

**Minutes of 17th Meeting of Finance Committee of NISE
held on 27.08.2024 at Atal Akshya Urja Bhawan, MNRE, New Delhi.**

The 17th Meeting of the Finance Committee (FC) of National Institute of Solar Energy (NISE) was held at 14:30 hrs on 27.08.2024 in Atal Akshya Urja Bhawan, MNRE, New Delhi-110003 under the Chairmanship of Shri Padam Lal Negi, Joint Secretary & Financial Adviser, MNRE, New Delhi.

With the permission of the Chair, the item-wise Agenda was taken up for deliberation.

Item No. FC 17.01 (Leave of absence)

All members attended the meeting. (Annexure-I)

Item No. FC 17.02 (Confirmation of Minutes of 16th Finance Committee meeting)

The minutes of meeting of the 16th Finance Committee held on 22.03.2024 were confirmed.

Item No. FC 17.03 - Action taken report on the decision taken in the 16th FC meeting.

A: 14.03 – Construction of Integrated Lab Building: During the 14th Governing Council meeting of NISE held on December 14, 2023, it was suggested that the current laboratory requirements can be accommodated within the existing lab space, with the necessary renovations to the civil infrastructure, if required. It was further recommended that future lab space requirements should be reassessed in light of the planned expansion and presented to FC for consideration.

FC comments: FC noted the action. The outcome may be reported in subsequent FC meetings.

B: 14.06: Creation of 66 KV Electricity Substation by DHBVN through HVPNL at NISE: Draft agreement (prepared by Sr. Govt. Counsel) has been submitted to PD MNRE and PD MNRE affirms the draft agreement vide email dated 20.08.2024 and directed to put the file for approval of secretary MNRE.

FC comments: FC noted the action and advised to expedite the same.

C: FC 15.06 :-

[a] Fund Received from IREDA – For creation of World Renewable Energy Museum and for creation of IREDA-NISE Award for Solar Energy;

[b] NISE received funds from IREDA for creation of corpus for instituting the IREDA-NISE award for solar energy.

As directed in 14th GC & 16th FC, NISE has sent a letter to IREDA with the request to modify the purpose of utilization of fund.

FC comments: FC noted the issue and directed to expedite the same in consultation with IREDA. The progress made to be reported in the next FC and GC meetings. FC also suggested that the possibility of creation of RE museum at a limited scale as possible with in the budget may be explored. In case anything is not materialized then the funds may be returned.

New Agenda Items

Item No: FC 17.04: Status of Core Grant during the FY 2024-25

The Budget Estimate (BE) for the NISE for the FY 2024-25 was approved by the Finance committee at Rs. 39.67 crores (including capital expenditure of Rs. 9.67 crores for the construction of staff quarters). However, Ministry of Finance (MoF) allocated Rs. 20.00 crores for BE 2024-25. Out of this, NISE received Rs. 8.34 crores as of 20.08.2024 and expenditure incurred for Rs. 4.35 crores as on 20.08.2024. NISE has requested the budget division of the MNRE for Rs.19.67 crores, in the Revised Estimate (RE) for 2024-25. This is for the information of Finance Committee.

Decision: FC noted the information and Chairman FC, impressed upon to strictly follow the MEP and QEP in general for better utilization of grant received from Ministry to avoid any savings at the end of FY 2024-25.

Item No: FC 17.05: Requirement of Regular Manpower in NISE on account of significant increase in the technical & R&D activities.

In the 1st Governing Council (GC) meeting of NISE, it was proposed that a total no. of 133 regular personnel (technical and administrative) would be required to fulfil the institute's mandate and align with the nation's vision for renewable energy set under NSM. However, only 40 regular positions (30 technical and 10 administrative) were sanctioned.

Since then, the landscape of India's solar energy sector has drastically evolved. NISE's responsibilities have expanded significantly to match these growing national requirements. The institute is currently engaged in a range of R&D and technical activities, many of which have been initiated recently to address the evolving needs of MNRE and other stakeholders. The details of key R&D and technical activities taken up by the institutes are provided at **Annexure-II**.

The increased scope of NISE's work includes, but is not limited to, cutting-edge research, stakeholder support, and the development of innovative technologies. To sustain and amplify these efforts, it is essential that NISE's manpower is augmented in line with the growing demands of the solar energy sector. These activities are crucial for achieving the targets set by MNRE and require the deployment of additional manpower considering the domain expertise & skill set to ensure successful implementation.

