

Redeployment Scheme

Director (Technical)

Generation Sector

Manpower balance sheet for generation sector can be derived by computing manpower surplus or deficit from the sub division level.

There are two general Managers under Chief General Manager (Generation) and Senior General Manager Accounts is also attached to him. By balancing surplus and deficit category wise for the sub division level to division level and division level to circle and after adjusting surplus or deficit in circle level total category wise surplus or deficit under Chief General manager can be ascertained. Finally under total adjustment of deficit or surplus in corporation level by adjusting inter sector data, final surplus or deficit can be arrived at. Under generation circle, there are three Divisions. Each division is controlling some sub Division under them. We are to compute surplus or deficit from the sub Division or power station level, which is shown as follows.

Generation Circle -1

There are 4 divisions

- 1) Generation Division (1) which controls AGM, umiam stage I, Power Station, AGM Stage II, Power Station.
- 2) Generation Division II, which control AGM, Stage III power station and AGM Stage IV power station.
- 3) Generation Division III, which control umtru power station and overhauling sub Division.
- 4) Work Center Division which control two sub division viz. work center sub Division I and work center sub Division II.

Umiam Stage I Power House

	Surp.	Deficit
AGM	1	0
M	1	0
AM	0	1
CRO	0	4
Electrician	0	1
Fitter	0	1
Technician	6	0
Asst	0	0
Driver	0	1
Crain Driver	0	1
Helper	4	0
Peon	0	1
Sweep	0	1
Chowkider	0	1
A(s)	1	0
S(E) II	1	0
Total	14	12

Umiam Stage II Power House

	Surp.	Deficit
CRO	0	4
Electrician	0	1
Fitter	0	1
Technician	6	0
Asst	0	0
Driver	0	1
Crain Driver	0	1
Mali	0	0
Peon	0	1
Sweep	0	0
Chowkider	0	0
Helper	4	0
Total	10	9

Umiam Stage III Power House

	Surp.	Deficit
AM	0	2
CRO	0	4
Electrician	0	1
Fitter	0	1
Technician	5	0
Crain Driver	0	1
Peon	0	1
Helper	5	0
Sr. Asst	1	0
Total	11	10

Stage IV Power Station

	Surp.	Deficit
AGM	1	0
M	1	0
AM	0	2
CRO	0	4
Electrician	0	1
Fitter	0	1
Technician	13	0
Welder	0	1
LM	0	1
Driver	1	0
Crain Driver	0	1
Mali	1	0
Peon	0	1
Chowkider	1	0
Total	18	12

Umtru Power House

	Surp.	Deficit
M	1	0
CRO	0	4
Electrician	0	1
Fitter	0	1
Technician	1	0
Crain Driver	0	1
Mali	0	1
Peon	0	1
Sweep	0	1
Chowkider	0	1
Helper	4	0
Handyman	1	0
Total	7	11

Over Haulling sub Division

	Surp.	Deficit
AM	0	1
Turner	1	0
Technician	1	0
Asst	0	1
Driver	1	0
Helper	0	1
Black Smith	1	0
Total	4	3

Work Centre Sub Division No. 1

	Surp.	Deficit
AM	0	1
H. Tech	1	0
Fitter	2	0
E /S	1	0
LM	1	0
Sweep	0	1
Helper	0	1
Asst	0	1
Total	5	4

Work Center Sub Division No. II

	Surp.	Deficit
AM	0	1
Sr Asst	1	0
Opt. (CRP)	1	0
Asst	0	1
R R (Opt)	1	0
Handyman	1	0
Helper	1	0
Crane (Opt)	1	0
Peon	0	1
Total	6	3

In the Division offices
 Generation Division (1) Office

	Surp.	Deficit
Dy.M (A/C)	1	0
JM (A/C)	1	0
JM (Admin)	0	1
Sr Asst	2	0
Asst	3	0
Driver	1	0
Sentry	1	0
Tracer	1	0
Sweeper	0	1
DEO	0	1
Total	10	3

Generation Division (2) Office

	Surp.	Deficit
AGM	0	1
JM (Admin)	0	1
Sr Asst	2	0
Asst	0	1
Peon	0	1
Cleaner	1	0
Chowkeder	0	1
DEO	0	1
Total	3	6

Generation Division (3) Office

	Surp.	Deficit
AGM	0	1
M	1	0
Dy.M (A/C)	1	0
Asst	1	0
Driver	0	1
Sweeper	0	1
Peon	1	0
SBO	1	0
Helper	1	0
Total	6	3

Work Centre Division

	Surp.	Deficit
AGM	0	1
Asst	1	0
Driver	0	1
Chowkeder	0	1
Helper	1	0
Total	2	3

Generation Circle Office

	Surp.	Deficit
AGM	0	1
M	1	0
JM (Admin)	0	1
Asst	1	0
Total	2	2

Position under generation circle on surplus and deficit is as below:

Designation	Surplus	Deficit
AGM	2	4
M	5	0
AM	0	8
Dy A/c	2	0
JM A/C	1	0
Asst	6	4
DEO	0	2
Sr Asst	4	0
Electrician	1	5
Fitter	2	5
Driver	3	4
Cr Driver	0	5
CRO	0	20
Technician	32	0
LM	1	1
Peon	1	7
Chow	2	4
Helper	20	2
Sweep	0	5
A (S)	1	0
S (E) II	2	0
Mali	1	1
Welder	0	1
Handyman	2	0
Turner	1	0
Blacksmith	1	0
H / Tech	1	0
Opt. (CRP)	1	0
R / R Opt	1	0
C / R Opt	1	0
Sentry	1	0
Tracer	1	0
JM. (Admin)	0	3
SBO	1	0
Cleaner	1	0
Total	98	81

Following steps for adjusting the manpower are to be taken

1. 19 nos. of posts of Control Room Operation (CRO) to be filled up by training 19 Tech. (PH) and 1 SBO can be placed as CRO
2. 3 no Fitter, 4 no Electrician and 1 Welder can be filled by 8 Tech (PH) [license holder & on training].

3. 3 no Sr. Asst can be placed as JM (Admin).
4. 5 Tech (PH) can be placed as Cr Driver after training.
5. 1 Handyman can be placed as 1 Driver.
6. 1 A (S) and 1 Tracer can be trained & placed as 2 DEO.
7. 1 Cleaner can be placed as 1 Sweeper.
8. 6 Peon and 2 Chowkeeder can be filled up by 8 Helpers.

After this adjustment final position of the Generation Circle will be as follows:

Designation	Surplus	Deficit
AGM	0	2
M	5	0
AM	0	8
Dy A/c	2	0
JM A/C	1	0
Asst	2	0
Sr Asst	1	0
Helper	10	0
Sweep	0	4
S (E) II	2	0
Handyman	1	0
Turner	1	0
Blacksmith	1	0
H / Tech	1	0
Opt. (CRP)	1	0
R / R Opt	1	0
C / R Opt	1	0
Sentry	1	0
Total	31	14

In the newly created (Pl + M) of Generation sector all posts are deficit, no surplus is available.

GM(PL/M)		
Designation	Surplus	Deficit
GM(PL)	0	1
DGM	0	1
AGM	0	2
M	0	4
DEO	0	4
Driver	0	1
Peon	0	4
Asst.	0	4
Total	0	21

CGM (Generation) Office

CGM (GEN) Office		
Designation	Surplus	Deficit
SGM(F&A)	0	1
AGM	1	0
DGM	1	0
M	0	2
JM(A/c)	0	1
Asst. (Typist)	2	0
DEO	1	0
Cleaner	1	0
Helper	2	0
Total	8	4

Following steps for adjusting the manpower within GM (Gen), GM (Pl & M) and CGM(Gen) are to be taken

1. 1 no DGM of CGM Office to be placed in vacant post DGM of GM (Pl & M) Office
2. 1 No AGM of CGM office adjusted with AGM of GM (Pl & M) Office
3. 5 No surplus M of Gen. Circle will be placed under CGM (Gen) and GM (Pl & M) Office
4. 1 no DEO of CGM Office is adjusted with GM (Pl & M) Office
5. 4 Asst. of CGM & GM (Geh) Office adjusted in GM (Pl & M) Office
6. 1 handy man is placed as Driver
7. 1 Cleaner is placed as a Sweeper
8. 4 Helpers are adjusted with 4 Peon.

After adjusting available surplus and deficit under Generation Sector final position as followed:

Designation	Surplus	Deficit
SGM (A/C)	0	1
GM	0	1
AGM	0	3
M	0	1
AM	0	8
Dy A/c	2	0
Sr Asst	1	0
Helper	8	0
DEO	0	3
Sweep	0	3
S (E) II	2	0
Turner	1	0
Blacksmith	1	0
H / Tech	1	0
Opt. (CRP)	1	0
R / R Opt	1	0
C / R Opt	1	0
Sentry	1	0
Total	20	20

Manpower Redeployment in Transmission System

This is headed by a Chief General Manager (Transmission) under him, there will be three circles of which 2 will be operative at present and one to be kept proposed for future expansion. The circles are

1. GM(T1) , Shillong
2. GM(T2) , Byrnihat (Newly Proposed not to be filled up now)
3. GM(Pl + M), Shillong

* One SGM(A/c) along with one JM(A/c) and driver will be attached to CGM (Transmission) for maintaining separate documentation accounts for the transmission section only.

- (1) General Manager (Transmission I), Shillong who will control four Divisions.
 - a) T&T Division, Shillong
 - b) T&T Division, Umium
 - c) System protection division umium
 - d) T & T Divn, Tura

Proposed not to be filled up now.

- (2) General Manager (Transmission II) Bymihat, who controls three divisions.(At present posting kept pending).
 - a) T&T Division, Bymihat
 - b) T&T Division Tura, which is at present attached to circle No.1.
 - c) System protection Division Tura.

