



# JHARKHAND URJA VIKAS NIGAM LIMITED

Regd. Office : Engineering Building, I.E.C., Dhurva, Ranchi-834004

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## NOTIFICATION

Notification No: 1723

IV/विपिध/कम्पनी संरचना-40905/17

Dated: 07-08-2018

The Board of Directors, Jharkhand Urja Vikas Nigam Limited vide Resolution against Agenda Item No 34-10-C3 has accorded its approval in the 34<sup>th</sup> meeting held on 22.06.2018 on the under mentioned:-

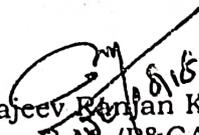
1. Designation Mapping of JUVNL & its three subsidiary companies i.e. JUUNL, JUSNL & JBVNL.
2. Organisation Structure and Manpower Planning within the holding company JUVNL and all its three subsidiary companies JUUNL, JUSNL & JBVNL.
3. The overall Organization Structure of field offices of subsidiary companies has been approved with the condition that "at the time of any new recruitment or engagement of manpower through outsourcing the actual manpower requirement shall be re-assessed and decision shall be taken keeping in view the financial health of the respective company (s)".

The approved Designation Mapping, Organisation Structure and Manpower Planning are enclosed herewith as Appendix -I, II, III respectively for JUVNL, JUUNL, JUSNL & JBVNL.

The Designation Mapping, Organisation Structure and Manpower Planning as per the enclosed Appendix and Annexures shall come in force with immediate effect for all cadres and across the Holding company and its three subsidiary companies.

Notified for information to all the employees of the Nigam & its subsidiary companies.

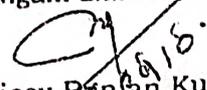
By Order of the Jharkhand Urja Vikas Nigam Limited

  
(Rajeev Ranjan Kumar)  
G.M. (P&GA)

Dated 07-08-2018

Memo no 1724/

Copy forwarded to EEE, CMD Cell, Jharkhand Urja Vikas Nigam Limited/ T. S. to Managing Director, Jharkhand Urja Sancharan Nigam Limited/ T. S. to Managing Director, Jharkhand Urja Utpadan Nigam Limited/ T. S. to Managing Director, Jharkhand Bijili Vitran Nigam Limited/ Director (Finance), Jharkhand Urja Vikash Nigam Limited/ Director (Project), Jharkhand Urja Sancharan Nigam Limited/ General Manager, (Personnel and General Administration), Jharkhand Urja Vikas Nigam Limited/ Company Secretary, Jharkhand Urja Vikas Nigam Limited/ Jharkhand Urja Utpadan Nigam Limited/ Jharkhand Urja Sancharan Nigam Limited/ Jharkhand Bijili Vitran Nigam Limited, Ranchi for information.

  
(Rajeev Ranjan Kumar)  
G.M. (P&GA)

Memo no 1724 /

Dated 07-08-2018

Copy forwarded to All Engineer-in-Chief / General Manager, PTPS, Patratu / All General Manager-cum-Chief Engineer / All Chief Engineers / Sr. Law Advisor-cum-Additional Secretary/ Financial Controller-I / All Financial Controller-II / All Electrical Superintending Engineer / All DGM / Project Manager, SRHP, Sikidiri / Administrator, Rest Asset, PTPS, Patratu / All DGM (HR) / Joint Secretary / All Electrical Executive Engineer / All Sr. Manager / All Under Secretary / Registrar, VUSNF, Ranchi / Hazaribagh / Chaibasa / Medninagar / Dumka / All Personal Officer / All Accounts Officer / All Ado's / Accounts officer (Estb.) / All Section Officer, JUVNL for information and necessary action.

