



APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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(2011-13)

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Hyderabad

02-1-2014

To
The Chairman & Managing Director,
APTRANSCO, Vidyut Soudha
Hyderabad

Respected Sir,

Sub: APSEBEA – CRITICAL LONG PENDING Issues - Reg

Ref: 1.Minutes meeting issued on 30.4.2012 & 19.12.2012.

2.Discussions held by the managements on 30-12-13.

This has reference to the discussions held by CMD / APTRANSCO, MD / APGENCO, CMD /APCPDCL, JMD / APTRANSCO, CMD /APNPDCL & CMD /APEPDCL with APSEBEA on 30-12-13 in the main meeting hall, Vidyut soudha. The APSEB Engineers' Association appreciates the initiative taken by the managements and expresses deep gratitude. As per the discussion the following further information is submitted.

• **Sanction of Posts commensurating with work load in APDISCOMs, APTRANSCO and APGENCO :**

The work load in APDISCOMs has risen to more than 200% compared to the norms prescribed during APSEB regime. After lot of persuasion, the Proposals were first discussed in the APPCC Meeting and appointed 'KPMG' consultants for arriving work load norms. The KPMG consultants have submitted their report. The APPCC met again and decided adhoc norms which was arrived keeping in view of the present day requirements and communication facilities. Now the proposals are approved by the respective DISCOMs Boards and vetted by APTRANSCO. The energy Department also raised queries and the file was sent twice to APTRANSCO. After all these , the file is pending in Finance Department. Thus the additional posts proposal is pending since two years. The management is therefore requested to take all necessary steps and get the sanction of posts within 10 days.

Similarly the fast track posts of APTRANSCO and additional posts for the expanded network of APTRANSCO and new sub-stations are also to be processed and sanctioned early. In case of expansion projects of APGENCO, commensurate man power is to be sanctioned.

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- **Pension and GPF provision for AEs recruited after 1999 :**

The AP Power Reforms Act is enacted in 1999. Till then GPF and pension facility was given to all employees. The graduate Assistant Engineers recruited from 1999 were given neither GPF and pension facility nor any other scheme. After 2 years of their recruitment, it was indicated that these employees will have EPF provision. From then onwards, the APSEBEA has been persuading for GPF and pension provision for all the AEs recruited after 1999. In the year 2005, the AP state government gave an order covering GPF and pension facility to all their employees who are recruited till 31/08/2004. So the issue is taken-up again. The managements after prolonged discussions, have given minutes of meeting expressing their willingness to extend GPF and pension facility to the AEs recruited upto 31/08/2004 but the issue of past liability came up. The managements also appointed a committee in this regard. The committee reported that approximately Rs.300cr is required for extending this benefit and a proposal was sent to the government of Andhra Pradesh for acceptance. The GOAP had written to the managements to finalize the issue at their end only. Therefore, it is requested to extend GPF and pension facility to all those recruited upto 31/08/2004.

- **Considering of Contract Service for all purposes and Fixing of Seniority of Assistant Engineers as per B.P.Ms No: 354 and issuing promotions:**

The seniority issue of the direct recruited graduate Assistant Engineers vis-a-vis graduate diploma engineers is in the honorable High Court division bench which is under review. This seniority issue between direct recruited graduate Assistant Engineers and converted engineers has cropped up due to the mismanagement of the HR wing which did not apply itself on the rules and regulations and the consequences and went on issuing orders over a period of time. Unfortunately, now, this issue is treated as a litigation between graduate engineers and converted engineers. The management has the onus responsibility to properly implement the rules and regulations and resolve this issue in a rational and lawful manner, in-line with the principles of natural justice and constitution of India. The BPMs No. 354 is designed both for appointment and fixing of seniority of converted Assistant Engineers. So far the managements have issued many appointment orders along with fixation of seniority among the Trainee, Contract and Regular AEs vis-a vis converted AEs. Now, with the direction of the Hon'ble Division Bench of the High Court of A.P., implementation of the so far Orders issued are difficult to implement and legal complications will further increase. In the present Juncture, the only solution is, filing Review petition before Hon'ble Court.

