

No. Admn.24/2026-AIDA

Dated: October 16, 2026

Circular

Sub: Call for the entries for AIDA Annual Awards, 2026

Greetings from All India Discoms Association (AIDA)!

Dear Colleague,

2. With the objective to recognize and motivate the good work and innovations by Member Discoms, AIDA organized the Annual Awards, 2025 which were presented in its Annual Conference, EDICON, 2026. AIDA Secretariat had received 78 nominations from 29 Discoms for the six award categories. Based on the recommendations of the Jury comprising eminent experts, 12 entries were given AIDA Awards, 2025 – one Gold Award and one Silver Award, in each of these six categories. The Awards were presented by the Hon'ble Union Power Minister.

3. The Executive Council of AIDA had decided to continue this initiative and has finalized the six categories for AIDA Annual Awards, 2026. The awards (gold and silver in each category) will be presented during the second edition of its Annual Conference, EDICON 2027, scheduled to be held tentatively in January 2027. The details of the award categories are given below:

- (1) Category I: Best use of Smart Meter Data
- (2) Category II: Effective Change Management
- (3) Category III: Management of Power Procurement Costs including Innovation in RE Integration
- (4) Category IV: Most Impactful Digitalization Resulting in Improvement of Functioning of the Utility
- (5) Category V: Most Comprehensive Human Resource Management
- (6) Category VI: Effective Safety Practices

4. The Guidelines to be adhered to for submitting the entries for these awards along with the category-wise descriptions and the corresponding KPI formats are enclosed with this letter.

5. The formats at Annexures I to VI specify the parameters, units of measurement and financial years (FY 2022-23 to FY 2025-26) for which data is to be furnished. The data for Annexures I to VI may preferably be submitted in

Excel format, with relevant formula included wherever applicable, to facilitate verification and evaluation.

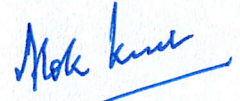
6. A Jury of renowned external experts will evaluate the entries for the awards.

7. Following are the general instructions regarding these awards:

- (i) These awards will be open to all the Member Discoms of AIDA;
- (ii) A member DISCOM can submit only one entry under each award category.
- (iii) Each entry should be forwarded by the CEO/MD of the Discoms concerned;
- (iv) There is no entry fee;
- (v) The Jury can call the concerned Discom to make a presentation through its senior representative;
- (vi) Each entry should contain (a) A brief summary of not more than 500 words; (b) Details of the work done/innovation and the area in which it has been implemented along with the relevant data and its sources in the form of a PPT of 20-25 slides; (c) the specific quantitative information in the format as enclosed (annexure I to VI) with this letter for the relevant category of award; and (d) Photographs, video or any other material related to the subject matter of the entry;
- (vii) Entries will be evaluated primarily on the improved results and measurable impact of the initiatives, along with the extent of geographical coverage and/or the percentage of total consumers covered, as relevant to the initiative.
- (viii) Each entry must disclose whether the initiative has received any other award in the past. AIDA endeavours to recognise distinctive and impactful work undertaken by its member utilities.
- (ix) To the extent feasible, one DISCOM will be considered for one award, with a view to recognising a wider number of members.
- (x) The Jury shall determine the weightage to be assigned to individual KPIs for evaluation of the entries. The weightage assigned to the financial years shall be in the ratio of 3:2:1, respectively, with the highest weightage accorded to the latest financial year.
- (xi) The Jury will have the discretion of modifying the criteria for assessment depending upon the information provided in the entries.

8. Any clarification in this regard may be sought from AIDA Secretariat preferably by 31st October, 2026.

9. All Member Discoms are requested to proactively participate by submitting entries for these awards as it will go a long way in motivating the discom personnel. Entries can be sent to AIDA Secretariat latest by 15th November, 2026. Soft copy of the entries should also be emailed at info@aida-india.org latest by 15th November, 2026.



(Alok Kumar)
Director General, AIDA

Encl: As above

To:

The CMDs/ MDs/ CEO of all the Member Discoms

Copy to:

1. The President, AIDA and CMD, MSEDCL, Mumbai
2. The General Secretary, AIDA and Chairman, UPPCL, Lucknow
3. Director (Policy & Regulatory Affairs), AIDA, New Delhi
4. Director (Admin & Fin), AIDA, New Delh
5. Director (Technical), AIDA, New Delhi

Category-wise Description of Entry for Award

1. Category I – Best Use of Smart Meter Data (Annexure I)

This category recognises DISCOMs that leverage smart meter data to improve utility performance and operations beyond routine metering functions. The assessment will comprise 67% quantitative assessment and 33% qualitative assessment.

Entries should provide data on smart meter coverage, including total consumers and smart meters installed; AT&C losses; forecast and actual load; average time taken from outage/fault detection to restoration; and distribution transformer (DTR) health monitoring, including the total number of transformers, those monitored using smart meter data, and transformer failures associated with overloading or other monitored conditions. DISCOMs should also identify the in-house tools and applications deployed and describe other relevant use cases, supported by evidence of operational or commercial impact.

