



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

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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 : 9515977777

Secretary (Administration)
Er. G.Ramakrishnudu

Secretary (Finance)
Er. G.Prabhakar

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

Secretary (Technical)
Er. K. Anup Raj

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Er. M.Madhusudhan

Secretary (Establishment)
Er. M. Haribabu

Secretary (Welfare)
Er. D. Virupaksha Reddy

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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

Central Executive Committee Meeting conducted on 5-10-2016 Resolutions

First Central Executive Committee (CEC) meeting of the newly elected body was conducted on 5-10-2016. All the Elected Office bearers unanimously appreciated the efforts of the Returning Officer Sri B.V.R.Prasad and his team in conducting the Elections Democratically in a very transparent manner befitting the stature of Engineers. The APSEB Engineers' Association team puts on record the excellent services rendered by Sri B.V.R. Prasad , Returning Officer, Sri B.H.Suryanarayana Rao, Sri Jagannadh Sharma and Sri Sai Vijay as Assistant Returning Officers in completing the Election process. Further the APSEB Engineers' Association new body appreciates all the president officers at all the branches spread across the 13 Districts of Andhra Pradesh in APTRANSCO, APGENCO, APSPDCL and APNPDCI in smooth conduct of Elections .All the office bearers introduced themselves and decided to meet the managements of APGENCO & APTRANSCO in the afternoon (today ie .. 5.10.2016) and plan to meet the Managements of APEPDCL and APSPDCL after taking appointment depending on mutual convenience and submit them representations. Further all the office bearers unanimously resolved to take-up the following issues and take all necessary steps to complete the tasks in a timely manner as per the requirement.

1. Diary 2017 – To form a Committee with Er Krishore , ADE as Diary Committee Chairman with necessary support by appointing members from all the Utilities. Further all the office bearers decided to mobilise funds and co-operate in timely releasing of the Diary- 2017.
2. Guest Houses at are to be constructed at Vijayawada, Visakhapatnam, Nellore and Completion of Guest House at Anantapur. Guest houses at any other places can also be taken-up. – Committees shall be formed locally to complete these tasks and Secretary Administration will co-ordinate between the committee and CEC and oversee the work progress.
3. AEs recruitment APGENCO and APTRANSCO: The work progress in APTRANSCO & APGENCO is greatly hampered due to large vacancies in AE cadre. The managements did not recruit for years and about thousand vacancies are existing in each entity. Therefore it is unanimously resolved to pursue with the managements and A.P. Government for early recruitment.
4. PRO appointment at APSPDCL: It has come to the notice that One contract employee who is working as PRO is trying to get absorbed in class – I category against the rules and regulations. It is Unanimously decided to oppose the management on such illegal appointments.

5. RTI teams at SPDCL, EPDCL, TRANSCO and GENCO: It is resolved to form RTI teams for getting the required information for saving the organisation.
6. Solar and Wind : AP Power sector is experiencing unprecedented addition of Non-Conventional Energy in the form of Wind and Solar Power but the matching Load Growth is not happening which is going to affect the Grid stability, economical position and Unit price to the consumer. It is unanimously resolved to meet the Hon'ble APJERC and Hon'ble CM duly requesting them to take necessary corrective steps and save the A.P. Power Sector.
7. Work load norms in APGENCO, APTRANSCO, APSPDCL and APEPDCL: The work load in the A.P. Power sector utilities is increased at least 300% compared to the existing workload norms but matching man-power is not added. Therefore the managements shall be requested to add matching additional posts.
8. Outsourced, proper Norms –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.
9. 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.
10. Avoiding of consultants and developing in-house expertise: It is noted that Consultants without any responsibility are appointed in key areas who do not have any domain expertise and they are paid very high emoluments. More over these activities were handled by the in-house engineers till now. Moreover no transparency is involved in appointing the consultants. This system will damage the sector in the long run. Therefore in house expertise shall be developed and the services of consultants be stopped immediately.
11. Relieved employees Issue: 1066 Engineers are relieved from Telangana Power Utilities illegally. This issue has been taken up by APSEBEA and succeeded in getting them salaries so far. Further APSEBEA has visited Delhi 3 times and met the Hon'ble Government, Hon'ble CM, Chief Secretary, rept. Of all political parties and many others for resolving the issue. Recently, Rs.2 lakhs was also paid towards legal fee for expediting the hearing in the Hon'ble High Court. However, this issue is not resolved fully. Therefore, the CEC resolved to take all necessary steps to resolve this issue.
12. Master Trust – Financial condition: There is apprehension among the employees that the Master Trust not financially so healthy. Therefore the managements shall be insisted to issue yearly financial report of the Master Trust along with actuarial report. Further a provision shall be made to nominate 1 member from APSEBEA as a trustee.
13. EPF to GPF: AP state Government is extending GPF and pension facility to all its employees who are roles on 31-08-2004. Whereas A.P. Power Utilities have stopped this facility from 1-09-1999. Therefore it is requested to extend the GPF and pension facility to all the employees working in Power Sector who are on roles up to 31-08-2004 in line with the A.P. Government policy.

