

# APSEB ENGINEERS' ASSOCIATION

(AP SOUTHERN POWER DISTRIBUTION COMPANY LTD., TIRUPATHI)

(Regd.No. 874 of 1975)

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To,

DT. 06/09/14

**The Chairman & Managing Director,  
APSPDCL,  
Tirupati**

Respected Sir,

Sub: - APSEB ENGINEER'S ASSOCIATION – CERTAIN IMPORTANT  
ISSUES – SENIORITY – PRC – ADDITIONAL POSTS – OTHERS ISSUES  
REDRESSAL – REQUEST –REGARDING.

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The APSEB Engineer's Association has been representing the following issues form time to time and requests for early redressal on priority. Some of the issues are discussed since a long time.

## **1. Time Bound Designation change:**

The time bound promotions issue has been accepted in principle by the management and written assurance were also given. All the Engineers are eagerly waiting for the same and getting frustrated for the delay. It is therefore requested to immediately take up the issue as you are well aware of stagnation already taken place even though additional posts issued.

## **2. PRC:**

The pay scales are to be finalized at the earliest possible and proper service weightages and allowances are to be considered as per the proposals already given by the Engineers Association which were already agreed in principle in the previous discussions.

## **3. Sanction of Posts:**

The association has been requesting since long time for creation of Addl. Posts to meet latest working conditions. It is already in the process at Government level please expedite the sanction of Addl. Posts.

## **4. RECRUITMENT CALENDER:**

There are numbers of AE vacancies in APSPDCL and regular recruitment is not taking place. When recruitment happens, it is done in large numbers. Vacancies is resulting in poor work progress and recruitment in large number is resulting in stagnation. Time bound recruitment calendar shall be followed and as per norms to reduce the overloaded section by creating a new section in an automatic way and if necessary by sending the required proposals to Govt. every year.

### **This Association requests that:**

1. Every year APSPDCL to send proposal for AEs recruitment to Government by December month every year.
2. Government approval shall be obtained by before June.
3. Proper notification will be issued in the month of August.
4. Recruitment process shall be completed by November.

## **5. PROTECTION FOR FIELD ENGINEERS:**

During intensive vigilance Inspection of Power Theft and during Load relief conditions, the Power Engineers are facing Assault by the errant consumers or the Public. Similarly, in case of Fatal Accidents occurring to any consumer at his premises or in the line, Police cases are booked on the concerned Assistant Engineer / Assistant Divisional Engineer. 95% of the cases occur not because of dereliction of duty, of either the Department or Departmental personnel.

So, first Departmental Enquiry shall be conducted by the Superintending Engineer / Chief Engineer and then necessary action may be taken. Similarly to curb the unruly persons taking the law in to their hands, proper suitable steps may be taken to bring "appropriate legislation" to protect the engineers.

Superintending Engineers and Divisional Engineers are facing lot of problems On the subject of New sub-station shift operators and they are mentally disturbed due no Proper policy of taking contract labor. **This issue shall be seriously taken up and give fresh guide lines otherwise this association will take seriously.**

## **6. Pension and GPF Provision for AEs recruited between 1999-2004:**

The AP State Government is implementing pension and GPF provision for all its employees recruited up to 2004. A committee is already constituted for the purpose by APSPDCL. It is therefore requested to finalize the committee report early and include all the AEs recruited between 1999 – 2004 in the scheme to give Pension and GPF provision.

## **7. P.G. Increments:**

In view of the above, it is requested to continue the policy of awarding two increments as special pay for acquiring higher qualification. It is pertinent to note that each entity in the AP Power Sector is dealing this issue differently. It is therefore

requested to take a policy decision on this issue uniformly across the utilities in the power sector.

#### **8. STATE BIFURCATION AND ITS SENIORITY:**

This association especially APSPDCL Engineers constantly perused the management regarding seniority and also given some suggestions to minimize the damage to APSPDCL engineers, Once again we are not ready to forgo our seniority, Even we don't mind to go for direct action in seemandra. All the details are here with enclosed for detailed study and do justice those who are there from the formation of APSPDCL by loosing their promotion opportunity.

The following grievances have been requested by the members in the council meetings of APSPDCL held on 06.9.12 at Tirupathi. Hence the association request the Honorable Chairman and Managing Director to please look into the issues on top priority for speedy redressel. **(ENCLOSED SENORITY LIST OF APSPDCL AND CPDCL WITH REFERENCE TO ORIGINAL RECRUITMENT OF APSEB SENIORITY LIST)**

#### **9. TRANSFERS:**

In a situation where all the Engineers are in a state of worry about their seniority and future opportunity suddenly more number of transfers (Appox. More than 20%) are given without guide lines. Some transfers were given and again cancelled that is to middle of the Year. It is requested to refrain from transfer of employees until the seniority issues are fully finalized as per the guide lines by the KAMALANADHAN COMMITTEE. Also as per the bifurcation act Corporations are still having one year time to study the modalities of personnel transfers.

