

**INDRAPRASTHA POWER GENERATION COMPANY LIMITED &
PRAGATI POWER CORPORATION LIMITED
(HR DEPARTMENT)**

(Regd. Office: Himadri, Rajghat Power House Office Complex, New Delhi – 110 002)

Corporate Identity Number (CIN) – U40103DL2001SGC111530

[Website:www.ipgcl-ppcl.gov.in](http://www.ipgcl-ppcl.gov.in)

No.F.186/Policy/2022-23/05

Dated: 20th September, 2022

OFFICE ORDER

In order to remove stagnation in the grade of General Managers, following policy has been approved by the Board of Directors for upgradation of General Managers to the post of Executive Director in IPGCL / PPCL.

- a) 40% of the sanctioned posts of GMs in the respective departments may be allowed for upgradation to the post of ED subject to minimum 01 post in the respective departments.
- b) The minimum service required for upgradation to the post of ED shall be kept as 3 years from the post of GMs and equivalent.
- c) The upgraded EDs shall be in the scale of GMs only, however, they will be allowed special pay of Rs.2000 per month, subject to the condition that the pay of Executive Director along with the said allowance and power pay will not exceed at any time the maximum of the salary of the Director i.e. Rs.2,24,000.
- d) The upgradation of GMs to EDs shall be done through DPC by the evaluation criteria as specified for GMs.
- e) The draft RRs in respect of EDs of respective cadres will suitably be amended accordingly.
- f) All officers with minimum of Very good/Good remarks recorded in APAR shall only be considered for upgradation to the post of EDs.
- g) All the eligible officers in the consideration zone should be considered for upgradation to the post of EDs only if they are free from Vigilance Angle and the requisite Vigilance Clearance Certificate & Integrity Certificate in the prescribed format are placed on record.
- g) All the Rules, Regulations, Guidelines and Law prescribed in this regard are fulfilled in letter and spirit without fail.

Worthy Managing Director is authorised to take further necessary action for smooth implementation of policy in the Company.

This has approval of Competent Authority.


(Anil Taneja)
Dy. Manager (HR)
Policy

Copy for information to:

1. Sr. PS to MD
2. Sr. PS to Director (HR) / Director (Tech.) / Director (Finance) / CVO
3. Sr. PS to All GMs / GM(Vigilance)
- ✓ 4. Sr. Manager (IT): For uploading in the Company's website.
[Upgradation to the post of Executive Director]
5. Notice Board