

**MINUTES OF THE SPECIAL MEETING OF
FORUM OF REGULATORS (FOR)**

Date: 15th December 2023 - Friday

Platform: M S Teams (Virtual Mode)

List of participants: Annexure – I

1. At the outset, Shri Jishnu Barua, Chairperson, CERC / FOR welcomed all the members to the special meeting of FOR. He informed the Forum that the special FOR meeting has been convened to discuss certain important agenda items.
2. Reflecting on the agenda items, he informed the Forum that the first discussion would be on the FOR-Model Staff Regulations, considering the fact that Commissions are struggling to get quality manpower and that officers and Staff of the Commission need to be motivated enough by giving better salary structure and perquisites as also enabling inter-Commission transfers. He thanked Dr. B. N. Sharma, Chairperson of RERC and the members of the WG for bringing out an elaborate Model Staff Regulation which could be considered by FOR. Chairperson FOR added that the second agenda item is a discussion on the overseas orientation programs for Chairpersons of SERCs, while the last item is with respect to Pay and Allowances for Chairpersons and Members of the Electricity Regulatory Commissions.
3. Thereafter, the agenda items were taken up for discussion.

AGENDA 1: MODEL STAFF REGULATIONS

4. The Forum was briefed about the decision of the FOR in its 83rd meeting held on

18th November 2022, where a need was felt to assess the staffing requirements in the Central and State Commissions vis-à-vis other sector regulators such as SEBI, PFRDA, IRDAI, CCI, NFRA etc. and examine the constraints faced by them in attracting personnel with requisite skill level, and find appropriate solutions. Accordingly, a Working group was constituted under the chairmanship of Dr B.N Sharma, Chairperson, RERC, with Chairpersons of Assam ERC, Delhi ERC, Himachal Pradesh ERC, Karnataka ERC and West Bengal ERC as Members.

5. The Members of the WG informed the Forum about the deliberations of the WG on different aspects of the Model Regulations, including pay, structure etc and placed its report for consideration by the Forum
6. Thereafter, Asst Secretary (P&A), CERC made a presentation on the salient features of the report and Model Staff Regulations (**Annexure-II**)
7. The Forum members deliberated on the need for flexibility in the Model regulations as the staff structure and needs of various SERCs were different. After deliberation, the following was agreed by the FOR:
 - a) Designations of various positions be left at the discretion of the respective ERC.
 - b) Deputation from educational institutions should be restricted from such institutions owned and controlled by the government (centre/state).
 - c) Provision for absorption only at the entry-level after an employee has served a minimum of two (2) years in the post.
 - d) The minimum qualification for the post of Secretary should be a Master's degree with a degree in law as desirable.
 - e) Advance increments on absorption to be restricted to five (5).
 - f) The Model regulations to define functional divisions.
8. The Forum adopted the Model Staff regulations and directed the FOR Secretariat

to incorporate the above suggestions and circulate the same to all the members of the Forum

AGENDA 2: ORIENTATION PROGRAMS FOR CHAIRPERSONS OF ERCs

- 9.** The Forum was briefed on the previous Orientation Programs for Chairpersons of the ERCs, which included an international visit component. Last year, two batches travelled to Brussels and Oslo in collaboration with USAID. While the FOR Secretariat reimbursed the return business class airfare from New Delhi to the destination country for the Chairpersons, USAID incurred all other costs with respect to the program.

- 10.** However, as the proposal from USAID for the current financial year has been delayed inordinately due to internal permissions at their end, and funds are available with FOR for the said program for the current financial year, it was suggested that the FOR secretariat can explore proposals from other organizations, having the capacity to handle overseas programs. It was also proposed that FOR consider reimbursing economy airfare.

- 11.** After detailed deliberation, the Forum agreed on the following points:
 - a. For any international component of the orientation program for Chairpersons of SERCs, FOR to allow business class airfare.
 - b. All expenses for conducting such programs will be borne by FOR. In case of paucity of funds, the visit-specific differential amount, if any, is to be allocated among the visiting SERCs as an additional contribution for the year.
 - c. There should be flexibility for the SERCs to choose whether they want to travel in group booking or as per their own plan. As such, options are to be solicited

from the SERCs while planning the program. If any Chairperson opts to travel as per his/her own plan, the FOR Secretariat shall specify a ceiling amount which shall be reimbursed to the SERC, and all extra costs incurred shall be borne by the respective Commission.

