



APSEB ENGINEERS' ASSOCIATION

(Regd. No. 874 of 1975)

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(2013-14)

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Hyderabad
14-7-2014.

To,

Honourable C.R. Kamalanathan Committee,
AP. Secreteriat, Hyderabad.

Respected Sir,

Sub: Allocation of employees between Telangana and
Residuary Andhra Pradesh – Certain Concerns of
power sector employees – Request- Reg.

APSEB Engineers' Association represents all the Engineers in the Power Sector (Generation, Transmission and DISCOMs) from the cadre of Assistant Engineer to Executive Director in the Residuary Andhra Pradesh. APSEB Engineers' Association is established in the year 1956 and registered in the year 1975. APSEB Engineers' Association is a responsible Association and known for its constructive approach which primarily look forward to the development of the State, Organisation and then only the members.

APSEB/Successor entities recruited Graduate Engineers till 2008 on a State Wide basis as Junior Engineers / Assistant Engineers till localization of Assistant Engineer cadre in the year 2008. The post of Assistant Engineer is Gazetted Cadre.

The GO 610 is applicable for local cadre posts (for class – III, and Class- IV) only. Assistant Engineer is a Class – II post. However from 2009 onwards, the Power sector entities started recruiting Graduate Engineers on Zonal Basis by taking spirit of the presidential order. Again this zonal system is not the same as State Government Zonal System.

Till 2009, recruitment to the graduate Engineers is made by giving paper publication and following all statues. Now the graduate Engineers who are recruited on state wide basis are in service at various levels spanning from Assistant Engineer to Executive Director.

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The GO 610, Gir Glani Report, all talk about recruitment in the class –III and IV posts only. Some of the Telangana Representatives are issuing threatening statements which have appeared in press also. Some of the slogans that are coined are “we will not work under the Andhra Bosses”, “All Seemandra People have to go to their native places”, “All Seemandhra People will be sent back to native Zones without any options. These kind of statements or talk is made by some of the responsible management persons also, forgetting the fundamental rules and vitiating the working atmosphere. Some wrong orders were issued by the managements toeing the line of regional phenatics which are against the fundamental rights. The general principles adopted for posting gazetted officer till recently are

- i) The officer shall be posted to any other place other than native district
- ii) State Cadre Officers are posted anywhere in the State as per the exigencies.

Some of the service Associations belonging to a particular region are spreading misleading information and threatening employees by using foul language, such that a panic situation is created and employees leave their settled places for safety. This has been systematically and organisedly done, in connivance of the politicians, with the sole objective of getting early promotions. They are also spreading misinformation that supernumery posts will be created in Seemandhra to drive away the employees forcibly without giving any option. Unfortunately some of the managements are also toeing the same line.

Needless to mention that the State bifurcation is for equitable distribution of both the regions but not for giving undue promotions in one area at the cost of other region and putting the entire burden on to the poor consumer. So far the managements are mute spectators for all the unlawful activities going around without taking any action and are pretending as if everything is fine. There are other state domicile engineers working in A.P. Power Sector.

Peculiar situation arose for some of the employees, they are non-local to Telangana State but their children are local. Parents employment is at risk now, but the children may not get employment in their parents State as they are non-local there.

During the bifurcation of the APSEB State, The AP State Government, managements have entered into TRIPARTITE Agreement which is also incorporated in the AP Power Sector Re-organisation Act. Thus the employees recruited before 1999 have to be treated keeping in-view of the TRIPARTITE Agreement also.

Even in Zonal recruitment, meritorious non-local candidates are allotted to other zones. Now under the pretext of State BIFURCATION, if the above zonal candidates are allotted to the successor States without any option is illegal.

Some of the employees who are native of Seemandhra region working in the Telangana region wants to go back to Andhra Pradesh State. These employees in normal course may not get an opportunity to exercise option even. Similarly some of the employees who are native of Telangana region working in the Residuary Andhra Pradesh region wants to go back to Telangana State.

In 1975, while introducing the presidential order for zonal system, options were initiated for the employees who were already in service.

It is also noted that, the press has printed information that the Honorable Kamalanathan committee has no objection for creation of Supernnumary posts provided that the respective State Governments accept. It is pertinent to note that the erst-while APSEB is divided in to six entities in the year 1999 and employees exercised options during 2002. APSPDCL and APEPDCL employees are still suffering till date without any promotions due to creation of supernnumery posts, where as employees who are junior to them by four or five years got promotions in APNPDCL and APCPDCL (Now in Telangana region). Due to this reason, Power Sector Engineers of Residuary Andhra Pradesh State can no longer suffer further and oppose creation of supernnumery posts tooth and nail.

Also there is a peculiar situation regarding Anathapur and Kurnool Districts. These two districts got demerged from APSEB into APCPDCL. Now they are being merged in to APSPDCL. Now it is a special case of demerger and merger now. Lot of seniority issues are arising because of this. Therefore guidelines may also be issued for these type of cases also which can adopted.

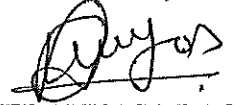
Keeping all the above in view, the following points shall be considered while finalizing the option policy.

- Options shall be given to all the employees including the Zonal recruitees.
- While allocating the employees, the original seniority shall be protected.
- Spouse cases shall be considered as per their choice.
- Medical cases shall be considered as per their choice.
- No supernumery post be created.
- The option process shall be live and totally transparent. The employees shall have the facility to select their choice as in EAMCET counseling duly taking in to effect of their promotional avenues in both the States. Every employee should be able to know number of employees above him with their age and balance number of posts left for exercising option.
- The option process shall be in line with the principles laid down on earlier occasions as in the case of Chattisgarh etc.,.
- Seniority shall be criteria for allocating the employee.
- Total years of service rendered and service left-over shall also be kept in mind while allocating the employees.
- The service conditions (rules and regulations) at the time of individual recruitments shall be implemented in to-to, in letter and spirit. Any law or rule made shall be applicable prospectively.
- The option process shall be legally valid and protect the constitutional fundamental rights, principles of natural justice and equality for all.

- As far as possible, the seemandhra employees who choose Telangana State shall be accommodated in GHMC limits for at least 10 years, when the common capital is in force and Honourable Governor is in-charge of the Law and Order, in lieu of harassment and threatening to the employees posted in other than GHMC limits. This has already appeared in press many- a- times.
- Guidelines may also be issued keeping in view of merger of Ananthapur and Kurnool Districts in to APSPDCL, as this is a case of de-merger and merger.
- The honorable high court of Andhra Pradesh has granted stay vide W.P.No.19934/2012 for changing the service rules to implement the GO 610 retrospectively. The Stay is still in force.

Thanking you and assuring our best co-operation at all times.

Yours Faithfully,



M.VEDAVYASA RAO.
Secretary General

Copy Submitted to :

1. The Secretary Energy, Telangana State Government
2. The Secretary Energy, AP State Government.
3. The Chairman and Managing Director / AP TRANSCO
4. The Chairman and Managing Director / TS TRANSCO
5. The Chairman and Managing Director / TS GENCO
6. The Chairman and Managing Director / TS SPDCL, Hyderabad
7. The Chairman and Managing Director / AP SPDCL, Tirupati.
8. The Chairman and Managing Director / TS NPDCL, Warangal
9. The Chairman and Managing Director / AP EPDCL, Visakhapatnam.