

  
**MANIPUR GAZETTE**  
सत्यमेव जयते

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21/19/2019-Power(HC)Pt  
GOVERNMENT OF MANIPUR  
SECRETARIAT : POWER DEPARTMENT

Imphal, the 11<sup>th</sup> March, 2024

**SUBJECT : OPERATIONAL GUIDELINES FOR THE EMPLOYEE RELATED ISSUES AFTER THE NOTIFICATION OF AMENDMENT OF THE TRANSFER SCHEME THE MANIPUR STATE ELECTRICITY TRANSFER (AMENDMENT) SCHEME, 2022 FOR FOR THE PERSONNEL OF ELECTRICITY DEPARTMENT, MANIPUR (EDM) AND COMPANY RECRUIT EMPLOYEES OF MSPCL AND MSPDCL.**

As none of the employees of EDM opted to get absorbed in either of the Companies, the State Cabinet in its meeting held on 01.08.2022 has approved to amend the Transfer Scheme the Manipur State Electricity Transfer Scheme, 2013 to the extent that Clause 5(9) (d) of the Transfer Scheme stands deleted and consequently relevant clauses have been deleted Under clause 12(2) of the Transfer Scheme, 2013 vide notification No.21/19/2019-Power-PD(HC) (Pt) dated 14.11.2022.

Further, as approved by the State Cabinet in its meeting held on 18/10/2023, Government has conveyed for demarcation of various categories of posts for the employees of EDM employees deputed to MSPCL and MSPDCL and direct recruit employees of MSPCL and MSPDCL based on the MIP for providing equal promotional opportunities to both the EDM employees and company recruit employees. The said demarcation has issued after the approval of the State Cabinet in its meeting held on 18/10/2023.

Following the notification dated 14.11.2022, there are certain queries court cases from various quarters regarding seniority, deputation, promotion etc. Accordingly, in continuation to guidelines issued vide No.5/5/2022-Power dated 17.05.2014, following clarifications/decisions of the Government on matter pertaining to the above issues for employees of EDM and Company recruit employees are placed below:

1. **Deputation of EDM Personnel.** The Personnel of the EDM involved in generation, transmission, trading, distribution and other common services who were deputed en masse, on terms of foreign service without any deputation allowance, in MSPCL and MSPDCL on the effective Date, if not transferred to the Office of EE/MRT /AO/Power or other as per the decision of the Government as the case may be, subject to terms and conditions contained in

Section shall continue to be in the service of the EDM and deputed to Transferees till one month before their retirement, such Personnel due for retirement, shall be recalled to the EDM from the Transferees and shall retire from the EDM. The deputation of personnel of EDM in the MSPCL & MSPDCL shall be in supersession of all extant rules/regulations/OMs in connection with tenure/time limitation of deputation.

1.2. The Personnel of EDM shall continue to be in the service of the EDM on the Effective Date and deputed to Transferees, as the case may be, in the post, scale of pay or seniority in accordance with the orders that may be issued for this purpose.

2. **Seniority List.** There will be separate seniority lists to be maintained for the employees of Electricity Department, Manipur (EDM) and Company recruit employees of Manipur State Public Company Limited (MSPCL) & Manipur State Public Distribution Company Limited (MSPDCL). The Seniority lists for EDM will be maintained in the Office of AO/Power and for companies (MSPCL/MSPDCL) in their respective companies.

3. **Promotion of EDM Employees.** All benefits of service including past service contribution accrued in EDM and while being deputed to Transferees shall be fully recognized and taken into account for promotions. Promotion for EDM employees will be effected for eligible personnel as per the existing RRs of the EDM as amended from time to time against the vacancy available in the EDM as per seniority maintained in the EDM. The promotions would be effected within the EDM and pro-forma promotion would be provided in Transferees against the seats demarcated for them as per Government convey letter No.1/8/2022-POWER-PD dated 08.12.2023 and the revised scale of pay and other pecuniary benefits would be applicable to such Personnel, while on deputation.

4. **Promotion of Company Recruit Employees.** Promotion of Company Recruit Personnel will be effected for eligible personnel as per the existing RRs of the Company as amended from time to time as per seniority lists maintained in the Company against the vacancy available for the Company recruit personnel as per the seats demarcated for them vide Govt convey letter No.1/8/2022-POWER-PD dated 08.12.2023.

5. **Vacancy Availability:** Posts available in the companies (MSPCL/MSPDCL) would be subject to recruitment or promotion only after adjustment of the seats as per the demarcation done for this purpose.

6. **Review of Posts.** As no recruitment is to be taken up in EDM, the posts reserved for deputation of EDM employees would be available to the Company employees against the clear vacancy created due to retirement/promotion/death/termination of the said EDM employees. Administrative Department shall review the number of deputation posts falling vacant from time to time in line with the aforementioned condition. Such Review should be taken up at least every two years and in between if required. All the posts of MSPCL & MSPDCL shall ultimately become the posts for the Company recruit employees only.

7. **Repatriation of EDM Employees One Month Before Retirement:** The Personnel of EDM, while on deputation to the Transferees - before one month [three months] of their retirement, such Personnel due for retirement, shall be recalled to the EDM from the Transferees and shall retire from the EDM. The pension and terminal benefits payable to such Personnel would be in accordance with and commensurate with the last pay and position held in the EDM before retirement. Sanctioned Posts would continue to be maintained for such Personnel in the EDM till they retire after which such positions may be relinquished at the request of the Transferees and discretion of the EDM.

8. ***Issues Arising Thereof:*** Administrative Department to make necessary arrangement for transfer of the deputed employees of EDM from one Company to another Company in case of excess man in position in either of the company as per the demarcation done when promotion is effected within the sanctioned post of EDM and deputed in either of the companies.

Further, AD to take necessary action to address any other issues arising thereof within the existing rules of the Government and any deviation with the approval of the competent authority.

By Orders and in the name of the Governor,

DR. SHAILESH KUMAR CHOURASIA,  
Commissioner (Power),  
Government of Manipur.