Surplus and deficit in the existing transmission circle –1 shown below

(3) General Manager (Plan.) Transmission, Shillong, which is having only one Division at present and till unbundling, creation of material management division under GM (PL + MM) will be kept pending. Manpower position of all sub station and sub division and division are shown as follows:

Khliehriat sub station

	Surp.	Deficit
AGM	1	0
AM	0	2
Operator	0	4
LM	5	0
Electrician	0	1
Helper	0	5
Chowkeder	0	1
Sweeper	0	1
Total	6	14

NEHU Sub station

	Surp.	Deficit
Operator	0	4
LM	4	0
Electrician	0	1
Helper	0	5
Asst	0	1
Sr. asst	1	0
S (E) II	2	0
Driver	0	1
Chowkeder	0	1
Sweeper	0	1
Total	7	14

Mowlai Sub station

	Surp.	Deficit
AM	0	1
Operator	0	4
LM	7	0
Electrician	0	1
Driver	1	0
Helper	0	3
Sweeper	0	1
Blacksmith	1	0
Total	9	10

TLMSD Khliehriat

	Surp.	Deficit
AM	0	1
LM	2	0
Fitter	0	1
Helper	0	3
Asst	0	1
Sr. Asst	1	0
Driver	0	1
Sweeper	0	1
Peon	0	1
Total	3	9

(T&T) Division, Shillong

	Surp.	Deficit
JM (Admin)	1	0
Asst	3	0
Tracer	1	0
LM	0	1
Fitter	0	1
Helper	0	4
Chowkeder	0	1
Sweeper	0	1
Total	5	8

Nongstion Sub station

	Surp.	Deficit
AM	0	1
Operator	0	4
Electrician	0	1
Helper	1	0
Asst	0	1
Driver	0	1
Peon	0	1
Chowkeder	0	1
Sweeper	0	1
Total	1	11

TLMSD Nongstion

	Surp.	Deficit
AM	0	1
LM	0	1
Fitter	0	1
Helper	4	0
Driver	0	1
Peon	0	1
Total	4	5

Cherra SIS

	Surp.	Deficit
AM	1	0
Operator	0	4
LM	4	0
Electrician	0	1
Helper	0	5
Chowkeder	0	1
Total	5	11

TLMSD Umium

Desig	M	AM	S(E)II	LM	Fitter	H	Driver.	Asst	Chow	Total
Surplus	1	0	1	12	0	0	0	1	1	16
Deficit	0	1	0	0	2	5	1	0	0	9

T&T Division (Umiam)

Desig	AGM	JM(A/C)	JM(Ad)	Asst.	Sr.Asst.	LM	Ftr	H	Swp	Total
Surplus	0	1	1	1	1	0	0	0	0	4
Deficit	1	0	-	0	0	1	1	4	1	8

MRTSD Umium

Desig	M	AM	MR	Elec.	Sr.Asst	H	LM	Peon	Total
Surplus	1	1	2	0	1	1	1	0	7
Deficit	0	0	0	1	0	0	0	1	2

PLCCSD, (Umiam)

Desig	LM	Sr. Asst	Asst	Total
Surplus	2	1	0	3
Deficit	0	0	1	1

SP Division (Umiam)

Desig	AGM	AM	JM(A/C	Sr. Asst	Sweeper	Total
Surplus	0	1	0	1	1	3
Deficit	1	0	1	0	0	2

132 KV Rongkhon S/S

Desig	AGM	AM	Opt	LM	H	S(E)II	Elec.	Sweeper	Total
Surplus	1	2	0	7	2	2	0	0	14
Deficit	0	0	4	0	0	0	1	1	6

132 KV Nangal S/S

Desig	Opt	Elec	H	LM	Peon	Total
Surplus	0	0	3	4	0	7
Deficit	3	1	0	0	1	5

TLMSD Nangal

Desig	AM	Fitter	H	LM	Asst	Sweeper	Total
Surplus	3	0	2	1	0	0	6
Deficit	0	1	0	0	1	1	3

T & T Division Tura

Desig	AGM	AM	DyM(A/C	Asst	LM	Peon	S(E)	Fitter	H	Total
Surplus	0	1	0	4	1	1	1	0	0	7
Deficit	1	0	1	0	0	0	0	1	3	7

GM(T&T) Circle I, Shillong Office

Desig	AGM	AM	M	Sr. Asst	Peon	Asst	Total
Surplus	0	1	1	1	1	1	5
Deficit	1	0	0	0	0	0	1

Total no of surplus and deficit under GM (Transmission) Circle – I

Designation	Surplus	Deficit
AGM	1	3
M	3	0
AM	3	0
DyM(A/C)	0	1
JM(A/C)	1	1
Opt	0	27
Fitter	0	8
Elect	0	8
LM	46	0
H	0	24
JM(Admin)	2	0
Sr. Asst	7	0
Asst.	6	1
S(E) II	6	0
Driver	0	4
Sweep	0	8
Chowk	0	4
Peon	1	5
BS	1	0
MR	2	0
Tracer	1	0
Total	80	94

After adjustment of positions is shown circle I.

surplus & deficit below for transmission

- 43 no of LM can be placed as 27 no Opt, 8 no Fitter and 8 no of Elect. after training.

Designation	Surplus	Deficit
AGM	0	2
M	3	0
AM	3	0
DyM(A/C)	0	1
LM	3	0
JM(Admin)	2	0
Sr. Asst	7	0
Ast	5	0
S(E)II	6	0
Driver	0	4
Sweep	0	8
Chowk	0	4
Peon	0	4
Blacksmith	1	0
MR	2	0
Tracer	1	0
Helper	0	24
Total	33	47

Transmission circle at Bymihat. It has two Divisions under its control.(Proposed)

- 1) Bymihat (T&T) Division (Proposed)

- 2) Tura (T&T) Division and
- 3) System protection Division, Tura (Proposed). Posting will be kept pending.

Posting of manpower kept pending for new T & T Circle except for Tura T & T Division which will continue to be under Shillong T & T Circle –I for the time being and the manpower has been included under T & T Circle I

Manpower for General Manager (PL + MM) Transmission

General Manager (PL + MM), Transmission

Designation	Surplus	Deficit
GM	0	1
DGM	0	1
AGM	0	2
M	0	4
DEO	0	4
Asst	0	4
Peon	0	4
Driver	0	1
Total	0	21

Chief General Manager (Transmission)

Designation	Surplus	Deficit
CGM	0	1
SGM (F/A)	0	1
GM	0	1
M	0	1
JM(A/C)	0	1
Steno	0	1
Asst	0	2
Driver	0	2
Peon	0	1
Total	0	11

Final position of surplus and deficit manpower under CGM(T) after adjustment within T&T Circle –I, GM (Pl+M) and CGM (Transmission)

Designation	Surplus	Deficit
CGM	0	1
SGM (F/A)	0	1
GM	0	2
DGM	0	1
AGM	0	4
M	0	2
AM	3	0
DyM(A/C)	0	1
LM	3	0
JM(Admin)	2	0
Sr. Asst	7	0
DEO	0	4
JM (A/C)	0	1
Steno	0	1
Asst	0	1
S(E)II	6	0
Driver	0	7
Sweep	0	8
Chowk	0	4
Peon	0	9
Blacksmith	1	0
MR	2	0
Tracer	1	0
Helper	0	24
Total	25	71

Distribution Sector

This is headed by Chief General Manager (Distribution). There are two zones and each zone is headed by Senior General Manager. There are 6 APDRP circles, 4 APDRP circles are in the Khasi and Jaintia Hills Districts, Senior General Manager (Eastern Zone) will monitor the activities of CEO's of APDRP circle in Khasi & Jaintia hills. The circles are

- 1) Shillong APDRP circle, Shillong
- 2) Jowai & Jaintia hills APDRP circle Zone
- 3) Central APDRP circle, Shillong
- 4) Western APDRP circle, Umiam.

Similarly senior General Manager (WZ) will Co-ordinate and monitor the activities of two APDRP circles in Garo hills district. These are

- 1) Tura APDRP circle, Tura
- 2) Garo hills APDRP circle Willam Nagar

* One SGM(A/c) along with one JM(A/c) and driver will be attached to CGM (Distribution) for maintaining separate documentation accounts for the distribution section only.

One GM (MM) is under the direct control of CGM (Distribution).

Eastern Zone

(1) Shillong APDRP Circle

Position of surplus and deficit manpower of East Division

Area I		
Desig	Surp	Deficit
Asst	1	0
LM	4	0
H	0	13
Driver	0	2
TO	1	0
BC	2	0
SBO	1	0
ES(II)	2	0
Peon	0	1
Total	11	16

Area III		
Desig	Surp	Deficit
ES(II)	3	0
LM	7	0
H	0	10
Driver	1	0
Peon	0	1
Total	11	11

Area II		
Desig	Surp	Deficit
LM	0	3
H	0	8
KH	1	0
TA	3	0
ES(II)	1	0
Chow	1	0
Total	6	11

Area IV		
Desig	Surp	Deficit
AM	0	1
ES(II)	1	0
LM	2	0
H	0	5
Driver	1	0
Sr. Asst	1	0
Total	5	6

Desig	Surp	Deficit
AM	1	0
JM (A/C)	1	0
ES(II)	1	0
JM(Admin)	1	0
Chow	1	0
Asst	1	0
BC	3	0
H	0	4
Total	9	4

Final surplus & deficit of manpower under DGM (East).

Desig	Surp	Deficit
AM	1	1
Asst	2	0
LM	13	3
H	0	40
Driver	2	2
TO	1	0
BC	5	0
SBO	1	0
ES (II)	8	0
Peon	0	2
KH	1	0
TA	3	0
Chowk	2	0
Sr. Asst	1	0
JM (A/C)	1	0
JM(Admin)	1	0
Total	42	48

Position of surplus and deficit manpower of West Division

Area			Area VI		
Desig	Surp	Deficit	Desig	Surp	Deficit
Sr.Asst	1	0	ES(II)	1	0
Asst	0	1	OPT	0	3
LM	24	0	LM	10	0
			H	1	0
Opt	0	8	Asst	0	1
H	0	19	Total	12	4
TA	2	0			
Total	27	28			
Area VIII			DGM (West)		
Desig	Surp	Deficit	Desig	Surp	Deficit
Opt	0	4	AGM	1	0
ES(II)	5	0	M	0	1
LM	9	0	JM(A/C)	1	0
H	0	12	Ast	4	0
KH	1	0	LM	1	0
TA	1	0	Peon	1	0
Total	16	16	H	1	0
			Tracer	1	0
			Total	10	1

Final surplus & deficit of manpower under DGM (East).

