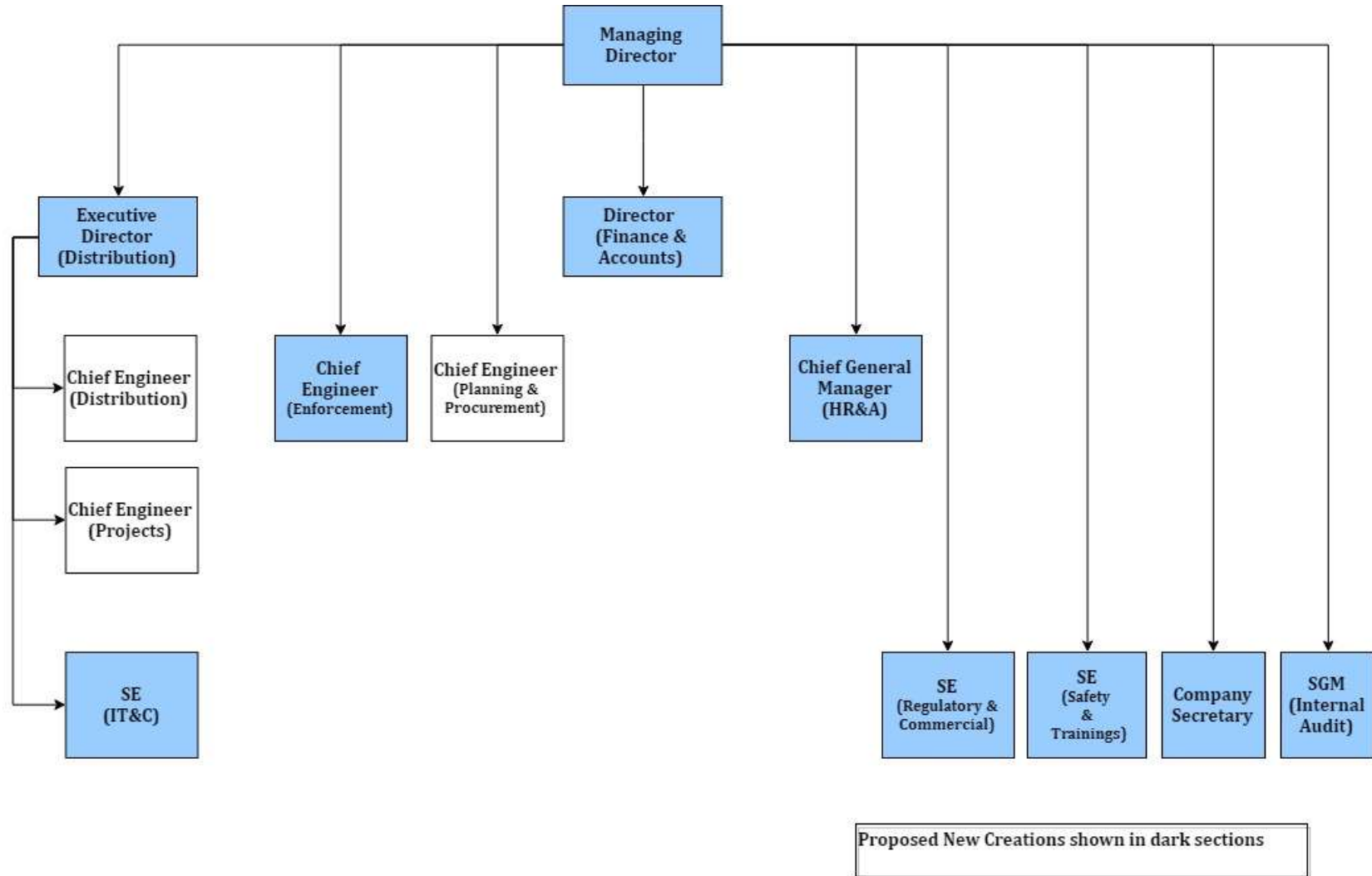




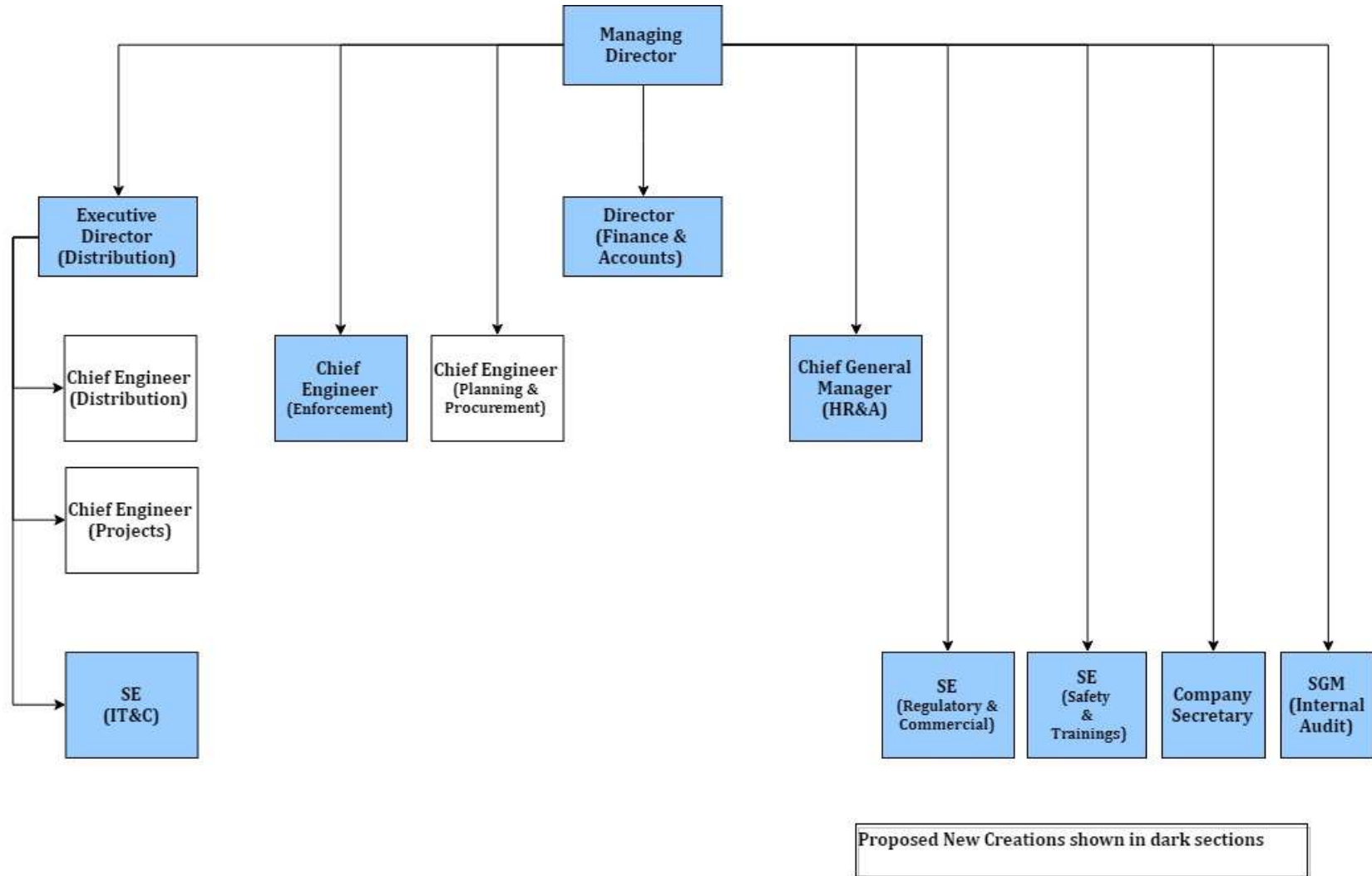
**4.3. Revised Structure of Power Development Department in Union Territory of Ladakh**



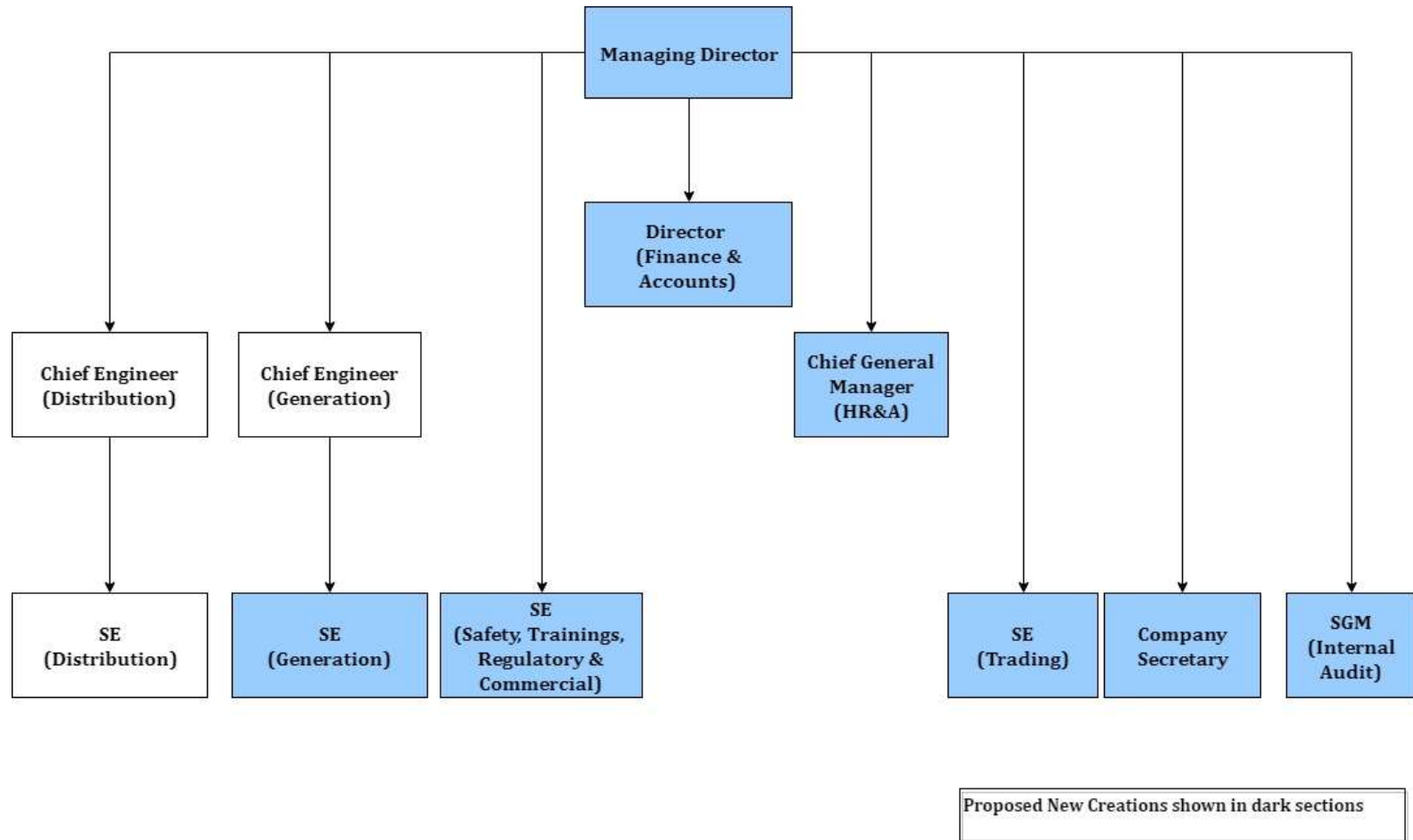
**4.4. Organizational Structure of Jammu Power Distribution Corporation Limited (JPDCL)**



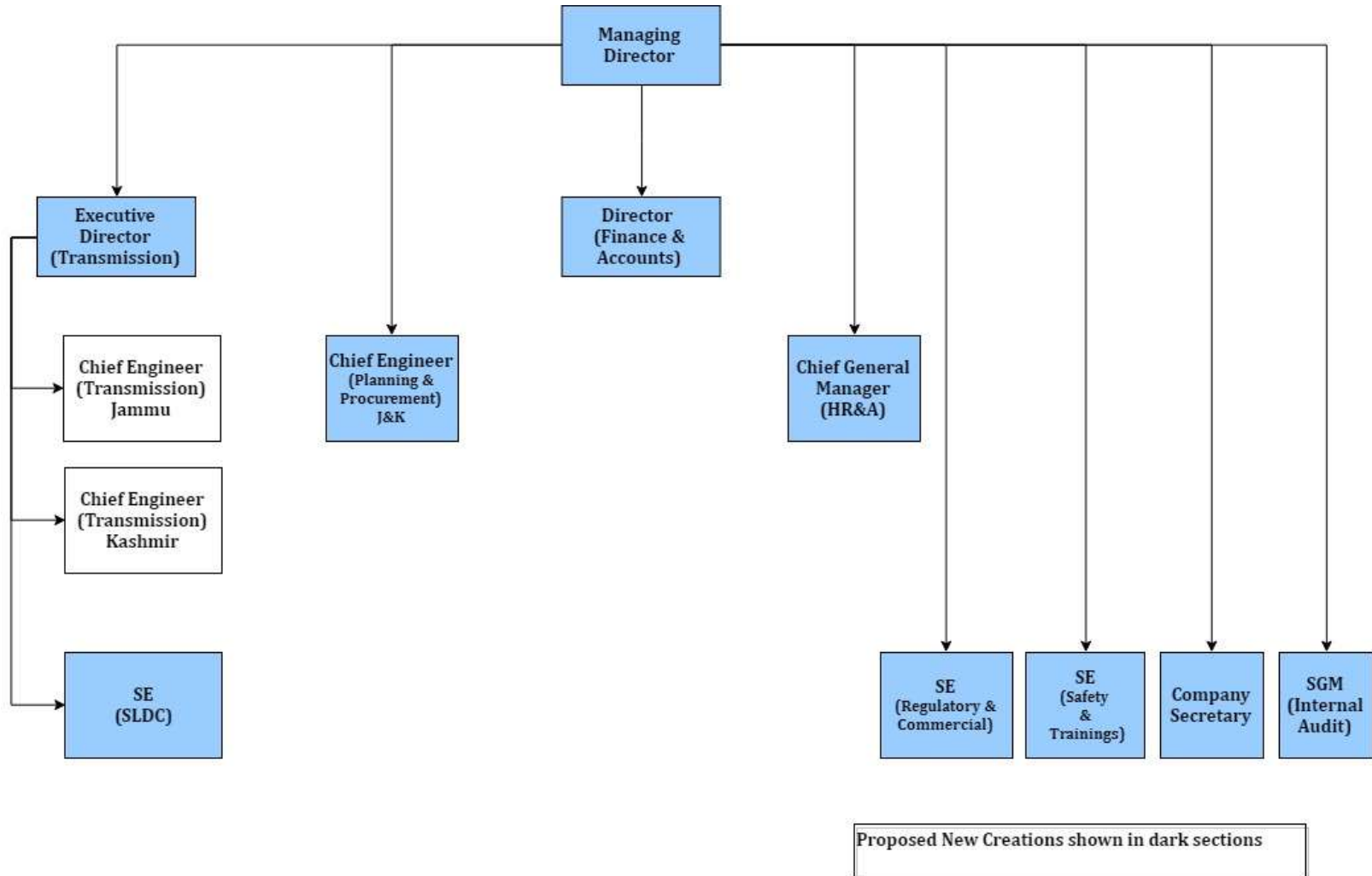
**4.5. Organizational Structure of Kashmir Power Distribution Corporation Limited (KPDCL)**



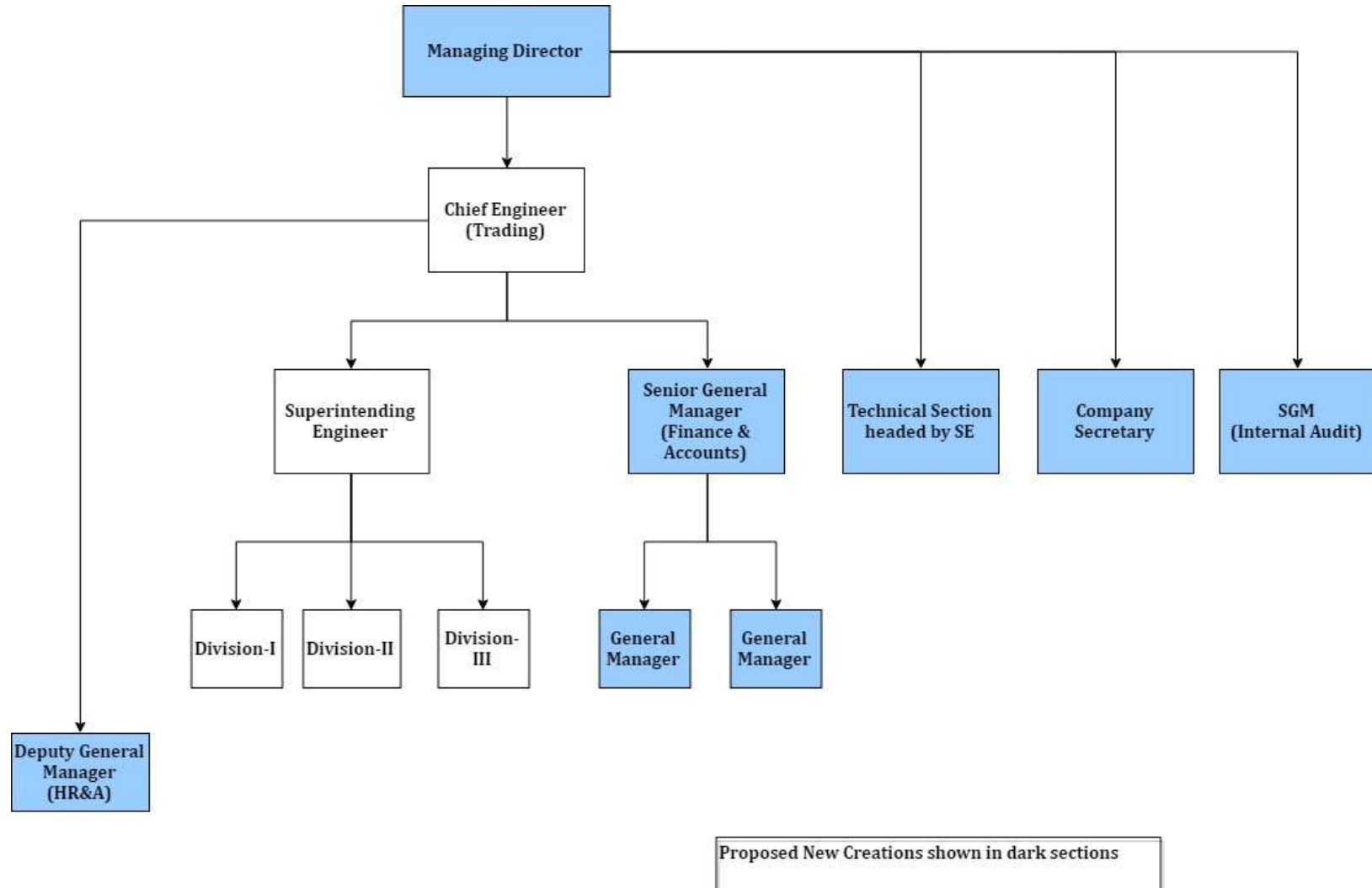
**4.6. Organizational Structure of Ladakh Power Corporation Limited (LPCL)**



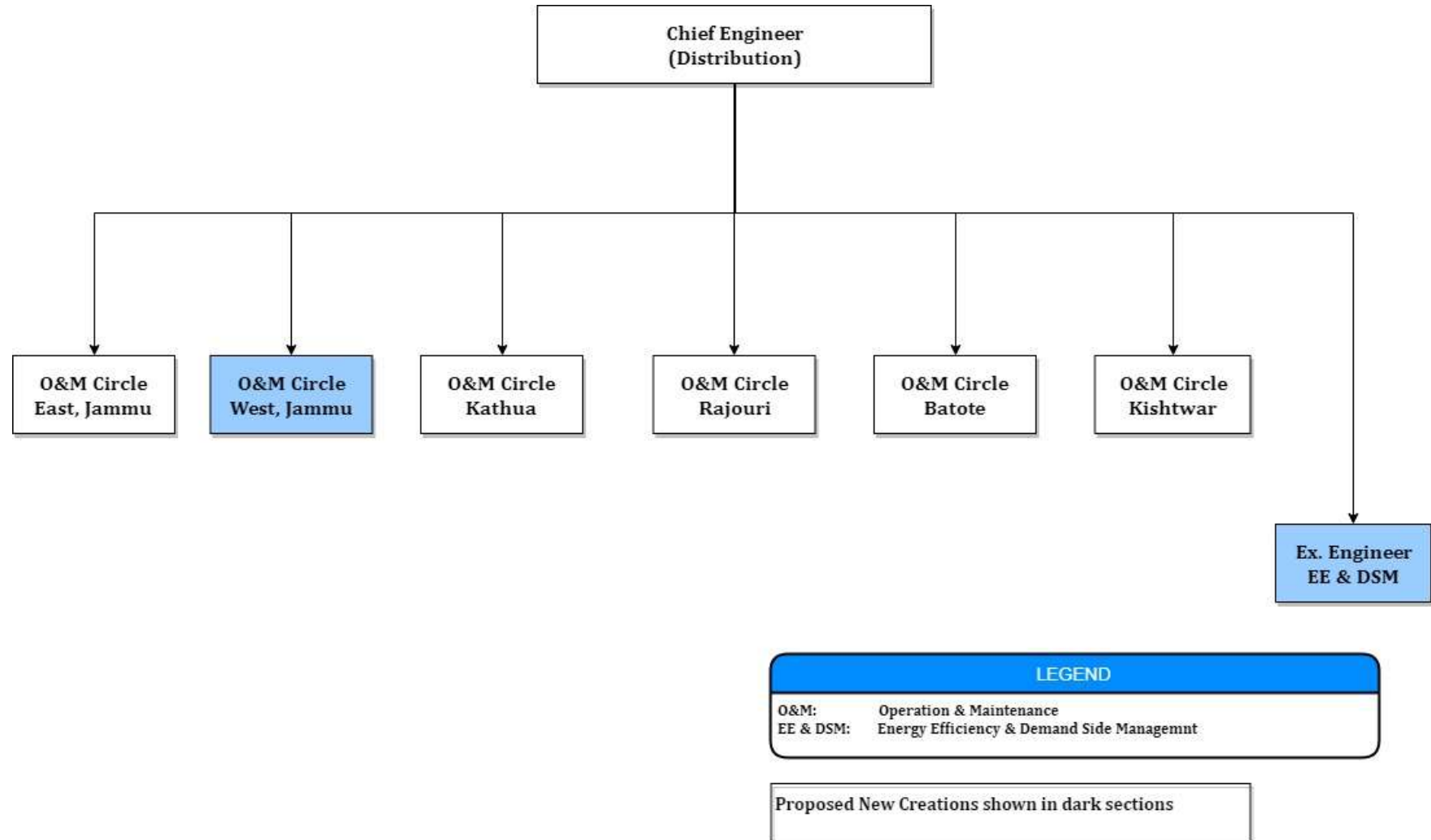
**4.7. Organizational Structure of Jammu and Kashmir Power Transmission Corporation Limited (JKPTCL)**



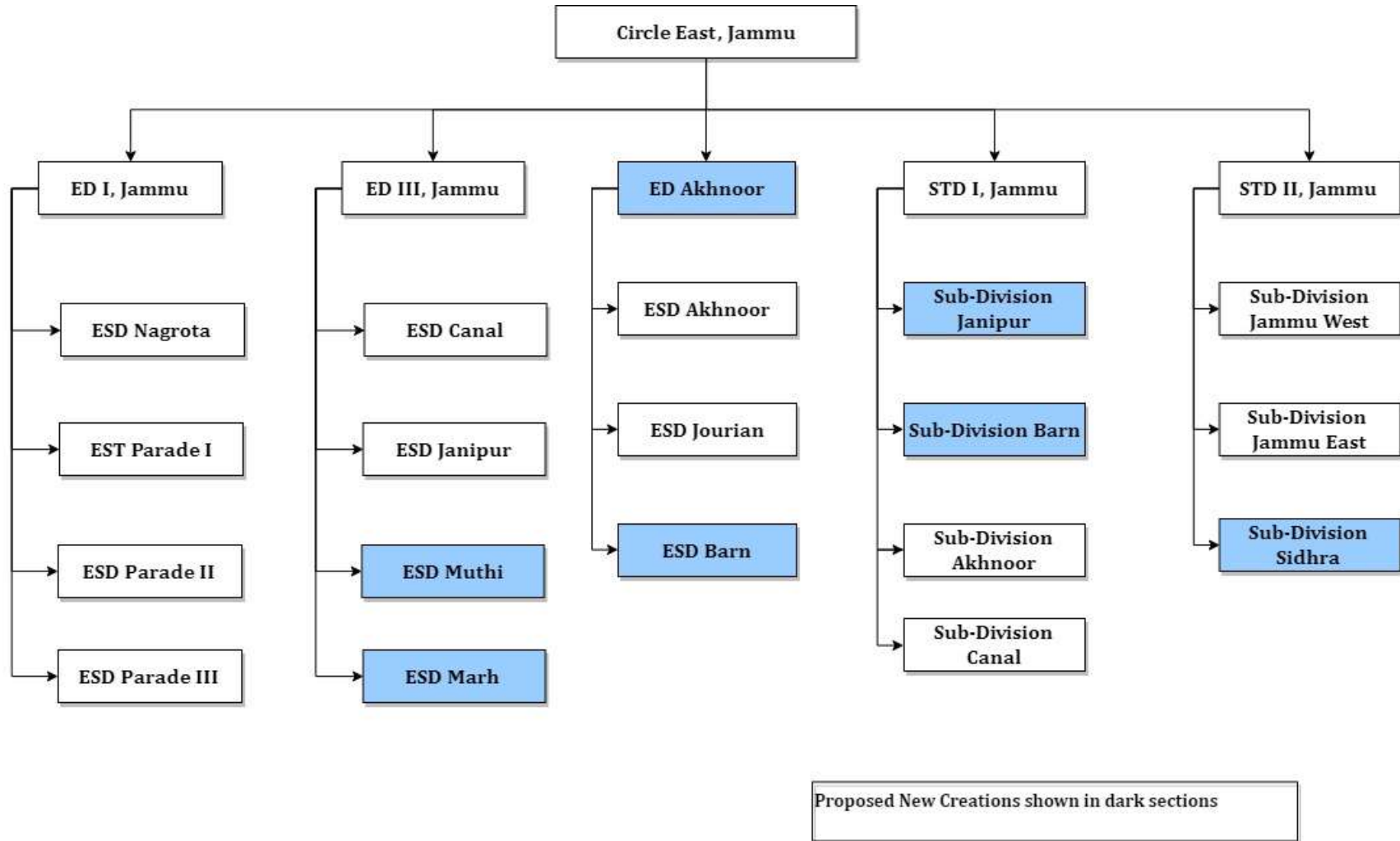
**4.8. Organizational Structure of Jammu and Kashmir Power Corporation Limited (JKPCL)**



**4.9. Organizational Structure of Chief Engineer (Distribution), JPDCL**

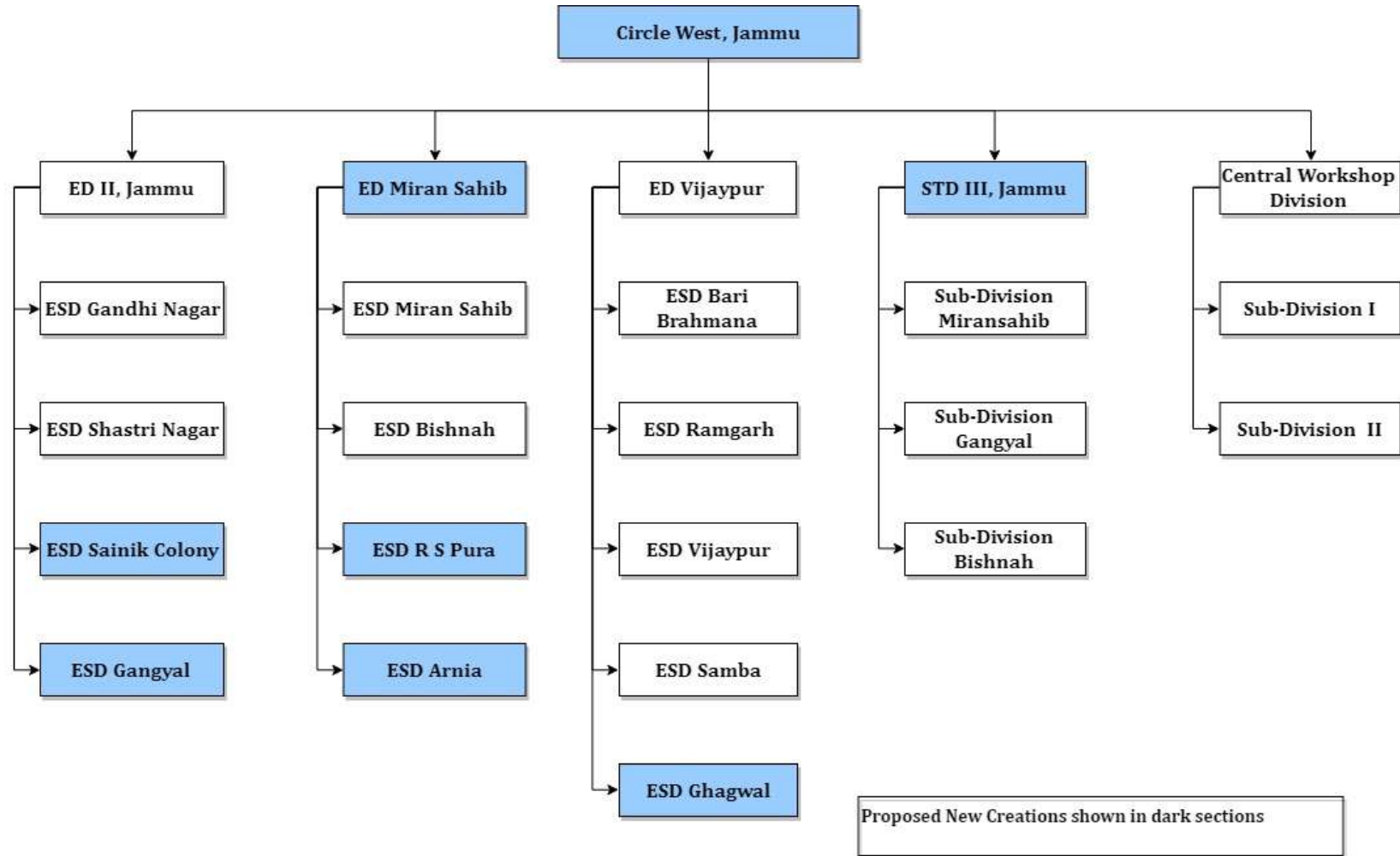


#### 4.10. Organizational Structure of O&M Circle-East, Jammu (JPDCL)

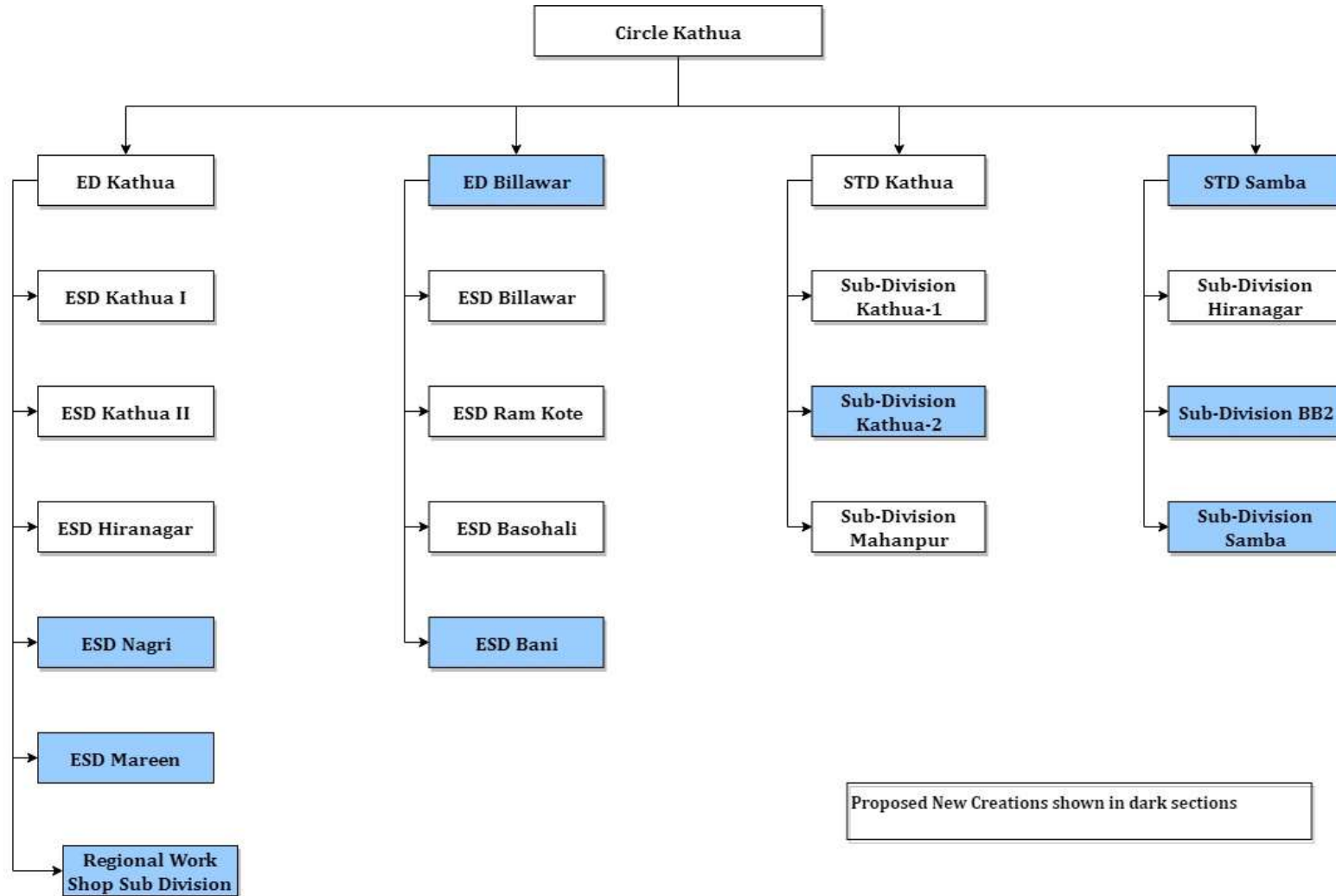




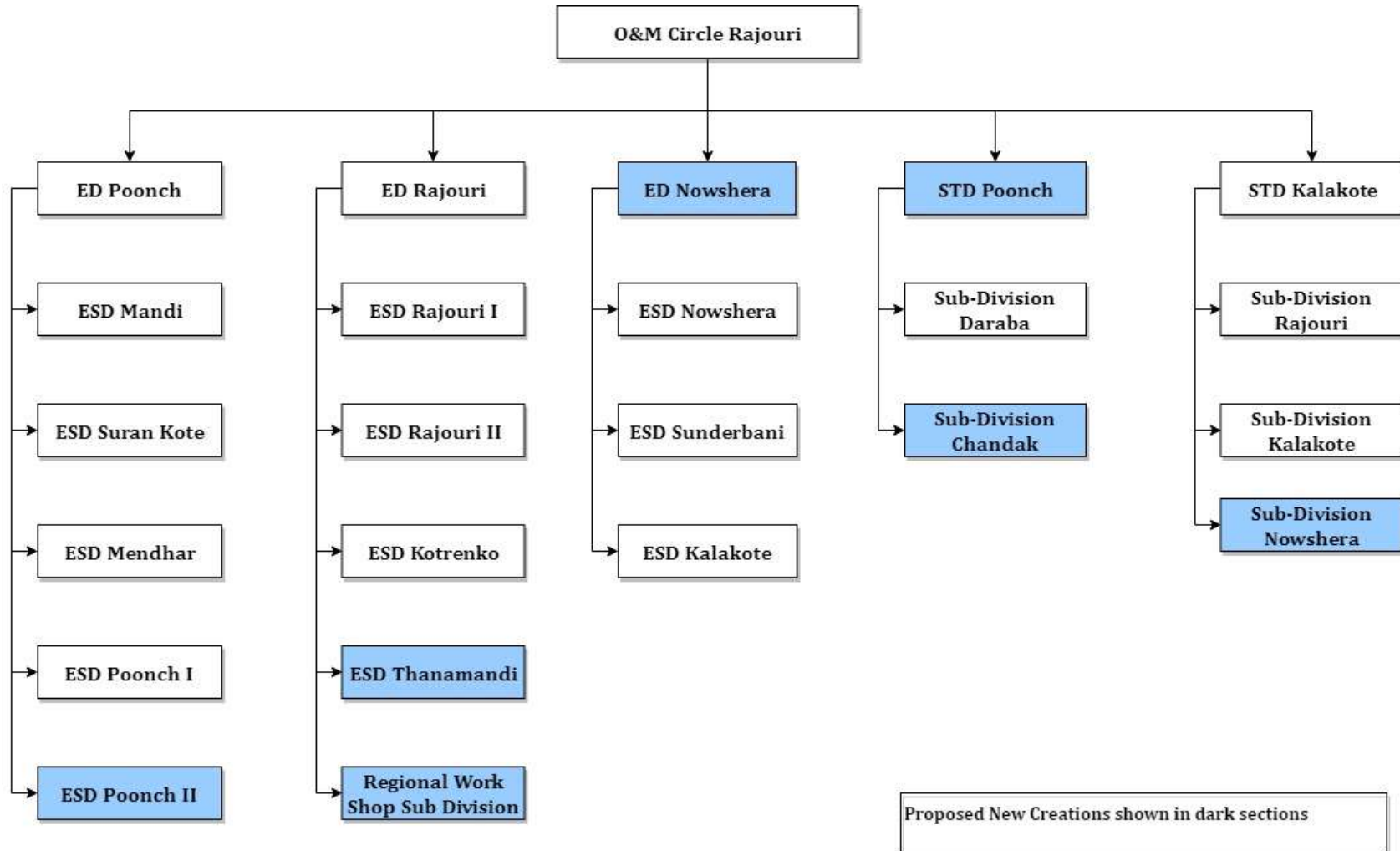
#### 4.11. Organizational Structure of O&M Circle-West, Jammu (JPDCL)



