**Chhattisgarh State Electricity Regulatory Commission**
**Vidhyut Niyamak Bhawan**
**Irrigation Colony, Shanti Nagar, Raipur - 492 001 (C.G.)**
**Ph.0771-4073568, Fax: 4073553**
**www.cserc.gov.in, e-mail: cserc.sec@cg.nic.in**

No. 13-Estt./45/2025/ 2041 Raipur, Date: 08/12/2025

## ENGAGEMENT OF CONSULTANTS IN CSERC

1. **Introduction**: The Electricity Act, 2003 has significantly enlarged the spectrum of responsibility of Chhattisgarh State Electricity Regulatory Commission (herein called as CSERC). The Electricity Act, 2003 has entrusted on the CSERC several responsibilities in addition to the tariff fixation powers, for instance, the powers to grant licence for intra-State transmission, intra-State trading and consequently to amend, suspend and revoke the license, the powers to regulate the licensees by setting performance standards and ensuring their compliance, etc.

1.1 Following are the statutory functions of CSERC:

The State Commission shall discharge the following functions, namely: -

(a) determine the tariff for generation, supply, transmission and wheeling of electricity, wholesale, bulk or retail, as the case may be, within the State:

Provided that where open access has been permitted to a category of consumers under section 42, the State Commission shall determine only the wheeling charges and surcharge thereon, if any, for the said category of consumers;

(b) regulate electricity purchase and procurement process of distribution licensees including the price at which electricity shall be procured from the generating companies or licensees or from other sources through agreements for purchase of power for distribution and supply within the State;

(c) facilitate intra-State transmission and wheeling of electricity;

(d) issue licences to persons seeking to act as transmission licensees, distribution licensees and electricity traders with respect to their operations within the State;

(e) promote cogeneration and generation of electricity from renewable sources of energy by providing suitable measures for connectivity with the grid and sale of electricity to any person, and also specify, for purchase of electricity from such sources, a percentage of the total consumption of electricity in the area of a distribution licensee;

(f) adjudicate upon the disputes between the licensees and generating companies and to refer any dispute for arbitration;

(g) levy fee for the purposes of this Act;

(h) specify State Grid Code consistent with the Grid Code specified under clause (h) of sub-section (1) of section 79;

(i) specify or enforce standards with respect to quality, continuity and reliability of service by licensees;

(j) fix the trading margin in the intra-State trading of electricity, if considered, necessary;

(k) discharge such other functions as may be assigned to it under this Act.

1.2 The State Commission shall advise the State Government on all or any of the following matters, namely: -

(i) promotion of competition, efficiency and economy in activities of the electricity industry;

(ii) promotion of investment in electricity industry;

(iii) reorganisation and restructuring of electricity industry in the State;

(iv) matters concerning generation, transmission, distribution and trading of electricity or any other matter referred to the State Commission by that Government:

1.3 The State Commission shall ensure transparency while exercising its powers and discharging its functions.

1.4 In discharge of its functions, the State Commission shall be guided by the National Electricity Policy, National Electricity Plan and tariff policy published under section-3.

Power sector is evolving in the State as well as in India and the present policy approach mainly aims at appropriate regulatory framework for mobilizing investments, and developing electricity markets.

2. Scope of work for the Consultants in Regulatory Affairs Section, Engineering Section, Tariff Section and Law Section:

2.1 CSERC proposes to engage Consultants in accordance with the CSERC (Appointment of Consultants) Regulations, 2013 as amended from time to time in discharge of its functions which, inter alia, include:

(i) Providing expert advice on specific issues of relevance and interest to the Commission;

(ii) Conducting study of best practices, analysing data, developing bench marks, or for any other similar purpose;

(iii) Performance of tasks requiring experience and qualifications which are either not available within the Commission or, in the opinion of the Commission, the engagement of consultant shall be a more efficacious and efficient method of completing the task in terms of quality, time or for any other consideration;

(iv) Assisting the Commission in performing their functions, if the Commission is satisfied that there has been increase in quantum of work in the Commission or regular posts could not be filled due to various constraints.

