



BANGALORE ELECTRICITY SUPPLY COMPANY LTD.

PROCEEDINGS OF 53rd MEETING OF BOARD OF DIRECTORS OF BANGALORE ELECTRICITY SUPPLY COMPANY LIMITED HELD ON THURSDAY, THE 5th JULY 2012 AT 4:00 PM AT CORPORATE OFFICE, BESCOM, K.R. CIRCLE, BANGALORE.

MEMBERS PRESENT:

Sriyuths/Smts:

- | | | | |
|-----|----------------------|---|-------------------------------|
| 1. | P. Ravikumar | : | Chairman (Elected) |
| 2. | P. Manivannan | : | Managing Director |
| 3. | P.K. Garg | : | Director |
| 4. | M. Naveen Kumar | : | Director |
| 5. | Dr. P. Bore Gowda | : | Director |
| 6. | K. Ramakrishna | : | Director (Technical) |
| 7. | S. Shivamallu | : | Director |
| 8. | Manojkumar H. Pujar | : | Director |
| 9. | V. Venkatasiva Reddy | : | Director |
| 10. | M. Nagaraju | : | Director |
| | In Attendance: | | |
| | R. Sridhara | : | Authorised Signatory, BESCOM. |

Before commencing the proceedings, it was noted that Chairman, BESCOM was not in Head Quarters and as such was not present for the meeting. In the circumstances, the other Directors decided to elect Sri P. Ravikumar, Director, as Chairman for the present meeting.

The following resolution was passed in this context:

RESOLVED THAT for the reasons explained, Sri P. Ravikumar, Director, BESCOM be and is hereby elected as Chairman for the 53rd meeting of Board Directors, BESCOM.



CHAIRMAN



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Managing Director, BESCOM invited the Chairman, other Directors and officers to the meeting.

Quorum being present, the subjects were taken up for discussion and decision thereon.

PART I - ROUTINE SUBJECTS

Subject No.53/01: Leave of Absence.

Leave of Absence was granted to the following Directors:

1. Sri D.N. Narasimha Raju; and
2. Sri M. Maheshwara Rao

Subject No.53/02: Confirmation of Minutes of the 52nd Meeting of Board of Directors of BESCOM held on 5th May 2012.

Confirmed without any modifications.

Subject No.53/03: Action Taken Report on the Minutes of the 52nd Meeting of Board of Directors of BESCOM held on 5th May 2012.

Action Taken Report on the Minutes of 51st meeting held on 26th March 2012 and 52nd meeting held on 5th May 2012 respectively were noted.

Subject No.53/04: Selection of Cost Auditor for auditing the Cost Accounting Records of BESCOM for the FY 2012-13 - For kind noting of Resolutions passed by circulation

Board took note of the following Resolutions passed by circulation:


CHAIRMAN



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RESOLUTIONS

Subject : Selection of Cost Auditor for auditing the Cost Accounting Records of BESCOM for the FY 2012-13.

RESOLVED that M/s. GNV & Associates, Cost Accountants, No. 8, First Floor, 4th Main Road, Chamarajpet, Bangalore-560 018 be and is hereby selected for appointment as Cost Auditors for auditing the Cost Accounting Records of BESCOM for FY 2012-13.

FURTHER RESOLVED that a fee of Rs.50,000/- (Rs. Fifty thousand only) + Service Tax + Out of Pocket Expenses be and is hereby approved to be paid to the Cost Auditor for the purpose.

FURTHER RESOLVED that any one Director holding digital signature be and is hereby authorized to file necessary application along with requisite fee with Ministry of Corporate Affairs, Government of India, New Delhi seeking approval to the appointment.

Subject No.53/05: Re-constitution of Central Purchases Committee of BESCOM - reg.

Approving the proposal, following resolutions were passed:

RESOLVED THAT Central Purchases Committee of BESCOM be and is hereby reconstituted as below:



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1.	Managing Director, BESCOM	Chairman
2.	Director (Technical), BESCOM	Member
3.	Sri. Manoj Kumar H Poojar, Director*	Member
	Authorised Signatory, BESCOM	Convener

***Membership is coterminous with their Directorship on the Board of BESCOM.**

FURTHER RESOLVED THAT the Authorised Signatory, BESCOM be and is hereby authorized to issue necessary Reconstitution Orders accordingly.

