



# 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

(2008-2010)

President

**Er. R. Ravindra Kumar**

Mobile : 94408 15123

Associate President

**Er. G. Sampath Kumar**

Mobile : 94408 11027

Secretary General

**Er. A. Sudhakar Rao**

Mobile : 94408 13776

Secretary (Administration)

**Er. M. Shivashankar**

Secretary (Finance)

**Er. J. Sreenivas**

Secretary (Co-ordination)

**Er. M. Vedavyasa Rao**

Secretary (Publicity)

**Er. D. Vara Prasad Rao**

APTRANSCO:

Vice-President

**Er. K.G. Srinivasulu**

Secretary

**Er. K. Devadanam**

APGENCO:

Vice-President

**Er. B. Mangilal**

Secretary

**Er. A. Venkat Narayana**

APCPDCL:

Vice-President

**Er. P. Pulla Reddy**

Secretary

**Er. J. L. Janapriya**

APEPDCL:

Vice-President

**Er. N. Samuel**

Secretary

**Er. G. Satyanarayana**

APNPDCL:

Vice-President

**Er. G. Shivaram**

Secretary

**Er. M. Ram Babu**

APSPDCL:

Vice-President

**Er. N. Srinivasulu**

Secretary

**Er. M. Devendranath Reddy**

MEMBER REPRESENTATIVES

Mechanical

**Er. P. Tirupathi**

Telecom

**Er. Ch. Srinivas Rao**

Civil

**Er. K. Ravindar Reddy**

Lady Representative

**Er. T. Uma Laxmi**

Hyderabad

Dt 25-1-2011

To  
The Managing Director,  
APGENCO,  
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. 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 AAEs 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 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.

3. Construction of Quarters in APGENCO: There is lot of Shortage of Quarters for the Engineers in many of the Generating Stations. Since some of the Generating Stations are remotely located which are under developed, Private Accommodation is also not available. This is creating serious problem. Therefore it is requested to immediately start construction of Quarters as needed.
4. Laying of Approach Road to RTPP: This is a burning issue which is debated since Four to Five Years. There is no proper motorable Road to RTPP. The management is requested to immediately take up laying of good motorable permanent Road immediately.
5. Incentive for Construction Wing for VTPS and KTPP Engineers: The working in Construction wing of VTPS and KTPP shall be suitable rewarded with Incentive as was done in earlier cases as 'COD' is already over.
6. 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.
7. 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.
8. Recruitment of Graduate Engineers: It is requested to initiate the recruitment process for the existing vacancies and newly sanctioned posts in APGENCO.
9. P.G Increments and BOE Increments: The P.G. Increments shall be restored for the Engineers as an encouragement for attaining higher qualification from the Universities which possess DEC, AICTE and UGC approval. BOE increment shall be extended to all the engineers.

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 Chairman, APGENCO  
The JMD(Finance), APGENCO.