



**Punjab State Power Corporation Limited**

Regd. Office: PSEB Head Office, The Mall Patiala

Corporate I.D.No.U40109PB2010SGC033813, website: www.pspcl.in

(Office of CE/HRD, PSPCL, Patiala)

(E-MAIL: [ce-hrd@pspcl.in](mailto:ce-hrd@pspcl.in) , [dy-ce-ed@pspcl.in](mailto:dy-ce-ed@pspcl.in), [ase-odmd@pspcl.in](mailto:ase-odmd@pspcl.in) )

To

1. DGP/V & S, PSPCL, Patiala.
2. All EIC/CEs, PSPCL & PSPTCL.
3. All CAOs, PSPCL/PSTCL.
4. Dy.CE/Personal, PSPCL, Patiala.

Memo No : 8330/70

Dated : 07/08/2020

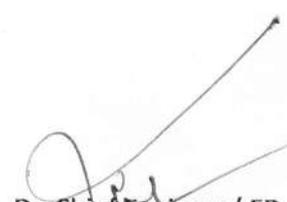
**Sub: Call for applications to associate as visiting faculty in the implementation of Training policy.**

Ref.: CE/HRD office Memo No. 7592/7632/DDH-41 dated 18.3.2020

In continuation to letter under reference, Application are invited from serving and retired officers/officials of all ranks to associate as visiting faculty in order to facilitate the implementation of Training policy. The key training areas would be spanning the breadth of organizational functions – Generation, Transmission, Distribution and in the areas like Technical operations, Protection & Maintenance, Store management, SAP System, Solar System , Commercial, Regulatory, Finance & Accounts, Internal Audit, Corporate Planning, Project Management ,General Management, Behavioural Skills, IT related etc. For building the competencies in their relevant field, the selected trainers shall be imparted specialized training through Training of Trainers programmes at various premier Institutions of India. The officers shall be entitled for honorarium/TA &DA as per training policy for the sessions delivered for any training.

The officers/officials intending to be a part of this capacity building initiative may please send their application through proper channel indicating detailed profile, past experience, areas of specialization (out of areas detailed in Annexure-'A' or any other area) along with contact details to this office through E-Mail within 15 days ( i.e. upto 21.8.2020) .

DA/ Annexure 'A'

  
Dy. Chief Engineer/ ED,  
For CE/HRD,  
PSPCL, Patiala.

## EXHAUSTIVE LIST OF TECHNICAL PROGRAMS FOR OFFICERS

S.No	Area	Topic Title
1.	Generation	<ul style="list-style-type: none"> <li>• Safety in power plants</li> <li>• Overview of thermal power plant</li> <li>• Fundamental concepts</li> <li>• Boiler &amp; auxiliaries:</li> <li>• Turbine &amp; auxiliaries</li> <li>• Electrical (maintenance &amp; protection )</li> <li>• Power plant efficiency and performance optimization</li> <li>• Energy conservation &amp; audit</li> <li>• Environmental aspects</li> <li>• Renewable energy &amp; distributed generation</li> <li>• Commercial aspects</li> <li>• Power project execution</li> </ul>
2.	Transmission	<ul style="list-style-type: none"> <li>• Fundamentals of Transmission System – System voltage, high Voltage, Circuit Breaker, O&amp;M – Transmission Lines, Substations, Transforms &amp; Circuit Breakers</li> <li>• Online Metering in Substations Import/Export, Active &amp; Reactive Power Control</li> <li>• Power System Protection</li> <li>• Basic System Characteristics, Economics, and Load Scheduling</li> <li>• Preventive Maintenance Techniques of Transmission System &amp; Equipment</li> <li>• Maintenance of Breakers &amp; Substation Transmission Equipments</li> <li>• Ways &amp; Means to Reduce Grid Substation Earth Resistance in Context of Total IT Solution</li> <li>• Description of Power System Simulator</li> <li>• Erection of Sub Stations</li> <li>• Live Line Maintenance Techniques for EHV lines</li> <li>• Tower Structure Design</li> <li>• Thermo Vision Scanning</li> <li>• Power Line Carrier Communication (PLCC) and Digital Communication</li> <li>• Power System Energy Loss, Power System Operation &amp; Control</li> <li>• Power System SCADA, Power System Studies</li> </ul>