Proposal: Proposal for the creation of below listed 43 numbers (39 Technical & 4 Administration) of regular posts at NISE is as under:

S. No.	Name of the Post	Pay Level	Number of Post required	Requirement for (Name of Activity/division)
Scientific/Technical				
1.	Deputy Director General/Scientist-F	13A	01	For Solar Photovoltaic & Green Hydrogen Activity
2.	Director/ Scientist D	12	03	For Solar Photovoltaic/Energy Storage/Green Hydrogen
3.	Deputy Director/ Scientist C	11	09	02 posts for Solar PV Potential Assessment & Forecasting 02 post for Circular Economy & Sustainability (PV Recycling) 02 posts for Battery Energy Storage 02 posts for Distributed generated & Localized grid (Mini/Micro-Grid) 01 post for Training & Skill Development Activities
4.	Assistant Director/ Scientist B	10	07	01 posts for Solar PV Potential Assessment & Forecasting 02 post for Circular Economy & Sustainability (PV Recycling) 02 post for Battery Energy Storage 01 Industrial Research & Technical Consultancy 01 post for PV Modules and systems
5.	Sr. Technical Officer (Technical Support)	10	04	01 post to support PV Modules and systems 01 post to support Thermal Energy storage activities 01 post to lead all the testing labs @NISE 01 post to lead all the testing labs @MPIDC
6.	Executive Officer (Technical Support)	08	07	To support R&D & Technical activities in PV Modules and systems, Testing & calibration, Lab Accreditation, Distributed Generation, Technical Consultancy,
7.	Executive Assistant-I (Technical Support)	07	08	To support R&D & Technical activities in PV Modules and systems, Testing & calibration, Lab Accreditation, Distributed Generation, Technical Consultancy
Total (A)			39	

Administration				
1.	Sr. Director (Admin/Finance)	13	01	Admin/Finance
2.	Director (Admin/Finance)	12	01	Finance Division
3.	Junior Account Officer	08	01	Finance Division
4.	Junior Hindi Translator	08	01	Admin Division
Total (B)			04	

Total Estimated annual expenditure for the proposed 43 Regular manpower (39 Technical & 4 Administration) is Rs. 6.46 crores per year.

Proposal is submitted for soliciting the approval from FC for further submission to GC.

Decision: FC discussed the agenda in detail and agreed in-principle for a manpower of 28 (24 technical and 04 Administration) as detail below inter-alia advising to place a suitable agenda before the GC for approval. FC also directed NISE to take immediate steps for filing up the existing vacancies of sanctioned manpower.

S. No.	Name of the Post	Pay Level	Number of Post required	Requirement for (Name of Activity/division)
Scientific/Technical				
1.	Deputy Director General/Scientist-F	13A	01	For Solar Photovoltaic & Green Hydrogen Activity
2.	Director/ Scientist D	12	03	For Solar Photovoltaic/Energy Storage/Green Hydrogen
3.	Deputy Director/ Scientist C	11	09	02 posts for Solar PV Potential Assessment & Forecasting 02 post for Circular Economy & Sustainability (PV Recycling) 02 posts for Battery Energy Storage 02 posts for Distributed generated & Localized grid (Mini/Micro-Grid) 01 post for Training & Skill Development Activities
4.	Assistant Director/ Scientist B	10	07	01 posts for Solar PV Potential Assessment & Forecasting 02 post for Circular Economy & Sustainability (PV Recycling) 02 post for Battery Energy Storage 01 Industrial Research & Technical Consultancy 01 post for PV Modules and systems
5.	Sr. Technical Officer (Technical Support)	10	04	01 post to support PV Modules and systems 01 post to support Thermal Energy storage activities 01 post to lead all the testing labs @NISE 01 post to lead all the testing labs @MPIDC
Total (A)			24	

Administration				
1.	Sr. Director (Admin/Finance)	13	01	Admin/Finance
2.	Director (Admin/Finance)	12	01	Finance Division
3.	Junior Account Officer	08	01	Finance Division
4.	Junior Hindi Translator	08	01	Admin Division
Total (B)			04	

The revised estimated annual expenditure for the creation of above mentioned posts is Rs. 4.74 crores.