(Rajeev Ranjan Kumar)  
G.M. (P&GA)

# Jharkhand Urja Utpadan Nigam Limited

Appendix - I

## Revised Designation Mapping

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#	As-Is Cadre Structure				Proposed Designation Mapping		
	General	Civil	Admin/Legal	Accounts	New Designation for all cadre		
1	Engineer-In-Chief				Executive Director (ED)*		
2	CE	CE	Secretary	Financial Controller I	General Manager (GM)*		
3		ACE		Financial Controller II			
4	SE	SE	Director (Personnel)	Director (Accounts)	Deputy General Manager (DGM)*		
5			Joint Secretary				
6	EE	EE	Deputy Director (Personnel)/ Under Secretary/ Deputy Director (Law)	Deputy Director (Accounts)	Senior Manager (SM)*		
7	AE	AC	Personnel Officer	Accounts Officer	Manager*		
8			Administrative Officer/ Law Officer				
9			Section Officer/ Labour Welfare Officer		Junior Manager (JM)		
10	JE	JE					
11			Office Superintendent	Accountant			
12	All Non-Executive Technical Posts		All Non-Executive Non-Technical Posts	Head Clerk (Admin)	Head Clerk (Accounts)	Electrician	
13				Office Assistant(OA)	Accounts Assistant(AA)	Technical Assistant(TA)	
14	Group IV Posts			Supporting Staff I			
15				Supporting Staff II			
16				Supporting Staff III			

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The detailed department wise designation list is mentioned below

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Office Category	Department Name	List of Designation
Corporate (HQ)	Technical	ED Technical GM Projects GM Technical GM Civil DGM Planning & Design DGM Contracts DGM Quality Assurance & Inspection DGM Repair, Maintenance & Commercial DGM Operations Management DGM Stores & Purchase DGM Civil SM Planning & Design SM Contracts SM Quality Assurance & Inspection SM Repair & Maintenance SM Commercial SM Generation Planning SM Environment Health & Safety (EHS) SM Stores SM Purchase SM Civil Manager Planning & Design Manager Contracts Manager Quality Assurance & Inspection Manager Repair & Maintenance Manager Commercial Manager Generation Planning Manager Environment Health & Safety (EHS) Manager Stores Manager Purchase Manager Civil
Corporate (HQ)	Strategic Management Cell	DGM Strategic Management Cell SM Strategic Management Cell
Corporate (HQ)	Finance & Accounts	GM Finance & Accounts DGM Accounts DGM Finance <del>SM Audit</del> ✓ SM Accounts ✓ SM Payments ✓ SM Finance ✓ Manager Audit Manager Accounts Manager Payments Manager Finance JM Audit JM Accounts JM Payments JM Finance

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Office Category	Department Name	List of Designation
Corporate (HQ)	HR/Admin/Law	GM HR/Admin/Law DGM HR DGM Admin DGM Law SM Training & IR/Welfare SM HRM-Executive SM HRM-Non Executive SM Admin/Safety/Security SM Law Manager Training & IR/Welfare Manager HRM-Executive Manager HRM-Non Executive Manager Admin/Safety/Security Manager Law JM Training & IR/Welfare JM HRM-Executive JM HRM-Non Executive JM Admin/Safety/Security
Corporate (HQ)	Finance & Accounts	GM IT DGM IT SM IT Manager IT
SRHP		DGM SM Manager JM

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**Appendix III**  
**Cadre Wise Manpower Segregation**

Sl.No	Designation	Engineering/Cadre		Total
		Corporate Level Manpower	Field Manpower	
1	ED			
2	GM	1	To Remain Unchanged	1
3	DGM	2		2
4	SM	8		8
5	Manager	12		12
6	JM	10		10
7	Electrician	0		0
8	Technical Assistant			0
Total		33		0

