

**HR/HRD & Admin :** Performance Appraisal & Coordinating Promotion, HRD, HR Operation, Social Security and Compliances including IMS/ DPE/ MoP/ CERC etc., Recruitment, HR Operation, Social Security and Compliances including IMS/ DPE/ MoP/ CERC etc., House Keeping, Despatch, Reception & Visitor Management; Welfare, AMS, Sports, Other agencies; Ergonomics & ambience - Furniture, Lighting, Acoustics, horticulture, Public Address System etc.

**Contract Service:** Quotation collection, tender preparation, GeM portal, Bid processing, opening, Placing of LoA/PO, Contract closing.

**7. Summary of Function-wise Allocation of FTEs in LDCs are follows:-**

*Table 2- Function-wise Workforce allocation*

<b>LDCs - Workforce Staffing Norms</b>						
<b>SN</b>	<b>Function</b>	<b>NLDC</b>	<b>RLDC</b>	<b>Large SLDC</b>	<b>Medium SLDC</b>	<b>Emerging SLDC</b>
<b>System Operation</b>						
1	System Operation - Operational Planning	18	18	18	16	9
2	Real Time Grid Operation (For SO only)	31	31	31	26	18
3	Post-Despatch	10	10	10	10	4
<b>Sub -Total (SO)</b>		<b>59</b>	<b>59</b>	<b>59</b>	<b>52</b>	<b>31</b>
<b>Market Operation</b>						
4	Open Access Administration	5	4	4	1	1
5	Market Coordination	4	4	4	3	1
6	Inter-face Energy Metering, Accounting and Settlement	10	8	8	4	1

7	Regulatory Affairs, Market Operation Planning and Coordination	7	5	5	1	1
<b>Subtotal - MO</b>		<b>26</b>	<b>21</b>	<b>21</b>	<b>9</b>	<b>4</b>
<b>Logistics</b>						
8	Logistics _Operation technology	15	14	14	8	3
9	IT Logistics	9	9	9	6	3
10	Communication Logistics	4	4	4	2	2
<b>Subtotal - Logistics</b>		<b>28</b>	<b>27</b>	<b>27</b>	<b>16</b>	<b>8</b>
<b>REMC</b>						
11	REMC Logistics	3	3	3	2	1
<b>Cyber Security</b>						
12	<b>Cyber Security</b>	<b>17</b>	<b>8</b>	<b>14</b>	<b>13</b>	<b>10</b>
<b>Support Functions</b>						
13	Contract Services	3	3	3	2	2
14	Finance and Accounts	9	9	9	5	3
15	HR & Admin	8	8	8	4	3
<b>Subtotal -Support Functions</b>		<b>20</b>	<b>20</b>	<b>20</b>	<b>11</b>	<b>8</b>
<b>Grand-Total</b>		<b>153</b>	<b>138</b>	<b>144</b>	<b>103</b>	<b>62</b>

Figure 4- Average percentage of each function

