Capacity Building of Eastern Region SLDCs

40TH ERPC MEETING

Power System Operation Corporation Ltd
Human Resource Development

HRD INITIATIVES

BACKGROUND

- POSOCO is committed to facilitating Capacity Building and development of System Operators.

- POSOCO organizes several Capacity Building programs including functional , statutory, behavioral and health related to enable all-round development of employees.

- CERC has accorded approval for the utilization of the LDC Development Fund for meeting the expenses on conduct of training of the personnel deployed on System Operations in SLDCs, through NPTI.

ACADEMIA – INDUSTRY SYNERGY AND PARTNERSHIP

- MOU with Foundation for Innovation and Technology Transfer (IIT Delhi)
- MOU with IIT Kanpur and Jamia Millia Islamia.
- MOU with Sardar Patel College of Engineering, Mumbai.
- MOU with Lawrence Berkeley National Laboratory, USA
- Partnership with International Experts.

- All round empowerment to promote culture of excellence.
- Build and upgrade skills and competencies for motivation and growth.
- Facilitate continuous improvement in Knowledge, Skill and Attitude (Technical, Managerial and Behavioural)
- Extend HRD programs for the benefit of stakeholders.

FUNCTIONAL PROGRAMS

Code	Name of Program
System Operation	
SO 1	Frequency Control and Reserves
SO 2	Transfer Capability Assessment and Congestion Management
SO 3	Basics of Power System Protection and System Protection Schemes
SO 4	Power System Studies on PSSE & Python Programing for PSSE
SO 5	Power System Optimisation
SO 6	Basic Level Training on PSCAD
SO 7	Basic Level Training on MATLAB
SO 8	Demand and RE Forecasting & Renewable Integration
SO 9	Meteorology for System Operators
SO 10	Reactive Power Management
SO 11	Advances in Power System Visualisation
SO 12	PMU Analytics and WAMS

FUNCTIONAL

FUNCTIONAL PROGRAMS

Market Operation

MO 1	Financial Products in Electricity Market
MO 2	Metering and Settlement Systems
MO 3	Electric Vehicle and StorageTechnologies
MO 4	Transmission Pricing
MO 5	Open Access Administration

FUNCTIONAL

FUNCTIONAL PROGRAMS

SCADA & IT

SCADA & IT 1	IT in System Operation
SCADA & IT 2	Fundamental IT Skills
SCADA & IT 3	Basics of MS Office
SCADA & IT 4	Advanced MS Excel
SCADA & IT 5	Workshop on Info. Security & Cyber Crisis Management
SCADA & IT 6	Introduction to Database Applications
SCADA & IT 7	Basic Network Administration
SCADA & IT 8	Basic Program on SCADA & EMS
SCADA & IT 9	Advanced Module on SCADA, EMS & DTS

FUNCTIONAL

FUNCTIONAL PROGRAMS

FUNCTIONAL

Contracts & Materials

C&M 1	Effective Contracts & Store Management

Renewable Energy Certification

REC 1	Renewable Energy Sources and Grid Integration
REC 2	Integration of Renewables
REC 3	Renewable Energy Certificate Mechanism

FUNCTIONAL PROGRAMS

FUNCTIONAL

Rajbhasha

RAJ 1	Rajbhasha Karyashala

Finance

FIN 1	Strategic Finance Workshop
FIN 2	Finance for Non-Finance

Human Resources

HR 1	Workshop on Relevant Legislations in HR & CSR
HR 2	HR Analytics
HR 3	Govt. Policy on Reservation

FUNCTIONAL PROGRAMS

Functional for Non - Functional

FGEN 1	Technical for Non-Technical Personnel
FGEN 2	Basic Statistics and Business Analytics

FUNCTIONAL

BEHAVIOURAL PROGRAMS

Code	Name of Program
Behavioural	
BEH 1	Team Building : Experiential Learning Workshop
BEH 2	Creative Thinking and Problem solving
BEH 3	Excellent Habits for Effectiveness
BEH 4	Improving Interpersonal Skills and Emotional Intelligence
BEH 5	Developing Negotiation Skills and Conflict Resolution
BEH 6	Utkarsh
BEH 7	Special Utkarsh
BEH 8	Presentation Skills and Public Speaking
BEH 9	How to Say it at Work
BEH 10	Communication Secrets of Great Leaders
Leadership	
LDRSHP 1	Mentoring and Coaching

BEHAVIOURAL

GENERAL PROGRAMS

General

GEN 1	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & Workplace Demographics : Gender Diversity
GEN 2	Workplace Ergonomics, Safety and First Aid
GEN 3	Training the Trainers
GEN 4	Enterprise Knowledge Management
GEN 5	Work Ethics, Preventive Vigilance and RTI Act
GEN 6	Next Innings
GEN 7	Training on Social Media, Business Etiquettes and Information Security Awareness
GEN 8	Awareness Program on Integrated Management System (IMS)
GEN 9	Electricity Act, 2003

GENERAL

HEALTH PROGRAMS

Health

HEALTH 1	Program on Uyir Nokkam
HEALTH 2	Program on Inner Engineering
HEALTH 3	Program on Hatha Yoga
HEALTH 4	Art of Living
HEALTH 5	Women Wellness

HEALTH

POSOCO HAPPILY EXTENDED ITS HRD PROGRAMMES TO SLDCS DURING THE FY 2018-19 AND LOOKS FORWARD TO CONTINUE IT IN THE NEXT FINANCIAL YEAR.