Subject No.53/06: Amendment to Manual of Financial Powers.

It was noted that the issue is already covered under Section 26 (Savings Clause) of KTPP Act, 1999. However, since it was expressed during meeting that at the Divisional and Sub-divisional level, some confusion prevailed, Managing Director, BESCOM was authorized to arrange for issue of necessary orders from time to time which shall prevail over the existing Accounts Volume provisions so long they are not inconsistent with the provisions of KTPP Act. Meanwhile, the Board directed the Managing Director, BESCOM to put up a fresh 'Financial Code' for BESCOM.

Subject No.53/07: Authorization to Power Company of Karnataka Ltd, to act on behalf of BESCOM on Legal KERC/CERC matters related projects handled by PCKL.

Managing Director, PCKL explained the need for the enabling resolutions. Appreciating the same, the proposal was approved and the following resolutions were passed:



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RESOLVED THAT pursuant to the provisions of the Companies Act, 1956 and compliance thereof, approval be and is hereby accorded authorizing PCKL to act on behalf of BESCOM in appointing legal counsel, filing of affidavit, vakalatnama and to initiate legal proceedings for all the projects handled by PCKL including presenting the case before KERC/CERC/other Courts.

FURTHER RESOLVED THAT the Power Company of Karnataka Limited (PCKL), a company set up by Government of Karnataka or any of the successors of PCKL representatives, be and is hereby authorized to act on behalf of BESCOM on Legal/KERC/CERC matters for the projects handled by PCKL.

Subject No.53/08: Revised Vision and Mission to be adopted by BESCOM.

Details were perused. The Vision to achieve Number One position in South Asia was appreciated. On the Mission Statement, Board felt that the emphasis should be on absolute consumer satisfaction. The proposed Mission Statement was decided to be modified suitably.

Following resolution was passed in this context:

RESOLVED THAT the following be and is hereby approved as VISION AND MISSION STATEMENTS OF BESCOM:

(I) VISION:

The Vision of BESCOM is to become Number one in Customer Satisfaction in South Asia in Power Distribution



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(II) MISSION:

The Mission of Bangalore Electricity Supply Company Limited is to ensure absolute consumer satisfaction and continuous profit in business.

- (1) By ensuring total employee satisfaction.***
- (2) By developing infrastructure commensurate with growth, thus ensuring reliable and quality power supply.***
- (3) By using best technology in communication and best practices in power sector.***

Subject No.53/09: Formation of additional O&M Circle, Division, Sub divisions and O & M Section offices in BESCOM.

Following were submitted in this context:

- a) Bangalore Metropolitan Area Zone has registered fastest growth due to concentration of IT/BT and other key industries. Growth of consumers due to migration in and around Bangalore and especially in BMAZ and BRAZ is very high as compared to Chitradurga zone of BESCOM.
- b) The rapid growth in consumer base has created the necessity for creation of new Circle/division/sub-divisions/O&M sections/Service stations. Creation of additional circle/division/sub-divisions/O&M sections/Service stations would facilitate in serving the consumers more efficiently and effectively and operational efficiency would also be enhanced.
- c) Major process of reorganization of sub-divisions and sections has not taken place since last ten years in spite of growth of turnover from ₹ 2690 crores in 2003 to ₹ 9322 crores in 2012.



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- d) The total number of consumers were 47.84 lakhs in 2003 has been increased to 79.67 lakhs in 2012. In order to improve the operational efficiency of the organization and to provide the best service to the privileged consumers, creation of new Circle/Division/Sub Divisions/ and Sections are necessitated.
- e) The proposed Circle/Division/Sub Divisions/O&M sections are to be created to meet the following company's objectives and goals:
- Operational efficiency would be enhanced
 - Commercial and distribution losses would be reduced substantially. This would enhance the company revenue proportionately
 - KERC directives could be implemented effectively
 - Power supply interruption would be reduced and quality and reliable supply can be assured
 - Collection efficiency would be enhanced
 - Capital works/Projects could be monitored effectively and implemented on time
- f) To achieve above objectives it is necessary to create additional skilled posts to provide best services to the consumers. It is estimated that the total post required to be created in all cadres is 686 Nos.
- g) The total recurring expenditure (Revenue expenditure) towards employees cost works out to Rs.25.17 crores per annum.