14. Bifurcation of employees: The United AP state is divided in two States and they are operational since 2-06-2014. The bifurcation of employees and other related issues are not yet settled so far for various reasons. Employees are suffering because of this and the managements are requested to take all necessary steps to resolve this issue as early as possible.
15. Time bound promotions: The 6th Pay commission and receipt DOP^T guidelines stipulates that every employee shall get at least 3 promotions in their total service. Due to the poor HR practices followed in A.P. Power Utilities there is huge stagnation in all the cadres and employees are getting frustrated without any motivation to achieve better results. Further getting a few additional posts will not solve this problem. Therefore the managements are hereby requested to introduce time bound promotions such that every employees gets atleast 3 promotions.
16. Additional posts in APSPDCL and APEPDCL: APSPDCL and APEPDCL though rated best distribution utilities in the country are lagging in career progression very badly compared to their counter parts in A.P. are Telangana Power Utilities. More than 95% employees did not get even a single promotion in last 15 years. Therefore the additional posts commensurating with the work load norms shall be sanctioned immediately.
17. Additional posts in APTRANSCO and APGENCO: The additional posts commensurating with the works load norms shall be sanctioned in APTRANSCO and APGENCO immediately.
18. Protecting of Head Quarter (Hyderabad Area) properties: Post bifurcation there are 5 properties worth about Rs.1000 crores devolve onto A.P.Power Utility as per section 53 of A.P. Reorganization act 2014. The managements are requested to take proper necessary action in the matter so as to protect and own these properties which are owned by the Andhra Pradesh public.
19. Collection of Electricity Arrears from TS Power Utilities: It is noted that the TS Power Utilities are not paying the Electricity Charges for the Electricity that they are drawing from A.P. Grid since 2006-2014. Further the T.S.Power Utilities are not paying the transmission charges. These amounts to almost Rs.3000 crores and A.P.Power Utilities are resorting to short term loans to run the system. Therefore the managements shall take immediate drastic action in the interest of the common consumer of A.P.State.
20. Power Flow to TS: It has come to the notice that there are some feeders which are supplying power to the consumers to the Telangana area located adjacent to the boarders. The revenue paid by the consumers are retained by the T.S.Power Utility only. Therefore the managements are requested to immediately take suitable necessary action in the matter.
21. Man Power requirement in each wing of APGENCO and APTRANSCO at Head-quarters and Field: The managements are requested to make a comprehensive study of requirement of manpower and to take all remedial steps including sanction of posts.
22. IT development in Power Utilities: The A.P.Power Sector has to take a lot of initiative so as to consumer friendly, improve transparency, productivity and also lessen the burden on the employees. These IT initiatives shall be carried out duly involving the in house man power only.