REGARDING IN-HOUSE TRAINING PROGRAMS OF POSOCO

- We invited SLDCs to join In- House HRD programmes of POSOCO and avail this opportunity to train their employees.
- These trainings were offered to all SLDC Officials. The cost for travel and accommodation charges is to be borne by the sponsoring SLDC.
- All programs have 5 slots reserved for SLDC nominees which are be filled on “First Come- First Serve’ basis.

HRD PROGRAMS

Sl.No	Programme Name
1	HR Analytics
2	Reactive Power Management
3	Frequency control & reserves 13-14 June-2018
4	Electricity Act 2003
5	Sexual Harassment of women at work place (Prevention prohibition and redress) Act
6	Capacity Building workshop for SR Entities from 19/04/2018 to 20/04/2018 (FOLD Program)
7	Team Building: Experiential Learning from 25/06/2018 to 27/06/2018
8	Developing Negotiation Skills and conflict Resolution from 18/07/2018 to 20/07/2018
9	Power System Studies on PSSE & Python Programming for PSSE
10	Advances in Power system visualisation

HRD PROGRAMS

Sl.No	Programme Name
11	Open Access Administration on 20-21 Aug-2018
12	Power System Protection and System Protection Scheme on 4-5 Oct-2018
13	IT in System Operation on 25-26 Oct-2018
14	Training the Trainer on 26-28 Nov 2018
15	System Restoration workshop on 18 Jan 2019
16	Web Based Outage Module
17	Capacity Building workshop
18	Awareness programme on Integrated Management System on 26-27 Nov 2018
19	Basics of MS Office on 28-30 Nov 2018
20	PMU Analytics & WAMS on 10-12 October,2018
21	Knowledge Management on 25-26 October, 2018

SLDC WISE PARTICIPATION

Southern		
S. No.	**Name of SLDC**	**No. of Participants**
1	TN SLDC	2
2	TS SLDC	9
3	APSLDC	2
4	KPTCL (Karnataka, SLDC)	14
5	KSEB (Kerala, SLDC)	1

Western		
S. No.	**Name of SLDC**	**No. of Participants**
1	SLDC, GUJRAT	5
2	MSLDC, KALWA	5
3	SLDC, MP	1
4	SLDC Rajasthan	3
5	SLDC, Vadodara	3

SLDC WISE PARTICIPATION

Eastern		
S. No.	Name of SLDC	No. of Participants
1	SLDC ODISHA	2
2	SLDC RANCHI	1
3	SLDC, CSPTCL	2
4	WBSETCL (WB SLDC)	7
5	BSPTCL (Bihar SLDC)	1
6	SLDC & ULDC, JUSNL	2

North Eastern		
S. No.	Name of SLDC	No. of Participants
1	SLDC ASSAM	19
2	SLDC MANIPUR	5
3	SLDC NAGALAND	2
4	SLDC TRIPURA	1
5	SLDC MEGHALAYA	17
6	SLDC ITANAGAR	2

Northern		
S. No.	Name of SLDC	No. of Participants
1	UPSLDC	1
2	PSTCL (Punjab SLDC)	2

Other Constituents		
S. No.	Name	No. of Participants
1	SRPC	1
2	WRPC	5
3	NTPC	15
4	ACBIL	1
5	RENEW	3
6	CGPL	2
7	SUGEN DGEN TORRENT POWER	1
8	BALCO	2
9	RKM	2
10	DB POWER LTD	3
11	ESSAR POWER MP LTD	2
12	IEPL	1
13	GMR	1
14	NCA	2
15	SPPRING ENERGY PVT LTD	2
16	JINDAL POWER	2
17	MAHINDRA SUSTEN	2
18	ADANI POWER	3
19	MUNDRA	2
20	GMR WARORA	2
21	IEX	1
22	NPCIL	4
23	APTRANSCO	10
24	NLCIL	4
25	KSEBL	4

Other Constituents		
S. No.	Name	No. of Participants
26	TAN TRANSCO	2
27	CEPL	2
28	TS TRANSCO	1
29	LANCO	2
30	SGPL	2
31	PGCIL	9
32	SEMBCORP	1
33	NTECL	1
34	TANGEDCO	2
35	DVC	3
36	SASAN, UMPP	2
37	NSPCL, BHILAI	2
38	CGPL, MUNDRA	1
39	MPPMCL	2
40	GUVNL	2
41	BARC	1
42	NHPC	1
43	NRPC	12
44	MSEDCL	4
45	Sterlite	1
46	GETCO	1
47	NPC	1
48	NPCIL	1
49	CEA	1
50	BBMB	2

TOTAL PARTICIPATION

Region	Total Participants
Southern	28
Eastern	15
Western	17
Northern	3
North Eastern	46
Other Constituents	136
Total	245
No. of Programs	21
No. of participants from SLDC	109

GLIMPSE OF TRAINING PROGRAMS

FEEDBACK FROM SLDCS

SLDC Employees	Training	Feedback
L.Ritu (SLDC, Manipur)	Knowledge Management	Learnt different ways of analysing oneself as manager; Good interaction and examples.
Khoisnam Steela(SLDC, Manipur)	Knowledge Management	Very interesting and second level/phase could be very helpful.
N. Shangpliang	Financial Products in Electricity Market	Excellent Faculty.

