



APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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To

The Chairman & Managing Director,
APTRANSCO, Vidyut Soudha
Hyderabad - 500 044

Hyderabad

4 -8-2011

Respected Sir,

Sub: APSEBEA - Certain Important Issues for
Redressal - Reg.

The APSEB Engineers' Association has been representing the following issues from time to time and requests for early redressal on priority. Some of the issues are discussed since a long time.

Time Bound Promotions:

The time bound promotions issue has been accepted in principle by the management and written assurances were also given. All the Engineers are eagerly waiting for the same and getting frustrated for the delay. It is therefore requested to immediately issue the necessary orders and implement the same without further delay.

Sanction of Posts:

The APTRANSCO & APDISCOMs arrived at the requirement of new posts on adhoc norms basis in the year 2009 and forwarded them to the A.P. State Government. However, only 30% of the posts were sanctioned. Subsequent to the sanctioned 30% posts, lot of network, demand, consumers and Generation is added but commensurate man-power is not added.

It is also pertinent to note that the lopsided option process has created lot of disparity among the same batch recruitees across the entities which is a gross violation of the Tripartite agreement.

It is therefore requested to get the balance 70% posts and the commensurate man-power for the additional load added since 2009 in a time bound manner. Therefore comprehensive proposals of the present requirement of APTRANSCO as well as Four DISCOMs shall be made and sent to the A.P.State Government for its approval within 15 Days.

Medical Policy :

This is also a long pending issue. In the present day environment of pollution, high stress in the working environment and rising costs, more and more Young Engineers are prone to high cost diseases. So, medical policy covering the actual expenses with out any ceiling is required. The Engineers are ready to bear some reasonable cost over and above the coverage provided by the Organization. Therefore, a good medical policy to cover the actual expenses without any ceiling may be implemented at the earliest.

Unique EPF ID for the Engineers to whom EPF is applicable:

Presently, the employees recruited from 1999 are having Employee Provident Fund Scheme with equal contribution from employee as well as employer. But they are having big problem with their contributions not being added properly to their accounts as when they get transferred, as the account number changes. So far they did not get their Annual Slips properly. To get over this problem, it is requested to maintain the EPF account at the Company Head Quarters only by getting one Account Number per Employee. This arrangement doesn't put any additional financial burden on the organization and the present GPF section will only handle this, as functionally both are same.

FIXING OF SENIORITY OF ASSISTANT ENGINEERS:

The discrepancy of seniority of the Assistant Engineers issue which cropped up due to "Contract Clause" has raised to alarming levels and the promotions in APNPDCL, APCPDCL and APTRANSCO are stalled because of legal tangle, since more than a year. The managements are not able to implement their own regulations regarding fixing of seniority(BP. Ms No: 354, T.O.O. No: 231 and Memo dt 23.9.2009). The young Engineers who are deprived of promotions because of this reason are getting frustrated. It is therefore requested to resolve this issue as early as possible by taking all the necessary steps and finalize the seniority of the AEs within one month.

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RECRUITMENT CALENDER:

There are large number of AE vacancies in APTRANSCO and regular recruitment is not taking place. When recruitment happens, it is done in large numbers. The large vacancies is resulting in poor work progress and recruitment in large numbers is resulting in stagnation. Even this recruitment happens only after persistent follow-up.

With the demand for electricity ever increasing, continued capacity addition and network expansion, as per work load norms, recruitment in small batches has to take place at regular time intervals. So a recruitment calendar giving the schedule from notification to induction of Assistant Engineers may be declared taking all factors in to consideration.

PROTECTION FOR FIELD ENGINEERS:

During Intense vigilance Inspections of Power Theft and during Load relief conditions, the Power Engineers are facing Assault by the errant consumers or the Public. Similarly, in case of Fatal Accidents occurring to any consumer at his premises or in the line, police cases are booked on the concerned Assistant Engineer / Assistant Divisional Engineer. 99% of the cases occur not because of dereliction of duty, of either the Department or Departmental Personnel. So, first Departmental Enquiry shall be conducted by the Superintending Engineer / Chief Engineer and then necessary action may be taken. Similarly to curb the unruly persons taking the law in to their hands, proper suitable steps may be taken to bring "appropriate legislation" to protect the engineers.

Pension and GPF provision for AEs recruited between 1999 – 2004:

The AP State Government is implementing pension and GPF provision for all its employees recruited up to 2004. A committee is already constituted for the purpose by APTRANSCO. It is therefore requested to finalize the committee report early and include all the AEs recruited between 1999 – 2004 in the scheme to give Pension and GPF provision.

Notional Increments for Engineers:

The APSEBEA has been representing since long for Notional increments for

- a. Trainee Assistant Engineers recruited between 1986 and 1999.
- b. Weightage increments for 2005 year recruited AEs.

Recently, orders have been issued to give two notional increments for all JAOs recruited from 1986, who were appointed as Trainees. The same condition prevails in the above cases also. Similarly the AEs recruited in 2005 were put to
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great loss by not considering for weightage increments as they were recruited on contract basis and the disparity between them and the subsequent batches is very high. Therefore, orders shall be issued to extend the notional increments for the above two cases also.

P.G. Increments :

The erst while APSEB has implemented awarding two increments as special pay for acquiring higher qualification as an incentive for enriching knowledge and improving skills. With the advent of lot of facilities and many Universities offering different courses, many of the Engineers are persuing Post Graduate Degree. Of late, the managements are not inclined to give the financial incentive. However, many of the Engineers have completed or in the verge of completion of the P.G. Degree after duly obtaining the No Objection Certificate (NOC). In view of the above, it is requested to continue the policy of awarding two increments as special pay for acquiring higher qualification. It is pertinent to note that each entity in the AP Power Sector is dealing this issue differently. It is therefore requested to take a policy decision on this issue uniformly across the utilities in the power sector.

Allowances for all power Engineers.

The power Engineers are always available on call any time, 24 / 7 and are working with dedication and commitment to meet the deadlines, to keep the grid in balance and thus making the Consumers satisfied. Similarly, while attending Breakdowns or during construction or for Maintenance works or MRT work or shift duties , they are put to severe stress and strain, both mentally and physically. In order to recognize their nature of duties and to encourage expertism, allowances are to be considered as an incentive. This practice is existing in Central PSUs. Already, the APTRANSCO has constituted a committee for the purpose. It is therefore requested to finalise the allowances to all the Engineers commensurating the hardship they are facing and nature of duties.

Fixing of cadre Strength Ratio between AEs, AAEs, Graduate Sub-Engineers Converted as AEs and Graduate AAEs appointed on Transfer as AEs :

As you are already aware the ratio between the various constituents is fixed at Assistant Engineer level for the APDISCOMs, keeping in view of the nature of

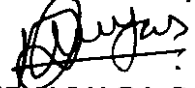
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duties, available man-power, the regulations and the need. Similarly an amicable cadre Strength Ratio between AEs, AAEs, Graduate Sub-Engineers Converted as AEs and Graduate AAEs appointed on Transfer as AEs may also be arrived in APTRANSCO duly involving all stake holders keeping in view of the regulations.

All the above issues are not new and some have been discussed and promised by the managements. The Engineering community is becoming restive, as the issues that are promised are not implemented. These are very critical for maintaining the Industrial Harmony and peace. Therefore, it is requested to kindly issue favourable orders and settle the issues amicably.

Thanking you and assuring you best of our co-operation.

Yours Sincerely,



M.VEDAVYASA RAO
SECRETARY GENERAL

Copy Submitted to:
Joint Managing Director (HRD & Distribution)