



Forum of Regulators (FOR)

REVIEWING THE COSTS RELATED TO CAPACITY BUILDING PROGRAMS HELD THROUGH VIRTUAL MODE

OCTOBER.2021

**Secretariat: Central Electricity Regulatory Commission
Chanderlok Building, 36 Janpath, New Delhi**

1. Introduction

The Forum of Regulators, in its 74th meeting held on 9th April, 2021 deliberated on the costs related to capacity building programs held through virtual mode and decided to constitute a Working Group (WG) to examine and decide on the academic institutions to be selected for conducting the programs giving due importance to rationalization of expenses and value to the program.

1.2. Accordingly, the Competent Authority has constituted a Working Group with the following composition:

- (a) Chairperson, WBERC - Chairman of Working Group.
- (b) Chairperson, Odisha ERC - Member.
- (c) Chairperson, Uttar Pradesh ERC - Member.
- (d) Chairperson, Kerala ERC - Member.

1.3. The scope of work of the Working Group was to study and examine the following aspects and submit its report within one month: -

- (a) The nature of differential costs for programs conducted in physical and online mode;
- (b) The process of selection of suitable institutions and their program cost structure;
- (c) Suggest modalities for rationalization of expenses and selection of suitable institutions for conducting online training programs.

1.4 A copy of the order constituting the Working Group is **enclosed** as **Annexure-I**

2. Deliberations and Analysis

⁸ 2.1 The first meeting of the WG was held on 16th July 2021 (minutes **enclosed** as **Annexure II**). In the meeting, the WG deliberated on the requirements of training and capacity building for Chairperson & Members of the Commissions and the staff. Chairperson, Kerala ERC stated that the training programs should be categorized into following two categories

- (a) For Chairperson and Members of the Commission
- (b) For officers and staff of the Commission

He also stated that the SERCs have sufficient resources for conducting capacity building programs which can be pooled together and it will be beneficial for all the participating SERCs and enable staff and officers of SERCs to participate in greater numbers. Regarding the issue of hosting the program, participating SERCs may be encouraged based on the topic and the skilled resources availability, to host the participants and to incur the required expenditure. Regarding the training programs for Chairperson and Members, the extant centralized system was considered adequate, as the management of the program is done by the host in coordination with FOR Secretariat.

2.2 Chairperson UPERC, in agreement with the views of Chairperson, Kerala ERC stated that internal resources can be pooled together for the training and capacity building of staff of the Commissions. As regards the training of Chairpersons and Members, an empanelment system can be setup wherein reputed and recognized institutions involved in imparting trainings and conducting similar programs can be empaneled for a certain period of time. Once the empanelment is complete, an assessment of the training requirements and participation may be shared with them so as to solicit proposals/ bids from them.

2.3 Chairperson, Odisha ERC in agreement with above added that the State Commissions can host the officers and staff of various SERCs/JERCs for training programs for domestic component while the training programs having international component may be hosted by the professional agencies.

2.4 Chairperson, WBERC opined that the FOR Secretariat may seek the choice of topics to be covered in the training programs and resource pool from all members of FOR i.e. CERC, SERCs and JERCs. In addition, the members based on their schedule may give their preference to host the domestic programs for officers and staff. Dy Chief (RA), CERC also updated the WG regarding the proposal received from IIT, Gandhinagar wherein they had expressed interest to conduct capacity building programs for FOR. The WG agreed to include them in the list of agencies for consideration.

2.5 The WG also took note of the costs and agenda items of various programs held under the aegis of FOR in the past. It was agreed that considering the impact of the pandemic on the travel and feasibility of online training (as this could bring in greater participation in comparison to physical sessions) online training programs should be the focus of the FOR until pandemic related restrictions are eased. Assessment of training programs and its respective priorities (domestic and international) were also made for the Commissioners as well as staff. It was agreed that empanelment of reputed training institutions including those associated with the Forum of Regulators in the past as well as new institutions which have expressed interest in providing training and conducting capacity building may be done.

