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# APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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To

✓ **The Honourable Chief Minister,  
Govt. Of A.P. ,  
A.P.Secretariat, Hyderabad.**

**Hyderabad**

**20-7-2011**

Respected Sir,

Sub: APSEBEA – Certain Critical Issues  
pertaining to the Power Sector- Request for  
Resolving – Reg.

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The APSEB Engineers' Association represent all the Engineers working in the Power Sector from the cadre of Assistant Engineer to Chief Engineer including Executive Directors. We are very well aware of the importance of the Electricity in the Society, State and the Nation especially for the Agricultural and Industrial Growth. We always stood by the Government and discharge the duties in a very professional manner and made the A.P. Power Sector number 1 in the Country. We also believe in participative management and a responsible Association. The Engineers Association not only brings out the issues concerning the Engineering Fraternity but also of the Power Sector as a whole. Here are some issues which needs the kind attention and intervention of the Honourable Chief Minister.

### Posts Sanction as per work load norms

With the demand ever increasing and continued capacity addition, the workload has increased enormously on every Engineer. As per the existing workload norms, the man power should have been at least doubled. With the advent of

Electricity act, regulatory regime and stringent Citizen Charter, to meet the needs & aspirations of the public, the posts are to be sanctioned immediately for now. For future, the Power Utilities may be exempted from Act(2) of 1994 for creation and recruitment of Employees, as the Power Utilities are self reliant in these aspects and follow the guidelines of the State and Central Governments for policies from time to time. However the Utilities are monitored by the regulator and need approval for all its actions and accountable thus.

### **Preference to APGENCO for Capacity Addition than IPPs**

Needless to mention that the APGENCO is performing exceedingly well and bagging all the prestigious awards and meeting the needs and targets set by the Government. On the other hand, the Independent Power Producers have not set-up the Project, resulting in power crisis. Therefore it is requested to give preference to APGENCO by giving necessary support for capacity addition.

It is pertinent to note that the APGENCO is yet to have a Gas based Power Plant. Another Thermal Plant shall be situated in Visakhapatnam area, preferably in Srikakulam District for Socio-economic development and also it is a load centre.

### **Accidents**

In case of Fatal Electrical Accidents occurring to any consumer at his premises or in the line, Cases are being booked on the concerned Assistant Engineer / Assistant Divisional Engineer. 99% of the cases Occur not because of the dereliction of duty of the either Department or Department personnel. It is therefore requested to Order that a Departmental Enquiry may be conducted by the Superintending Engineer / Chief Engineer and then necessary action may be taken.

### **Assault on Engineers**

During Intense vigilance inspections of Power Theft cases or during Load relief conditions, some times the Engineers are facing physical Assault. This will demoralize the Employees. It is requested **to bring appropriate legislation** to curb such unruly behavior, for creating proper working condition for the Employees to discharge their duties. Also it is requested to take immediate necessary action on all the criminal cases booked on man-handling of Engineers to improve the morale of the Engineers.

### **Recruitment Calendar**

Enormous delay is occurring, in the form of permission for recruitment of Assistant Engineers and the posts are kept vacant for years together, thus hampering the performance of the Sector. Even for the already sanctioned posts, where the vacancy arise due to superannuation, permission is sought.

The Andhra Pradesh State is producing enormous Technical man-power every year and to utilize the talented man-power available, there shall be a regular recruitment on a yearly basis for the next ten years, commensurating with the existing vacancies and further requirements as per the power sector growth. Therefore a recruitment calendar shall be devised to suit the needs, which clearly spells out the time lines for recruitment process, Class room as well as on job Training of selected Engineers and then Induction of Assistant Engineers.

### **Appointment of Directors to AP Power Utilities**

In the recent past, it is observed that there are uneven number of Technical Directors appointed in the Power Utilities. Also the tenure and number of terms issued are varying. It is therefore requested to have uniform policy of appointing a certain number of Technical Directors with a fixed term and there shall be maximum of 5 Years term or 63 Years of age whichever is earlier as a limitation. It shall also be studied to nominate the In service Senior and efficient Engineers as Directors.

### **Engineer CMDs and fixed tenure**

As the Power Sector is a specialized field and needs domain Knowledge, it is requested to post only eminent senior Power Engineers who have worked in the power sector. Similarly, some times the CMDs are being changed without they being given reasonable time. The tenure of the CMDs shall be a minimum of Three Years. The performance of the sector will drastically improve if it is let to function independently under the regulatory regime.

Assuring you of our best cooperation at all times.

Yours faithfully,



(M.VEDAVYASA RAO)  
SECRETARY GENERAL