In the present scenario, as explained above, it is requested that the management shall file a review petition to uphold its own orders in the court of law.

- **Continuation of P.G. Increments and sanction of Advance Increments to all those who have completed:**

All the employees are sanctioned two advance increments on acquiring higher qualification. And in a few cases, promotions are also given. Surprisingly, the management chose to stop the incentive of sanctioning two advance increments to the graduate engineers for acquiring higher qualification, i.e, post graduation. But, issuing of promotions to other categories of services is continued. In few cases, No-Objection Certificate (NOC) is also issued to some of the employees and they are denied the incentive. In case of certain Assistant Engineers, by the time of their appointment, the incumbent has acquired post Graduation. Similarly for a few, though they requested for permission, their applications were kept pending.

It is also pertinent to state that the academic interest of the employee should be encouraged such that the overall thinking and performance of the individual improves with better qualification as power sector is a techno commercial organisation. The ministry of power has also recommended incentive to the power sector employees for improving their qualification. Since the power sector is a technical and technology driven organization, acquiring higher qualification will be an asset. Therefore, it is requested to continue the encouragement of sanctioning two advance increments to all those who have acquired Post Graduate degree and sanction the advance increments to all those who have completed or pursuing the PG Degree.

• **Filling-up of vacancies in all the entities:**

The Assistant Engineer posts are vacant for more than one year in APGENCO, APTRANSCO and APDISCOMs. The posts are already sanctioned by the Government of Andhra Pradesh and the recruitment is to be initiated. The Assistant Engineer is the first level officer in the field and the work is suffering due to non-availability of AEs. Therefore the notification for recruitment of AEs shall be given within 15 days. Similarly vacancies in all cadres shall be filled-up immediately.

• **Constitution of committee for Pay Revision applicable from April 2014 to 31-3-2018:**

A pay revision committee is to be constituted for finalizing the pay applicable for all the employees from 01/04/2014 to 31/03/2018. On earlier occasions, the committee was already constituted by this time. The pay revision finalization is a cumbersome process and needs good time for finalization. In the present scenario of the likelihood of bifurcation of the state, it is felt that the revision of pay scales should be completed as early as possible. Therefore, it is requested to appoint a pay revision committee immediately.

• **Time Bound Designation Nomenclature change with monetary benefit:**

This proposal is pending since three years. The management has in principle accepted to implement Automatic Time Bound Nomenclature Change (ATBDNC) scheme but could not implement due to the objections raised by one of the sister-association. A tri-party meeting was also conducted and all the objections raised by the sister-association were clarified. Therefore it is requested to implement ATBDNC scheme.

• **Notional Increments for all the Engineers who have lost Weightage increments during pay revisions due to Training /Contract periods:**

Few of the Assistant Engineers have lost weightage increments during pay revisions because of contract/training period at the time of their recruitment.

The 2004, 2005 recruited Assistant Engineers contract period was recognized as service and two increments were sanctioned during 2010 PRC. However they were denied weightage increments during 2006 PRC for the reason that they are on contract basis. A parallel batch in APGENCO who were designated as regular AEs have got the service weightage benefit. Both regular and contract AEs discharged their duty in regular post only. The weightage increments for 2005 batch AEs were already accepted and Minutes of Meeting was also issued .

Similarly few Assistant Engineers have lost weightage increments during earlier PRCs due to training period. This training / Contract period is ordered as service. These are happening only to few engineers which amounts to inequality and they loose this pay for their life time.

Therefore, it is requested to sanction weightage increments to all such Assistant Engineers who have lost during pay revisions because of contract / training period.

- **Medical Policy covering actual expenses without any ceiling and issue of Health Cards:**

The AP power utilities are extending medical facility with credit card system upto Rs.2 lakhs and there is also a self-funding scheme upto Rs.3 lakhs. Sometimes, the employees are finding it difficult to go around the offices for credit card, when the employee or their kith and kin are in hospital. To overcome this, it is requested to issue health cards, which will facilitate the employee to directly join the hospital.

