GOVERNMENT OF INDIA
MINISTRY OF POWER

LOK SABHA
UNSTARRED QUESTION NO.3024
ANSWERED ON 18.12.2025

ENGAGEMENT OF BCG IN POWER SECTOR

3024. DR. MALLU RAVI:

Will the Minister of POWER be pleased to state:

(a) whether the Government is aware of serious irregularities in the revised promotion policy and assessment criteria formulated with the involvement of Boston Consulting Group (BCG) in power sector Public Sector Undertakings (PSUs) including the Power Finance Corporation (PFC) and if so, the details thereof;

(b) whether the Ministry has examined this revised policy and whether all Independent Directors and Government Nominee Directors on the Boards of these PSUs consented to its adoption and if so, the due process followed and the basis of approval;

(c) whether BCG was appointed without competitive bidding and if so, the reasons therefor;

(d) the reasons for prioritizing BCG's assessment model over the existing Memorandum of Understanding (MoU) and Department of Public Enterprises (DPE) prescribed appraisal parameters thereby undermining established norms; and

(e) whether the Ministry proposes to review the engagement of BCG and its role in policy formulation in PSUs under its administrative control and if so, the details thereof?

A N S W E R

THE MINISTER OF STATE IN THE MINISTRY OF POWER

(SHRI SHRIPAD NAIK)

(a) & (b) : There is no irregularity reported in the promotion policy of Central Public Sector Enterprises (CPSEs) including Power Finance Corporation (PFC) under Ministry of Power. PFC is the only CPSE of the Ministry of Power which appointed Boston Consulting Group (BCG) for studying overall business strategy including manpower planning of the company. The promotion policy in Power Finance Corporation was amended and final formulation of the same was made after series of elaborate deliberation and discussion with Board of Directors in accordance with due process.

(c) & (d): BCG was selected for studying overall business strategy of the company through a competitive bidding process conducted on the GeM portal. Department of Public Enterprises (DPE) prescribes parameters related to Annual Appraisal Reports which are diligently followed by PFC.

(e): In view of above, the question does not arise.

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GOVERNMENT OF INDIA
MINISTRY OF POWER

LOK SABHA
UNSTARRED QUESTION NO.3020
ANSWERED ON 18.12.2025

VACANCIES IN POWER SECTOR PSUs

3020. DR. SHARMILA SARKAR:
SHRI JAGADISH CHANDRA BARMA BASUNIA:

Will the Minister of POWER
be pleased to state:

(a) the total sanctioned posts, filled posts and vacancies in each Public Sector Undertaking (PSU) under the Ministry, category-wise and post-wise;

(b) the duration for which these posts have remained vacant; and

(c) the number of contractual employees hired in these PSUs since 2014, year-wise and PSU wise?

A N S W E R

THE MINISTER OF STATE IN THE MINISTRY OF POWER

(SHRI SHRIPAD NAIK)

(a) : The position relating to total sanctioned posts, filled-up posts and vacancies in each Central Public Sector Enterprise (CPSE) under Ministry of Power (MoP), is given in Annexure-I.

(b) : The occurrence of vacancies and their filling up is a continuous process. The number keeps on varying due to retirements/superannuations, resignations, back-logs, attritions, and business & various operational requirements etc.

(c) : The number of contractual employees hired since 2014 in CPSEs under Ministry of Power, is given in Annexure-II.

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ANNEXURE-I

ANNEXURE REFERRED IN REPLY TO PART (a) OF UNSTARRED QUESTION NO. 3020 ANSWERED IN THE LOK SABHA ON 18.12.2025

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CPSE Name	Posts (category wise)	Total Sanctioned	Filled Posts	Vacancies
NTPC	Total	18,632	18,601	31
PGCIL	Executives	5588	5247	341
	Supervisors	2888	2734	154
	Workmen	1543	1534	9
	Total	10019	9515	504
PFC#	Executives	672	607	-
REC##	Executive	812	575	21
	Non - Executive	13	13	-
	Total	825	588	21
NHPC	Executives	4211	3429	782
	Supervisors	948	419	529
	Workmen	577	837	-260
	Total	5736	4685	1051
SJVN	Executives	1259	927	332
	Supervisor	566	339	227
	Workmen	879	282	597
	Total	2704	1548	1156
THDC	Total	1772	1762	10
NEEPCO	Total	1231	1326	-
GRID-INDIA	Group A	626	579	47
	Group B	35	35	-
	Group C	5	5	-
	Total	666	619	47

#There are 672 sanctioned posts in PFC. Actual manpower for recruitment is processed based on future expansion plans of the Corporation and its business requirements within the overall limit. There is no vacant post as on date.

