

उत्तर प्रदेश पावर कार्पोरेशन लि०
(उ०प्र० सरकार का उपक्रम)



पत्रांक 225 / पी०एससीएच/17

दिनांक नवम्बर 20, 2017

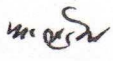
प्रबन्ध निदेशक,
पश्चिमांचल विद्युत वितरण निगम लि०, मेरठ।
प्रबन्ध निदेशक,
पूर्वांचल वि०वि०नि०लि० वाराणसी।
प्रबन्ध निदेशक,
दक्षिणांचल वि०वि०नि०लि० आगरा।
प्रबन्ध निदेशक,
मध्यांचल वि०वि०नि०लि० लखनऊ।
प्रबन्ध निदेशक,
कानपुर विद्युत सम्पूर्ति प्रशासन (केसा)।

महोदय,

विद्युत देयो की राजस्व वसूली में सुधार के लिए पूर्व प्रेषित पत्र सं० 209/पीएससीएच/17 दिनांक 10-11-2017 द्वारा विद्युत वितरण खण्डों हेतु जारी प्रोत्साहन योजना पर सम्यक विचारोपरान्त कतिपय संशोधनों (संलग्नक-1) का संज्ञान लेते हुये संशोधित प्रोत्साहन योजना (संलग्नक-2) परिभाषित विवरण के अनुसार लागू किये जाने हेतु प्रेषित की जा रही है।

संलग्नक-यथोपरि।

भवनिष्ठ



(आलोक कुमार)
अध्यक्ष

पत्रांक 225 / पी०एससीएच/17 तददिनांक।

प्रतिलिपि:- संलग्नको सहित निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।


- 1- प्रमुख सचिव, मुख्यमंत्री, उ०प्र० शासन, लखनऊ।
- 2- निजी सचिव, मा० ऊर्जा मंत्री, उ०प्र० शासन लखनऊ।
- 3- निजी सचिव, मा० राज्य मंत्री, उ०प्र० शासन लखनऊ।
- 4- श्री विजय विश्वास पंत, स्टाफ आफिसर, मुख्य सचिव, उ०प्र० शासन लखनऊ।

भवनिष्ठ


(आलोक कुमार)
अध्यक्ष

सी०सी०

- 1- प्रबन्ध निदेशक, उ०प्र०पा०का०लि०
- 2- समस्त निदेशक, उ०प्र०पा०का०लि०


(आलोक कुमार)
अध्यक्ष

Corrigendum to Revenue Based Incentive Scheme for Employees / Officers

1. Point no. 3 A) (i) & (ii) of the guideline are being substituted as below :-

S. No.	Existing Provision	Substituted Provision
3 A)	<p>i. Incentive will be Rs. 4 Lakh per Paisa per month for Rural division & Rs.3 Lakh per Paisa per month for Urban division, if the cumulative through rate for the month of November & December is X% higher than the cumulative through rate between 1/04/2017 to 31/10/2017 i.e. baseline, where –</p> <p>X = 8% for rural divisions, where baseline through rate is between Rs. 1.00 to Rs. 1.50/ Unit. However, divisions with baseline through rate less than Rs.1.00/Unit shall become eligible for incentive only when they achieve a cumulative through rate of November & December at more than Rs. 1.00/Unit. The incentive amount for such divisions shall be calculated on improvement achieved above through rate of Rs. 1.00/Unit.</p> <p>X = 6 % for rural divisions, where baseline through rate is more than Rs.1.50/ Unit,</p> <p>X = 6 % for urban divisions, where baseline through rate is less than or equal to Rs.3.00/ Unit,</p> <p>X = 4 % for urban divisions, where baseline through rate is more than Rs.3.00/ Unit,</p>	<p>i. Incentive will be Rs. 4 Lakh per 10 Paisa per month for Rural division (i.e. Rs. 40,000 per paisa) & Rs.3 Lakh per 10 Paisa per month for Urban division (i.e. Rs. 30,000 per paisa), if the cumulative through rate for the month of November & December is X% higher than the cumulative through rate between 1/04/2017 to 31/10/2017 i.e. baseline, where –</p> <p>X = 8% for rural divisions, where baseline through rate is between Rs. 1.00 to Rs. 1.50/ Unit. However, divisions with baseline through rate less than Rs.1.00/Unit shall become eligible for incentive only when they achieve a cumulative through rate of November & December at more than Rs. 1.00/Unit. The incentive amount for such divisions shall be calculated on improvement achieved above through rate of Rs. 1.00/Unit.</p> <p>X = 6 % for rural divisions, where baseline through rate is more than Rs.1.50/ Unit,</p> <p>X = 6 % for urban divisions, where baseline through rate is less than or equal to Rs.3.00/ Unit,</p> <p>X = 4 % for urban divisions, where baseline through rate is more than Rs.3.00/ Unit,</p> <p>X = 2 % for urban divisions, where baseline through rate is more than Rs.6.00/ Unit,</p>
3 A)	<p>ii. For divisions who have seen a reduction in baseline (i.e. the cumulative through rate between 1/04/2017 to 31/10/2017) as compared to the cumulative through rate for the complete year FY 2016-17, the baseline will be through rate for the year FY 2016-17.</p>	<p>i. For divisions who have seen a reduction in baseline (i.e. the cumulative through rate between 1/04/2017 to 31/10/2017) as compared to the cumulative through rate for the complete year FY 2016-17, the baseline will be through rate for the year FY 2016-17. Further, a division will be eligible for incentive only when the cumulative through rate for the months of November & December, 2017 is higher than the cumulative through rate achieved for the months of November & December, 2016.</p>

2. Point no. 7) of the guideline is being substituted as below :-

S. No.	Existing Provision	Substituted Provision
7	Any clarification regarding the scheme can be sought from Director Commercial, UPPCL up to 31 March, 2018.	Any clarification regarding the scheme can be sought from Director Commercial, UPPCL up to 30 November, 2017.

