



यूजेवीएन लिमिटेड

(उत्तराखण्ड सरकार का उपक्रम)

U J V N Limited

(A Government of Uttarakhand Enterprises)

कार्यालय प्रबन्ध निदेशक, "उज्ज्वल" महारानी बाग, जी०एम०एस० रोड, देहरादून- 248006 (उत्तराखण्ड), दूरभाष-0135- 2761485 फैक्स सं० 0135- 2761549
Office of the Managing Director, "Ujjwal", Maharani Bagh, G.M.S. Road, Dehradun-248006(Uttarakhand), Phone-0135-2761485, Fax-0135-2761549
CIN No.40101UR2001SGC025866 Website: www.ujvnl.com

ISO 9001 : 2008 Certified

NO.C-66/UJVNL/MD/01 *CHR*

Dated: 5/10/2021

Office Memorandum

As per approval of the Board of Directors of UJVNL in its meeting held on dated 23rd September 2021 "Performance Linked Incentive for the Financial Year 2019-20" shall be paid as under: -

1. The Performance Linked Incentive shall be paid to all officers/ employees of UJVNL working in the regular payscale including MD & all functional directors and employees working in UJVNL on deputation basis, subject to maximum of Rs. 25,000/- (Rupees Twenty Five Thousand Only) per employee. This will be distributed as under:-
 - (i) 50 percent of Rs. 25,000/- i.e. Rs. 12,500/- shall be paid equally.
 - (ii) The balance 50 percent of Rs. 25,000/- i.e. Rs. 12,500/- shall be distributed based on individual performance rating as under:-

Overall marks obtained in Performance Appraisal Report (PAR) for employees covered under KPIs	Evaluation of Annual Confidential Report (ACR) by final authority for employees not covered under KPIs	Eligibility of Variable component of incentive
More than 90	Outstanding	1.0
80-90	Very Good	
60-79	Good	0.8
50-59	Satisfactory	0.6

2. The Performance Linked Incentive shall be paid to persons engaged through UPNL / PRD at the rate of Rs. 7500/- (Rupees Seven Thousand Five Hundred only) per person.
3. The Performance Linked Incentive shall be paid for actual days of attendance, paid holidays and casual leaves during the Financial Year 2019-20 on pro-rata basis. The other leave period will not be counted for incentive calculation.
4. The Performance Linked Incentive shall not be paid to employees having less than 50 rating points as per KPI in Performance Appraisal Report/ unsatisfactory evaluation in Annual Confidential Report.

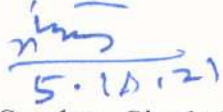
5. The Performance Linked Incentive will only be paid to employees who have an unblemished record (no censor entry, no punishment, no suspension, no penalty etc.) during the Financial Year 2019-20. Employees dismissed / terminated from the service shall not be entitled for incentive. The employees against whom any departmental enquiry is pending as on date, his/ her Performance Linked Incentive shall be withheld and payment shall be subject to findings of enquiry.
6. The amount of Performance Linked Incentive for each eligible employee mentioned at point no 1 shall be calculated by the respective controlling officers / competent authorities on the basis of individual performance rating to be provided by HR Division, Dehradun.

The payment / fund transfer to units for Performance Linked Incentive to employees mentioned at points 1 and 2 above shall be released by CSPPO and CPO respectively on the basis of passed bills submitted by the respective controlling officers / competent authorities after ensuring compliance as mentioned above.

Managing Director

Copy forwarded to the following for information and necessary action: -

1. PS to Chairman, UJVN Limited, Dehradun.
2. PS to Secretary Energy, GoU, Dehradun
3. Director (Operations)/ (Projects)/(Finance)/(HR), UJVN Limited, "Ujjwal", GMS Road, Dehradun
4. All Executive Directors UJVN Limited.
5. All General Managers, UJVN Limited
6. Company Secretary, UJVN Limited, "Ujjwal", GMS Road, Dehradun
7. All Dy. General Managers, UJVN Limited
8. All Dy. Chief Accounts Officer, UJVN Limited.


5.10.21
(Sandeep Singhal)
Managing Director