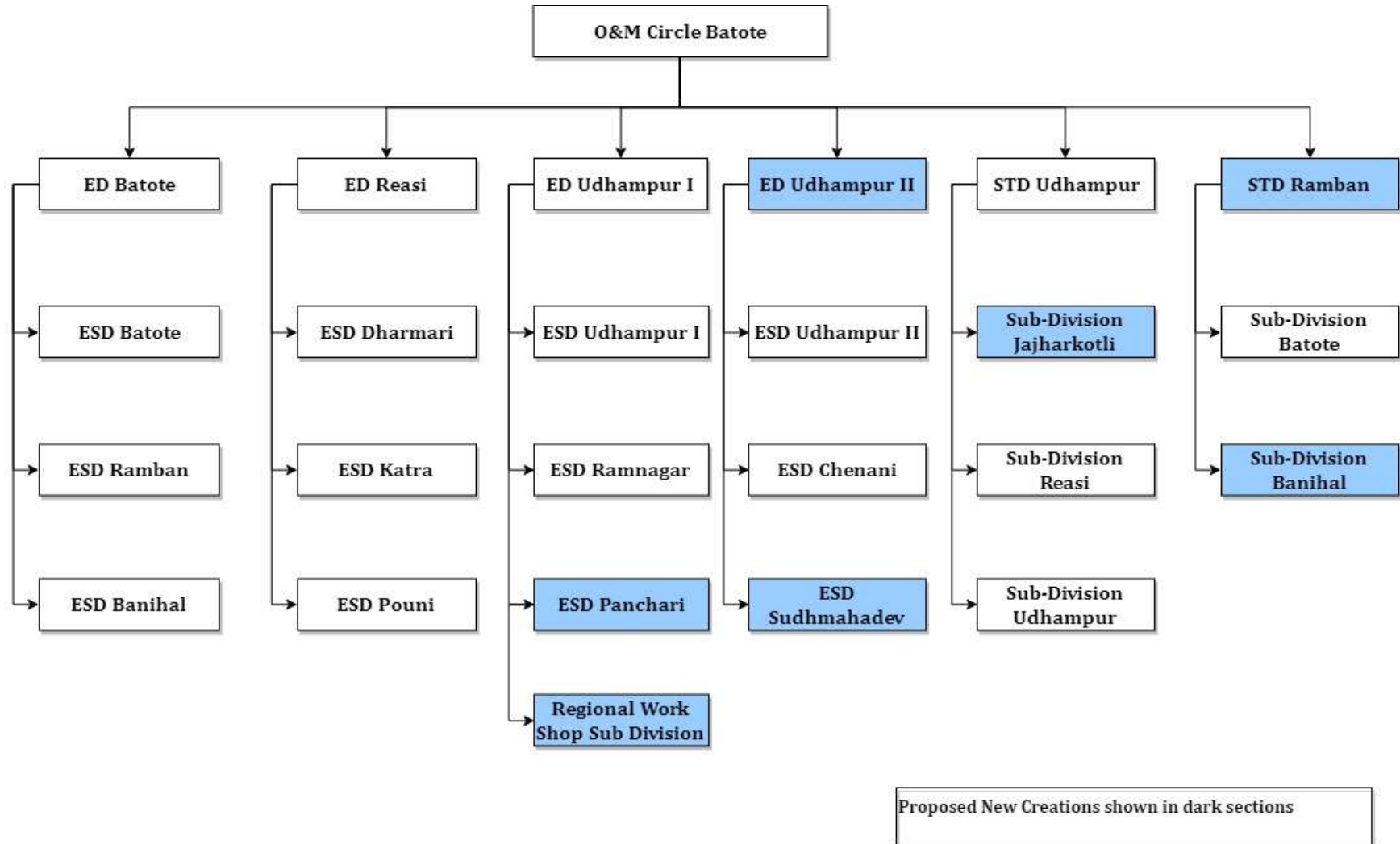
#### 4.12. Organizational Structure of O&M Circle-Kathua (JPDCL)



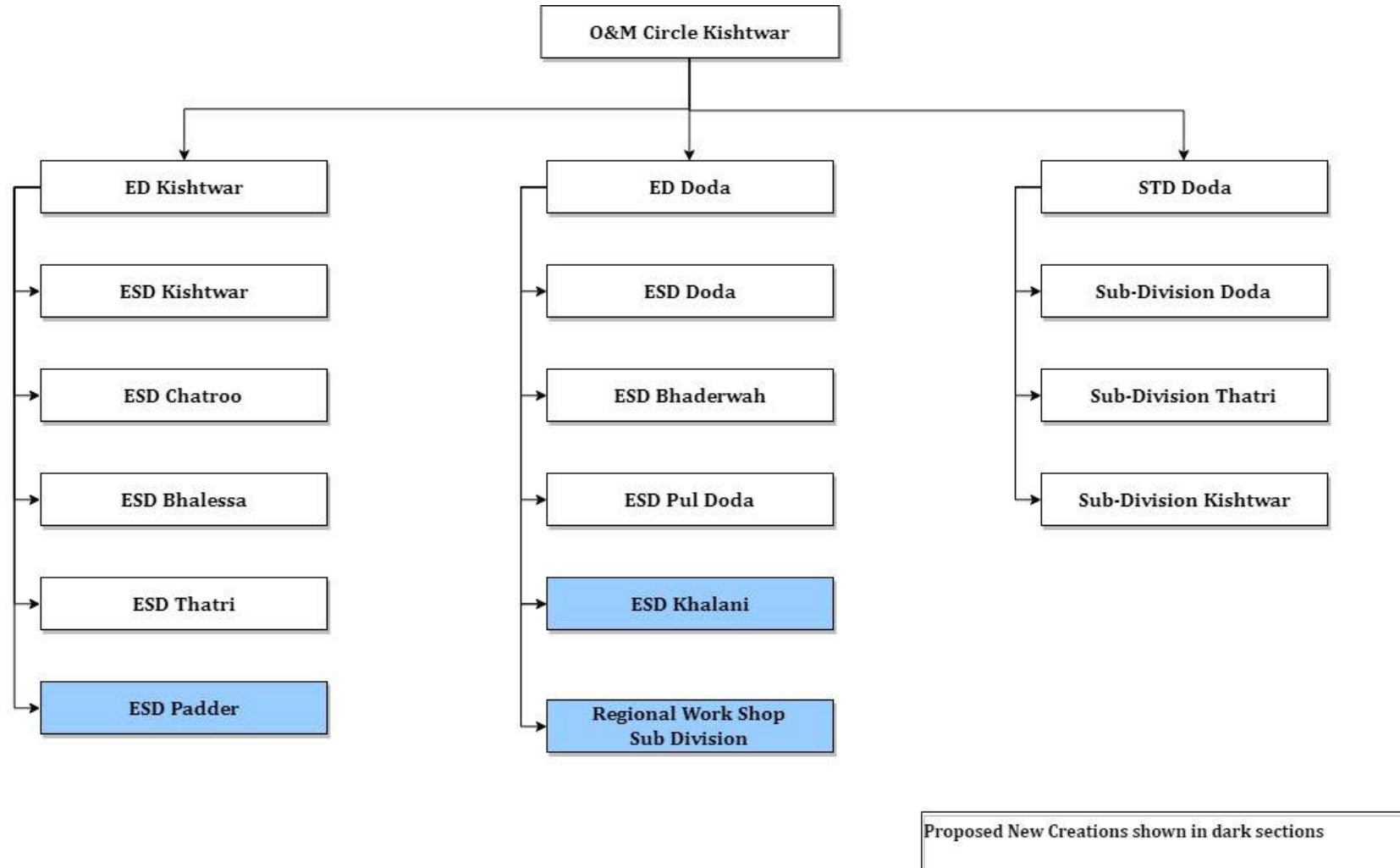
#### 4.13. Organizational Structure of O&M Circle-Rajouri (JPDCL)



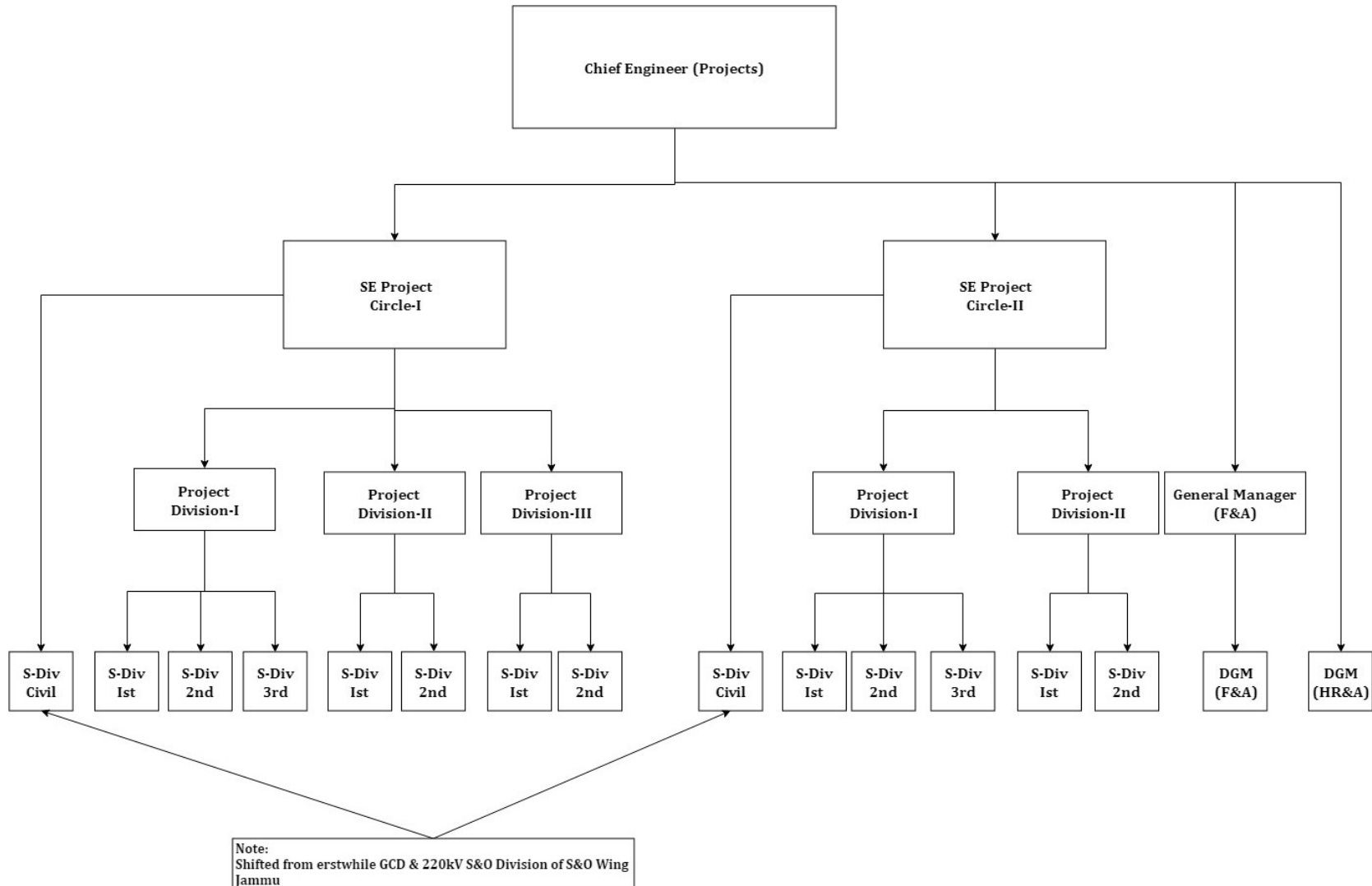
#### 4.14. Organizational Structure of O&M Circle-Batote (JPDCL)



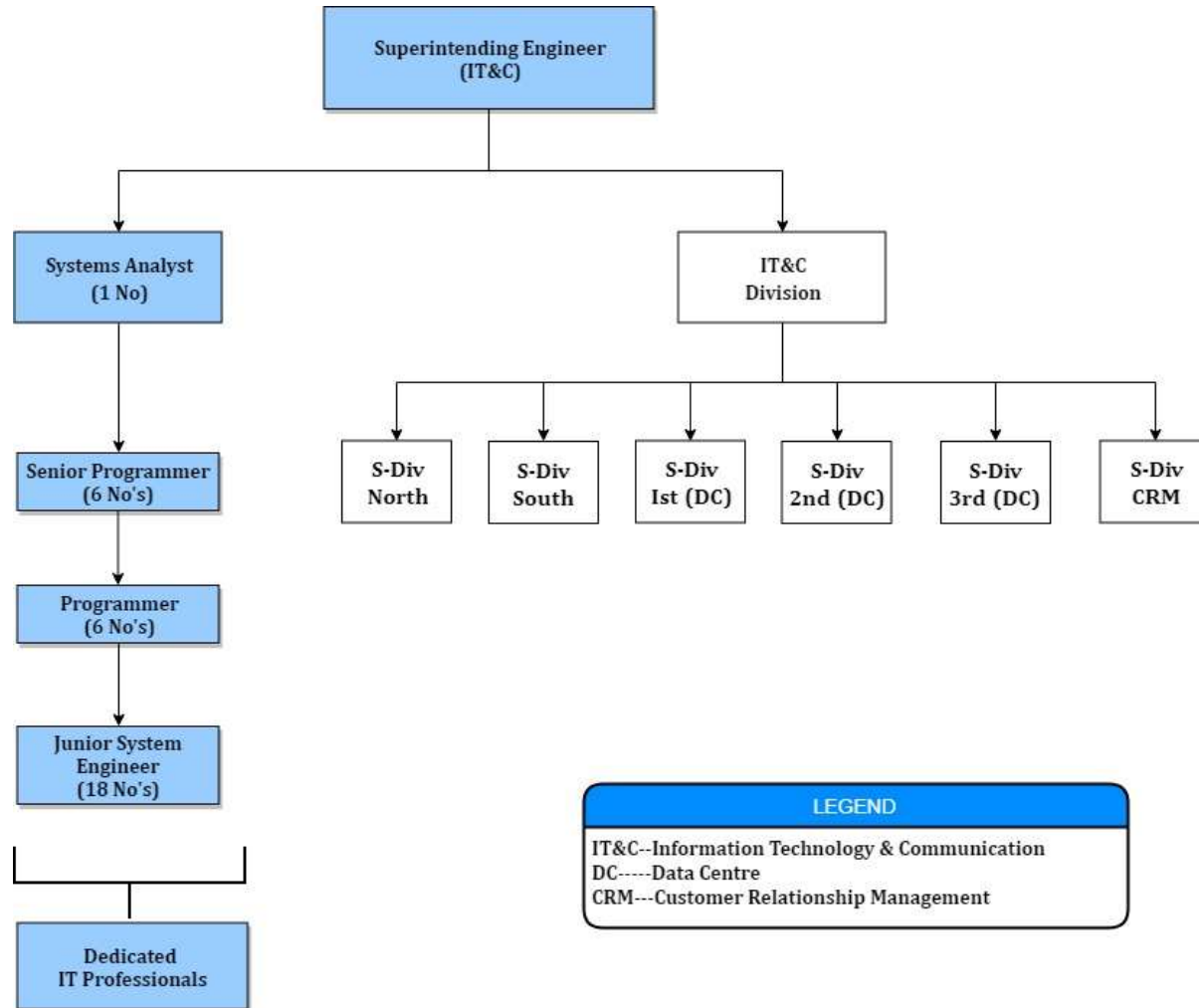
4.15. Organizational Structure of O&M Circle-Kishtwar (JPDCL)



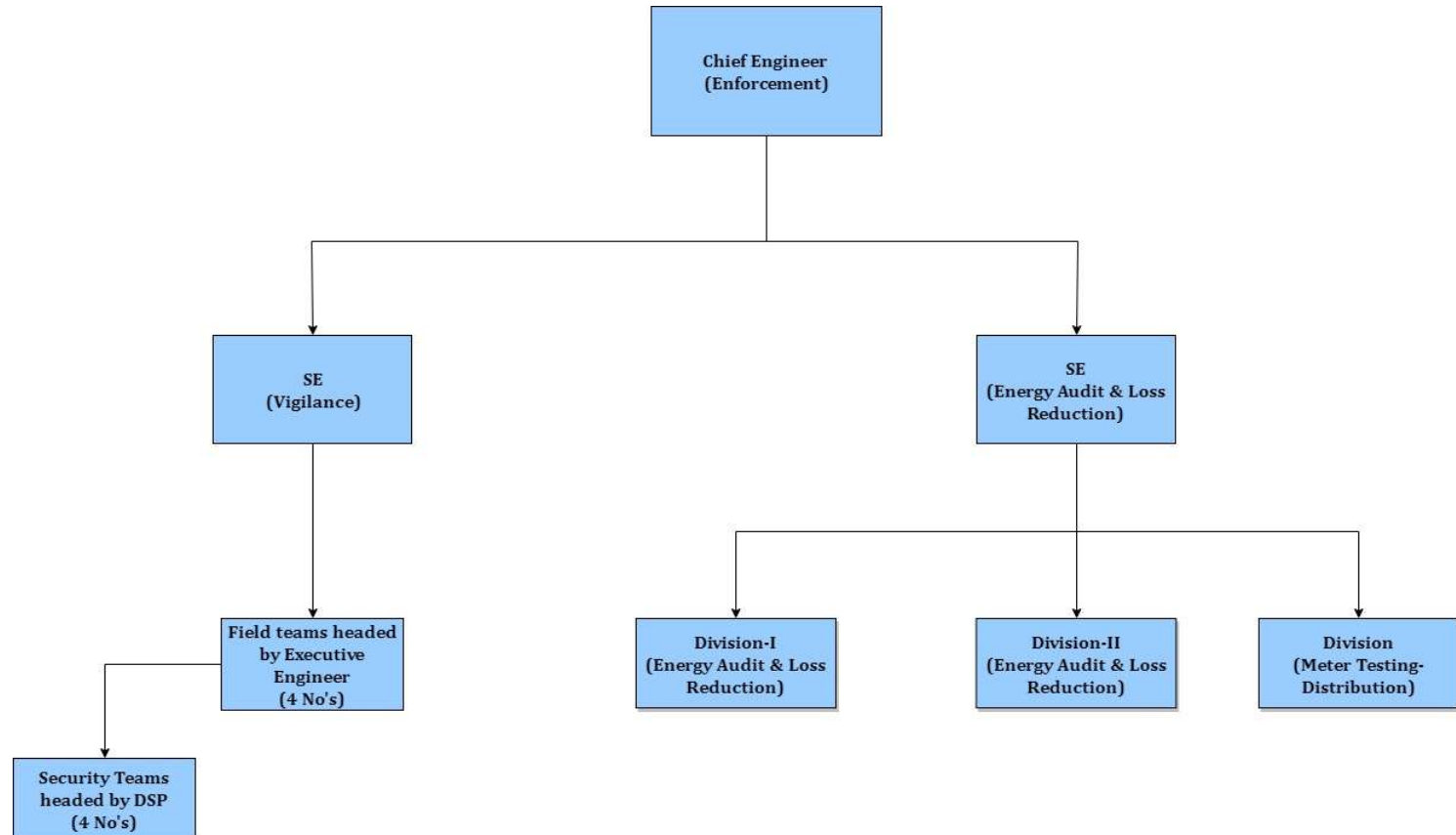
#### 4.16. Organizational Structure of Projects Wing, Jammu (JPDCL)



**4.17. Organizational Structure of Circle-IT&C, Jammu (JPDCL)**



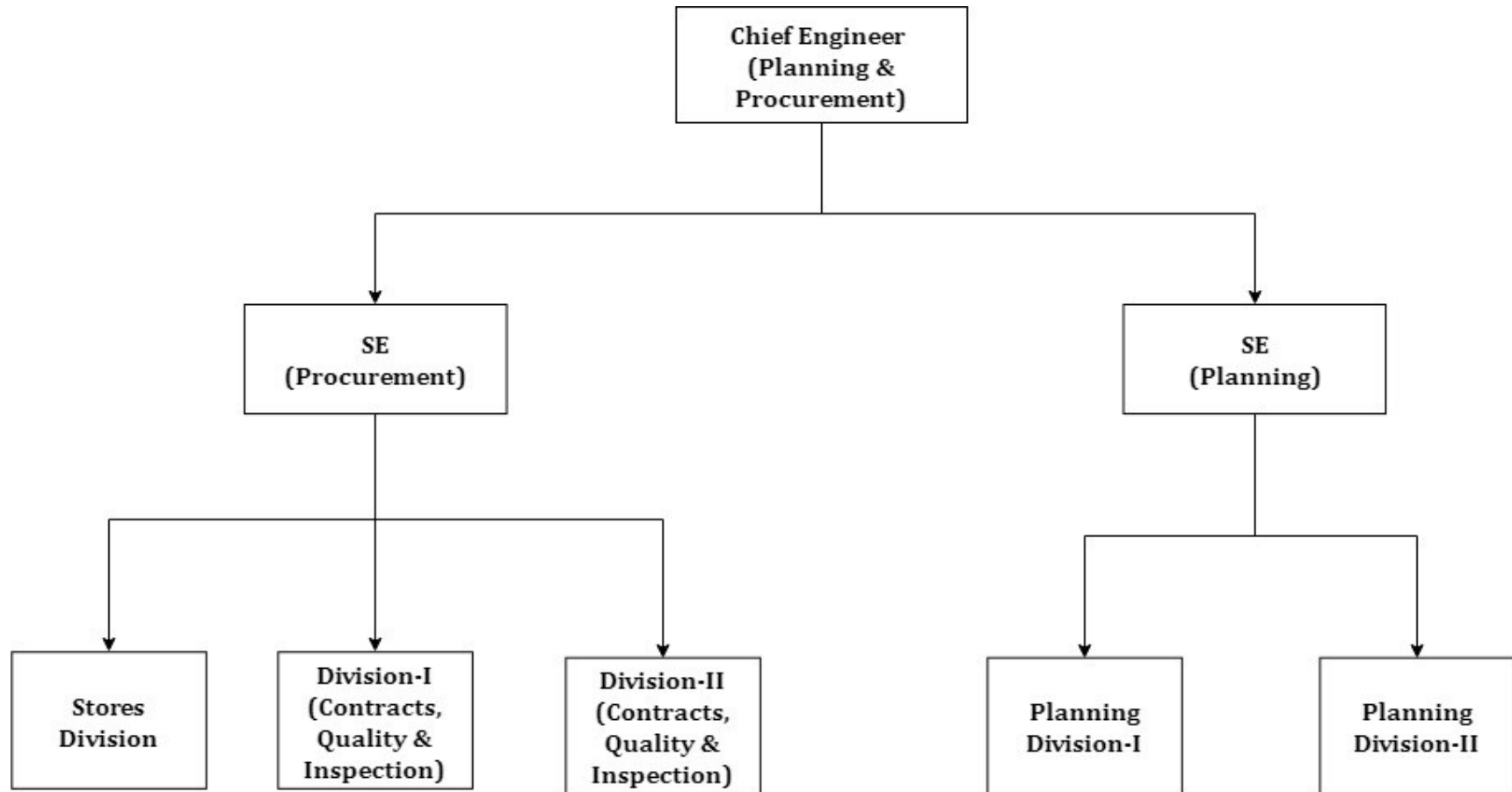
**4.18. Organizational Structure of Enforcement Wing, Jammu (JPDCL)**



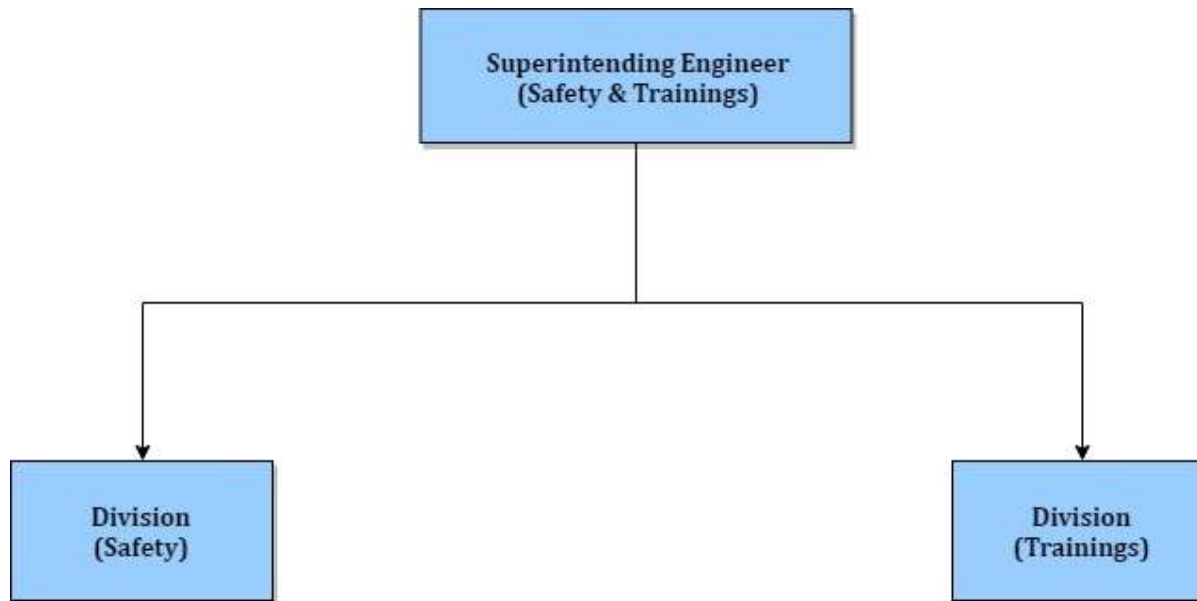
Proposed New Creations shown in dark sections



**4.19. Organizational Structure of Planning & Procurement Wing, Jammu (JPDCL)**

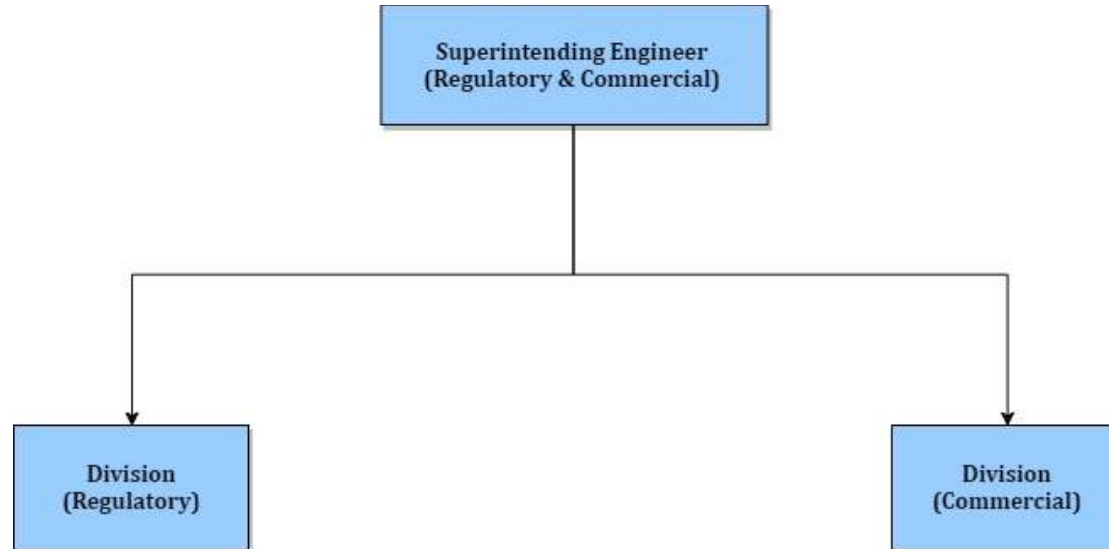


**4.20. Organizational Structure of Circle-Safety & Trainings, Jammu (JPDCL)**



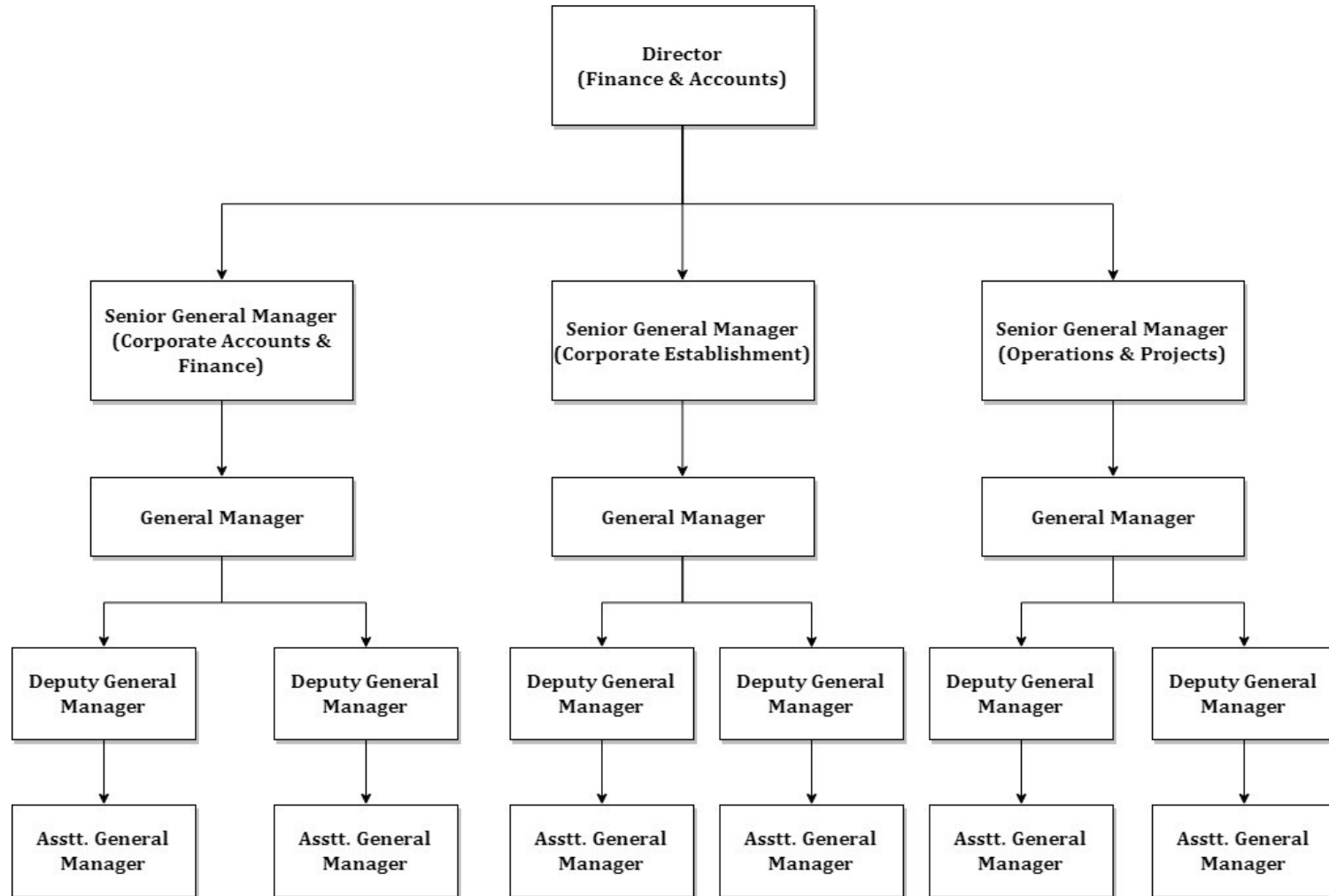
Proposed New Creations shown in dark sections