The details of posts for each designation are mentioned below

- i) Executive Director
  - ED Technical - 1 Post
- ii) General Manager
  - GM Projects- 1 Post
  - GM Technical- 1 Post
- iii) Deputy General-Manager
  - DGM Planning & Design- 1 Post.
  - DGM Contracts- 1 Post
  - DGM Quality Assurance & Inspection- 1 Post
  - DGM Repair, Maintenance & Commercial- 1 Post
  - DGM Operations Management- 1 Post
  - DGM Stores & Purchase- 1 Post
  - DGM Strategic Management Cell- 1 Post
  - DGM MD Cell- 1 Post
- iv) Senior Manager
  - SM Planning & Design- 1 Post
  - SM Contracts- 1 Post
  - SM Quality Assurance & Inspection- 1 Post
  - SM Repair & Maintenance- 1 Post
  - SM Commercial- 1 Post
  - SM Generation Planning- 1 Post
  - SM Environment Health & Safety- 1 Post
  - SM Stores- 1 Post
  - SM Purchase- 1 Post
  - SM Strategic Management Cell - 2 Posts.
  - SM MD Cell- 1 Post
- v) Manager
  - Total 10 Manager post from technical cadre has been considered as per latest structure of corporate office.

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Sl No	Designation			
1	ED	0	To Remain Unchanged	0
2	GM	1		1
3	DGM	2		2
4	SM	4		4
5	Manager	4		4
6	JM	8		8
7	Head Clerk (Accounts)	9		9
8	Accounts Assistant	11		11
Total				

The details of posts for each designation are mentioned below

- i) General Manager
  - GM Finance & Accounts - 1 Post
- ii) Deputy General Manager
  - DGM Accounts - 1 Post
  - DGM Finance - 1 Post
- iii) Senior Manager
  - SM Audit - 1 Post
  - SM Accounts - 1 Post
  - SM Payments - 1 Post
  - SM Finance - 1 Post
- iv) Manager
  - Total 4 Manager post from F&A cadre has been considered as per latest structure of corporate office
- v) Junior Manager
  - Total 8 JM post from F&A cadre has been considered as per latest structure of corporate office

Sl No	Designation	Corporate Level Manpower	HR & Admin Cadre Sikd In Manpower	Total
1	ED	0	To Remain Unchanged	0
2	GM	1		1
3	DGM	2		2
4	SM	4		4
5	Manager	4		4
6	JM	8		8
7	Head Clerk (Admin)	14		14
8	Office Assistant	28		28
Total		61	0	61

The details of posts for each designation are mentioned below

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- i) General Manager
  - GM HR/Admin/Law - 1 Post
- ii) Deputy General Manager
  - DGM HR - 1 Post
  - DGM Admin - 1 Post
- iii) Senior Manager
  - SM Training & IR/Welfare - 1 Post
  - SM HRM-Executive - 1 Post
  - SM HRM-Non Executive - 1 Post
  - SM Admin/Safety/Security - 1 Post
- i) Manager
  - Total 4 Manager post from HR&A cadre has been considered as per latest structure of corporate office
- ii) Junior Manager
  - Total 8 JM post from HR&A cadre has been considered as per latest structure of corporate office

Sl No	Designation	HR&A Cadre		Total
		Corporate Level Manpower	SKM Manpower	
1	ED	0	To Remain Unchanged	0
2	GM	1		1
3	DGM	1		1
4	SM	1		1
5	Manager	1		1
6	JM	0		0
Total		4	4	4

The details of posts for each designation are mentioned below

- i) General Manager
  - GM IT - 1 Post
- ii) Deputy General Manager
  - DGM IT - 1 Post
- iii) Senior Manager
  - SM IT - 1 Post
- iv) Manager
  - Manager IT - 1 Post

Sl No	Designation	IT Cadre		Total
		Corporate Level Manpower	SKM Manpower	
1	ED	0	To Remain Unchanged	0
2	GM	1		1
3	DGM	1		1
4	SM	1		1
5	Manager	1		1
6	JM	0		0
Total		4	4	4

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The details of posts for each designation are mentioned below

- i) General Manager
  - GM Civil – 1 Post
- ii) Deputy General Manager
  - DGM Civil – 1 Post
- iii) Senior Manager
  - SM Civil – 1 Post
- iv) Manager
  - Manager Civil – 1 Post

Sl. No.	Designation	Legal Cadre		Total
		Corporate Level Manpower	Sikdipr Manpower	
1	ED	0	To Remain Unchanged	0
2	GM	0		0
3	DGM	1		1
4	SM	1		1
5	Manager	1		1
6	JM	0		0
7	Legal Assistant	0		0
Total				

The details of posts for each designation are mentioned below

- i) Deputy General Manager
  - DGM Law – 1 Post
- ii) Senior Manager
  - SM Law – 1 Post
- iii) Manager
  - Manager Law – 1 Post

- In addition to the above breakup, 1 post of company secretary has been considered equivalent to manager (Regular) & 1 post in CS cell equivalent to JM.
- Total 33 post of Supporting Staff I/II/III post has been considered for corporate office.