L. RITU SLDC (MANIPUR)

8. If the same programme is organized once again how differently would you want it?

More duration / More days for this program or duration.

10. What were the key learning points from this programme?

↳ Different ways of ardyering oneself as a manager.

11. Give one good point about the programme.

↳ Good interaction and good examples

12. Give one improvement area about the programme.

Signature/Name (Opti

KHOISNAM STEELA
SLDC (MANIPUR)

8. If the same programme is organized once again how differently would you want it?

A second level/phase could be very helpful.

10. What were the key learning points from this programme?

Whole course content is new to me. Everything is learning point.

11. Give one good point about the programme.

Very Interesting

12. Give one improvement area about the programme.

—

Signature/Name (Opti

8. If the same programme is organized once again how differently would you want it?

→ would be better to includ more Markets

10. What were the key learning points from this programme?

Regarding Commodity Markets & ISO

11. Give one good point about the programme.

Excellent Training Organisation

12. Give one improvement area about the programme.

Signature/Name (Optional)

8. If the same programme is organized once again how differently would you want it?

A little more time should be considered, would make the more detailed & hands on training time increases.

9. What were the key learning points from this programme?

① System modelling, SLDs, Tools &
② TTC, ATC, calculations
③ Fault analysis

10. Give one good point about the programme.

More focus on hands on training and one-to-one interaction with trainees

11. Give one improvement area about the programme.

— None —

Signature/Name (Optional)

ABBREVIATIONS

SLDC - State Load Despatch Centre

UMPP- Ultra Mega Power projects

NSPCL- NTPC-SAIL Power Company Limited

MSLDC- Maharashtra State Load Dispatch Centre

CGPL - Coastal Gujarat Power Limited (CGPL)

WBSETCL- West Bengal State Electricity Company Limited

BSPTCL- Bihar State Power Transmission Company Limited

DVC- Damodar Valley Corporation

SRPC- Southern Regional Power Committee NPCIL- Nuclear Power Corporation of India

NPCIL- Nuclear Power Corporation of India Limited

NTPC- National Thermal Power Corporation Limited

APTRANSCO-Andhra Pradesh Transmission Corporation

NLCIL- Neyveli Lignite Corporation Limited

KSEB- Kerala State Electricity Board

KPTCL- Karnataka Power Transmission Corporation Limited

TAN TRANSCO- Tamil Nadu Transmission Corporation Limited

CEPL- Coastal Energen Pvt Ltd

TSTRANSCO- Transmission Corporation of Telangana

LANCO- Lagadapati Amarappa Naidu and Company Infratech

SGPL- Sembcorp Gayatri Power Ltd.

PGCIL- Power Grid Corporation of India Limited

NTECL- NTPC Tamil Nadu Energy Company Limited

KPTCL- Karnataka Power Transmission Corporation Limited

TANGEDCO- Tamil Nadu Generation and Distribution Corporation

TS SLDC-Telangana State Load Despatch Center

KSEBL- Kerala State Electricity Board Limited

WRPC- Western Regional Power Committee

CSPTCL- Chhattisgarh State Power Transmission Company Limited

MP SLDC- Madhya Pradesh State Load Despatch Center

BBMB- Bhakra Beas Management Board

MPPMCL- Madhya Pradesh Power Management Company Limited

GUVNL- Gujarat Urja Vikas Nigam Limited

BARC- Bhabha Atomic Research Centre

WRTS- Western Region Transmission System

NTPC(OS)- National Thermal Power Corporation (Operation Services)

ACBIL- Aryan Coal Benefications Private Limited

CGPL- Coastal Gujarat Power Limited

BALCO- Bharat Aluminium Company

IEPL- Ideal Energy Projects Limited

GMR- Grandhi Mallikarjuna Rao

NCA- Narmada Control Authority

IEX- Indian Energy Exchange

ULDC- Unified load dispatch and communication

JUSNL- Jharkhand Urja Sancharan Nigam Limited

GETCO- Gujarat Energy Transmission Corporation

NHPC- National Hydroelectric Power Corporation

NRPC- Northern Regional Power Committee

NPC- National Productivity Council

PSTCL- Punjab State Power Corporation Limited

CEA- Central Electricity Authority of India

MSEDCL- Maharashtra State Electricity Distribution Company Limited

THANK YOU