**4.21. Organizational Structure of Circle-Regulatory & Commercial, Jammu (JPDCL)**

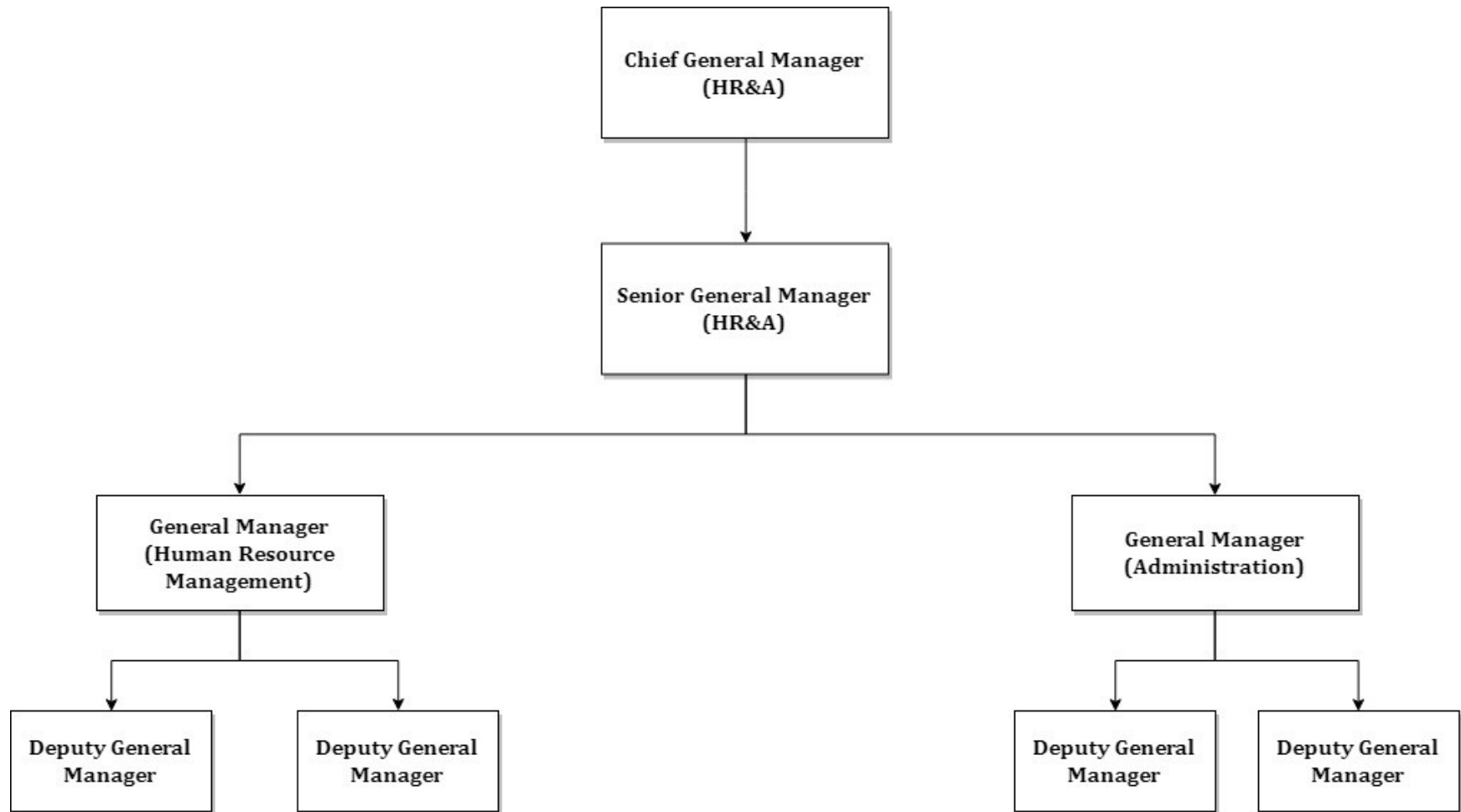


Proposed New Creations shown in dark sections

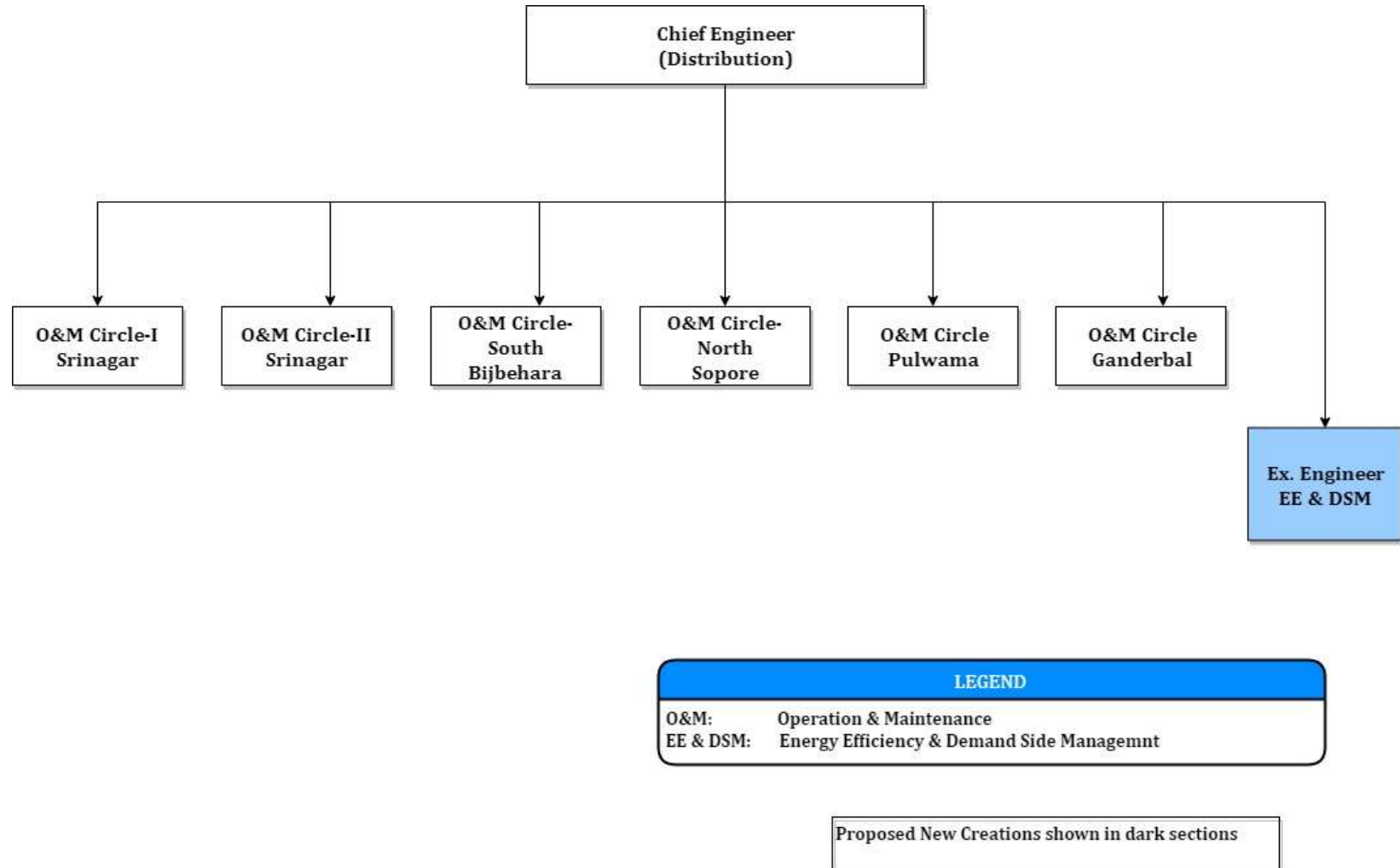
**4.22. Organizational Structure of Finance Directorate (JPDCL)**



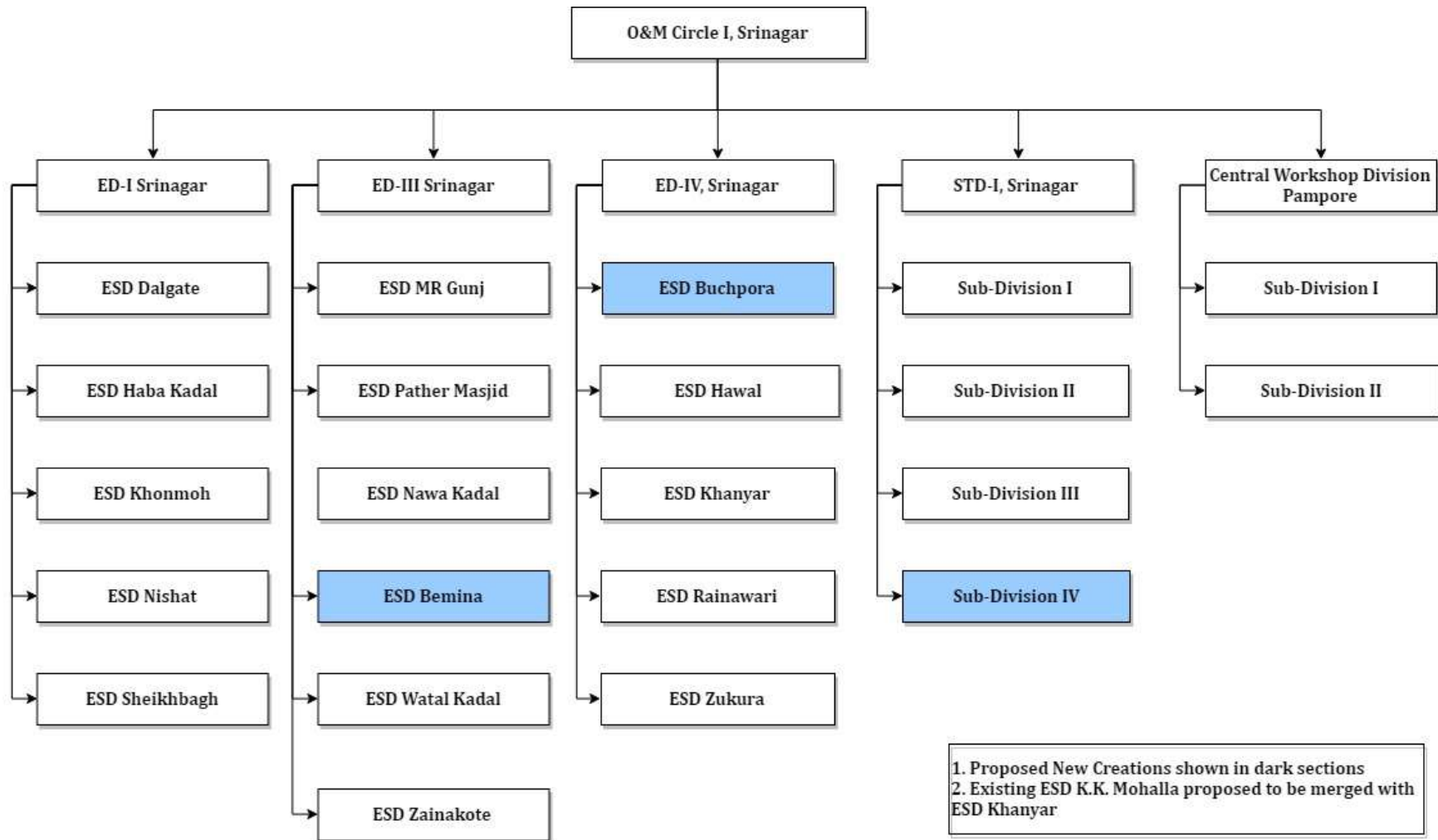
**4.23. Organizational Structure of Human Resource & Admin Directorate (JPDCL)**



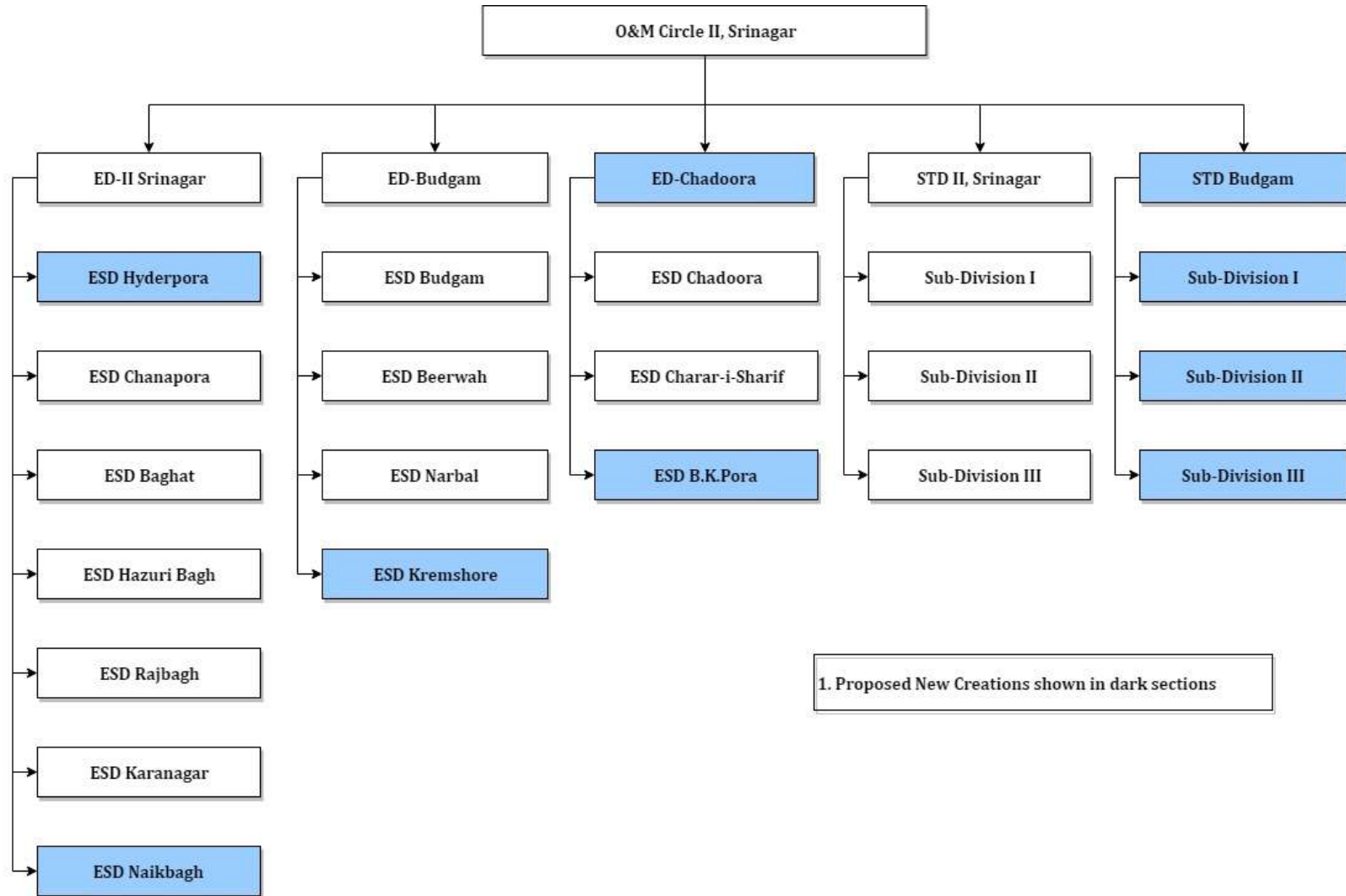
**4.24. Organizational Structure of Chief Engineer (Distribution), KPDCL**



#### 4.25. Organizational Structure of O&M Circle-I, Srinagar (KPDCL)

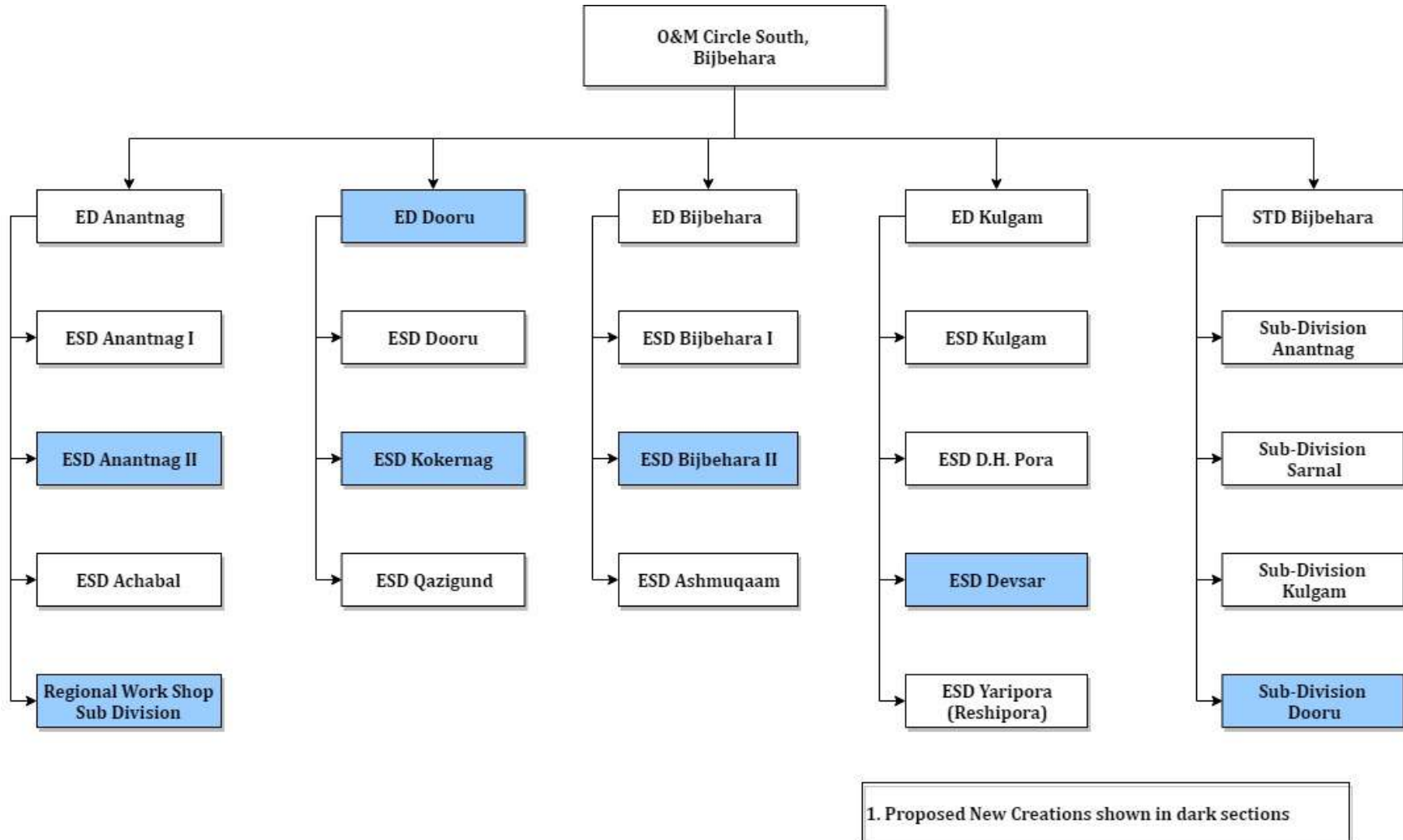


**4.26. Organizational Structure of O&M Circle-II, Srinagar (KPDCL)**

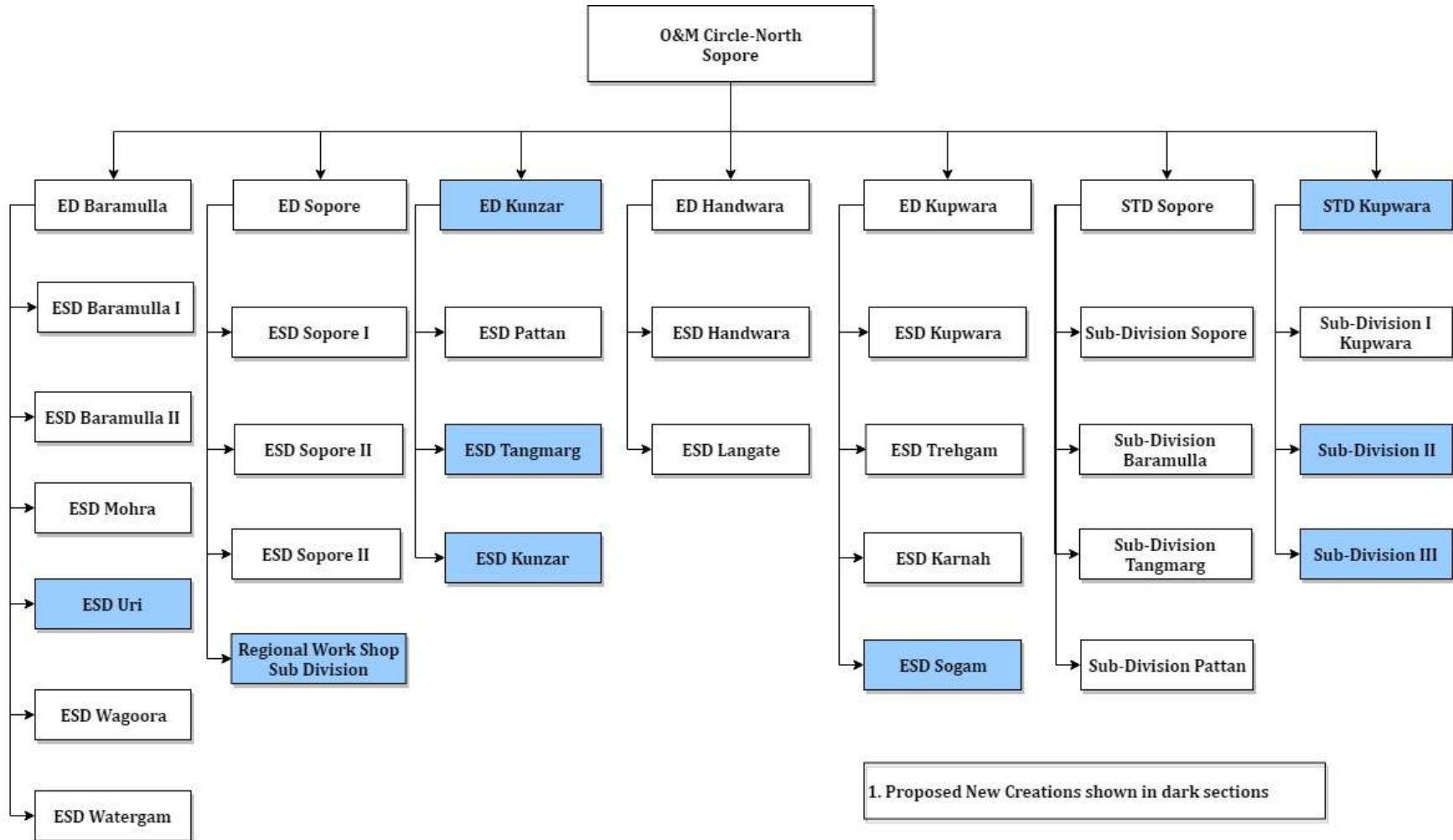




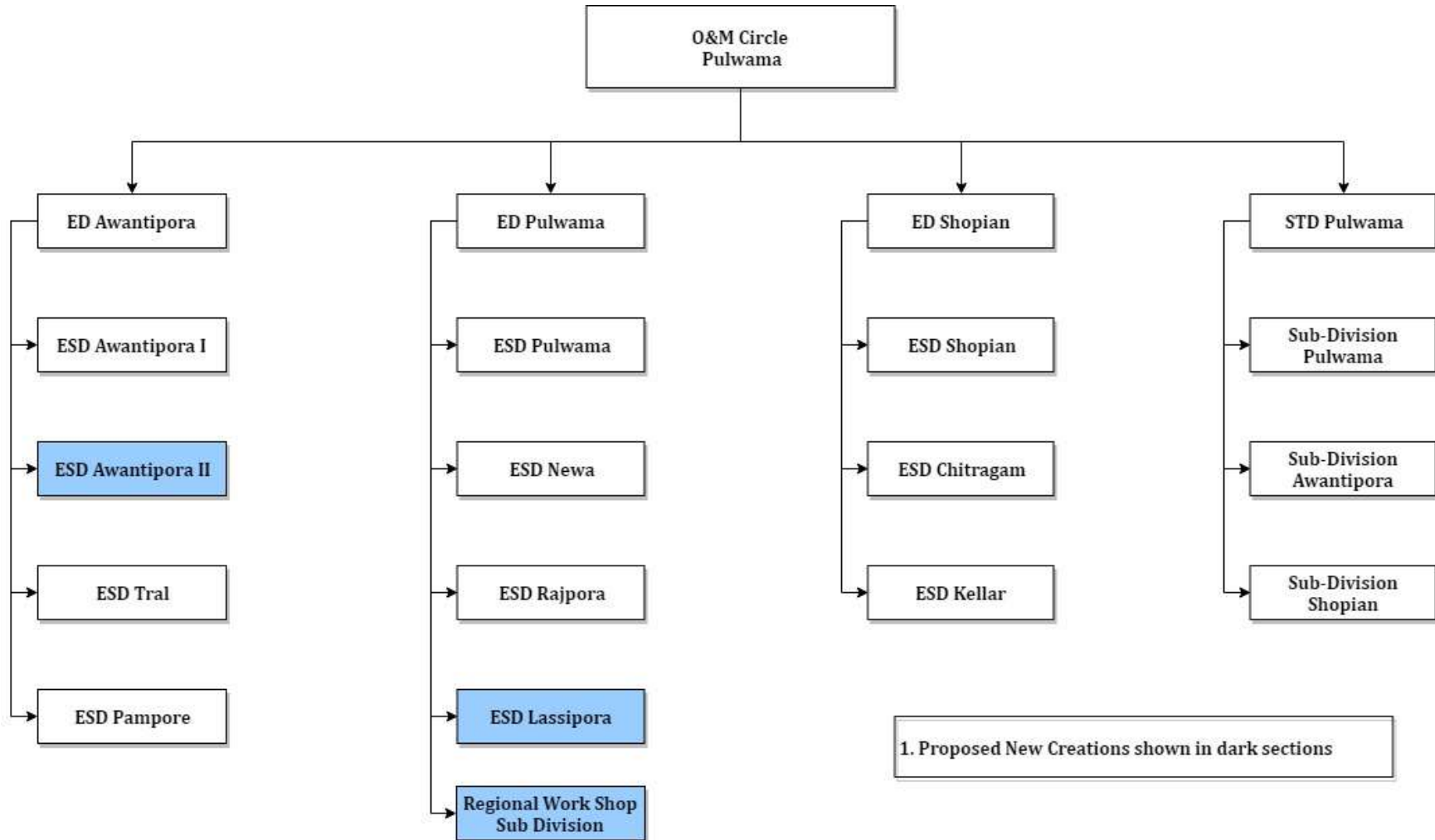
**4.27. Organizational Structure of O&M Circle-South, Bijbehara (KPDCL)**



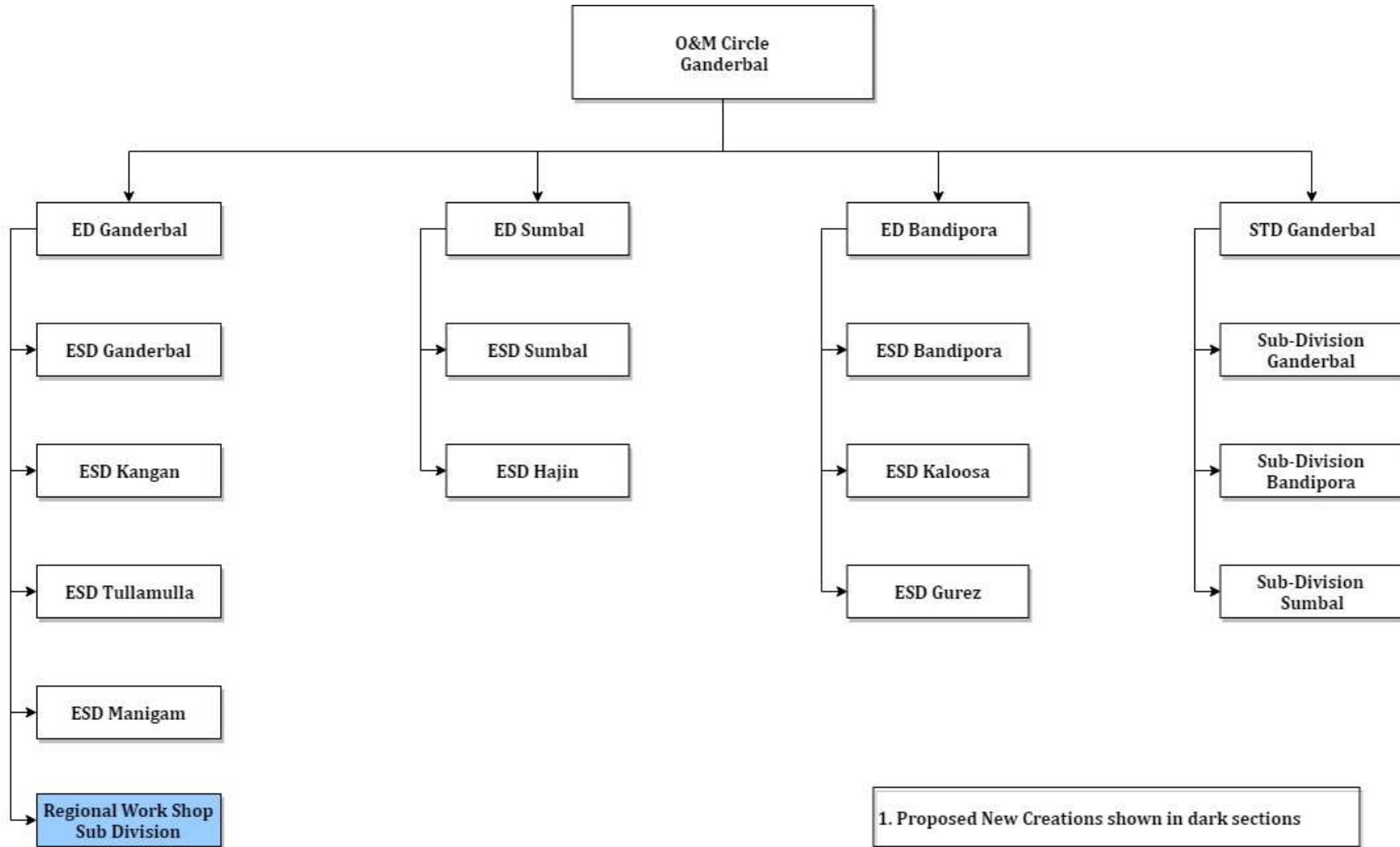
#### 4.28. Organizational Structure of O&M Circle-North, Sopore (KPDCL)



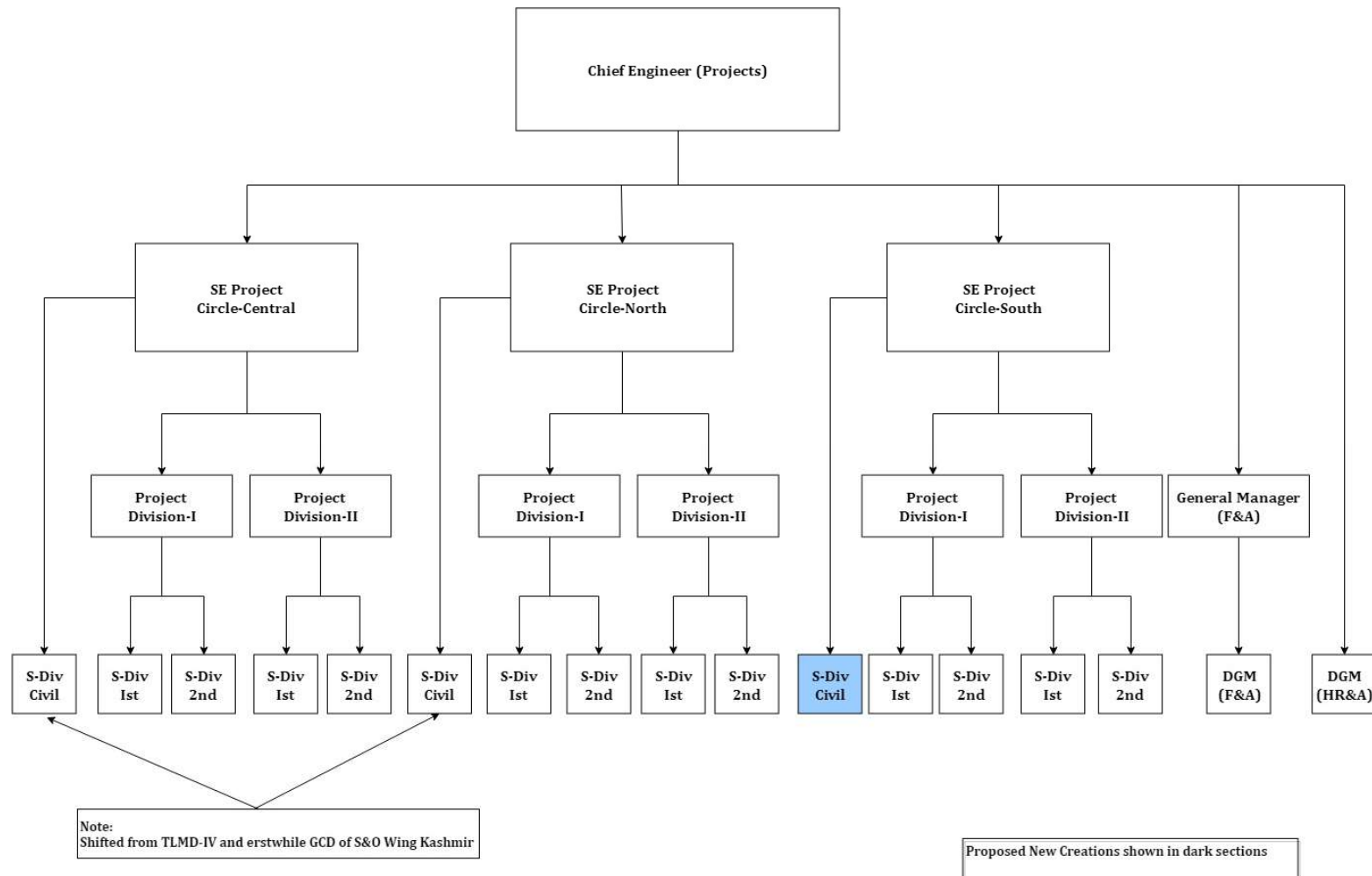
**4.29. Organizational Structure of O&M Circle-Pulwama (KPDCL)**



