



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

(2013-14)

President

Er. R.Ravindra Kumar

Mobile : 94931 20004

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 : 94408 12595

Secretary (Administration)

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Hyderabad

Date:31-1-2015

To

The Chairman and Managing director

APTRANSCO

HYDERABAD

Respected sir

Sub: APSEB Engineers' Association- Clarification of Service Weightage – Reg.

Ref: 1) Pay Revision-2014 Vide T.O.O.(Addl.Secy-Per)

Ms.No.237 dt 20.12.2014

2) Memo.No. DIR/AS/(Reg)/P.O.II/37-A2/99-1, Dated 03-05-1999.

The APSEB Engineers association would like to represent the following regarding clarification on third Service Weightage for Engineers recruited in the year 1999.

About 27 AE's got recruited in the year 1999 during April and May months in Fourth week. Thus, if they take their increment date which is First of the month in which they have joined, they are short by about 25 days for 15 years, though they have drawn 15 increments. Now they are denied of 3rd service weightage.

The same issue was clarified in the year 1999 by the Board for the cases arose in the PRC – 1998 vide memo cited (2), point no:7. Copy of the clarifications issued is enclosed for perusal and reproduced below.

"In cases where the increment accrues during a month but is allowed on the first of that month in terms of existing orders and where the employees would have completed 7, 17 or 27 years of service as the case may be on the actual date of increment during that month they may be deemed to have completed 7,17 or 27 years as the case may be on the first of the month in which the increment fell due and was admitted on the first of that month for eligibility to get the increment towards weightage".

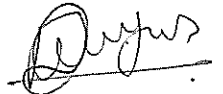
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- 2 -

Therefore it is requested to clarify on this settled issue early as these few Engineers could not draw the revised pay so far.

Thanking and Assuring our best co-operation at all times.

Yours Faithfully,



M.VEDAVYASA RAO
Secretary General

Copy submitted to :
The Additional Secretary / APTRANSCO / Vidyut Soudha.

TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED
VIDYUT SOUDHA . HYDRABAD-82.

Memo.No.DIR/AS (Reg.) / F.No.II/37-A2/99-1, Dated. 3-5-1999.

Sub:- PAY SCALES - Certain Clarifications on the revision of Pay Scales, 1998 - Issued.

- Ref:-
1. B.P. (P&G-per) Ms.No.255, dt. 5-1-1999.
 2. B.P. (P&G-per) Ms.No.256, dt. 5-1-1999.
 3. B.P. (P&G-per) Ms.No.265, dt.12-1-1999.
 4. From CEE/VJA.Zone/VJA, Lr.No.Accts/JAO.III/CI/F.No.98/51/99, dt. 3-1-99 & Lr.No.81/99, dt.12-1-99.
 5. From SAO, O/c. FA&CCA/Hyd. Lr.No.FA&CCA/SAO(F&P)/D.No.79/99, dt: 18-1-99.
 6. From Pay Officer, U.O.No.PO/AO/CFR/A1/100/98, dt. 13-1-99 and U.O.No.631/98; dt.28-1-99; dt: 1-2-99 & dt: 4-2-99.
 7. From CEE/VSP. Zone/VSP, Lr.No.CEE/VSP Zone/Camp/99, dt: 26-1-99. /O
 8. From SE(O)KMM, Lr.No.SE/KMM/PAS/U1/p.No.1163/98, dt: 25-1-99.
 9. From SE(O)WGL, Lr.No.ERS/D.No.1033/99, dt.2-2-99.

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The Pay Officer and other field Officers have sought for clarifications on certain points with regard to release of normal increments in 1998 Pay Scales etc.,

2. After careful consideration of the matter the points raised by the Pay Officer and Field Officers are hereby clarified as indicated below against each point:-

Sl. No.	Point on which clarification sought	Clarification given
1.	An employee who has drawn 3 stagnation increments by 1-7-97, can he opt for with Revised Pay Scales of 1998 with effect from 1-7-98 even though he was not entitled to increment, on 1-7-98 in the existing scale for the purpose of getting notional increment.	Yes. Such employees can opt for Revised Pay Scales, 1998 with effect from 1-4-98 or the date of their increment for getting notional increment.
2.	An employee has completed 26 years 9 months service by 1-4-98. He opted for his increment date of 1-8-98 to the revised pay scales. By virtue of his completion of more than 27 years of service by his increment date i.e. 1-8-98 can be allowed 4 Nos. of weightage increments.	The Service for the purpose of calculating weightage increments has to be reckoned either as on 1-4-98 or on the date of option.