Item No: FC 17.06

Engagement of manpower for scientific and research activities of NISE on short term contract basis.

NISE seeks to engage scientific / technical (subject matter experts and Research Associates) manpower on short-term contract basis to support its expanding research activities particularly in emerging areas.

The summary of the requirement is as follows:

S. No.	Name of the Post	Consolidated Salary and Engagement period	Number of manpower required	Requirement for (Name of Activity/division)
1.	Subject Matter Expert (SME)	Grade pay level -10, 11 or 12 depending upon the number of experiences. Engagement will be for 03 years and extendable up to maximum 07 years.	06	<ul style="list-style-type: none"> • 01 for Solar PV Potential Assessment & Forecasting • 01 for Circular Economy & Sustainability (PV Recycling) • 01 for Battery Energy Storage • 01 for Industrial Research and Technical Consultancy • 01 for PV modules and system (asset management and centre of Excellence in Agro PV) • 01 for green hydrogen and fuel cell
2.	Post-Doctoral Fellowship/ RA	As per DST norms Engagement will be a maximum of up to 03 years.	09	<ul style="list-style-type: none"> • 02 posts for Solar PV Potential Assessment & Forecasting • 02 posts for Circular Economy & Sustainability (PV Recycling) • 02 posts for Battery Energy Storage • 02 posts for Distributed generated & Localized grid (Mini/Micro-Grid) • 01 post for PV modules and system (asset management, centre of Excellence in Agro PV)

Remuneration:

- Subject Matter Experts (SMEs) is proposed to be funded from the revenue generated by NISE. Total estimated expenditure from NISE's Revenue budget is Rs. 87,73,920/-
- Post-Doctoral Fellows/Research Associates (RAs) is requested to be supported by the MNRE under the grant provided to NISE. Total estimated budget requested from MNRE is Rs 81,43,200/- per year.

FC approval is sought to proceed with the engagement of above mentioned contractual manpower, which is crucial for expanding NISE's research capabilities.

Decision: FC discussed the proposal for engagement of manpower for scientific and research activities of NISE on short term Contract basis and post wise recommendation of FC is as follows:

A. Subject Matter Expert (SME) - FC agreed in-principle for engaging 04(Four) number of manpower not above the pay level - 11 from the revenue budget of NISE and advised to place a suitable agenda in the next GC meeting for approval. These 04 posts include, 01 for Solar PV potential assessment & Forecasting, 01 for circular economy & Sustainability (PV Recycling), 01 for Battery Energy Storage, and 01 for PV modules and system (asset management and centre of excellence in Agro PV). The engagement of manpower will initially for a period of 03 years and extendable up to maximum 07 years subject to availability of funds and requirement of institute.

Estimated budget for the engagement of SME is Rs. 58.50 Lakh per year to be met from the Revenue budget of NISE.

B. Post-Doctoral Fellowship/RA - FC after deliberation agreed in-principle for engaging 09(Nine) number of RA / Post-Doctoral fellowship as per the DST norms from the grant in aid budget of NISE received from MNRE. The engagement will be for a maximum period of 3 years.

Item No: FC 17.07

Engagement of Technical manpower on short term contract for the Revenue Generation activities of NISE.

This agenda item is presented to the Finance Committee for information purpose only.

NISE is initiating the recruitment of technical manpower on a short-term contractual basis. This recruitment is aimed at enhancing the institute's capacity to manage and execute various projects and programs more efficiently, thereby driving revenue generation activities. NISE activities are expanding, particularly in areas such as industrial research, technical consultancy, program implementation support for the MNRE, and skill development and training. To meet these demands, NISE requires skilled professionals who can contribute to and manage these activities effectively.

The summary of the requirement is as follows:



S. No.	Name of the Post	Consolidated Salary (Monthly)	Number of manpower required	Requirement for (Name of Activity/division)
1.	Project Manager	Rs. 1,20,000/-	03	<ul style="list-style-type: none"> • 01 for Industrial Research and Technical Consultancy • 01 for Program implementation support for ALMM and PLI Schemes • 01 for Skill Development and Training
2.	Sr. Project Engineer	Rs. 70,000/-	01	<ul style="list-style-type: none"> • 01 for Industrial Research and Technical Consultancy
3.	Project Engineer	Rs. 50,000/-	03	<ul style="list-style-type: none"> • 01 post for Program implementation support to MNRE for ALMM • 01 post to support Skill development and training • 01 post to support PV testing and calibration
4.	Junior Project Engineer	Rs. 35,000/-	08	<ul style="list-style-type: none"> • 03 posts to support solar thermal laboratory and product development • 05 post to support PV testing and calibration

The remuneration for these positions will be funded through the revenue generated by NISE, ensuring that the recruitment is financially sustainable and directly aligned with the institute's revenue objectives.