3.	<b>Distribution</b>	<ul style="list-style-type: none"> <li>• Distribution Engineering – Construction, Design, Testing, Installation</li> <li>• Distribution Metering &amp; Efficient Energy Management</li> <li>• Energy Audit &amp; Conservation</li> <li>• HT/LT Metering, Remote Metering and IT Applications</li> <li>• LT Switchgears : Protection &amp; Testing</li> <li>• Cable jointing</li> <li>• Maintenance of Distribution Transformers</li> <li>• Indian Electricity Act – Contractors, Consumers and Suppliers</li> <li>• High Voltage Distribution System (HVDS )</li> <li>• Metering- Techniques, Types, Defects and Remedies</li> <li>• Operation and Maintenance Practices in Distribution System</li> <li>• Power theft prevention</li> <li>• Customer Care &amp; Call Center Management</li> <li>• Consumer Indexing &amp; GIS Mapping</li> <li>• Modern Complaint Handling Techniques</li> <li>• Earthing of Distribution System</li> <li>• Load Management Techniques</li> <li>• Averting Transformer Failures</li> <li>• Quality Assurance and Inspection Management</li> <li>• Construction practices &amp; Quality assurance</li> <li>• Store Management</li> <li>• Solar System</li> </ul>
4.	<b>Civil – Designing &amp; Engineering</b>	<ul style="list-style-type: none"> <li>• Design and Construction of Structures</li> <li>• Interfacing Modern technology in Civil Engineering</li> <li>• Pollution Control works- Fly Ash Disposal</li> <li>• Civil engineering (Fundamentals, Supervising, Execution)</li> <li>• Geotechnical Investigation and Foundation Construction</li> <li>• Design&amp; Construction of Cooling Towers</li> <li>• Design Space &amp; Construction of Civil Works in Thermal &amp; Hydel plants</li> <li>• Application of special Cements in Power Plant Construction Work</li> <li>• Cement &amp; Concrete Technology</li> <li>• Technologies for Use of Coal Ash for Mine Backfilling</li> </ul>

## LIST OF NON- TECHNICAL AREAS

S.No	Area	Topic Title
1.	Finance, Audit & Accounts	<ul style="list-style-type: none"> <li>• Activity Based Costing</li> <li>• Financial Audit</li> <li>• Basic Accounting Skills</li> <li>• Business Finance</li> <li>• Companies Act, Indian Accounting Standards</li> <li>• Managing Business and Finance Risk</li> <li>• Capital Budgeting, Cost of Capital &amp; working capital management</li> <li>• Delegation of Powers</li> </ul>
2.	Regulatory & Commercial	<ul style="list-style-type: none"> <li>• Provisions of Electricity Act 2003</li> <li>• ARR Filing /Preparation of submission to State Electricity Regulatory Commission (SERC)</li> <li>• SERC Contents, Expectations &amp; Obligations</li> <li>• Licensing and Regulatory Instruments</li> <li>• Multi Year Tariff, Long Term Tariff Filing</li> <li>• Relevant Norms specified by CERC/SERC</li> <li>• Regulatory and Legal Framework</li> <li>• Commercial Laws</li> <li>• Open access</li> </ul>
3.	HR & IR	<ul style="list-style-type: none"> <li>• Attitude change , Motivation</li> <li>• Contract Management</li> <li>• Corporate Communication</li> <li>• Drafting Skills</li> <li>• Employee Satisfaction</li> <li>• Negotiation skills</li> <li>• Human Resource Management</li> <li>• Key Performance Indicators &amp; Performance Management Systems</li> <li>• Labour Laws , Statutory &amp; Legal Compliance</li> <li>• Organizational Culture</li> <li>• Performance Management</li> <li>• Public Relations</li> <li>• Role Clarity ,Trust Building</li> <li>• Strategic Management</li> <li>• Stress Management</li> <li>• Physical &amp; Mental Fitness</li> <li>• Human Values &amp; Ethics</li> <li>• Trade Union Training –Partners In Progress</li> <li>• Handling Court Cases</li> <li>• Handling Disciplinary Cases</li> <li>• Retirement Planning</li> <li>• RTI Acts etc.</li> <li>• IR Management</li> </ul>

4.	IT	<ul style="list-style-type: none"> <li>• Application Development using Programme language</li> <li>• Database Management</li> <li>• Development and Hosting Web Site using Microsoft Front page</li> <li>• Enterprise Resource Planning</li> <li>• Online IT systems</li> <li>• E- Business Fundamentals</li> <li>• Fundamentals of Ms Access</li> <li>• Intranet/Internet – Automation</li> <li>• IT Appreciation Course for Senior Executives</li> <li>• Microsoft Office Proficiency</li> <li>• Network Administration – Wireless, LAN and WAN Technologies</li> <li>• Visual Basic 6.0 – Fundamentals</li> <li>• Oracle DBA</li> <li>• PC Trouble Shooting and Maintenance</li> <li>• Planning, Procurement and Maintenance of Hardware</li> <li>• Trends in Computer Networks</li> <li>• Trouble Shooting and Basic Hardware</li> <li>• SAP system</li> <li>• IT Initiatives</li> </ul>
5.	<b>General Management</b>	<ul style="list-style-type: none"> <li>• General Management</li> <li>• Ethics &amp; Values</li> <li>• Business Process Reengineering – TQM, 6 Sigma, Kaizen</li> <li>• Customer Relationship Management Including Understanding Customer Behavior &amp; Psychology</li> <li>• Communication Skills and Presentation skills</li> <li>• Creativity &amp; Innovation</li> <li>• Culture &amp; Change Management</li> <li>• Interpersonal Skills</li> <li>• Leadership &amp; Teamwork</li> <li>• Listening Skills</li> <li>• Managing Time</li> <li>• Strategic Management</li> <li>• Stress Management</li> <li>• Health Management</li> <li>• Road Safety</li> <li>• 5-S ( Work Place Management)</li> </ul>

**Any other area of specialization/interest:**