

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED

ABSTRACT

APGENCO – Industrial Relations – Enhancement of Remuneration to the Contractors' Labour/Outsourced workers working in APGENCO through 3rd Party Man Power Supply Agencies/Contractors – Orders – Issued.

G.O.O.No.409/JS(Per)/2018,

Date: 29-11-2018

Read the following:

- Ref: 1) T.O.O. (Addl.Secy.-Per) Ms.No.983, dt.01-11-2018
2) G.O.O.No.195/JS(Per)/2016, dt.17-09-2016
3) G.O.Ms.No.151, Finance (HR-I – Plg. & Policy) Dept, dt.08-08-16
4) G.O.O.No.237/JS(Per)/2015, dt.04-09-2015
5) Memo.No.D(HR)/CGM(HR)/LO/PO/71/2012-1, dt.28-03-2012
6) G.O.Ms.No.11, Labour Employment Training and Factories (Lab.II) Dept., dt.17-01-2012

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ORDER

It has been represented by the Unions that APTRANSCO has issued orders vide reference 1st cited enhancing the remuneration to the Outsourced Workers working in APTRANSCO through 3rd Party Man Power Supply Agencies/Contractors.

2) The Outsourced personnel engaged in Head Quarters as Data Entry Operators, Office Sub-ordinates and for Housekeeping and Maintenance Workers have represented vide their common representations dt.02-11-2018 and 05-11-2018 respectively, to extend the remuneration in terms of orders issued by APTRANSCO vide its T.O.O.No.983, dt.01-11-2018 to them also duly dispensing with the remuneration being paid in terms of G.O.Ms.No.151, dt.08-08-2016 adopted vide G.O.O.No.195/JS(Per)/2016, dt.17-09-2016.

3) After careful consideration, the APGENCO hereby issues the following orders for enhancement of remuneration to the Contractors' Labour/ Outsourced workers working in APGENCO through 3rd Party Man Power Supply Agencies/Contractors, as detailed below, subject to the approval of the Government of Andhra Pradesh.

i) Enhancement of Remuneration :

Category	Total Current Pay per Month (Rs.)	Other Allowances per Month (Rs.)	Total Remuneration per month (Rs.)
(1)	(2)	(3)	(4)
Highly Skilled	14,973.00	7,616.00	22,589.00
Skilled	12,003.00	8,595.00	20,598.00
Semi-Skilled	9,780.00	7,364.00	17,144.00
Un-Skilled	8,284.00	8,189.00	16,473.00

- ii) The enhanced remuneration as per these orders shall accrue from 01-04-2018 and shall be paid through the existing Man Power Supply Agency/Contractor. The arrears from 01-04-2018 to 31-10-2018 shall be paid during this Financial Year. Consequently, the orders issued in G.O.O.No.237/JS(Per)/2015, dt.04-09-2015 are dispensed with effect from 01.04.2018.

Contd.2.,

- iii) Service Incentive shall be paid to the Contractors' Labour/ Outsourced workers who have completed 10 Years of Service in the category of Un-Skilled, Semi-Skilled, Skilled and Highly Skilled @ Rs.500/-, Rs.700/-, Rs.800/- and Rs.1000/- per month respectively.
- iv) While sanctioning service incentive, the competent authorities are requested to ensure the service rendered by the Contractors' Labour/Outsourced workers with necessary documentary evidence like EPF Account, Certificates issued by the Contractors and the agreement entered with the contractors without having any break in service.
- v) The Employers' and Employees' contribution towards EPF shall be paid only on the Pay of the Contractors' Labour/Outsourced workers, excluding Other Allowances and Service Incentive.
- vi) ESI shall be as per statutory obligation and as per limits prescribed in the ESI Act.
- vii) The Agency Commission/Supervisory Charges to the Man Power Supply Agencies/Contractors shall be paid only on the Pay per month (as indicated under Column No.(2) of para 3(i) above) subject to maximum extent of 8%.
- viii) With the introduction of the new structure of remuneration at para 3(i) to the Contractors' Labour/Outsourced workers engaged for perennial nature of works through 3rd Party Man Power Supply Agencies/Contractors, the earlier system of Payment of Wages as per G.O.Ms.No.11, Labour Employment Training and Factories (Lab.II) Dept., dt.17-01-2012 adopted vide Memo.No.D(HR)/CGM (HR)/LO/PO/71/2012-1, dt.28-03-2012 is dispensed with.
- ix) The Outsourced Personnel engaged as Data Entry Operators/Office Sub-ordinates/Drivers at Head Quarters shall also be paid the remuneration ordered in para 3(i) under Column No. (4) above under Skilled Category to the Data Entry Operators and Drivers, Un-Skilled Category for Office Sub-ordinates, House-keeping and Maintenance Workers duly dispensing the existing remuneration being paid in terms of G.O.Ms.No.151, Finance (HR-I-Plg.& Policy) Dept, dt.08-08-16 read with G.O.O.No.195 /JS(Per) /2016, dt.17-09-2016.
- x) If the Commissioner of Labour, Government of Andhra Pradesh enhances the basic wages in future, the monthly remuneration that is being paid to the Contractors' Labour/Outsourced workers in APGENCO will be compared with the enhanced Gross Wages of Commissioner of Labour and whichever is higher will be paid.
- xi) The enhancement of monthly remuneration shall not be linked to any future revision of the remuneration to the outsourced personnel working in Government Department and it shall be made a condition in the agreement.