Total estimated expenditure from NISE's Revenue budget: Rs. 1.03 crores.

As per decision taken in 14th FC and delegation of administrative and financial powers (DoP) of DG NISE (as per powers laid down at Sr. No. 07 & 08), DG NISE can recruit the manpower on short term contract basis (engagement will be a maximum of up to 03 years.). The proposal is submitted for kind information of FC.

Decision: FC noted the manpower requirement and expenses to be met from the internal earnings of NISE. However, FC directed NISE to engage the manpower strictly on need basis on short-term contract with consolidated remuneration.

Item No: FC 17.08: Implementation of Gratuity, Leave Encashment Scheme, and compensation policy for staff of NISE.

As per directions of 51st Executive Committee (EC) of NISE held on 15.05.2024, a committee was constituted to explore options with various insurance companies in the market for implementation of Gratuity, Leave Encashment and Group Insurance scheme for staff of NISE. Committee approached various organizations and found that most of organizations are having these schemes offered by LIC (A govt. of India Undertaking). Similarly, committee approached LIC and found that even IREDA and NIWE (PSU & Autonomous Body of MNRE) are having above schemes through LIC.

After detailed discussion with LIC officials in different sessions, LIC official presented a detailed calculation for proposal of Gratuity Scheme and Leave Encashment scheme for regular staff of NISE. Proposals are as follows:

Proposal for Gratuity Scheme:

Scheme proposal of Rs. 79,66,190/- dated 20.06.2024 for 27 regular staff for adopting gratuity scheme in NISE, which includes the past service gratuity benefits as per date of joining in NISE.

Proposal for Leave Encashment Scheme:

Scheme proposal of Rs. 81,22,178/- dated 21.06.2024 for 27 regular staff for adopting leave Encashment scheme in NISE, which includes the past service leave benefits as per date of joining in NISE.

Proposal for Compensation Scheme:

LIC official confirmed the committee that Group insurance scheme as per CCS rules is discontinued. So, committee discussed the guidelines of compensation scheme of Ministry of communication, Dept. of Telecom which covers "any person who suffers permanent disablement or dies in an accident" will get Rs. 7 Lakh (in case of permanent disability) and Rs. 10 Lakh (In case of death). Cabinet secretariat also circulated these guidelines to all ministries / departments to examine and follow the same.

After detailed discussion, committee unanimously recommended to adopt the proposal offered by LIC for Gratuity scheme and Leave Encashment scheme and expenditure on these schemes will be met through revenue budget. Also recommended to adopt the compensation policy as defined and applicable to Department of telecommunication.

Submitted to Finance Committee (FC) to accord approval to recommendations of committee to adopt above proposal for Implementation of Gratuity, Leave Encashment Scheme and compensation policy for staff of NISE

Decision: FC discussed the proposal in length and accorded in-principle approval for adoption of i) Gratuity Scheme and ii) Leave Encashment Scheme offered by LIC. FC took the decision to defer the compensation scheme at present. FC directed to place a suitable agenda with all financial details for adoption of i) Gratuity Scheme and ii) Leave Encashment Scheme offered by LIC for regular staff of NISE before next GC for its approval.

Item No: FC 17.09: Purchase of official vehicle for NISE through GeM portal.

At present NISE has only one official vehicle, which was bought in year 2014 (10-year-old now) and it has covered more than 1,60,000 KMs. Despite of regularly routine repair and maintenance, condition of car is not up to the mark. As per revised provisions mentioned in OM ref. 18(23)/E. Coord-2021 dated 18.09.2022 of Dept. of Expenditure that "Cars up to Net Dealer Price of purchase of Rs. 6,00,000/- (Rupees Six Lakhs) available on GeM only shall be considered for purchase as staff car for official use". As per Special terms & conditions for automobiles of GeM, buyer can directly place order for specific make on GeM without any comparison. As per delegation of administrative and financial powers

(DoP) of NISE, DG NISE (as per powers laid down at Sr. No. 26 of DG NISE) has power to purchase the new vehicle with concurrence of chairman of finance Committee of NISE.