23. Work shop on Solar and Wind Power: It is noted that the A.P.Power Sector is poised for huge addition of non-conventional energy sources (Wind and Solar). However the matching load growth in not happening which will eventually affect the Grid stability. Also the economic position of the power sector is at the stake due to certain concessions extended to the power developers. Therefore a comprehensive policy may evolved involving the domain experts in the field.
24. IPC wing: It has come to the notice that some long terms PPAs or concessions are extended to some of the developers (mini hydel, Solar and Wind and Long term PPAs) which are detrimental to the economic interest of A.P.Power Sector. The same may be reviewed and corrected. A team from IPC wing with ex-officio member Sri P..Asis Rao, Secretary (Co-ordination) may be created to study and submit a report on these type of issues to the CEC.
25. Commercial Wing team: A team in all the 4 entities shall be formed with ex-officio member of the Association to study and submit a report to the CEC on the improvements and corrective actions to be made by the managements for improving the financial health of the sector.
26. Improving the Revenues of Power Utilities: The 4 power utilities shall become financially strong and work independently as profit centres. A suitable team shall be formulated for giving suggestions to the managements for overall improvement of the sector. Such reports shall be prepared by the committees with due deliberations and debated amongst the CEC members for making it further effective.
27. Coal supplies in APGENCO: The major cost in APGENCO is cost of coal. It has brought to the notice that APGENCO is losing very heavily in classifying the grade of coal, mode of transport and quality. Further proper storage mechanisms are to be developed to reduce loss of coal. Therefore a committee shall be formed from all the generating plants and a report may be submitted to the CEC for taking further necessary action.
28. Turnkey model – Impact on APTRANSCO: Construction of substations and lines is being done on turnkey model except procurement of Power Transformer. The cost of substation or line has increased substantially in the turnkey model than giving labour contract and procuring all the major material. But it is observed that even in the turnkey model the projects are not completed in time and lot of material is issued by APTRANSCO to the turnkey contractor on loan basis. Therefore the committee may be formed to look into all the aspects of turnkey projects and submit the report to CEC for improving the situation and reduce the cost of substations or lines.
29. PPP model: Of late the managements is coining with another term “PPP model” in this model the asset (substations and lines) is created and owned by private players whose revenue will be the wheeling charge. Thus APTRANSCO loses its control on the substations and lines. A committee may be formed and report submitted duly taking all the inputs from the stake holders and the CEC shall take all the further necessary steps.
30. Draw backs of UDAY Scheme; Of late many of the Electricity Boards including A.P.Power utilities have accepted UDAY scheme which stipulates certain conditions including franchise of the Distribution companies. It is therefore resolved to appoint a committee to study the impact of UDAY scheme on APSPDCL and APEPDCL and submit it to the CEC for taking further necessary action.

31. Man Power requirement in field level: In addition to sanction of additional posts for Engineers there is also immediate need for filling up the O&M posts for which recruitment did not take place for the last 5 years. The CEC opined to form a committee involving the field engineers and resolve this problem.
32. 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.
33. Meeting in each utility: It is proposed to meet the managements of APSPDCL, APEPDCL, APTRANSCO & APGENCO once in three months, and one management in each month after conducting meetings of that company body. This will improve the communication to each member.
34. Meeting of CM: It is proposed to plan meeting of the Hon'ble Chief Minister of the State at least once in six months to bring all the issues to his notice.
35. Court Cases – Old and new: Recently, it has come to the notice that the case filed in the Hon'ble City Civil Court during the elections of 2011 on APSEB Engineers' is still pending and need to be attended. Further one more case is also filed during recently concluded 2016 elections. Therefore these cases shall be attended on priority and efforts shall be made to close both the cases duly taking all the necessary steps.
36. Amendment to Bye-laws – Registration in Society Office: The amendments that are carried out during 2011 are to be ensured to be registered at Society Registration office. Further any changes proposed in near future shall also be completed in full shape and informed to the Registrar office such that the future bodies will not have any legal complications.
37. Tele-conference arrangement: The Association shall organize itself to make any conference arrangement to keep up better communication facilities with office bearers and members in this digital era.
38. AE seniority cases at Supreme Court: A committee consisting of AEs shall be formed to keep track of the inter-se seniority case filed in the Hon'ble Supreme Court between converted AEs and direct recruited contract graduate Engineers.
39. Medical card for Rs.5.00 lakhs, NIMS/ SVIMS Rates instead of CGHS: Effort shall be made to get the medical card issued for Rs.5.00 lakhs. It shall be recouped every year dispensing the present credit card system. If required the self-contribution of Rs.100/- per month now shall be enhanced and get even Rs.10 lakhs per annum coverage.
40. Indoor Stores in APTRANSCO – Expansion as there is no proper room for storing material especially tower parts: It has come to the notice that there is no proper storing facility in the indoor/outdoor store for stacking the material safely. Therefore managements shall be requested to expand the existing stores and create proper storing facility.

