

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED  
VIDYUT SOUDHA; HYDERABAD  
APGENCO –INCENTIVE – Incentive to the Employees working in Thermal;Hydel and  
AMRPLIS for the years 2010-11 and 2011-2012 – Sanction – Orders – Issued.

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G.O.O.No: 548 /CGM(HR)/2011

Dtd:11 - 01-2013

Read the following:-

- 1.G.O.O.No:379/CGM(HR)/2009, Dtd:29-12-2009
- 2.G.O.O.No:488/cGM(HR)/2010,Dtd:22-12-2010.
- 3.G.O.O.No:523/cGM(HR)/2010,DTd:31-12-2010.
- 4.542/CGM(HR)/2011, Dtd:01-02-2012.

**ORDER:**

In the reference second read above, a Committee was constituted for formulating a scheme for framing guide lines for sanction of Generation Incentive to the employees who are working in the Generating Stations. The Committee constituted has met and discussed the matter in depth and submitted its report Dtd:22-12-2010 recommending certain parameters for sanction of Generation Incentive to the employees from the year 2009-2010. After careful consideration of the Committees' Report, a scheme on the payment of Generation Incentive has been devised and the same was communicated to the Registered Trade Unions, vide letter Dtd:10-05-2011. Accordingly, in G.O.O.542, Dtd.01-02-2012 sanction was accorded for payment of (14)days salary( Pay +DA) to the employees working in Generating Stations for the year 2009-2010.

2) All the Power Generating Stations of APGENCO together have generated 29,448.5 and 35,970.6 MU respectively for the years 2010-11 and 2011-12. The Plant Load Factor (PLF) achieved during the above years are 79.46% and 83.81% as against the All India Plant Load Factor (PLF) 75.1% and 73.29% respectively. The APGENCO has bagged the following awards for the Overall Utility Performance & Best Power Utility during the years 2010-11& 2011-12.

- (i) **INDIA POWER AWARD instituted by CPU;**
- (ii) **INDIA PRIDE AWARD instituted by Dainik Bhaskar & DNA**

3) After careful consideration in order to boost up the morale of employees and to step up zeal & enthusiasm among employees, accords sanction on one time basis for payment of incentive to all those worked in the following Power Stations equivalent to 25 days salary ( Pay + DA) as on 01-04-2010 and 01-04-2011 ie., 11 days during 2010-2011 and 14 days during 2011-12 to all the employees who worked for six months or more and one week salary to all those who worked three months or more but less than six months during the Financial Years 2010-11& 2011-2012 . However, the employees who have worked less than three months during the periods 01-04-2010 to 31-3-2011 and 01-04-2011 to31-03-2012 are not eligible for any incentive payment.

**I. THERMAL GENERATING STATIONS:**

- (i) Dr.Narla Tata Rao Thermal Power Station ( Dr.NTTPS)
- (ii) Kothagudem Thermal Power Station (Old Station)
- (iii) Kothagudem Thermal Power Station Stage-V&VI
- (iv) Ramagundam Thermal Station-B
- (v) Rayalaseema Thermal Power Project.
- (vi) Kaktiya Thermal Power Project (KTPP).

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**II. HYDEL GENERATING STATIONS:**

- (i) Nagarjuna Sagar Hydro Electric Scheme
- (ii) Nagarjun Sagar right Canal Power House
- (iii) Nagarjunsagar Left Canal Power House
- (iv) Srisalam Hydro Electric Scheme (Right Bank)
- (v) Srisailam Hydro Electric Scheme (Left Bank)
- (vi) Upper Sileru Hydro Electric Scheme
- (vii) Lower Sileru Hydro Electric Scheme(Mothugudem & Donkarayi)
- (viii) Machkund Hydro Electric Scheme,Machkund (AP Staff & Orissa Staff)
- (ix) Pochampad Hydro Electric Scheme
- (x) Nizam Sagar Hydro Electric Scheme
- (xi) Mini Hydel Stations (O&M)
- (xii) Tungabhadra Hydro Electric Scheme (AP Staff)
- (xiii) Penna Ahobilam Balancing Reservoir Hydro Electric Scheme
- (xiv) Singur Hydro Electric Scheme
- (xv) Mini Hydels – Peddapall, Palair, Chittipeta
- (xvi) Priyadarshini Jurala Electric Station ( PJHES)

**III. AMRPLIS, Puttamgandi:**

IV. The employees of erstwhile NTS working now in various generating stations pertaining the period from 01-04-2010 to 31-3-2011 and 01-04-11 to 31-03-12 are eligible to draw the above incentive at the places of working now.

