

**MINUTES OF THE MEETING HELD ON 11.01.2012 AT 3.00 PM WITH THE  
APSEB ENGINEERS ASSOCIATION(Regd.No.No.874 of 1977) AS PER LETTER  
DT.15.12.2011.**

S.No.	DEMANDS	MINUTES
1	Time Bound Designation Nomenclature change with monetary benefit.	<p>It is agreeable in principle to implement the "Automatic Time Bound Nomenclature Designation Change Scheme (ATBNDCS)" for all the six power utilites viz., APTRANSCO, APGENCO and four AP DISCOMs without monetary benefit.</p> <p>A letter will be addressed to the APSEB SC&amp;ST welfare Association and Electricity Backward Classes Employees Welfare Association duly clarifying their objections/ apprehensions raised by them for their willingness on the scheme and assuring them continuation of the benefits which are extended to them constitutionally and the benefits, status, responsibilities shall be continued without any dilution. Further, they will also be informed that "Review of the scheme" will be done in case of any unforeseen problems arise during implementation of scheme.</p> <p>After study of all the objections, orders will be issued by 15.02.2012.</p>
2	Sanction of posts commensurating with work load and fixing of work load norms for all Employees in APTRANSCO, APGENCO and APDISCOMs.	It is agreed to work-out the norms for all the posts in all six power utilities viz., APTRANSCO, APGENCO and 4 APDISCOMs and final proposals will be sent to the Govt. by 15.02.2012.
3	Medical policy covering actual expenses without any ceiling	The A.P.Government Medical policy will be implemented in toto. It is agreed in principle for reimbursement of expenditure over and above Governments Medical Policy which will be done with the employees contribution forming a trust. A Committee is being constituted to work out modalities so as to implement the scheme by 01.04.2012.
4	White paper on performance improvement and financial position of A.P. Power Utilities & the details of re-imbursement towards subsidy and additional power purchase amounts from Government after Un-bundling of erstwhile APSEB shall be issued. Franchisee and privatization efforts of DISCOMs shall be stopped.	Performance report of all utilities was furnished..

S.No.	DEMANDS	MINUTES
5	Pension and GPF provision for AEs recruited after 1999.	The Government Employees are having Pension and GPF facility upto 1-9-2004 as per G.O.Ms No 654 dt .22.9.2004. A Committee was constituted vide T.O.O.(Addl.Secy-Per) Ms.No.21, Dt.13.04.2011 read with Memo dated 31.05.2011 under the Chairmanship of Sri P.Hari Prasad, Director (Finance), APEPDCL to examine the issue. The Committee Report will be finalised on 17-01-2012. It is informed that APGENCO will take up the matter in their next Board Meeting for consideration giving due regard to the gravity of the problem and feelings of the Engineers' Association.
6	Recruitment Calendar to fill up the vacant AE posts over a period of next five years.	It is agreed to send the proposals for recruitment of all the posts for all six power utilities viz., APTRANSCO, APGENCO and 4 APDISCOMs to Govt. by December month end every year. Government approval should be obtained by June of the succeeding year. Paper notification will be issued in the month of the August. Recruitment process should be completed by November.
7	<b><u>Notional Increments for Engineers:</u></b>	
	i) Trainee Assistant Engineers recruited between 1986 and 2001 and Weightage Increments for 2005 recruited AEs	Regarding Notional Increments to Trainee Assistant Engineers recruited between 1986 to 2001 it was decided to obtain financial commitment of APTRANSCO, DISCOMs & APGENCO separately. A Decision will be taken before 15-02-2012. Regarding service weightage Increments it is agreed to take the decision in next APPCC meeting to be held on 17-01-2012.
	ii) Considering of Contract Service of AEs for all purposes	It is agreed to consider contract service for all the service benefits such as Leave Benefits, Seniority, Promotions, Probation Commencement, Completion of Probation etc. T.O.O will be issued.

S.No.	DEMANDS	MINUTES
8	P.G. Increments shall be continued.	It will be discussed with all the managements and a Uniform policy will be arrived within one month for implementation.
9.	Allowances and Incentives for all power Engineers depending on their nature of duties.	<p>A Committee which is already constituted will prepare methodology for performance based allowance in respect of APTRANSCO and APDISCOMS. Conveyance allowance will be examined.</p> <p>In APGENCO, already Generation / Construction /PLF linked incentive schemes are in force. Construction Incentive for the projects commissioned and Generation Incentive due, will be considered by the end of January-2012 as per the scheme.</p>
10	Providing necessary Infrastructure like. Office Accommodation, Vehicles as per field necessity in APTRANSCO, APGENCO and APDISCOMS.	As per work/functional necessities arrangements will be made available towards office accomadation and vehicles.
11	To improve the school, Medical, Residential Quarters in all APGENCO plants and laying of connecting Road to RTPP.	<p>It is a continuous process. New Quarters constructions &amp; repairs to old Quarters wherever needed are worked out, taking into cognizance the Budget availability. In a phased manner for the ensuing 5 years a proposal to construct new quarters is under finalization and action shall be taken from time to time. Repairs of old quarters will be taken up on priority.</p> <p>Equipment required to carryout diagnostic/ investigation services in all thermal stations hospitals is worked out and procurement is under process. Manning of Hospitals as required with para medical/Doctors also is being tied up on outsourcing basis and by February end medical staff will be positioned.</p> <p>With reference to road connecting to RTPP a committee consisting JMD/Director(Techn.) /Director(HR)/APGENCO is constituted and they will visit site and submit a detailed report by 31st January based on which further action shall be taken.</p>

S.No.	DEMANDS	MINUTES
12	Protection for field Engineers against booking cases on them due to accidents and physical attack on Engineers in field and avoiding of harassment of engineers on anonymous petitions.	Will be taken up with Government. Necessary back up and support and follow up will be organized by Security and Vigilance Department of respective wings. Necessary instructions in case of accidents will also be given so as to avoid undue harassment of field staff from various quarters.No action will be taken on anonymous petitions and circular instructions will be issued once again.
13	Fixing-up of guidelines for appointment of Directors in A.P. Power Sector entities and considering of in-service Engineers for appointment as Directors.	Government will be informed about the suggestions of APSEBEA.
14	Income Tax levied on rent-free Residential Quarters (7.5% of Gross Income) is to be treated on par with Government Quarters in APGENCO Power Plants.	This demand was discussed during the wage revision and in lieu of this demand 1% CC charges are reduced to 0.25%. However once again it will be persued with IT Department re-examine the matter.

2/3  
 Miss  
 CMD/APTRANSCO  
 MD/APGENCO  
 JMD(HRD & DISTRIBUTION)  
 APTRANSCO  
 DIRECTOR(HR)/APGENCO

PRESIDENT/APSEBEA  
 ASSOCIATE PRESIDENT/APSEBEA  
 SECRETARY GENERAL/APSEBEA