Desig	Surp	Deficit
AGM	1	0
M	0	1
JM(A/C)	1	0
ES(II)	6	0
LM	44	0
Asst	4	2
Sr. Asst	1	0
Opt	0	15
H	2	31
KH	1	0
TA	3	0
Trecer	1	0
Peon	1	0
Total	65	49

Position of surplus and deficit manpower of Construction Division of Shillong Circle-1

AGM (C) - 1			AGM (C) - 1		
Desig	Surp	Deficit	Desig	Surp	Deficit
AM	0	1	ES (II)	1	0
Sr. Asst	1	0	Sr. Asst	1	0
Asst	1	0	Asst	0	1
LM	1	0	Driver	1	0
Welder	0	1	Welder	1	0
Peon	0	1	LM	0	1
Total	3	3	Total	4	2
DGM (C)			Total surplus and deficit manpower under DGM (C)		
Desig	Surp	Deficit	Desig	Surp	Deficit
JM (A/C)	1	0	AM	0	1
Sr. Asst	1	0	JM (A/C)	1	0
Asst	1	0	Sr.Asst	3	0
Driver	2	0	Asst	2	1
JM (Admin)	1	0	ES(II)	1	0
Peon	0	1	LM	1	1
Total	6	1	Welder	1	1
			Driver	3	0
			JM (Admin)	1	0
			Peon	0	2
			Total	13	6

Position of surplus and deficit manpower of Revenue Division of **Shillong APDRP Circle**

AGM RSD - 1			AGM RSD - 2		
Desig	Surp	Deficit	Desig	Surp	Deficit
JM (A/C)	1	0	AM	0	1
MR	0	3	MR	4	0
S(E) II	1	0	S(E) II	1	0
Bill Dist.	0	10	Bill Collect.	0	1
Bill Collect.	0	1	LM	0	2
LM	0	3	H	0	2
Peon	2	0	Total	5	6
H	0	3			
Total	4	20			
AGM SC SD			AGM RB SD		
Desig	Surp	Deficit	Desig	Surp	Deficit
Asst	2	0	DEOP	0	3
LM	1	0	Peon	1	0
H	0	1	Total	1	3
Total	3	1			

DGM Revenue

AGM SC SD		
Desig	Surp	Deficit
JM Admin	1	0

MR	1	0
Total	2	0

Total surplus and deficit manpower position at Revenue Division Shillong.

Designation	Surplus	Deficit
AM	0	1
JM A/C	1	0
JM (Admin)	1	0
MR	5	3
S(E) II	2	0
B/D	0	10
B/C	0	2
LM	1	5
H	0	6
Peon	3	0
Asst	2	0
DEOP	0	3
Total	15	30

After adjustment the final position of manpower at Revenue Division Shillong are in below:

Designation	Surplus	Deficit
AM	0	1
JM A/C	1	0
JM (Admin)	1	0
MR	2	0
S(E) II	2	0
B/D	0	10
B/C	0	2
LM	0	4
H	0	6
Peon	3	0
Asst	2	0
DEOP	0	3
Total	11	26

GM Shillong

AGM Vig

Designation	Surplus	Deficit
Asst	1	0
Driver	1	0
Peon	1	0
Total	3	0

Designation	Surplus	Deficit
Driver	0	1
Total	0	1

Shilong APDRP Circle.

Surplus and Deficit manpower position of Shilong APDRP Circle

Designation	Surplus	Deficit
AGM	1	0

M	0	1
AM	0	2
JM A/c	4	0
JM Admin	3	0
E (S)II	17	0
LM	51	0
Op	1	15
B/C	5	2
MR	2	0
B/D	0	10
DEOP	0	3
Sr Asst	5	0
Asst	8	0
H	0	73
TA	6	0
TRC	1	0
Peon	5	4
Chow	2	0
Sweep	0	1
Driver	4	1
TO	1	0
Total	116	112

Following adjustment has been done:

- 14 Operator has been replaced with 14 nos of LM
- 3 nos DEOP has been replaced with 3 nos of Asst
- 5 no B/D can be replaced by 3 no of B/C and 2 no of MR.
- 1 B/D can be replaced by 1 TRC
- 10 no H can be replaced by 6 no surplus TA, 1 no peon, 2 Chow and 1 TO.
- After training 2 nos S(E) II can be made S(E) I and they can replaced 2 AM.

Designation	Surplus	Deficit
AGM	1	0
M	0	1
JM A/c	4	0
JM Admin	3	0
E (S)II	15	0
LM	37	0
B/D	0	4
Sr Asst	5	0
Asst	5	0
H	0	63
Sweep	0	1
Driver	4	1
Total	74	70

Jowai APDRP Circle

Surplus and Deficit manpower of Jowai Distribution Division

Designation	Surplus	Deficit
DyM A/C	0	1

JM A/C	1	0
Jm Admin	1	0
S (E) II	3	0
Sr. Asst	3	0
Asst	0	1
LM	16	15
H	2	13
Elect	0	1
Op	0	4
Chow	3	0
Cleaner	1	0
ASK	1	0
Peon	1	1
Kh	1	0
Total	33	36

Surplus and Deficit manpower of Jowai Revenue Division

Designation	Surplus	Deficit
AM	0	1
Asst	1	1
MR	2	0
Peon	0	2
A (S)	1	0
Total	4	4

Office of GM (Jowai) APDRP

Designation	Surplus	Deficit
Asst	1	0
Chow	1	0
Total	2	0

Total Surplus and Deficite manpower of Jowai APDRP Circle

Designation	Surplus	Deficit
AM	0	1
DyM A/C	0	1
JM A/C	1	0
JM Admin	1	0
S (E) II	3	0
Sr. Asst	3	0
LM	1	0
H	0	11
MR	2	0
Elect	0	1
Op	0	4
Chow	4	0
Cleaner	1	0
ASK	1	0
Peon	0	2
A (S)	1	0
Kh	1	0

Total	19	20
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Following adjustment are done:

- 4 Chow can replace 2 Peon and 2 H.
- 1 Kh and 1 Cleaner replaced 2 H
- 1 Elect. can be replaced by 1 LM

Designation	Surplus	Deficit
AM	0	1
DyM A/C	0	1
JM A/C	1	0
JM Admin	1	0
S (E) II	3	0
Sr. Asst	3	0
H	0	7
MR	2	0
Op	0	4
ASK	1	0
A (S)	1	0
Total	12	13

Central APDRP Circle

Central APDRP Circle consists of 3 Divisions.

1. East Khasi Hills Distribution Division
2. West Khasi Hills Distribution Division
3. Central Revenue Division

Surplus and Deficit manpower of East Khasi Hills Distribution Division

Designation	Surplus	Deficit
AGM	2	0
M	0	1
JM A/C	2	0
JM Admin	1	0
Asst	3	0
H	0	1
LM	0	1
S(E) II	1	0
Peon	0	1
Total	9	4

Surplus and Deficit manpower of West Khasi Hills Distribution Division

Designation	Surplus	Deficit
AM	0	1
JM A/C	1	0
JM Admin	1	0
Asst	0	1
S(E) II	4	0
LM	9	0
H	0	17
Chow	4	0
Sweep	2	0
Peon	1	0
Total	22	19

Surplus and Deficit manpower of Central Revenue Division

Designation	Surplus	Deficit
AGM	0	1
AM	0	3
DEO	0	1
Sr. Asst	1	0
Asst	0	1
B/C	5	0
MR	7	0
Peon	0	2
Driver	0	1
H	0	1
Total	13	10

Surplus and Deficit manpower of Circle Office

Designation	Surplus	Deficit
AGM	0	1
Asst	1	0
Total	1	1

Total Surplus and Deficit manpower of Central APDRP Circle

Designation	Surplus	Deficit
M	0	1
AM	0	4
JM A/C	3	0
JM Admin	2	0
Sr. Asst	2	0
Asst	1	0
S(E) II	8	0
LM	20	0
H	0	28
DEO	0	1
Driver	0	2
Peon	0	1
Chow	6	0
MR	7	0
BC	5	0
Cleaner	1	0
Sweep	1	0
Total	56	37

Following adjustments are done:

- 1 Asst can replace 1 DEO after training
- 1 Cleaner can replace 1 Peon
- 6 Chow and 1 Sweep adjusted with 7 H
- 4 S (E)II on training can be placed as S(E)I and look after the work of 4 AM.

After adjustment final position of manpower are below:

Designation	Surplus	Deficit
M	0	1
JM A/C	3	0
JM Admin	2	0
Sr. Asst	2	0
S(E) II	4	0
LM	20	0
H	0	21
Driver	0	2
MR	7	0
BC	5	0
Total	43	24

Western APDRP Circle

There are three divisions under GM Western APDRP Circle.

1. Ri – bhoi Distribution Division
2. Byrnihat Distribution Division
3. Western Revenue Division

In addition there is a (Vig + MTI) Sub-division under the circle.