In the qualitative assessment, preference will be given to mature and impactful use cases that go beyond improvements in billing, collection and theft detection. Greater weightage will be accorded to use cases demonstrating substantial operational or commercial benefits and implemented through in-house capabilities, rather than solutions that are predominantly vendor-driven.

2. Category II – Effective Change Management (Annexure II)

This category recognises change-management initiatives that facilitate the adoption of new systems and bring about measurable and sustainable organisational improvements. The assessment will comprise 50% quantitative assessment and 50% qualitative assessment.

Entries should identify the newly introduced system and describe its objectives, implementation period (as scheduled and actual), and extent of coverage in terms of consumers, employees and electrical subdivisions. Quantitative data should be furnished for FY 2022-23 to FY 2025-26, wherever applicable, covering employee queries/complaints raised and resolved; total hours of training conducted and number of employees trained under the initiative; and outcomes achieved against the targets set, including behavioural change among employees and organisational change. Other relevant indicators may also be provided.

The initiative should demonstrate organisational-level change supported by durable institutional arrangements, rather than a standalone or temporary intervention. The qualitative assessment will consider the significance and sustainability of the change, the arrangements established to embed it within the organisation, and the extent to which its impact is demonstrated through measurable improvements in the identified KPIs.

3. Category III – Management of Power Procurement Costs, Including Innovation in Renewable Energy (RE) Integration (Annexure III)

This category recognises strategies that manage power procurement costs while facilitating renewable energy integration. The assessment will comprise 67% quantitative assessment and 33% qualitative assessment.

Entries should report total power procured and renewable energy (RE) procured; the actual share of RE in total power procurement; average per-unit purchase cost of total power and RE power; storage capacity utilised through battery energy storage systems (BESS) and pumped storage plants (PSP); and payments made towards deviation settlement mechanism (DSM) penalties. Other relevant indicators may also be provided to demonstrate the effectiveness of procurement and storage strategies.

The primary criterion for assessment will be the reduction in, or moderation of the rate of growth of, average power purchase costs alongside an increase in the actual share of RE in total power procurement, based on data submitted to the respective State Electricity Regulatory Commission (SERC). An increase in installed or contracted RE capacity alone will not be sufficient to demonstrate an increase in RE integration. Projected cost reductions will not be considered; the assessment will be based on actual outcomes. The qualitative assessment will also consider innovative approaches to RE and storage procurement and their demonstrated contribution to cost management and RE integration.

4. Category IV – Most Impactful Digitalisation Resulting in Improvement of Functioning of the Utility (Annexure IV)

This category recognises digitalisation initiatives that have demonstrably improved the functioning and performance of the utility. The assessment will comprise 80% quantitative assessment and 20% qualitative assessment.

Entries should report the deployment of digital technologies, such as SCADA, ADMS, GIS and OMS; integration of legacy systems in relation to the number of standalone legacy systems; consumer coverage and smart meters installed under smart metering/advanced metering infrastructure (AMI); operational data-analytics applications, including demand forecasting, predictive maintenance, reliability analytics, theft detection and feeder/DTR-level energy accounting; and adoption of digital billing and payment platforms, including total revenue collected and revenue collected through digital transactions. DISCOMs should also report changes in AT&C losses, SAIDI and SAIFI attributable to digitalisation, wherever applicable, along with other relevant indicators.

For the qualitative assessment, the entry must identify the specific problem(s) targeted by the digitalisation initiative at the outset and demonstrate the resulting impact against those identified problem areas. The assessment will focus on measurable improvements attributable to the initiative, supported by relevant baseline and post-implementation data, wherever available.

5. Category V – Most Comprehensive Human Resources Management (Annexure V)

This category recognises comprehensive human-resource practices that strengthen organisational capacity, employee development and workforce effectiveness. The assessment will comprise 50% quantitative assessment and 50% qualitative assessment.

Entries should provide data on total employee strength and employee cost, along with total connected load and total consumer numbers. They should also report employee training coverage, including the number or proportion of employees

trained for at least two days; average training hours per employee; training expenditure; employee grievances received and redressed; number of HR processes digitised; and employee attrition rate.

The qualitative assessment will consider the coverage and effectiveness of HR initiatives across different employee levels, such as tradesmen, supervisors and executives. Entries should describe measures undertaken to address both induction and ongoing career-development training needs, as well as the support and opportunities provided to employees to acquire specialised skills and capabilities. The outcomes may be demonstrated through indicators such as reduced attrition, improved productivity, development of a succession pipeline, and career progression supported by enriched and diverse work exposure.

6. Category VI – Effective Safety Practices (Annexure VI)

This category recognises effective safety practices that prevent electrical accidents and protect employees, contractors, consumers and other stakeholders. The assessment will comprise 50% quantitative assessment and 50% qualitative assessment.

