



APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

H.No. 6-3-663, Somajiguda, Hyderabad - 500 082. Phone & Fax : 040-40204241
e-mail : apsebea@gmail.com. website : www.apsebea.org

(2016-18)

President
Er. S.Chandramouli
Mobile : 8332983756

Associate President
Er. B.V. Nageswara Rao
Mobile : 94408 12094

Secretary General
Er. M. Vedavyasa Rao
Mobile : 94901 53115

Additional Secretary General
Er. N. Samuel
Mobile : 951597777

Secretary (Administration)
Er. G.Ramakrishnu

Secretary (Finance)
Er. G.Prabhakar

Secretary (Co-ordination)
Er. P.Asis Rao

Secretary (Technical)
Er. K. Anup Raj

Secretary (Organisation)
Er. M.Madhusudhan

Secretary (Establishment)
Er. M. Haribabu

Secretary (Welfare)
Er. D. Virupaksha Reddy

Secretary (Planning)
Er. P.Srihari Rao

Vice-President APTRANSCO
Er. G. Sreenivasa Rao

Secretary APTRANSCO
Er. K. Naga Prasad

Vice-President APGENCO
Er. J.Appa Rao

Secretary APGENCO
Er. K. Venkata Rama Rao

Vice-President APEPDCL
Er. P. Yogeswara Rao

Secretary APEPDCL
Er. G. Satyanarayana

Vice-President APSPDCL
Er. N.Brahmananda Reddy

Secretary APSPDCL
Er. P.H.Janakiram

Representative Mechanical
Er. K. Venkata Rao

Representative Telecom
Er. Ch. Srinivas Rao

Representative Civil
Er. G. Ramesh Babu

Hyderabad
21-11-2016

To
The Managing Director,
APGENCO, Vidyut Soudha
Hyderabad – 500 082

Sir,

Sub: APSEB Engineers' Association – Privatization of
APTRANSCO in the form 'BOOM' OR 'ANNUITY METHOD'
and certain other long pending issues - Reg.

It is regretted to note that APTRANSCO has issued a paper notification for "Expression of Interest" on creating certain important network and substations from 400 KV to 132 KV around the Amaravathi capital by 'BOOM' OR 'ANNUITY METHOD' .

Needless to mention that APTRANSCO is one of the best utility in the country and the AP Power Sector man-power have proved their mettle in the testing times like HUD-HUD cyclone. The availability of the network maintained by APTRANSCO is 99.95%. Very recently three 400 KV lines(Uravakonda-Veltoor(102.57 Km), Jammalamadugu-Nannor (100.8Km), Uravakonda-Jammalamadugu (120Km)) were completed in a record time, better than PGCIL and ahead of schedule. So also the 400 KV Ghani sub-station is poised to be completed in a record time.

The few projects if any delayed, are due to bad contractors or ROW problems attributable to the politicians. Resolving both the problems lies with the management only, which is bending backwards to appease the political bosses thereby affecting the power sector and the State.

Thus the AP Power Sector Engineers are the best lot available in the country and can deliver the projects in time, handle the natural calamities and emergency situations and maintain the network and

Contd .. 2

sub-stations very well. The lending agencies are also ready to fund any project taken-up by APTRANSCO. **So designing to handover certain very important projects to private sector is with ill motive. The APSEB Engineers' Association requests the management to immediately cancel the meeting on 22nd for the above and take-up the projects in-house.**

The Hon'ble Chief Minister many-a-times lauded the commitment and services of AP Power Sector employees and even suggested to take-up the projects outside the State or be consultants to other utilities. Needless to mention that awards are taken by the managements and blame the employees for no fault of them. Further, it is disgusting to mention that none of the power sector employees were even allowed to go up the dias while receiving the awards from the Hon'ble Chief Minister and only bureaucrats received all the awards for restoring the normalcy post HUD-HUD cyclone.

Further the following long pending critical issues need to be redressed immediately.

1. **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 6th Pay Commission and recently the DOPT stated that every employee must get at least 3 promotions in their entire service. But for 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.
- 5. AEs Versus Converted Engineers:** As per B.P.Ms No.354, dt 12-12-1994, 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 in APGENCO & APTRANSCO.**

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 expertize 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 expertize 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 on par with AP. State Government :** 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.

12. Manning of substations – There shall be proper norms and procedure fixed for appointing the personnel for manning of sub-stations. These appointments shall be issued from Headquarters only to avoid harassment of field engineers by politicians and others. The field engineers are experiencing severe mental stress for appointing resources due to political pressures for manning of sub-stations. Further whenever accidents occur all the pressure is mounted on the field engineers and they are made to pay lot of money in case of accidents for the mistakes committed by the O&M (Out Sourced)man-power.
13. 302 cases booked on AEs and harassment by Police in the event of accidents: The O&M man power required to give the service to the consumers is outsourced to the contractor. Whenever the fatal accidents occurred in the field, these contractors, though obligated to safe guard the outsourced worker are not turning up and the concerned AEs are harassed by the deceased contract Labour families and unions. Further the police are booking cases under Section 302. The managements shall take suitable proper action in this regard such that the AEs are relieved of this harassment. Further responsibilities shall also be fixed on the O&M staff.
14. Appointment of retired Employees: It is requested not to appoint any retired officers as OSDs / Special Officers as the organisation has sufficient knowledgeable persons who can meet the goals. Further appointing the retired persons will be demoralize the Genco employees.

As a token of resentment for the efforts made by the managements for privatization of AP Power Sector, APSEB Engineers' Association will conduct lunch-hour demonstration on 22nd Nov.2016 in all its branches in APTRANSCO, APGENCO and DISCOMs in the entire State and will intimate future course of action including Direct action without further notice, if the managements continue to damage the AP Power Sector.

Thanking you and assuring you of our best co-operation at all times.

Your's faithfully,



M.Vedavyasa Rao
Secretary General

Copy Submitted to:

The Director / HR & IR/ APGENCO/Hyderabad

The Director / Finance & Commercial / APGENCO/Hyderabad

The Director / Thermal/ APGENCO/Hyderabad

The Director /Hydel / APGENCO/Hyderabad