Board debated the subject. With the City growing far and wide and the outskirts having a phenomenal growth, it has become unwieldy to regulate and control some of the areas. The City has grown phenomenally over the recent years. Keeping in view the need to regulate the entire area of operation, recently a new Circle viz. East Circle was created. The present proposal is to create a West Circle by bringing in some of the existing Divisions on the outskirts as well as the proposed new Kengeri Division within the purview of the proposed Circle for better reorganization of the jurisdictional boundary. The same would call for establishment of new O &



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M Sections in the interest of better customer service, supervision and control. In addition to providing better customer satisfaction it would also address revenue gaps, better revenue collection efficiency and proper revenue monitoring.

Having debated thus, Board felt that the proposal would result in following:

- (a) Better operational efficiency.
- (b) Effective consumer service
- (c) Effective redressal of consumer complaints resulting in better consumer satisfaction.
- (d) Better regulation of revenue monitoring and collection.
- (e) Better supervision & control.

Having observed as above, Board decided to approve the proposal, however, with a rider that there shall be no further creation of posts in B M A Z area over the next five years.

RESOLVED THAT subject to freezing creation of posts in B B M P area for the next five years, approval be and is hereby accorded to the following:

- 1. To create one circle to be called as 'West Circle' consisting the following Divisions by reorganizing the jurisdictional boundary of existing and proposed Divisions in BMAZ area:**
 - a) Kengeri division (Proposed)**
 - b) Rajajinagar division &**
 - c) Rajarajeshwarnagar division.**
- 2. To create one Division to be called as 'Kengeri Division' consisting the following sub-divisions in BMAZ area:**



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- a) *Anjananagra Sub-division (By reorganizing N4 & N6 Subdivisions);*
- b) *Kengeri Sub-division (By reorganizing W7 Subdivision); and*
- c) *Kaggalipura Sub-division (By reorganizing S-12 Subdivision).*

3. To create additional Seven Sub-divisions to be named as below:

Sl.No.	Name of the additional Subdivision
1	<i>Anjananagar</i>
2	<i>Kengeri</i>
3	<i>Kaggalipura</i>
4	<i>Nagavara(E-9),</i>
5	<i>Sahakaranagara(C-8),</i>
6	<i>Attibele</i>
7	<i>Ullala/Sir M V</i>

4. To create additional 21 O&M sections, the details are as follows:-

Sl. No.	Name of the additional O & M Section	Sl. No.	Name of the additional O & M Section
1	<i>Doddabidarikallu</i>	12	<i>Ramaswamy Palya</i>
2	<i>Andrahally</i>	13	<i>Kothnur</i>
3	<i>Herohally</i>	14	<i>Govindapura</i>
4	<i>RRLayout</i>	15	<i>Bommasandra</i>
5	<i>Kumbalagodu</i>	16	<i>Veerasandra</i>



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6	Ramohally	17	Muthanalluru
7	Agara	18	Hebbagodi
8	Jakkur	19	Attibele Industrial Area
9	Virupakshapura	20	Mayasandra
10	Yelahanka New Town	21	Dommasandra
11	Rajanakunte		

5. To meet the staff requirement of proposed Circle/Division/Sub-Divisions /O&M sections through creation of 686 posts of different cadres. Details are made out in Annexure B to the proposal.
6. To authorize General Manager (Admin & HR) to issue necessary orders.

Subject No.53/10: Creation of one post of Public Relation Officer at Corporate Office.

Managing Director, BESCOM submitted to the Board that BESCOM, being a Public Utility, would require services of an experienced and capable Public Relations Officer either on deputation or by engaging on contract basis from the open market for a period of three years and extendable upto five years subject to requirement and satisfactory performance.

