



(2008-2010)

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# APSEB ENGINEERS' ASSOCIATION

## (AP STATE VIDYUT ENGINEERS' ASSOCIATION)

(Regd. No. 874 of 1975)

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Hyderabad  
Dt.17-07-2009

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

Sub: APSEBEA – Fixing-up of Seniority between Direct Recruited Graduate Engineers & Diploma Engineers who acquired Degree and appointed by transfer as Assistant Engineers under 10% quota – Rectification – Reg.

Ref: (1)B.P.No.(P&G-Per)Ms.No.354, dt 12-12-1994.  
(2)T.O.O. (Per.GM) Ms. NO.14, dt.22-04-2002.  
(3) T.O.O. (Per.GM) Ms. NO.15, dt.22-04-2002.  
(4) T.O.O. (Per.GM) Ms. NO.56, dt.24-05-2002.  
(5) T.O.O. (Per.GM) Ms. NO.81, dt.16-06-2003.  
(6) T.O.O.(Addl. Secy-Per)Ms.No.231, dt 23-12-2008.

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A.P.S.E.Board Service Regulations, Part-III provides for direct recruitment for the category of Asst. Engineers. The employees working as sub-Overseers, Asst. Supervisors and O&M Establishment who acquired the requisite qualification have to appear for the test for direct recruitment to the said category and they are treated as Direct Recruits for all purposes.

At the request of Diploma Engineers, A.P.S.E.Board issued Proceedings No.354 dt 12-12-1994 amending the said Regulations as follows:

- i) Direct Recruitment
- ii) By Transfer: from Graduate Sub-Engineers with minimum of 4years service in the category of Sub-Engineer, Asst. Supervisor, Sub-Overseers, Lineman, Tester, etc subject to the following conditions:
  - a) Such recruitment, from among Graduate sub-engineers shall be limited to 10% of vacancies at the time of each recruitment.
  - b) They are not entitled for any service weightage.

- c) They have to take lowest rank as on the date of appointment below the junior most Assistant Engineer/Trainee as on that date.

In APSEB, the recruitment has taken place for the Graduate Engineers in the cadre of Asst. Engineer who were designated as Asst. Engineer/Trainee between the years 1986 and 1998. During post reforms, in APTransco and DISCOMs recruitment was done on contract basis between the years 2002 and 2005.

A.P.S.E.B. Service Regulations Part-1 Clause 3(d) empowers the Board as follows:

“ The Board may absorb a person appointed on contract basis in to the Board corresponding cadres in the Board’s service on a permanent basis. Such persons may, in the discretion of the Board, be given the credit for the full period of their contract service or part thereof and thereupon such service shall be taken in to account for all purposes, including seniority, probation, leave and pension.”

The APTransco vide T.O.O.(Addl. Secy-Per) Ms.No.231 dt 23-12-2008 has passed orders to count the services rendered under contract appointments in the cadres of Asst. Engineer, Sub-Engineer, Junior Accounts Officers and LDC cum Computer Operator as regular service for the purpose of seniority.

Now, it has come to the notice of this Association that there are number of cases where Graduate Engineers from Sub-Engineer cadre are appointed to the cadre of Asst. Engineer under Appointment by Transfer mode against 10% quota as and when they acquire the requisite qualification and in between recruitments. Now, this untimely conversion has given leeway for raising serious anomalies in the inter-se-seniority between Direct Recruits and Converted Engineers. On perusing the note files put up for approval of APTransco obtained by the candidates through “Right to Information Act” the following discrepancies are observed:

- 1) The spirit of B.P.Ms.No.354 dt 12-12-1994 is to consider the serving Graduate Sub-Engineers and giving a provision for 10% quota for Conversion among the eligible candidates. Nowhere in the B.P. it was mentioned to carry forward the vacancies in the event of not effecting the 10% conversion of the Graduate Sub-Engineers like the Statutory obligation as in the case of SCs, STs, BC-A,B,C,D/PH and Women nor any directions were obtained with the Management for carrying out these posts. Without highlighting this, simply the posts were carried forward and conversions were given. Also on some occasions in excess of 10% quota were also given.
- 2) The B.P.Ms.No.354 dt 12-12-1994 clearly states about the fixing of Seniority between Direct Recruits and 10% Graduate converted Sub-Engineers by fixing them below the Junior most Asst. Engineer/Trainee. Here the HR Department has clearly failed to appraise the Management and amend the clause of Asst. Engineer/Trainee to Asst. Engineer / Contract as the Management has decided to recruit Asst. Engineer on Contract basis. Also no where in the note file, directions were obtained for fixing the seniority of these 10% Graduate Converted Sub-Engineers vis-a-vis the Direct Recruited Contract Assistant

Engineer. The seniority fixation orders were issued with-out the concurrence of the Management. Similarly, now from 2009 the Management has decided to recruit the Asst. Engineers on regular basis. There is no mention of these points anywhere in the note file, thereby the Management probably is unable to gauge the damage occurring to the Organization in the form of 10% Converted Sub-Engineers gaining hundreds of ranks over the Direct Recruited Graduate Engineers because of whom they derived the benefit of getting converted as Asst. Engineers.

- 3) As if rubbing salt in to the wound, with utter disregard to the Rules and Regulations and working atmosphere, promotions are given to the Graduate Sub-Engineers who are working under a Direct Recruited Asst. Engineer as his Boss(ADE). This situation of a subordinate becoming boss over his senior is not happening because of either statute or merit but because of the loop holes and misunderstanding of the issue by the HR Department.
- 4) Because of not taking adequate care of the above said issue and not understanding the spirit of the B.P. No: 354 by the HR wing, the issue of Promotions for eligible candidates are being denied for no fault of them, though vacancies are available.

In view of the above, the following remedies are proposed for consideration.

- 1) To convert Graduate Sub-Engineers only at the time of Direct Recruitment and keeping their seniority below the junior most Asst. Engineer (Regular/ Trainee/ Contract) and issue amendment to the words Asst. Engineer/ Trainee suitably.
- 2) To re-fix the seniority of the Converted Graduate Sub-Engineers in line with B.P.Ms.No.354 dt 12-12-1994 from 1998 onwards from where the discrepancies surfaced.
- 3) To issue promotions from Asst. Engineer/ to Asst. Div. Engineer only after re-fixing the Seniority of Direct Recruited Assistant Engineers vis-a-vis Graduate Converted Sub-Engineers.
- 4) To display the Seniority lists of all the Employees on the Net duly giving the particulars such as Name of the Candidate, Community, Date of Birth, Date of Joining, Starting Cadre, B.P./T.O.O. No. and date under which recruitment took place, Direct Recruittee/Converted Asst. Engineer. Notices shall be issued to all the concerned whenever the seniority is altered by way of conversion which is not practiced.


In addition to the above, there are discrepancies observed in the seniority fixation of employees who was allowed to give second option and employees who have migrated from one company to the other. These anomalies are to be looked in to and the seniority of these candidates shall be rectified.

The above remedies may please be carried-out with in 10 days of receipt of this letter as the promotions are kept pending for the last three months.

Assuring you our best co-operation at all times.

Thanking you,

Yours faithfully,

  
(A.SUDHAKARA RAO)  
Secretary General  
APSEB Engineers' Association.

**Copy Submitted to:**

The Joint Managing Director(HRD, Comml. IPC & reforms)  
The Joint Managing Director(Vigilance & Security)  
The Chairman & Managing Director/APCPDCL.  
The Chairman & Managing Director/APSPDCL.  
The Chairman & Managing Director/APEPDCL.  
The Chairman & Managing Director/APNPDCL.