Other incidental work such as matters related to appeals before CERC and other legal authorities such as Hon'ble Supreme Court, Hon’ble High Court, Hon’ble Appellate Tribunal of Electricity etc. Any other work assigned from time to time

The Consultant will work with a team of Officials in the respective section of CSERC

3. The no of vacancy, consolidated monthly fees, experience required and Qualification required for consultant is as follow:

| Category | No of Vacancy | Consolidate monthly fees | Experience (in completed years) | Qualifications |
|---|---|---|---|---|
| **Regulatory Section:** | | | | |
| Consultant (Regulatory Affair) | 1 | 75,000/- to 1,35,000/- | Two to Ten Years | a. **Essential Qualifications:** B.E./ B.Tech./ with MBA (Power Management) from recognized university / Institute.<br>b. Working experience in the power sector, preferable in Electricity Regulatory affairs and /or generation/ transmission/ distribution sector or reputed consultancy firm providing consultancy services in power sector.<br>c. Working knowledge in MS-Excel, MS-Word, PowerPoint/ other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. |
| **Engineering Section:** | | | | |
| Consultant (Engineering) | 1 | 75,000/- to 1,35,000/- | Two to Ten Years | a. **Essential Qualifications:** B.E / B. Tech preferably in electrical / mechanical engineering with MBA (Power Management) from recognized university / Institute.<br>b. Working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector.<br>c. Working knowledge in MS-Excel, MS-Word, PowerPoint/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. |
| **Tariff Section:** | | | | |
| Consultant (Tariff) | 2 | 75,000/- to 1,35,000/- | Two to Ten Years | a. **Essential Qualifications:** B.E / B. Tech preferably in electrical engineering with MBA (Power Management) from a recognized University / Institute.<br>b. Working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector.<br>c. Working knowledge in MS-Excel, MS-Word, PowerPoint/ other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. |

| Category | No of Vacancy | Consolidate monthly fees | Experience (in completed years) | Qualifications |
|---|---|---|---|---|
| **Law Section:** | | | | |
| Consultant (Law) | 2 | 75,000/- to 1,35,000/- | Two to Ten Years | a. **Essential Qualifications**: Bachelor's Degree in Law from recognized university / Law school.<br>b. Working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector or Tribunal dealing with legal matters.<br>c. Adequate Knowledge of laws related to power sector. Adequate knowledge of drafting orders/ Regulations. Expertise in MS-Excel, MS-Word, PowerPoint/ other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. |

* Monthly fee paid shall be excluding G.S.T, if applicable. Consolidated monthly fees shall be fixed initially taking into consideration the experience and salary drawn in immediate previous employment.

## 4. General Terms and Conditions:

4.1 Normal working hours would be 10.00 A.M to 6.00 P.M (05 days week) including half an hour lunch break. The consultant(s) may be called on Saturdays/ Sundays and other gazetted holidays, and required to be present beyond normal working hours in case of exigencies;

4.2 In addition to holidays notified by State Government, the Consultant shall be entitled for fifteen (15) days leave in a calendar year (January to December) which shall be credited in advance, on quarterly basis, as under. The intervening Saturdays/ Sundays/holidays, if any, shall not be counted as leave. Unutilised leave shall not be carried forward to the next calendar year and is not encashable. Leave of any other nature is not admissible

(a) 1st Quarter: (January to March) – 04 days

(b) 2nd Quarter: (April to June) – 04 days

(C) 3rd Quarter: (July to September) – 04 days

(d) 4th Quarter: (October to December) – 03 days;

4.3 The Consultant shall not be entitled to any Consolidated monthly fees for the period of absence beyond the entitled leave of 15 days as above. Any availed leave during a calendar year shall not be carried forward to the next calendar year or qualify for encashment;

4.4 in case the Consultant remain absent for more than 15 days beyond the entitled leave in a calendar year, without any prior intimation/prior sanction, except in case of emergency, CSERC would be free to terminate the services of the said Consultant;

4.5 in the event of absence on the ground of sickness, the Consultant shall be required to submit a proper medical and fitness certificate. However, any leave including the leave on medical grounds beyond the cumulative period of 15 days shall be without any Consolidated monthly fees;

4.6 in case of tour within India, the Commission shall reimburse the expenses for journey undertaken for official work by the Consultants as per the following entitlement:

a. By air - Economy class

b. By train - AC II tier

c. For local travel – Non AC taxi;

5. Duration of Contract: The Consultant shall now be engaged initially for the period of three years. However, the period of engagement may be extended, based on the satisfactory performance of the candidate, for the period upto one year on each occasion. In deserving cases, an escalation up to 10% on the consolidated monthly fees may be given with the approval of the Commission based on the performance during the preceding year.