4) The above incentive shall be paid as per the principle laid down hereunder to all categories of employees under Engineering Service, Accounts Service, P&G Service, Medical Service, Education Service, O&M Establishment, Security Staff, Fire Fighting Staff, Contingent staff and all employees of Orissa State working in Machkund Hydro Electric Scheme and all the employees of Government of Andhra Pradesh on deputation to APGENCO working in Sileru Complex, Machkund Hydro Electric Scheme, Srisailam Hydro Electric Project and Trainees connected with the Operation & Maintenance works of the respective Hydel/thermal Trainees connected with the Operation & Maintenance works of the respective Hydel/Thermal based Generating stations except to those employees who are working in Construction works.

- (a) The period for which the incentive ordered herein shall be reckoned from 01-04-2010 to 31-03-11 and 01-04-2011 to 31-03-2012.
- (b) If any Trainee is being paid stipend during the Training Period the stipend amount will be reckoned for the purpose of regulating the payment <sup>in</sup> lieu of Basic Pay + DA.
- © The period of Authorized Leave with Pay and Allowances during the said reckoning period shall also be taken into consideration for arriving the period of service rendered by the employees.

5) All Chief Engineers/Superintending Engineers of Generating Stations are requested to furnish the information in respect of ensuing years positively before 15<sup>th</sup> of April every year, as per the parameters indicated below:

- (i) Availability for APGENCO as a whole;
- (ii) PLF available in Thermal Plants;
- (iii) Capacity Index in respect of Hydel Stations;
- (iv) Auxiliary Power & Specific Oil consumption;
- (v) O&M Expenditure Notified by the APERC;
- (vi) Cost of Generation;
- (vii) Safety Measures – ie., Fatal & Non-Fatal Accidents;
- (viii) Strikes/Dharnas; and
- (ix) Savings made on Cost of Generation

6) This order issues with the concurrence of Joint Managing Director, APGENCO, Vide U.O.No: NIL Dtd: 11-01-2013.

K.VIJAYANAND  
MANAGING DIRECTOR

To  
All the Chief Engineers/APGENCO  
All the FA&CCAs/APGENCO.  
VTPS  
KTPS (O&M) All Superintending Engineers/APGENCO.  
All the Divisional Engineers/Executive Engineers concerned/APGENCO.

**Copy to the:**

PS to Chairman, APGENCO.  
PS to Managing Director, APGENCO.  
Dy.CCA to Joint Managing Director, APGENCO.  
SE (T) to Director (Thermal), APGENCO.  
✓ ADE/Techl. to Director (Hydel), APGENCO.  
SE/Techl to Director (Technical), APGENCO.  
AS to Director (Projects), APGENCO.  
AS to Director (HR), APGENCO.  
ADE (T) to Director ( Coal & Logistics), APGENCO.  
PA to Executive Director (IS), APGENCO.  
PAs to Chief General Manager (Adm); (HR), APGENCO  
PA to Joint Secretary (Per), APGENCO.  
PA to the Company Secretary, APGENCO.  
PA to Chief of Vigilance & Security, APGENCO.  
PAs to all FA & CCAs, APGENCO.  
All Dy.CCAs/Dy.Secretaries/APGENCO, VS, Hyd.

