

**FORUM OF REGULATORS (FOR)**  
**C/o Central Electricity Regulatory Commission**  
**Ground Floor, Chanderlok Building, 36, Janpath, New Delhi - 110 001**  
**Tele: 23353503, Fax :23752957.**

No. 15/6(1)/2008-FOR/CERC

Dated: 22.01.2014

**“Engagement of Staff Consultants by Forum of Regulators”**  
**[LAST DATE: 06.02.2014]**

With reference to FOR’s Vacancy Circular of even No. dated 30.12.2013 on the subject mentioned above, it is to inform that the last date of submission of application has been extended upto 6<sup>th</sup> February, 2014 at 1500 hours. All other Terms and Conditions shall remain unchanged.

Encl. : As above

(-Sd-)  
**Assistant Secretary, FOR**

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**“Engagement of Staff Consultants by Forum of Regulators”**  
**[LAST DATE: 22.01.2014]**

**1. Background**

1.1 The Electricity Regulatory Commissions Act, 1998 paved way for creation of the Regulatory Commissions at the Centre and in the States. Since the enactment of Electricity Act 2003 the power sector has undergone major structural changes.

1.2 The Electricity Act, 2003 has significantly enlarged the spectrum of responsibility of CERC. Under the ERC Act, 1998 only the tariff fixation powers were vested in CERC. The new law of 2003 has entrusted on the CERC several other responsibilities in addition to the tariff fixation powers, for instance, the powers to grant license for inter-State transmission, inter-State trading and consequently to amend, suspend and revoke the license, the powers to regulate the licensees by setting performance standards and ensuring their compliance, etc.

1.3 The Act is based on the philosophy that consumers benefit from growth of competitive markets. The Act has de-licensed generation, encouraged captive power by allowing them to sell almost half of the generation without any license requirements. Multiple players are required for competitive markets. For coordinated growth of the sector, the Act has also provided for a framework of Forum of Regulators (FOR) inter alia for harmonization of regulation in the electricity sector.

1.4 The Forum of Regulators (FOR) was constituted vide Notification dated 16th February, 2005 in pursuance of the provision under section 166(2) of the Electricity Act, 2003. The Forum consists of Chairperson of Central Electricity Regulatory Commission (CERC) and Chairpersons of State Electricity Regulatory Commissions (SERCs). The Chairperson of CERC is the Chairperson of the Forum. The Forum consists of the Chairperson of the Central Commission and Chairpersons of the State Commissions. The Chairperson of the Central Commission is the Chairperson of the Forum of Regulators. The Secretary to the Central Commission is the *ex-officio* Secretary to the Forum. Secretarial assistance to the Forum is provided by the Central Commission. The headquarter of the Forum is located at New Delhi.

1.5 The following are the functions of the Forum of Regulators (FOR):

- a. Analysis of the tariff orders and other orders of Central Commission and State Commissions and compilation of data arising out of the said orders, highlighting, especially the efficiency improvements of the utilities;
- b. Harmonization of regulation in power sector;
- c. Laying of standards of performance of licensees as required under the Act;
- d. Sharing of information among the members of the Forum on various issues of common interest and also of common approach;

- e. Undertaking research work in-house or through outsourcing on issues relevant to power sector regulation;
- f. Evolving measures for protection of interest of consumers and promotion of efficiency, economy and competition in power sector; and
- g. Such other functions as the Central Government may assign to it, from time to time.

1.6 The Forum has been contributing significantly to the process of regulatory reforms in the electricity sector in India. It has conducted studies on wide ranging issues. The activities of FOR and consequently of FOR Secretariat have been increasing over the period and include inter alia conducting in-house research, studies by engaging external agencies, conducting capacity building programmes, organising meetings, managing the administrative and establishment matters of FOR. The Forum proposes to engage a Staff Consultant to assist in discharge of these functions.