Board discussed the matter. Appreciating the need for an experienced Public Relations Officer, approval was accorded to the proposal and the following resolutions were passed:



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RESOLVED THAT approval be and is hereby accorded to create one post of Public Relations Officer in the rank of Executive Engineer to be filled up either on deputation or on contract basis.

FURTHER RESOLVED THAT the method of recruitment to the said post be and is hereby approved as below:

(1) For appointment on Contract:

Qualification :	Graduate in MSW/Journalism and above or Post Graduation in any course.
Experience :	3 - 5 years
Pay :	Rs.45,000/- (Rs. Forty five thousand only) (consolidated) per month.
Age :	30 - 45 years
Term :	For a period of three years and extendable up to five years subject to requirement and satisfactory performance.

(2) On deputation:

By obtaining the services of a suitable officer from Central Government / State Government / State PSUs/ Recognised Universities / Aided Educational Institutions.

FURTHER RESOLVED that Managing Director, BESCOM be and is hereby authorised to take appropriate action.

Subject No.53/11: Creation of one post of Kannada Promotion Officer at Corporate Office.

During discussions it was noted that internally many of the employees had acquired proficiency in Kannada Language. Services of such internal candidates who are found useful can



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be utilized for the purpose. Hence, approval is given for creation of a post of Dy. General Manager (Kannada Promotion) to be filled by utilizing the services of inhouse expertise at the level of Dy. General Manager.

Subject No.53/12: Enhanced Compensation to be paid in case of Accidents for both Fatal and Non-Fatal and Payment of compensation towards Damage to the property/Crop/House Hold Equipment etc.

Details were explained. Board debated the matter. The proposal cannot be looked at in isolation for BESCOM. The subject matter concerns all the five Distribution Companies. There is a need to adopt uniform practices across all ESCOMs. With the opinions/comments/suggestions of Managing Directors of other ESCOMs, it was suggested that the proposal be referred to Government for consideration and disposal at the MMR meeting.

During discussions it was noted that in the case of fatal accidents, the Departmental Officers have been facing undue hardship at the field level even to lift the dead body. Both the KEBEA & KPTCLEU representatives suggested that spot payment of a portion of the compensation would help matters. Board decided to approve payment of a portion of compensation under the existing scheme **on the spot after due certification by respective O & M Executive Engineer (Elect) and Tahasildar.**

Following resolutions were passed in this context:

RESOLVED THAT approval be and is hereby accorded to make 'spot payment' of the following portion of the compensation for electrical accident under the existing



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approved scheme after due certification by Executive Engineer (Elect) of respective O & M Division and respective Tahasildar as detailed below:

Sl. No.	Type of Accident	Amount	Authority for arranging 'spot' payment
1	Fatal	Rs. 30,000=00 (Rs. Thirty thousand only)	Jurisdictional Executive Engineer (Elect), C, O & M
2	Non-fatal	Rs. 10,000=00 (Rs. Ten thousand only)	

Additional Subject : Proposal to amendment to Recruitment and Promotion Regulations, Employees' (Probation) Regulations and Employees' (Seniority) Regulations - Reg.

KPTCL Regulations covering Recruitment, Promotion, Probation, Seniority etc. have been adopted by BESCOM till such time BESCOM has its own Regulations in place. While doing so, it has been observed that designation of the Appointing Authority in respect of certain State-wide Cadres will have to be modified so as to be in tune with the designations prevailing in BESCOM.

Board debated the matter. Preparation of Regulations in BESCOM is under way. Till such time the same is finalised and adopted, BESCOM will have to continue with Regulations of KPTCL with suitable modifications as required.