- d. For the current financial year, the FOR secretariat will explore proposals from other organizations to conduct the program at Rome, Florence in the last week of April 2024
- e. FOR Secretariat to conduct a separate program for Chairpersons/ Members of Joint ERCs and CERC.

AGENDA 3: ALLOWANCES / SALARY FOR COMMISSIONERS

- 12.** The Forum noted that there is a wide diversity in the status, pay and allowances of Chairpersons and Members of various ERCs. After discussion, it was decided that the would be discussed further in the next FoR meeting .

CONCLUSION

- 13.** At the end of the meeting, the Secretary, FOR /CERC thanked all members for their valuable inputs on the agenda items.

- 14.** The meeting ended with a vote of thanks to the Chair.

LIST OF PARTICIPANTS OF THE SPECIAL MEETING OF
FORUM OF REGULATORS (FOR)
15TH DECEMBER, 2023

(THROUGH VIDEO CONFERENCING (MS TEAMS))

Sl. No.	Name & Designation	Organization
1	Sh. Jishnu Barua, Chairperson	CERC/FOR- in Chair
2	Justice C.V. Nagarjuna Reddy, Chairperson	Andhra Pradesh ERC
3	Sh.R.K. Joshi, Chairperson	Arunachal Pradesh ERC
4	Sh. Kumar Sanjay Krishna, Chairperson	Assam ERC
5	Sh. Hemant Verma, Chairperson	Chhattisgarh ERC
6	Sh. Anil Mukim, Chairperson	Gujarat ERC
7	Sh. D.K. Sharma, Chairperson	Himachal Pradesh ERC
8	Sh. Alok Tandon, Chairperson	JERC (for State of Goa & UTs)
9	Sh. Lokesh Dutt Jha, Chairperson	JERC (for UTs of J&K and Ladakh)
10	Sh. P. Ravi Kumar, Chairperson	Karnataka ERC
11	Sh. S.P.S. Parihar, Chairperson	Madhya Pradesh ERC
12	Sh. Peter W. Ingty, Chairperson	Meghalaya ERC
13	Er. Khose Sale, Chairperson	Nagaland ERC
14	Sh. Gajendra Mohapatra, Chairperson(I/c)	Odisha ERC
15	Sh. Viswajeet Khanna, Chairperson	Punjab SERC
16	Dr B.N. Sharma, Chairperson	Rajasthan ERC
17	Sh. D. Radhakrishna, Chairperson	Tripura ERC

18	Sh.M. Chandrasekar, Chairperson	Tamil Nadu ERC
19	Sh. D.P. Gairola, Chairperson (Officiating)	Uttarakhand ERC
20	Sh. Arvind Kumar, Chairperson	Uttar Pradesh ERC
21	Dr. M.V. Rao, Chairperson	West Bengal ERC
22	Sh. Arun Kumar Sinha, Member	Bihar ERC
23	Sh. Naresh Sardana, Member	Haryana ERC
24	Sh. B Pradeep, Member	Kerala ERC
25	Sh. B. Krishnaiah, Member	Telangana SERC
26	Sh. Harpreet Singh Pruthi, Secretary	FOR /CERC
27	Dr. S.K. Chatterjee, Chief (RA)	CERC
SPECIAL INVITEES		
28	Sh. Arun Goyal, Member (Finance)	CERC
29	Sh. P.K. Singh, Member (Law)	CERC
FOR SECRETARIAT		
30	Smt. Rashmi Somasekharan Nair, Deputy Chief (Regulatory Affairs)	CERC
31	Sh. Sachin Kumar, Assistant Secretary (P&A)	CERC
32	Smt. Sukanya Mandal, Assistant Chief (RA)/Assistant Secretary (FOR)	CERC/FOR
33	Smt. Jijnasa Behera, Research Officer	FOR
34	Sh. Nilesh Diwan, Accounts Officer	SAFIR