Entries should report the number of fatal and non-fatal accidents and total consumer numbers; employee strength and total hours of safety training imparted; and expenditure or payments relating to regulatory penalties, accident compensation, legal fees associated with accidents, and total expenditure incurred in this regard. Other relevant safety indicators may also be provided, supported by appropriate data.

The qualitative assessment will consider the safety initiatives and preventive measures adopted, their implementation and institutionalisation, and the results achieved in improving safety performance. Entries should explain how the initiatives contribute to accident prevention, risk mitigation and the development of a safety-oriented culture across employees, contractors, consumers and other relevant stakeholders.

S.No.	Parameters	KPI					
			Unit				
				FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
1	Smart meter coverage						
a	Total number of consumers		Nos				
b	Smart meters installed		Nos				
2	AT&C loss (as per formulae used in Annual Integrated Rating & Ranking by MoP)		%				
3	Load forecasting						
	Forecasted load		MW				
	Actual load		MW				
4	Outage/Fault Restoration (Operational Efficiency)						
	Average time taken in Outage/Fault detection to restoration		Hours				
5	Distribution Transformer (DTR) Health Monitoring						
a	Total transformers		Nos				
b	Number of transformers monitored using smart meter data		Nos				
c	Transformer Failed due to Overloading or other monitored conditions		Nos				
6	Tools/applications developed in house and are in used		Nos				
7	Any other used cases						

Category-II: Effective Change Management

Discom Name:

Name of the newly introduced system related to Change Management initiative:

Objective of the Change Management initiative:

Period of Implementation of Change Management initiative:

(a) As Scheduled: From / To

(b) Actual: From / To

Coverage under Change Management initiative:

(a) Consumers Coverage: Consumers covered / Total nos of consumers

(b) Employees Coverage: Employees covered / Total nos of employees

(c) Area Coverage: Electrical Sub-divisions covered / Toal nos Electrical Sub-divisions

S.No.	Parameters	KPI	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
1	Employees Queries/Complaints handled						
a	Total queries/complaints raised		Nos				
b	Total queries/complaints resolved		Nos				
2	Training imparted for this introduced system						
a	Total hours of training conducted		Hours				
b	Total nos. of employees covered under the initiative		Nos				
3	Outcome of the Initiative w.r.t the Target Set						
a	Behavioral Change of the Employees		%				
b	Organisational Change achieved		%				
4	Any other						

Discom Name:

S.No.	KPI						
	Parameters	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	
1	Actual RE share in total Power Procurement						
a	Total quantum of power procured	MU					
b	Total quantum of RE power procured	MU					
2	Actual Average Per unit power purchase cost						
a	Total Power	Rs./ kwh					
b	RE Power	Rs./ kwh					
3	Storage Capacity used						
a	BESS	MWHr					
b	PSP	MW					
4	DSM Penalty Payment	Rs. Lakhs					
5	Any other						

Category-IV: Most Impactful Digitalisation Resulting in Improvement of Functioning of the Utility

Discom Name:

S.No.	Parameters	KPI	Unit				
					FY 2022-23	FY 2023-24	FY 2024-25
							FY 2025-26
1	Deployment of digital technologies (SCADA, ADMS, GIS, OMS etc.)		Nos				
2	Legacy system integration						
a	Legacy system integrated during the FY		Nos				
b	Total number of standalone legacy system at the end of the FY		Nos				
3	Smart Meter and AMI implementation						
a	Total number of consumers		Nos				
b	Smart meters installed		Nos				
4	Data analytics (Demand forecasting, Predictive maintenance, Reliability analytics, Theft detection, Feeder & DTR level energy accounting etc.) (applications operational)		Nos				
5	Adoption of digital platforms for billing/payment						
a	Total revenue collected		Rs. Crore				
b	Revenue collected through digital transactions		Rs. Crore				
6	Improvement in operational and commercial performance attributable to digitalisation						
a	AT&C losses (as per formulae used in Annual Integrated Rating & Ranking by MoP)		%				
b	SAIDI		Hours/customer/year				
c	SAIFI		Interruptions/customer/year				
7	Any Other						

Category-V: Most Comprehensive Human Resources Management
Discorm Name:

Annexure V

S.No.	Parameters	KPI	Unit					
1	Total employees related parameters							
	Total number of employee (as on 31st March of FY)		Nos.					
	Total cost of employee		Rs. Crore					
	Total connected load (as on 31st March of FY)		MW					
	Total number of consumers (as on 31st March of FY)		Nos.					
2	Training coverage		%					
a	Employees trained (atleast for 2 days)		%					
b	Average Training hours per employee		Hours					
c	Total training expenditure		Rs. Crore					
3	Employee grievance redressal							
a	Total number of grievance received		Nos.					
b	Total number of grievance redressed		Nos.					
4	Digital adoption in HR processes (Nos of HR Process digitised)		Nos.					
5	Employee attrition rate		%					
a	Nos of employees resigned / taken VRS		Nos.					
6	Any other							