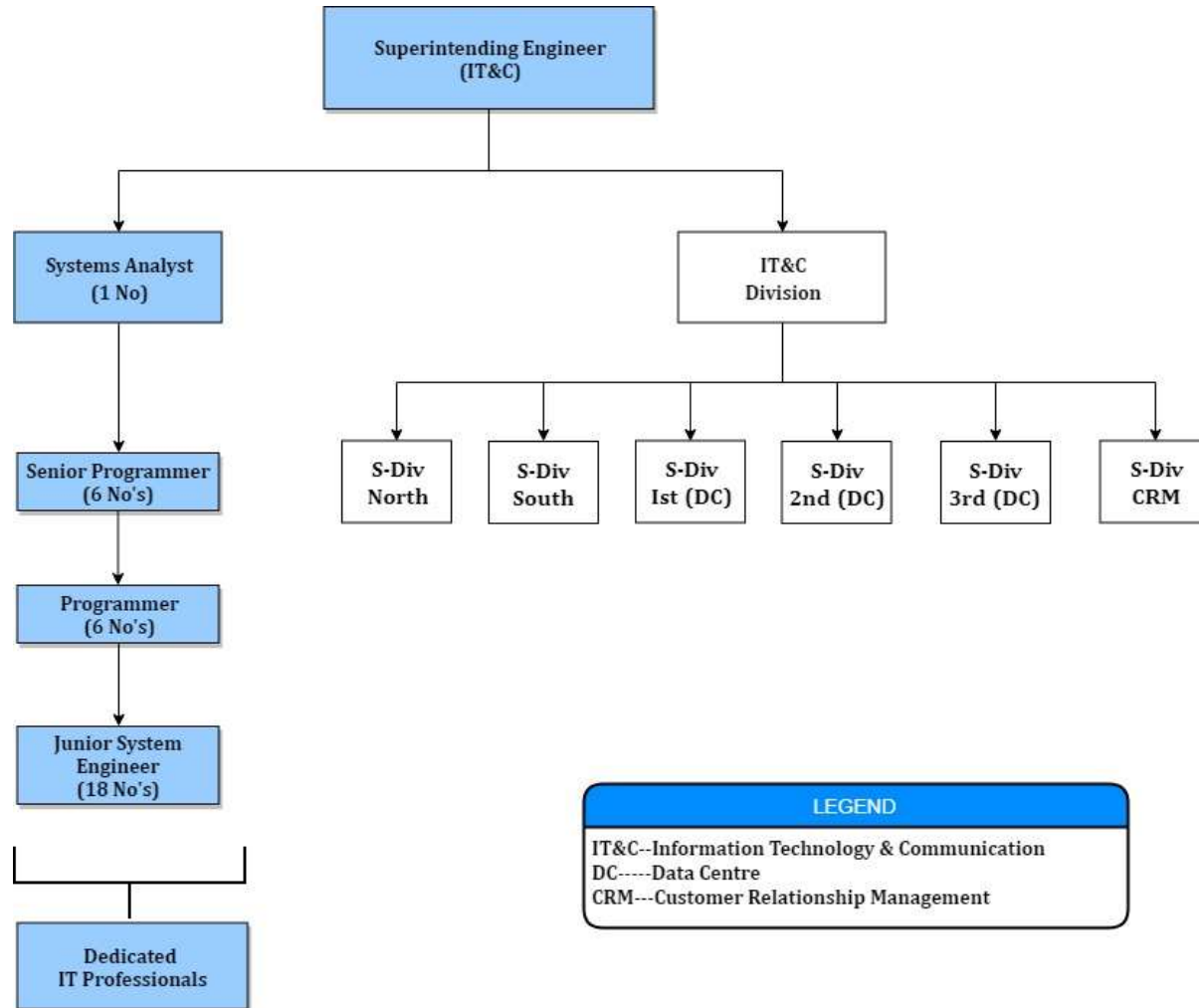
#### 4.30. Organizational Structure of O&M Circle-Ganderbal (KPDCL)



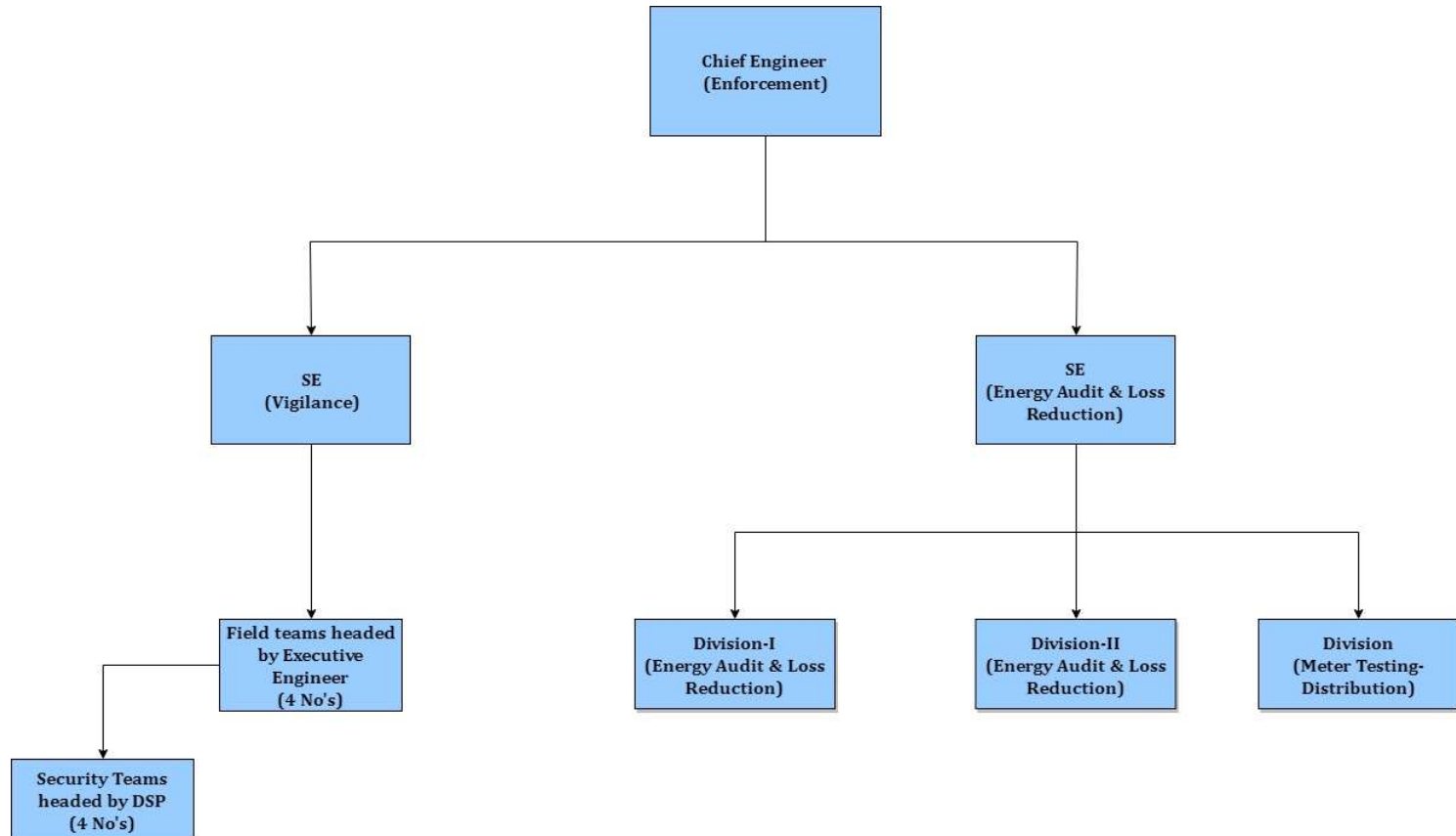
#### 4.31. Organizational Structure of Project Wing, Kashmir (KPDCL)



4.32. Organizational Structure of Circle-IT&C, Kashmir (KPDCL)

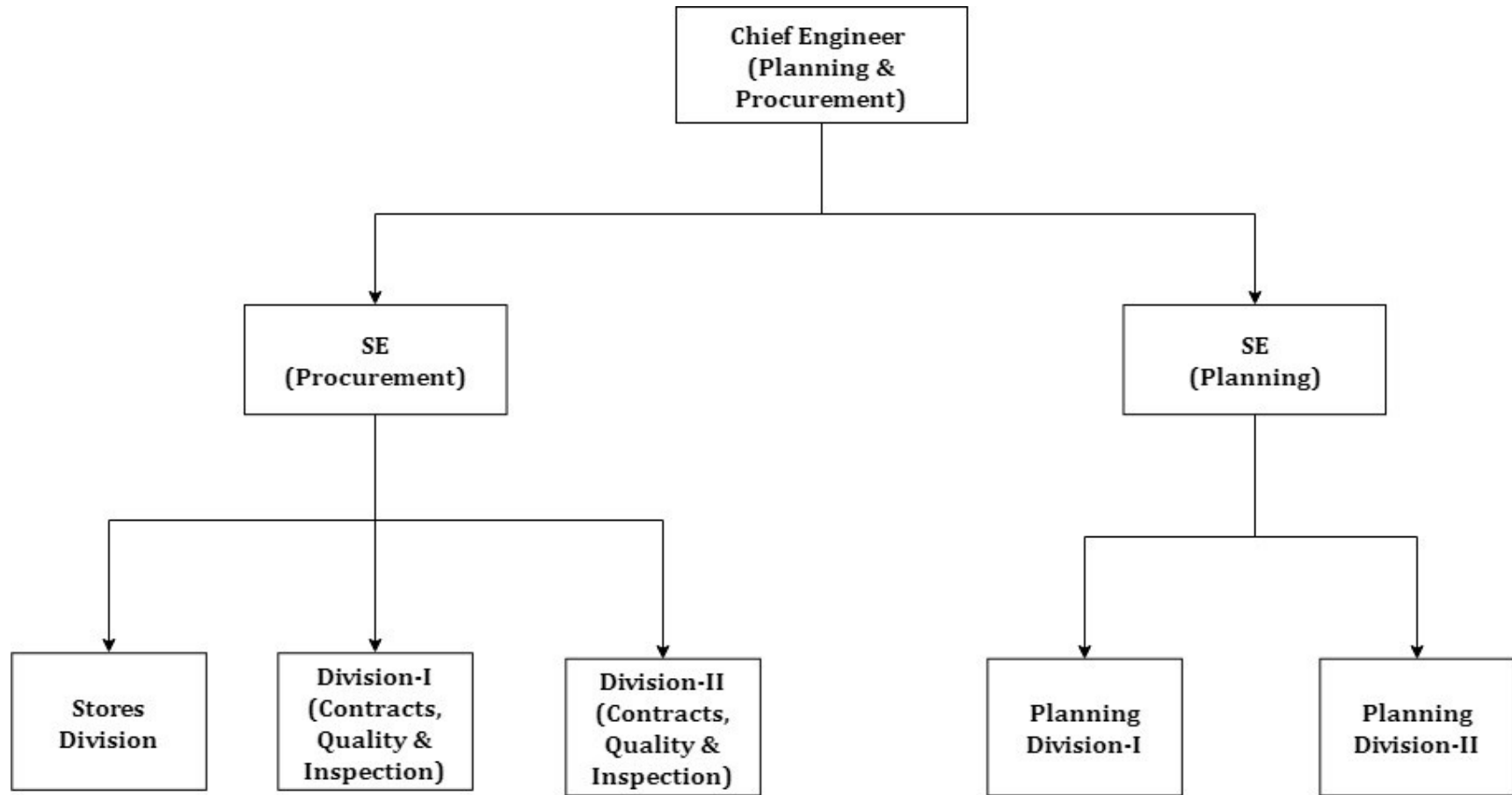


**4.33. Organizational Structure of Enforcement Wing, Kashmir (KPDCL)**



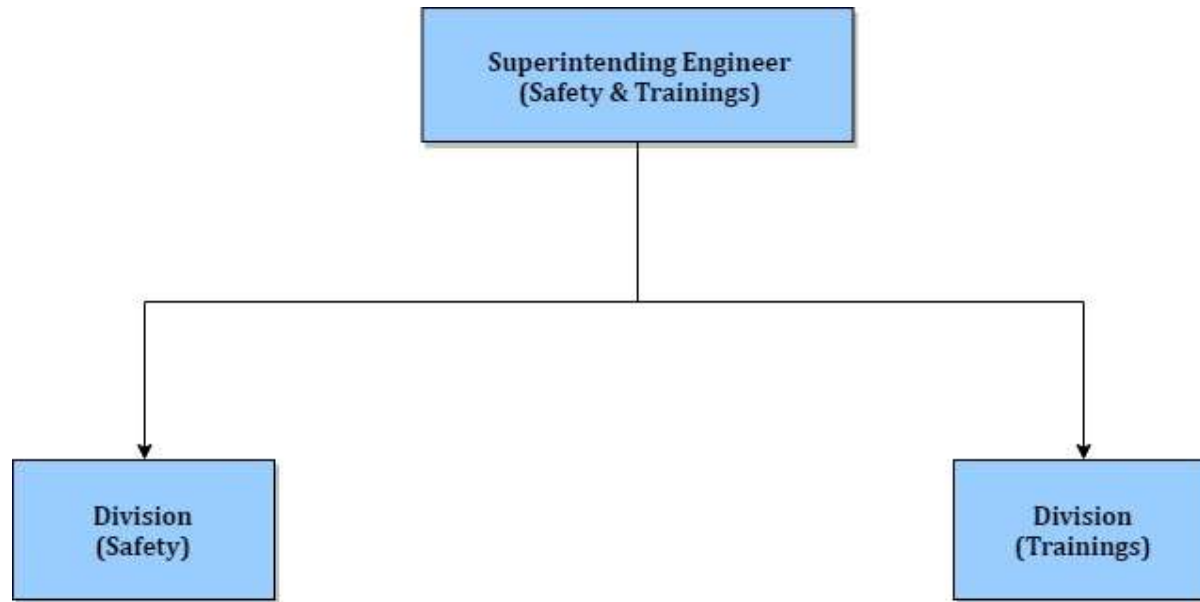
Proposed New Creations shown in dark sections

**4.34. Organizational Structure of Planning & Procurement Wing, Kashmir (KPDCL)**



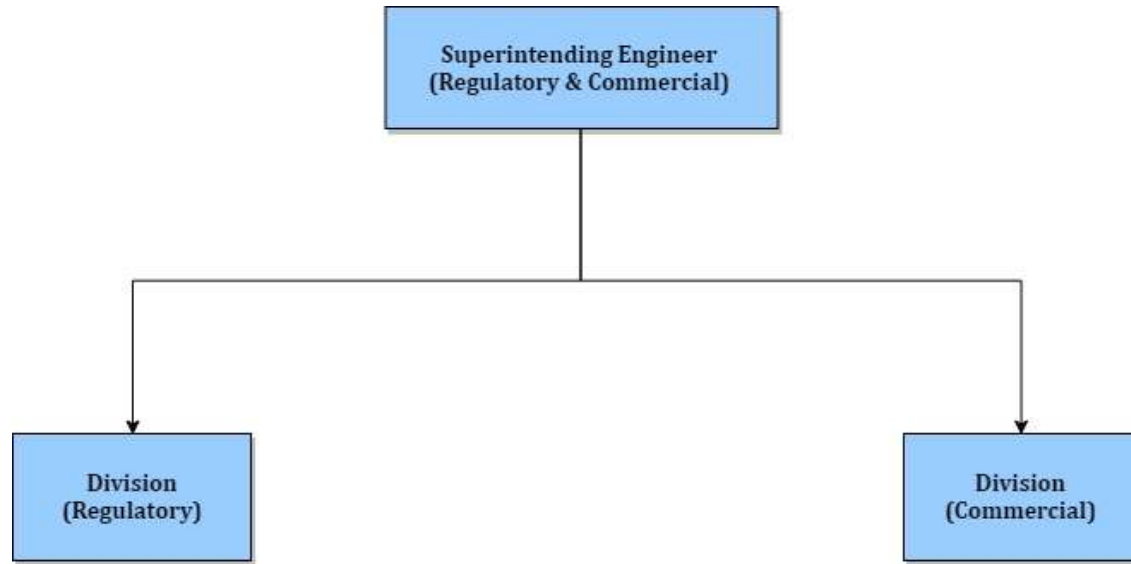


**4.35. Organizational Structure of Circle-Safety & Trainings, Kashmir (KPDCL)**



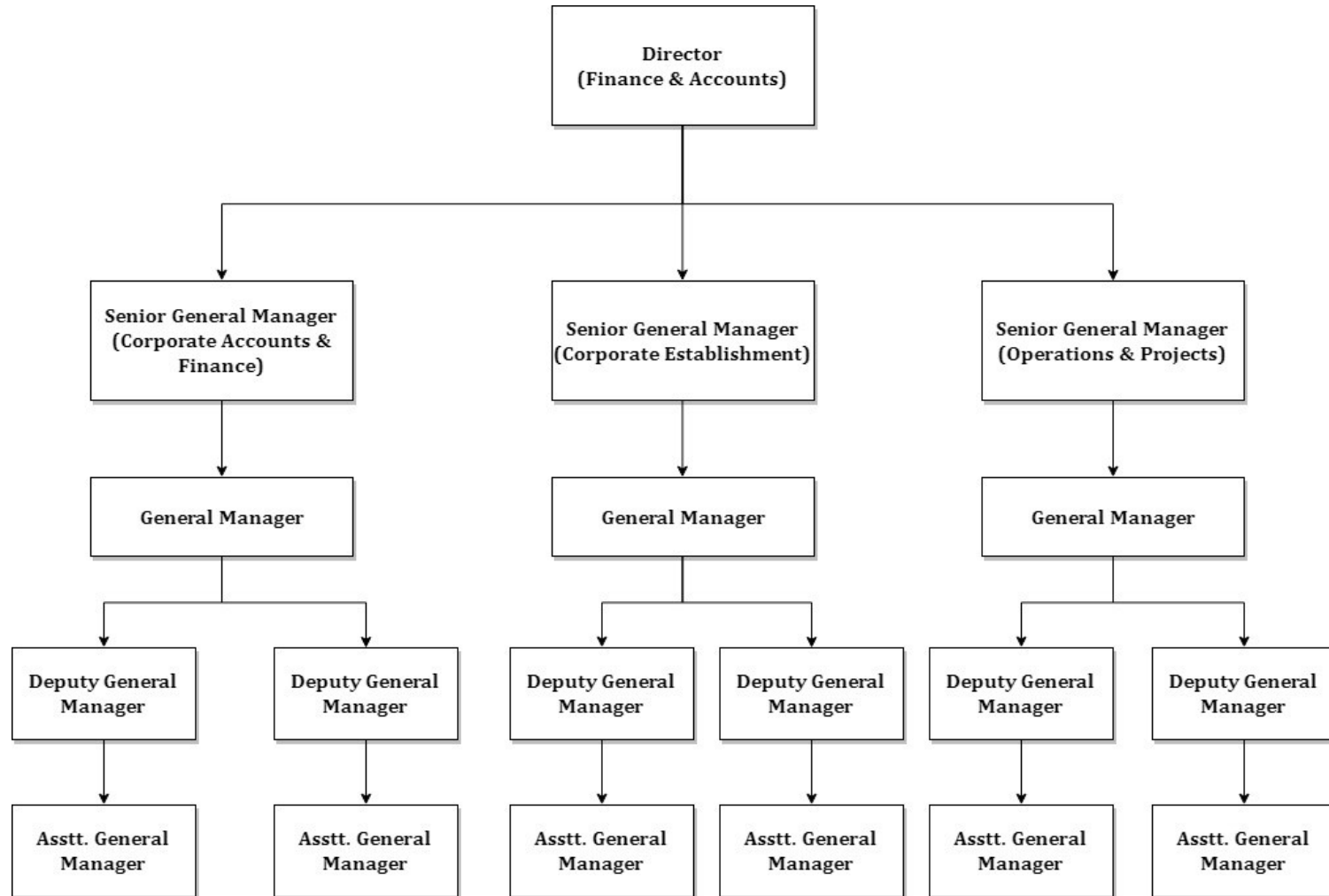
Proposed New Creations shown in dark sections

**4.36. Organizational Structure of Circle-Regulatory & Commercial, Kashmir (KPDCL)**

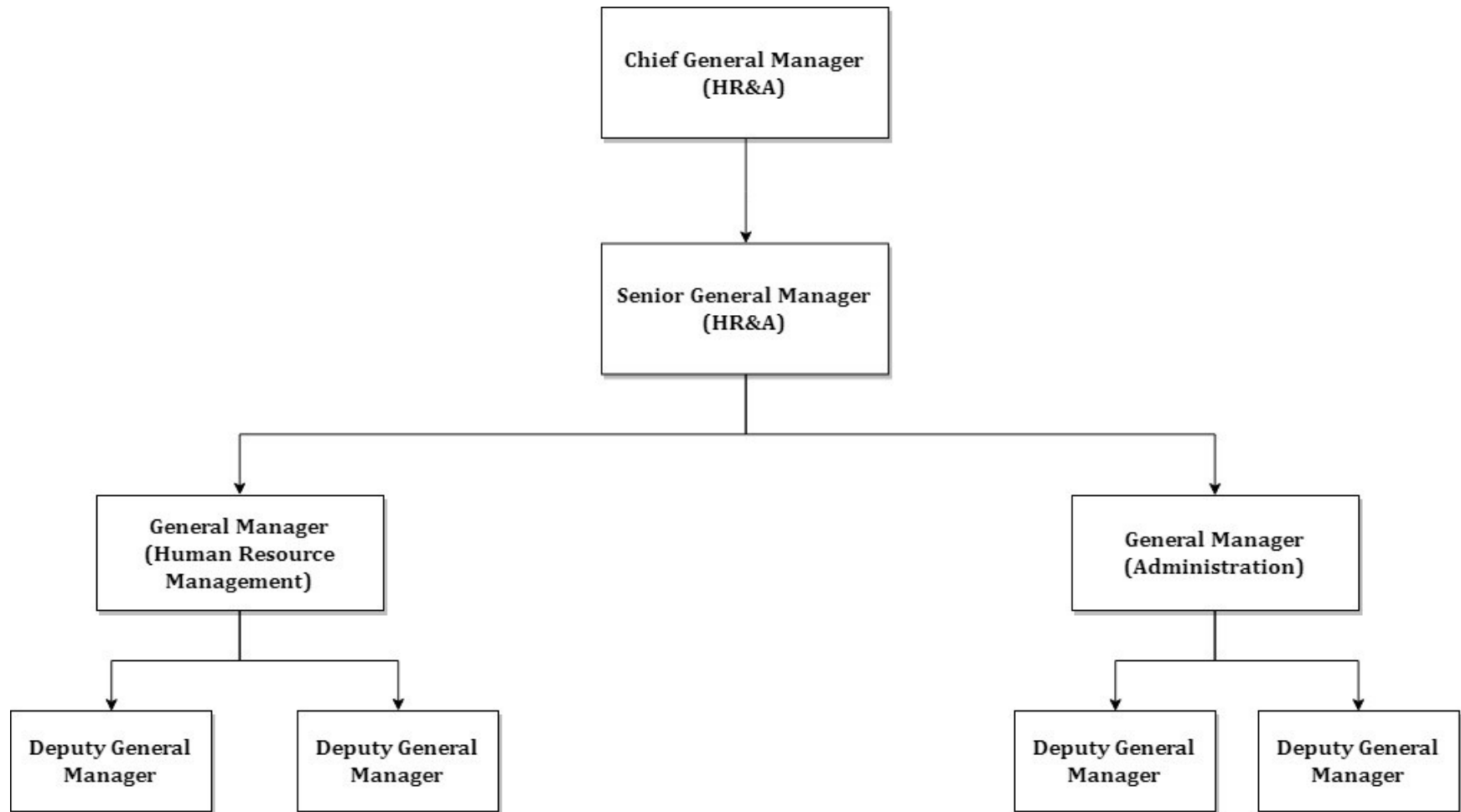


Proposed New Creations shown in dark sections

**4.37. Organizational Structure of Finance Directorate (KPDCL)**

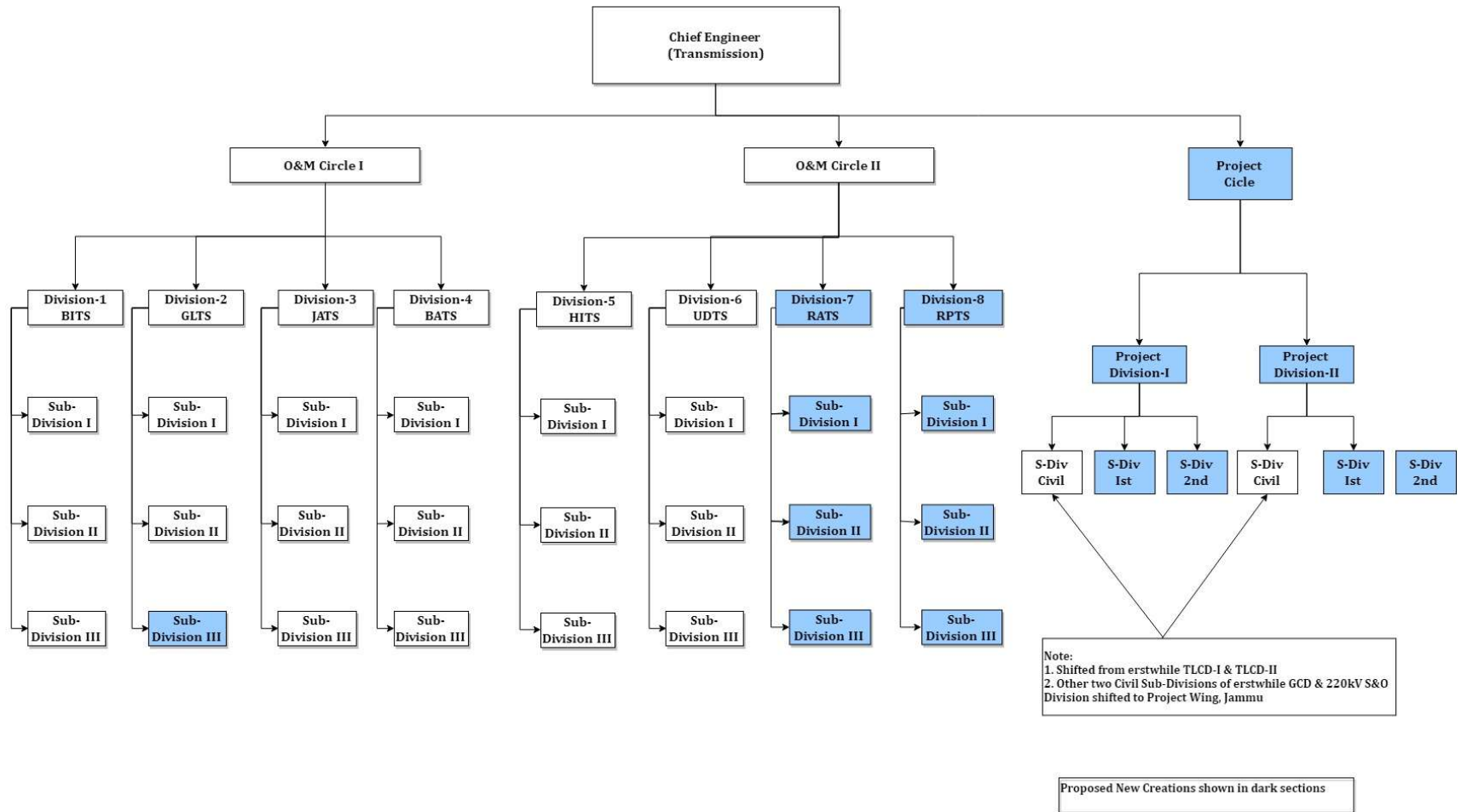


**4.38. Organizational Structure of Human Resource & Admin Directorate (KPDCL)**



#### 4.39. Organizational Structure of Chief Engineer (Transmission), Jammu (JKPTCL)

##### Structure

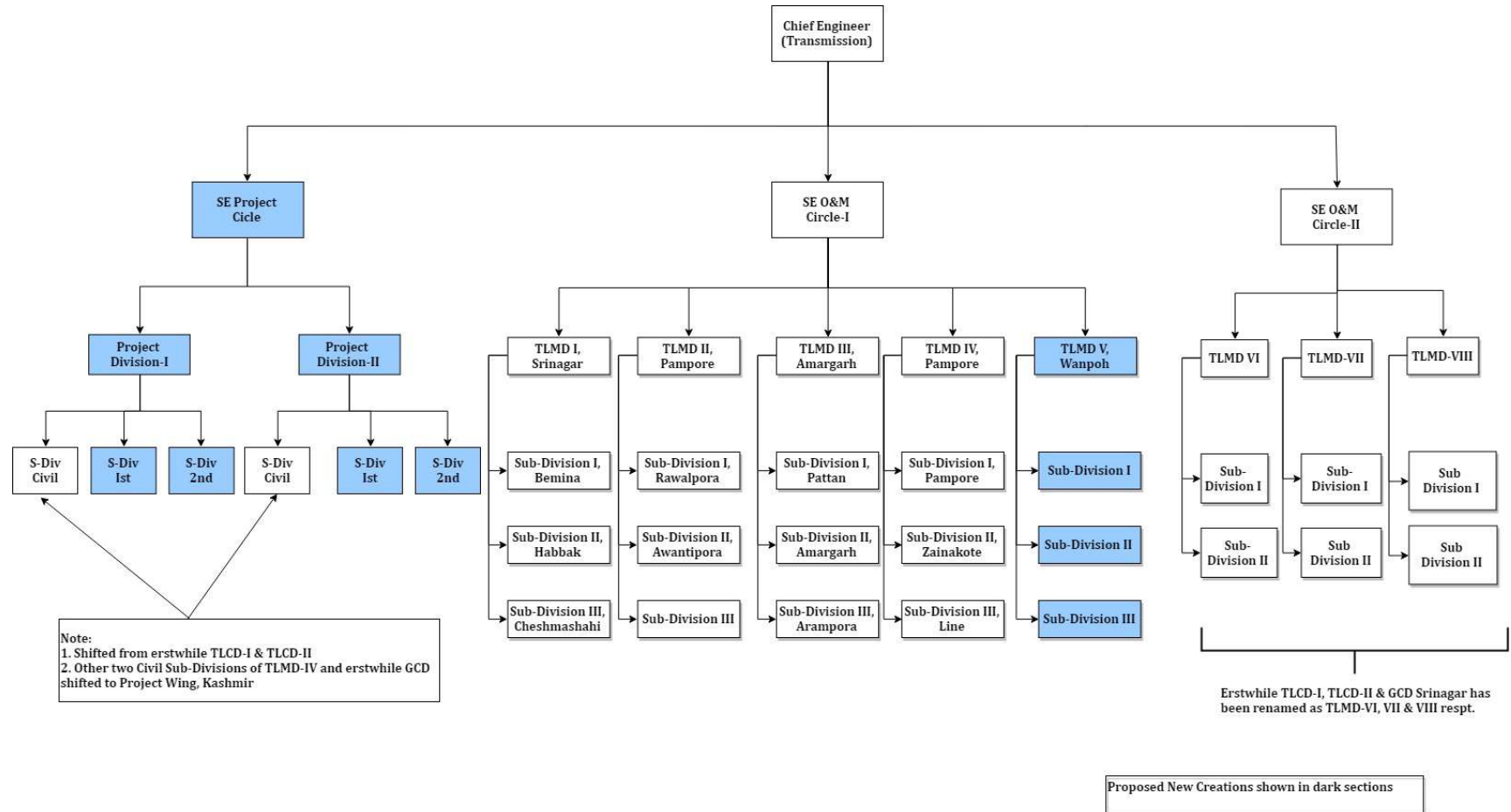


Apportionment/Reorganization of Jammu and Kashmir Power Development Department

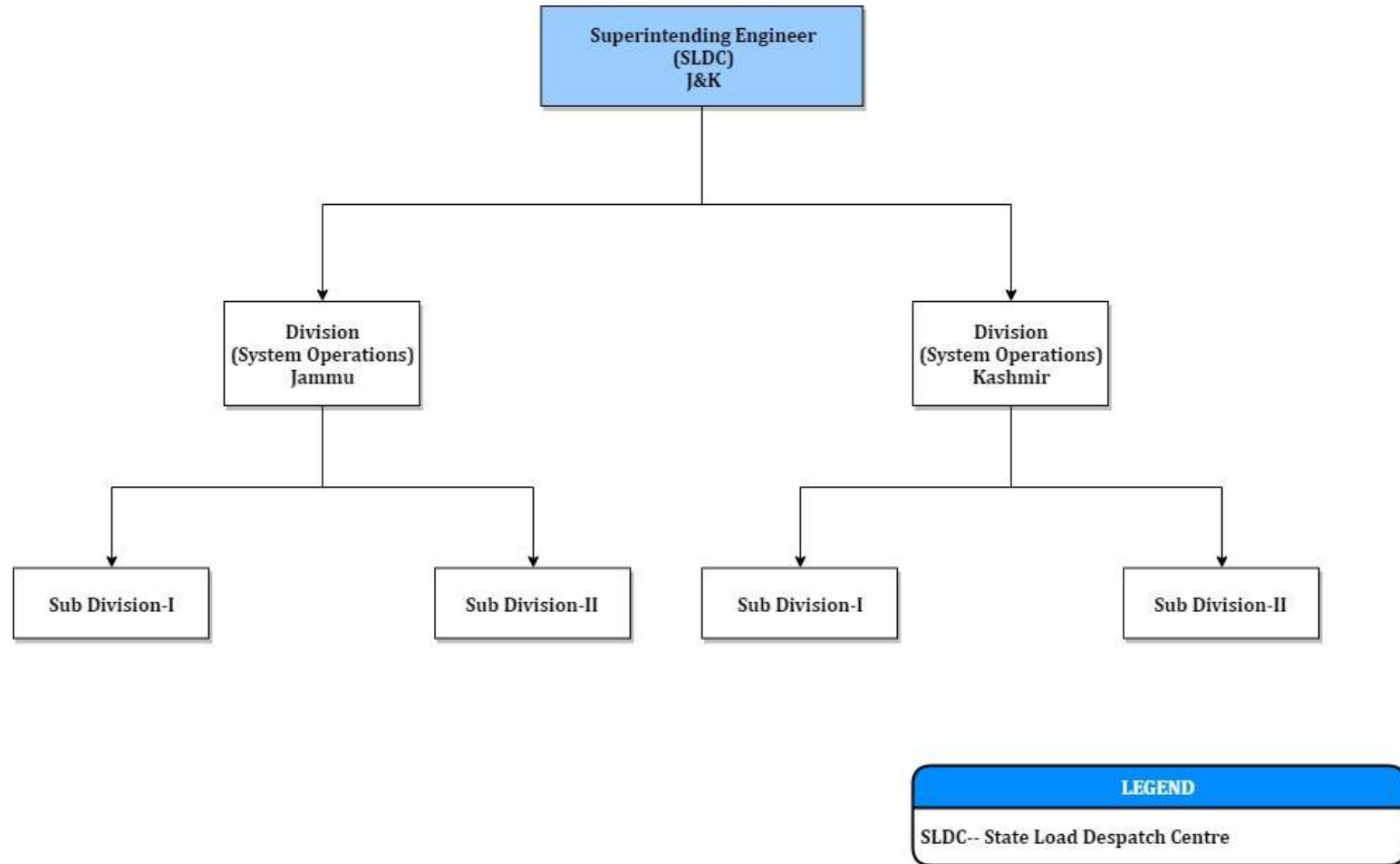
**Re-arrangement between the existing divisions and newly recommended divisions under CE (Transmission), Jammu**

