



कार्यालय- मुख्य अभियन्ता "प्रगति"  
उ0प्र0 राज्य विद्युत उत्पादन निगम लि0  
विद्युत सेवा आयोग, एस0एल0डी0सी0 परिसर  
विभूति खण्ड, गोमतीनगर, लखनऊ-226010  
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पत्रांक 114- मु0अभि0/प्रगति/उनिलि/ओ-2

दिनांक 12/08/2024

### कार्यालय ज्ञाप

निदेशक मण्डल की दिनांक 16.07.2024 को सम्पन्न चतुर्थ बैठक के एजेण्डा सं0- 4.23 के अनुमोदनोपरान्त एतद्वारा उ0प्र0 राज्य विद्युत उत्पादन निगम लि0 में कार्यरत सभी निगमीय कार्मिकों के लिए "नयी उत्पादन प्रोत्साहन भत्ता योजना" लागू की जाती है।

उक्त के अनुपालन में नयी उत्पादन प्रोत्साहन भत्ता योजना निम्नानुसार कार्यान्वित की जायेगी:-

1. यह योजना 01.04.2020 से लागू होगी तथा पूर्व में उत्पादन प्रोत्साहन भत्ते हेतु लागू समस्त योजनाए निष्प्रभावी हो जायेंगी।
2. नयी उत्पादन प्रोत्साहन भत्ता योजना के अन्य बिन्दु निम्नवत् हैं:-

<b>Incentive (for Efficient Operation &amp; Optimum Generation) Scheme</b>	
1	<b>Short Title:</b> This scheme may be called "UPRVUNL Incentive (for Efficient Operation & Optimum Generation) Scheme" and will be in force from Financial year 2020-21.
2	<b>Basic Considerations:</b> <ol style="list-style-type: none"><li>a. To keep the Generating station in readiness to deliver ex-bus output expressed as % of rated installed capacity so that the available resources are optimized based on the merit order operation thereby bringing about an overall economy in generation.</li><li>b. To ensure easy understanding of the scheme by the employees, smooth implementation and amenability to simple unambiguous computations.</li><li>c. The parameters for payment have been determined to encourage better maintenance for higher availability and optimal operation of the plant.</li><li>d. The quantum of incentive offered to employees has to be enough to motivate them to put in extra effort while at the same time, ensuring that payments are consistent in economic terms with the level of performance.</li></ol>
3	<b>Applicability:</b> The Scheme covers all regular employees of UPRVUNL and those working on deputation in the Nigam, directly or indirectly engaged in Generation of Electricity. All the Units for which Commercial operation has been declared, will be covered under the scheme. The Scheme shall not be applicable to:- <ul style="list-style-type: none"><li>• Apprentices under Apprentices Act and Trainees</li><li>• Casual or daily rated employees</li><li>• Ad hoc employees</li></ul>
4	<b>Technical Considerations:</b> An Incentive scheme should incentivize efficient operations and promote efficiency of the plant. The method should be such that: <ul style="list-style-type: none"><li>• It aligns with the Uttar Pradesh Electricity Regulatory Commission tariff policy.</li><li>• No thermal power station gets undue benefit in case of high deemed generation.</li><li>• No thermal power station misses out due to external factors such as thermal backing/ Reserved Shut Down</li><li>• Impact of reducing tripping/ efficient operation is tangible.</li><li>• Generation Cost is reduced due to increased efficiency which will result in increased profit.</li></ul>

5 **Recommended Factor for Incentive Payment:**

The three-fourth (75%) of the sum total of amount to received by UPRVUNL during the financial year from UPPCL as per Clause 35 of Uttar Pradesh Electricity Regulatory Commission (Terms and Conditions of Generation Tariff) Regulations, 2019 shall be distributed to Nigam employees for that financial year. This will be called as Kitty-1 denoted by K1. Subsequent distribution of K1 to the stations of the Nigam will be based on the ratio obtained from Profitability factor detailed as under:-

**Profitability Factor:** This factor has been designed to capture the profitability of a station. The factor incorporates 5 components that directly or indirectly affects profitability.

- a) Month's Availability
- b) Cumulative Availability (upto Month)
- c) Gross Station Heat Rate
- d) Auxiliary Energy Consumption
- e) Secondary Fuel Oil Consumption

'Availability' in relation to a Thermal Generating Station for any period means the average of the daily average Declared Capacities (DCs) for all the days during that period expressed as a percentage of the Installed Capacity of the Generating Station minus normative Auxiliary Consumption in MW, and shall be computed in accordance with the following formula:

$$\text{Availability (\%)} = 10000 \times \frac{\sum_{i=1}^N DC_i}{\{N \times IC \times (100 - AUX_n)\}} \%$$

Where,

- IC = Installed Capacity of the generating station in MW,  
 DC<sub>i</sub> = Average Declared Capacity for the i<sup>th</sup> day of the period (in MW),  
 N = Number of days during the period, and  
 AUX<sub>n</sub> = Normative Auxiliary Energy Consumption as a percentage of gross generation.

