



APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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(2008-2010)

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Hyderabad
Dt :25-1-2011

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

Respected Sir,

Sub: APSEBEA – Certain Critical Long pending Issues– Reg.

The APSEB Engineers Association has been representing certain critical issues from time to time which are not resolved. However it is once again to reiterate the following issues for early redressal.

1. Time Bound Promotions: The APSEBEA has been representing since long that there is lot of stagnation in the APTRANSCO, APDISCOMs and APGENCO due to lopsided HR Policies , Poor Option Policy, no work load norms and delay in sanction of posts. The poor working conditions are against the assurances given in the Tripartite Agreement. To offset the sagging morale of the Engineers in this Vibrant Critical Power Sector, the Managements have assured to implement the Time Bound Promotions from 1.4.2009. Since then the Managements have been dragging the issue on some or other pretext and did not implement the written assurances given.
2. Medical policy : There is no satisfactory Medical policy in Power Sector to meet the medical Expenses of the needy on par with the present day requirements. This issue is also discussed many a times and needs urgent solution. Hence it is requested for a Comprehensive Medical policy to meet the actual expenditure without ceiling with the support of contribution from the employees.
3. Sanction of Posts: The APTRANSCO and APDISCOMs could get sanction for only 30% of the proposed posts during 2009-2010 Sanctions are to be obtained for the balance posts and additional manpower for the network added, new substations, Increased Load and Increased consumers. The commensurate manpower is not added regularly. This is also brought to the notice of the managements

regularly with no tangible results. Hence it is requested to send the proposals to AP Government immediately for sanction of the new posts including the earlier balance posts for Electrical, Civil and Telecom wings.

4. **Recruitment of Graduate Engineers :** In APTRANSCO large number of vacancies are existing in the Assistant Engineer Cadre. This is hampering the performance of the Organization and in spite of repeated reminders the Management is not taking up the recruitment. In view of the above, it is requested to declare the recruitment calendar for the next five years.
5. **Fixing of ratio between Direct Recruited Graduate Engineers, Graduate Sub-Engineers, Additional Assistant Engineers and Graduate Additional Assistant Engineers in APTRANSCO, APGENCO as done in APDISCOMs:** As per BP Ms No: 484 issued by erst while APSEB, the cadre strength between AEs and AAE s shall be 3:2 in the section officer cadre. However due to various reasons and the conditions prevailing in APDISCOMs, the ratio was 1:1 of late and recently the ration between all the four constituents in the section officer level was settled. Similarly ratio between the four constituents in the AE cadre is to be settled keeping in view of the present Infrastructure (400 KV, 220 KV and proposed 765 KV), posts sanctioned and man-power availability in APTRANSCO and APGENCO. Otherwise certain issues are arising when ever some of the constituents ratio is disturbed now and then and sometimes these orders are challenged legally and the legitimate promotions are held up from AE to ADE Cadre for no fault of them. Therefore a ratio shall be arrived amicably between Direct Recruited Graduate Engineers, Graduate Sub-Engineers, Additional Assistant Engineers and Graduate Additional Assistant Engineers in APTRANSCO and APGENCO immediately.
6. **Construction of Office Buildings in APTRANSCO:** The APTRANSCO officers do not have proper Office Building for discharging the official duties in the entire State. This issue is also raised from time to time with no concrete action plan. It is therefore requested to create the necessary infrastructure in a time bound manner.
7. **Fixing of work load norms:** The work load norms are to be fixed as per the present working conditions amicably. This issue is also broached with the management since a long time. The Managements have also appointed KPMG Consultants for this purpose. Therefore, it is hereby requested to immediately finalize the work load norms immediately.
8. **Allowances to all the Engineers WORKING in APTRANSCO and APDISCOMs depending on the nature of duty:** Certain Engineers in Power Sector are getting some allowances where as their counter parts in other entities are not getting anything. This is to be rationalized, depending on the nature of duty and all the Power Engineers working in APGENCO, APTRANSCO and Four DISCOMs should be suitably compensated.
9. **Seniority of Assistant Engineers recruited on Contract Basis:** The Assistant Engineers were recruited on contract basis in this vital sector between the years 2000 and 2009. As per regulation, 10% graduate sub-engineers can be converted against these recruitment and the seniority of these converted sub-engineers shall be placed below the last person of the direct recruited Aes as on that date. Against these recruitments the management gave 10% conversion for the sub-engineers. When the issue of seniority was raised, it was told that the Contract AEs are only senior to the converted Graduate sub-engineers and accordingly seniority lists were also released. But the converted Graduate sub-engineers have approached the courts due to which the promotions from AE to ADE cadre are held since two years in APNPDCCL and now in APCPDCL and

APTRANSCO. The pure short sightedness of the Management has created this legal tangle. This issue is also discussed time and again. It is therefore requested to take necessary steps and clear the Dispute and arrange promotions of the eligible AEs to the cadre of ADE in a time bound manner.

10. Seniority of Assistant Engineers who have taken transfer from one Company to another: The Assistant Engineers recruited in APTRANSCO and APDISCOMs are allowed for transferring their services from one entity to another under certain conditions. However the policy of fixing of interse seniority with the existing AEs is varying form one company to the other. It is requested to arrive at a common policy and implement the same among all the entities.
11. Increment for the Engineers recruited as Trainee Assistant Engineers during 1986 and 2000: Assistant Engineers were recruited as Trainee Assistant Engineers during 1986 and 2000. Recently Govt. of Andhra Pradesh has given One Annual increment for the Teachers who have rendered similar service. Therefore One increment shall be sanctioned for all the Assistant who were recruited as Trainee Assistant Engineers.
12. Service Weightage increments for the Assistant Engineers recruited during 2004 and 2005: The Assistant Engineers recruited during 2004 and 2005 lost service weightage benefit during the pay revision 2004 as they were on contract service. Where as their counterparts recruited in APGENCO got this benefit. Therefore it is requested to extend the same benefit to the AEs recruited during 2004 and 2005 as Contract AEs.

You may appreciate that the APSEB Engineers' Association will always think and act in a responsible way. But these long pending issues are creating unrest among the engineers which may disturb the Industrial Harmony. It is therefore requested to address these issues with in 15 Days to avoid disturbing the present congenial atmosphere.

Thanking you and assuring you our best co-operation all the time.

Yours faithfully,


(A.SUDHAKARA RAO)
Secretary General

Copy Submitted to :

The Additional JMD (Distribution & HRD)/ APTRANSCO