In respect of following Statewide Cadres, Appointing/Promoting Authorities were decided as below:



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Sl. No.	Cadre	Appointment/ Promoting Authority
1	Assistant Executive Engineer (Elecl)	Director (Technical)
2	Assistant Executive Engineer (Civil)	Director (Technical)
3	Accounts Officer	Director (Technical)
4	Personal Secretary	Director (Technical)
5	Assistant Sports Officer	Director (Technical)
6	Assistant Accounts Officer	General Manager (A & HR)
7	Assistant Engineer (Elecl)	General Manager (A & HR)
8	Assistant Engineer (Civil)	General Manager (A & HR)
9	Senior Personal Assistant	General Manager (A & HR)

Having discussed and decided as above, the following resolutions were passed:

RESOLVED THAT for the reasons explained, approval be and is hereby accorded to adopt the following KPTCL Regulations (as emended upto date) naming the same as BESCOM Regulations:

- (1) KEB Employees' Service Regulations;**
- (2) KEB Employees' (Classification, Disciplinary Control and Appeal) Regulations;**
- (3) KEB Employees' Services (Conduct), Regulations; and**
- (4) KEB Recruitment & Promotion Regulations, Employees' (Probation) Regulations and Employees' (Seniority) Regulations.**

FURTHER RESOLVED THAT the following amendments be and are hereby approved to the relevant Regulations as detailed below:


CHAIRMAN



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I. Amendment to BESCOM Recruitment & Promotion Regulations, Employees' (Probation) Regulations and Employees' (Seniority) Regulations.

Sl. No	Chapter	Cadre	Chapter Sl. No	Category of post	Appointing authority as amended
1	VI	State wide	8	Assistant Executive Engineer(Elec)	Director (Technical)
2	VI	State wide	9	Assistant Executive Engineer(Civil)	Director (Technical)
3	VII	State wide	4	Accounts Officer	Director (Technical)
4	VIII	State wide	4	Assistant Public Relation Officer	Director (Technical)
5	VI	State wide	10(A)	Assistant Engineer (Elec) Graduate	General Manager (Admn & HR)
6	VI	State wide	10(B)	Assistant Engineer (Elec) Non-graduate	General Manager (Admn & HR)
7	VI	State wide	11(A)	Assistant Engineer(Civil) Graduate	General Manager (Admn & HR)
8	VI	State wide	11(B)	Assistant Engineer(Civil) Non-Graduate	General Manager (Admn & HR)
9	VII	State wide	5	Assistant Accounts Officer	General Manager (Admn & HR)
10	VII	State wide	11	Personal Secretary	Director (Technical)
11	VII	State wide	12	Senior Personal Assistant	General Manager (Admn & HR)

II. Amendment to BESCOM Employees' (Classification, Disciplinary Control and Appeal) Regulations:

Schedule No	Schedule Sl.No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
				Authority	Penalty	
1	2	3	4	5	6	7
VI(A)	1	Assistant Executive Engineer (Elec)	Director (Technical)	CEE, BESCOM Director (Technical)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM

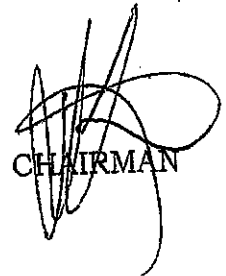


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VI(A)	2	Assistant Executive Engineer (Civil)	Director (Technical)	CEE, BESCOM Director (Technical)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM
V	11	Accounts Officer	Director (Technical)	CEE, BESCOM Director (Technical)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM
VI	8	Personal Secretary	Director (Technical)	Director (Technical)	ii to viii	MD, BESCOM
VI(B)	1	Assistant Accounts Officer	General Manager (A & HR)	SEE, BESCOM General Manager (A & HR)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM
VI	10	Assistant Sports Officer	Director (Technical)	CEE, BESCOM Director (Technical)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM
VI(A)	4	Assistant Engineer (Elect)	General Manager (A & HR)	SEE, BESCOM General Manager (A & HR)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM
VI(A)	4	Assistant Engineer (Civil)	General Manager (A & HR)	SEE, BESCOM General Manager (A & HR)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM
VI(A)	9	Senior Personal Assistant	General Manager (A & HR)	SEE, BESCOM General Manager (A & HR)	ii to vi(a) v to viii	MD, BESCOM MD, BESCOM

FURTHER RESOLVED THAT General Manager (Admn. & H R), BESCOM be and is hereby authorised to issue necessary orders accordingly.

Meeting concluded with vote of thanks to the Chair.


CHAIRMAN