3. Point no. 8) of the guideline is being substituted as below :-

S. No.	Existing Provision	Substituted Provision
8	Any difference of opinion/dispute arising out of the scheme after 31 March, 2018 will be referred to MD, UPPCL and the joint decision by MD/ Chairman, UPPCL will be final and binding for all.	Any difference of opinion/dispute arising out of the scheme after 31 December, 2017 will be referred to MD, UPPCL and the joint decision by MD/ Chairman, UPPCL will be final and binding for all.

Revenue Based Incentive Scheme for Employees/Officers

1) Objective	To motivate Employees/ Officers to improve through rate (Revenue per Unit) of their division thereby enabling Discoms to achieve Financial stability.
2) Duration	The Scheme shall be launched between 1 st November 2017 to 31 st December 2017 Can be extended in same or modified form for subsequent period.
3 A) Baseline	Cumulative through rate (Revenue per Unit) for a period 1/04/2017 to 31/10/2017.
3 B) Incentive	<p>i. Incentive will be Rs. 4 Lakh per 10 Paise per month for Rural division (i.e. Rs. 40,000 per paise) & Rs.3 Lakh per 10 Paise per month for Urban division (i.e. Rs. 30,000 per paise), if the cumulative through rate for the month of November & December is X% higher than the cumulative through rate between 1/04/2017 to 31/10/2017 i.e. baseline, where –</p> <p>X = 8% for rural divisions, where baseline through rate is between Rs. 1.00 to Rs. 1.50/ Unit. However, divisions with baseline through rate less than Rs.1.00/Unit shall become eligible for incentive only when they achieve a cumulative through rate of November & December at more than Rs. 1.00/Unit. The incentive amount for such divisions shall be calculated on improvement achieved above through rate of Rs. 1.00/Unit.</p> <p>X = 6 % for rural divisions, where baseline through rate is more than Rs.1.50/ Unit,</p> <p>X = 6 % for urban divisions, where baseline through rate is less than or equal to Rs.3.00/ Unit,</p> <p>X = 4 % for urban divisions, where baseline through rate is more than Rs.3.00/ Unit,</p> <p>X = 2 % for urban divisions, where baseline through rate is more than Rs.6.00/ Unit,</p>

	<p>ii. For divisions who have seen a reduction in baseline (i.e. the cumulative through rate between 1/04/2017 to 31/10/2017) as compared to the cumulative through rate for the complete year FY 2016-17, the baseline will be through rate for the year FY 2016-17. Further, a division will be eligible for incentive only when the cumulative through rate for the months of November & December, 2017 is higher than the cumulative through rate achieved for the months of November & December, 2016.</p>
3 C) Time of Disbursement	<p>Disbursement of incentive in the scheme will be based purely on achievement of through rate, as indicated in (3 B), and shall be made in the second week of February 2018 after ensuring that the through rate of January, 2018 has not fallen below the average through rate of November & December, 2017 for which the Division has become eligible for incentive.</p>
4) Exclusions	<p>i. Effect of any tariff hike ii. Government dues; centrally realized</p>
5) Manner of Disbursement	<p>Incentive, if any, shall be disbursed to the team in the division responsible for such achievement. The amount of incentive shall be disbursed equally in all the individuals responsible for achievement in the division excluding Junior Engineers & above Officers (SDO, AE (Meter), AE (Test), Executive Engineer & Executive Engineer (Test)) whose incentive will be capped at maximum of Rs. 5000 as a form of token appreciation. However, JEs & above Officers will be given individual appreciation for their effort apart from token incentive.</p> <p>Example : if a division gets an incentive of Rs. 4.5 Lac/ month and total staff responsible for such revenue hike consists of 50 individuals comprising of 10 JEs & above Officers then these 10 individuals will be paid at the rate of Rs. 5000 each and remaining 4 lac will be distributed among 40 individuals equally at the rate of Rs. 10000 each individual.</p>
6) Coverage	<p>i. Executive Engineer/EE (Test) ii. SDOs/ AE (Meter)/ AE (Test) iii. Junior Engineers iv. Any other employee of the division, who has been declared by</p>

	<p>the Executive Engineer for being involved in activities related with revenue improvement, but such declaration should be made before hand and latest by 30th November, 2017</p> <p>v. Contractual Staff involved in revenue drive.</p>
7) Clarification	Any clarification regarding the scheme can be sought from Director Commercial, UPPCL up to 30 November, 2017.
8) Differences / Dispute	Any difference of opinion/dispute arising out of the scheme after 31 December, 2017 will be referred to MD, UPPCL and the joint decision by MD/ Chairman, UPPCL will be final and binding for all.