In view of above, proposal is submitted to finance committee to concur the purchase of one new official vehicle for NISE under NDP (Net Dealer Price) of up to Rs. 6,00,000/- on GeM portal.

Decision: FC discussed the proposal in detail and accorded in-principle approval for purchase of new vehicle from GeM after following due procedure for condemnation of existing vehicle. FC also advised NISE that provisions contained in Rule 13 of DFPRs, 2024 read with M/Finance DoE OM No. 01(14/2016-E.II(A)(Part III) dated 1.4.2024 may be adhered to in the matter.

Item No: FC 17.10: Hiring of residential accommodation for DG, NISE.

NISE does not have residential accommodation for DG NISE. Therefore, Governing Council (GC) in its 6th meeting held on 10th May, 2018 has approved that "Leased accommodation to DG, NISE can be provided with maximum 34% of the salary with the approval of President, NISE". Maximum amount of Leased accommodation calculated based on the decision of GC in its 6th meeting is Rs. 1,12,394/-. However, no records could be traced related to the deriving of 34% in the said decision of GC.

Hiring of residential accommodation for Chief Executives of Autonomous Bodies can be done in accordance with Department of Expenditure (DoE), Ministry of Finance O.M. No. 1(16)/E. II(A)/2008 dated 8th May 2009. This OM has provided a maximum limit of Rs. 26,500/- for leased accommodation for incumbent serving in Pay Level 14 / G.P. 10,000/- In addition, some of the orders from ministries/autonomous bodies are listed below:

- (i) Employees Lease Housing Policy-2023 of Food Safety and Standards Authority of India (FSSAI) which is a statutory body under the administration of the Ministry of Health and Family Welfare, Government of India {Rs.1,06,440/-P.M. (Calculated as per the present HRA admissible for DG, NISE i.e. Rs. 53,220/-)}.
- (ii) Leased Accommodation Rules, 2003 of National Handicapped Finance & Development Corporation (NHFDC), Ministry of Social Justice & Empowerment {Rs. 87,280/- P.M. (Calculated as per the maximum pay i.e. Rs. 218200/- of Pay Level 14)}.

As per DoP, GC NISE has the power for revision of rate for leased accommodation. FC may provide in principle approval for submission of the proposal to GC to provide Leased accommodation to DG, NISE.

FC Decision: - FC noted that, in addition to the above said OM of Department of Expenditure (DoE), Ministry of Finance, various organisations are having their own orders for leased accommodation for their staff.



1. The leased accommodation cost varies from Rs. 87,240/- P.M. to Rs. 1,06,440/- as per the above said orders of various Ministries & Autonomous /Statutory bodies.
2. In the backdrop of above submission FC is of the opinion that the Department of Expenditure (DoE), Ministry of Finance O.M. No. 1(16)/E. II(A)/2008 dated 8th May 2009 may be considered as a base (50% of entry pay i.e., Rs.72,100/- of Rs.1,44,200/- - Entry pay in pay Level 14). DG, NISE will not draw any HRA during the period of having leased accommodation. The grant of lease accommodation shall also be subject to DG NISE paying license fee @10% of his basic salary in NISE as per the provisions of the said O.M. In line with this order, the leased accommodation for DG, NISE may be considered @ Rs.72,100(50% of Rs.1,44,200).
3. Representatives from NISE administration submitted that NISE being on outskirts of the main city, there are limited options for leased accommodation as per the leased value of 50% of entry pay of Level 14. Moreover, the nearest residential areas are very costly and market survey has shown that it will be difficult to find a suitable accommodation, i.e., Type VI-A, as per the said provisions.
4. FC noted the constraints and recommended that in such a situation, variations in upper limit may be considered subject to the condition that the net financial implication on NISE towards the proposed lease accommodation as per DoE instructions shall not exceed Rs.45,000 p.m. The expenditure over and above the lease value as per DoE order shall be met out from the internal earnings of NISE.
5. The FC strongly recommended that NISE should expedite the process of construction of already approved DG residence and other staff quarters in the campus. The leased accommodation facility shall be applicable only till the construction of DG residence at NISE campus.
6. FC also directed to place a suitable agenda in the next GC meeting for its approval.