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S.No.	Point on which clarification sought	Clarification given
3.	<p>An employee has completed 17 years service by 1-4-98 taking into account the LOL period of 45 days. Excluding the LOL period he has not completed 17 yrs. of service by 1-4-98. Whether he is entitled for 3 weightage increments or not.</p>	<p>Service that counts for increment will also count for service weightage increments.</p>
4.	<p>Certain employees were appointed by transfer from O&M/Security service as LDC/Sub-Engineers of Accounts/P&G/Engg. service. In some cases Sub-Engineers were appointed as AAE/AE. Whether the service rendered in lower post can be taken into account for arriving service weightage increments.</p>	<p>i) In case of appointment by transfer, service in any category will count for service weightage. ii) Service rendered prior to direct recruitment/appointment will not count for service weightages.</p>
5.	<p>Whether the benefit of notional increment can be allowed in respect of employees who have been appointed to SGP/SPP/SAPP scales or SPP.I/SPPII scales on or after 1-4-97, if they are entitled to notional increment had they are not appointed to SGP/SPP/SAPP or SPP/SPP.II scales.</p>	<p>In the instant case he has drawn 3rd stagnation increment in ordinary grade scale on 1-2-97 and appointed to SGP scale w.e.f 1-10-97. He is eligible to draw his increment on 1-2-98 in SGP scale as per 3d's Memo. No.DP/DM:VI/PO.I/78/89, dated.18-1-90. Hence the question of losing one increment does not arise.</p>
6.	<p>Certain employees were retrenched or their services were terminated for want of vacancies or other reasons etc., subsequently they were reappointed and the break in service of the above period was condoned for the purpose of the pensionary benefits. Whether the period of service rendered prior to the break in service is countable for weightage increments or not?</p>	<p>Service rendered prior to break may be taken for computing service weightage, subject to condition that the broken period is condoned by the competent authority.</p>
7.	<p>Some employees joined in the middle of April, 1991 and their date of increment is fixed as 1-4-92. They have given option from 1-4-98 which is their normal date of increment and they have become ineligible for service weightages since they have not completed 7 years of service. Hence they may opt for actual date on which they joined or to consider the cases for service weightage increments since they have drawn 7 increments by that date.</p>	<p>In cases where the increment accrues during a month but is allowed on the first of that month in terms of existing orders and where the employees would have completed 7, 17 or 27 years of service as the case may be on the actual date of increment during that month, they may be deemed to have completed 7, 17 or 27 years as the case may be on the first of the month in which the increment fell due and was admitted on the first of that month for eligibility to get the increments towards weightage.</p>

Point on which
clarification sought.

Clarification given.

8. In respect of certain employees there are punishment orders of stoppage of increments with or without cumulative effect and the same were implemented. Whether the periods in respect of which the above punishments implemented are countable or not for arriving the service for the purpose of service weightage increments.

An employee who is awarded the punishment of stoppage of increments without cumulative effect, such period is countable for the purpose of service weightage increments. Whereas an employee who is awarded the punishment of stoppage of increment with cumulative effect, such period is not countable for the purpose of service weightage increments.

As per para 12 of B.Ps cited whether the terminal benefit includes leave encashment on retirement. The leave encashment is calculated on the pay last drawn before retirement. But the pay fixed from 1-4-98 to 30-6-98 is notional in nature. It is requested for clarification whether leave encashment though based on the notional pay fixed in between 1-4-98 and 30-6-98 may be paid in cash as the leave encashment is not notional nature. Also requested to clarify whether the payment of arrears of the pensionary benefits to the persons who retired after 1-4-98 but before 30-6-98 are to be made only from 1-7-98.

As per the orders issued in para 5 of B.P. (R&G-per) Ms. No.265, dt.12-1-1999, all the terminal benefits including leave encashment in respect of the pensioner's retired after 1-4-98 and before 1-7-98 and whose pension was fixed notionally with effect from 1-4-98, the monetary benefit shall accrue with effect from 1-7-98 only.

10. Whether next increment in respect of employees who have stagnated one year and above after drawal of 3rd stagnation increment in the existing scale is to be allowed on the same date of fixation since they would have been entitled to draw the increment on that date in normal course.

In respect of the employees who have drawn 3 stagnation increments in the pre-revised scales and stagnated for one year and above, may be allowed one notional increment in the pre-revised scale while fixing their pay in the Revised Pay Scales 1998 on 1-4-98 or on the date of option. The next increment shall accrue on the date on which they would have drawn their increment had they continued in the existing scale of pay duly following other principles of elongation of the time scale.