- xii) The Drivers shall be continued to be under skilled category, but the remuneration shall be paid in a beneficial way either under these orders or Standard Scheduled Rates (SSR) without causing any reduction to the existing wages paid.
- xiii) The enhancement of monthly remuneration shall not be applicable to the Contractors' Labour/Outsourced workers working in piece meal job works (i.e., not in perennial nature of job works) in Generating Stations engaged through 3rd Party Agencies/ Contractors. The estimates for such jobs shall be prepared according to the prevailing practice.
- xiv) All other Allowances like EL, Terminal Benefits, Safety Appliances, etc as applicable in Generating Stations shall be allowed on the Pay per month (as indicated under Column No.(2) of para 3(i) above).
- xv) The Railway Tract Maintenance Workers existing at RTPP and Dr.NTTPS are allowed to draw the new remuneration as indicated in para 3(i) under Column No.(4). Also, they are permitted to draw the existing Additional Allowances as detailed below;

Sl.No.	Particulars	Highly Skilled (Rs.)	Skilled (Rs.)	Semi-Skilled (Rs.)
1	Track Maintenance Allowance	3024.00	2424.00	1974.00
2	DA	694.00	556.00	453.00
3	Safety Allowance	300.00	300.00	300.00
4	Uniform Allowance	350.00	350.00	350.00
5	Dust Allowance	400.00	400.00	400.00
6	Bonus	840.00	673.00	548.00
7	Special Allowance	870.00	700.00	578.00

- xvi) The GST applicable as per Rules/Act shall be paid.

K. VIJAYANAND
MANAGING DIRECTOR

To
The Executive Director (Accounts)/APGENCO
All the Chief Engineers/APGENCO
All the FA & CCAs/APGENCO
All the Superintending Engineers/APGENCO
All the Executive Engineers/APGENCO

Copy to the:
PS to Chairman/APGENCO
PS to Managing Director/APGENCO
SAO to Director (Finance & Commercial)/APGENCO
Dy. EE (Tech.) to Director (Thermal)/APGENCO
Dy. EE (Tech.) to Director (Hydel)/APGENCO

