

**GOVERNMENT OF ARUNACHAL PRADESH  
OFFICE OF THE CHIEF ENGINEER (P) : TRANSMISSION, PLG. & MTG. ZONE  
DOP, VIDYUT BHAWAN, ITANAGAR - 791111**

No. CE/TPMZ/IT-78/2014/

Dated :

**MEMORANDUM**

Ever since its inception, the Department of Power was in need of a yardstick for estimation and assessment of man power requirements for Operation and Maintenance of all the systems and its associated assets in use by the Department. In absence of this yardstick, the Department has not been able to make optimum deployment of man-power in the Department.

With the massive electrification of rural villages, and addition of new infrastructure under various schemes of RGGVY, APDRP, R-APDRP, NEC, NLCPR, SPA, state plan projects as well as special PM's package, it has been realized that the existing establishment is not sufficient to provide the required man power to operate and maintain these systems. Due to absence of a yardstick, the department is neither able to assess additional requirement of man power, nor able to make optimum deployment of the available human resources.

A committee of officers was appointed by the government under the Chairmanship of CE (Power), TPMZ vide order No. PWRS/E-2401/2760-70 Dtd.13/6/2013 to recommend a policy paper on W/C establishment. On the basis of recommendations of the Committee, the draft policy is under process and pending with the Government. A yardstick has also been proposed by that committee as an attachment to the said policy paper.

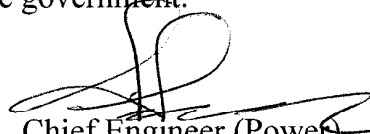
During the consultations with the then Principal Secretary (Power), it was felt necessary that the existing strength of all Casual & W/C employees are re-deployed and fresh assessment is done before the proposed Rules on W/C establishment was placed before the government for approval. In view of that position, the department needs to have the yardstick in place for the purpose of re-deployment exercise as well as assessment of asset wise, man-power in the department.

In view of the aforesaid position, in exercise of the power conferred under Govt. order No.PWRS/E-2317/2012/4672-85 Dtd. 19.11.2012, the undersigned notifies the enclosed interim yardstick as adopted for estimation and re-deployment of existing man power under work charged establishment of the Department of Power.

Contd . . 2 . .

The following guidelines shall be followed with immediate effect while adopting this interim yard stick in the Department :-

1. The draft yardstick (enclosed as schedule-II of the draft) shall be used for the purpose of estimation of man power requirement as interim yard stick.
2. This, interim yardstick shall be used for re-deployment of existing Casual & W/C labour force in work charged establishment for operation and maintenance of various assets in Department of Power.
3. This interim yardstick shall neither be treated as creation of post nor shall be treated as authorisation for any employment or recruitment to any officer of the department.
4. Any new creation or new establishment under work charged establishment shall be affected only with the approval and sanction of the competent authority of the state government.
5. While exercising the re-deployment process of the existing labour force, any short fall shall not be filled up without prior sanctions from the competent authority.
6. With the help of this yardstick, the authorities shall distribute the existing staff, in such a manner that all the assets are taken care of for operation and maintenance leaving "No assets without Men".
7. This yardstick and guidelines shall be in force till it is repealed / replaced / amended by an order of a competent authority.
8. Zone wise re-deployment schedules implemented and net requirement of labour force shall be prepared and submitted to the government.



Chief Engineer (Power),

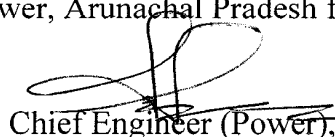
Transmission, Planning & Monitoring Zone,  
DoP, Vidyut Bhawan, Itanagar - 791111

No.CE/TPMZ/IT-78/2014/941-46

Dated : 11-8-14

Copy to:

1. PS to Minister (Power), for kind information of HM (P) please.
2. The Secretary (Power), Govt. of AP, Jal Vodyut Bhawan, Itanagar for information.
3. All Chief Engineers, Department of Power, Vidyut Bhawan, Itanagar for immediate implementation.
4. All Chief Engineers, Jal Vidyut Bhawan, DHPD, Itanagar for information only.
5. All Superintending Engineers (E), Department of Power, Arunachal Pradesh for immediate action.
6. All Executive Engineers, Department of Power, Arunachal Pradesh for immediate action.



Chief Engineer (Power),  
Transmission, Planning & Monitoring Zone,  
DoP, Vidyut Bhawan, Itanagar - 791111