3. Recommendations

The recommendations, as suggested by the WG, to address the issues related to training and capacity building programs to be conducted by the FOR have been summarized below:

- 3.1 Training programs to be categorized as under:
- (a) For Chairperson and Members of the Commission (Domestic/International)
 - (b) For officers and staff of the Commission (Domestic/International)
- 3.2 Recognized institutions (past and new) to be empaneled by FOR Secretariat for training and capacity building programs on rotation basis.
- 3.3 FOR Secretariat to write to CERC, SERCs, JERCs to identify internal resources and expertise. They may indicate the availability of resource pool, training requirements and volunteer for conducting in-house training programs and hosting the participants. The expenses of the training shall be borne by FOR. FOR Secretariat to also plan an online training program in the coming 2-3 months as a pilot exercise. Feedback to be taken from participants and thereafter, a decision to be taken regarding conducting such programs in future.
- 3.4 FOR Secretariat shall compile the identified resource pool as provided by the members and convey the same to selected training institutions based on the topics of the program for inclusion as a training faculty.
- 3.5 The costs of the training programs and foreign travel shall be borne by FOR whereas the cost of domestic travel shall be borne by respective ERCs whose Commissioners/officers are nominated for the program.
- 3.6 Honorarium may be paid for staff of the members for their role as training faculty as per extant rules of Government of India / State Government
- 3.7 FOR Secretariat to prepare a training calendar (six months in advance) upto March 31, 2022, based on information received from CERC, SERCs, JERCs.

4. CONCLUSION

The findings and recommendations of the Working Group was discussed in the 76th FOR Meeting held on 1st October, 2021. The FOR unanimously adopted the Report of the Working Group and its recommendations and directed the FOR Secretariat to initiate necessary action on the recommendations of the Report.

FORUM OF REGULATORS (FOR)

C/o. CENTRAL ELECTRICITY REGULATORY COMMISSION (CERC)
3rd & 4th Floor, Chandralok Building, 36 Janpath, New Delhi - 110 001.

Office: 011-23353503/23752958

No. FOR-11018111)/2/2021-FOR

Dated: 8th June, 2021

Subject: Constitution of FOR Working Group on "Reviewing the costs related to capacity building programs held through virtual mode".

The Forum of Regulators, in its 74th meeting held on 9th April, 2021 deliberated on the costs related to capacity building programs held through virtual mode and decided to constitute a Working Group comprising Chairpersons of West Bengal, Odisha, Uttar Pradesh and Kerala ERG to examine and decide on the academic institutions to be selected for conducting the programs giving due importance to rationalization of expenses and value to the program".

2. In view of the above, the Competent Authority has constituted a Working Group with the following composition:

- a. Chairperson, WBERC - Chairman of Working Group.
- b. Chairperson, Odisha ERC - Member.
- c. Chairperson, Uttar Pradesh ERC - Member.
- d. Chairperson, Kerala ERC - Member.

3. The scope of the Working Group would be as under:-

- a. Examine the nature of differential costs for programs conducted in physical and online mode;
- b. Examine the process of selection of suitable institutions and their program cost structure;
- c. Suggest modalities for rationalization of expenses and selection of suitable institutions for conducting online training programmes.

4. The Working Group shall submit the report within one month. The Secretariat of the Forum of Regulators would provide secretariat services to this Working Group.

Copy to:

Members of the Working Group.

(Sanoj Kumar Jha)
Secretary

Copy for information to:

- a. Sr. Exec.(O) to Chairperson, CERC / FOR.
- b. Sr. PPS to Secretary, CERC.
- c. Sr. Exec.Steno (0) to Chief (RA), CERC.
- d. PS to Deputy Chief (RA), CERC

**Minutes of the 1st meeting of the FOR Working Group on
"Reviewing the costs related to capacity building programs
held through virtual mode**

(Through Video conferencing)

Day/Date: Friday, 16th July, 2021

The meeting was chaired by Shri Sutirtha Bhattacharya, Chairperson, WBERC. He welcomed all the members to the 1st meeting of the FOR Working Group on "Reviewing the costs related to capacity building programs held through virtual mode.

Thereafter, the working group took up the agenda for consideration.

Deputy Chief (Regulatory Affairs), CERC gave a brief background of the agenda for the meeting. The list of the participants of the meeting has been attached at ***Appendix-I***.

