

HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED

"A State Government Undertaking"

No.HPSEBL/CE(Comm.)/T&D Losses-Vol-14/2012-

Dated:- 07/11/12.

14995-14999

To

All The Dy. Chief Engineers/ Superintending Engineers.  
Operation Circles, HPSEBL

Subject:- Incentive Scheme.

Sir,

Enclosed please find herewith an incentive scheme, approved in the 11<sup>th</sup> meeting of Board of Directors HPSEBL held on 29-09-2012, vide item no. 11.06 (copy enclosed). As per above scheme six performance based critical parameters have been approved to give away the incentive amount to the best performing circle along with its subordinate offices up to the sub division level. It is requested to circulate the above incentive scheme in the field units for necessary performance and evaluation thereafter.

DA:- as above

Chief Engineer(Comm.),  
HPSEBL, Shimla-4.

ASJ  
6-11-2012

Copy along with enclosure to:-

1. The additional Chief Secretary(MPP& Power) Shimla-171002
2. The Executive Director (Personnel),HPSEBL,Shimla-4.
3. All The Chief Engineers (operation),HPSEB Ltd.
4. The Chief Engineer (P&M),HPSEBL,Shimla-171004.
5. The Chief Engineer (MM),HPSEBL,Shimla-171004.
6. The Chief Engineer (SO&P),HPSEBL,Shimla-171004.It is requested that targets of R-APDRP works for FY2012-13 may be fixed and monitored as per format -E and be intimated to this office.
7. The Superintending Engineer (RGGVY),Khalani,Shimla-2.
8. The Superintending Engineer (IT), HPSEBL,Shimla-171004.
9. The Chief Accounts officer (F&A wing),HPSEBL,Shimla-171004
10. Resident Audit Officer, HPSEBL,Shimla-171004.
11. Public Relation Officer, HPSEBL,Shimla-171004.

CE (A.T.)  
Dy. Dir. (IT/Imp.)  
Asstt. Dir. (IT)  
AAE/IE  
Asstt. VII  
8/11/2012

JO DIRECTOR (IT)  
Dy. No. 2489  
Date 16/11/12  
HPSEB Vidyut Bhawan, Shimla

2. Rahul  
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to SP  
SP also upload on website,

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Chief Engineer(Comm.),  
HPSEBL, Shimla-4.

ASJ  
6-11-2012

## INCENTIVE SCHEME OF HPSEBL BASED ON SIX CRITICAL PARAMETERS

**Incentive Scheme:-** The following parameters Circle wise have been proposed for performance monitoring and linked with reward mechanism:

- A. Aggregate Technical & Commercial Losses
- B. Transmission and distribution Losses
- C. Distribution Transformer (DTR) failure rate
- D. Replacement of electro-mechanical meters with electronic meters (Subject to availability)
- E. R-APDRP works
- F. Circle Wise Revenue Expenditure and Revenue Recovered

On the basis of evaluation of these parameters as per achievement on each parameter and as detailed below, the incentive proposal shall be approved for the best circle / the best division/sub-division under that circle. The reward scheme shall be applicable for all twelve operation circles in HPSEBL.

The proposed amount of cash reward to the best circle and its subordinate offices, is Rs. 5 lakh. 25% of the cash reward shall be kept by the SE(Op) circle for distribution in his office and 75% shall be transferred to the best performing electrical division/sub-division under his control. The details for the distribution among the field units shall be proposed by the SE concerned and shall be approved at Board Level.

Commendation ceremony of incentive scheme is proposed to be held in the presence of VIP authorities on important occasion for H.P i.e. 15<sup>th</sup> April or 25<sup>th</sup> Jan. or 15<sup>th</sup> Aug.





## Parameters Evaluation Criteria

### A.) Aggregate Technical and Commercial (AT&C) Losses

The achievement of AT&C losses for FY 2011-12, is appended below, along with target fixed for FY 2012-13.

Sr. No.	Name of Circle	Actual For FY 2011-12 (%)	Target fixed for FY 2012-13 (%)	Marks obtained/grade
1	Nahan	13.10	12	
2	Rampur	21.33	19	
3	Rohroo	54.88	35	
4	Shimla	27	22	
5	Solan	12.04	11	
6	Bilaspur	22.74	20	
7	Hamirpur	34.95	25	
8	Kullu	24.48	22	
9	Mandi	35.03	24	
10	Dalhousie	24.37	22	
11	Kangra	28.06	23	
12	Una	25.52	21	

### Criteria for ratings (Reduction of AT&C losses):

Grade	Criteria	Marks
Excellent	Exceeds the target by more than 5%	100
Very Good	Exceeds the target by 0 to 5%	90
Good	Meet the target	80
Average	Meet the 90% and above target	70
Poor	Meet the 70% and above target	60

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B.)

**Transmission and Distribution (T&D) Losses**


The achievement of T&D losses, for FY 2011-12, is appended below, along with target fixed for FY 2012-13.