##Within the sanctioned strength, posts are being operated as and when required, based on organizational requirement.

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ANNEXURE-II

ANNEXURE REFERRED IN REPLY TO PART (c) OF UNSTARRED QUESTION NO. 3020 ANSWERED IN THE LOK SABHA ON 18.12.2025

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Number of contractual employees hired since 2014 in CPSEs under MoP

Calendar Year/ CPSE Name	NTPC	PGCIL#	PFC	NHPC	SJVN	THDC	NEEPCO	REC@	GRID-INDIA
2014	Nil	49	5	Nil	Nil	0	47 engaged on yearly contract renewal in 2014, who continued till 2024	Nil	Nil
2015		244	0			0			
2016		164	45			2			
2017		218	10			0			
2018	1	266	9			1			
2019	18	76	26			1			
2020	39	113	0			1			
2021	76	123	42			1			
2022	138	190	0		275	86			
2023	416	56	0		314	144			
2024	191	559	24		34	13			
2025 (till date)	202	124	43	22*	-	8	46 continue		

The data is Financial Year wise starting from FY 2014-15 to FY 2025-26.

* From 2025 NHPC is recruiting employees on Fixed Term Basis.

@ In REC Limited, no appointment is made on contract basis in regular posts. However, Consultants etc. are engaged by REC Limited as per requirement for a specified period only.

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GOVERNMENT OF INDIA
MINISTRY OF POWER

LOK SABHA
UNSTARRED QUESTION NO.1897
ANSWERED ON 11.12.2025

REVISED PROMOTION POLICY IN POWER SECTOR

1897. DR. MALLU RAVI:

Will the Minister of POWER be pleased to state:

(a) whether the revised promotion policy introduced in PSUs including Power Finance Corporation (PFC) prescribed disproportionately high cut-off marks for SC/ST officers and whether a majority of the dropouts across levels belong to SC/ST categories, if so, the details thereof;

(b) whether instances have been reported where the policy was subsequently altered to accommodate junior favoured officers, selectively promoting a small number of SC/ST officers while denying promotions to a large number of senior SC/ST officers and if so, the details thereof;

(c) whether there are cases where junior General Category officers were promoted in their first attempt while senior SC/ST officers were rejected and if so, the details of such cases; and

(d) whether the Ministry intends to investigate these issues and review or recall the revised promotion policy in the interest of fairness, transparency and adherence to reservation norms and if so, the details thereof?

A N S W E R

THE MINISTER OF STATE IN THE MINISTRY OF POWER

(SHRI SHRIPAD NAIK)

(a): No.

(b) & (c): No. The promotions in the Central Public Sector Enterprises (CPSEs) under Ministry of Power, are being made on merit-cum-seniority basis and in adherence to reservation guidelines issued by Government of India from time to time for upholding the principles of fairness, equality and non-discrimination.

(d): In view of above, the question does not arise.

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GOVERNMENT OF INDIA
MINISTRY OF POWER

LOK SABHA
UNSTARRED QUESTION NO.762
ANSWERED ON 04.12.2025

PROMOTION POLICY IN PFC

762. SHRI GODAM NAGESH:

Will the Minister of POWER be pleased to state:

(a) whether the Departmental Promotion Committees (DPCs) for E-8–E-9 in the Power Finance Corporation (PFC) were delayed in 2023–2024 and if so, the details thereof;

(b) whether the 2025 promotion policy applied retrospectively affected senior Scheduled Castes (SCs)/ Scheduled Tribes (STs) officers adversely, if so, the details thereof;

(c) whether the Boston Consulting Group (BCG) was engaged without competitive bidding for promotion-related evaluation in deviation of Central Public Sector Enterprises (CPSE) norms, if so, the details thereof;

(d) whether the absence of SC/ST promotions in E-7–E-8 and the denial of promotion to an ST officer in E-5–E-6 indicate systemic exclusion under the guise of merit and if so, the details thereof;

(e) whether an officer facing a criminal case was placed on the promotion panel or promoted soon after acquittal; and

(f) whether the Government admits that these changes in PFC have adversely impacted SC/ST officers and diluted established promotion norms and if so, the details thereof?