Annexure-II



**MEETING OF FOR :
“FRAMING MODEL STAFF REGULATIONS”**

Date: 15th December, 2023

FOR SECRETARIAT

EXAMINATION OF STAFF REGULATIONS OF CENTRAL/ STATE SECTOR REGULATORS

- In its 83rd meeting held on 18th November 2022 FOR felt the need to assess the staffing requirements in the Central and State Commissions vis-à-vis other sector regulators such as SEBI, PFRDA, IRDAI, CCI, NFRA etc. and examine the constraints faced in attracting personnel with requisite skill level, and find appropriate solutions.
- Thus, FOR constituted, on 26th December 2022, a WG for “Framing Model Staff Regulations”.
- The scope of the Working Group is as under: -
 - Study the practices of other regulators including other sector regulators such as SEBI, PFDRA, etc. in respect of staff regulation.
 - Prepare Model staff regulation (in general) suggesting the mode of recruitment, qualifications, etc.

WORKING GROUP ON “Framing Model Staff Regulations”

- ▶ WG headed by RERC Chair, with Chairpersons of Assam, HP, Delhi, Karnataka, West Bengal as Members.
- ▶ Three meetings of WG were held to finalise the recommendations.

SALIENT FEATURES OF MODEL STAFF REGULATIONS

- Adopt pay and allowances as available to the employees of Securities and Exchange Board of India (SEBI).
 - CERC to adopt first
 - SERCs to adopt based on CERC pattern
 - Parity to facilitate inter-regulator transfer
- Provision for career progression – promotion, absorption
- Improved medical facilities
- Provision for HRA commensurate with Central Government employees
- Flexibility to depute officials for foreign visit, training etc

SALIENT FEATURES OF MODEL STAFF REGULATIONS

▶ **Classification of Posts**

- ▶ The whole-time employees of the concerned Commission shall be classified as follows:
 - i. Officers (Grades A, B, C, D, E, F and Executive Director);
 - ii. Personal Assistant (Grade-I,II &III), Secretariat Staff, Assistants, Personal Assistant, Junior Assistants etc.;
 - iii. General Assistant (Grade-I,II &III) MTS, Driver etc.

▶ **Recruitment**

- ▶ Deputation
- ▶ Promotion
- ▶ Absorption after completion of one year of service in the commission on deputation.
- ▶ Ratio/percentage for deputation/promotion at each level, qualification etc. to be decided by the Commission as per organization's requirement.

SALIENT FEATURES OF MODEL STAFF REGULATIONS

- ▶ Pay, allowances and other benefits
- ▶ The Commission to determine from time to time the pay and allowances applicable to different categories of employees as applicable for SEBI or CERC, as the case may be. These shall be revised by the commission as and when SEBI/CERC revises it, as the case may be.
- ▶ The Commission from time to time to frame such schemes and allow such other benefits for the welfare of the employees at such terms and conditions as it may determine as applicable for SEBI or CERC, as the case may be.

SALIENT FEATURES OF MODEL STAFF REGULATIONS

▶ Medical facilities

▶ IPD:

- ▶ To consider on actual basis;
- ▶ Health insurance / Mediclaim policies.

▶ OPD

- ▶ Such facilities as applicable in CERC
- ▶ One-month basic pay+ DA on certification basis in lieu of OPD reimbursement (as in SEBI Regulations)

SALIENT FEATURES OF MODEL STAFF REGULATIONS

▶ Accommodation: -

- ▶ HRA as applicable for SEBI/Central Government employees may be considered for the employees of SERCs.
- ▶ For leased accommodation, the limit should be twice the applicable HRA.

▶ Tour / Visits abroad: -

- ▶ Tours / visits abroad of officers/staff of ERCs may be allowed with the approval of the Chairperson of the ERC.

▶ Deputation/Promotion: -

- ▶ Deputation from ERCs/Central Govt/State Govt/PSUs/Autonomous organisations to be the primary mode of recruitment in view of less staff strength in ERCs
- ▶ Have adequate promotion avenues for regular staff.

SALIENT FEATURES OF MODEL STAFF REGULATIONS

▶ Absorption: -

- ▶ The employees on deputation may have the option to request for permanent absorption after one year of deputation period and not above the age of 55 years.

▶ Training / higher education: -

- ▶ ERCs may nominate officials to those programs which are **conducted** under any MOU by any ERC (national or international) as a part of an exchange program.

THANK YOU