Surplus and deficit manpower of Ri – bhoi Distribution Division

Designation	Surplus	Deficit
AM	0	1
JM A/C	2	0
JM Admin	1	0
S (E) II	2	0
Sr. Asst	0	1
Asst	2	0
LM	15	0
H	0	11
Boiler Attn	1	0
Driver	1	0
Peon	0	1
Sweeper	2	0
A (S)	1	0
Total	27	14

Surplus and deficit manpower of Byrnihat Distribution Division

Designation	Surplus	Deficit
AGM	2	0
M	1	0
LM	5	0
H	0	1
Opt	1	0
S (E) II	1	0
Asst	0	1
Chow	2	0
Boiler Attn	1	0
Driver	1	0
Sweep	1	0
EL	0	2
TRC	1	0
A (S)	1	0
Total	17	4

Surplus and deficit manpower of Western Revenue Division

Designation	Surplus	Deficit
AGM	0	1
M	2	0
AM	0	1
MR	0	4
Driver	0	1
Total	2	7

Surplus and deficit manpower of (Vig + MTI) Sub-division is **Nil**

Surplus and deficit manpower of GM Western APDRP Circle Office

Designation	Surplus	Deficit
AM	1	0
JM Admin	1	0
Peon	1	0
Driver	0	1
Cleaner	1	0
Total	4	1

Total surplus and deficit manpower of Western APDRP Circle

Designation	Surplus	Deficit
AGM	1	0
M	3	0
AM	0	1
JM A/C	2	0
JM Admin	2	0
S (E) II	3	0
Sr. Asst	0	1
Asst	1	0
LM	20	0
EL	0	2
H	0	12
SBO	1	0
Boiler Attn	2	0
Sweeper	3	0
A (S)	2	0
Chow	2	0
Cleaner	1	0
TRC	1	0
MR	0	4
Total	44	20

Following steps are taken for adjustment the manpower within this Circle:

- 2 LM can replaced 2 EL
- 3 Sweep can be replaced with 3 H
- 2 Boiler Attn can filled up 2 H
- 1 Cleaner can replace 1 H
- 2 Chow can replace 2 H
- 2 No A(S) and 1 TRC can replace 3 No MR

After the adjustment the final position of Western APDRP are:

Designation	Surplus	Deficit
AGM	1	0
M	3	0
AM	0	1
JM A/C	2	0
JM Admin	2	0
S (E) II	3	0
Sr. Asst	0	1
Asst	1	0
LM	18	0
H	0	4
SBO	1	0
MR	0	1
Total	31	7

SGM Eastern Zone office

Surplus and Deficit manpower of SGM Eastern Zone Office

Designation	Surplus	Deficit
AM	2	0
DyM Admin	1	0
Peon	1	0
Total	4	0

Total Surplus and Deficit manpower of SGM Eastern Zone

Designation	Surplus	Deficit
AGM	1	0
M	1	0
AM	0	3
DyM A/C	0	1
JM A/C	9	0
JM Admin	3	0
S(E)II	11	0
B/C	10	0
MR	7	0
SR. Asst	9	0
Asst	5	0
LM	1	0
H	0	10

TRC	1	0
Driver	1	0
Sweep	3	0
Peon	2	0
Total	64	14

Western Zone

Tura APDRP Circle

There are two Division under Tura APDRP Circle

1. Tura Distribution Division
2. West Gharo Hills Distribution Division

In addition One AGM (Vig + MTI) sub-division is placed under direct control of GM.
Surplus and Deficit manpower of Tura Distribution Division

Designation	Surplus	Deficit
AGM	0	1
AM	0	2
DyM A/C	0	1
JM(AC)	3	1
JM(Admin)	1	0
Asst	1	0
MR	3	0
B/C	4	0
LM	13	0
H	0	12
Welder	0	1
EL	0	1
TA	1	0
Driver	2	0
Peon	3	0
SG	8	0
Chow	2	0
Total	41	19

Surplus and Deficit manpower of West Gharo Hills Distribution Division

Designation	Surplus	Deficit
M	1	0
AM	0	2
MR	2	0
B/C	1	0
Sr. Asst	2	0
LM	11	0
H	0	30
Driver	0	1
TA	1	0
EL	0	1
Sweep	2	0
Cleaner	2	0

DFTY	1	0
Welder	0	1
Chow	1	0
Peon	2	0
Total	26	35

Surplus and Deficit manpower of AGM (Vig + MTI) Office

Designation	Surplus	Deficit
M	0	1
H	0	2
Total	0	3

Surplus and Deficit manpower of GM Office

Designation	Surplus	Deficit
AGM	0	1
DEO	0	1
JM Admin	0	1
Asst	0	1
Steno	0	1
Sweep	0	1
Total	0	6

Total Surplus and Deficit manpower of APDRP Tura Circle

Designation	Surplus	Deficit
AGM	0	2
M	1	0
AM	0	4
DyM A/C	0	1
JM A/C	3	0
JM Admin	0	1
Sr Asst	0	1
Asst	4	0
MR	0	5
B/C	0	5
LM	9	0
H	0	11
Welder	0	1
EL	0	2
Sweep	2	0
Chow	3	0
Peon	3	0
Driver	2	0
TA	2	0
SG	8	0
Total	37	33

Following step of adjustment are made:

- 2 LM can replace 2 EL
- 2 Sweep, 3 Chow, 3 Peon and 2 TA can replace 10 H

Final manpower position after adjustment are given below:

Designation	Surplus	Deficit
AGM	0	2
M	1	0
AM	0	4
DyM A/C	0	1
JM A/C	3	0
JM Admin	0	1
Sr Asst	0	1
Asst	4	0
MR	0	5
B/C	0	5
LM	7	0
H	0	1
Welder	0	1
Driver	2	0
SG	8	0
Total	25	21

Gharo Hills APDRP Circle

There are two Divisions and one Revenue Sub-division

1. East Gharo Hills Distribution Division
2. South Gharo Hills Distribution Division
3. Revenue Sub-division Williamnagar

Surplus and Deficit manpower of East Gharo Hills Distribution Division

Designation	Surplus	Deficit
AM	0	1
JM(AC)	0	1
S (E)II	3	0
EL	0	1
H	0	1
Cleaner	1	0
Chow	2	0
Peon	4	0
Asst	3	0
Driver	1	0
Total	14	4

Surplus and Deficit manpower of South Gharo Hills Distribution Division

Designation	Surplus	Deficit
DGM	1	0
AGM	1	0
M	0	1

DyM A/C	1	0
JM A/C	0	1
Sr. Asst	2	0
Asst	0	2
S(E)II	1	0
LM	10	0
H	5	0
Peon	1	0
Sweep	0	1
DEO	1	0
MR	1	0
Total	24	5

Surplus and Deficit manpower of Revenue Sub-division Williamnagar

Designation	Surplus	Deficit
MR	2	0
Asst	1	0
H	0	3
Peon	2	0
Chow	0	1
LM	0	1
Total	5	5

Office of AGM (Vig + MTI)

Designation	Surplus	Deficit
AGM	0	1
AM	0	1
LM	0	1
Driver	0	1
MR	0	1
H	0	1
Total	0	6

Office of GM Gharo Hills

Designation	Surplus	Deficit
Sr Asst	0	1
Asst	1	0
Cleaner	1	0
Total	2	1

Total Surplus and Deficit manpower of Gharo Hills APDRP Circle Williamnagar

Designation	Surplus	Deficit
DGM	1	0
M	0	1
DyM A/C	1	0
JM A/C	0	2
JM Admin	1	0

AM	0	2
Sr Asst	1	0
Asst	3	0
S(E)II	2	0
LM	9	0
H	2	0
EL	0	1
DEO	1	0
Cleaner	2	0
Chow	2	0
Driver	0	1
Sweep	0	1
Peon	7	0
Total	32	8

Following adjustment are made

- 1 LM can replace 1 EL
- 2 S (E)II can be made S(E)I and after training they can filled up 2 AM.

Final manpower position after adjustment of Gharo Hills APDRP Circle Williamnagar

Designation	Surplus	Deficit
DGM	1	0
M	0	1
DyM A/C	1	0
JM A/C	0	2
JM Admin	1	0
Sr Asst	1	0
Asst	3	0
LM	8	0
H	2	0
DEO	1	0
Cleaner	2	0
Chow	2	0
Driver	0	1
Sweep	0	1
Peon	7	0
Total	29	5

Surplus and Deficit manpower of SGM (WZ)

Designation	Surplus	Deficit
GM	1	0
Cleaner	0	1
Total	1	1

Surplus and Deficit manpower under Western Zone

Designation	Surplus	Deficit
GM	1	0
DGM	1	0
AGM	0	2
JM A/C	1	0
AM	0	6
Asst	7	0
S(E)II	2	0
LM	16	0
H	1	0
EL	0	1
DEO	1	0
Cleaner	1	0
Chow	2	0
Driver	1	0
Sweep	0	1
Peon	7	0
SG	8	0
MR	0	5
WL	0	1
B/C	0	5
Total	49	21

Following adjustment are done:

- 2 LM can replace 1 EL & 1 WL
- 1 Cleaner can replace 1 H
- 5 Asst can filled up 5 B/C
- 2 S(E)II can be made S(E)I on training and can be placed 2 AM.

After adjustment final manpower positions of Western Zone are:

Designation	Surplus	Deficit
GM	1	0
DGM	1	0
AGM	0	2
JM A/C	1	0
AM	0	4
Asst	2	0
LM	14	0
H	1	0
DEO	1	0
Chow	2	0
Driver	1	0
Peon	7	0
SG	8	0
MR	0	5
Total	39	11

Surplus and Deficit manpower of GM (MM)

Designation	Surplus	Deficit
AGM	0	1
M	1	0
AM	0	3
JyM A/C	3	0
JM Admin	1	0
Sr. Asst	2	0
Asst	1	0
Chow	0	3
DEO	0	5
Peon	0	2
CL	0	1
Handyman	1	0
Sweep	0	1
H	2	0
Total	11	16

Folowing adjustment are made:

- 1 CL can be filed up by 1 Handyman
- 2 H can replace 2 Peon
- After training 1 Asst can replace 1 DEO

After adjustment final manpower positions of GM (MM) are:

Designation	Surplus	Deficit
AGM	0	1
M	1	0
AM	0	3
JyM A/C	3	0
JM Admin	1	0
Sr. Asst	2	0
Chow	0	3
DEO	0	4
Sweep	0	1
Total	7	12

Surplus and Deficit manpower of CGM (Distribution) Office

Designation	Surplus	Deficit
SGM F/A	0	1
GM	1	0
DGM	1	0
DyM Admin	1	0
JyM A/C	0	1
JM Admin	1	0
Driver	1	0
Peon	1	0
Total	6	2

Surplus and Deficit manpower of CGM (Distribution)

Designation	Surplus	Deficit
SGM F/A	0	1
GM	2	0
DGM	2	0
AGM	0	2
M	2	0
AM	0	10
JM A/C	12	0
JM Admin	5	0
S(E)II	11	0
B/C	10	0
MR	2	0
SR. Asst	11	0
Asst	7	0
LM	15	0
H	0	9
DEO	0	3
TRC	1	0
Driver	3	0
Sweep	2	0
Peon	10	0
SG	8	0
Chow	0	1
Total	103	26

Following adjustment are made:

- 3 Asst on training can replace 3 DEO
- 10 S(E)II on training can be placed as S(E) I and can replace 10 AM
- 9 Peon can be converted to 9 H
- 1 Peon can replaced 1 Chow

Final manpower position after adjustment within the Distribution Sector are shown below:

Designation	Surplus	Deficit
SGM F/A	0	1
GM	2	0
DGM	2	0
AGM	0	2
M	2	0
JM A/C	12	0
JM Admin	5	0
S(E)II	1	0
B/C	10	0
MR	2	0
SR. Asst	11	0
Asst	4	0
LM	15	0
TRC	1	0
Driver	3	0
Sweep	2	0
SG	8	0
Total	80	3

Rural Electrification Sector:

Chief General Manager (RE) is heading the Rural Electrification Sector and he is to report to Director (Technical).