Item No: FC 17.11: Any other item with the approval of the Chair.

With no other agenda, the meeting ended with the vote of thanks to the Chair.


(Dr. Mohammad Rihan)
Member


(Shri Dinesh D. Jagdale)
Member


(Shri Padam Lal Negi)
Chairman

The following members attended the meeting:

1.	Shri Padam Lal Negi, IDAS, Joint Secretary & Financial Adviser, MNRE, New Delhi	Chairman
2.	Shri Dinesh D. Jagdale Joint Secretary (Solar), MNRE, New Delhi	Member
3.	Dr. Mohammad Rihan Director General National Institute of Solar Energy Gwal Pahari, Gurugram, Haryana	Member

Also attended by following officials of MNRE & NISE:

1.	Dr. Jai Prakash Dy. Director General, NISE
2.	Dr. Avadhesh Yadav Dy. Director General, NISE
3.	Dr. Kuldeep Singh Rana Scientist-E, MNRE
4.	Shri Kailash Chand Deputy Secretary, IFD, MNRE
5.	Shri Samir Kumar Das Under Secretary, IFD, MNRE
6.	Shri Anil Kumar Yadav Director (Admin), NISE
7.	Smt. Seema Srivastava Under Secretary, NSM, MNRE
8.	Shri Sandeep Sehrawat Dy. Director (Admin), NISE
9.	Shri Deepak Khandelwal Assistant Director (Admin), NISE

1. **Solar PV Potential Assessment & Forecasting:** Solar Potential Assessment, Solar Resource Assessment, & Solar Resource Forecasting.
2. **Circular Economy & Sustainability:** Re-use of Secondary life PV modules for DRE applications, Assessment of Recycling Need for the country, Developing Recycling Solutions, Policy recommendations to MNRE for End-of-Life module management.
3. **Battery Energy Storage (Technology and Application):** Performance assessment and long-term reliability of battery technologies, R&D on Next generation battery chemistries, Battery Recycling.
4. **PV Modules & Systems:** PV module performance, operation & reliability, energy rating, Forecasting of degradation rate of PV modules, PV asset management: PV plant performance & ratings, development, standardization, & guidelines preparation for AgriPV system in India.
5. **Distributed generated & Localized grid (Micro-grid): R&D on AC Micro-grid** (stand-alone, interaction with main grid) with different Renewable energy sources, and storage systems, develop and optimize control strategies for optimum load dispatch and enhancing the self-generation, Field Demonstration of pilot AC micro-grid, Study the impact of micro-grid on reliability of supply, grid management and integration of RE in energy system.
6. **Industrial Research & Technical Consultancy:** Performance Assessment & Troubleshooting of solar PV power plants, field level testing, measurements, calibrations and due diligence studies, feasibility study & technical Audits, Assessment & support for Solar PV manufacturing.
7. **Solar Water pumping and off-grid applications:** Reliability study of different types of solar water pumping system, efficiency enhancement of SWP systems.
8. **Solar based products/Applications:** Development of Solar thermal based cooking system, dryer system, heating-cooling system with thermal energy storage, etc.
9. **Green Hydrogen & Fuel Cell:** Establishment of the proposed National Centre for Hydrogen Safety (NCHS), Testing & characterization of Electrolyser & Fuel-cell system, operation of pilot green hydrogen, generation, storage & dispensing plan at NISE.
10. **Testing & calibration of Solar components and system:** NABL accredited labs for PV modules, battery, solar lighting, Inverter, solar water pumping. New lab at MPIDC, Bhopal is under implementation.
11. **Training & Skill Development:** National & International Training courses on Solar cell & manufacturing, Asset management, Hydrogen & fuel cell, Next Generation energy storage, etc. ITEC training programmes on Solar Energy Technologies (for MEA).
12. **Implementation & Technical Support to MNRE for various Scheme:**
 - a. ALMM
 - b. PLI
 - c. Suryamitra & Varunmitra
 - d. PM-KUSUM
 - e. PM-Suryaghar

These activities are crucial for achieving the targets set by MNRE and require the deployment of additional manpower considering the domain expertise & skill set to ensure successful implementation.