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# APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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Hyderabad  
15-10-2016

To,  
The Chairman and Managing Director,  
APEPDCL,  
Visakhapatnam.

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 promotions even after putting 15 years of service. It is pertinent to note that even the 6<sup>th</sup> Pay Commission and recently the DOPT stated that every employee must get at least 3 promotions in their entire service. Further APEPDCL though No.1 Distribution Power Utility in the Country is lagging behind in career progression compared to all other utilities in Andhra Pradesh State 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 sanctioned as per work load norms in time bound manner within 2 months.

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2. Creation of certain posts: The CGM (HRD), GM (Energy Audit), GM (Customer Service) and GM (IT) 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.
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. AE seniority cases 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 on the Apex Court. Keeping the above in view, the management of APEPDCL 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. 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.
7. 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
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. It is therefore requested to discontinue the services of consultants and develop in house expertize.
10. Master Trust – Financial condition: Master trusts are created for honouring the pension liabilities of the employees. The APEPDCL management is requested to inform the Master Trusts financial position since its creation year-wise with actuarial report. Further the APEPDCL is management is requested to appoint 1 member from APSEBEA as a Trustee to know and update its members at regular intervals.
11. Additional Charge Allowance: It is observed that additional charge allowance is not extended as per the rules in vogue some times. It is therefore requested to extend additional charge allowance as and when the employees is made to discharge the additional duties in addition to his normal duty.

12. Outs sourced Employees – Telangana Power Utilities are paying Rs.5 Lakhs in case of Accidents. The same may be implemented in APEPDCL.
13. 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.
14. 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,



M.VEDAVYASA RAO  
Secretary General