There will be four General Managers under the control of Chief General Manager (RE).

They are

- 1) General Manager (RE), Shillong
- 2) General Manager (RE), Trura
- 3) General Manager (PL+MM)
- 4) General Manager (F) who will be attached to the Chief General Manager (RE) for maintaining separate accounts for Rural Construction Sector.

As this is a new wing all posts are not yet filled up and proposal has been placed for placement of contract personnel in the sector. This wing is a temporary one and after the date of completion of RE project, Staff engaged is to be redeployed.

Therefore with minimum regular employee the construction projects are to be managed. Other area managed by Contract jobs. The manpower proposal is shown only for the regular employees.

Deficit and surplus of each sub divisions are shown, then per circle table is prepared. Finally total manpower under the CGM (RE) is computed. In case any deficit or surplus is observed, it is finally adjusted by the surplus/deficit from and to other sectors under the Director (Technical) or from other Directorate..

- (1) General Manager (RE) Shillong will control three divisions. They are
 - i) DGM, RE (con), Shillong
 - ii) DGM, RE (con), Nongstoin
 - iii) DGM, RE (con), Jowai

DG, Recon Shillong will control two AGMs.

They are

- a) AGM, Shillong RE (con)
- a) AGM, Nonstoin, RE (con)
- b) DGM, RE (con) Nonstoin will control two AGMs
- b) AGM, Reangdo RE (con)
- c) AGM, Nonstoin, RE (con)

DGM, RE (con) Jowai will control two sub divisions. They are

- a) AGB, Jowai RE(con)
- d) AGM, Khliehriat RE (con)

General Manager (RE) Tura will control two divisions. They are

- 1) DGM, Tura Construction division.
- 2) DGM, W. Nagar – RE construction Division.

DGM, RE con turn will control three sub divisions. They are

- a) AGM, Tura, RE (con).
- b) AGM, Garobada RE (con).
- c) AGM Baghmara RE (con).

Similarly DGM (RE), William Nagar Construction division will control two sub divisions.

- a) AGM, W. Nager RE (con).
- b) AGM, Mendipather, RE (con)

General Manager (Plan + M/M) for Re con will control only one DGM (PL + MM) and who will control two AGMS

- 1) AGM (plan)
- 2) AGM (MM)

It is assumed that exiting Engineering Officers and Staff are engaging project Planning and Material management job for Rural Electrification Work.

GM (Finance) will look after all financial matters related to projects and will be attached to the Chief General Manager (RE)

Divisional sub divisional manpower deficit or surplus is shown as below:

Shillong RE (con) sub.

Destination	Surplus	Deficit
LM	0	1

Nongstoin RE (con)

Destination	Surplus	Deficit
LM	0	1

DGM (Shillong RE (con) Div

Destination	Surplus	Deficit
Dy M A/C	0	1

Nongstoin RE (con) sub division

Destination	Surplus	Deficit
LM	0	1

Reangdo RE (con) sub division

Destination	Surplus	Deficit
LM	0	1

DGM (Nongstoin) RE (con) division

Destination	Surplus	Deficit
JM (A/C)	-	1
AM	-	1

Jowai (RE con) sub division

Destination	Surplus	Deficit
LM	0	1

Khliehriat.(RE con)

Destination	Surplus	Deficit
LM	0	1

DGM Jowai RE (con) division)

Destination	Surplus	Deficit
Dy M A/C	0	1

GM (Shillong) RE Circle

Destination	Surplus	Deficit
M	0	1

After adjustment the final manpower position under GM (RE) Shillong

Destination	Surplus	Deficit
M	0	1
Dy M A/C	0	2
JM A/C	0	1
LM	0	6
AM	0	1
Total	0	11

Sub division and division under **GM (Tura) RE (con)**

AGM, Tura, RE (con)

Destination	Surplus	Deficit
LM	0	1

AGM – Baghmara

Destination	Surplus	Deficit
LM	0	1

DGM – Tura

Destination	Surplus	Deficit
JM A/C	0	1

William Nagar

Destination	Surplus	Deficit
LM	0	1

GM Tura

Destination	Surplus	Deficit
M	1	0
LM	0	1

After adjustment the final manpower position under GM Tura RE (con)

Destination	Surplus	Deficit
M	1	0
JM A/C	0	1
LM	0	4
Total	1	5

Sub Division and Division under GM (PL + MM)

AGM RE (M/M)

Destination	Surplus	Deficit
AGM	0	1

DGM (RE)/(PL + MM)

Destination	Surplus	Deficit
DGM	0	1
AM	0	1
Dy M A/C	0	1

GM(RE) (PL + MM)

Destination	Surplus	Deficit
GM	0	1

Total Surplus and Deficit manpower under GM (PL + MM)

Destination	Surplus	Deficit
GM	0	1
DGM	0	1
AGM	0	1
AM	0	1
DyM A/C	0	1
Total	0	5

GM (FA) office

Destination	Surplus	Deficit
JM A/C	0	2

Total position of Manpower in surplus or deficit under CGM (RE) is shown below.

Designation	Surplus	Deficit
GM	0	1
DGM	0	1
AGM	0	1
DyM A/C	0	3
JM A/C	0	3
AM	0	2
LM	0	10
Total	0	21

As this is a new sector, all deficit posts are to be filled up either by direct recruitment or by pulling surplus from other sector.

Drivers, Peons, Chowkeeder etc are engaged by using short-term contract persons, as this type of project is for short-term period only.

Commercial wing

The commercial wing of the corporation will be headed by one Chief General Manager. He will control all communicational activity, regulatory commission related communication by computing data from all he Chief General Manager of Transmission distribution sector. He will be assisted by three GMs. There are

- 1) GM (Administration activity)
- 2) GM (Distribution and transmission activity)
- 3) GM (For Finance and Accounts)

For finance accounts activities, one GM to be deputed from accounts wing. GM (Generation activity) GM (Transmission or Distribution activity) will be filled up by promotion form existing DGMs under Director (Tech). Similarly 2 DGMs are to be posted. Others post are to be filled up by redeployment / recruitment.

Chief General Manager (Commercial)

Surplus and deficit manpower under CGM (Com)

Designation	Surplus	Deficit
CGM	0	1
GM (Gen)	0	1
GM(D&T)	0	1
GM(F&A)	0	1
DGM(Gen)	0	1
DGM(Dist)	0	1
DGM(Fina)	0	1
M(Gen)	0	1
M(Trans)	0	1
M(A/c)	0	1
Steno/SrDEO	0	1
DEO/Comp/Typist	0	4
Asst.	0	4
Peon	0	1
Driver	0	1
Total	0	21

Director Technical:

There are five departments under Director Technical. All departments are headed by Chief General Manager (CGM). They are CGM (Gen.), CGM (Trans.), CGM (Dist.), CGM (RE) and CGM (Comm.). Apart from this there are two SGM under Director Technical. They are SGM (Corporate Planning) and SGM (HQ).

The total surplus and deficit manpower under Director technical Office

Designation	Surplus	Deficit
M	5	0
M (Admin)	0	1
Steno	1	0
DEO	0	1
Asst (Type)	1	0
Peon	2	0
Cleaner	1	0
Total	10	2

Final Surplus and Deficit manpower of deferent department within the jurisdiction of Director, Technical are shown below.

CGM (Gen)

Designation	Surplus	Deficit
SGM (A/C)	0	1
GM	0	1
AGM	0	3
M	0	1
AM	0	8
Dy A/c	2	0
Sr Asst	1	0
Helper	8	0
DEO	0	3
Sweep	0	3
S (E) II	2	0
Turner	1	0
Blacksmith	1	0
H / Tech	1	0
Opt. (CRP)	1	0
R / R Opt	1	0
C / R Opt	1	0
Sentry	1	0
Total	20	20

CGM (Trans)

Designation	Surplus	Deficit
CGM	0	1
SGM (F/A)	0	1
GM	0	2
DGM	0	1
AGM	0	4
M	0	2
AM	3	0
DyM(A/C)	0	1
LM	3	0
JM(Admin)	2	0
Sr. Asst	7	0
DEO	0	4
JM (A/C)	0	1
Steno	0	1
Asst	0	1
S(E)II	6	0
Driver	0	7
Sweep	0	8
Chowk	0	4
Peon	0	9
Blacksmith	1	0
MR	2	0
Tracer	1	0
Helper	0	20
Fitter	0	4
Total	25	71

CGM (Dist)

Designation	Surplus	Deficit
SGM F/A	0	1
GM	2	0
DGM	2	0
AGM	0	2
M	2	0
JM A/C	12	0
JM Admin	5	0
S(E)II	1	0
B/C	10	0
MR	2	0
SR. Asst	11	0
Asst	4	0
LM	15	0
TRC	1	0
Driver	3	0
Sweep	2	0
SG	8	0
Total	80	3

CGM (RE)

Designation	Surplus	Deficit
GM	0	1
DGM	0	1
AGM	0	1
DyM A/C	0	3
JM A/C	0	3
AM	0	2
LM	0	10
Total	0	21

CGM (Comm)

Designation	Surplus	Deficit
CGM	0	1
GM (Gen)	0	1
GM(D&T)	0	1
GM(F&A)	0	1
DGM(Gen)	0	1
DGM(Dist)	0	1
DGM(Fina)	0	1
M(Gen)	0	1
M(Trans)	0	1
M(A/c)	0	1
Steno/SrDEO	0	1
DEO/Comp/Typist	0	4
Asst.	0	4
Peon	0	1
Driver	0	1
Total	0	21

Office of Director, Tech.

Designation	Surplus	Deficit
M	5	0
M (Admin)	0	1
Steno	1	0
DEO	0	1
Asst (Type)	1	0
Peon	2	0
Cleaner	1	0
Total	10	2

At first the surplus or deficit manpower to be adjusted with other sector and Director (Tech) to get a final position as picture of the status of manpower.