## 2. Scope of work for the Staff Consultant

2.1 The scope of work for the Staff Consultant will include the following :-

- a. Research & Analysis of policy & regulatory issue relating to power sector;
- b. Preparation of various reports on issues relating to electricity policy & regulations from time to time and close monitoring of relevant developments in the sector;
- c. Establishment / HR Policy & Management relating to FOR;
- d. Legal and Parliament matters including compliance of specific directions by the Superior Courts, Parliamentary Standing Committee; Assistance in handling Legal advice, court matters;
- e. Matters relating to RTI etc.;
- f. The consultant will provide interface between the Regulatory Affairs wing of CERC and FOR Secretariat; and
- g. Any other work assigned from time to time.

## 3. Qualification and experience required for Staff Consultants

Category of Consultant	No. of Positions	Qualifications & Experience	Consolidated Salary
Staff Consultant to be designated as Regulatory Executive Officer (FOR)	One	<p><b>Essential Qualification:</b> MBA in Finance / Regulatory / Infrastructure.</p> <p><b>Work Experience:</b> Minimum fifteen years of experience, out of which -</p> <ul style="list-style-type: none"> <li>a. At least four years of experience and exposure to policy / regulation in electricity sector, preferably in Central / State Electricity Regulatory Commissions etc.; and</li> <li>b. At least four years of experience in the areas of Establishment / HR policy and management in a Central Govt. Dept. or Body / Central Autonomous Body / Central PSU etc.</li> </ul>	Rs. 80,000 to 1,20,000 per month (salary will be negotiable based on the educational qualifications and work experience)

		<p><b>Desirable Competencies:</b>  Knowledge of power sector issues;  Ability to undertake assignment independently / coordinate studies in the power sector;  Strong Computer skills; and  Excellent written and verbal communication and presentation skills.</p>	
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**4. General terms and conditions**

4.1 Normal working hours would be 9.30 A.M to 6.00 P.M (05 days week) including half – hour lunch break. The personnel may be called on a Saturday, Sunday and other gazette holidays, and asked to sit beyond normal working hours in case of exigency of work.

4.2. There will be a provision of 15 days leave (including 8 days casual leave and seven days on the pattern of earned leave) in a calendar year (in addition to the gazetted holidays applicable in FOR office) subject to prior sanction.

4.3. In case of tour outside Delhi, the Forum will reimburse the expenses for journey undertaken for official work by the Consultants as per the following entitlement:-

Regulatory Executive Officer (FOR) - By air-Economy class/By train(AC-II), other facilities as per entitlement of Assistant Chief level officer of CERC.

**5. Duration of contract and increment**

The contract will be for a period of two years which can be extended for one more year at the discretion of the Competent Authority, depending on the performance of the Consultant and on the functional needs of FOR. On appointment, the Consultant shall be entitled to an annual increment of 10% of the consolidated salary.

**6. Selection Process**

The selection process as provided for engagement of Staff Consultants, in the CERC (Appointment of Consultants) (Amendment) Regulation, 2010 will be followed for appointment of Staff Consultant for FOR.

**7. Payment Terms**

The consultant shall be paid lump sum monthly remuneration (the agreed amount) within seven days after completion of the month. TDS shall be deducted as per Income Tax rules.

**8. Termination of contract**

The assignment may be terminated earlier by either FOR or the Consultant by giving one month’s notice, or one month’s salary in lieu thereof. Provided, in case of disciplinary action the notice period shall not apply to FOR.

9. Appointment under this assignment shall be on purely contract basis for a limited period only. Such appointment shall not vest any right to claim for regular appointment or continued contractual appointment in FOR.
10. Relaxation in essential qualifications/experience can be considered in deserving cases.
11. FOR reserves the right not to fill up all or any of the above-mentioned positions.
12. Only short-listed candidates will be called for an interaction with the Selection Committee.
13. Interested and eligible candidates may send their applications, in the prescribed format to the Assistant Secretary, Forum of Regulators (FOR), Secretariat : C/o. CERC, Ground Floor (Front side), Chanderlok Building, 36, Janpath, New Delhi-110001 by **22.01.2014** upto 5 P.M.

**(-Sd-)**  
**Assistant Secretary, FOR**  
**Dated : 30.12.2013**