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Revised Manpower

Corporate Office Manpower

The summary table for proposed corporate office manpower is mentioned below.

Designation	Manpower Corporate (Overall)						
	MD's Office	Strategic Management Cell	Technical Department	F&A	HR/Admin/Law	IT	Total
ED			1				1
GM			3	1		1	6
DGM	1	1	7	2	3	1	15
SM	1	2	10	4	5	1	23
Manager	2		10	4	5	1	22
JM	1			8	8		17
<b>Total Executive</b>	<b>5</b>	<b>3</b>	<b>31</b>	<b>19</b>	<b>22</b>	<b>4</b>	<b>84</b>
HC (Admin)	1		3		9	1	14
HC (Accounts)				9			9
Office Assistant	2	1	11		12	2	28
Accounts Assistant				11			11
Supporting Staff	4		7	10	10	2	33
<b>Non Executive</b>	<b>7</b>	<b>1</b>	<b>21</b>	<b>30</b>	<b>31</b>	<b>5</b>	<b>95</b>
<b>Total</b>	<b>12</b>	<b>4</b>	<b>52</b>	<b>49</b>	<b>53</b>	<b>9</b>	<b>179</b>

\* Out of which certain (~37) positions including supporting staff posts may be filled on contract/ outsourced/ short term appointment basis.

Designation	Manpower Corporate (Outsourced)						
	MD's Office	Strategic Management Cell	Technical Department	F&A	HR/Admin/Law	IT	Total
ED	-	-	-	-	-	-	-
GM	-	-	-	-	-	-	-
DGM	-	-	-	-	1	-	1
SM	-	-	-	-	1	-	1
Manager	-	-	-	-	1	-	1
JM	-	-	-	-	1	-	1
<b>Total Executive</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>-</b>	<b>4</b>
HC (Admin)	-	-	-	-	-	-	-
HC (Accounts)	-	-	-	-	-	-	-
Office Asslstant	-	-	-	-	-	-	-
Accounts Assistant	-	-	-	-	-	-	-
Supporting Staff	4	-	7	10	10	2	33
<b>Non Executive</b>	<b>4</b>	<b>-</b>	<b>7</b>	<b>10</b>	<b>10</b>	<b>2</b>	<b>33</b>
<b>Total</b>	<b>4</b>	<b>-</b>	<b>7</b>	<b>10</b>	<b>14</b>	<b>2</b>	<b>37</b>

**SRHP Manpower**

The Field Manpower In Sikdirl power plant will remain unchanged. (Similar to Sanctioned Post)

Designation	SRHP	Total
ED	-	-
GM	0	0
DGM	1	1
SM	4	4
Manager	15	15
Junlor Manager	6	6
Non-Executive	196	196
<b>Total</b>	<b>222</b>	<b>222</b>

**Overall Manpower**

The summary table for overall manpower is mentioned below:

Positions	Sanctioned Post	Total Corporate Manpower	Total Field Manpower	Overall Manpower	Additional Post including outsourced post
A	B	C	D	E=C+D	F=E-B
ED	1	1	0	1	0
GM	10	6	0	6	-4
DGM	37	15	1	16	-21
SM	88	23	4	27	-61
Manager	305	22	15	37	-268
JM	56	17	6	23	-33
Total Executives	497	84	26	110	-387
Total Non-Executive	1197	95	196	291	-906
<b>Grand total</b>	<b>1694</b>	<b>179</b>	<b>222</b>	<b>401</b>	<b>-1293</b>

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