

**GOVERNMENT OF ANDHRA PRADESH
ENERGY (SER) DEPARTMENT**

LETTER NO.4455/Ser./2013-2

Dated: 10-02-2014

From
The Special Chief Secretary to Government,
Energy Department,
A.P. Secretariat,
Hyderabad.

To
The Chairman & Managing Director,
APTRANSCO,
Vidyut Soudha, Hyderabad.

Sir,

Sub:- Energy Department - Revision of Pay Scales, 2014 -
Constitution of combined Wage Negotiating Committee
for APTRANSCO, APGENCO and four DISCOMS -
Instructions - Reg.

- Ref:-1.From the Chairman & Managing Director,
APTRANSCO, Hyderabad, Lr.No.Addl.Secy/
DS(L,IR&R)/AS(L)/PO(R&HRMS)/JPO1
/272/13, dated 24-10-2013.
2.From the Chairman & Managing Director,
APTRANSCO, Hyderabad, Lr.No.Addl.
Secy/DS(L,IR&R)/AS(L)/PO(R&HRMS)/
JPO1/272/13-2, dt. 02-12-2013 &
16-12-2013.
3. From the Chairman & Managing Director,
APTRANSCO, Lr.No.CGM (HRD)/GM
(Adm)/AS (Ser)/PO.Reg./1/12,
dated 26-12-2013.

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I invite your attention to the references cited. I request
you to take following necessary action:-

- The wage negotiation shall be done by 3 separate committees, i.e., one for AP TRANSCO, one for APGENCO and another for all the 4 DISCOMS considering that they are into separate kind of business.
- The wage committee of TRANSCO & GENCO will consist of Director (Finance) & Director (HR) of the concerned Company and the senior Director among the two will be the Chairman of the said committee.
- The committee for DISCOMS will be under the Chairmanship of Director (Finance), CPDCL and Director (HR), SPDCL will be the second member.

(P.T.O.)

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- In addition, all the 3 committees should have one outside expert who is a qualified Cost Accountant and is certified for cost audit, who will be selected by CMDs of APTRANSCO, APGENCO and CPDCL respectively for the 3 different committees.
- The committees while recommending the wage structure should benchmark the overall employee cost as well as the salary scale with other similar companies particularly with the good companies of the private sector.
- The financial burden due to wage recommendation should also have relevance to the capacity of the concerned Company/Companies which could afford to bear from their internal resources without affecting the financial health or performance.
- The wage revision impact on tariff should not cause undue hardship at the consumer end.
- From hereafter, the wage negotiation cannot be held earlier than 5 years.

Yours faithfully,


Sd/-XXX

for Special Chief Secretary to Government

Copy to:-

✓ The Managing Director,
APGENCO, Hyderabad.
The Chairman & Managing Director,
APCPDCL, Hyderabad.
The Chairman & Managing Director,
APSPDCL, Tirupati.
The Chairman & Managing Director,
APNPDCL, Warangal.
The Chairman & Managing Director,
APEPDCL, Visakhapatnam.

// FORWARDED : BY ORDER //


SECTION OFFICER