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Sl. No.	Point on which clarification sought.	Clarification given
11. i)	As per Board's Memo. dt: 20-1-95 the normal increment should be allowed on the same date on which they would have drawn as they continued in the existing scale of pay whether they have drawn the notional increment or not having continued for more than one year and above after 3rd stagnation increment. The clarification is sought for since the example is given contradicting to the earlier portion of clarification.	The next increment to all employees who have drawn 3rd stagnation increment and continued for one year and above and drawn notional increment or not in the pre-revised scale of 1998 should be allowed on the normal date on which they would have drawn had they continued in the existing scale. The example given against item(4) of Board's Memo. dt: 20-1-95 is very clear for allowing next increment on the normal date to the employees who have drawn notional increment in the pre-revised scales of 1994.
ii)	Whether it is intention that the next increment of the employees who have crossed the maximum time scale only after one year instead of maintaining the normal date of increment.	With reference to release of increments in respect of the employees who have crossed the maximum of the time scale in the revised pay scales 1998 the instructions issued in para-7 of B.P. (P&G-per) Ms. No.255, dt: 5-1-99 and B.P. (P&G-per) Ms.No.256, dt. 5-1-99 may be followed.
iii)	Whether increment is to be allowed after completion of one year from the date of fixation in respect of those to whom notional increment is allowed having themselves continued to one year and more after drawl of 3rd Stagnation increment in the existing scale.	The position as indicated against item 11(i) above shall be followed.
12.	The U.D.Cs. and L.D.Cs under workmen category were appointed to SPP.I and SPP.II scales respectively and fixed pay in the scale of JAO which comes under non-workmen category. In this connection a doubt arises whether the pay in revised scales 1998 is to be fixed as per Master Scale applicable to workmen or non-workmen category as the UDCs and LDCs comes under workmen. Further it is to submit that the UDCs and LDCs are drawing increments at the rate of Rs.400 where as if the Master scale of workmen is adopted the increment to be drawn by them will be Rs.350/- .	As per para 5, in respect of the employees who are drawing their pay in ordinary/SGP/SPP.I/SPP.II scales as the case may be in the pre-revised scales, their pay shall be fixed in the revised corresponding scale/ Master scale of ordinary/SGP/SPP.I/SPP.II scale as the scale may be.

Sl. No.	Point on which clarification sought	Clarification given
13.	<p>As per Para 5 of B.Ps., whether one weightage is to be allowed for service upto 7 years. The word upto 7 years is raising doubt that two weightages are to be allowed for those who have just completed 7 yrs. on the previous day of the option i.e. on 31-3-98 in respect of those who opted for revised scales from 1-4-98. In the same way in respect of those who have opted to revised pay scales to other than 1-4-98 and for other blocks of period of service for two, three and four weightages and requested for clarification.</p>	<p>As per para 5, the service weightage increments are to be reckoned as indicated below.-</p> <ol style="list-style-type: none"> 1) Upto 7 years service means upto completed 7 years service 1 (One Increment) 2) Completed service above 7 years means service rendered 7 years + one day and above and upto Completed 17 years service. 2 (Two Increments) 3) Completed service above 17 years means service rendered for 17 years + One day and above and upto completed 27 years of service 3 (Three Increments) 4) Above 27 years of completed service means service rendered 27 years + one day and above.... 4 (Four Increments)

A.K.KUTTY,
DIRECTOR (T&G.,)

To
 All Directors, Transco & Genco.
 All Chief Engineers.
 All Financial Advisers & Chief Controller of Accounts.
 All Superintending Engineers.
 All Divisional Engineers.
 All Executive Engineers.
 All Deputy Chief Controller of Accounts.
 The Pay Officer, Vidyut Soudha, Hyderabad.
 The Accounts Officer/CPR/Vidyut Soudha/Hyd.
 The Special Inspector General & Adviser (V&S); Vidyut Soudha, Hyd.
 The Senior Accounts Officer (Pensions) O/o. FA&CCA, Vidyut Soudha, Hyderabad.
 The Joint Secretary, AP Genco, Hyderabad.
 The Additional Secretary, AP TRANSCO, Vidyut Soudha, Hyd.