Division of the S&O Wing Jammu	DIVISION -1	DIVISION -2	DIVISION -3	DIVISION -4	DIVISION -5	DIVISION -6	DIVISION -7	DIVISION -8
Name of the Transmission System under the Division	BISHNAH TRANSMISSION SYSTEM	GLADNI TRANSMISSION SYSTEM	JANIPUR TRANSMISSION SYSTEM	BARN TRANSMISSION SYSTEM	HIRANAGAR TRANSMISSION SYSTEM	UDHAMPUR TRANSMISSION SYSTEM	RAMBAN TRANSMISSION SYSTEM	RAJOURI POONCH TRANSMISSION SYSTEM
Short Name	BITS	GLTS	JATS	BATS	HITS	UDTS	RATS	RPTS
Major Districts fed by the network	Jammu IV	Jammu -II	Jammu -I	Jammu -III	Kathua & Samba	Udhampur	Ramban,Kishtwar,Doda	Rajouri and Poonch
Particulars of the Network	220/132/33KV Network majorly carved out of present TLCD-I and TLMD-II	220/132/33KV Network majorly carved out of present TLMD-II and GCD	132/33KV Network majorly carved out of present TLMD-I	220/132/33KV Network majorly carved out of present TLCD-II	220/132/66 KV Network majorly carved out of present GCD and TLMD-II	220/132/33KV Network majorly carved out of present TLMD-III	New division, 220/132/33 KV network majorly carved out of present TLMD-III Udhampur	New division ,132/33KV network majorly carved out of present TLCD-I and GCD

#### 4.40. Organizational Structure of CE (Transmission), Kashmir (JKPTCL)

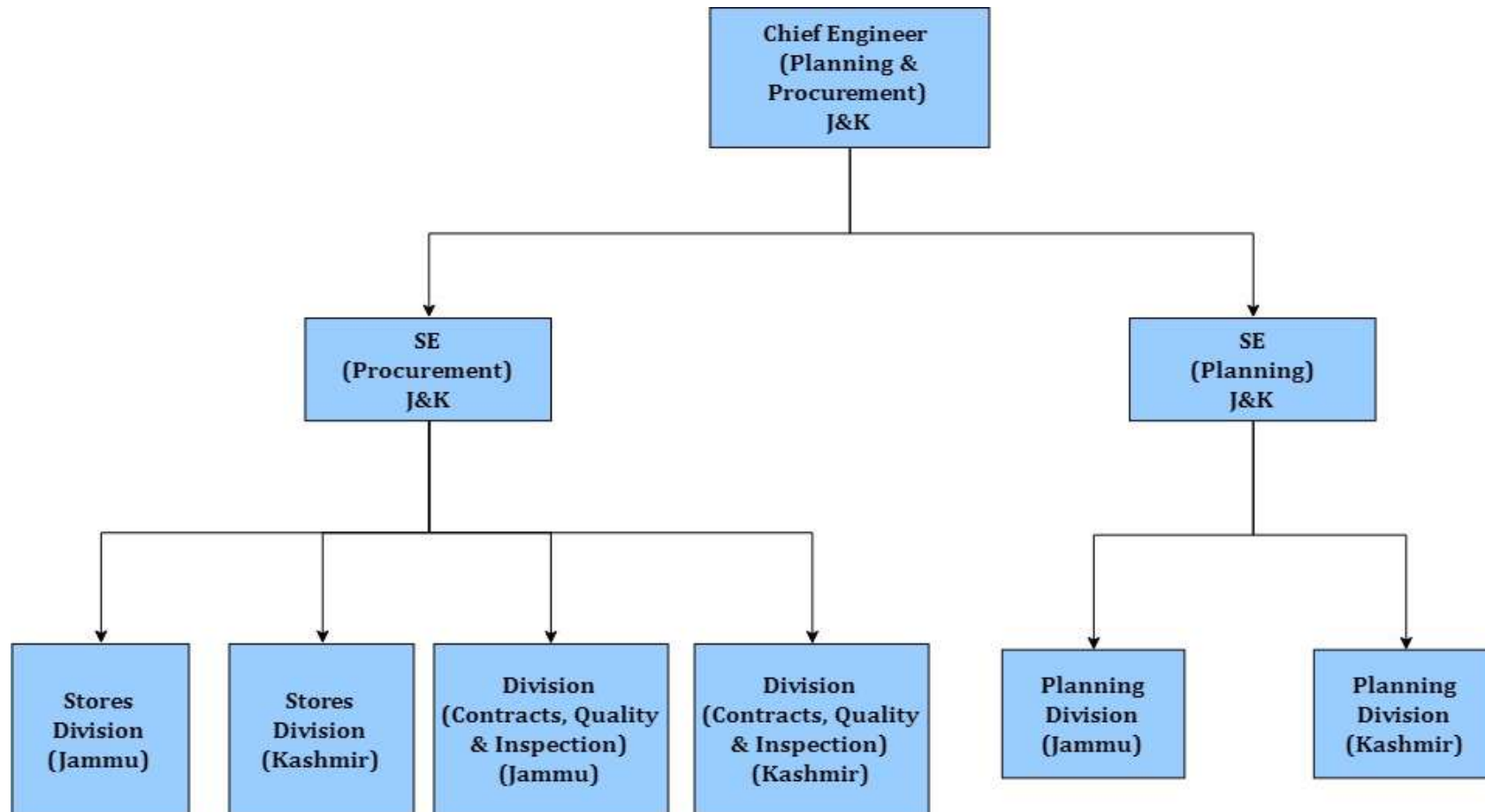


**4.41. Organizational Structure of Circle-SLDC, Jammu & Kashmir (JKPTCL)**

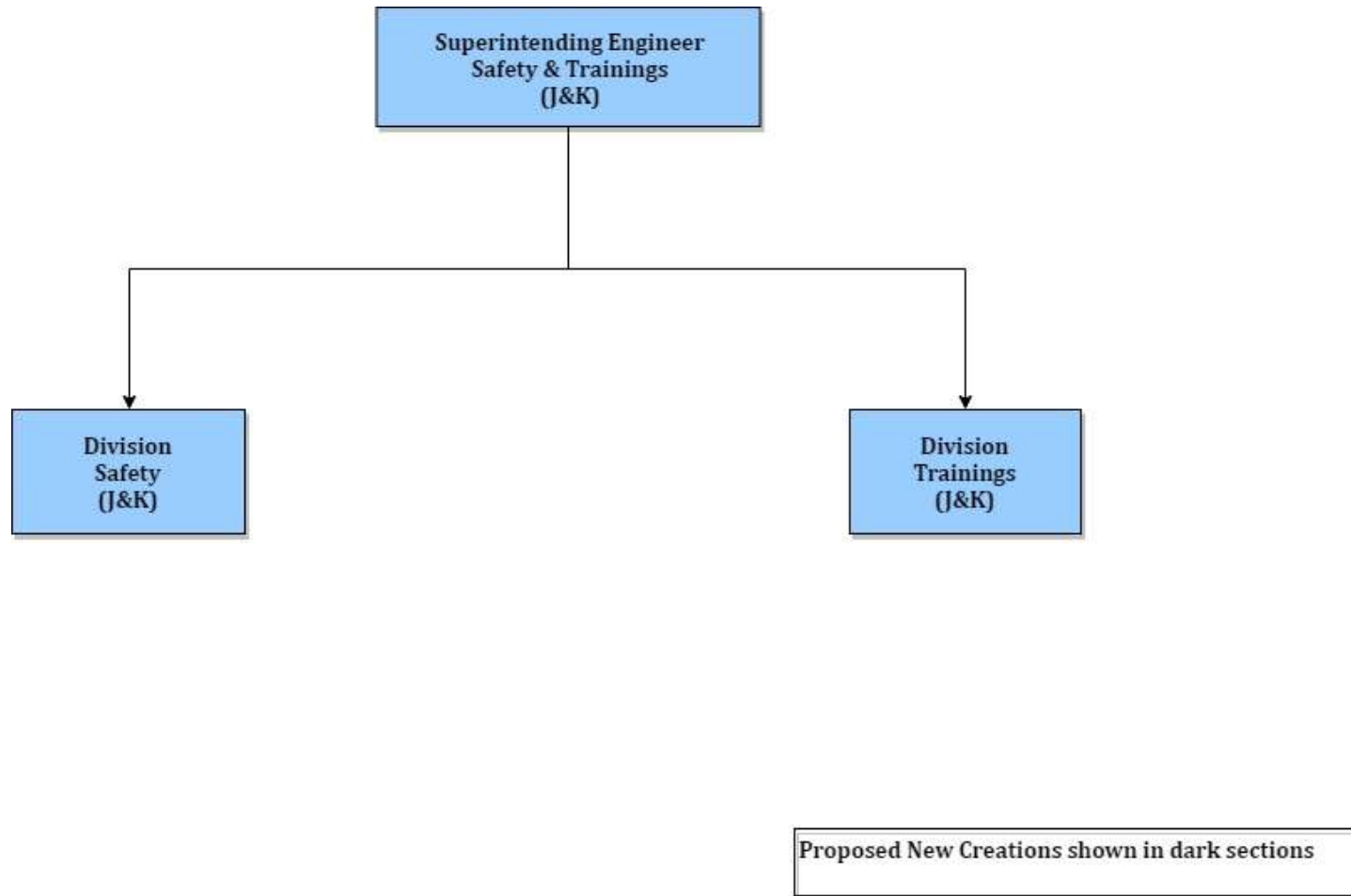




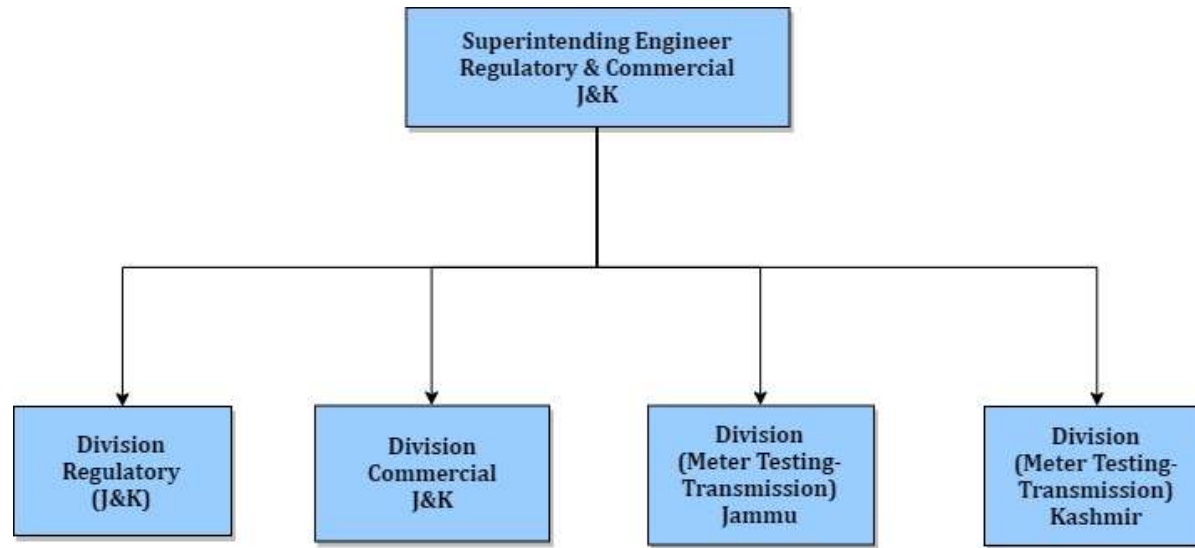
**4.42. Organizational Structure of Chief Engineer (Planning & Procurement), J&K (JKPTCL)**



**4.43. Organizational Structure of Circle-Safety & Trainings, J&K (JKPTCL)**

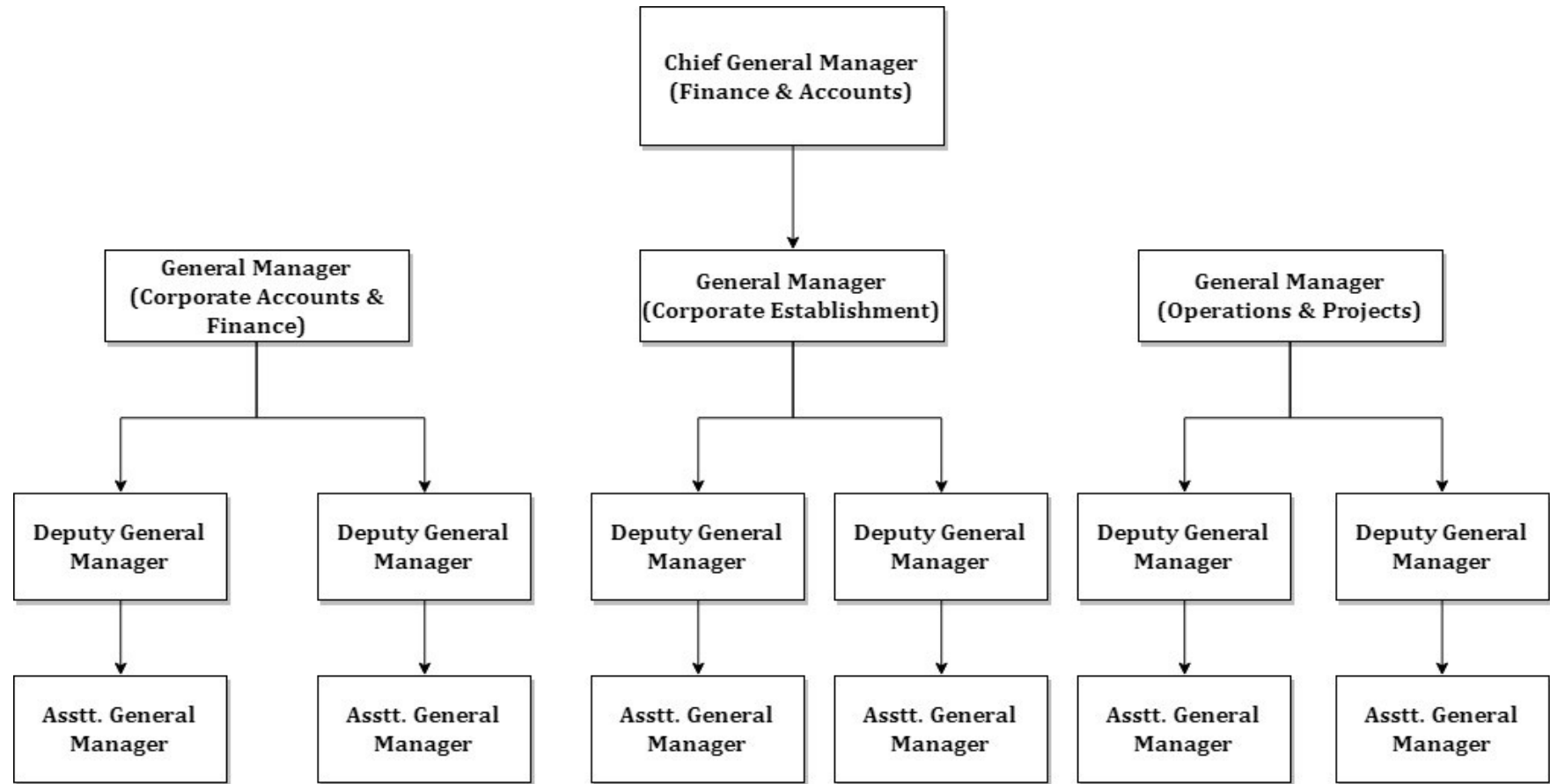


**4.44. Organizational Structure of Circle-Regulatory & Commercial, J&K (JKPTCL)**

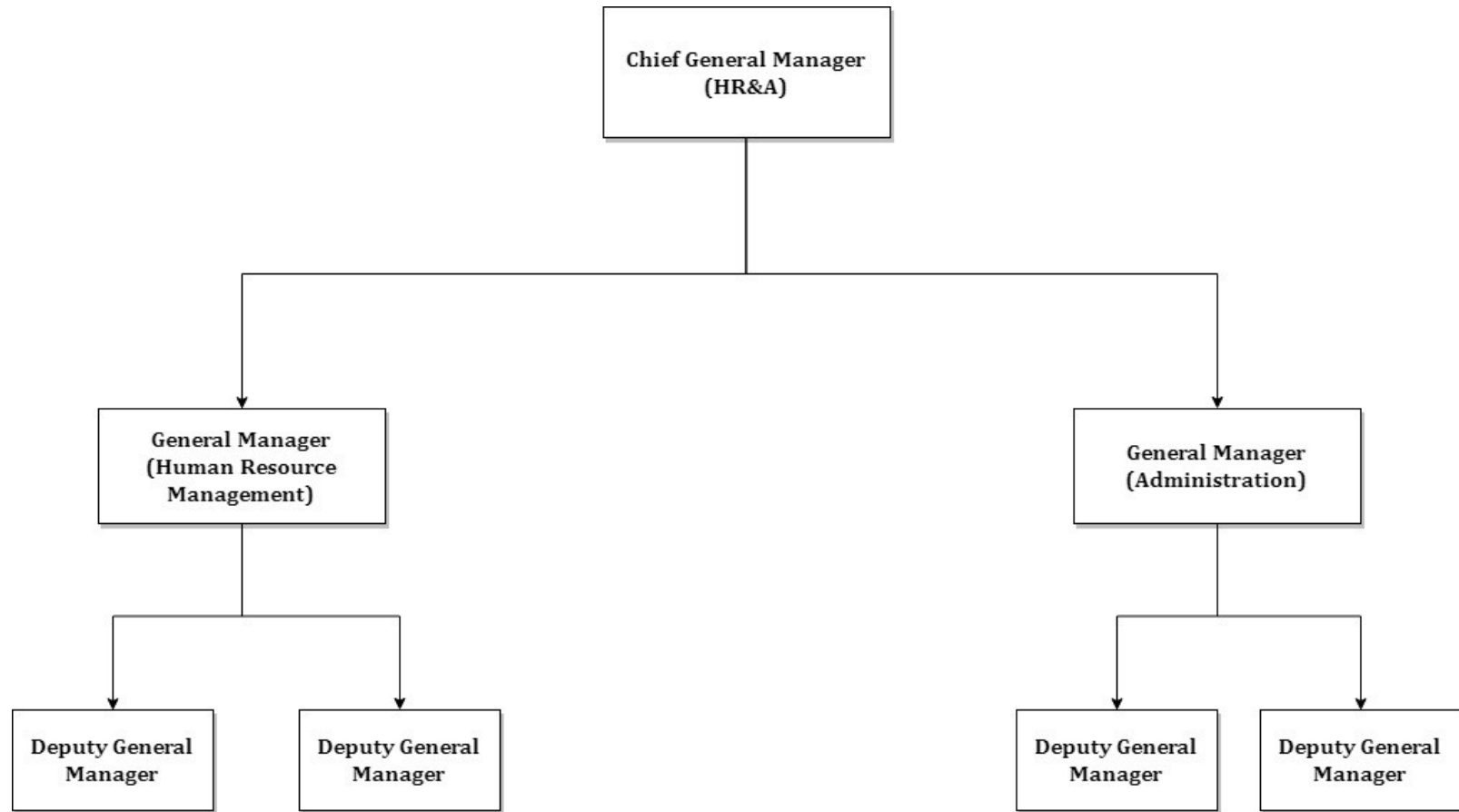


Proposed New Creations shown in dark sections

**4.45. Organizational Structure of Finance Directorate (JKPTCL)**



**4.46. Organizational Structure of Human Resource & Admin Directorate (JKPTCL)**



**4.47. Geo-Technical boundaries of existing and new successor utilities**

- 4.47.1. The existing electrical jurisdictional boundary of Chief Engineer EM&RE Wing Jammu shall be the electrical jurisdictional boundary of Jammu Power Distribution Corporation Limited (JPDCL).
- 4.47.2. The existing electrical jurisdictional boundary of Chief Engineer EM&RE Wing Kashmir shall be the electrical jurisdictional boundary of Kashmir Power Distribution Corporation Limited (KPDCL).
- 4.47.3. The existing electrical jurisdictional boundary of Chief Engineer EM&RE Wing/Generation Wing Ladakh shall be the electrical jurisdictional boundary of Ladakh Power Corporation Limited (LPCL).
- 4.47.4. The existing electrical jurisdictional boundary of Chief Engineer System & Operations Wing Jammu and Chief Engineer System & Operations Wing Kashmir shall be the electrical jurisdictional boundary of Jammu and Kashmir Power Transmission Corporation Limited (JKPTCL).
- 4.47.5. The newly constructed 220/66kV Grid Stations mentioned below by PGCIL and yet to be handed over to JKPDD shall remain under the electrical jurisdictional control of Ladakh Power Corporation Limited (LPCL) on its formal handover-takeover.
- (i) 220/66kV, 2x50 MVA GIS Kargil, (ii) 220/66kV, 1x50 MVA GIS Drass, (iii) 220/66kV, 1x50 MVA GIS Khalsi and  
(iv) 220/66kV, 2x50 MVA GIS Leh
- 4.47.6. The portion of newly constructed 220kV Single Circuit Alusteng-Leh Transmission Line from Grid Station Alusteng to Zojilla Pass shall remain under the electrical jurisdictional control of JKPTCL on its formal handover-takeover.
- 4.47.7. The portion of newly constructed 220kV Single Circuit Alusteng-Leh Transmission Line from Zojilla Pass to Leh shall remain under the electrical jurisdictional control of Ladakh Power Corporation Limited (LPCL) on its formal handover-takeover.

## 5. ROLES & RESPONSIBILITIES

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### 5.1. Roles & Responsibilities of newly created/reorganized/re-designated offices

#### 5.1.1. Office of Managing Director

The Power Distribution Corporations of Jammu and Kashmir (JPDCL & KPDCL) & Power Corporation of Ladakh (LPCL) shall be headed by Managing Director(s) who shall be operating through the corporate office situated in Jammu, Kashmir and Ladakh. The J&K Power Transmission Corporation Limited (JKPTCL) looking after the transmission functions of UT of J&K and J&K Power Corporation Limited (JKPCL) looking after the trading and holding functions of UT of J&K shall also be headed by Managing Director(s) who shall be operating through the corporate office moving between Jammu and Srinagar as per annual Darbar move practice.

#### 5.1.2. Office of Executive Director (Distribution)

This department shall be responsible for handling the corporation's operations and maintenance activities including its Projects from distribution end besides IT & Communication. The Executive Director will provide leadership and management expertise for the operation of the Corporation. The position of Executive Director (Distributions) has been proposed for both the corporations of Jammu as well as Kashmir.

#### 5.1.3. Office of Executive Director (Transmission)

This department shall be responsible for handling the Corporations operations and maintenance activities including its major Projects from the Transmission side. The Executive Director will provide leadership and management expertise for the operation of the Corporation.

#### 5.1.4. Office of Chief Engineer (Enforcement)

The position of Chief Engineer (Enforcement) has been proposed for both the power corporations for Jammu and Kashmir. The position of Chief Engineer (Enforcement) has been proposed considering the present AT&C losses in J&K State which are of the order of average 69% for Jammu, Kashmir & Ladakh. To control the power thefts, stringent rules and norms are required to be developed and implemented. To ensure the strict adherence, implementation of such stringent norms, regular raids for assessing load (for LT & HT consumers) and energy audits, the position of Chief Engineer (Enforcement) has been proposed.

➤ **Security and Vigilance**

The functions of Security & Vigilance shall be headed by Superintending Engineer (E). Security and vigilance shall be responsible for conducting raids to arrest theft of electricity. The proposed structure will have field teams headed by Executive Engineer (E) along with technical staff and Security staff to conduct such raids. This cell shall also ensure effective closure of enforcement action against consumers as per defined administrative and judicial norms, adherence to regulation relating to enforcement action, in consonance with the Electricity Act, 2003 and JKSERC guidelines; liaison with the district and zonal district authorities and mobile magistrates to identify suspected consumers and conducting raids.

➤ **Energy Audit and Loss Reduction**

The functions of Energy Audit and Loss Reduction shall be headed by Superintending Engineer. The key task of this cell is to initiate loss reduction initiatives within the Corporation, conducting random energy audits at various business unit levels, identifying high loss making feeders, conducting complete audits and implementation of loss reduction initiatives to reduce such losses. This cell basically focuses on customized requirement based loss reduction in each of the circle. Besides the above function, the cell will have other function with regard to Sub-Station meter testing at distribution (33/11kV Receiving Stations) level.

#### 5.1.5. Office of Chief Engineer (Planning & Procurement)

Planning & Procurement section will be headed by Chief Engineer. Planning function shall be responsible for detail assessment of network asset requirements, analysis of feasibility in terms of feeding end and supply end readiness requirements. Procurement



and stores function shall be responsible for centralized procurement and management of various assets required in management of distribution and transmission business including framing standard technical specifications for tender works etc. The centralized procurement cell will take care of procurement of all those materials required for O&M of distribution and transmission network which are not being supplied under turnkey contracts. The key equipment's includes energy meters, spares, cables, ACSR conductor, insulators etc.

Both the planning and procurement functions of this cell shall be independently headed by SE's. The contract management team under SE (Procurement) shall work in close coordination with the field divisions for having a standardized technical specification for key equipment's being procured by the Corporation. Same team shall be responsible for quality inspection at vendor premises for the goods being procured by procurement circle and shall also carry out verification of inventory as well as quality of all the material kept in the stores of the corporation.

#### **5.1.6. Office of Company Secretary including Legal Section**

This is a statutory position mandated under the Companies Act, 1956. The Company Secretary is responsible for the efficient administration of the Corporation, particularly with regard to ensuring compliance with statutory and regulatory requirements and for ensuring that decisions of the Board of Directors are implemented.

The legal section shall be responsible for handling all the legal issues pertaining to the corporation. The corporate legal cell for the corporation shall report to Managing Director and shall be responsible for handling any open litigation for the Corporation and shall also provide legal advice in various corporation matters.

#### **5.1.7. Office of SGM Internal Audit**

The Internal Audit function shall be responsible for internal audit of financial accounts, cost audit, work audit, internal controls and risk management. This department shall provide necessary inputs to the audit committee and board of directors. It is assumed that work audit and cost audit shall be carried out on sample basis and all the sub divisions/ business units of Corporation shall be

internally audited once in two years' time.

**5.1.8. Office of SE (Safety & Trainings)**

Safety of the personnel is top most priority in any organization and there are no formal written down policies and practices for safety management in the department at present. The statistics of the accidents indicate a large number of cases of human fatal accidents in the State of J&K. Hence, it is proposed that a dedicated safety unit to improve awareness, enforcement and compliance on safety related aspects be in place. Safety department is required to conceptualize, develop, implement and ensure compliance with various safety management initiatives.

The successor corporations, as a first step, towards its commitment to provide learning and developmental opportunities to its employees, shall formulate a Training Policy Manual in accordance with the provisions of National Training Policy (NTP) and other industry practices. The proposed SE circle shall organize trainings to the employees right from entry level up to top executive position to update its human resource with changing technologies and management skills for the purpose of better organizational control and efficiency to meet ever changing competitiveness.

**5.1.9. Office of SE (Regulatory & Commercial)**

As per the requirement of Electricity Act 2003, all regulated entities including proposed power corporations need to ensure compliance with regulatory framework. Some of these matters include obtaining approval on capital expenditure, file tariff petitions, and respond to JKSERC queries. Regulatory & Commercial department shall be responsible for all matters related to compliance with regulations/orders/directions of JKSERC/CERC, filing annual tariff petitions, compliance reporting on standards of performance, cost and tariff analysis, providing comments and suggestions on draft regulations etc. On broader level the Regulatory team will be responsible for filing of ARR/MYT petitions, compliance to commissions directives, Co-ordination with SERC / CERC/ Appellate tribunal etc and Commercial team will be responsible for management of open access application, compilation of monthly revenue and sales reports, monitoring commercial performance parameters, Policy formation for long term business interests of the corporation and ensuring its proper implementation etc.

**5.1.10. Office of SE (Information Technology and Communication)**

The SE (IT &C) shall be responsible for managing the IT and communication system in the Corporation. IT&C initiatives in the industry like implementation of SCADA, RTU and other communication or IT related software and hardware requirements will be assessed and managed by this cell. Broadly this section shall be responsible for all IT related initiatives including program management of large IT integration projects.

**5.1.11. Office of SE (SLDC)**

The key functions of the SLDC as per the J&K Electricity Act 2010/Electricity Act 2003 are responsible for optimum scheduling and dispatch of electricity within the State, monitor grid operations, supervise and control over the intra-State transmission system, maintain accounts of the quantity of electricity transmitted through the State Grid.

**System Operation section** to deal with following activities:

- Carry out real time operations for grid control and dispatch of electricity through secure and economic operation of the State grid and optimize scheduling and dispatch of electricity across state
- Operational services activities like shut-down planning & coordination, back-end analysis of critical events, preparing inputs/presentations for various meetings and maintaining repository of data

**5.1.12. Office of Executive Engineer (Energy Efficiency & Demand Side Management)**

Executive Engineer (EE & DSM) shall be responsible for designing, implementing and monitoring various energy efficiency and demand side management initiatives. This office shall also be responsible towards creating awareness on energy conservation amongst consumers and general public.

## 6. NEW CREATIONS AND STAFFING CRITERIA

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### 6.1.1. Rationale behind creation of new field divisions/sub-divisions in successor Corporations

While formulating the optimal structure for distribution side of the corporation especially in respect of sub transmission and field distribution, various parameters like terrain, geographical area of operation, consumer density, assets have been taken into consideration. Further models available of other neighbouring States with similar terrain have also been considered for arriving at the model structure for each circle, division, sub-division, etc. The following data has been fixed on average basis for finalization of O&M circles, Electric Divisions, STD Divisions, ED & STD Sub-Divisions and field sections along with staff for optimal utilization of manpower and assets.

