



(2016-18)

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Hyderabad
4-1-2017

To

The Director (HR & IR),
APGENCO, Vidyut Soudha
Hyderabad – 500 082

Sir,

Sub: APSEB Engineers' Association – Anamoly in
Promotions between Graduate Engineers and AAEs - Reg.

APSEB Engineers' Association wishes to bring the following information on the proposed promotions to the cadre of ADE In civil Wing.

The regulation provides 4:1 ratio between Graduate Engineers (AEs) and promoted sub-engineers (AAEs) to the cadre of ADEs. Due to the nature of works in both GENCO and TRANSCO (demanding higher technical knowledge), as per the rules in vogue, there are less number of sub-engineer posts compared to DISCOMs. Thus there are less number of AAEs. Therefore in the last few years since AAEs were not available in CIVIL wing, promotions were given to Graduate Engineers. Now two vacancies arose in CIVIL wing for promotions to ADE cadre. Therefore, it is requested to issue the promotions in the 4:1 ratio only as per the rules in vogue for the following reasons.

1. There is no provision for backlog vacancies in the regulations.
2. Since there are very few posts in CIVIL wing, if these back log vacancies are considered, irreparable loss will occur to these Graduate Engineers' who have already put in about 14 years of service, as there will be no promotions for next ten years. Further it creates a peculiar situation where the sub-engineers who reported to the AE will become their boss ie .. ADE, meaning a low qualified person who is not even eligible to appear the AE recruitment test, will boss over the Graduate

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Engineers which will create lot of heartburn among the cadre. It is further submitted that some of these AAEs have entered the department as contract labour/ JPA / sub-engineer in RTPP and other stations and got converted as sub-engineers due to Diploma Qualification. Even the credentials of these Diploma Qualifications are to be verified. Further it is also pertinent to note that the Hon'ble Courts also will not appreciate these type recruitments as they are not done as per statute. And now these sub-engineers become ADEs over the AEs to whom they were reporting till now. It is also pertinent to note that some of the sub-engineers who have acquired Degree Qualification are not requesting the "appointment by Transfer" method to become AE, but continuing as AAE, as he will get accelerated promotion in this route, which is a curse to the organisation.

- This carry forward phenomena is a misnomer and denying the promotions to Graduate Engineers is against the principles of natural justice.
- The Graduate Engineers who are recruited in 2003 got the eligibility for promotion in 2008 and could not get the promotions till now, ie.. 2017, whereas the AAEs got the eligibility for promotion in 2016 only.

Therefore, keeping the above in view, it is requested to

1. Follow the 4:1 ratio in the present scenario as per regulation and issue one promotion to AAE followed by 4 promotions to Graduate Engineers.
2. A committee may be formed to review the ratio of promotions between AEs and AAEs in present scenario in proportion to the posts specified as per the nature of duties in APGENCO. This scenario is applicable to all branches of Engineers though the instant case belong to CIVIL Engineers.

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

Your's faithfully,



M. Vedavyasa Rao
Secretary General