41. Drinking Water and Wash rooms in all the substations: It has come to notice that many of the substations and some of the offices lack drinking water and wash room facility for the employees. It is pertinent to note that there are many lady Engineers working in the organization. Therefore to keep up "Swatch Bharat" and facilitate the employee's safe and healthy working atmosphere with basic minimum needs.
42. Anantapur and Kurnool consumer deposits to be transferred from TSSPDCL to APSPDCL: It is to note that the consumer deposits pertaining to Anantapur and Kurnool Districts are to be transferred to APSPDCL. A committee shall be formed to look into this aspect.
43. Anantapur and Kurnool employees PG increments, Loan sanctions, SGPs , SPPs etc.,: Post bifurcation of the State, some OF the Engineers working in Anantapur and Kurnool Districts are suffering due to non sanction of PG increments, Loan sanctions, SGPs , SPPs etc., The same may be expedited early. .
44. Replacement of SCT make PTs and CTs which are installed through turnkey projects in Kurnool District: In the lift irrigation schemes SCT make PTs and CTs are installed by the Turnkey contractor which are failing regularly. This failure is occurring by way of blasting which will endanger the lives of the operating personnel. Therefore efforts shall be made immediately to replace these PTs/CTs and take necessary action on the supplier.
45. Life Membership card: Permanent life membership cards shall be issued to all the members who have paid subscription.
46. Anantapur and Kurnool Employee Seniority integration with 6 Districts: A committee shall be formed to resolve the seniority issue between Anantapur and Kurnool District Engineers and APSPDCL Engineers. There shall be no loss to any single Engineer on this count.
47. AEs seniority list since 2009: The seniority list of all the batches pending shall be displayed on the net in all the entities. In this regard a committee of AE shall be formed and followed up with the managements in consultation with CEC.
48. Membership Drive : All the Branch Secretaries shall ensure the subscription paid by all the members who are not life members. This exercise shall be completed within 3 months.
49. Additional Charge Allowance: In some the power entities additional charge allowance is denied by giving look after orders. This practice shall be curbed forthwith.
50. Diversion of shift posts : it is observed that the management is regularly diverting the shift posts against norms whenever a new substation is charged. This practice shall be dispensed forthwith and new sanctions shall be obtained as and when the substation is approved for construction.
51. Probation commencement and declaration of AEs: The probation commencement and declaration of AEs of all the batches pending shall be displayed on the net in all the entities. In this regard a committee of AE shall be formed and followed up with the managements in consultation with CEC.
52. Transfer Policy (at least job rotation): It is noted that job rotation is not implemented during transfer policy due to which the organization is suffering very badly. Therefore transfer policy shall be implemented regularly and job rotation shall be made compulsory. Similarly political interference shall not be entertained in the Transfers.

53. **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.

54. **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.

55. **Outs sourced 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 all AP Power Utilities.



M.VEDAVYASA RAO
SECRETARY GENERAL