- Average consumers for Electric Division have been fixed as 50000
- Average consumers for Electric Sub Division have been fixed as 10000
- Average number of Receiving Stations per STD Division have been fixed as 30
- Average number of Receiving Stations per STD Sub-Division have been fixed as 10

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Based on above criteria, the existing Circles, Electric Divisions/Sub-Divisions, Sub-Transmission Divisions/Sub-Divisions have been reorganized and augmented giving rise to the revised structure as follows:

Description	Jammu (No's)	Kashmir (No's)	Ladakh (No's)
Circles existing prior to apportionment/reorganization	5	6	1
Circles Proposed after apportionment/reorganization	6	6	1
Electric Divisions existing prior to apportionment/reorganization	12	18	-
Electric Divisions Proposed after apportionment/reorganization	17	21	-
Electric Sub-Divisions existing prior to apportionment/reorganization	49	72	4
Electric Sub-Divisions Proposed after apportionment/reorganization	66	81	8
Sub-Transmission Divisions existing prior to apportionment/reorganization	6	6	-
Sub-Transmission Proposed after apportionment/reorganization	10	8	-
Sub-Transmission Sub-Divisions existing prior to apportionment/reorganization	19	20	-
Sub-Transmission Sub-Divisions Proposed after apportionment/reorganization	29	27	-

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The available data perused and field survey surfaces that average of only 25% of the Electric sub divisions are in plain terrain and rest of the sub divisions fall under rural/hilly terrain in J&K. The above formulation of sub-divisional pattern has been based on this fact with the consideration that the sub divisions located in rural/hilly terrain requires more man power for network management, addressing consumer's complaint and maintenance of O&M activities. Similar approach has been followed for STD Sub-divisions as the receiving station staff has to manage and maintain associated feeding HT lines also. Taking into account the criteria mentioned, revised pattern of Engineering/Executive Staff for manning Electric Sub-Divisions and STD Sub-Divisions has emerged as under:

➤ **Staffing Criteria for Manning & Managing PLAIN/URBAN Electric Sub-Divisions (Engineering/Executive)**

S.No	Name of the Post	Posts required per Sub-Division
1	Assistant Executive Engineer	1
2	Assistant Engineer	2
3	Junior Engineer (E)	3
4	Senior Technician/Sr. Foreman	1
5	Technician/Foreman (Tech-II) (1 no per 1500-1800 Consumers)	6
6	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR) (1 no per 800-900 Consumers)	12
7	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA) (1 no per 500 Consumers)	20
8	Field Attendant/Station Attendant (Jr. Lineman/ Helper) (1 no per 350 Consumers)	30

➤ **Staffing Criteria for Manning & Managing HILLY/RURAL Electric Sub-Divisions (Engineering/Executive)**

S.No	Name of the Post	Posts required per Sub-Division
1	Assistant Executive Engineer	1
2	Assistant Engineer	2
3	Junior Engineer (E)	3
4	Senior Technician/Sr. Foreman	1
5	Technician/Foreman (Tech-II) (1 no per 1500-1800 Consumers)	6
6	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR) (1 no per 500 Consumers)	20
7	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA) (1 no per 350 Consumers)	30
8	Field Attendant/Station Attendant (Jr. Lineman/ Helper) (1 no per 250 Consumers)	40

➤ **Staffing Criteria for Manning & Managing PLAIN/URBAN STD Sub-Divisions (Engineering/Executive)**

S.No	Name of the Post	Posts required per Sub-Division
1	Assistant Executive Engineer	1
2	Assistant Engineer	1
3	Junior Engineer (E)	3
4	Senior Technician/Sr. Foreman	1
5	Technician/Foreman (Tech-II) (1 no per Receiving Station)	10

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6	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR) (4 no per Receiving Station for shift duties)	40
7	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA) (1 no per Receiving Station)	10
8	Field Attendant/Station Attendant (Jr. Lineman/ Helper) (4 no per Receiving Station for shift duties)	40

➤ **Staffing Criteria for Manning & Managing HILLY/RURAL STD Sub-Divisions (Engineering/Executive)**

S.No	Name of the Post	Posts required per Sub-Division
1	Assistant Executive Engineer	1
2	Assistant Engineer	1
3	Junior Engineer (E)	3
4	Senior Technician/Sr. Foreman	1
5	Technician/Foreman (Tech-II) (1 no per Receiving Station)	10
6	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR) (4 no per Receiving Station for shift duties)	40
7	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA) (2 no per Receiving Station)	20
8	Field Attendant/Station Attendant (Jr. Lineman/ Helper) (4 no per Receiving Station for shift duties)	40



## 7. TRANSFER SCHEME

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### 7.1. Need for Transfer Scheme

#### 7.1.1. As per Section 131(4) of Electricity Act, 2003

*The State Government may, after consulting the Government company or company or companies being State Transmission Utility or generating company or transmission licensee or distribution licensee, referred to in sub-section (2) (hereinafter referred to as the transferor), require such transferor to **draw up a transfer scheme to vest in a transferee** being any other generating company or transmission licensee or distribution licensee, the property, interest in property, rights and liabilities which have been vested in the transferor under this section, and publish such scheme as statutory transfer scheme under this Act.*

#### 7.1.2. As per Section 131(5) of Electricity Act, 2003

*(5) A transfer scheme under this section may-*

- (a) provide for the formation of subsidiaries, joint venture companies or other schemes of division, amalgamation, merger, reconstruction or arrangements which shall promote the profitability and viability of the resulting entity, ensure economic efficiency, encourage competition and protect consumer interests;*
- (b) define the property, interest in property, rights and liabilities to be allocated -
  - (i) by specifying or describing the property, rights and liabilities in question; or*
  - (ii) by referring to all the property, interest in property, rights and liabilities comprised in a described part of the transferor's undertaking; or*
  - (iii) partly in one way and partly in the other;**
- (c) provide that any rights or liabilities stipulated or described in the scheme shall be enforceable by or against the transferor or the transferee;*

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- (d) impose on the transferor an obligation to enter into such written agreements with or execute such other instruments in favour of any other subsequent transferee as may be stipulated in the scheme;*
- (e) mention the functions and duties of the transferee;*
- (f) make such supplemental, incidental and consequential provisions as the transferor considers appropriate including provision stipulating the order as taking effect; and*
- (g) provide that the transfer shall be provisional for a stipulated period.*

7.1.3. As per Section 133(2) of Electricity Act, 2003 regarding the Personnel (Officers & Employees)

*Upon such transfer under the transfer scheme, the personnel shall hold office or service under the transferee on such terms and conditions as may be determined in accordance with the transfer scheme:*

*Provided that such terms and conditions on the transfer shall not in any way be less favourable than those which would have been applicable to them if there had been no such transfer under the transfer scheme*

7.1.4. As such as warranted under Electricity Act, 2003, it is necessary to notify a transfer scheme prior to the reorganization/unbundling of Power Development Department.

## **7.2. Transfer Scheme of Other States**

7.2.1. In order to frame a comprehensive transfer scheme covering all the aspects related to assets, liabilities and Personnel of J&K Power Development Department, the Committee referred to various transfer schemes of other States of India and present transfer scheme (Phase-I) of J&K State Power Trading Company. Same are listed as under:

- AP Electricity Reform (Transfer Scheme) Rules, 1999
- The Uttar Pradesh Electricity Reforms Transfer Scheme, 2000
- AP Electricity Reform (Second Transfer Scheme), 2000
- The Delhi Electricity Reforms (Transfer Scheme) Rules, 2001
- The Gujarat Electricity Industry Reorganization and Comprehensive Transfer Scheme, 2003
- AP Electricity Reform (Third Transfer Scheme), 2005
- West Bengal Power Sector Reforms Scheme, 2007
- The Kerela Electricity First Transfer Scheme, 2008
- The Himachal Pradesh Electricity First Transfer Scheme, 2009
- Punjab Power Sector Reforms Transfer Scheme, 2010
- The Jharkhand State Electricity Reforms Transfer Scheme, 2013
- The Kerela Electricity Second Transfer Scheme (Revesting), 2013
- The Manipur State Electricity Reforms Transfer Scheme, 2013
- The Kerela Electricity Second Transfer (Amendment) Scheme (Revesting), 2014
- The Power Development Department Transfer Scheme (Phase-1) Rules, 2018

### **7.3. Approach of the Committee for framing of Draft Transfer Scheme (First) for J&K Power Development Department**

7.3.1. **Structural Part:** Keeping in view the geographical conditions and asset portfolio of J&K Power Development Department, the Committee decided to reorganize the existing department into 5 (five) corporations namely:

- **Jammu Power Distribution Corporation Limited (JPDCL)**  
(Responsible for Distribution functions of Jammu Province)
- **Kashmir Power Distribution Corporation Limited (KPDCL)**  
(Responsible for Distribution functions of Kashmir Province)
- **Ladakh Power Corporation Limited (LPCL)**  
(Responsible for Distribution, Trading & Generation functions of UT of Ladakh)
- **Jammu and Kashmir Power Transmission Corporation Limited (JKPTCL)**  
(Responsible for Transmission functions of UT of J&K)
- **Jammu and Kashmir Power Corporation Limited (KJPCL)**  
(Responsible for Trading functions of UT of Jammu & Kashmir)

7.3.2. **Personnel (Officers and Employees) Part:** The most challenging task for the Committee was to deal with the sections of the transfer scheme concerning the Personnel (Officers and Employees). After carefully examining all the transfer schemes of various States referred above, the Committee arrived at a conclusion that the **Personnel shall be deputed to the Corporations with continuance of all service rules and conditions, terminal benefits, etc prevalent prior to the date of unbundling.** The necessary clauses which needs to be amended from the J&K CSR Vol-II governing the deputation of government employees to other organizations were also pointed out and were recommended for amendment in the draft transfer scheme for PDD personnel only. Further all the difficulties faced by other States subsequent to transfer of Personnel were carefully examined and the clarifications issued by those States were incorporated in the draft transfer scheme. Moreover, to gain the trust of employees during the

transition of J&K Power Development Department into successor corporations, the Committee recommended to **execute a Tripartite agreement with the recognised employee unions/associations** as has been done in other States and also to **constitute a Grievance Handling Committee** for redress of issues pertaining to Personnel, if any, post unbundling/apportionment/reorganization.

#### **7.4. Draft Transfer Scheme (First) for J&K Power Development Department**

The Draft Transfer Scheme (First) for reorganization of J&K Power Development Department into different corporations is provided at **Annexure-1**

## 8. APPORTIONING OF AT&C LOSSES BETWEEN SUCCESSOR UTILITIES

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### 8.1. Viability of Transmission and Distribution Sector of J&K Power Development Department

The current peak demand of state is around 3200 MW, out of which the demand met is 2560 MW only. Energy-wise the demand is of the order of 21500 MU, out of which 17175 MU have been supplied during 2018-19 leaving a deficit of 20% both in terms of power peak availability and energy availability. The department is constrained to curtail nearly 650 MW load in winters at peak hours due to system constraint at 220/132kV level and huge gap between power purchase cost and revenue income which is nearly of the order of Rs. 4000 Cr.

The State Government has signed 24X7, Power for All (PFA) document with the Ministry of Power, Government of India aiming to achieve 24X7 availability of reliable and quality power to all households. To achieve this objective, various projects / schemes under Central Sector and State Sector have been materialized which include DDUGJY, IPDS, R-APDRP, PMRP-2004, PMDP-2015, RGGVY-II, Saubhagya etc. The reforms under Power Sector also include creation of new Transmission Corridors on fast track basis, creation of Smart Grid infrastructure and consumer metering through 11.25 lac smart/ prepaid meters.

The AT&C losses of J&K Power Development Department are one of the highest in the country. The present AT&C losses are of the order of 50% against national average of 19.73%. Due to these losses, the gap between power purchase cost and revenue realisation is huge. During the FY 2018-19, against an annual power purchase of Rs.6058.66 Cr, JKPDD has realized revenue of only Rs. 2225.63 Cr. resulting in a deficit of nearly Rs. 3800.00 Cr. The narrowing down of this huge gap to a realistic limit has been a serious concern for the Department. The objective of 24X7 quality power for all cannot be achieved unless the AT&C losses are brought down to acceptable level and the gap between power purchase and revenue income of the department is bridged so as to make T&D sector financially viable. The details of power purchase cost, revenue realized and rising gap between power purchase cost and revenue realized against the target for last 8 years has remained as under:

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

S.#	Particulars	Unit	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
1	Power Purchase Cost	Rs. Cr	3762	4082	4471	5153	5402	5619	5709	6058.66
2	Revenue Realized (Pure)	Rs. Cr	1014.22	1354.65	1576.95	1455.23	1671.41	1716.26	1939.77	2033.74
3	Revenue Realized ( ED)	Rs. Cr	183.71	259.66	317.97	278.94	263.10	160.55	179.57	188.58
4	Misc	Rs. Cr	2.29	3.66	5.03	2.09	2.84	1.54	3.06	3.31
5	Sub Total ( 2+4)	Rs. Cr	1016.51	1358.31	1581.98	1457.32	1674.25	1717.80	1942.83	2037.04
6	Total Revenue ( 2+3+4)	Rs. Cr	1200.22	1617.97	1899.95	1736.26	1937.35	1878.35	2122.41	2225.63
7	Total Target	Rs. Cr	1826.67	2010.94	2200.00	2390.00	3357.78	4460.36	5195.74	5511.21
8	% Achievement against Total Target	%	65.7	80.5	86.4	72.6	57.7	42.1	40.8	40.4
9	Gap between Power Purchase Cost and Revenue Income	Rs. Cr	2561.78	2464.03	2571.05	3416.74	3464.65	3740.65	3586.59	3833.03
10	Billing Efficiency (%)	%	38.39	42.64	45.43	44.78	46.22	50.47	52.50	56.96
11	Collection Efficiency (%)	%	68.00	84.36	94.61	80.23	83.08	75.55	82.24	84.85
12	AT&C Loss ( %) (Distribution)	%	71.45	64.06	57.02	61.30	58.82	60.11	56.81	49.75
13	T&D Loss (%) (Distribution)	%	61.69	57.4	54.52	55.22	53.78	52.87	41.56	43.04

Keeping in view the scattered population, extreme climatic condition and topography of J&K state, the achievable distribution loss level has to be fixed at higher rate as compared to national average of 19.73%. It is also to be kept in mind that this percentage at national level has been achieved over last one-and-a-half-decade post implementation of reforms as a result of enactment of Electricity Act, 2003, which included unbundling of Electricity Boards into government owned corporations. Accordingly, the realistic achievable AT&C losses of distribution segment for J&K are projected at 20% over a period of next 10 years. With interstate and intrastate transmission losses of the order of 4%, the achievable AT&C losses for both transmission and distribution segments works out to 24%.

## **8.2. Apportionment of AT&C losses between proposed successor corporations/utilities**

The losses depicted in first table on Page-2 are the Aggregate Technical and Commercial losses from distribution periphery up to the consumer installation including the impact of subsidy. Under the reorganization structure proposed in this report, the J&K Power Development Department will have three corporations for distribution functions namely;

- (i)** Jammu Power Distribution Corporation Limited (JPDCL)
- (ii)** Kashmir Power Distribution Corporation Limited (KPDCL)
- (iii)** Ladakh Power Corporation Limited (LPCL)

The AT&C losses shall have to be accounted for from the generators up to the consumer installation. Accordingly input energy figures have been taken from Commercial and Survey Wing, presently J&K State Power Trading Company Limited (JKSPTCL) and figures related to Energy Billed, Revenue Billed and Revenue Realized have been taken from IT, Audit & Vigilance Divisions. The T&D losses which include interstate Transmission Losses, Intra State Transmission Losses and Distribution losses (including pool losses) for base year 2018-19 are apportioned between the proposed successors corporations as under:



Apportionment/Reorganization of Jammu and Kashmir Power Development Department

<b>Name of Successor company</b>	<b>Input Energy (MU)</b>	<b>Energy Billed (MU)</b>	<b>Revenue Billed (Rs. Cr.)</b>	<b>Revenue Realized (Rs. Cr.)</b>	<b>Billing Efficiency (b=3/2)</b>	<b>Collection Efficiency (n=4/5)</b>	<b>AT&amp;C losses {1-(b x n)100} (%) including transmission losses and without impact of subsidy</b>
1	2	3	4	5	6	7	8
Jammu Power Distribution Corporation Limited (JPDCL)	7459.34	3533.02	1615.65	1285.33	0.47	0.79	<b>63</b>
Kashmir Power Distribution Corporation Limited (KPDCL)	9286.36	3303.78	1245.92	898.5	0.36	0.72	<b>74</b>
Ladakh Power Corporation Limited (LPCL)	430.1	91	42.53	41.19	0.21	0.97	<b>80</b>

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

Proposed trajectory of these losses and annual expenditure/returns and other performance parameters for next 10 years for proposed **JAMMU POWER DISTRIBUTION CORPORATION LIMITED (JPDCL)** is as under:

Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
Energy Consumption(MU)	7459.34	7683.12	7913.61	8151.02	8395.55	8647.42	8906.84	9174.05	9449.27	9732.75	10024.73
Power Purchase Cost (Rs. in Cr.)	2635.51	2767.29	2905.65	3050.93	3203.48	3363.65	3531.84	3708.43	3893.85	4088.54	4292.97
AT&C Loss Trajectory (%)	63	60	55	50	45	40	35	30	25	20	15
%age annual reduction		3	5	5	5	5	5	5	5	5	5
Energy Realised (MU)	2759.96	3073.25	3561.13	4075.51	4617.55	5188.45	5789.45	6421.83	7086.95	7786.20	8521.02
Average Tariff billed (Rs. per unit)	4.19	4.32	4.45	4.58	4.72	4.86	5.00	5.15	5.31	5.47	5.63
Revenue Realised (Rs. Cr.)	1285.33	1326.32	1582.98	1865.98	2177.58	2520.22	2896.51	3309.28	3761.59	4256.71	4798.19
<b>Gap between Power Purchase and Revenue Income</b>	<b>1350.18</b>	<b>1440.96</b>	<b>1322.67</b>	<b>1184.95</b>	<b>1025.89</b>	<b>843.44</b>	<b>635.33</b>	<b>399.15</b>	<b>132.26</b>	<b>-</b>	<b>-</b>

**It may be noted that the turnaround in T&D sector for JPDCL shall be achieved after 9 years' time period with above proposed performance parameters. Till then government shall have to provide budgetary support to the extent of annual gap between power purchase and revenue income ranging from Rs. 1350 Cr. in 2018-19 to Rs. 132 Cr. in 2026-27.**

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

Proposed trajectory of these losses and annual expenditure/returns and other performance parameters for next 10 years for proposed **KASHMIR POWER DISTRIBUTION CORPORATION LIMITED (KPDCL)** is as under:

Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
Energy Consumption (MU)	9286.36	9564.95	9851.90	10147.46	10451.88	10765.44	11088.40	11421.05	11763.68	12116.59	12480.09
Power Purchase Cost (Rs. in Cr.)	3271.67	3435.25	3607.02	3787.37	3976.74	4175.57	4384.35	4603.57	4833.75	5075.43	5329.21
AT&C Loss Trajectory (%)	74	71	66	61	56	51	46	41	36	31	26
%age annual reduction		3	5	5	5	5	5	5	5	5	5
Energy Realised (MU)	2414.45	2773.84	3349.65	3957.51	4598.83	5275.06	5987.74	6738.42	7528.76	8360.45	9235.27
Average Tariff billed (Rs. per unit)	4.19	4.32	4.45	4.58	4.72	4.86	5.00	5.15	5.31	5.47	5.63
Revenue Realised (Rs. Cr.)	898.50	1197.10	1488.97	1811.96	2168.75	2562.29	2995.71	3472.42	3996.09	4570.66	5200.39
<b>Gap between Power Purchase and Revenue Income</b>	<b>2373.17</b>	<b>2238.15</b>	<b>2118.04</b>	<b>1975.41</b>	<b>1807.98</b>	<b>1613.28</b>	<b>1388.64</b>	<b>1131.14</b>	<b>837.66</b>	<b>504.78</b>	<b>128.82</b>

**It may be noted that the turnaround in T&D sector for KPDCL shall be achieved after 10 years' time period with above proposed performance parameters. Till then government shall have to provide budgetary support to the extent of annual gap between power purchase and revenue income ranging from Rs. 2373 Cr. in 2018-19 to Rs. 128 Cr. in 2028-29.**

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

Proposed trajectory of these losses and annual expenditure/returns and other performance parameters for next 10 years for proposed **LADAKH POWER CORPORATION LIMITED (LPCL)** is as under:

Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
Energy Consumption(MU)	430.10	443.00	456.29	469.98	484.08	498.60	513.56	528.97	544.84	561.18	578.02
Power Purchase Cost (Rs. in Cr.)	151.46	159.03	166.98	175.33	184.10	193.31	202.97	213.12	223.78	234.96	246.71
AT&C Loss Trajectory (%)	80	77	72	67	62	57	52	47	42	37	32
%age annual reduction		3	5	5	5	5	5	5	5	5	5
Energy Realised (MU)	86.02	101.89	127.76	155.09	183.95	214.40	246.51	280.35	316.01	353.55	393.05
Average Tariff billed (Rs. per unit)	4.19	4.32	4.45	4.58	4.72	4.86	5.00	5.15	5.31	5.47	5.63
Revenue Realised (Rs. Cr.)	41.19	43.97	56.79	71.01	86.75	104.14	123.33	144.47	167.73	193.28	221.33
<b>Gap between Power Purchase and Revenue Income</b>	<b>110.27</b>	<b>115.06</b>	<b>110.19</b>	<b>104.32</b>	<b>97.35</b>	<b>89.16</b>	<b>79.64</b>	<b>68.65</b>	<b>56.05</b>	<b>41.68</b>	<b>25.38</b>

**It may be noted that the turnaround in T&D sector for LPCL shall be achieved after 10 years' time period with above proposed performance parameters. Till then government shall have to provide budgetary support to the extent of annual gap between power purchase and revenue income ranging from Rs. 110 Cr. in 2018-19 to Rs. 25 Cr. in 2028-29.**

### **8.3. Steps to be taken for making Distribution Sector viable**

Although one of the objectives of centrally sponsored schemes presently under implementation is to reduce the AT&C losses in the project areas but all areas of the state, especially rural areas, are not covered under these schemes for the purpose of 100% metering, AB cabling and replacing of conventional transformers with Energy Efficient transformers. Further, to ensure compliant metering, creation of Enforcement Wing as already proposed becomes very essential. These measures are vital for curbing the pilferage and wastage of power. IT intervention will also be required in the remaining areas of the state, not covered under RAPDRP and IPDS for the purpose of GIS mapping, RTDAS and migration to new billing system established under RAPDRP-A. The details of these measures with annual financial requirement is worked out as under:

#### **(a) Replacing of Existing Distribution Transformers with Energy Efficiency Level-II Transformers and bare conductor with LT ABC**

The distribution transformers are a vital link between HT and LT systems of the power distribution. There are nearly 60,000 DTs in JKPDD distribution system. The region-wise capacities and numbers are as under:

These transformers are of conventional type having higher losses than Energy Efficiency Level-II transformers. Ministry of Heavy Industries and Public Enterprises, has banned manufacture or store for sale, sell or distribution of conventional Electrical Transformers w.e.f 01-08-2016, which do not conform to the specified standards (i.e. IS 1180 Part-1, 2014) and do not bear Standard Mark of the Bureau of Indian Standards. Further the annual damage rate of distribution transformers is of the order 35% which implies that more than one third of the distribution transformers get damaged every year. The repeated damage and repairs have become source of huge technical losses due to core and other transformer part wear out, as such these transformers have outlived their useful life. These worn-out transformers are required to be replaced with Energy Efficiency Level-II Transformers in phased manner so as to reduce the technical loss component of AT&C losses to acceptable level.

Nearly 12000 no. transformers are already replaced/ being replaced under various centrally sponsored schemes. The remaining 45717 no. transformers shall require funds to the tune of Rs 3113.56 Cr. as per details hereunder:

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

Description	Region	25kVA	63kVA	100kVA	250kVA	400kVA	630kVA	Total
Total DTs region-wise/capacity-wise	Jammu	10329	7397	6661	4403	790	267	<b>29847</b>
	Kashmir	2993	6657	9669	5945	907	690	<b>26861</b>
	Ladakh	370	364	298	112	11	10	<b>1165</b>
DTs replaced with Energy Eff. Level-II Transformers under CSS	Jammu	4023	960	583	208	34	03	<b>5811</b>
	Kashmir	1197	1997	1934	892	91	69	<b>6180</b>
	Ladakh	23	26	05	0	0	0	<b>54</b>
DTs to be replaced with Energy Eff. Level-II Transformers	Jammu	6306	6437	6078	4195	756	264	<b>24036</b>
	Kashmir	1796	4660	7735	5053	816	621	<b>20681</b>
	Ladakh	347	338	293	112	11	10	<b>1111</b>
	<b>Total</b>	<b>6449</b>	<b>11435</b>	<b>14096</b>	<b>9249</b>	<b>1583</b>	<b>895</b>	<b>45717</b>
Rate per DT (Rs. Lacs) for ABC & replacing of DT		1.879	3.346	5.482	13.56	19.96	25.47	
Total Cost (Rs. Cr.)	Jammu	118.54	215.43	333.20	569.02	150.94	67.26	<b>1454.39</b>
	Kashmir	33.76	155.95	424.05	685.44	162.98	158.22	<b>1620.39</b>
	Ladakh	6.52	11.31	16.06	0.14	2.20	2.55	<b>38.78</b>
<b>Grand Total: 3113.56 Cr</b>								

The ACSR, LT conductor is another source of huge AT&C losses. Since bare conductor provides easy excess for hooking of LT lines and for bypassing meters, it is imperative to replace this conductor with Low Tension Aerial Bunched Cable (LT ABC) as per standard national practice. Although LTABC installation is provided in some centrally sponsored schemes, but the total coverage is for around 12045 transformers only. The remaining LT of around 45717 no. transformers is required to be replaced with LTABC in phased manner.

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The total funds required for reducing distribution losses by way of replacing Energy Inefficient Transformers with Energy Efficiency Level-II Transformers and by replacing bare conductor with LT ABC amounts to Rs. 3113.56 Cr. with annual phasing as under:

**A) For JAMMU POWER DISTRIBUTION CORPORATION LIMITED (JPDCL)**

<b>Financial Year</b>	<b>No. of Transformers to be covered for replacement with Energy Efficiency Level-II transformers and bare conductor with LTABC</b>	<b>Annual Cost implication (Rs. in Cr.)</b>
2020-21	4807	290.88
2021-22	4807	290.88
2022-23	4807	290.88
2023-24	4807	290.88
2024-25	4808	290.88
<b>Total</b>	<b>24036</b>	<b>1454.39</b>

**B) For KASHMIR POWER DISTRIBUTION CORPORATION LIMITED (KPDCL)**

<b>Financial Year</b>	<b>No. of Transformers to be covered for replacement with Energy Efficiency Level-II transformers and bare conductor with LTABC</b>	<b>Annual Cost implication (Rs. in Cr.)</b>
2020-21	4136	324.07
2021-22	4136	324.07
2022-23	4136	324.07
2023-24	4136	324.07
2024-25	4137	324.07
<b>Total</b>	<b>20681</b>	<b>1620.39</b>

**C) For LADAKH POWER CORPORATION LIMITED (LPCL)**

<b>Financial Year</b>	<b>No. of Transformers to be covered for replacement with Energy Efficiency Level-II transformers and bare conductor with LTABC</b>	<b>Annual Cost implication (Rs. in Cr.)</b>
2020-21	222	7.75
2021-22	222	7.75
2022-23	222	7.75
2023-24	222	7.75
2024-25	223	7.75
<b>Total</b>	<b>1111</b>	<b>38.78</b>

**(b) Consumer Metering**

The state has a consumer base of around 21 lakh, out of which metered consumers are 52% only. The percentage of consumers with compliant metering is still lower. The remaining consumers are being billed on fixed flat rate basis. There is no check on the consumption of unmetered consumers. Against an annual consumption of around 17000.00 MU, the billing efficiency of the state is just around 50 % and collection efficiency at around 85 %. For realistic collections, 100% compliant metering is a pre requisite. Due to various reasons the state has not been able to make any substantial head way in metering which has a direct and considerable bearing on the revenue collection.

In this endeavor the Department is in the process of implementation of consumer metering sanctioned under various centrally sponsored schemes; DDUGJY, IPDS and PMDP under which installation of 11.25 lakh meters across the state including 2 lakh smart meters in twin cities of Jammu and Srinagar and 9.25 lac prepaid smart meters in other areas have been targeted to be completed within a period of 2 years. For the purpose of installation of these meters the state has engaged Rural Electrification Corporation Power Distribution Company Limited (RECPDCL) as Project Implementing Agency (PIA). The PIA has awarded tender for 2 lac smart meters and the tender for remaining meters is scheduled to be awarded by October, 2019. Keeping in view the efficient



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meter management, post installation which is a pre requisite for effective revenue collection, the contract fixed with RECPDCL includes maintenance/ operation for 5 years as well.

The engagement of RECPDCL as PIA and tendering process has already consumed nearly two years and as such emergent measures on war footing basis need to be taken for its ground execution prioritizing the twin cities of Jammu, Srinagar and other major towns like Anantnag, Udhampur, Kathua, Baramulla etc. being the bulk energy consumption towns.

RECPDCL has received lowest bid of Rs. 205 Cr. against sanctioned amount of Rs. 125.91 Cr. for installation 2 lac meters (including O&M for 5 years) under PMDP, one lac each for Srinagar and Jammu Cities. The discovered price per smart meter therefore works out to Rs. 10200-00 (including IT infrastructure and O&M for 5 years). In addition to this Rs. 282.00 Cr are sanctioned for 9.25 lac conventional meters under various schemes as per details hereunder:

<b>Scheme / programme</b>	<b>Amount sanctioned</b>	<b>Cost of meter with installation charges (Rs)</b>	<b>No. of Meters to be installed</b>	<b>Consultancy charges @ 8.5%</b>	<b>Total (2+5)</b>
1	2	3	4	5	6
PMDP (Urban)	43.48	3050	142557	3.70	47.18
PMDP (Rural)	122.29	3050	400951	10.39	132.68
DDUGJY	96.38	3050	316000	8.19	104.57
IPDS	20.00	3050	65574	1.70	21.70
<b>Total :-</b>	<b>282.15</b>		<b>925082</b>	<b>23.98</b>	<b>306.13</b>

The Ministry of Power, GoI has issued instructions that all new meters shall be of smart meter type in prepaid mode and the existing meters shall also be replaced with smart meters in 3 years' time period.

Since total fund availability for metering under various schemes is Rs. 407.91 Cr only, with this amount only 4 lac smart meters can be installed. There are 20 lac consumers in J&K. The remaining 16 lac meters shall require Rs. 1632.00 Cr. @ Rs.10200/meter (including IT infrastructure and O&M for 5 years). The annual fund requirement for replacing these meters over next 3 years is proposed to be as under:

Financial Year	No. of smart meters proposed to be provided (in lacs)			Annual Cost implication for meter installation including IT infrastructure and O&M for 5 years) @ Rs. 10200/meter (Rs. in Cr.)		
	Kashmir	Jammu	Ladakh	Kashmir	Jammu	Ladakh
2020-21	1.925	1.925	0.15	196.35	196.35	15.3
2021-22	2.425	2.425	0.15	247.35	247.35	15.3
2022-23	3.4	3.4	0.20	346.80	346.80	20.40
<b>Total :-</b>	<b>7.75</b>	<b>7.75</b>	<b>0.50</b>	<b>790.5</b>	<b>790.5</b>	<b>51</b>

(c) **Installation of Capacitor Banks to improve power factor**

One of the reasons for high technical losses and poor voltage at consumer installations, at all levels of the system, including transmission level, is poor system power factor. With a view to improve system power factor, it is proposed to install capacitor banks at 125 no. 66-33/11-6.6kV sub stations and 10,000 no. 11-6.6kV/433 V distribution sub stations operating at poor power factor. The annual financial implication for capacitor installation for next 5 years is as under:

Financial Year	Capacitor Banks to be installed at 66-33/11-66 Kv sub stations (No's)			Cost @Rs. 30/- lac per capacitor bank			Capacitors to be installed at Distribution Transformers			Total Cost @Rs. 10,000/- per DT		
	Kashmir	Jammu	Ladakh	Kashmir	Jammu	Ladakh	Kashmir	Jammu	Ladakh	Kashmir	Jammu	Ladakh
2020-21	6	9	0	1.8	2.7	0	500	500	0	0.5	0.5	0
2021-22	8	10	2	2.4	3	0.6	700	750	50	0.7	0.75	0.05
2022-23	12	16	2	3.6	4.8	0.6	950	1000	50	0.95	1	0.05
2023-24	12	16	2	3.6	4.8	0.6	1200	1250	50	1.2	1.25	0.05
2024-25	12	16	2	3.6	4.8	0.6	1450	1500	50	1.45	1.5	0.05
<b>Total</b>	<b>50</b>	<b>67</b>	<b>8</b>	<b>15</b>	<b>20.1</b>	<b>2.4</b>	<b>4800</b>	<b>5000</b>	<b>200</b>	<b>4.8</b>	<b>5</b>	<b>0.2</b>

## **9. ROAD MAP FOR REGULARIZATION OF CASUAL LABOURS/DAILY RATED WORKERS AND OFFICERS WORKING ON IN-CHARGE BASIS**

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### **9.1. Road Map for conversion of Work Charged PDL/TDL employees (Casual Labours/Daily Rated Workers) as regular employees**

As per the apportionment/reorganization reflected in this report, number of posts are getting created at various levels in Executive and Ministerial cadre. These posts are proposed to be filled through promotions under rules in vogue wherever possible. By way of upward promotion at different levels, there is a strong possibility for creation of large number of posts at basic entry level in both Executive and Ministerial Cadre which is the first step for regularization/conversion of eligible Work Charged PDL/TDL employees (Casual labourers/Daily Rated Workers). At an outset of implementation of the recommended proposal, if implemented in totality, will pave a way to adjust majority of these existing Work Charged PDL/TDL employees (Casual labourers/Daily Rated Workers).

It is also expected that the leftover eligible Work Charged PDL/TDL employees (Casual labourers/Daily Rated Workers) not absorbed in the beginning will be absorbed against vacancies accrued due to retirement over the next 5 years.

The Committee further recommends that the existing Work charged PDL/TDL employees of the Department as on date shall be deputed to Transferees on as-is-where-is basis without any deputation allowance. Their wages and any other pecuniary benefits, if applicable to such employees, will not be made inferior in any manner to those applicable to them prior to this date and in case the corporations do not fulfil the same, the State Government shall ensure protection and continuance of those benefits. All benefits of service including past service contribution accrued before this date shall be fully recognised and taken into account for all purposes, wherever applicable to such employees.

Immediately on unbundling and subsequent creation of posts as per the Committee recommendations, the concerned conveners as per the previous procedures shall conduct DPC at all levels so that posts created are filled forthwith effecting upward movement of all concerned for perceived creation at the basic entry level. This is necessary for the initial absorption/conversion of large number of eligible Work Charged PDL/TDL employees (Casual labourers/Daily Rated Workers). Furthermore, regular DPCs

(possibly on quarterly basis) be made mandatory for filling up of vacancies accrued due to retirements/promotions etc to facilitate the conversion/regularization of remaining eligible Work Charged PDL/TDL employees (Casual labourers/Daily Rated Workers).

It may be noted that till such time all the eligible Work Charged PDL/TDL employees (Casual labourers/Daily Rated Workers) are regularized/converted into regular employees at basic entry level, no direct recruitment be effected at this level.

## **9.2. Road map for regularization of Officers working against higher posts on In-Charge basis**

The Committee recommends that the Officers who have been promoted to higher posts on In-charge basis prior to date of apportionment/reorganization shall be deputed to the Corporations against those higher posts with substantive designations and functional grades applicable to those higher posts shall be released in favour of these Officers from the date of apportionment/reorganization. This shall be applicable to those Officers as well, who are working in the offices retained with the Power Development Department as per Transfer Scheme.

Further, the backlog regularization of previous In-charge promotions of such Officers shall be cleared by the Department within 6 (six) months from the date of apportionment/reorganization. However, release of functional grades against higher posts in respect of such Officers shall not have any effect on the inter-se seniorities available with the Department as on date of apportionment/reorganization which shall be subject to the regularisation/confirmation of such Officers by the Department and subject to outcome of writ petitions in the competent court, if any.

The Department shall seek one-time exemption from referring the cases to J&K Public Service Commission from the State Administrative Council and instead clear the backlog regularization cases by constituting a Departmental Promotion Committee headed by Administrative Secretary, Power Development Department with representative from General Administration Department and HRM section of Power Development Department as members on the same pattern as has been approved by State Administrative Council for School Education Department in Jan-2019.

The regularization shall be effected by the Committee as per the criteria laid down in Govt. Order No. 743-GAD of 2007 dated: 28.06.2007 issued in light of Hon'ble Supreme Court Judgement in case titled Suraj Prakash Gupta & Ors Vs State of J&K.

Furthermore, the Work & Conduct and Integrity Certificates of all the Officers including retired/expired and in-service Officers shall be obtained duly counter-signed by the respective Chief Engineers. In case of Chief Engineers and above, the same shall be counter-signed by the Administrative Secretary of the department. Work Conduct and Integrity Certificates shall suffice in lieu of APRs.

## 10. SERVICE RULES

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### 10.1. Continuance of existing Service Rules

The Committee recommends that on deputation to the Corporations, any matter regulating the service conditions, retirement benefits, etc. of Personnel (Officers and Employees) shall continue to be governed and decided as per the State Government's relevant rules/instructions as on date of apportionment/reorganization, as may be modified by the State Government from time to time through appropriate orders.

Further, the Personnel (Officers and Employees) shall continue to be eligible for promotions as per the service conditions and rules of the State Government/ Union Territories, as may be modified by the State Government from time to time through appropriate orders.