Following steps for adjustment are made;

1. CGM (Trans) AND CGM (Comm.) are to be posted on promotion of SGMs.
2. SGM (F/A) for Trans, Gen, and Dist. are to be posted on promotion of GMs (F/A).
3. 2 surplus GM from Dist. can be posted as 1 GM in Gen and 1 in RE Sector.
4. 2 surplus M from Dist. can be placed as 2 M in Trans.
5. Out of 5 surplus M of Director (Tech) office 2 can be placed under CGM (Comm) and 1 can be placed under CGM (Gen).
6. There are 2 surpluses DyM (A/C) in Gen. 1 can be placed in Trans and 1 in RE. In RE sector 2 remaining DyM (A/C) can be filled up by promoting JM (A/C).
7. Out of remaining 10 surpluses JM (A/C) of Dist. 1 can be placed in Trans and 3 in RE. So 6 JM (A/C) will be surplus.
8. 3 surplus AM from CGM Trans can filled up 3 AM in Gen. Remaining 5 AM in Gen and 2 in RE can be filled up by promoting S (E) II to S(E) I.
9. From surplus 18 LM of Trans. & Dist. 10 can be placed in RE
10. 1 Sr. Asst can be converted to 1 Sr DEO in Comm.
11. 1 Asst. from Director (Tech) can fill up 1 Asst. in Trans and 4 Asst. from Dist. can fill up 4 Asst in Comm.
12. 1 Steno from Director (Tech) Office can be posted in Trans.
13. 3 Driver from Dist. can be place at trans.
14. 2 Sweeper from Dist can be placed of Trams. Another 9 Sweep are deficit.
15. From 10 B/C and 1 TRC of Dist and 1 from Trans can replace total 12 DEO.
16. Out of 9 deficits peon in Trans 2 can be filled up by 2 surplus peon of Director, tech. Office. 1 Peon in Comm. Can be filled up by 1 cleaner of Director, tech Office.

After adjustment within the jurisdiction of Director Technical, the total surplus and deficit manpower are shown below:

Designation	Surplus	Deficit
CGM	0	2
SGM (F/A)	0	3
GM	0	4
DGM	0	2
GM (F/A)	0	1
DGM F/A	0	1
AGM	0	10
M	2	0
M F/A	0	1
M Admin	0	1
JM A/C	6	0
JM(Admin)	7	0
Sr. Asst	18	0
S(E)II	2	0
LM	8	0
Driver	0	5
Sweep	0	9
Chowk	0	4
Peon	0	7
Blacksmith	2	0
MR	4	0
Helper	0	12
Fitter	0	4
SG	9	0
H / Tech	1	0
Opt. (CRP)	1	0
R / R Opt	1	0
C / R Opt	1	0
Turner	1	0
Total	63	66

Director Generation (Project)

Director (Generation project) is the head of civil supervising wing and also head of Generation project. He will control two Chief General Managers. They are

- 1) Chief General Manager (Planning & Design)
- 2) Chief General Manager (Execution)

There will be three Sr. General Manager under the direct control of Director Generation project).

- 1) Sr. General Manager (contract)
- 2) Sr. General Manager (Environment & Development)
- 3) Sr. General Manager (Finance & Accounts) will be attached to Director General Project who will look after separate accounting of Generation Project & Civil work.

CGM (planning& Design) will control one Sr. Manager who will control 3 General Managers. They are

- 1) General Manager (Planning + MM)
- 2) General Manager (contract)
- 3) General Manager (Design)
- 4) One GM will be attached to CGM for managing head qtrs. Office.

There will be structural change in the organization with respect to present set up. Therefore point-to-point excess or deficit cannot be computed. However, per General Manager a comparative study is to be made for assessment of surplus or deficit manpower.

Sub Division, division and circle wise assessment will give a correct picture of manpower for the area of reference.

AGM(PL)

Designation	Surplus	Deficit
M	0	1
DEO	0	1
Total	0	2

AGM(D)

Designation	Surplus	Deficit
Sr.Asst	1	0

DGM (Design)

Designation	Surplus	Deficit
Sr. Asst	1	0
DEO	1	0
Asst	2	0

AGM (Procurement)

Designation	Surplus	Deficit
AGM	0	0
Helper	0	4

DGM (M/M)

Designation	Surplus	Deficit
DGM	-	1
M	-	1
Dy.M(A/c)	-	1
Sr. Asst.	-	1
Driver	-	1

GM (PL + MM)

Designation	Surplus	Deficit
GM	-	1
AGM	-	1
DEO	-	1

AGM (Process)

Designation	Surplus	Deficit
AGM	-	1
M	-	1
JM(A/c)	-	1
Asst	-	1
Peon	-	1

AGM (Execution)

Designation	Surplus	Deficit
AGM	-	1
M	-	1
JM(A/C)	-	1

DGM (EX)

Designation	Surplus	Deficit
DGM	-	1
M	-	1
Dy. M (A/c)	-	1
JM(A/c)	-	1
Asst	-	1
Driver	-	1

GM(Design) with reference to original list, an assessment is done.

Existing division for design contains 19 persons. These are shown in the table.

Existing design division (Civil)

EE	1
AE	2
JDA	1
JE	1
Research Asst.	1
Blue print operation	1
UDA	1
LDA	2
A(s)	1
Mason	1
Tracer	4
Electrician	1

Peon	1
Driver	1

For other establishment in Civil wing where manpower are not shown in proper segregate form, some exercise is made on normal standard manpower allocation.

In the new set up for DGM (Project) & 2 AGMS

DGM	1
AGM	2
M	3
DEO	3
Trach	2
Peon	1
Asst	1
Driver	1

DGM(R&B and 2 AGMS)

DGM	1
AGM	2
M	3
DEO	1
Dy.M(A/c)	1
JM(A/c)	1
Sr.Asst	1
Asst	1
Peon	1
Driveer	1
Tracer	2

After adjustment of post, the position will be as follows

Designation	Surplus	Deficit
DGM	-	1
AGM	-	4
M	-	4
AM	1	-
Mason	1	-
Elect	1	-
A(S)	1	-
Research Asst.	1	-
DEO	-	4
Dy. M (A/c)	-	1
Total	5	14

Design Circle

Designation	Surplus	Deficit
GM	1	-
AGM	1	-
AM	1	-
DEO	-	1

SGM's office and GM under CGM (PL+D)

Existing

ACE	1
SE	1
JE	1
C. Supdt.	1
UDA	2
LDA	2
Driver	2
Tracer	1
Peon	1

Proposed

SGM	1
DGM	1
M	1
Steno	1
Sr. Asst.	1
Asst.	1
Peon	1
Driver	1
GM	1

SGM (P+D) + GM(HQ)

Designation	Surplus	Deficit
DGM	-	1
Steno	-	1
M	-	1
AM	1	-
Trac	1	-
Sr. Asst	1	-
Asst.	1	-
Driver	1	-

Chief General Manager (PL + D)

It is a newly created sector where all existing CGM already been posted on promotion.

Designation	Surplus	Deficit
DGM	-	1
M	-	2
JM (A/C)	-	1
AM	-	1
DEO	-	1
Steno	-	1
Sr.Asst	-	1
Asst	-	1
Peon	-	1

Adjusting Sr. Asst & Asst. from SGM's to office of CGM, position will be as follows

Designation	Surplus	Deficit
DGM	-	2
M	-	2
Steno	-	2
DEO	-	1
AM	1	-
Tracer	1	-

After adjusting all posts within the jurisdiction of Chief General Manager (P+D)

Designation	Surplus	Deficit
GM	-	1
DGM	-	2
AGM	-	4
M	-	5
AM	1	-
Dy. M (A/C)	-	-
JM(A/C0	-	-
Sr. Asst	-	-
Asst.	-	-
DEO	-	5
A(s)	4	-
Research Asst.	1	-
Peon	-	2
Driver	-	1
Steno	-	1
Mason	2	-
Electrician	1	-
Total	9	21

Senior General Manager (Environment & Development)

Sr. General Manager (Environment & Development) will be under the direct control of Director (Generation Project).

SGM (E&D) will control three general Managers under him. They are

- 1) General Manager (Maintenance)
- 2) General Manager (Environment)
- 3) General Manager (Development)

General Manager (Maintenance) is already in existence.

Manning to be adjusted with the proposed structure and with surplus or deficit manpower from this circle possible adjustment can be done with other circle.

In the new set up General Manager (Maintenance) will control 4 divisions. They are

- 1) DGM (Tura)
- 2) DGM (Con)
- 3) DGM (Umiam)
- 4) DGM (Stage IV)

Existing manning in maintenance division under maintenance circle is shown below

Designation	Surplus	Deficit
JM(C)	1	-
Sweeper	2	-
Corporate	1	-
Elect	2	-
Mason	1	-
Cook	1	-
JDA	1	-

DGM(Tura)

Designation	Surplus	Deficit
AM	-	1
M	1	1
Sr. Asst	1	-
Dy. M (A/C)	-	1
Helper	1	-

DGM(Con)

Designation	Surplus	Deficit
AGM	-	3
AM	-	3
Mason	-	1
R/R-O	1	-
Dy. M (A/C)	-	1
JM(A/C)	-	1
Sr. Asst	-	2
Asst.	-	3
Driver	-	2

After adjustment within the circle position under and GM (Maintenance) will be as shown below:

This sweeper and carpenter will be adjusted with the estate officer's establishment.

Designation	Surplus	Deficit
AM	-	2
Dy. M (A/C)	1	-
JM(A/C)	1	-
JM(Admn)	-	1
Sr. Asst	4	-
Asst.	12	-
A(S)	8	-
Plumber	4	-
R/R-O	-	1
Mason	1	-
Helper	1	-
Peon	-	-
Electrician	-	1
Sweeper	6	-
Carpenter	4	-

General Manager (Environment) will control one division and there will in two-sub division under the division. Total Manpower position.

Designation	Surplus	Deficit
GM	-	1
DGM	-	1
AGM	-	3
M	-	1
AM	-	2
Sr. Asst	-	1
Asst.	-	3
Dy. M (A/c)	-	1
Driver	-	3
Helper	-	1
Peon	-	3
DEO	-	1
Chowkider	-	1
Total	0	22

General Manager development will look after development activity of the Corporation after proper investigation; a portion of present investigation circle staff may be engaged.