## **10. Disciplinary Cases.**

- Disciplinary proceedings are being initiated for system lapses, especially on Engineers.
- The Disciplinary cases are not being finalized for quiet a long period.
- There is no rationale in awarding punishments.
- Enquiry is being conducted on anonymous petitions.
- While giving show cause notices to AE/ADE on performance targets like, Revenue collection, DTR failure, unauthorized usage of services, the concerned O&M staff shall also be made responsible.
- All the Disciplinary proceedings (Showcase notices and appeals) shall be updated on monthly basis and reviewed.
- All the personal data of APSPDCL shall be updated as and when increment/SGP/LOANS/Any other financial matters comes before.
- With out lapses on SE/DE issuing show cause notices.
- Similar action shall also be taken on provincial wing also for delay in sanctioning of increments and commencement etc.,

## **11. Office assistance & infrastructure:**

- Proper office assistance & infrastructure is not being provided to field officers.
- The Engineers are harassed to achieve the targets without providing proper office assistance like distribution staff, (even 5 no. of staff not available in some sections) Sub-Engineers, Computer Operators, Vehicles etc.
- The infrastructure is not adequate at offices, Sub Stations. The basic amenities like Water, Toilets, Furniture, etc are not provided /not in working condition.
- Vehicles to the field Engineers are to be provided based on the field requirement and uniformity shall be maintained in sanctioning of vehicles.
- To implement the TRACKING SYSTEM for all sub-divisions vehicles to be provided.

## **12. Office procedures:**

- Issuing & closing of work orders, budget allocation & release is also to be standardized.

## **13. Citizen charter.**

- Sufficient assistance is to be provided before making any individual officer responsible, for implementation of citizen charter.
- To implement the LATEST CITIZEN CHARTER, as per work load norms staff/contract labour shall be given first, other wise Enginners are no way concerned for delay/ penalties.

## **14. Delegation of powers:**

- The Delegation of powers are to be reviewed as per the existing field requirements.
- Enhancement of Sanctioning of Estimates/LPO are to be reviewed.

## **15. Metering, Billing & Collection**

- Minimum of 2 Nos Revenue Cashiers per section shall be made available and they shall be under the control of ADE/ Op or AE/Op.
- Sufficient No. of SBMs and AMC for repairs shall be arranged for completion of Billing in time and also spare IRD port Probes may be made available in Sub-Division office.

## **16. IT enabled services**

- The official website of APSPDCL is not being updated properly.
- All the Circulars/Memos issued by all the wings of corporate office shall be placed on website on the next day itself.
- In SAP system, Detailed working instructions to be given for preparation of estimates, processing of labour/ work bills, closing of Annual O&M, PM orders.
- Work completion certificates for closing of work orders shall be online through SAP.

## **17. Budget allocation:**

- The budget allocation for various work is not being done in time resulting in delay in execution of works.

## **18. Availability of materials:**

- Lot of hardship is being faced by field Engineers in execution of the various T&D and R&M works, as all the materials required for these work are not made available in departmental stores at a time.
- The Field Engineers /Contractors had to waste lot of time and money due to waiting for drawl of material which are coming at a very slower pace compared to the quantum of works and requirement of especially matching material like pins, insulators etc. This delay in works is attracting grievances from public and levy of penalty either by CGRF or as per Citizen Charter which is really an injustice to field engineers.

## **19. GENERAL POINTS:**

- \* The discrepancies in the seniority list of AEs based on the recent orders is to be rectified and is to be communicated to all the incumbents.
- \* There are no of Day by day working instructions which are being issued from the corporate office are hard to be followed without sufficient man power and material. The works such as APDRP , commercial tax Numbers collection, Adhar Numbers. IRD port meters, modems, DTR tracking, and etc.,
- \* No inspection shall be programmed by the management during meter reading periods of 6<sup>th</sup> to 12<sup>th</sup> and 17<sup>th</sup> to 21<sup>st</sup> in every month.

All the above issues are not new and some have already been discussed and certain promises were made by the management as well. The Engineering community is becoming restive, as the issues that are promised are not implemented and the Engineers Association is of the opinion that such sort of unrest among Engineers will not bode well for the organization.

These are very critical for maintaining the Industrial Harmony and peace. Therefore, it is requested to kindly look into the above matters and settle the issues amicably.

Thanking you and assuring you best our co-operation.

**SECRETARY (SPDCL)**

**APSEB ENGINEER'S ASSOCIATION**

Copy submitted to the General Secretary APSEB Engineers Association

Copy submitted to Chairman & Managing Director/APTRANSCO/Hyderabad