



# APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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(2008-2010)

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Hyderabad  
Dt.23-11-2010

To  
The Chief General Manager(HRD& Trg),  
APTRANSCO,  
Vidyuth Soudha, Hyderabad.

Respected Sir,

Sub: APSEBEA – Consultancy support by M/s KPMG Advisory Services Pvt. Ltd., to study and report on HR issues of APTRANSCO and APCPDCL – Reg.

Ref: 1.Lr.No.CGM(HRD&Trg)/DE(T&MPP/ADE(HRMS)/A4/884/2008, dt.12-11-2010.

2. T.O.O.(Per-Addl.Secy)/Ms.No.192, dt.31-10-2008.

\* \* \*

This has reference to the letter dt.12-11-2010 regarding the views of APSEB Engineers' Association on the draft summery report received from M/s KPMG. The following are the views with regards to APTRANSCO manpower planning. Regarding APCPDCL the views will be submitted separately.

- 1) Though the terms of reference lists manpower planning and promotion frame work of APCPDCL and APTRANSCO, there is no mention of promotion frame work in the report.
- 2) Manpower Policy should deal with
  - (a) Recruitment
  - (b) A scientific structure based on requirement , practice and need.
  - (c) Improve the skills and abilities.
  - (d) A road map to achieve the goals.
  - (e) Training (Induction, On job, Refresher and Motivation)
  - (f) Improve performance levels.

But the report just gives out figures with no rationale and surprisingly the man power is limited to the feed back given by the officials.

3. The following major importance functions are left out.

- a) Field staff for construction in 220kV and 132kV substations.
- b) Field staff for construction in 220kV and 132kV Lines.
- c) Field staff for construction in 400kV substations.
- d) Field staff for construction in 400kV Lines.

- e) O&M for 400kV System
  - f) O&M for 220kV and 132kV System
  - g) MRT and Maintenance
  - h) Operation manpower in substations.
4. The exercise is not comprehensive and mere eye-wash and not at all useful to the organization.
5. The objective looks like only pruning down manpower irrationally. This does more harm than good to the organization.

Meanwhile, the management also requested to submit the opinion of APSEBEA on restructuring of existing setup in field in APTRANSCO. The APSEBEA conducted a meeting of senior officers and field Engineers on 19-11-2010 and a following are the resolutions.

- i) The work load norms are to be arrived and manpower estimated accordingly.
- ii) The additional manpower as per norms shall be added.
- iii) Each District shall have one SE/TL&SS
- iv) Each District shall have one SE/TLC
- v) Each Zone shall have one SE / 400 KV for Construction purpose. Existing SE / 400 KV O & M posts shall be continued.
- vi) Every SE shall have one DE/Technical
- vii) Every CE/Zone shall have one DE/Technical
- viii) The TLC and TL&SS MRTs shall have separate DEs
- ix) A maximum of 8 substations shall be given to one DE/TL&SS
- x) The necessary supportive staff such as ADE, AE, Computer Operator, Record Assistant, Accounts , P&G, Office Accommodation , Vehicle etc., shall be given to the Division, Circle and Zonal Offices.
- xi) There shall be one AO in each TL&SS and TLC office and SAO in Zonal Office. Similarly A.S in Zonal Office and P.O in Circle Office.
- xii) Two Additional Zones at Nellore and Nizamabad shall be created. For Nizamabad Zone, Jaipuram ( Sigareni ) Power Plant Evacuation, Karimnagar Power Plant and BPL evacuation and Pranahitha Chevella LIS Schemes are coming-up. For Nellore Zone, Krishnapatnam Power Hub evacuation is to be done.
- xiii) In Hyderabad & R.R. District additionally, 3 SE / TL& SS Posts are required for maintaining Quality & Reliable Power Supply.

A General Body of APTRANSCO Engineers is contemplated on 28-11-2010 to discuss the problems faced by the field engineers and proposed structural changes. The structure and details regarding Corporate Offices, Field, Construction and O&M will be submitted separately. The APSEB Engineers' Association also requests the management to take the Association into confidence before embarking any changes as the half hearted attempts will not give desired results.

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