6. Payment Terms: The consultant shall be paid consolidated monthly fees on completion of the month. TDS shall be deducted as per relevant rules.

## 7. TERMINATION OF AGREEMENT

**With Notice**

7.1 This agreement is liable to be terminated by either parties, by mutual consent, by giving one month notice in writing or one month's Consolidated monthly fees in lieu of such notice. In case, any consultant chooses to leave CSERC within one year, they have to serve three months' notice in writing or three month's Consolidated monthly fees in lieu of such notice.

7.2 in case the Consultant is unable to perform the assigned work or the work undertaken by them is not to the satisfaction of the Controlling Officer/Competent authority in CSERC, the Consultant shall be liable to be terminated after one month notice in writing.

**Without Notice**

7.3 in case the Consultant, despite notice as in para 7.2 above, is unable to perform the given assignment to the satisfaction of the Controlling officer/Competent authority in CSERC, consultant, shall be liable to be terminated in public interest, without any notice and without assigning any reason.

7.4 in case the Consultant is absent from duty, for a period of more than 30 days, without prior intimation/prior sanction and is not covered under medical emergency consultant, shall be liable to be terminated, in public interest, without any notice and without assigning any reason.

7.5 On pre-mature termination of the assignment, CSERC shall pay the Consultant, the consolidated monthly fees for the work performed by him/her till the date of such termination, after deductions, if any.

8. Engagement under this assignment shall be on purely contract basis for a limited period only. Such engagement shall not vest any right what so ever to claim for regular appointment or continued contractual engagement in CSERC.

9. Relaxation in essential qualifications/experience can be considered in deserving cases

10. CSERC reserves the right not to fill up all or any of the above positions, without assigning any reasons, what so ever.

11. CSERC reserves the right either to increase or decrease the number of posts in any of the categories, at any given time, without assigning any reasons, what so ever.

12. Selection Process:
    a. The selection process is through interview. However, written examination may be conducted, if required, based on the decision of the Evaluation Committee;
    b. Only candidates who strictly fulfil the eligibility criteria and submitted necessary documentary evidence, as required by CSERC will be shortlisted and called for interview;
    c. Candidates called for interview would be required to bring original documents relating to qualification, experience and salary slip for the past six months. These documents shall be examined before interview with the selection committee or the officer nominated by Commission;
    d. In case of non-submission of the salary slip for the last six months of employment, the candidate will be considered for selection at the minimum range of the scale;
    e. Candidates may apply for one or more posts as per their eligibility. However, no TA/DA shall be admissible for attending interview for each advertised post at Raipur;
    f. The decision of CSERC shall be final.

13. **Confidentiality:** Confidential information does not include any information which: -
    a. is rightfully known to the recipient prior to its disclosure;
    b. is independently developed by the recipient without use of or reliance on confidential information; or
    c. is or later becomes publicly available without violation of this agreement or may be lawfully obtained from a third party, or
    d. which would be required to be disclosed under the (Indian) Right to Information Act.
    e. Consultant may disclose confidential information where required by applicable law or regulation or for regulatory and compliance (both internal and external) purposes.

14. Interested and eligible candidates may send their application, in the prescribed format given in Annexure-1, to the Dy. Secretary, Vidhut Niyamak Bhavan, Irrigation Colony, Shanti Nagar, Raipur – 492001 (C.G.) by 10$^{th}$ **January, 2026** by 5.00 PM. The applicants are to also apply through e-mail at **cserc.sec@cg.nic.in**. Incomplete applications or applications received after the due date will be rejected.

**Sd/-**
**(S.P. Shukla)**
**Secretary**