GM (DEV) will control two DGMS. They are

- 1) DGM (K+J) Hills.
- 2) DGM Garo Hills.

DGM (K+J) will control only two sets division at present. At present only two sub divisions viz AGM Umiam and AGM Shillong will be kept operative In future AGM (Lucknow) and AGM(Umium) can be posted.

Under DGM (Tura) also will be 2 sub divisions. They are

- AGM (Tura)
- AGM (Nangal)

Posting of staff at Siju sub division will be done in future. Position of staff in the circle is shown as follows

Designation	Surplus	Deficit
DGM	-	1
AGM	-	2
AM	-	-
Helper	-	4
Sr. Asst	-	1
Chowkider	1	-
Peon	-	1
Driver	-	2
Driller	-	1
Mason	1	-
GM	-	1
DEO	-	1

SGM (Env. + Dev) 's office

(Newly created office). Man power position will be as follows.

Designation	Surplus	Deficit
SGM	-	1
DGM	-	1
M	-	1
Steno	-	1
Sr. Asst	-	1
Driver	-	1
Chowkider	-	1
Peon	-	2

After adjustment all the posts within the jurisdiction of Senior General Manager (ENV. + D), Position is shown as below:

Designation	Surplus	Deficit
SGM (C)	0	1
GM (C)	0	1
DGM (C)	0	2
AGM (C)	0	3
Dy. M (A/C)	0	1
JM (A/C)	0	1
A(S)	6	0
Sr. Asst	4	0
Masion	3	0
Sweeper	6	0
Mali	0	2
DEO	0	2
Carpenter	4	0
Plumber	4	0
Total	27	13

Chief General Manager (Execution)

Chief General manager (Execution) will be head of execution of Generation projects. At present he will control one Sr. Manager (Execution of MLHEP). One GM HQ is also attached to CGM (Execution).

SGM (EX – MI HEP) will control three General Managers. They are

- 1) GM (Civil I)
- 2) GM (Civil II)
- 3) GM (Elect)

GM (Civil I) will control three divisions. These are

- 1) DGM(R + B)
- 2) DGM (DAM)
- 3) DGM (ENV)

DGM – (R + B) will control three sub divisions. They are

- 1) AGM (Building)
- 2) AGM (Road & Bridge)
- 3) AGM (Store)

DGM (DAM) will control two-sub division. They DAM I and DAM II and DGM (ENV) will control two sub divisions they are

- AGM – QC
- AGM – Environment

One GM (F) will be attached to the HQ office of the Chief General Manager, position of Manpower is shown below for GM (Civil I)

Designation	Surplus	Deficit
AGM	-	1
AM	-	4
UDA	1	-
M	-	1
Chowkider	-	4
Driver	-	3
Dy. M (A/C)	-	1
JM (A/C)	-	1
Total	1	15

General Manager (Civil) II, circle will control two major divisions. They are

- 1) DGM (Tunnel)
- 2) DGM (Penstock + Power House)

DGM Tunnel will control following sub division

- 1) AGM – P1
- 2) AGM – P2

DGM (Penstock + Power House) will control two sub division . They are

- 1) AGM (Penstock)
- 2) AGM (Power House)

Manpower position

Designation	Surplus	Deficit
AGM	-	1
Sr. Asst	-	3
Asst.	-	3
DEO	-	1
Peon	-	2
Driver	-	3
Total	0	13

General Manager (Electrical) will control two divisions

- 1) DGM (T&D)
- 2) DGM (PH)

DGM (Transmission & Distribution) will control two sub divisions.

- 1) AGM I
- 2) AGM II

And DGM (PH) will control 2 sub divisions. They are AGM II and AGM IV.

1) Positions of manpower

Designation	Surplus	Deficit
AM	-	2
Helper	-	6
W/M	-	1
E/L	-	1
LM	-	2
DEO	-	1
JM (A/C)	-	1
Dy. M (A/C)	-	1
Sr. Asst	-	1
Asst.	-	1
Total	0	17

Under the direct control of SGM (EX) there will be one DGM (Mechanical workshop who will control two AGMs, (Workshop). (1) Vehicle repair & maintenance and (2) Heavy machinery & earthmover repair workshop.

Designation	Surplus	Deficit
DGM	-	1
AGM (M)	-	2
Fitter	-	2
Mech	-	2
Elect	-	1
Helper	-	8
R/R O	-	1
C/R O	-	1
Driver	-	3
Chowkider	-	2
Dy. M (A/C)	-	1
JM (A/C)	-	1
Sr. Asst	-	1
Asst	-	2
Peon	-	1
Total	0	29

Total manpower position under **CGM (Execution)**

Designation	Surplus	Deficit
DGM(M)	-	1
AGM(M)	-	2
AGM (C)	-	1
AM(C)	-	4
AM (M)	-	2
DEO	-	3
Dy. M (A/C)	-	2
JM (A/C)	-	2
LM	-	2
W/M	-	1
Fitter	-	1
Mech		1
R/R O	-	1
C/R O		1
Helper		8
Chowkider	-	7
Peon	-	5
Driver	-	6
Total	0	50

Director (Generation) Project Office

Designation	Surplus	Deficit
SGM F/A	0	1
GM (Civil)	1	0
M (Civil)	1	0
AM (Civil)	3	0
JM (A/C)	0	1
Asst Type	3	0
Welder	1	0
Peon	1	0
Total	10	2

Total surplus and deficit manpower under Director (Generation) Project

CGM (P+D) Civil

Designation	Surplus	Deficit
GM	-	1
DGM	-	2
AGM	-	4
M	-	5
AM	1	-
DEO	-	5
A(s)	4	-
Research Asst.	1	-
Peon	-	2
Driver	-	1
Steno	-	1
Mason	2	-
Electrician	1	-
Total	9	21

SGM (Env + Dev)

Designation	Surplus	Deficit
SGM (C)	0	1
GM (C)	0	1
DGM (C)	0	2
AGM (C)	0	3
Dy. M (A/C)	0	1
JM (A/C)	0	1
A(S)	6	0
Sr. Asst	4	0
Masion	3	0
Sweeper	6	0
Mali	0	2
DEO	0	2
Carpenter	4	0
Plumber	4	0
Total	27	13

CGM (Exe)

Designation	Surplus	Deficit
DGM(M)	-	1
AGM(M)	-	2
AGM (C)	-	1
AM(C)	-	4
AM (M)	-	2
DEO	-	3
Dy. M (A/C)	-	2
JM (A/C)	-	2
LM	-	2
W/M	-	1
Fitter	-	1
Mech		1
R/R O	-	1
C/R O		1
Helper		8
Chowkider	-	7
Peon	-	5
Driver	-	6
Total	0	50

Director (Gen. Proj) Office

Designation	Surplus	Deficit
SGM F/A	0	1
GM (Civil)	1	0
M (Civil)	1	0
AM (Civil)	3	0
JM (A/C)	0	1
Asst Type	3	0
Welder	1	0
Peon	1	0
Total	10	2

Final surplus and deficit manpower position under **Director (Gen) Project**

Designation	Surplus	Deficit
SGM (C)	0	1
SGM F/A	0	1
GM (C)	0	1
DGM (C)	0	4
DGM (M)	0	1
AGM (C)	0	8
AGM M	0	2
M (C)	0	4
AM (M)	0	2
DyM A/C	0	3
JM A/C	0	4
Sr Asst	4	0
Asst Type	3	0
DEO	0	10
A (S)	10	0
Welder	1	0
Mansion	5	0
Carpenter	4	0
Plumber	4	0
R/A	1	0
LM	0	2
W/M	0	1
Fitter	0	1
Mech	0	1
R/R O	0	1
CRO	0	1
Helper	0	8
Steno	0	1
Peon	0	6
Driver	0	7
EL	1	0
Sweep	6	0
Mali	0	2
Chow	0	7
Total	39	79

Director (Finance and Accounts)

Details existing & Proposed manning under Director (F&A) is shown below.

Post	Existing	Proposed	Surplus	Deficit
SGM	0	3	0	3
GM	3	8	0	5
DGM	4	12	0	8
M	12	12	0	0
Dy. M	4	4	0	0
JM A/C	32	8	24	0
Steno	1	3	0	2
DEO/ A/A	4	4	0	0
Asst./Asst.(Type)	7	7	0	0
Driver	1	3	0	2
Peon	10	9	1	0
Dft/ Aros	3	3	0	0
Cleaner	1	1	0	0
Total	82	77	25	20

3 SGM to be posted by promoting 3GMs. So these 3+5 = 8GMs to be posted by promoting 8 DGMS. Existing vacancy of 8 DGMS + these 8 GMs to filled up by promoting 16 Managers, this can be done by promoting 16 Manager. Again this 16 posts of manager can be filled up by promoting 16 Dy.M (A/c) for filled Divisions and ultimately 16 JM(A/c) to be promoted & posted as Dy. M (A/c).

After interval adjustment final manpower position will be

Post	Surplus	Deficit
JM (A/c)	8	0
Driver	0	2
Steno	0	2
Peon	1	0
Total	9	4

Director Corporate Affairs

Under the Director Corporate Affairs there will three wings. They are

- 1) Senior General Manager (Vigilance)
- 2) Additional General Manager (Admin)
- 3) Chief General Manager (HR)

In vigilance sector, surplus or deficit shown below:

Designation	Surplus	Deficit
SGM (Viz)	0	1
DGM (E)	0	1
DGM F/A	0	2
Steno	0	1
DEO	0	1
Peon	0	1
Driver	0	1
Total	0	8

As this is a new sector, all posts are new. Post of CGM (Vig) to be filled up by selection and not by mere probation.

Out of three DGMS two are from Engineers and one from Legal side. Two Sr. Engineers./DGMS to be taken from Director (Tech). DGM (Legal) to be recruited.

Additional Chief General Manager (ACGM), controls two SGMS. They are

- 1) SGM (Legal Cell)
- 2) SGM (Admin)

In the legal cell only one DGM is available. One peon and one Asst. available may be trained to be posted as DEO. Present DGM may be promoted to fill up one post of GM (Legal) ultimate position will be

Designation	Surplus	Deficit
SGM (L)	0	1
GM(L)	1	2
DEO	0	1
Total	1	4

All typists of the existing board and Future Corporation should be trained to work as (data entry operator) or computer typist.