### 10.2. Need for notifying J&K Power Development Department (Gazetted) Service Recruitment Rules

One of the hurdle for regularization of Officers of Power Development Department is the absence of J&K PDD (Gazetted) Service Recruitment Rules. The J&K Public Service Commission has also very recently returned the proposal of regularization of certain officers with the primary observation being the absence of J&K PDD (Gazetted) Service Recruitment Rules and has refused to carry out the regularization of PDD Officers on the basis of PWD (Gazetted) Service Recruitment Rules notified vide SRO-297 of 2006.

In view of the same, the basic requirement for promotions of Gazetted Cadre in Power Development Department is to notify the PDD (Gazetted) Service Recruitment Rules. As such, the Committee has framed the J&K PDD (Gazetted) Service Recruitment rules on the similar pattern as prevalent in Public Works Department which is provided at **Annexure-4**.

Till such time the J&K PDD (Gazetted) Service Recruitment Rules provided at Annexure-2 are notified, the Officers of Power Development Department in Gazetted Cadre shall continue to be promoted as per SRO-297 of 2006.

**10.3. Need for amendments in J&K Power Development Department (Subordinate) Service Recruitment Rules, 1981 & notifying rules for Computer Assistants/Operators**

The non-gazetted cadre of Power Development Department are governed under SRO-381 of 1981 with respect to appointments/promotions. However, some categories of employees which have been appointed by the Government under Special Recruitment Drive vide Government Order No. 129-PDD of 1996 dated: 04.12.1996 have not been incorporated at relevant places in SRO-381 of 1981 which has resulted in stagnation of these employees at entry level without any further career progression despite having rendered 21 years of service in the Department. In view of the same, the Committee recommends certain amendments in SRO-381 of 1981 read with SRO-211 so that all the genuine concerns of various non-gazetted employees are been taken care of. **The amendments proposed in SRO-381 are provided at Annexure-5.**

Further, the Computer Assistants/Operators presently working in the Department are not governed by any rules vis-à-vis their promotions which has resulted in their stagnation at entry level post. Accordingly, the Committee has framed **J&K Information Technology (Non-Gazetted) Service Recruitment Rules which are provided at Annexure-6**

Furthermore, the Committee recommends to re-designate certain posts with equivalent grades at non-gazetted level to adopt the corporate structure on the pattern of JKSPDC and other such Companies/Corporations. The Committee after thorough study of various organizational models of various Corporations/Companies within and outside State is suggesting the staff re-designations for self-actualization and dignity of the employees which is provided at **Annexure-2.**

# **11. ACTIONS REQUIRED UNDER ANY CORPORATE LAW INCLUDING COMPANIES ACT**

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## **11.1. ACTIONS REQUIRED UNDER CORPORATE LAW INCLUDING COMPANIES ACT FOR JAMMU AND KASHMIR POWER CORPORATION LIMITED (JKPCL) erstwhile JKTRADECO**

### **11.1.1 Board Meeting of JKPCL**

- Appointment of Director/appointment of MD, if any, after obtaining consent in prescribed form DIR-2 consent to act as Director and prescribed form DIR-8 to intimation by Director.
- Reorganization of JKPCL-Change of name alteration of MoA, Alteration of AoA, resolution that change be recorded from Governor to Lt. Governor, general authorization to execute such documents including supplementary agreements as may be required to give effect to reorganization.
- Authorization to attend shareholders' meeting of Jammu Power Distribution Corporation Limited (JPDCL), Kashmir Power Distribution Corporation Limited (KPDCL) & Jammu and Kashmir Power Transmission Corporation Limited (JKPTCL)
- Authorization to requisition general meetings (shareholder's meetings) of JPDCL, KPDCL & JKPTCL and authorization to accord consent to hold general meetings of successor Corporations at a shorter notice, as and when required.
- Approval of Financial Statements up to 2018-19.
- Fixation of Remuneration of Statutory Auditors
- Authorisation to file various statutory documents.

- Noting of resolution passed by circulation regarding opening of LC with J&K Bank Limited.
- Other Agenda Items.

#### **11.1.2 Annual General Meetings of JKPCL**

Convening AGMs of JKPCL to:

- Adopt Financial Statements up to 2018-19.
- Fixation of remuneration of Auditors.
- Approval of change of name, alteration of Articles of Association, Memorandum of Association.

#### **11.1.3 Other Actions**

- Filing of Income tax returns.
- Apply to CAG for appointment of Statutory Auditors up to 2018-19.
- Filing of statutory forms regarding appointment and ceasing of Directors along with proof of appointment and ceasing, Annual Returns, Financial Statements etc.
- Maintaining various statutory registers prescribed under the Companies Act which include Minutes of General Meetings, Minutes of Board Meetings, Register of Fixed assets, Register of Directors and Key Managerial Persons and their shareholding, Register of Members, Register of Directors/Managing Director/Secretary/Manager, Register of Contracts, Register of Charges, Register of Members' Attendance, Register of inter Corporate Loans and investments, Register of Transfer of Shares



## **11.2 ACTIONS REQUIRED UNDER CORPORATE LAW INCLUDING COMPANIES ACT FOR JAMMU AND KASHMIR POWER TRANSMISSION CORPORATION LIMITED (JKPTCL), erstwhile JK TRANSCO**

### **11.1.2 Board Meeting of JKPTCL**

- Appointment of Director/appointment of MD, if any, after obtaining consent in prescribed form DIR-2 consent to act as Director and prescribed form DIR-8 to intimation by Director.
- Reorganization of JKPTCL-Change of name alteration of MoA, Alteration of AoA, resolution that change be recorded from Governor to Lt. Governor, general authorization to execute such documents including supplementary agreements as may be required to give effect to reorganization.
- Authorization to attend shareholders' meeting of Jammu Power Distribution Corporation Limited (JPDCL), Kashmir Power Distribution Corporation Limited (KPDCL) & Jammu and Kashmir Power Corporation Limited (JKPCL)
- Authorization to requisition general meetings (shareholder's meetings) of JPDCL, KPDCL & JKPCL and authorization to accord consent to hold general meetings of successor Corporations at a shorter notice, as and when required.
- Approval of Financial Statements up to 2018-19.
- Fixation of Remuneration of Statutory Auditors
- Authorization to file various statutory documents.
- Noting of resolution passed by circulation regarding opening of LC with J&K Bank Limited.
- Other Agenda Items.

### **11.1.2 Annual General Meetings of JKPTCL**

Convening AGMs of JKPTCL to:

- Adopt Financial Statements up to 2018-19.
- Fixation of remuneration of Auditors.
- Approval of change of name, alteration of Articles of Association, Memorandum of Association.

### **11.1.3 Other Actions**

- Filing of Income tax returns.
- Apply to CAG for appointment of Statutory Auditors up to 2018-19.
- Filing of statutory forms regarding appointment and ceasing of Directors along with proof of appointment and ceasing, Annual Returns, Financial Statements etc.
- Maintaining various statutory registers prescribed under the Companies Act which include Minutes of General Meetings, Minutes of Board Meetings, Register of Fixed assets, Register of Directors and Key Managerial Persons and their shareholding, Register of Members, Register of Directors/Managing Director/Secretary/Manager, Register of Contracts, Register of Charges, Register of Members' Attendance, Register of inter Corporate Loans and investments, Register of Transfer of Shares

### **11.3 ACTIONS REQUIRED UNDER CORPORATE LAW INCLUDING COMPANIES ACT FOR JAMMU POWER DISTRIBUTION CORPORATION LIMITED (JPDCL) erstwhile JAMMU DISCOM**

#### **11.3.1 Extra Ordinary General Meeting**

- Before Extra-Ordinary General Meeting: Obtaining prescribed form DIR-2 regarding consent to act as Director and prescribed form DIR-8 regarding intimation by Director.
- During Extra Ordinary General Meeting: Appointment of Director
- After Extra Ordinary General Meeting: Apply to RoC/Regional Director, NR, MCA with request for offline uploading of DIN on MCA Portal so as to enable filing of various statutory documents including applications for DIN.

#### **11.3.2 Board Meeting of JPDCL**

- Reorganization of Jammu Power Distribution Corporation Limited-Change of name, if required, alteration of MoA, Alteration of AoA, General authorization to execute such documents including supplementary agreements as may be required to give effect to reorganization.
- Approval of Financial Statements up to 2018-19.
- Fixation of Remuneration of Statutory Auditors
- Opening of Bank Account and issue of share certificates.
- Authorization to file various statutory documents.
- Other Agenda Items.

### **11.3.3 Annual General Meetings of JPDCL**

Convening AGMs of JPDCL for:

- Adoption of Financial Statements up to 2018-19.
- Fixation of remuneration of Auditors.
- Approval of alteration of Articles of Association, Memorandum of Association.

### **11.3.4 Other Actions**

- Filing of Income tax returns.
- Apply to CAG for appointment of Statutory Auditors up to 2018-19.
- Filing of statutory forms regarding appointment and ceasing of Directors along with proof of appointment and ceasing, Annual Returns, Financial Statements etc.
- Maintaining various statutory registers prescribed under the Companies Act which include Minutes of General Meetings, Minutes of Board Meetings, Register of Fixed assets, Register of Directors and Key Managerial Persons and their shareholding, Register of Members, Register of Directors/Managing Director/Secretary/Manager, Register of Contracts, Register of Charges, Register of Members' Attendance, Register of inter Corporate Loans and investments, Register of Transfer of Shares

#### **11.4 ACTIONS REQUIRED UNDER CORPORATE LAW INCLUDING COMPANIES ACT FOR KASHMIR POWER DISTRIBUTION CORPORATION LIMITED (KPDCL) erstwhile KASHMIR DISCOM**

##### **11.4.1 Extra Ordinary General Meeting**

- Before Extra-Ordinary General Meeting: Obtaining prescribed form DIR-2 regarding consent to act as Director and prescribed form DIR-8 regarding intimation by Director.
- During Extra Ordinary General Meeting: Appointment of Director
- After Extra Ordinary General Meeting: Apply to RoC/Regional Director, NR, MCA with request for offline uploading of DIN on MCA Portal so as to enable filing of various statutory documents including applications for DIN.

##### **11.4.2 Board Meeting of KPDCL**

- Reorganization of Jammu Power Distribution Corporation Limited-Change of name, if required, alteration of MoA, Alteration of AoA, General authorization to execute such documents including supplementary agreements as may be required to give effect to reorganization.
- Approval of Financial Statements up to 2018-19.
- Fixation of Remuneration of Statutory Auditors
- Opening of Bank Account and issue of share certificates.
- Authorization to file various statutory documents.
- Other Agenda Items.

### **11.4.3 Annual General Meetings of KPDCL**

Convening AGMs of KPDCL for:

- Adoption of Financial Statements up to 2018-19.
- Fixation of remuneration of Auditors.
- Approval of alteration of Articles of Association, Memorandum of Association.

### **11.4.4 Other Actions**

- Filing of Income tax returns.
- Apply to CAG for appointment of Statutory Auditors up to 2018-19.
- Filing of statutory forms regarding appointment and ceasing of Directors along with proof of appointment and ceasing, Annual Returns, Financial Statements etc.
- Maintaining various statutory registers prescribed under the Companies Act which include Minutes of General Meetings, Minutes of Board Meetings, Register of Fixed assets, Register of Directors and Key Managerial Persons and their shareholding, Register of Members, Register of Directors/Managing Director/Secretary/Manager, Register of Contracts, Register of Charges, Register of Members' Attendance, Register of inter Corporate Loans and investments, Register of Transfer of Shares

### **11.5 PROCEDURE/SEQUENCE IN BRIEF FOR CHANGE OF NAME OF THE COMPANIES**

- Approval of Board of Directors.  
↓
- Applying to RoC for change of name  
↓
- Approval of shareholders in Extraordinary General Meeting (EGM).  
↓
- Filing special resolution, MoA & AoA in prescribed form MGT-14 with RoC  
↓
- After filing form MGT-14, statutory form INC-24 is to be filed for change of name.  
↓
- If RoC satisfied with Name Change application, he issues new Certificate of Incorporation.

### **11.6 PROCEDURE/SEQUENCE IN BRIEF FOR ALTERATION OF MoA & AoA**

- Approval of Board of Directors.  
↓
- Approval of shareholders in Extraordinary General Meeting (EGM).  
↓
- Filing altered MoA/AoA in prescribed form MGT-14 with RoC  
↓
- If RoC satisfied, he issues Certificate to this effect.

## 12. OTHER RECOMMENDATIONS

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- 12.1. The Managing Director posts created out of Unbundling of JKPDD into five different Corporations necessitates appointment/placement of senior officers as Managing Directors. **The Committee recommends that the Managing Director so appointed or placed should not be below the rank of Senior IAS Officer (from IAS Cadre) or Senior Executive Director (from Engineering Cadre)**
- 12.2. In view of apportionment/reorganization proposal reflected in this report, the functions of Director TTIC has been reorganized with Safety and Trainings function transferred to the Corporations and Inspection function retained with the Power Development Department. **As such, the Committee recommends to re-designate Director TTIC as Chief Electrical Inspector, J&K Power Development Department, without any upgradation of scale of post, prior to notification of transfer scheme.**
- 12.3. The existing office of **Secretary Technical (JKPDD) along with its subordinate office of SE (PMU) shall continue to exist outside proposed corporation structure** of all the five corporations post unbundling and **shall continue to be reporting to Administrative Secretary, Power Development Department, UT of J&K.**
- 12.4. **The proposed office of Secretary Technical (Ladakh PDD) along with its proposed subordinate office of Transmission Division, PDD shall have to be created prior to the notification of Transfer Scheme and shall report to the Administrative Secretary of the successor administrative Power Department of UT of Ladakh.**



- 12.5.** In view of apportionment/reorganization proposal reflected in this report, only the Junior Engineer post has been recommended as the entry level posts in Engineering cadre which shall be at the disposal of the Corporation. Further, the Committee has recommended to stop any recruitment at entry level by the Power Development Department henceforth. **As such, the Committee recommends to recall all such posts referred to J&K Public Service Commission, J&K Service Selection Recruitment Board or any other recruiting agency which are yet to be recruited/appointed by the Department as on date of apportionment/reorganization. The direct recruit quota of 20% for BE Graduates which was presently being filled through JKPSA shall be filled through departmental promotions amongst the degree holders, thereby maintaining the original overall cadre strength ratio at AE level as 80:20 (Degree:Diploma)**
- 12.6.** Posts provided at **Annexure-7** existing as on date in the Department are no longer required as per Corporation Structure. **The Committee recommends to abolish such posts henceforth and any employee presently holding such posts shall remain there in personal capacity till their promotion/retirement/death with all service benefits as applicable.**
- 12.7.** The Street Lights in the twin cities of Jammu and Srinagar are presently being maintained by concerned Municipal Corporations, however there are 4 (four) sub-divisions of Street Lights in Power Development Department under ED-I, II, III & IV Srinagar which are also partially maintaining the Street Lights of Srinagar City. **The Committee recommends that the complete operation and maintenance of Street Lights in the twin cities of Jammu and Srinagar and other towns of Jammu and Kashmir provinces shall be under the jurisdiction of concerned Municipal Corporations/Town Municipalities in totality. However, any technical staff, if required by them, can be deputed from the Department/Corporations as per the agreements to be entered into between Power Corporations and Municipal Corporations after date of apportionment/reorganization.**
- 12.8.** The Committee also **recommends that post unbundling, the HR&A directorate of Power Corporations shall develop the employee database software for effective implementation of HR issues like transfers, promotions, etc and disbursement of salaries at the corporate level for all the employees as prevalent in other companies/corporations.**

- 12.9.** In order to boost the morale of employees and as confidence building measure towards employees, **the Power Corporations in consultation with Power Development Department shall formulate a “Performance based Incentive Model”** so that employees are rewarded for their outstanding performance.
- 12.10.** Presently, the computerised billing along with other relevant IT modules of J&K Power Development Department are being handled through Data Centre located at PDD Complex Bemina, Srinagar and Data Recovery Centre at Gladini Grid Complex, Narwal Bala, Jammu. In view of reorganization of the State of Jammu & Kashmir into UT of J&K and UT of Ladakh, **the Committee recommends to create separate Data Centres as well as Data Recovery Centres for all the three provinces viz. Jammu, Kashmir and Ladakh. Till the time such creation is effected, the IT services shall continue to be provided as prevalent as on date.**
- 12.11.** In view of specialized skills required in IT divisions of J&K Power Development Department, the Committee has recommended separate set-up of IT section reporting to Superintending Engineers (E) of IT&C Circle, each for Jammu and Kashmir provinces, with specialized IT professionals besides engineers from PDD for day to day operations of Power Corporations. **The specialized IT professionals required for meeting current/future IT solutions/updation of software, hardware etc can be arranged by the Department/Corporations through recruitment/deputation/outsourcing mode.** The upward levels of those dedicated IT professionals have also been reflected in this report, however the skill set which is required as per the existing requirement of J&K PDD which is being presently provided by M/S WIPRO is reflected as under:

S.No	Infra Module (Resource)	Skill Set
1	Windows Administrator	Windows 2008-2012 Server Administration, and Hyper-V Virtualization, Active Directory, DHCP, DNS and Microsoft Exchange 2010, Symantec Antivirus
2	Solaris/Linux Administrator	Solaris 10 and RHEL 6-7 Administration, Solaris Volume Manager, SUN Clusters, Logical Domain (LDOMs), Patch and user management, RHEL virtualization Vmware

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3	Backup and Storage Administrator	Hitachi VSP, Cisco MDS , Replication, Raid, Netvault backup, SL3000 Tape library, EMC, HP data protector
4	Network Administrator	All Cisco high end product, like switches 65xx, 29xx and routers 76xx,29xx. GSS, ANM, NMS, AAA, ACS, Firewalls
5	Service Desk Agent	Helpdesk Management tool, incident management using e-helpline
6	Data Centre Operator	Nagios Monitoring, Quick connect, DRM (Disaster Recovery Manager) Microsoft SSCM, incident and vendor management, Desktop Support, Asset management, User Administration, Client Co-ordination
7	Database Administrator	Oracle 11g, Weblogic (Apps DBA), RMAN, ODG, MS SQL, SQL Server
8	Web Programmer	asp.net, SQL Server, Crystal Reports, JAVA, HTML, CSS, Boot Strap, Javascript, jquery
9	Android Developer	JAVA, Android

## 13. STAFF STRENGTH/REQUIREMENT AFTER UNBUNDLING

### 13.1. Consolidated Manpower for Jammu Power Distribution Corporation Limited (JPDCL)

S.No	Designation	MD Office	Company Secretary Office	Internal Audit	Safety & Trainings	Regulatory & Commercial	Planning & Procurement Wing	Enforcement Wing	Finance & Accounts	Human Resource & Administration	Distribution Directorate	Projects (Distribution) Directorate	GRAND TOTAL
1	Managing Director	1	0	0	0	0	0	0	0	0	0	0	1
2	Executive Director	0	0	0	0	0	0	0	0	0	1	0	1
3	Director (Finance)	0	0	0	0	0	0	0	1	0	0	0	1
4	Chief Engineer	0	0	0	0	0	1	1	0	0	1	1	4
5	Chief General Manager (HR&A)	0	0	0	0	0	0	0	0	1	0	0	1
6	Superintending Engineer	1	0	0	1	1	2	3	0	0	7	2	17

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7	Senior General Manager (HR), Security	0	0	0	0	0	0	1	0	0	0	0	<b>1</b>
8	Senior General Manager (F&A)	0	0	1	0	0	0	0	3	0	0	0	<b>4</b>
9	Senior General Manager (HR&A)	0	0	0	0	0	0	0	0	1	0	0	<b>1</b>
10	Executive Engineer (E)	0	0	0	2	2	6	8	0	0	30	6	<b>54</b>
11	System Analyst	0	0	0	0	0	0	0	0	0	1	0	<b>1</b>
12	General Manager (F&A)	0	0	2	0	0	0	0	3	0	1	1	<b>7</b>
13	General Manager (HR&A)	0	0	0	0	0	0	0	0	2	1	0	<b>3</b>
14	Company Secretary	0	1	0	0	0	0	0	0	0	0	0	<b>1</b>
15	Assistant Executive Engineer (E)	1	0	0	1	1	8	2	0	0	145	19	<b>177</b>
16	Assistant Executive Engineer (C)	0	0	0	0	0	0	0	0	0	0	2	<b>2</b>
17	Senior Programmer	0	0	0	0	0	0	0	0	0	6	0	<b>6</b>
18	Deputy General Manager (F&A)	0	0	0	0	0	0	0	6	0	0	1	<b>7</b>

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19	Deputy General Manager (HR&A)	0	0	0	0	0	0	0	0	4	0	1	<b>5</b>
20	Security Officer	0	0	0	0	0	0	8	0	0	0	0	<b>8</b>
21	Assistant Engineer (E)	0	0	0	6	4	3	23	0	0	172	1	<b>209</b>
22	Assistant Engineer (C)	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
23	Programmer	0	0	0	0	0	0	0	0	0	6	0	<b>6</b>
24	Assistant General Manager (F&A)	0	0	4	0	0	0	0	6	0	2	0	<b>12</b>
25	Assistant General Manager (HR&A)	0	0	0	0	0	0	0	0	0	2	0	<b>2</b>
26	Assistants Accounts Officer (AAO)	0	0	0	1	1	2	3	0	1	27	5	<b>40</b>
27	Junior Engineer (E)	1	0	0	7	5	15	37	0	0	351	32	<b>448</b>
28	Junior Engineer (C)	0	0	0	0	0	0	0	0	0	0	4	<b>4</b>
29	Junior System Engineer (IT)	0	0	0	0	0	0	0	0	0	18	0	<b>18</b>
30	Public Relation Officer (PRO)	0	1	0	0	0	0	0	0	0	0	0	<b>1</b>

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31	Senior Law Officer	0	1	0	0	0	0	0	0	1	0	0	2
32	Law Officer	0	2	0	0	0	0	0	0	2	0	0	4
33	Head Computer	1	0	0	0	0	0	0	0	0	1	0	2
34	Head Draftsman	0	0	0	0	0	3	2	0	0	7	3	15
35	Draftsman	0	0	0	0	0	6	4	0	0	29	6	45
36	Private Secretary	1	0	0	0	0	0	0	1	0	1	0	3
37	Personal Assistant (Sr. Steno)	1	0	0	0	0	1	1	1	1	1	1	7
38	Computer Administrator	1	0	0	0	0	0	0	1	0	1	0	3
39	Senior Computer Operator	0	0	0	0	0	1	1	1	1	8	3	15
40	Computer Operator	0	0	1	1	1	10	7	7	3	42	3	75
41	Computer Assistant	1	1	2	2	2	9	9	6	4	296	18	350
42	Section Officer	1	0	0	0	0	1	1	1	1	2	1	8

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43	Head Associate (Head Assistant)	2	1	3	1	1	8	10	7	4	41	8	<b>86</b>
44	Senior Associate (Sr. Asstt.)	2	1	3	3	3	8	10	12	4	45	9	<b>100</b>
45	Junior Associate (Jr. Asstt.)	4	1	3	4	4	15	18	12	8	270	25	<b>364</b>
46	Office Assistant (Orderly)	3	1	4	4	4	15	18	12	8	503	0	<b>572</b>
47	Senior Technician/Sr. Foreman	0	0	0	0	0	0	0	0	0	100	0	<b>100</b>
48	Technician/Foreman	0	0	0	0	0	0	0	0	0	696	0	<b>696</b>
49	Jr. Technician/Jr. Foreman (Lineman-I/Tech- III/SBA/MR)	0	0	0	0	0	0	0	0	0	2433	0	<b>2433</b>
50	Field Associate/ Station Associate (Lineman-II/Tech- IV/PLA)	0	0	0	0	0	0	0	0	0	2360	0	<b>2360</b>
51	Field Attendant/ Station Attendant (Jr. Lineman/Helper)	0	0	0	0	0	0	0	0	0	3842	0	<b>3842</b>
52	Store Khalasi	0	0	0	0	0	0	0	0	0	27	0	<b>27</b>



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53	Driver	2	0	1	1	1	3	10	6	5	81	3	113
	<b>Total</b>	<b>23</b>	<b>10</b>	<b>24</b>	<b>34</b>	<b>30</b>	<b>117</b>	<b>177</b>	<b>86</b>	<b>51</b>	<b>11557</b>	<b>155</b>	<b>12264</b>

**13.2. Consolidated Manpower for Kashmir Power Distribution Corporation Limited (KPDCL)**

S.No	Designation	MD Office	Company Secretary Office	Internal Audit	Safety & Trainings	Regulatory & Commercial	Planning & Procurement Wing	Enforcement Wing	Finance & Accounts	Human Resource & Administration	Distribution Directorate	Projects (Distribution) Directorate	GRAND TOTAL
1	Managing Director	1	0	0	0	0	0	0	0	0	0	0	1
2	Executive Director	0	0	0	0	0	0	0	0	0	1	0	1
3	Director	0	0	0	0	0	0	0	1	0	0	0	1
4	Chief Engineer	0	0	0	0	0	1	1	0	0	1	1	4
5	Chief General Manager (HR&A)	0	0	0	0	0	0	0	0	1	0	0	1
6	Superintending Engineer	1	0	0	1	1	2	2	0	0	7	3	17
7	Senior General Manager (HR), Security	0	0	0	0	0	0	1	0	0	0	0	1
8	Senior General Manager (F&A)	0	0	1	0	0	0	0	3	0	0	0	4

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9	Senior General Manager (HR&A)	0	0	0	0	0	0	0	0	1	0	0	<b>1</b>
10	Executive Engineer (E)	0	0	0	2	2	6	8	0	0	34	7	<b>59</b>
11	System Analyst	0	0	0	0	0	0	0	0	0	1	0	<b>1</b>
12	General Manager (F&A)	0	0	2	0	0	0	0	3	0	1	1	<b>7</b>
13	General Manager (HR&A)	0	0	0	0	0	0	0	0	2	1	0	<b>3</b>
14	Company Secretary	0	1	0	0	0	0	0	0	0	0	0	<b>1</b>
15	Assistant Executive Engineer (E)	1	0	0	1	1	8	2	0	0	160	21	<b>194</b>
16	Assistant Executive Engineer (C)	0	0	0	0	0	0	0	0	0	0	3	<b>3</b>
17	Senior Programmer	0	0	0	0	0	0	0	0	0	6	0	<b>6</b>
18	Deputy General Manager (F&A)	0	0	0	0	0	0	0	6	0	0	1	<b>7</b>
19	Deputy General Manager (HR&A)	0	0	0	0	0	0	0	0	4	0	1	<b>5</b>
20	Security Officer	0	0	0	0	0	0	8	0	0	0	0	<b>8</b>
21	Assistant Engineer (E)	0	0	0	6	4	3	23	0	0	200	1	<b>237</b>

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22	Assistant Engineer (C)	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
23	Programmer	0	0	0	0	0	0	0	0	0	6	0	<b>6</b>
24	Assistant General Manager (F&A)	0	0	4	0	0	0	0	6	0	2	0	<b>12</b>
25	Assistant General Manager (HR&A)	0	0	0	0	0	0	0	0	0	2	0	<b>2</b>
26	Assistants Accounts Officer (AAO)	0	0	0	1	1	2	3	0	1	29	6	<b>43</b>
27	Junior Engineer (E)	1	0	0	7	5	15	37	0	0	434	34	<b>533</b>
28	Junior Engineer (C)	0	0	0	0	0	0	0	0	0	0	6	<b>6</b>
29	Junior System Engineer (IT)	0	0	0	0	0	0	0	0	0	18	0	<b>18</b>
30	Public Relation Officer (PRO)	0	1	0	0	0	0	0	0	0	0	0	<b>1</b>
31	Senior Law Officer	0	1	0	0	0	0	0	0	1	0	0	<b>2</b>
32	Law Officer	0	2	0	0	0	0	0	0	2	0	0	<b>4</b>
33	Head Computer	1	0	0	0	0	0	0	0	0	1	0	<b>2</b>
34	Head Draftsman	0	0	0	0	0	3	3	0	0	7	4	<b>17</b>

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35	Draftsman	0	0	0	0	0	6	4	0	0	31	7	<b>48</b>
36	Private Secretary	1	0	0	0	0	0	0	1	0	1	0	<b>3</b>
37	Personal Assistant (Sr. Steno)	1	0	0	0	0	1	1	1	1	1	1	<b>7</b>
38	Computer Administrator	1	0	0	0	0	0	0	1	0	1	0	<b>3</b>
39	Senior Computer Operator	0	0	0	0	0	1	1	1	1	8	4	<b>16</b>
40	Computer Operator	0	0	1	1	1	10	7	7	3	44	10	<b>84</b>
41	Computer Assistant	1	1	2	2	2	9	9	6	4	345	16	<b>397</b>
42	Section Officer	1	0	0	0	0	1	1	1	1	2	1	<b>8</b>
43	Head Associate (Head Assistant)	2	1	3	1	1	8	10	7	4	43	10	<b>90</b>
44	Senior Associate (Sr. Asstt.)	2	1	3	3	3	8	10	12	4	47	10	<b>103</b>
45	Junior Associate (Jr. Asstt.)	4	1	3	4	4	15	18	12	8	293	26	<b>388</b>
46	Office Assistant (Orderly)	3	1	4	4	4	15	18	12	8	554	0	<b>623</b>

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47	Senior Technician/Sr. Foreman	0	0	0	0	0	0	0	0	0	113	0	<b>113</b>
48	Technician/Foreman	0	0	0	0	0	0	0	0	0	766	0	<b>766</b>
49	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR)	0	0	0	0	0	0	0	0	0	2573	0	<b>2573</b>
50	Field Associate/ Station Associate (Lineman-II/Tech-IV/PLA)	0	0	0	0	0	0	0	0	0	2690	0	<b>2690</b>
51	Field Attendant/ Station Attendant (Jr. Lineman/Helper)	0	0	0	0	0	0	0	0	0	4268	0	<b>4268</b>
52	Store Khalasi	0	0	0	0	0	0	0	0	0	29	0	<b>29</b>
53	Driver	2	0	1	1	1	3	10	6	5	89	4	<b>122</b>
	<b>Total</b>	<b>23</b>	<b>10</b>	<b>24</b>	<b>34</b>	<b>30</b>	<b>117</b>	<b>177</b>	<b>86</b>	<b>51</b>	<b>12809</b>	<b>178</b>	<b>13539</b>

**13.3. Consolidated Manpower for Distribution Directorate of Jammu Power Distribution Corporation Limited (JPDCL)**

S.No	Designation	Executive Director (Distribution Projects)	Superintending Engineer (IT&C)	Chief Engineer (Distribution)	Executive Engineer (EE & DSM)	O&M Circles (6 no)	Electric Divisions (17 no)	Electric Sub-Divisions (66 no)	Regional Workshop Sub-Divisions (4 no)	Sub-Transmission Divisions (10 no)	Sub-Transmission Sub-Divisions (29 no)	Central Workshop Division Jammu	GRAND TOTAL
1	Executive Director	1	0	0	0	0	0	0	0	0	0	0	1
2	Chief Engineer	0	0	1	0	0	0	0	0	0	0	0	1
3	Superintending Engineer	0	1	0	0	6	0	0	0	0	0	0	7
4	Executive Engineer (E)	1	1	1	1	0	17	0	0	8	0	1	30
5	System Analyst	0	1	0	0	0	0	0	0	0	0	0	1
6	General Manager (F&A)	0	0	1	0	0	0	0	0	0	0	0	1
7	General Manager (HR&A)	0	0	1	0	0	0	0	0	0	0	0	1
8	Assistant Executive Engineer (E)	0	8	1	1	6	17	66	4	10	29	3	145
9	Senior Programmer	0	6	0	0	0	0	0	0	0	0	0	6

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10	Assistant Engineer (E)	1	6	1	2	0	0	132	0	0	29	1	<b>172</b>
11	Programmer	0	6	0	0	0	0	0	0	0	0	0	<b>6</b>
12	Assistant General Manager (F&A)	0	0	2	0	0	0	0	0	0	0	0	<b>2</b>
13	Assistant General Manager (HR&A)	0	0	2	0	0	0	0	0	0	0	0	<b>2</b>
14	Assistants Accounts Officer (AAO)	0	0	0	0	0	17	0	0	10	0	0	<b>27</b>
15	Junior Engineer (E)	1	14	2	2	6	17	198	8	10	87	6	<b>351</b>
16	Junior System Engineer (IT)	0	18	0	0	0	0	0	0	0	0	0	<b>18</b>
17	Head Computer	1	0	0	0	0	0	0	0	0	0	0	<b>1</b>
18	Head Draftsman	0	0	1	0	6	0	0	0	0	0	0	<b>7</b>
19	Draftsman	0	0	1	0	0	17	0	0	10	0	1	<b>29</b>
20	Private Secretary	1	0	0	0	0	0	0	0	0	0	0	<b>1</b>
21	Personal Assistant (Sr. Steno)	0	0	1	0	0	0	0	0	0	0	0	<b>1</b>
22	Computer Administrator (Jr. Steno)	1	0	0	0	0	0	0	0	0	0	0	<b>1</b>
23	Senior Computer Operator	0	1	1	0	6	0	0	0	0	0	0	<b>8</b>
24	Computer Operator	0	6	1	1	6	17	0	0	10	0	1	<b>42</b>
25	Computer Assistant	1	6	3	1	6	34	198	4	10	29	4	<b>296</b>
26	Section Officer	1	0	1	0	0	0	0	0	0	0	0	<b>2</b>



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27	Head Associate (Head Assistant)	1	2	3	1	6	17	0	0	10	0	1	<b>41</b>
28	Senior Associate (Sr. Asstt.)	2	2	6	1	6	17	0	0	10	0	1	<b>45</b>
29	Junior Associate (Jr. Asstt.)	4	4	10	2	12	85	66	4	50	29	4	<b>270</b>
30	Office Assistant (Orderly)	3	6	6	2	18	255	66	4	110	29	4	<b>503</b>
31	Senior Technician/Sr. Foreman	0	0	0	0	0	0	66	0	0	29	5	<b>100</b>
32	Technician/Foreman	0	0	0	0	0	0	396	0	0	290	10	<b>696</b>
33	Jr. Technician/Jr. Foreman (Lineman-I/Tech- III/SBA/MR)	0	1	0	0	0	34	1224	4	0	1160	10	<b>2433</b>
34	Field Associate/ Station Associate (Lineman-II/Tech- IV/PLA)	0	4	0	0	0	0	1860	16	0	480	0	<b>2360</b>
35	Field Attendant/ Station Attendant (Jr. Lineman/ Helper)	0	4	0	0	0	68	2520	40	0	1160	50	<b>3842</b>
36	Store Khalasi	0	0	0	0	0	17	0	0	10	0	0	<b>27</b>
37	Driver	1	1	1	0	6	51	0	0	20	0	1	<b>81</b>
	<b>Total</b>	<b>20</b>	<b>98</b>	<b>47</b>	<b>14</b>	<b>90</b>	<b>680</b>	<b>6792</b>	<b>84</b>	<b>278</b>	<b>3351</b>	<b>103</b>	<b>11557</b>