'Gross Station Heat Rate' or 'GSIIR' means the heat energy input in kCal required to generate one kWh of electrical energy at generator terminals.

'Auxiliary Energy Consumption' or 'AUX' in relation to a period in case of a Generating Station means the quantum of energy consumed by auxiliary equipment of the Generating Station, such as the equipment being used for the purpose of operating Plant and machinery including switchyard of the Generating Station and the Transformer Losses within the Generating Station, expressed as a percentage of the sum of gross energy generated at the generator terminals of all the units of the generating station.

'Secondary Fuel Oil Consumption' in relation to a period in case of a Generating Station is expressed as the ratio of quantity of secondary fuel oil consumed to the sum of gross energy generated at the generator terminals of all the units of the generating station.

6 **Features of Profitability Factor and its details:**

- a) Value of Profitability Factor ranges from 0 to 1 (before using the multiplying factors).
- b) Each component of Profitability Factor has a weight assigned to it as mentioned below.
- c) Profitability Factor of each station is sum of score of each component as mentioned in Table-2 below:

Table-2

S. No.	Component	Score in Profitability factor when better than UPERC norm	Score in profitability factor when below the UPERC standard
1	Month's Availability	0.3	0
2	Cumulative Availability (up to Month)	0.2	0
3	Gross Station Heat Rate	0.1	0
4	Secondary Fuel Oil Consumption	0.3	0
5	Auxiliary Energy Consumption	0.1	0

- d) The profitability factor will be calculated separately for each station on a monthly basis for a financial year. The station names are detailed below:-

**Table -3 (Details of Stations)**

Anpara ATPS	Anpara BTPS	Anpara DTPS	Obra BTPS	Obra CTPS	Harduaganj CTPS	Harduaganj DTPS	Harduaganj ETPS	Parichha BTPS	Parichha CTPS	Panki	Jawaharpur
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- e) The profitability factor for each month of a financial year will be averaged to calculate the annual profitability factor. This will be referred to as the **Average Profitability Factor** for a station.
- f) **Hardship Index** of each station of a plant is given as:

**Table-4**

Station	Hardship Index
Anpara ATPS, Anpara BTPS, Anpara DTPS	1.66
Obra BTPS, Obra CTPS	1.66
Harduaganj CTPS, Harduaganj DTPS, Harduaganj ETPS	1
Parichha BTPS, Parichha CTPS	1.1
Jawaharpur	1.2
Panki	1

- g) The value of **benefit to old stations** is detailed as under :-

**Table-5**

Anpara ATPS	Anpara BTPS	Anpara DTPS	Obra BTPS	Obra CTPS	Harduaganj CTPS	Harduaganj DTPS	Harduaganj ETPS	Parichha BTPS	Parichha CTPS	Panki	Jawaharpur
1.5	1.2	1	1.5	0.8	1.5	1	0.8	1.1	1.1	0.8	0.8

- h) The **generation capacity factor** for different station of the Nigam are detailed as under :-

**Table-6**

Anpara ATPS	Anpara BTPS	Anpara DTPS	Obra BTPS	Obra CTPS	Harduaganj CTPS	Harduaganj DTPS	Harduaganj ETPS	Parichha BTPS	Parichha CTPS	Panki	Jawaharpur
6	9.52	9.52	9.52	12.57	1	4.76	6.29	4	4.76	6.29	12.57

- i) To determine the **final profitability factor** of a station, the station's profitability factor will be multiplied by the Hardship Index, the benefit for older plants, and the generation capacity factor of that station.  
**Final Profitability factor** = Average Profitability factor x Hardship Index x benefit to older plants x generation capacity factor
- j) Incentive is directly proportional to the Final Profitability Factor.
- k) Calculation of total GI for distribution to Nigam employees will be done once a year after approval of incentives received from UPPCL against Clause 35 of Uttar Pradesh Electricity Regulatory Commission (Terms and Conditions of Generation Tariff) Regulations, 2019. The calculation of GI as per clause 35 will be done by Commercial Unit of the Nigam HQ.