**SCHEDULE - 2****Yardstick of Man Power in Work Charged Establishment  
Department of Power**

<b>Area of Operation</b>	<b>Yard Stick (YS) of Man Power</b>		
<b>A OPERATION &amp; MAINTENANCE OF DISTRIBUTION SYSTEMS:- (LT LINES &amp; SERVICE CONNECTIONS)</b>			
<b>I Villages of households numbering</b>			
1) Below 150	i)	Skilled Casual Worker	1
2) 150 & below 300	i)	Skilled Casual Worker	1
	ii)	Un-Skilled Casual Worker	1
3) 300 & above	i)	W/C Assistant Lineman (LT)	1
	ii)	Skilled Casual Worker	1
	iii)	Un-Skilled Casual Worker	1
<b>II Towns of Consumers numbering</b>			
1) below 1000 connections	i)	W/C Assistant Meter Reader	1
	ii)	W/C Asstt. Operator (Computer)	1
	iii)	Skilled Casual Worker	1
	iv)	Un-Skilled Casual Worker	1
2) 1000 and Above For every 1000 consumers	i)	W/C Assistant Lineman (LT)	1
	ii)	W/C Asstt. Meter reader	1
	iii)	W/C Asstt. Electrician	1
	iv)	W/C Asstt. Operator (Computer )	1
	v)	Skilled Casual Worker	2
	vi)	Un-Skilled Casual Worker	2
3) For Every Revenue Section	i)	W/C Electrician	1
	ii)	W/C Lineman (LT)	1
	iii)	W/C Operator (Computer)	1
	iv)	W/C Meter Reader	2
4) For every Revenue Sub Division	i)	W/C Sr. Electrician	1
	ii)	W/C Sr. Lineman (LT)	1
	iii)	W/C Sr. Operator (Computer)	1
	iv)	W/C Senior Meter reader	1
5) For every 200 KM of LT line	i)	W/C Lineman (LT)	1

ii)	W/C Asstt. Lineman (LT)	2
iii)	Skilled Casual Worker	2
iv)	Un-Skilled Casual Worker	2

## **B OPERATION & MAINTENANCE OF 11KV & 33 KV LINE**

1) For every 200 KM line	i)	W/C Asstt. Lineman (HT)	1
	ii)	Skilled Casual Worker	3
	iii)	Un-Skilled Casual Worker	4

2) For every Section for maintaining 11 or 33 KV line

i)	W/C Lineman (HT)	1
----	------------------	---

3) For every Sub-Division for maintaining 11 or 33 KV line

i)	W/C Senior Lineman (HT)	1
----	-------------------------	---

## **C OPERATION & MAINTENANCE OF DISTRIBUTION TRANSFORMERS (DTs)**

1) For every <b>RURAL</b> 50 DTs	i)	W/C Assistant Lineman (HT)	1
	ii)	Skilled Casual Worker	1
	iii)	Un-Skilled Casual Worker	2

2) For every **URBAN** 100 DTs

i)	W/C Lineman (HT)	1
ii)	W/C Asstt. Lineman (HT)	2
iii)	Skilled Casual Worker	2
iv)	Un-Skilled Casual Worker	2

## **D OPERATION & MAINTENANCE OF 33/11 KV TRANSFORMER SUB-STATIONS**

1) For every 15 numbers of 33/11 KV Sub-Stations below 2.5MVA without full pledged protection systems:-

i)	W/C Asstt. Lineman (HT)	1
ii)	W/C Asstt. Electrician	1
iii)	Skilled Casual Worker	1
iv)	Un-Skilled Casual Worker	1

2) For 33/11 KV Sub-Stations of 2.5MVA & above with full pledged protection systems:-

i)	W/C Lineman (HT)	1
ii)	W/C Electrician	1
iii)	W/C Operator (Panel Board)	1
iv)	W/C Assistant Operator (PB)	2
v)	Skilled Casual Worker	3
vi)	Un-Skilled Casual Worker	4
vii)	W/C Asstt. Security Guard	1

	viii)	Skilled Security Guard	2
	ix)	Un-Skilled Security Guard	2
3)		For every four (4) Nos. of 33/11 KV Sub-Stations of 2.5MVA & above capacity	
	i)	W/C Senior Operator (PB)	1
	ii)	W/C Senior Electrician	1
	iii)	W/C Senior Lineman (HT)	1
4)		For every Sub-Division	
	i)	W/C Asstt. Draughtsman	1
5)		For every Division	
	i)	W/C Draughtsman	1
6)		For every Circle	
	i)	W/C Senior Draughtsman	1

#### **E OPERATION & MAINTENANCE OF 132 KV & ABOVE CLASS OF LINES**

1)		For every section of 132KV line & above class below 100 KM	
	i)	W/C Asstt. Lineman (HT)	1
	ii)	Skilled Casual Worker	2
	iii)	Un-Skilled Casual Worker	2
2)		For every 100 KM of line of 132 KV & above class:- (One team headed by a Junior Engineer as i/c of the line)	
	i)	W/C Senior Lineman (HT)	1
	ii)	W/C Lineman (HT)	2
	iii)	W/C Assistant Lineman (HT)	2
	iv)	W/C Skilled Casual Worker	2
	v)	Un-Skilled Casual Worker	2