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Pay Officer/Accounts Officer/APGENCO/VS/Hyd  
 All Asst. Secretaries/Law Officers/APGENCO/VS/Hyd  
 All Pay Drawing Officers  
 Through Concerned CE/SE  
 General Secretary, APEE Union (Regd.No.1104)/ (Recognized)  
 Mint Compound/ Hyd.  
 Secretary General, APSEB Employees Union (Regd.No. 327),  
 (Recognized), Mint Compound,Hyd.  
 General Secretary, Telugunadu Vidyut Karmika Sangham  
 (Regd.No.B-1245)(Recognized), Mint Compound, Hyd.  
 General Secretary, A.P.Power Generating Employees Union  
 (Regd.No.E-1535), H.Q.SRT-30, 'A' Colony, VTPS, Ibrahimpatnam.  
 Secretary General, APSE Board Engineers Association (Regd.No.874),  
 Somajiguda, Hyderabad.  
 Secretary General, APGENCO Diploma Engineers Association,  
 (Regd.No.H - 48), affiliated to APPGEU (E - 1535) H.Q.Dr.NTTTPS,  
 SRT - 30 'A' Colony, Ibrahimpatnam, Krishna District.  
 General Secretary, APSEB Accounts Officer's Association (Regd.No.C5/  
 APGENCO/VS/Hyderabad.  
 General Secretary, AP Power Diploma Engineers Association,  
 (Regd.No.B - 473), (Recognized) H.No.5-9-22/55, Adarsh Nagar, Hyd.  
 General Secretary, APSEB Chemists Association (R.No.756),  
 Paloncha - 507 115.  
 General Secretary, Andhra Rashtra Power employees Union (Regd.  
 No.G-445), H.No.1-8-565/5, RTC 'X' Road, Hyderabad - 20.  
 General Secretary, State Scheduled Tribe Employees Welfare  
 Association, AE-25'B' Colony (Regd.No.956/78/KTPS/Paloncha.  
 General Secretary, Junior Accounts Officer Association  
 (R.No.880), Vidyut Soudha, Hyderabad.  
 General Secretary, All Projects Electricity Employees Union (R.No.1076),  
 Onukudelli, Dist.Koraput, Orissa (Affiliated to APEE Union)  
 RegdNo.1104).  
 General Secretary, United Electricity Employees Union (Regd.No.  
 B-1829), 1-1-60/4, Musheerabad, Hyderabad -20.  
 General Secretary, A.P.S.E.B. Asst. Engineers Association  
 (Regd.No.1185), New Paloncha-507 115.  
 Secretary General, APSEB Secretariat P&G Employees Association,  
 (Regd.No.54/69), Vidyut Soudha, Hyd.  
 General Secretary / APSEB Technical Employees Union (Regd.No.B - 2275),  
 C/o Sri K.Sampath Reddy, H.No.6-1-49/5, Mint Compound, Hyderabad.  
 Secretary General, APSEB SC & ST Employees, Welfare Association  
 (Regd.No.1589), H.No.8-3-228/ 1280/56, Jawaharnagar, Yousufguda, Hyd.  
 A.P.E.E.P&G and Officers Association (Regd.No.EEA-10656),  
 Mint Compound, Hyderabad.  
 President, APSEB Retired Employees Welfare Association,  
 D.No. 7/26-3, Bhagaya Nagar, Guntakal-515801.  
 Secretary, APSEB Retired Welfare Officer Association,  
 H.No. 12-2-323/A/77, Santhosh Nagar Colony, Mehdipatnam, Hyderabad.  
 General Secretary, APSEB Retired Officers, Welfare Association,  
 H.No.1-24-47, Venkatapuram, Secunderabad.  
 General Secretary, The District A.P.S.E.B. Retired Officials Welfare Association,  
 (Regd.No.418/2002) H.No.7-8-13, Velamuri Street,  
 Ramaraopeta, Kakinada-533 004.  
 General Secretary, A.P.S.E.B. Security Officers Welfare Association,  
 (Regd.No.4024/91), O/o ASO Vidyut Soudha/Hyderabad.  
 General Secretary, Machkund Workers Union (Regd.No.301),  
 Onukudelli.  
 President, Power Generation Corporation Backward Class Employees  
 Welfare Association, (Regd.No.1204/01), H.No.14-3-237, Goshamahal,  
 Begum Bazar, Hyderabad - 12.  
 General Secretary, Telangana Electricity Employee's Association,  
 (Regd.No.H-61/2005), H.No.14-3-237, Goshamahal, Begum Bazar,  
 Hyderabad - 12.  
 General Secretary, Telangana Rashtra Vidyuth Karmika Sangam,  
 (Regd.No. H-58), Affiliated to TRS, Q.N.3-7-443, Besides 132/33 KVSS,  
 Jagtial Road, Karminagar-505001.  
 General Secretary, Andhra Pradesh Electricity Staff & Workers Union,  
 (Regd.No.H-64), Affiliated to AITUC, H.No.3-5-912, Himayat Nagar,  
 Hyderabad - 29.

