



APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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Hyderabad
25-10-2016

To,
The Chairman and Managing Director,
APSPDCL,
Tirupathi.

Respected Sir,

Sub: APSEB Engineers' Association – Representation
regarding some of the important issues - - Reg.

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The APSEB Engineers' Association represents all the Graduate engineers working from the cadre of Assistant Engineer to Executive Director in all Andhra Pradesh Power Utilities, ie .. APGENCO, APTRANSCO, APEPDCL & APSPDCL. APSEB Engineers' Association takes up not only member's issues but also organisational issues. Now the following few important issues are brought to your kind notice for necessary action.

- 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. Further APSPDCL though performing very well compared to many utilities in the Country, is lagging behind in career progression 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.

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2. **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.

3. **SOP Norms and appointment of Judges in CGRF:** Standard of performance norms are being implemented in A.P .Power Utilities. Needless to mention that proper men and material as per work load norms shall also be provided for successful implementation of SOP norms. Otherwise only the field Engineers will be made scape goats and the purpose of putting up SOP norms will not be served. Further all the responsibilities are thrust on the AEs only. There is no responsibility on the O&M staff. This is high time that the managements shall introduce fixing of responsibilities on the O&M staff also.

4. **Anonymous petitions:** The field Engineers are facing lot of problems with regard to anonymous petitions though they need not be investigated. In such of this situation, it is requested to first enquire with the complainant and only when prima-facie is established, the charges may be looked into.

5. **AEs seniority case at Supreme Court:** As per B.P.Ms No.484, the APSE Board was resorting to conversion of 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. During 2002 to 2008 A.P.Power Utilities recruited Graduate Assistant Engineers on contract basis and regularise them after 2 years. Surprisingly, instead of converting the 10% Graduate Sub-Engineers on the date of regularization, the managements allowed at the time of recruitment itself. Now these converted Graduate sub-engineers are challenging the management action of keeping their seniority below the Graduate Contract Assistant Engineers and hence the

case landed in the Apex Court. Keeping the above in view, the management of APSPDCL is requested to keep an eminent learned senior council in the Supreme Court and get a favourable orders in the spirit of B.P.MS NO.484 and restore the seniority of the meritorious direct recruited graduate Engineers.

6. **Regularisation of Incharge ADEs and fixing of seniority issue of AEs:** The recently promoted AEs are given in-charge promotions, though regular vacancies are available. Due to wrong administrative action of converting the Graduate Sub-engineers in to AEs on the day of recruitment, the seniority issue is lying in Supreme Court. For the lapses of administration some of the engineers are suffering very badly. Therefore it is requested to immediately regularise the Incharge ADEs such that they get the monitory relief.
7. **Regularisation of the contract period of AEs :** The seniority issue arose only due to the word "Contract". The AEs recruitment has taken place following the due procedures in public employment. Further the Hon'ble Supreme Court has many-a-times supported such actions. Moreover APGENCO recruited Assistant Engineers on regular basis during the same period. Therefore, it is requested to regularise the contract period of AEs such the all the related issues will automatically get solved.
8. **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.
9. **302 cases booked on AEs and harassment by Police in the event of accidents:** It is observed that whenever the Electrical accidents happen the police booking cases under section IPC 302 and subjecting the field Engineers to lot of mental harassment.. It is pertinent to note that the outsourcing contractor who is expected to give Insurance coverage is going scot free and the AEs are coughing up huge amounts personally. The management is requested to take cognisance of the above facts and created congenial working atmosphere
10. **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.

11. **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. It is therefore requested to discontinue the services of consultants and develop in house expertise.
12. **Master Trust – Financial condition:** Master trusts are created for honouring the pension liabilities of the employees. The APSPDCL management is requested to inform the Master Trusts financial position since its creation year-wise with actuarial report. Further the APSPDCL management is requested to appoint 1 member from APSEBEA as a Trustee to know and update its members at regular intervals.
13. **Outsourced Employees – Compensation in case of fatal accidents:** Telangana Power Utilities are paying Rs.5 Lakhs in case of Accidents. The same may be implemented in APSPDCL.
14. **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.
15. **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 energies shall be done only after proper scientific study by experts and discovering the price most transparently by bidding process.

Thanking you and assuring our cooperation at all times.

Yours faithfully,

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M.VEDAVYASA RAO
Secretary General