#### **F OPERATION & MAINTENANCE OF 132/33 KV GRID SUB-STATIONS**

1)		For 132/33 KV and above class of Grid Sub-Stations (One AE as Assistant Resident Engineer with 4 Nos. of Junior Engineers in shifts)	
	i)	W/C Senior Operator (PB)	1
	ii)	W/C Technician (EHV)	1
	iii)	W/C Operator (PB)	1
	iv)	W/C Lineman (HT)	1
	v)	W/C Electrician	1
	vi)	W/C Assistant Technician (EHV)	2
	vii)	W/C Assistant Operator (PB)	2
	viii)	W/C Assistant Lineman (HT)	2
	ix)	W/C Assistant Electrician	2
	x)	Skilled Casual Worker	2
	xi)	Un-Skilled Casual Worker	2
	xii)	W/C Senior Security Guard	1
	xiii)	W/C Security Guard	2

	xiv)	W/C Asst Security Guard	4
	xv)	Skilled Security Guard	4
2) For every 3 Nos. of 132/33 KV and above class of Grid Sub-Stations (Mobile gang for Restoration works)			
	i)	W/C Senior Technician (EHV)	1
	ii)	W/C Senior Lineman (HT)	1
	iii)	W/C Senior Electrician	1
	iv)	Skilled Casual Worker	2
	v)	Un-Skilled Casual Worker	2
3) For every Sub-Division	i)	W/C Asstt. Draughtsman	1
4) For every Division	i)	W/C Draughtsman	1
5) For every Circle	i)	W/C Senior Draughtsman	1

**G MISCELLANEOUS WORKS (Non Technical Works)**

1) For every Section	i)	Un-Skilled Casual Chowkidar	1
2) For every Sub-Division			
	i)	W/C Assistant Store Keeper	1
	ii)	Unskilled Casual Cook	1
	iii)	Un-Skilled Casual Chowkidar	1
	iv)	Un-Skilled Casual Peon	1
	v)	Un-Skilled Casual Sweeper	1
3) For every Division			
	i)	W/C Store Keeper	1
	ii)	Skilled Casual Cook	1
	iii)	Un-Skilled Casual Chowkidar	1
	iv)	Un-Skilled Casual Peon	2
	v)	Un-Skilled Casual Cook	2
	vi)	Un-Skilled Casual Mali	1
	vii)	Un-Skilled Casual Sweeper	1
	viii)	Skilled Security Guard	2
4) For every Circle			
	i)	W/C Sweeper	1
	ii)	Skilled Casual Cook	2
	iii)	Un-Skilled Casual Chowkidar	2
	iv)	Un-Skilled Casual Peon	2
	v)	Un-Skilled Casual Cook	2
	vi)	Un-Skilled Casual Mali	2
	vii)	Asst Security Guard	1
	viii)	Skilled Security Guard	2
5) For every Zone			
	i)	W/C Sweeper	1

ii)	Skilled Casual Cook	2
iii)	Un-Skilled Casual Chowkidar	4
iv)	Un-Skilled Casual Peon	4
v)	Un-Skilled Casual Cook	3
vi)	Un-Skilled Casual Mali	4
vii)	Un-Skilled Casual Sweeper	2
viii)	W/C Security Guard	1
ix)	W/C Asst Security Guard	2

## **H MAINTENANCE OF INTERNAL ELECTRIFICATION OF BUILDING WORKS**

1) For every Section	i)	W/C Assistant Wireman	1
	ii)	Skilled Casual Worker	2
	iii)	Un-Skilled Casual Worker	2
2) For every Sub-Division	i)	W/C Wireman	1
	ii)	W/C Electrician	1
	iii)	W/C Assistant Wireman	1
	iv)	W/C Assistant Electrician	1
3) For every Division	i)	W/C Senior Electrician	1
	ii)	W/C Wireman	1
	iii)	W/C Electrician	1

## **I OPERATION & MAINTENANCE OF LIGHT, HEAVY VEHICLES & DG Sets**

1) For every Mechanical Section	i)	W/C Senior Mechanic	1
	ii)	W/C Mechanic	1
	iii)	W/C Assistant Mechanics	2
	iv)	Skilled Casual Worker	2
	v)	Un-Skilled Casual Worker	2
2) For every Sub-Division	i)	W/C Assistant Driver (LV)	1
	ii)	W/C Driver (HV)	1
	iii)	Skilled Casual Handyman	1
3) For every Division	i)	W/C Driver (LV)	1
	ii)	W/C Senior Driver (HV)	1
	iii)	W/C Assistant Driver (LV)	1
4) For every Circle	i)	W/C Senior Driver(LV)	1
	ii)	W/C Driver (LV)	1
	iii)	W/C Assistant Driver (LV)	2

5) For every Zone

- |      |                           |   |
|------|---------------------------|---|
| i)   | W/C Regular Driver (LV)   | 1 |
| ii)  | W/C Senior Driver (LV)    | 2 |
| iii) | W/C Driver (LV)           | 2 |
| iv)  | W/C Assistant Driver (LV) | 2 |





**STATEMENT OF LIST VACANCIES FALLEN DURING THE FINANCIAL YEAR (FY) \_\_\_\_\_**

(This report is to be submitted within April month of next FY)

Name of Division : \_\_\_\_\_

Circle : \_\_\_\_\_

<b>Sl. No.</b>	<b>Name of Employee who was holding the post</b>	<b>Designation</b>	<b>Status</b> Casual / Temp / Regular	<b>Group</b> (S/US/D/C1/C2)	<b>Reasons</b> Died / Retired / others	<b>Date of vacancy</b>	<b>Remarks</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>