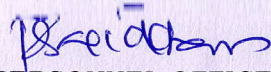
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- Dy. EE (Tech) to Director (HR&IR)/APGENCO
PA to the Company Secretary/APGENCO
PA to Chief of Vigilance & Security/APGENCO
All Dy. CCAs/ Dy. Secretaries/All Asst. Secretaries/APGENCO
Pay Officer/Accounts Officer (CPR)/APGENCO
The General Secretary, APEE Union (Regd.No.1104) (Recognized),
Vidyut Sakha Bhavan, Maharanieta Post, Visakhapatnam-2
The General Secretary, APSE Union (Regd.No.327) (Recognized),
Q.No.JE-337, 'S'-Colony, Dr.NTTPS, Ibrahimpatnam, Krishna
Dist - 521456
The General Secretary, Telugunadu Vidyut Karmika Sangham
(Regd.No.B- 1245), H.No.48-9/10, Muniswamy Nilayam, Viswam
Nagar, Behind CBR Residency, Gunadala, Vijayawada.
The General Secretary, APPGE Union (Regd.No.E-1535), SRT-30, A-
Colony, Dr.NTTPS, Ibrahimpatnam, Krishna District - 521456
The General Secretary, APGENCO Chemist's Association
(Regd.No.756), O/o Chief Chemist, O&M, Dr.NTTPS,
Ibrahimpatnam, Krishna District - 521456
The General Secretary, APGENCO Civil Engineer's Association,
(Regd.No.1344/2012), Qtr.No.DE-31, 'C' Colony, Dr.NTTPS,
Ibrahimpatnam-521456, Krishna District
The General Secretary, APSEB Assistant Engineers' Association,
(Regd.No.1185/1977), Flat No. 301, Sai Fortune Apartments,
Ramavarappadu, Vijayawada - 521108
The General Secretary, GENCO Mechanical Engineers Association,
(Regd.No.1805/2002), Q.No.E-109, V.V. Reddy Nagar,
Kalamalla, Yerraguntla (M), Kadapa District - 516312
The State General Secretary, AP Vidyut Shakthi Employees Union
(Regd.No.H-155), Door No. 13-110,/1, Dr.NTTPS,
Ibrahimpatnam, Krishna District - 521456
The General Secretary, Electricity Backward Classes Employees
Welfare Association, (Regd.No.1681/2006), O/o Electricity
Revenue Office-Rural 1, APSPDCL Near RTC Bus Stand, Guntur.
The General Secretary, Electricity OC Employees Welfare Association,
(Regd No 1088/2008), SRT-20, Security Colony, Dr NTTPS,
Ibrahimpatnam, Krishna District
The General Secretary, APGENCO Personnel Service Employees
Welfare Association (Regd.No.299/2008) 5th Floor, Vidyut
Soudha, Gunadala, Vijayawada-520004
The General Secretary, Andhra Pradesh State Electricity Accounts
Officers Association (Regd.No.387/2014), D.No.74-2-1/1, F-203,
Tirumala Residency, Pandaripuram, Ashok Nagar, Vijayawada,
Krishna District
The General Secretary, JAO's Association (Regd. No. 1967/2005),
APGENCO, Vidyut Soudha, 5th Floor, Gunadala, Vijayawada -
520004
The General Secretary, APGENCO Accounts Officers Association,
APGENCO Vidyut Soudha, 5th Floor, Gunadala, Vijayawada -
520004
The General Secretary, All Projects Electricity Employees Union
(Regd.No.1076) Onukudelli, Koraput District, Orissa
The President, Andhra Pradesh Electricity Staff & Workers Union
(Regd.No.H-64), Affiliated to AITUC, Q.No.UD/LD-378, 'B'
Colony, New Quarters, Dr.NTTPS, Ibrahimpatnam, Vijayawada
The General Secretary, Andhra Pradesh State Vidyut Scheduled Tribe
Employees Welfare Association (Regd.No. 956/78), Flat No. 102,
Sri Ram's Residency, Patamata, Vijayawada - 520 010

- The General Secretary, Andhra Pradesh Power Employees Union (Regd.No. H-129), H.No.G-207, RTPP, V.V. Reddy Nagar, Kalamalla, Kadapa Dist.
- The State President, AP Electricity Employees Muslim Minority Association, (Regd.No.151/2010), D.No.12/3-670/1, Jesus Nagar, Opp. D4 Section, APCPDCL, Anantapur
- Madiga Vidyut Employees Welfare Association (Regd.No.251/2017), D.No.25-26-12, 4th Lane, Jospheh Nagar, Lalpuram Road, Guntur-522004
- A.P. State General Secretary, Andhra Rastra Power Employees, Union G-445, D.No.77-16/1-27C, A.S. Nagar, Vijayawada-510015.
- State General Secretary, Mala Vidyut Employees Welfare Association, A.P., Regd.239/2015, SRT-27, Security Colony, Dr.NTTPS, Ibrahimpatnam-521 456
- Secretary General, APSEB SC & ST Employees Welfare Association, (Regd.No.1589/1992), Q.No.SRT-28, A-Colony, Dr.NTTPS Ibrahimpatnam, Krishna District - 521 456.
- The Secretary General, APGENCO Diploma Engineers Association, (Regd.No.H-48), affiliated to APPGEU (Regd.No.E-1535), H.Q. VTPS, SRT-30, 'A' Colony, Ibrahimpatnam, Krishna District
- The Secretary General, APSEB Engineers Association, (Regd.No.874/1975), Ground Floor Vidyut Soudha, Gunadala, Vijayawada
- The General Secretary, YSR Vidyut Employees Union (Regd.No.H-128), Plot No.175, Narayanapuram Colony, Penamaluru (V), Poranki (M), Krishna Dist-521137
- The General Secretary, AP Power Diploma Engineers Association, (Regd.No.B-473), Flat No.553, Indira Towers, Beside American Hospitals, Near PWD Grounds, Vijayawada, Krishna District
- Stock File

C.No.JS(Per)/DS(Estt)/AS(IR)/PO-F/66/2018

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PERSONNEL OFFICER