



(2008-2010)

# APSEB ENGINEERS' ASSOCIATION

## (AP STATE VIDYUT ENGINEERS' ASSOCIATION)

(Regd. No. 874 of 1975)

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To

Dt.14-05-2009.

**The Chairman & Managing Director,**  
APTRANSCO,  
Vidyut Soudha, Hyderabad.

Respected Sir,

**Sub:** APSEBEA — General Transfer Policy for the employees  
of APTRANSCO - Guidelines for Transfers for a period  
5 Years – Submitted.

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The APSEB Engineers' Association submits the following few lines to consider in formulating the Transfer Policy. In APTRANSCO almost all the works executed by the Engineering Personnel are highly technical in nature. The experience in any type of net work industry, more so where it is connected with electricity which necessitates maintaining the grid frequency at the rated voltage and within the stipulated regulations is highly valuable. To have a comprehensive HR policy and to develop internal expertise, the human resource planning is very essential to optimize the resources and improve the internal efficiency. The transfer policy should be able to meet above objective. APTRANSCO posts don't deal with the public, it would be better to transfer the personnel by changing their subjects without actually disturbing from the place where they are working. Any employee who ever completes three years in the same post are liable for transfer. On the earlier occasions, only a few were transferred but certain others were left un-touched stating that they are important.

The following are the subjects dealt in APTRANSCO.

## Vidyut Soudha

Commercial, IPC, Commercial / APTRANSCO, System protection, APPCC, Energy billing and settlement, Regulatory Affairs, Planning , Grid Operation, Operation and RE, Disciplinary cases, construction (upto 220 KV), Construction 400 KV, Irrigation works Substation, Procurement and Material Management, Designs, Man Power Planning , Transmission (O & M), IT and IT related services, Telecom, Civil, Civil designs, Civil (O&M) wings, Scheme sanctions etc.,.

## FIELD

Office Technical Posts, Purchase, Sub-Stations (O&M), TL & SS, MRT, Sub-Stations Shift duties, TLC Sub-Stations works TLC-MRT, TLC-Lines, TLC-Office Posts and Hot line Maintenance.

The field posts can be divided in to Two groups as below.

- a) Maintenance of Substation & Lines, MRT, Office posts, SCADA, Meters
- b) Construction, Stores, TRE, TLC- MRT , Office posts in TLC.

1. Employees of APTransco may be considered for transfer on completion of 3 years in a post by changing their nature of duties in same station. For such of those employees who have completed 6 years of service in a station may be considered for transfer to any other place on his request.
2. Length of service put in the given cadre may form the basis for transfer. Thus, employees in a given cadre in the order of seniority may be considered for transfer.
3. There may be job rotation from one function to another such as Sub Station Maintenance/Substation Shift/Lines/MRT/TLC/ALDC/Office in Engineering Service and O&M Service between construction (TLC) and maintenance (TL&SS) functions.
4. Transfers shall be effected for all those .who completed 3 years of service in the same cadre' and place, through counseling process based on seniority in the cadre.
5. Request transfers may be considered after completion of one year in the given cadre and place against clear vacancies and based on genuinity and suitability. Similarly, mutual transfers shall be considered on completion of one year of service in the given post by both the applicants. Mutual Transfers shall not be considered for the employees who have worked for 3 Years and above.
6. Physically handicapped employees whose mobility is seriously impaired are to be transferred to some other post in the same station. If, there is no post to accommodate, the employee can be retained in the present/same post.
7. Transfers on medical grounds (either self or spouse or dependent children), relating to cases of Cancer, Heart operation, Neuro surgery, Kidney transplantation/ dialysis may be considered subject

to availability of vacancy. Where the employee completed 3 years of service in a post or 6 years of service in a place, while effecting the transfers, the competent authorities may give precedence to the employees seeking transfers on medical grounds for the said diseases to places where such facilities are available.

8. Women employees may be transferred to some other post as far as possible in the same station.
9. While effecting the transfers, the competent authorities may give precedence to married couples working in APTRANSCO to be posted in the same place. Only one of the spouses may be shifted. Employees whose spouse is working in Government Department at the present place may be transferred within the District only, subject to availability of vacancies.
10. Protection from transfer for the Office bearers of the Association may be considered.
11. No employee who has put in less than one year of service may be considered for transfer.
12. Employee due for retirement within one year shall not be transferred, normally.
13. All general transfers may be effected on or before 30 April every year.
14. Employees empanelled for promotion may not be considered for general transfer during the currency of the panel.
16. APTransco shall implement the transfer policy in toto consistently for a period of 5 years.
17. The service rendered on contract basis may be considered while computing the period of 3 years in a post for AEs.
18. The total transfers in any cadres be limited to 30% of the cadre strength of the existing employees, in the order of seniority of the service as per the criteria given.

Assuring our best co-operation at all the times.

Thanking you,

Yours faithfully,

  
Secretary General  
APSEB Engineers' Association.

Copy Submitted to the:

1. Joint Managing Director (HRD, Comml, IPC, Reforms)/APTRANSCO