**13.4. Consolidated Manpower for Projects Directorate of Jammu Power Distribution Corporation Limited (JPDCCL)**

S.No	Designation	Chief Engineer (Projects)	Superintending Engineer (Circle-I)	Superintending Engineer (Circle-II)	GRAND TOTAL
1	Chief Engineer	1	0	0	1
2	Superintending Engineer	0	1	1	2
3	Executive Engineer (E)	1	2	3	6
4	General Manager (F&A)	1	0	0	1
5	Assistant Executive Engineer (E)	0	11	8	19
6	Assistant Executive Engineer (C)	0	1	1	2
7	Deputy General Manager (F&A)	1	0	0	1
8	Deputy General Manager (HR&A)	1	0	0	1
9	Assistant Engineer (E)	1	0	0	1
10	Assistants Accounts Officer (AAO)	0	3	2	5
11	Junior Engineer (E)	1	18	13	32
12	Junior Engineer (C)	0	2	2	4
13	Head Draftsman	1	1	1	3
14	Draftsman	1	3	2	6
15	Personal Assistant (Sr. Steno)	1	0	0	1
16	Senior Computer Operator	1	1	1	3

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17	Computer Operator	1	1	1	3
18	Computer Assistant	1	10	7	18
19	Section Officer	1	0	0	1
20	Head Associate (Head Assistant)	1	4	3	8
21	Senior Associate (Sr. Asstt.)	2	4	3	9
22	Junior Associate (Jr. Asstt.)	4	12	9	25
23	Driver	1	1	1	3
	<b>Total</b>	<b>22</b>	<b>75</b>	<b>58</b>	<b>155</b>

**13.5. Consolidated Manpower for Distribution Directorate of Kashmir Power Distribution Corporation Limited (KPDCL)**

S.No	Designation	Executive Director (Distribution)	Superintending Engineer (IT&C)	Chief Engineer (Distribution)	Executive Engineer (EE & DSM)	O&M Circles (6 no)	Electric Divisions (21 no)	Electric Sub-Divisions (81 no)	Regional Workshop Sub-Divisions (4 no)	Sub-Transmission Divisions (8 no)	Sub-Transmission Sub-Divisions (27 no)	Central Workshop Division Pampore	GRAND TOTAL
1	Executive Director	1	0	0	0	0	0	0	0	0	0	0	1
2	Chief Engineer	0	0	1	0	0	0	0	0	0	0	0	1
3	Superintending Engineer	0	1	0	0	6	0	0	0	0	0	0	7
4	Executive Engineer (E)	1	1	1	1	0	21	0	0	8	0	1	34
5	System Analyst	0	1	0	0	0	0	0	0	0	0	0	1
6	General Manager (F&A)	0	0	1	0	0	0	0	0	0	0	0	1
7	General Manager (HR&A)	0	0	1	0	0	0	0	0	0	0	0	1
8	Assistant Executive Engineer (E)	0	8	1	1	6	21	81	4	8	27	3	160
9	Senior Programmer	0	6	0	0	0	0	0	0	0	0	0	6

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10	Assistant Engineer (E)	1	6	1	2	0	0	162	0	0	27	1	<b>200</b>
11	Programmer	0	6	0	0	0	0	0	0	0	0	0	<b>6</b>
12	Assistant General Manager (F&A)	0	0	2	0	0	0	0	0	0	0	0	<b>2</b>
13	Assistant General Manager (HR&A)	0	0	2	0	0	0	0	0	0	0	0	<b>2</b>
14	Assistants Accounts Officer (AAO)	0	0	0	0	0	21	0	0	8	0	0	<b>29</b>
15	Junior Engineer (E)	1	14	2	2	6	63	243	8	8	81	6	<b>434</b>
16	Junior System Engineer (IT)	0	18	0	0	0	0	0	0	0	0	0	<b>18</b>
17	Head Computer	1	0	0	0	0	0	0	0	0	0	0	<b>1</b>
18	Head Draftsman	0	0	1	0	6	0	0	0	0	0	0	<b>7</b>
19	Draftsman	0	0	1	0	0	21	0	0	8	0	1	<b>31</b>
20	Private Secretary	1	0	0	0	0	0	0	0	0	0	0	<b>1</b>
21	Personal Assistant (Sr. Steno)	0	0	1	0	0	0	0	0	0	0	0	<b>1</b>
22	Computer Administrator (Jr. Steno)	1	0	0	0	0	0	0	0	0	0	0	<b>1</b>
23	Senior Computer Operator	0	1	1	0	6	0	0	0	0	0	0	<b>8</b>
24	Computer Operator	0	6	1	1	6	21	0	0	8	0	1	<b>44</b>
25	Computer Assistant	1	6	3	1	6	42	243	4	8	27	4	<b>345</b>
26	Section Officer	1	0	1	0	0	0	0	0	0	0	0	<b>2</b>

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27	Head Associate (Head Assistant)	1	2	3	1	6	21	0	0	8	0	1	<b>43</b>
28	Senior Associate (Sr. Asstt.)	2	2	6	1	6	21	0	0	8	0	1	<b>47</b>
29	Junior Associate (Jr. Asstt.)	4	4	10	2	12	105	81	4	40	27	4	<b>293</b>
30	Office Assistant (Orderly/Chowkidar)	3	6	6	2	18	315	81	4	88	27	4	<b>554</b>
31	Senior Technician/Sr. Foreman	0	0	0	0	0	0	81	0	0	27	5	<b>113</b>
32	Technician/Foreman	0	0	0	0	0	0	486	0	0	270	10	<b>766</b>
33	Jr. Technician/Jr. Foreman (Lineman-I/Tech- III/SBA/MR)	0	1	0	0	0	42	1436	4	0	1080	10	<b>2573</b>
34	Field Associate/Station Associate (Lineman-II/Tech- IV/PLA)	0	4	0	0	0	0	2200	16	0	470	0	<b>2690</b>
35	Field Attendant/Station Attendant (Jr. Lineman/Helper)	0	4	0	0	0	84	3010	40	0	1080	50	<b>4268</b>
36	Store Khalasi	0	0	0	0	0	21	0	0	8	0	0	<b>29</b>
37	Driver	1	1	1	0	6	63	0	0	16	0	1	<b>89</b>
	<b>Total</b>	<b>20</b>	<b>98</b>	<b>47</b>	<b>14</b>	<b>90</b>	<b>882</b>	<b>8104</b>	<b>84</b>	<b>224</b>	<b>3143</b>	<b>103</b>	<b>12809</b>

**13.6. Consolidated Manpower for Projects Directorate of Kashmir Power Distribution Corporation Limited (KPDCL)**

S.No	Designation	Chief Engineer (Projects)	Superintending Engineer (Circle-Central)	Superintending Engineer (Circle-North)	Superintending Engineer (Circle-South)	GRAND TOTAL
1	Chief Engineer	1	0	0	0	1
2	Superintending Engineer	0	1	1	1	3
3	Executive Engineer (E)	1	2	2	2	7
4	General Manager (F&A)	1	0	0	0	1
5	Assistant Executive Engineer (E)	0	7	7	7	21
6	Assistant Executive Engineer (C)	0	1	1	1	3
7	Deputy General Manager (F&A)	1	0	0	0	1
8	Deputy General Manager (HR&A)	1	0	0	0	1
9	Assistant Engineer (E)	1	0	0	0	1
10	Assistants Accounts Officer (AAO)	0	2	2	2	6
11	Junior Engineer (E)	1	11	11	11	34
12	Junior Engineer (C)	0	2	2	2	6
13	Head Draftsman	1	1	1	1	4
14	Draftsman	1	2	2	2	7

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15	Personal Assistant (Sr. Steno)	1	0	0	0	<b>1</b>
16	Senior Computer Operator	1	1	1	1	<b>4</b>
17	Computer Operator	1	3	3	3	<b>10</b>
18	Computer Assistant	1	5	5	5	<b>16</b>
19	Section Officer	1	0	0	0	<b>1</b>
20	Head Associate (Head Assistant)	1	3	3	3	<b>10</b>
21	Senior Associate (Sr. Asstt.)	1	3	3	3	<b>10</b>
22	Junior Associate (Jr. Asstt.)	2	8	8	8	<b>26</b>
23	Driver	1	1	1	1	<b>4</b>
	<b>Total</b>	<b>19</b>	<b>53</b>	<b>53</b>	<b>53</b>	<b>178</b>



### 13.7. Consolidated Manpower for Jammu and Kashmir Power Transmission Corporation Limited (JKPTCL)

a) Corporate Office and Offices reporting directly to MD JKPTCL

S.No	Designation	MD Office	Company Secretary Office	Internal Audit	Safety & Trainings	Regulatory & Commercial	Planning & Procurement Wing	Finance & Accounts	Human Resource & Administration	GRAND TOTAL
1	Managing Director	1	0	0	0	0	0	0	0	1
2	Director	0	0	0	0	0	0	1	0	1
3	Chief Engineer	0	0	0	0	0	1	0	0	1
4	Chief General Manager (HR&A)	0	0	0	0	0	0	0	1	1
5	Superintending Engineer	1	0	0	1	1	2	0	0	5
6	Senior General Manager (F&A)	0	0	1	0	0	0	3	0	4
7	Senior General Manager (HR&A)	0	0	0	0	0	0	0	1	1

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8	Executive Engineer (E)	0	0	0	2	2	6	0	0	<b>10</b>
9	General Manager (F&A)	0	0	2	0	0	0	3	0	<b>5</b>
10	General Manager (HR&A)	0	0	0	0	0	0	0	2	<b>2</b>
11	Company Secretary	0	1	0	0	0	0	0	0	<b>1</b>
12	Assistant Executive Engineer (E)	1	0	0	1	1	8	0	0	<b>11</b>
13	Deputy General Manager (F&A)	0	0	0	0	0	0	6	0	<b>6</b>
14	Deputy General Manager (HR&A)	0	0	0	0	0	0	0	4	<b>4</b>
15	Assistant Engineer (E)	0	0	0	6	4	3	0	0	<b>13</b>
16	Assistant General Manager (F&A)	0	0	4	0	0	0	6	0	<b>10</b>
17	Assistants Accounts Officer (AAO)	0	0	0	1	1	2	0	1	<b>5</b>
18	Junior Engineer (E)	1	0	0	7	5	15	0	0	<b>28</b>
19	Junior Engineer (C)	0	0	0	0	0	0	0	0	<b>0</b>
20	Junior System Engineer (IT)	0	0	0	0	0	0	0	0	<b>0</b>

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21	Public Relation Officer (PRO)	0	1	0	0	0	0	0	0	1
22	Senior Law Officer	0	1	0	0	0	0	0	1	2
23	Law Officer	0	2	0	0	0	0	0	2	4
24	Head Computer	1	0	0	0	0	0	0	0	1
25	Head Draftsman	0	0	0	0	0	3	0	0	3
26	Draftsman	0	0	0	0	0	6	0	0	6
27	Private Secretary	1	0	0	0	0	0	1	0	2
28	Personal Assistant (Sr. Steno)	1	0	0	0	0	1	1	1	4
29	Computer Administrator	1	0	0	0	0	0	1	0	2
30	Senior Computer Operator	0	0	0	0	0	1	1	1	3
31	Computer Operator	0	0	1	1	1	10	7	3	23
32	Computer Assistant	1	1	2	2	2	9	6	4	27
33	Section Officer	1	0	0	0	0	1	1	1	4

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

34	Head Associate (Head Assistant)	2	1	3	1	1	8	7	4	<b>27</b>
35	Senior Associate (Sr. Asstt.)	2	1	3	3	3	8	12	4	<b>36</b>
36	Junior Associate (Jr. Asstt.)	4	1	3	4	4	15	12	8	<b>51</b>
37	Office Assistant (Orderly)	3	1	4	4	4	15	12	8	<b>51</b>
38	Driver	2	0	1	1	1	3	6	5	<b>19</b>
	<b>Total</b>	<b>23</b>	<b>10</b>	<b>24</b>	<b>34</b>	<b>30</b>	<b>117</b>	<b>86</b>	<b>51</b>	<b>375</b>

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

(b) Other Offices of Jammu & Kashmir Power Transmission Corporation Limited (JKPTCL)

S.No	Designation	Executive Director (Transmission)	Superintending Engineer (SLDC)	Chief Engineer (Transmission)	Projects Circle (2 No's)	Projects Divisions (Field) (4 No's)	Projects Sub-Divisions (Field) (8 Electric & 4 Civil)	O&M Circles-I/II (4 No's)	O&M Divisions (16 No's)	O&M Sub-Divisions (45 No's)	GRAND TOTAL
1	Executive Director	1	0	0	0	0	0	0	0	0	1
2	Chief Engineer	0	0	2	0	0	0	0	0	0	2
3	Superintending Engineer	0	1	0	2	0	0	4	0	0	7
4	Executive Engineer (E)	1	2	2	0	4	0	0	16	0	25
5	General Manager (F&A)	0	0	2	0	0	0	0	0	0	2
6	General Manager (HR&A)	0	0	2	0	0	0	0	0	0	2
7	Assistant Executive Engineer (E)	0	3	0	2	4	8	4	16	45	82
8	Assistant Executive Engineer (C)	0	0	0	0	0	4	0	0	0	4
9	Assistant Engineer (E)	1	8	2	0	0	8	0	0	45	64
10	Assistant Engineer (C)	0	0	0	2	0	0	4	0	0	6

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

11	Assistant General Manager (F&A)	0	0	4	0	0	0	0	0	0	4
12	Assistant General Manager (HR&A)	0	0	4	0	0	0	0	0	0	4
13	Assistants Accounts Officer (AAO)	0	0	0	0	4	0	0	16	0	20
14	Junior Engineer (E)	1	4	2	2	4	16	4	16	360	409
15	Junior Engineer (C)	0	0	0	0	0	8	0	0	0	8
16	Head Computer	1	0	0	0	0	0	0	0	0	1
17	Head Draftsman	0	0	2	2	0	0	4	0	0	8
18	Draftsman	0	0	2	0	4	12	0	16	0	34
19	Private Secretary	1	0	0	0	0	0	0	0	0	1
20	Personal Assistant (Sr. Steno)	0	0	2	0	0	0	0	0	0	2
21	Computer Administrator	1	0	0	0	0	0	0	0	0	1
22	Senior Computer Operator	0	1	2	2	0	0	4	0	0	9
23	Computer Operator	0	1	2	2	4	0	4	16	0	29
24	Computer Assistant	1	1	4	2	4	12	4	16	45	89
25	Section Officer	1	0	2	0	0	0	0	0	0	3
26	Head Associate (Head Assistant)	1	2	4	2	4	0	4	16	0	33
27	Senior Associate (Sr. Asstt.)	2	2	8	2	4	0	4	32	0	54
28	Junior Associate (Jr. Asstt.)	4	4	8	4	8	12	8	48	45	141

Apportionment/Reorganization of Jammu and Kashmir Power Development Department

29	Office Assistant (Orderly)	3	4	8	6	8	12	12	48	45	<b>146</b>
30	Senior Technician/Sr. Foreman	0	0	0	0	0	24	0	0	90	<b>114</b>
31	Technician/Foreman	0	0	0	0	0	36	0	0	135	<b>171</b>
32	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR)	0	0	0	0	0	0	0	0	810	<b>810</b>
33	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA)	0	0	0	0	0	0	0	0	630	<b>630</b>
34	Field Attendant/Station Attendant (Jr. Lineman/Helper)	0	0	0	0	0	0	0	0	630	<b>630</b>
35	Driver	1	1	2	2	4	0	4	16	0	<b>30</b>
	<b>Total</b>	<b>20</b>	<b>34</b>	<b>66</b>	<b>32</b>	<b>56</b>	<b>152</b>	<b>64</b>	<b>272</b>	<b>2880</b>	<b>3576</b>

**13.8. Consolidated Manpower for Jammu & Kashmir Power Corporation Limited (JKPCL)**

S.No	Designation	MD Office	Company Secretary Office	Internal Audit	Chief Engineer	Superintending Engineer	GRAND TOTAL
1	Managing Director	1	0	0	0	0	1
2	Chief Engineer	0	0	0	1	0	1
3	Superintending Engineer	1	0	0	0	1	2
4	Senior General Manager (F&A)	0	0	0	1	0	1
5	Executive Engineer (E)	0	0	0	1	3	4
6	General Manager (F&A)	0	0	1	1	0	2
7	Company Secretary	0	1	0	0	0	1
8	Assistant Executive Engineer (E)	1	0	0	1	4	6
9	Deputy General Manager (F&A)	0	0	1	1	0	2
10	Deputy General Manager (HR&A)	0	0	0	1	0	1
11	Assistant Engineer (E)	0	0	0	1	0	1
12	Assistant General Manager (F&A)	0	0	2	1	1	4



Apportionment/Reorganization of Jammu and Kashmir Power Development Department

13	Assistant General Manager (HR&A)	0	0	0	1	1	<b>2</b>
14	Assistants Accounts Officer (AAO)	0	0	0	0	1	<b>1</b>
15	Junior Engineer (E)	1	0	0	2	7	<b>10</b>
16	Public Relation Officer (PRO)	0	1	0	0	0	<b>1</b>
17	Senior Law Officer	0	1	0	0	0	<b>1</b>
18	Law Officer	0	1	0	0	0	<b>1</b>
19	Head Computer	1	0	0	0	0	<b>1</b>
20	Head Draftsman	0	0	0	1	0	<b>1</b>
21	Draftsman	0	0	0	1	1	<b>2</b>
22	Private Secretary	1	0	0	0	0	<b>1</b>
23	Personal Assistant (Sr. Steno)	1	0	0	1	0	<b>2</b>
24	Computer Administrator (Jr. Steno)	1	0	0	0	0	<b>1</b>
25	Senior Computer Operator	0	0	0	1	1	<b>2</b>
26	Computer Operator	0	0	0	1	1	<b>2</b>
27	Computer Assistant	1	1	1	2	1	<b>6</b>

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28	Administrative Officer	1	0	0	0	0	1
29	Section Officer	1	0	0	1	0	2
30	Head Associate (Head Assistant)	1	1	1	1	1	5
31	Senior Associate (Sr. Asstt.)	1	1	1	1	1	5
32	Junior Associate (Jr. Asstt.)	1	1	1	2	4	9
33	Office Assistant (Orderly)	3	1	1	3	4	12
34	Driver	2	0	1	1	1	5
	<b>Total</b>	<b>19</b>	<b>9</b>	<b>10</b>	<b>28</b>	<b>33</b>	<b>99</b>

**13.9. Consolidated Manpower for Ladakh Power Corporation Limited (LPCL)**

S.No	Designation	MD Office	Company Secretary Office	Internal Audit	Safety, Trainings, Regulatory &	Superintending Engineer (Trading)	Chief Engineer (Generation)	Superintending Engineer	Generation Divisions (2 No's)	Generation Sub-Divisions (4 No's)	Chief Engineer (Distribution)	Superintending Engineer	Electric Project Division (1 No)	Electric Divisions (2 No's)	Sub-Transmission Divisions (2 No's)	Electric Sub-Divisions (8 No's)	Sub-Transmission Sub-Divisions (Distribution Works) (2 No's)	Finance & Accounts	Human Resource & Administration	GRAND TOTAL
1	Managing Director	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
2	Director (Finance)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
3	Chief Engineer	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2
4	Chief General Manager (HR&A)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
6	Superintending Engineer	1	0	0	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	5

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7	Senior General Manager (F&A)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
8	Senior General Manager (HR&A)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
9	Executive Engineer (E)	0	0	0	2	1	1	0	2	0	1	0	1	2	2	0	0	0	12
10	General Manager (F&A)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	3
11	General Manager (HR&A)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
12	Company Secretary	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
14	Assistant Executive Engineer (E)	1	0	0	1	1	1	1	2	4	1	1	2	2	2	8	2	0	29
15	Deputy General Manager (F&A)	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	4	0	6
16	Deputy General Manager (HR&A)	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	2	4
17	Security Officer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4
18	Assistant Engineer (E)	0	0	0	4	0	1	0	0	0	1	0	0	0	0	16	2	0	24
19	Assistant General Manager (F&A)	0	0	2	0	0	1	0	0	0	1	0	0	0	0	0	4	0	8
20	Assistant General Manager (HR&A)	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	4	6

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21	Assistants Accounts Officer (AAO)	0	0	0	1	1	0	1	2	0	0	1	1	2	2	0	0	0	1	<b>12</b>
22	Junior Engineer (E)	1	0	0	5	2	2	1	4	16	2	1	4	6	2	32	8	0	0	<b>86</b>
23	Public Relation Officer (PRO)	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
24	Senior Law Officer	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	<b>2</b>
25	Law Officer	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	<b>3</b>
26	Head Computer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
27	Head Draftsman	0	0	0	0	0	1	1	0	0	1	1	0	0	0	0	0	0	0	<b>4</b>
28	Draftsman	0	0	0	0	0	1	0	2	0	1	0	1	2	2	0	0	0	0	<b>9</b>
29	Private Secretary	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	<b>2</b>
30	Personal Assistant (Sr. Steno)	1	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	1	<b>5</b>
31	Computer Administrator	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
32	Senior Computer Operator	0	0	0	1	1	1	1	0	0	1	1	0	0	0	0	0	1	1	<b>8</b>
33	Computer Operator	0	0	0	1	1	1	1	2	0	1	1	1	2	2	0	0	1	1	<b>15</b>

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34	Computer Assistant	1	1	1	2	1	2	1	2	4	5	3	2	2	2	16	2	8	7	<b>62</b>
36	Section Officer	1	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	1	<b>5</b>
37	Head Associate (Head Assistant)	1	1	1	3	1	1	1	2	0	2	1	1	2	2	0	0	4	4	<b>27</b>
38	Senior Associate (Sr. Asstt.)	2	1	1	3	1	2	1	2	0	2	1	1	4	4	0	0	4	4	<b>33</b>
39	Junior Associate (Jr. Asstt.)	4	1	1	3	2	4	2	4	4	5	4	3	10	8	8	2	8	7	<b>80</b>
40	Office Assistant (Orderly)	3	1	1	6	3	4	3	4	4	5	3	3	30	22	8	2	8	7	<b>117</b>
41	Senior Technician/Sr. Foreman	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	2	0	0	<b>10</b>
42	Technician/Foreman	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48	20	0	0	<b>68</b>
43	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR)	0	0	0	0	0	0	0	0	0	0	0	0	4	0	160	80	0	0	<b>244</b>
44	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	240	40	0	0	<b>280</b>

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45	Field Attendant/ Station Attendant (Jr. Lineman/Helper)	0	0	0	0	0	0	0	0	0	0	0	0	8	0	320	80	0	0	408
46	Store Attendant (Store Khalasi)	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	4
47	Driver	2	0	1	1	1	1	1	2	0	1	1	1	2	2	0	0	2	2	20
	Total	22	9	10	34	17	30	16	30	32	36	20	21	80	54	864	240	51	53	1619

**13.10.Consolidated Manpower for Secretary Technical (Ladakh) along with subordinate offices to be retained with successor Power Department of Ladakh**

S.No	Designation	Secretary Technical (Ladakh)	Transmission Division	Transmission Sub-Divisions (2 No's)	GRAND TOTAL
1	Chief Engineer	1	0	0	1
2	Executive Engineer (E)	0	1	0	1
3	Assistant Executive Engineer (E)	1	1	2	4
4	Assistant Engineer (E)	0	0	2	2
5	Assistants Accounts Officer (AAO)	1	1	0	2
6	Junior Engineer (E)	1	1	16	18
7	Head Draftsman	0	1	0	1
8	Draftsman	0	1	0	1
9	Personal Assistant (Sr. Steno)	1	0	0	1
10	Computer Operator	1	1	0	2
11	Computer Assistant	1	2	2	5
12	Head Associate (Head Assistant)	0	1	0	1
13	Senior Associate (Sr. Asstt.)	1	2	0	3
14	Junior Associate (Jr. Asstt.)	2	2	2	6
15	Office Assistant (Orderly)	2	2	2	6



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16	Senior Technician/Sr. Foreman	0	0	4	<b>4</b>
17	Technician/Foreman	0	0	6	<b>6</b>
18	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR)	0	0	90	<b>90</b>
19	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA)	0	0	90	<b>90</b>
20	Field Attendant/Station Attendant (Jr. Lineman/Helper)	0	0	90	<b>90</b>
21	Driver	1	2	0	<b>3</b>
	<b>Total</b>	<b>13</b>	<b>18</b>	<b>306</b>	<b>337</b>

**13.11. Abstract showing total staff requirement for all the five Corporations (JPDCL, KPDCL, LPCL, JKPTCL & JKPCCL)**

<b><u>ABSTRACT FOR MANPOWER REQUIREMENT</u></b>	
TOTAL MANPOWER PROPOSED FOR JAMMU POWER DISTRIBUTION CORPORATION LIMITED (JPDCL)	12264
TOTAL MANPOWER PROPOSED FOR KASHMIR POWER DISTRIBUTION CORPORATION LIMITED (KPDCL)	13539
TOTAL MANPOWER PROPOSED FOR JAMMU & KASHMIR POWER TRANSMISSION CORPORATION (JKPTCL)	3951
TOTAL MANPOWER PROPOSED FOR JAMMU & KASHMIR POWER CORPORATION (JKPCCL)	99
TOTAL MANPOWER PROPOSED FOR LADAKH POWER CORPORATION LIMITED (LPCL)	1619
TOTAL MANPOWER PROPOSED FOR OFFICE OF SECRETARY TECHNICAL LADAKH PDD AND TRANSMISSION DIVISION/SUB-DIVISIONS UNDER LADAKH SUCCESSOR POWER DEPARTMENT	337
GRAND TOTAL MANPOWER FOR ALL THE FOUR COMPANIES	<b>31809</b>
EXISTING MANPOWER IN JKPDD <b>Regular: 22555;</b> <b>CL/DRW/Need Basis: 11874</b>	<b>34429</b>

**13.12. Abstract showing details of posts to be created at different levels for promotion/fresh appointment in UT of J&K**

<b>S.No</b>	<b>Designation</b>	<b>JKSPDC &amp; Others</b>	<b>Existing Sanctioned Strength of JKPDD</b>	<b>Revised Strength after Unbundling of JKPDD</b>	<b>Posts to be created during Transition Phase in JKPDD</b>
1	Managing Director	0	0	4	4
2	Company Secretary	0	0	4	4
3	Senior Law Officer	0	1	7	6
4	Law Officer	0	0	13	13
5	Director (Finance)	0	0	3	3
6	Public Relation Officer (PRO)	0	0	4	4
7	Chief Engineer (Excluding Secretary Technical but including CE Solar Power in JKSPDC)	6	9	12	3
8	Superintending Engineer (Excluding SE PMU)	7	26	48	22

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9	Executive Engineer (E)	29	100	152	52
10	System Analyst	0	0	2	2
11	Assistant Executive Engineer (E)	90	361	470	109
12	Senior Programmer	0	0	12	12
13	Assistant Engineer (E)	45	467	524	57
14	Programmer	0	0	12	12
15	Junior Engineer (E)	29	1137	1428	291
16	Junior System Engineer (IT)	0	0	36	36
17	Assistant Executive Engineer (C)	0	8	9	1
18	Assistant Engineer (C)	0	7	0	-7
19	Junior Engineer (C)	0	29	18	-11
20	Head Computer	0	8	7	-1

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21	Head Draftsman	0	40	44	4
22	Draftsman	0	108	135	27
23	Private Secretary	0	1	10	9
24	Personal Assistant (Sr. Steno)	0	7	22	15
25	Jr. Stenographer	2	27	0	-27
26	Computer Administrator	2	0	10	10
27	Sr. Computer Operator	0	0	45	45
28	Computer Operator	0	29	213	184
29	Computer Assistant	0	35	869	834
30	Senior General Manager (F&A)	0	0	13	13
31	General Manager (F&A) (Chief Accounts Officer)	0	5	23	18
32	Deputy General Manager (F&A)	0	0	22	22
33	Assistant General Manager (F&A) (Accounts Officer/ Revenue Officer)	0	16	42	26

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34	Assistant Accounts Officer	0	89	109	20
35	Chief General Manager (HR&A)	0	0	3	3
36	Senior General Manager (HR&A)	0	0	3	3
37	General Manager (HR&A)	0	0	10	10
38	Deputy General Manager (HR&A)	0	0	15	15
39	Assistant General Manager (HR&A) (Administrative Officer)	0	3	10	7
40	Section Officer	0	17	25	8
41	Head Associate (Head Assistant)	0	158	241	83
42	Senior Associate (Sr. Asstt./Accounts Asstt.)	0	618	298	-320
43	Junior Associate (Jr. Asstt.)	0	1024	953	-71
44	Office Assistant (Orderly)	0	1198	1404	206
45	Senior Technician/Sr. Foreman	0	65	327	262
46	Technician/Foreman	0	710	1633	923

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47	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR)	0	4856	5816	960
48	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA)	0	1386	5680	4294
49	Field Attendant/Station Attendant (Jr. Lineman/Helper)	0	9134	8740	-394
50	StoreAttendant (Store Khalasi)	0	0	56	56
51	Driver (Driver/Chauffer)	27	215	289	74
52	Security Officer	0	0	16	16
53	Legal Assistant	0	4	0	-4
	<b>TOTAL</b>	<b>237</b>	<b>21898</b>	<b>29841</b>	<b>7943</b>

**13.13. Abstract showing details of posts to be created at different levels for promotion/fresh appointment in UT of Ladakh**

<b>S.No</b>	<b>Designation</b>	<b>Existing Sanctioned Strength of JKPDD (excluding posts of JKSPDC in Ladakh)</b>	<b>Revised Strength after Unbundling</b>	<b>Posts to be created during Transition Phase</b>
1	Managing Director	0	1	1
2	Company Secretary	0	1	1
3	Senior Law Officer	0	2	2
4	Law Officer	0	3	3
5	Public Relation Officer (PRO)	0	1	1
6	Director (Finance)	0	1	1
7	Secretary Technical (Ladakh)	0	1	1
8	Chief Engineer (Recently created for Kargil Division)	1	2	1
9	Chief General Manager (HR&A)	0	1	1
10	Chief Security Vigilance Officer	0	0	0



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11	Superintending Engineer	1	5	4
12	Senior General Manager (HR&A)	0	1	1
13	Senior General Manager (F&A)	0	2	2
14	Sr. Security Officer	0	1	1
15	Executive Engineer (E) (Including EE post created recently for Kargil Division)	5	13	8
16	System Analyst	0		0
17	General Manager (HR&A)	0	2	2
18	General Manager (F&A) (Chief Accounts Officer)	0	3	3
19	Security Officer	0	4	4
20	Assistant Executive Engineer (E) (Including AEE post created recently for Kargil Division)	14	33	19
21	Senior Programmer	0		0
22	Assistant Executive Engineer (C)	0		0
23	Deputy General Manager (HR&A)	0	4	4
24	Deputy General Manager (F&A)	0	6	6

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25	Assistant Engineer (E)	16	26	10
26	Programmer	0		0
27	Assistant Engineer (C)	0		0
28	Assistant General Manager (HR&A) (Administrative Officer)	0	6	6
29	Assistant General Manager (F&A) (Accounts Officer/ Revenue Officer)	0	8	8
30	Assistant Accounts Officer	4	14	10
31	Private Secretary	0	2	2
32	Head Computer	0	1	1
33	Junior Engineer (E) (Including JE post created recently for Kargil Division)	36	104	68
34	Junior System Engineer (IT)	0		0
35	Junior Engineer (C)	1		-1
36	Personal Assistant (Sr. Steno)	0	6	6
37	Section Officer	0	5	5

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38	Head Draftsman	2	5	3
39	Computer Administrator	0	1	1
40	Senior Technician/Sr. Foreman	5	14	9
41	Head Associate (Head Assistant)	3	28	25
42	Sr. Computer Operator	0	8	8
43	Technician/Foreman	6	74	68
44	Draftsman	3	10	7
45	Jr. Stenographer	1	0	-1
46	Computer Operator	0	17	17
47	Senior Associate (Sr. Asstt./Accounts Asstt.)	13	36	23
48	Jr. Technician/Jr. Foreman (Lineman-I/Tech-III/SBA/MR)	120	340	220
49	Computer Assistant	0	67	67
50	Junior Associate (Jr. Asstt.)	16	80	64
51	Field Associate/Station Associate (Lineman-II/Tech-IV/PLA)	112	370	258

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52	Field Attendant/Station Attendant (Jr. Lineman/Helper)	122	498	376
53	Office Assistant (Orderly)	32	117	85
54	StoreAttendant (Store Khalasi)	0	4	4
55	Driver (Driver/Chauffer)	10	23	13
56	Legal Assistant	0	0	0
	<b>TOTAL</b>	<b>523</b>	<b>1951</b>	<b>1428</b>

**REPORT SUBMITTED WITH THE RECOMMENDATION THAT IN VIEW OF PROPOSED APPORTIONMENT/REORGANIZATION OF J&K POWER DEVELOPMENT DEPARTMENT INTO FIVE CORPORATIONS FOR CATERING TO TRANSMISSION AND DISTRIBUTION SECTORS OF BOTH THE UT OF J&K AND UT OF LADAKH, THE NEWLY PROPOSED POSTS/POSITIONS AS PER THE ABSTRACT SHOWN ABOVE BE CREATED IN THE FIRST INSTANCE PRIOR TO THE NOTIFICATION OF TRANSFER SCHEME FOR SMOOTH TRANSITION OF JKPDD FROM DEPARTMENTAL STRUCTURE INTO CORPORATE STRUCTURE.**

**REPORT SUBMITTED ON 14<sup>th</sup> October, 2019**

**Er.Kaiser Ahmad Nawchoo  
(Junior Engineer)  
Member**

**Mr. Asif Maqbool Dendru  
(Dy. GM (A&F), JKSPDC)  
Member**

**Er. Harvrinder Singh  
(Assistant Ex. Engineer)  
Member**

**Er. Jaweed Ahmad Gani  
(Assistant Executive Engineer)  
Member**

**Mr. Sunil Gupta  
(Company Secretary, JKSPDC)  
Member**

**Er. Afaq Ahmad Naqash  
(Superintending Engineer)  
Member**

**Er. Sandeep Seth  
(Superintending Engineer)  
Member**

**Er. G A Mir  
(Superintending Engineer)  
Member**

**Er. Archana Gupta  
(Chief Engineer)  
Member**

**Er. Naseer Ahmad Khan  
(Chief Engineer)  
Member**

**Er. Javed Yousuf Dar  
(Chief Engineer)  
Member**

**Er. Avinash Dubey  
Development Commissioner (Power)  
(Chairman)**