Contd..

- General Secretary, APGENCO JAOs Association ( Regd.No:1967 of 2005)  
Stores Section o/o FA&CCA(A/Cs) "A" Block,3<sup>rd</sup> Floor,VS,Hyd-82.
- General Secretary, APGENCO Employees Union (Regd.No:H-67),  
Qr.No:DT-3;RTPP,VV Reddy Nagar,Cuddapah.
- General Secretary, Machkund Hydro Electricity Employees Union,  
(Regd.No:189 jey), Onkudelli.
- General Secretary, Electricity BC Employees Welfare Association,  
(Regd.No:1681/06), Q.No:E-40;APGENCO Housing Colony, KTPP,  
Chelpur,Mandal Ghanpur,Bhupalapally, Warangal Dist- 506 168
- General Secretary, GENCO Personnel Service Employees Welfare Association  
(Regd.No:299/08,H.No:6-3-572,Room No:401, B Block,VS,Hyd.
- General Secretary, GENCO Mechanical Engineers Association,(Regd.No:1805/02;  
Qr.No:BDE-5;KTPS-C Colony,Paloncha-507115.
- Secretary General, Electricity OC Employees Welfare Association (Regd.No:108/08,  
H.No:1-1-287/33, A, Chikkadpally, Hyd-500020.
- Secretary General, AP Power Engineers Association, (Regd.No:279/09,  
H.No:1-9-286/2/4/2/1,Ram Apartments,Vidya Nagar,Hyd-500 004.
- General Secretary, AP Power Diploma Engineers Association (Regd.No:B-473  
(Recognized); H.No:5-9-22/55, Adarsh Nagar, Hyd.
- The Chairman, AP JAO, AF APCPDCL, Hyd.
- General Secretary, GENCO Engineers Association (Regd.No:1269/09, T-5;  
Om Shakthi Towers,Plot No:144,Mothinagar, Hyderabad.
- General Secretary, State Scheduled Tribal Employees Welfare Association  
(Regd.No:956/78) H.Q.Mint Compound,besides APCPDCL New Building,  
Hyderabad-500063.
- General Secretary, Telangana Vidyut Engineers Association (Regd.No:1438/207),  
QNo:E-638,APGENCO Housing colony, SHL Campus,Old Paloncha,Khammam.
- Secretary General, Telangana GENCO/APTRANSCO/DISCOMS/SC/ST Employees  
Association, C-37, A Colony,Ramagundam-505208,Karimnagar.
- The General Secretary, GENCO Pensioner's Welfare Association(  
( Regd.No:97/2009),HQs KTPS, Paloncha, Before Shuttle Indoor Court, Paloncha-  
507115.
- The Secretary General, APTRANSCO, GENCO SC,ST/Dalith Christian Employees  
Association (Regd.No:15/2002), Plot No:12, Near GNR  
Gardens,Anandbagh,Malkajgiri, Hyderabad-500047.
- The Secretary General, Telangana Electricity Engineers Association (Regd.No:319/07),  
Prof Jaya Shankar bhavan, Mint Compound,Khairtabad, Hyderabad-500004.
- The General Secretary, APGENCO civil Engineers Association  
(Regd.No:1344/12),Q.No:C-7, APGENCO Housing Colony, Old Paloncha,Khammam-  
507154.
- The General Secretary, YSR APGENCO Employees Union (Regd.No:B-2845), RTPP,  
VV Reddy Nagar, Q.No:F:472, Kalamalla, Yerraguntla Mandal, YSR District,Kadapa.

**C.No:CGM(HR)/DS(O&M)/AS(O&M)/PO-R/32/12**

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//FORWARDED BY ORDER //

MAU  
PERSONNEL OFFICER