Sr. No.	Name of Circle	Actual for FY 2011-12 (%)	Target fixed for FY 2012-13 (%)	Marks obtained/grade
1	Nahan	11.08	8	
2	Rampur	18.48	16	
3	Rohroo	47.94	28	
4	Shimla	19.77	15	
5	Solan	7.62	6	
6	Bilaspur	13.67	10	
7	Hamirpur	18.73	17	
8	Kullu	15.92	14	
9	Mandi	23.72	20	
10	Dalhousie	21.11	20	
11	Kangra	23.60	20	
12	Una	16.22	12	

**Criteria for ratings (Reduction of T&D losses):**

Grade	Criteria	Marks
Excellent	Exceeds the target by more than 5%	100
Very Good	Exceeds the target by 0 to 5%	90
Good	Meet the target	80
Average	Meet the 90% and above target	70
	Meet the 70% and above target	60

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C) Distribution Transformer (DTR) Failure Rate:-

Sr. No.	Name of Circle	Actual for FY 2011-12(%)	Target Fixed for FY 2012-13 (%) (By HPERC)	Marks obtained/grad
1	Nahan	10.04	5	
2	Rampur	3.75	5	
3	Rohroo	8.52	5	
4	Shimla	3.36	5	
5	Solan	2.39	5	
6	Bilaspur	5.49	5	
7	Hamirpur	1.36	5	
8	Kullu	7.63	5	
9	Mandi	4.37	5	
10	Dalhousie	5.09	5	
11	Kangra	4.31	5	
12	Lina	2.34	5	

**Criteria for ratings (Reduction in transformer Failure rate):**

Grade	Criteria	Marks
Excellent	Exceeds the target by more than 5%	100
Very Good	Exceeds the target by 0 to 5%	90
Good	Meet the target	80
Average	Meet the 90% and above target	70
	Meet the 70% and above target	60

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**D) Replacement of electro-mechanical meters with electronic meters**  
**(subject to availability)**

Sr. No.	Name of Circle	Target fixed for FY 2012-13 (no.)	Marks obtained/ grade
1	Nahan	50% of existing electro-mechanical meters	
2	Rampur	50% of existing electro-mechanical meters	
3	Rohroo	50% of existing electro-mechanical meters	
4	Shimla	50% of existing electro-mechanical meters	
5	Solan	50% of existing electro-mechanical meters	
6	Bilaspur	50% of existing electro-mechanical meters	
7	Hamirpur	50% of existing electro-mechanical meters	
8	Kullu	50% of existing electro-mechanical meters	
9	Mandi	50% of existing electro-mechanical meters	
10	Dalhousie	50% of existing electro-mechanical meters	
11	Kangra	50% of existing electro-mechanical meters	
12	Una	50% of existing electro-mechanical meters	

**Criteria for ratings:**

Grade	Criteria	Marks
Excellent	Meet the target	100
Very Good	Meet the 90% and above target	90
Good	Meet the 80% and above target	80
Average	Meet the 70% and above target	70
Poor	Meet the 60% and above target	60

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E) R-APDRP Works(targets to be fixed/monitored by C.E.(SO&Planning)):-

Sr. No.	Name of Circle	Targets fixed for FY 2012-13 (%)	Marks obtained/grade
1	Nahan		
2	Rampur		
3	Rohroo		
4	Shimla		
5	Solan		
6	Bilaspur		
7	Hamirpur		
8	Kullu		
9	Mandi		
10	Dalhousie		
11	Kangra		
12	Una		

**Criteria for ratings:**

Grade	Criteria	Marks
Excellent	Exceeds the target by more than 5%	100
Very Good	Exceeds the target by 0 to 5%	90
Good	Meet the target	80
Average	Meet the 90% and above target	70
Poor	Meet the 70% and above target	60

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F) Circle Wise Revenue Expenditure and Revenue Recovered:-

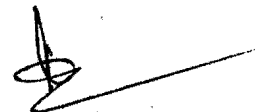
Sr. No.	Name of Circle	Actual for FY 2011-12, Ratio of revenue recovered and revenue expenditure	Targets fixed for FY 2012-13, Ratio of revenue recovered and revenue expenditure	Marks obtained/ grade
1	Nahan	12.7	14	
2	Rampur	1.5	1.7	
3	Rohroo	1.2	1.3	
4	Shimla	3.1	3.4	
5	Solan	26.3	28.9	
6	Bilaspur	4.1	4.5	
7	Hamirpur	1.8	2	
8	Kullu	2.6	2.9	
9	Mandi	1.1	1.1	
10	Dalhousie	2.2	2.4	
11	Kangra	1.9	2.10	
12	Una	5.6	6.2	

Note:- Ratio i.e. Revenue Recovered ÷ Revenue Expenditure

**Criteria for ratings:**

Grade	Criteria	Marks
Excellent	Exceeds the target by more than 5%	100
Very Good	Exceeds the target by 0 to 5%	90
Good	Meet the target	80
Average	Meet the 90% and above target	70
Poor	Meet the 70% and above target	60

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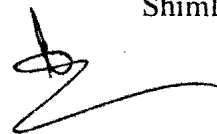
### Reward Structure

Name of Op. circle:-

Financial year:-

Evaluation Parameter	Weight-age	Target Achievement (Status)					Total
		Excellent	Very Good	Good	Average	Poor	
Aggregate Technical and Commercial losses	35%						
Transmission and distribution Losses	25%						
Distribution transformer (DTR) failure rate	10%						
Replacement of electro-mechanical meters with electronic meters (subject to availability)	10%						
R/APDRP works	10%						
Circle Wise Revenue Expenditure and Revenue Recovered	10%						
<b>Total</b>	<b>100%</b>						

Chief Engineer (Comm.)  
HPSEBL, Vidyut Bhawan  
Shimla-4



ALL  
07-11-2012