**7 Distribution of Generation Incentives to Stations**

- a) **Calculation of different Kitty's**

**Table-7**

S.No.	Description	Nomenclature
1	Incentive calculated as per clause 35 of UPERC	(K0)
2	Distributable Kitty to all stations 3/4 of K0	(K1)

3	HQ Kitty - 5 % of K1	(K2)
4	HQ Kitty reserved(R-1) - 5% of K2	(R1)
5	HQ Kitty to distribute = K2-R1	(K3)
6	All other station Kitty= K1-K2	(K4)

- b) The distribution of K4 to the respective stations will be in proportion to the final profitability factor obtained, as detailed in Clause 6 of the scheme(refer table 13 for an example).
- c) The **employee's share** will be based on the following: -  
The distribution to individual employee shall be in proportion of basic salary drawn from a station, categorization as per clause 9,10 and number of days in respective category during the period
- d) This calculation will be done by accounts. For HQ it will be done by CMU.
- e) Any remaining amount (unutilized due to less marks obtained by respective unit of HQ against KPI) shall be moved to Reserve Kitty of HQ.
- f) **Distribution for employees posted in common plant:** The Number of employees in common plant as available on 31 March of a reference financial year( for which GI is under consideration) will be considered for arriving at the figure of number of common employees. The kitty of common employees of a plant will be in proportion of common employee and total plant employee posted as on 31 march of a financial year. The common employee kitty thus obtained will be deducted on proportion basis to obtain share of employees posted in a individual station.

8 **Calculation of Incentive for HQ:**  
The distribution of K3(refer clause 7) amount to HQ employees shall be based on the achievement of a set of KPIs mentioned as follows: -

Table-8

S.No.	Indicators	Concerned Unit
1	Timeliness (attendance)	All
2	Resolution of ERP Complaints	PRAGATI
3	Arrangement of Coal	Fuel
4	Technical Audit of Operation	Thermal Operation
5	Efficiency Improvement in Overhauling	Thermal Operation
6	Reduction in Inventory	R&M
7	Improvement in System of Work and Procurement	R&M
8	Consent/ License Availability	Thermal Operation
9	Improvement in Ash Utilization	E&S
10	Operating Environment friendly	E&S
11	Timely putting up of note for Promotion / Time Scale	HR
12	Timely Accounting/ Budgeting/ Auditing	Finance
13	Timely putting up Note for technical / Commercial/ contractual issues	PPMM Unit / New Coal Block / Civil- New projects
14	Timely submission of Energy Bill to UPPCL	Commercial Unit

- The application of the KPI for distribution of GI to Nigam HQ may be altered/ reviewed/ removed at any time with the approval of the MD of the Nigam.
- The committee of all Directors of the Nigam will be the authority to assign % marks against KPIs for any unit of the HQ and will be finally approved by MD of the Nigam.
- The GI allocated to each respective unit of HQ will be the same as the GI equivalent to the % of marks achieved by that unit against the KPIs listed above. The unit's balance pool will be held by the HQ Reserve Pool. The distribution to an employee in Nigam HQ will be obtained by multiplying the % marks obtained and GI calculated as per clause 7.

### Classification Of Employees for The Incentive Schemes

For the purpose of payment of incentives under this scheme the employees will be classified into the following Categories: -

**Category 'A':** Eligible employees directly and exclusively engaged in Operation and Maintenance of the commissioned unit or units including auxiliaries.

**Category 'B':** All other eligible employees not covered under Group 'A' above in respect of a generating station where all units are declared under Commercial Operation.

**Category 'C':** The employees posted in Civil Construction and Equipment Erection Department during expansion/concurrent phase.

Department/units/areas under each group will be as under :

Table-09

Departments/Areas Under Category - 'A'	Under	Departments/ Areas Under Category - 'B & C'
(i) Category 'A' Operations, Chemistry, Fuel, Handling, Fuel Transportation/MGR, maintenance Planning, Mechanical/ Electrical/C&I Maintenance (excluding Ministerial Staff and Drivers).		(ii) Category 'B' Head of the Project, Commercial, Plants Civil Maintenance R&M, Township Civil and Electrical Maintenance, Auto/ Transport Base, Workshops, Finance & Accounts, Contract & Materials, Effluents treatment Plant (ETP), Technical Materials, Information Technology/ Communications, Safety, Telephone Exchange, Medical, Ash Utilization, Vigilance, Training-including all ministerial staff and auto drivers including those in O&M.  (iii) Category 'C' Erection and Civil construction.

**Note: -**

- (i) The clarifications regarding any Department/unit/area not covered above, its category for the purpose of incentive payment will be obtained from Reforms Unit. Till such time, the matter is clarified the concerned employee will be paid incentive of the indirect category Category -C.
- (ii) The department/area of posting will be the basis for category/group for the purpose of incentive. If any employee is posted in a unit servicing more than one Category of any TPS or he shall have additional charge, he shall be eligible for incentives of higher category.
- (iii) The employees working in educational institutions of the Nigam shall not be admissible for the incentives.
- (iv) For HQ, all the employees will be in same Category and distribution will be in the ratio of Basic pay drawn (by deducting leaves other than Casual leave/ Short Leave).