SGM (Admn) will control 4 GMS

- 1) GM (Estate)
- 2) GM (PR + CC)
- 3) GM (Establishment)

4) GM (Security)

Manpower position under them are shown below

1) GM (Estate)

Designation	Surplus	Deficit
GM (C)	0	1
DGM (C)	0	1
DyM A/C	0	2
JM A/C	0	2
Sweeper	4	0
Chowkider	6	0
Peon	6	1
H	9	0
Mali	0	2
Total	25	9

2) GM (PR + CC)

Designation	Surplus	Deficit
GM (Admin)	0	1
DGM (Admin)	0	1
DEO	0	1
TO	0	1
Total	0	4

Present AGM (PR) can be promoted to fill up DGM's post. So ultimate position will be

3) GM (Establishment)

Designation	Surplus	Deficit
GM (Admin)	1	0
DGM (Admin)	1	0
JM (Admin)	0	2
Sr Asst	0	2
Swep	4	0
Peon	6	1
Supervisor	1	0
Chow	5	0
Driver	3	0
Total	21	5

4). GM (Security)

Designation	Surplus	Deficit
DyM (Scr)	0	2
Steno	0	1
Driver	2	0
SG	0	9
Asst	3	0
Peon	3	0
Total	8	12

Chief General Manager (HR) position of surplus or deficit is shown as follows

Designation	Surplus	Deficit
SGM(HRD)	0	1
GM(Trg)	0	1
GM(QM)	0	1
DGM(QM)	0	1
GM (Recr.)	0	1
DGM (Rer)	0	1
DGM(Placement)	0	1
Asst Store Keeper	1	0
Total	1	7

Company Secretary

Designation	Surplus	Deficit
CS	0	1
Steno	0	1
Sr. Asst.	0	1
Asst.	0	1
Peon	0	1
Driver	0	1
Total	0	6

Under **Director (Corporate Affairs + Company Secretary)**

After adjustment of posts, manpower position is shown below:

Designation	Surplus	Deficit
CS	0	1
SGM (HRD)	0	1
SGM(Vig)	0	1
GM F/A	0	2
GM(L)	0	1
GM(Civil)	0	1
GM(E)	0	3
DGM(E)	0	2
DGM(C)	0	1
DGM (Admin)	0	2
DGM F/A	0	2
Steno	0	3
DyM A/C	0	2
DyM(SC)	0	2
JM A/C	0	2
JM Admin	0	2
Sr. Asst	0	3
Asst	2	0
DEO	0	3
Supervisor	1	0
ASK	1	0
Driver	3	0
Peon	11	0
Chow	11	0
Mali	0	2
Sweep	8	0
H	9	0
TO	0	1
SG	0	9
Total	46	45

Adjustment within the jurisdiction of Director (Tech), Director (Gen) Project, Director (Corp.) and Director (Finance) are made as follows:

1. 2 Asst and 1 ASK can be trained to place as 3 DEO within the Director (Corp). 3 Asst (T) from D (GP) and 4 MR from D (T) can be place as 7 DEO under D (GP).
2. 2 surplus Driver from D (CA) to be placed as 2 Driver in D (F/A).
3. 3 Sr. Asst from D (G)P can be placed as 3 Sr Asst in D (CA). One Sr Asst from D (G)P can be placed as Steno in D (G)P after training.
4. 2 Steno in the D (F/A) and 3 Steno of D (C/A) to be filled up by pulling 5 Sr Asst from D (Tech) after training.
5. 1 Peon from D (F/A) can be posted D (G)P as peon.
6. Among 11 surplus Peon of D (CA), 6 can be placed in D (G)P and 5 can be placed under D (Tech). 1 post of Peon under D (T) will remain vacant.
7. Among 8 LM under D (Tech), 2 can be placed as LM and 1 can be placed as W/M under D (G)P. 5 LM are in surplus.
8. 9 surplus SG from D (Tech) to be placed as 9 SG under D (CA)
9. 1 RRO and 1 CRO from D (Tech) to be place under D (GP).
10. Among 11 surplus Peon from D (CA) 7 can be placed under D (Tech) and 4 can be place under D (GP).
11. There are 9 surpluses H under D (CA) 8 can be placed under D (GP).
12. 1 Turner and 1 H/Tech from D (Tech) to be placed as 1 Mech and 1 Fitter under D (GP).
13. 11 Chow from D (CA) can be placed as 7 Chow under D (GP) and 4 under D (T).
14. 5 surplus LM or their Driving Licenses holder substitute can be placed as 5 Driver within D (T)
15. 8 Sweep from D (CA) and 1 Sweep from D (GP) can be placed as 9 Sweep under D (Tech).
16. 5 surplus Sweep from D (GP) and 1 H from D (CA) can replace 6 H under D(Tech).
17. 2 JM (Admin) from D (Tech) can be place as JM (Admin) under D (CA)
18. 6 JM A/C from D (Tech) can fill up 2 JM A/C under D (CA) and 4 under D (GP).
19. 2 S(E)II from D (Tech) can be place as 2 S (E)I after promotion and they placed as 2 AM (M) under D (GP).
20. 4 Fitter under D(T) will be filled up by 4 Plumber from D(GP)
21. 1 RA from D (GP) and 1 Supervisor from D (CA) can be trained & posted as E(S)I and replace 2 AM(C).
22. 1 TO can be replaced by 1 Opt (Comp)

Designation	Surplus	Deficit
CGM	0	2
CS	0	1
SGM F/A	0	4
SGM (HRD)	0	1
SGM(Vig)	0	1
SGM(L)	0	1
SGM (C)	0	1
GM(E)	0	7
GM F/A	0	1
GM(L)	0	1
GM(Civil)	0	2
DGM(E)	0	3

DGM (M)	0	1
DGM(C)	0	5
DGM (Admin)	0	2
DGM F/A	0	3
AGM (E)	0	12
AGM (C)	0	8
M (E)	2	0
M (C)	0	4
M F/A	0	1
M Admin	0	1
DyM A/C	0	5
DyM(SC)	0	2
JM A/C	8	0
JM Admin	5	0
Sr. Asst	13	0
DEO	0	3
Driver	0	7
Blacksmith	2	0
A(S)	10	0
Peon	0	1
Mason	5	0
Supervisor	1	0
Carpenter	4	0
H	0	6
RA	1	0
Welder	1	0
E	1	0
Mali	0	4
Total	53	90

Final manpower adjustments after redeployment and recruitment.

Following steps are made

- 2 CGM (E) to be posted on promotion of 2 SGMs. 2 SGMs on promotion and 1 SGM (HRD) i.e. 3 SGMs to be filled up by promoting 3 GM (E). Required 3 GM and existing vacant 7 GM i.e. 10 GM to be posted on promotion from 10 DGM. Required 10 DGM and existing vacant 3 DGM (E) & 1 DGM (M) to be posted on promotion of 14 AGMs, another 12 AGMs post are vacant. Total 26 AGMs to be filled up by promoting 26 M. This can be done by recruiting 18 Graduate Engineer and 8 Diploma Engineer, against total resultant vacancy of 18 M + 8 AM. 2 M are available, so total recruitment will be 16 M + 8 AM.
- In civil engineer wing under D(GP) 1 SGM (C) to be promoted GM (C), there are another 2 vacant post of GM (C) make this total 3 GM (C). Again 3 GM (C) to be posted on promotion from 3 DGM (C). Existing 5 vacant post of DGM (C) make a total post of 8 DGM (C) which is to filled up by promotion of 8 AGM (C). Existing 8 Vacant post of AGM (C) make this total vacant of AGM (C) is 16. Existing vacant of 16 AGM (C) will filled up by promoting 16 M (C). So total require M (C) is (16 + 4) = 20 M (C), however 2 post of AM (C) can be filled up by redeployment of

- 1 Supervisor and 1 RA after proper training. This can be done by directly recruitment of 12 Graduate Engineer as M (C) and 6 Diploma Engineer as AM (C).
- For Finance there will be 4 SGM (F/A) to posted by promoting 4 GM (F/A), however the existing vacancy is 1. So total 5 GM (F/A) to be placed on promoting 5 DGM (F/A) and existing DGM (F/A) are 3. So total require DGM (F/A) are 8 and this will be filled up by promoting 8 M (F/A). Another vacant post of M (F/A), makes a total of 9 M (F/A) . This 9 M (F/A) will be filled up by promoting 9 DyM (A/C), already 5 vacant post of DyM (A/C) are there which makes 14 post of DyM (A/C). This post are to be filled up by promoting 14 JM (A/C), but there are 8 surplus manpower of JM (A/C). So only 6 no JM (A/C) to be inducted by redeployment of 6 Sr. Asst. after proper training.
 - 1 CS, 1 SGM (Viz), 1 SGM (L) and 1 GM (L) are to be directly recruited from out side.
 - 2 DGM (Admin) and 1 M (Admin) create 3 vacant resultant posts of 3 GM (Admin). 3 surplus JM (Admin) can filled up this post.
 - 2 DyM (SC) can be filled up by redeployment of 2 JM (Admin).
 - Out of 10 A (S) 7 A(S) or their driving license holder substitute can replace 7 Driver and another 3 A (S) can be placed as 3 DEO.

Designation	Surplus	Deficit
CS	0	1
SGM(Vig)	0	1
SGM(L)	0	1
GM(L)	0	1
M (E)	0	16
M (C)	0	12
AM (E)	0	8
AM (C)	0	6
Sr. Asst	7	0
Blacksmith	2	0
Peon	0	1
Mason	5	0
Carpenter	4	0
H	0	6
Welder	1	0
E	1	0
Mali	0	4
Total	20	57

Statement of Placement and Redeployment:

Final position of surplus and deficit in each Directorate after internal adjustment.

Directorate	Surplus	Deficit
Director (Tech)	63	66
Director (GP)	39	79
Director (FA)	9	4
Director (CA) +CS	46	45
Total	157	194

After inter Directorate adjustment (including training) of surplus and deficit manpower are shown in below:

Surplus Manpower – 53 Deficit manpower - 90

After training final Redeployment and Recruitment Position are in below:

Surplus Manpower – 20 nos

Recruitment required - 57 nos

Total 57 position of manpower are to be recruited and 20 un adjustable surpluses are to be attached to development area for best use of their service. No retrenchment of staff to take place after corporatization.