

Certified True Extracts of the Minutes of Meeting of Board of Directors of Indraprastha Power Generation Company Limited held on 15th February, 2011, in respect of the matters referred by your Department are reproduced as under:-

54.2.7 Re-Organization of IPGCL & PPCL

The Board considered and discussed the proposal for re-organization of IPGCL and PPCL. A presentation was made by Director (HR) highlighting the major features of the proposal in respect of redeployment of human resources in IPGCL/ PPCL. It was informed that a Committee was formed to give recommendations on the constructive utilization of existing manpower of RPH and GTPS considering the different aspects of HR and the Committee has submitted its recommendations. Director (HR) informed that an Action Plan has been framed accordingly. He further proposed for introducing Special Voluntary Retirement Scheme (SVRS) to streamline the surplus manpower in IPGCL. He further informed that as per the proposal, option shall be extended again to IPGCL employees to opt for transfer in PPCL. It was suggested to defer the cut off date to join PPCL to 30.6.2011 instead of 31.3.2011 as the closure date of Rajghat Power House has been extended till the COD of first module of 750MW Pragati - III at Bawana. The Board agreed to the suggestion. The Board noted that 634 employees of the Company shall be surplus after considering the adjustment of 129 employees in the renewable energy projects. It was further pointed out that SBI Caps has been engaged for preparing the financial feasibility of Renewable Energy projects and the deployment of manpower for the Projects shall be finally worked out accordingly. The Board noted and expressed its concern on the likely financial implications of the surplus manpower in the Company. The Board deliberated on the issue of surplus manpower. The Board advised to work out a strategy to deal with the matter and if required, to take up the issue with the Govt. of NCT of Delhi. Thereafter, the following resolution was passed:-

“Resolved that the approval of the Board of Directors of the Company be and is hereby accorded to the following:-

- i) Proposed Action plan of re-organization of IPGCL and PPCL as placed before the Board;
- ii) Introducing a suitable Special Voluntary Retirement scheme in the Company; and
- iii) Floating the Transfer Scheme for seeking option from the employees of IPGCL to join PPCL w.e.f. the cut off date i.e. 30.6.2011.”

[Signature]
Puneet Jain
Asst. Company Secretary

GM(HR)

SSC
25/2/2011

GM(HR) 30/26
25/2

INDRAPRASTHA POWER GENERATION COMPANY LTD.
&
PRAGATI POWER CORPORATION LIMITED

Item No. 50.2.2

No. GM(HR)/

Dated.

AGENDA NOTE FOR THE BOARD OF DIRECTORS

Sub:- Re-Organisation of IPGCL-PPCL.

BACKGROUND

INDRAPRASTHA POWER GENERATION COMPANY LIMITED

After unbundling of D.V.B., IPGCL came into being as a corporate entity w.e.f. 01.7.2002. The employees of D.V.B. on the notion of "as is where basis is" were transferred to corporate entities with a few administrative reshufflings. IPGCL (GENCO) has been in the business of electricity generation through its power plants i.e. I.P. Station, R.P.H., G.T.P.S. At the time of unbundling, Pragati Power Project was in inception and the same has also been managed and operated by the manpower of IPGCL. The manpower anatomy of IPGCL consists of two sets of employees. The one of D.V.B. origin and the other one recruited by IPGCL since 2002. Though these employees of IPGCL till date are broadly governed by a common set of rules, policies, decisions adopted/taken by the management of IPGCL, these employees are distinctively categorized in two segments i.e. Pensionable Establishments and Non Pensionable Establishments. The employees of D.V.B. origin, their service conditions has been governed and regulated by C.C.S. rules, F.R./S.R. but applicability of the same is not warranted in the case of those employees who have been recruited by the company.

The Company though an Undertaking of Govt. of NCT of Delhi but admittedly the same is not a Govt./Department of Govt. of NCT of Delhi and comes within the purview of various Labour Legislations like Employees Provident Funds & Misc. Provisions Act-1952, The

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