Chairperson, WBERC informed the working group about the issue and also informed that the issue was flagged by the Chairperson, UPERC where he had suggested that certain capacity building programs for the officers of SERCs may be conducted with the assistance of experts / officials of the SERCs.

Chairperson, Kerala ERC stated that the training programs should be categorized into following two categories

- a. For Chairperson and Members of the Commission
- b. For officers and staff of the Commission

He also stated that the SERCs have sufficient resources for conducting capacity building programs which can be pooled together and it will be beneficial for all the participating SERCs and enable staff and officers of SERCs to participate in greater numbers. Regarding the issue of hosting the program, participating SERCs are encouraged to take the initiative, based on the topic and the skilled resources availability, capacity to host the participants and to incur the required expenditure. Regarding the training programs for Chairperson and Members, the extant centralized system is better, as the management of the program is done by the host in coordination with FOR Secretariat.

Chairperson UPERC, in agreement with the views of Chairperson, Kerala ERC stated that internal resources can be pooled together for the training and capacity building of staff of the Commissions. As regards the training of Chairpersons and Members, an empanelment system can be setup, wherein reputed and recognized institutions involved in imparting trainings and conducting similar programs can be empaneled for a certain period of time. Once the empanelment is complete, an assessment of the training requirements and participation may be shared with them so as to solicit proposals/ bids from them.

Chairperson, Odisha ERC in agreement with above added that the State Commissions can host the officers and staff of various SERCs/JERCs for training programs. as under:

- a. Chairpersons and Members . International and Domestic
- b. Officers . Domestic and International

He also added that domestic training course may be hosted by SERCs while the training programs having international component may be hosted by the professional agencies.

The WG opined that the FOR Secretariat may seek the choice of topics to be covered in the training programs and the resource pool from SERCs/JERCs. In addition, the SERCs/JERCs, based on the schedule may give their preference to host the domestic programs for officers and staff.

Dy Chief (RA), CERC also updated the WG regarding the proposal received from IIT, Gandhinagar requesting to conduct capacity building programs for FOR. The WG agreed to include them in the list of agencies for consideration

After deliberations, the following points were agreed.

1. Training programs to be categorized as under:
 - a. For Chairperson and Members of the Commission (Domestic/International)
 - b. For officers and staff of the Commission (Domestic/International)
2. Recognized institutions to be empaneled by FOR Secretariat for training and capacity building programs on rotation basis.
3. FOR Secretariat to write to SERCs/JERCs to identify internal resources and expertise. SERCs/JERCs may indicate the availability of resource pool, training requirements and volunteer for conducting in house training programs, hosting the participants. The expenses of the training shall be borne by FOR.

4. FOR Secretariat shall compile the identified resource pool as provided by the SERCs/JERCs and inform the same to selected training institution based on the topics of the program for inclusion as a training faculty.
5. While the costs of the in-house training programs shall be borne by FOR, the travel cost shall be borne by respective SERCs whose officers are nominated for the program.
6. Honorarium for internal staff for their role as training faculty may be paid as per extant rules of Government of India / State Government
7. FOR Secretariat to prepare a training calendar (six months in advance) upto March 31, 2022, based on information received from SERCs/JERCs.
8. FOR Secretariat to write to all SERCs/JERCs on Pt No. 3 and plan an online training program in the coming 2-3 months as a pilot exercise. Feedback to be taken from participants and thereafter, a decision to be taken regarding conducting such programs in future.
9. Draft Report of the Working Group to be placed before the Forum of Regulators in the next meeting for discussion and concurrence.

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

List of participants of 1st meeting of the FOR Working Group on "Reviewing the costs related to capacity building programs held through virtual mode**Date :16th July 2021 Through MS Teams**

S. No.	Name & Designation	Organisation
01	Shri Sutirtha Bhattacharya, Chairperson	WBERC & Working Group
02	Shri U. N. Behera, Chairperson	OERC
03	Shri R.P. Singh Chairperson	UPERC
04	Shri Preman Dinaraj, Chairperson	KSERC
05	Ms. Rashmi Nair, Deputy Chief (RA)	CERC
06	Mr. Rajiv Kumar, Assistant Secretary(P&A)	CERC
07	Mr. Ankit Gupta, Research Officer	FOR