A N S W E R

THE MINISTER OF STATE IN THE MINISTRY OF POWER

(SHRI SHRIPAD NAIK)

(a) to (f): The Departmental Promotion Committee (DPC) process, in Power Finance Corporation (PFC), for the year 2023 was conducted in time for all levels except E8 to E9, as there were no vacancies at E9 level as on the cut-off date (01.07.2023). Revision in PFC's manpower planning and promotion policy was under deliberation and discussion with the Board of Directors (BoD) before the cut-off date of DPC for the year 2024 (01.07.2024), which was approved in December 2024. After this, the DPC process for 2024 and 2025 was completed in April 2025.

……2.

The Boston Consulting Group (BCG) was appointed as the consultant after inviting bids to assist in the preparation of PFC's Corporate Strategy, including manpower planning and performance management, to ensure alignment with the overall business strategy. The promotions from E7 to E8, in PFC, are vacancy based and restricted as per limit of maximum percentage of executives to be promoted, as defined in the policy. In E5 to E6 promotions also, a limit of maximum percentage of executives to be promoted is defined in the policy. Candidature of any officer facing criminal charges is not considered till he is discharged of the offence by a court of law.

Further, the promotions are vacancy based and also a limit of maximum percentage of executives to be promoted is as per the defined policy. Accordingly, employees from all the categories are promoted/ dropped, without any discrimination, for promotion based on the available positions.

In view of above, PFC's promotion policy is applied uniformly to all employees, upholding the principles of fairness, equality, and non-discrimination.

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GOVERNMENT OF INDIA
MINISTRY OF POWER

LOK SABHA
UNSTARRED QUESTION NO.745
ANSWERED ON 24.07.2025

CSR ACTIVITIES BY SJVN, PFC AND NTPC

745. SHRI AJAY KUMAR MANDAL:
DR. KIRSAN NAMDEO:
DR. ANAND KUMAR:

Will the Minister of POWER be pleased to state:

(a) the works undertaken by Satluj Jal Vidyut Nigam Limited (SJVN), Power Finance Corporation (PFC) and National Thermal Power Corporation (NTPC) for social welfare under Corporate Social Responsibility (CSR) during the last three years and the current year in various States of the country including Bihar, location-wise;

(b) the amount of funds spent on various works by each of them during the said period and the number of people benefitted from the same, place-wise;

(c) whether the Government has fixed any criteria regarding utilization of funds under CSR;

(d) if so, whether the Government proposes to take effective steps to ensure that the funds under CSR are spent particularly in the aspirational and hilly, backward and Scheduled Caste dominating areas in the country including Himachal Pradesh and Bahraich Lok Sabha Constituency;

(e) if so, the details thereof;

(f) whether the Government has received any Social Audit Report to monitor the CSR activities undertaken by SJVN, PFC and NTPC; and

(g) if so, the details and the outcome thereof?

A N S W E R

THE MINISTER OF STATE IN THE MINISTRY OF POWER

(SHRI SHRIPAD NAIK)

(a) to (g) : Central Public Sector Enterprises (CPSEs) under Ministry of Power (MoP) including SJVN, PFC and NTPC undertake CSR activities under the heads identified under Schedule VII of the Companies Act, 2013 with special focus on Health (Nutrition, Sanitation, and Drinking Water), Education, Skill Development, Rural Development, Women Empowerment, Environment Oriented Initiatives, Care for the Elderly, Differently-abled Persons, promoting sports activities, contribution to PM CARES Fund, Research & Development, contribution to education institutions, disaster management etc.

CSR funding is a Board-driven process and the Board of the Enterprise is empowered to plan, approve, execute, and monitor the CSR activities of the company based on the recommendations of its CSR Committee as per Section 135 of the Companies Act, 2013, CSR policy of respective CPSE, DPE guidelines & amendments issued from time to time in this regard. The CSR activities are undertaken by CPSEs by themselves or through agencies/Department of Central/State Governments. The Government monitors the compliance of CSR provisions through the disclosures made by companies in the MCA 21 portal. State/Implementing agency wise details of recipients of CSR activities undertaken and funds spent thereon are made available on the respective websites of CPSEs i.e. https://sjvn.nic.in, https://www.pfcindia.com, https://ntpc.co.in and Ministry of Corporate Affairs, CSR Portal i.e. csr.gov.in.

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