

Transfer Policy for Technical Executives in OHPC.

The broad outlines of Policy are as under;

1. For the purpose of transfer there shall be two zones as mentioned below.

Zone -I Upper Indravati HE Project, Mukhiguda.
Balimela HE Project, Balimela
Potteru H.E. Project, Kalimela
Chiplima HE Project, Chiplima.

Zone -II Corporate Office
Hirakud Power System, Burla
Upper Kolab HE Project, Bariniput
Rengali HE Project, Rengali

(Note: The Liaison offices at New Delhi and Vizag will be parts of Zone-II)

2. Ordinarily transfer shall be done from Zone-I to Zone-II and vice-versa.
3. As far as possible executives shall be posted in the units and Corporate office as per the approved sanctioned strength.
4. Shortages in any cadre, say AM / JMs shall be shared equitably by the units and Corporate office.

5. The annual general transfer shall be done in the following sequences.

- (i) Number of shortages and surpluses in every grade in various units shall be identified.
- (ii) Number of executives who have spent 7 years in Zone-I and have represented for transfer shall be added to the vacancies in the respective unit in Zone-II.

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Zone-I

First executives who have represented for transfer as referred at (ii) shall be transferred out from Zone-I, to Zone-II as per the choices and availability of vacancies.

- (iv) In order to fill up the vacancies caused by the shortages as well as the transfer under (iii) in Zone-I, the executives in Zone-II who have put in minimum three years of service and have represented for transfer shall first have to move to Zone-I as per their choices and availability of vacancies.
- (v) In case there are no adequate numbers of willing executives in Zone-II for transfer to fill up all the vacancies caused in Zone-I, executives in Zone-I who are thus becoming surplus in the units shall be moved out on the basis for first-come first-out basis.

For example; say in the grade of Manager, if there are six officers (including the officers who are being transferred in from Zone-I), against the sanctioned strength of five, then from the six managers, the officer who joined in the unit at the earliest date, whether as manager or below, shall be transferred out.

- (vi) The executives who are transferred from Zone-II to Zone-I without representing for such transfer shall be eligible for benefits as decided by the Board in its 66th meeting held on 28.01.2005, such as payment of HRA and retention of accommodation etc.

Notwithstanding anything contained above, transfer in respect of any executive can be ordered from any unit to another unit / Corporate office or vice-versa either on administrative ground or in Corporation's interest.

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