- **Protection for field Engineers in APDISCOMs and APTRANSCO:**

The APDISCOM Engineers are facing hostile environments with anti-social elements during the pilferage detections and sometimes, they are man-handled. Similarly, when accidents occur, some of the field engineers are slapped criminal cases under section "302".

In APTRANSCO, all the maintenance works are outsourced, wherein the contractor is responsible for insuring his personnel and should be liable for the safety of the personnel. However, whenever the accidents occur, the outsourced contractor is simply not available and the concerned field engineer is facing mental harassment in the form of physical threat, court cases and spending huge amounts of personal money.

Therefore, it is requested to involve APTS police incase of accidents and instructions may be passed to all the district Superintendent of police that criminal case under "302 section" charges shall not be booked. Instead, "section 287" may be used. Similarly, in APTRANSCO, the outsourced contractor shall be made responsible as per the contract terms for the safety of his personnel. In the event of filing personal cases on the individuals, on department related works/accidents, legal assistance shall be given by the utility only.

- **Immediate arrangement of requisite credits to employee pension , gratuity, provident fund and statutory trusts so as to bridge the short fall of funds:**

Creation of Infrastructure:

Proper infrastructure is very essential for any project to come up or to run smoothly. Now-a-days, many female engineers are joining the organization. Therefore, necessary Infrastructure like Office Accommodation, furniture, Computers, Toilets, Drinking Water, Vehicles as per field necessity in APTRANSCO & APGENCO should be provided.

- **Merging of APPDCL (SDSTPS, Krishnapatnam) with APGENCO:**

APGENCO engineers are involved in the construction of the SDSTPS plant at Krishnapatnam. APGENCO personnel are manning this power plant right from project conceiving stage. The SDSTPS is created as a SPV by the contributions made by the State Government, APGENCO and four DISCOMs. The plant is now ready for operation. The APGENCO personnel are better

equipped to run this plant efficiently. Since this plant is in public domain and more than 90% ownership lies with APGENCO and DISCOMs, it is requested that APGENCO shall take over this plant.

• **Laying of Road to RTPP:**

The RTPP plant established about 2 decades above is suffering with lack of proper road to the nearest town, i.e, proddatur. The employees are suffering very badly due to this. Therefore, a proper four-lane road may be laid between RTPP and proddatur.

• **Employee Quarters are to be provided immediately to all the engineers as per norms – KTPP, KTPS, RTPP, SDTPS, Nagarjuna Sagar, Jurala, Srisailam, Machkund & Sileru.**

• **Zone to Zone Transfer for the eligible cases in AE cadre:**

There are few genuine cases who are requesting zone to zone transfer on spouse and mutual grounds in APGENCO and APTRANSCO. There are large number of vacancies in AE cadre. Therefore, the requests of AEs for zone to zone transfer may be considered as per the rules.

All the above issues are not new and these are discussed at length on various occasions. The managements also issued minutes of meeting twice. Therefore it is requested to kindly issue favourable orders on all the points amicably.

Keeping in view of the discussions that are held in cordial atmosphere, the APSEB Engineers' Association being a responsible Association which believes in mutual consultations and amicable solution, the agitation programme given vide letter 20-12-2013 is postponed. However, if the issues are not resolved amicably before 15-1-2014, agitation programme will be relaunched without further notice. The managements will only be squarely responsible for the disturbance in peace and Industrial Harmony.

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

Yours Sincerely,



M.VEDAVYASA RAO
SECRETARY GENERAL

Copy Submitted to:

PS to Honorable Chief Minister.

Special Chief Secretary (Energy) / AP State Government.

Managing Director / APGENCO/ Hyderabad

Chairman & Managing Director / APCPDCL / Hyderabad

Chairman & Managing Director / APNPDCCL / Hyderabad

Chairman & Managing Director / APSPDCCL / Hyderabad

Chairman & Managing Director / APEPDCL / Hyderabad