**Quantum Of Incentive:**

The Incentive rates indicated as below are to be applied on the Applicable Pay for the corresponding period. The generation incentive payment to employees posted in Categories - A, B & C will be as under: -

- Category A- 100% of Basic Pay Drawn
- Category B- 85% of Basic Pay Drawn
- Category C- 30% of Basic Pay Drawn

**Other General Conditions:**

- a) Incentive payment will not be given for the period, an employee remains on any kind of leave (earned leave, medical or maternity leave etc.). However, the Casual leave, Short Leave weekly/shift offs and gazetted & restricted holidays will be included for computation of incentive payment.
- b) The amount of Incentive earnings will neither be termed as pay nor allowance, nor wages. Accordingly, this amount would not count for any service benefits i.e. computation of house rent allowance, compensatory allowance, cash compensation, encashment of leave, pay fixation, provident fund, pension or gratuity etc.
- c) Employees may be transferred from one department/division/unit to another. In such cases their entitlement for incentive will be determined as per the entitlement of the department/division in which they are actually posted on pro rata basis for the period of stay in that department/division/unit. However, those who provide services to more than one Category of TPS mentioned in the tables, will get the incentives of higher category.

	<p>d) Relevant particulars and data relating to generation, oil consumption, attendance etc., will be finalized on the basis of records and accounts maintained by the Nigam.</p> <p>e) The management reserves the right to review/modify the scheme at its own discretion from time to time keeping in view efficiency of the plant being increased/improved through installation of more or better equipment or by improving the mechanical/ process/ technology/ methods/ systems and procedures and considering UPERC Order Norms.</p> <p>f) Computation of Profitability Factor shall be carried out by Commercial Unit/PRAGATI duly verified by Corporate Account Unit of HQ on the basis of certified data provided by Thermal Operations Unit. The Accounts Wing shall accordingly allocate the fund to Plants/Projects and Corporate Office.</p> <p>g) The above scheme benefit, if approved, may be given from date when last GI scheme payment was stopped i.e. from Financial Year 2020.</p> <p>h) <b>Exclusion Criteria :</b> If a Chargesheet has been issued against an employee for an incidence of the consideration period against which the GI is to be given, then that employee will not be eligible for GI in that period till the finalization of disciplinary proceedings. The GI to be received by such employee shall be added to the reserved kitty of the Nigam HQ and shall be released to them after the disciplinary proceedings of the reference year are cleared in favour of employee. The HR wing of the Nigam will provide list of such employees.</p>
12	वाणिज्य इकाई द्वारा यू0पी0ई0आर0सी0 के प्रोत्साहन भत्ता के सम्बन्ध में प्रभावी अनुच्छेद 35 के अनुपालन में यू0पी0पी0सी0एल0 से प्राप्त प्रोत्साहन भत्ता की गणना एवं तापीय परिचालन इकाई से प्राप्त विभिन्न इकाईयों के प्लॉट पैरामीटर्स के आकड़ों के आधार पर विभिन्न विद्युत गृहों/कारपोरेट कार्यालय हेतु प्रत्येक वित्तीय वर्ष के लिए प्रोत्साहन राशि की गणना प्रगति इकाई द्वारा की जायेगी एवं जिसे कारपोरेट लेखा इकाई द्वारा अनुमोदित किया जायेगा। इसी के आधार पर प्रत्येक वित्तीय वर्ष हेतु दिये जाने वाले Station Wise प्रोत्साहन भत्ते का कार्यालय ज्ञाप प्रगति इकाई द्वारा निर्गत किया जायेगा।
13	निगम के वित्त इकाई द्वारा परियोजनाओं एवं कारपोरेट कार्यालय हेतु प्रोत्साहन भत्ता राशि का आवंटन किया जायेगा।
14	इस योजना में कभी भी बिना कोई कारण बताये कोई भी संशोधन किये जाने का अधिकार निगम के पास सुरक्षित रहेगा।

निदेशक मण्डल की आज्ञा से

पत्रांक मु0अभि0/प्रगति/उनिलि/ओ-2 तद्दिनांक /08/2024

प्रतिलिपि:- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

1. अध्यक्ष, उ0नि0लि0 के निजी सचिव।
2. प्रबन्ध निदेशक, उ0नि0लि0 के निजी सचिव।
3. निदेशक (तकनीकी/कार्मिक/वित्त/परि0 एवं वा0) उ0नि0लि0।
4. मुख्य अभियन्ता (अनपरा/ओबरा/पारीछा/हरदुआगंज/पनकी/जवाहरपुर) ताप विद्युत गृह।
5. मुख्य अभियन्ता (तापीय परिचालन/पी0पी0एम0एम0/मानव संसाधन/वाणिज्य/ईंधन/आर0एण्डएम0/जानपद/पर्यावरण एवं सुरक्षा इकाई) लखनऊ।
6. कम्पनी सचिव, लखनऊ।
7. मुख्य प्रबन्धक (कैश प्रबन्धन), लखनऊ।

(सैयद तारिक इमाम)  
मुख्य अभियन्ता "प्रगति"