

**GOVERNMENT OF INDIA
POWER
LOK SABHA**

UNSTARRED QUESTION NO:4780
ANSWERED ON:18.12.2009
EXODUS OF OFFICERS FROM NHPC
Yadav Shri Om Prakash

Will the Minister of POWER be pleased to state:

- (a) whether a number of officer and engineers of National Hydro Power Corporation Limited (NHPC) have left their jobs during the last three years;
- (b) if so, the details thereof and the reasons therefor; and
- (c) the measures being adopted to check such trend?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF POWER(SHRI BHARATSINH SOLANKI)

(a) & (b): Yes, Madam. As reported by NHPC Limited, (formerly known as National Hydroelectric Power Corporation Limited), 299 employees have left NHPC since 01-01-2007 on account of resignation, Voluntary Retirement and pre-mature retirement. There is heavy demand in the country for experienced personnel, due to renewed interest shown by private developers in power sector particularly hydel power.

(c): The measures being adopted by NHPC to check the exodus are as below:

Organization Climate Survey was got conducted through a reputed consultant and several initiatives were taken to make changes in different processes and system improvement in working conditions.

Further, the Business Process Re-engineering (BPR) exercise was got done through a reputed consultant. Organization Climate Survey was also done to check the effectiveness of earlier reforms and to make further employee friendly changes. Also, internal processes are being modified through BPR to empower the officers and introduce better performance management system through Key Result Areas (KRAs) / Key Performance Areas (KPAs).

The officers posted in the hard locations are being paid extra allowances upto the rate of 80% of basic pay so that they feel adequately compensated.

Various reward and recognition schemes are being introduced for rewarding performances in different areas of work.