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Copy to:

- Resident Audit Officer, ENCA, Vidyut Soudha, Hyderabad.
 The Director Industrial Relations, Vidyut Soudha, Hyd.
 All Deputy Secretaries/TRANSCO&GENCO; Vidyut Soudha, Hyd.
 The Escage Officer, Vidyut Soudha, Hyd.
 The Chief Engineer, Technical to Director.
 P.Ss to Director of Transco & Genco.
 The Deputy Superintendent of Police (V.C), Vijayawada,
 Hyderabad and Guddepah.
 The Security Officer/KTPS/VTPS/RTS.,
 All Asst. Secretaries, Transco and Genco.
 All Sections in P&G Services.
 The Secretary, TSH&S/TB Board/T.B.Dam, Via Hospect, Karnataka State.
 The Superintending Engineer/TSH&S/TB Board, T.B.Dam, Via Hospect,
 Karnataka State.
 The Chief Electrical Inspector to Govt., Mint Compound, Hyderabad.
 The General Secretary, APEE Union (Regd.No.1104) (Recognised)
 Mint Compound, Hyderabad.
 The General Secretary, APSEB Employees Union (Regd.No.327)
 (Recognised) Hyderabad.
 The General Secretary, Telugunsdu Vidyut Karmika Sangam,
 (Regd.No.1245) (Recognised), Mint Compound, Hyderabad.
 The General Secretary, United Electricity Employees Union,
 (Regd.No.B-1929), 1-1-60/4, Musheerabad, Hyderabad-20.
 The General Secretary, APSEB, Asst. Engineers Association,
 (R.No.1184), New Paloncha-507 115.
 The Secretary General, APSEB Engineers Association,
 2nd Floor, Room No.214, 'B' Block, Vidyut Soudha, Hyd.
 The General Secretary, Andhra Rashttra Power Employees Union,
 R.No.445), H.No.1-8-565/5, RTC X Roads, Hyd-20.
 The General Secretary, AP. Power Diploma Engineers Association,
 (R.No.B-473), H.No.5-9-22/55, Adarshnagar, Hyd-483.
 The General Secretary, APSEB Chemists Association (R.No.7560)
 Paloncha-507 115.
 The General Secretary, APSEB Accounts Officers Association
 (R.No.C-5), Vidyut Soudha, Hyd.
 The General Secretary/Junior Accounts Officers Association
 R.No.880), Vidyut Soudha, Hyd.
 The Pay & Accounts Officer, Government of A.P. Hyd.
 The General Secretary, Machkund Workers Union (R.No.301),
 H.O. Onukudelli-764 042, Kprapat Dist. Orissa State.
 The General Secretary, Electricity Employees Union (R.No.1076)
 District Korapat, Orissa (Affiliated to APSE Union R.No.1104.
 (Recognised)
 The General Secretary, APSEB Technical Employees Union,
 (R.No.B-2275) H.No.217, IInd Floor, Kubera Towers,
 Opp. Venkatesha Teatre Lane, Narayanaguda, Hyd-29.
 The Secretary, APSEB Retired Welfare Officers Association
 12-2-323/A/77, Santhoshnagar, Mehdiapatnam, Hyd.
 The Nellore Zone Electricity Board Pensioners Association,
 Reg.No.346, 20/576-1, B, Agraharam/Mulapet/Nellore-3.
 The APSEB Retired Officers Welfare Association, H.No.12-2-416/39,
 Ushodaya Colony, Mehdiapatnam, Hyderabad.
 The President, APSEB Retired Employees Welfare Association,
 7/26-E, Bhagyanagar, Guntakal-515 801.
 Sri M.M.Kale, CE(Retired) President, Pensioners Welfare
 Association, 8-2-23, Palawari Street, Gandhinagar, Kakinada.
 The President, The Electricity Pensioners Welfare Association
 Rg.No.177/90, 1-12-7, Vellankivari Street,
 Nazarpet, Tenali-522201.
 Sri B.V.Rao, Secretary, APSEB Retired Employees Union,
 Vallurivari Thota, Behind Coal Office, Guntur.
 APSEB Retired Officials Welfare Association, 6-3-601/A,
 Sangseth Nagar, Hyderabad-500082.

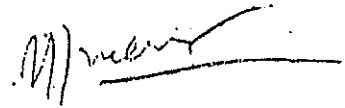
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(2)

The Secretary, AISEB Retired Officials Welfare Association,
8-3-1056, Sringeri Colony, Hyderabad-500073.
The General Secretary, AISEB., SC & ST., Employees Welfare
Association (Regd. No. 1589), H.No. 8-3-228/1280/56,
Jawaharnagar, Yousufguda, Hyderabad.

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PERSONNEL OFFICER