



# APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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Hyderabad  
5-11-2016

To,  
The Chairman and Managing Director,  
APTRANSCO,  
Hyderabad.

Respected Sir,

Sub: APSEB Engineers' Association – Representation  
regarding some of the Critical Issues not resolved since a  
long time - Reg.

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The APSEB Engineers' Association has been representing the following critical issues since a long time but managements have not taken these seriously and going on dragging them. The entire Power Sector Engineering community is upset with the developments and is losing patience. Further the demoralizing remarks from higher-ups during review meeting is not in good spirit. The managements gladly accept the mementos for good performance of the power sector in various fields many times but blame the employees for no fault of them. As a last resort, it is once again appealed to resolve the following issues with in a week lest we will be compelled to launch agitation programme without further notice.

- Sanction of Additional Posts:** The sanction of additional posts commensurating the work load norms is long pending and there is severe stagnation at every level. Some of the Engineers could not get promotion even after putting 15 years of service. It is pertinent to note that even the 6<sup>th</sup> Pay Commission and recently the DOPT stated that every employee must get at least 3 promotions in their entire service. Further AP Power Utilities are rated best among the similarly placed utilities in the Country,

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but in career progression AP Power Utilities are doing nothing compared to other utilities much less to quote the Telangana Power Utilities. Thus there is a sort of frustration among the Engineers. Therefore, it is requested to immediately get the additional posts as per work load norms in time bound manner within 2 months. Needless to mention that a congenial working atmosphere is to be created for getting best results.

2. **Bifurcation of Employees:** This is a very serious issue which has resulted in trauma to about 1200 families whose spouses are on ordered to serve basis in Telangana Power Utilities. This issue is not handled correctly since beginning and the relieved employees are getting mentally affected. Therefore this issue is to be resolved on priority for settling many issues pertaining to AP Power Sector. It is hereby requested to immediately start the bifurcation process amicably with due involvement of APSEB Engineers' Association for getting early solution.
3. **Integrated Seniority by merging seniority of Anantapur and Kurnool Districts employees with the Six Districts of APSPDCL:** After bifurcation of the State, the two Districts of Anantapur and Kurnool are merged with Six Months of APSPDCL. It is more than two years now and the seniority issue is not yet finalised and due to non-finalisation the promotions and other issues viz., SGP, SPP, Loans, PG Increments etc., are kept pending. Therefore, the management is requested to finalise this issue amicably without affecting a single engineer pertaining to either Six Districts or Two Districts. Some of the possible solutions in this regard is conversion of redundant posts, creation of Superintending Engineer cadre posts with the required supportive staff for RESCO, CRDA, Fibre Grid, Non-conventional Energy etc.,. Further temporary up-gradation of posts shall also be done in-order to resolve the above issue.
4. **Creation of certain posts:** The CGM (HRD), GM (Energy Audit), GM (Customer Service) and GM (IT) in APEPDCL are to be created as cadre posts and filled in by in-service Engineers instead of outsourced personnel. It is to submit that all the above posts are filled by in-service personnel only in all the A.P. and TS Power Utilities. This will help in getting some relief to the stagnated employees in APEPDCL.

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5. **AEs Versus Converted Engineers :** As per B.P.Ms No.484, the APSE Board is converting Graduate sub-engineers into Assistant Engineers to the extent of 10% of vacancies as and when recruitment takes place and their (such converted AEs) seniority shall be placed below the last direct recruited graduate Assistant Engineer. Now the managements are trying to keep the converted Engineers above the Direct Recruited Graduate Engineers against their own regulation. This is a mistake committed by the successive managements and need to be rectified instead of making the Graduate engineers Scape goats in the melee. The APSEB Engineers' Association considers this issue very seriously and any disturbance in the status-quo status will lead to disturbance to industrial harmony.
6. **Recruitment of AEs:** There is severe dearth of Assistant Engineers in APGENCO and APTRANSCO. AP State Government approved for recruitment of (118 – Electrical, 6- Civil, 7 – Telecom, ) 131 posts in APTRANSCO on 15-2-2013, and for 116 – Electrical on 3-6-13 and 57 – Civil on 2-7-13. Thus a total of 304 posts of AEs were approved for recruitment in APTRANSCO in batches. Some how, no action is taken inspite of severe follow-up by this Association. Further there is a proposal pending with AP State Government for recruitment of 192- Electrical and 13- Civil AEs. The recruitment of AEs has no relation with state bifurcation as they are Zonal posts. Therefore the recruitment of AEs shall be done immediately, otherwise no new EHV substation shall be charged.
7. **Medical card for Rs.5.00 lakhs, NIMS/ SVIMS Rates instead of CGHS:** Now the employees are given medical facility of Rs.2 lakh from the organization and Rs.3 lakhs from the employee funded scheme. Presently, CGHS rates are applied which are not entertained by many of the corporate hospitals. It is therefore requested to issue medical card for Rs.5 lakh and apply the rates of NIMS/SVIMS such that the employees will get proper medical care in case of emergency.
8. **Time bound promotions:** To avoid huge stagnations and improve the working atmosphere and in line with the DOPT guide lines, it is proposed to introduce time bound promotions such that each and every direct recruited Engineers will get atleast 3 promotions in their entire career.

9. **Avoiding of consultants and developing in-house expertise:** Of late, it is observed that consultants without domain expertise are hired at very high cost without even calling tenders for the work which was done hitherto by in-house Engineers. The in service engineers are side lined and painted in a poor picture. It is therefore requested to discontinue the services of consultants immediately and develop in house expertise and thus avoid huge expenditure of consultants. Otherwise we will be compelled to do non-cooperation with the Consultants for parting any information.
10. **EPF to GPF:** A.P. State Government is implementing EPF from 1.9.2004 onwards whereas AP Power Utilities are implementing EPF from 1-8-1999. It is therefore requested to implement GPF and pension facility to all the employees who are recruited between 1-8-1999 and 1-9-2004 on par with A.P. State Government.
11. **Solar and Wind Policy:** Enormous capacity of wind and solar power is added to the grid in the near future. The matching load growth is not happening. Moreover PPAs are also entered which makes the financial health of the DISCOMS worse. Therefore any addition of Solar and Wind Generation shall be done only after proper technical study of load growth keeping all the existing and expansion projects in mind and discovering the price most transparently by bidding process.

Thanking you and assuring our cooperation at all times.

Yours faithfully,



M.VEDAVYASA RAO  
Secretary General

Copy Submitted to :

1. Joint Managing Director (Finance, HRD, Comml. & IT) / APTRANSCO
2. Chairman & Managing Director / APSPDCL, Tirupathi.
3. Chairman & Managing Director / APEPDCL, Visakhapatnam.