

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED  
VIDYUT SOUDHA; HYDERABAD

APGENCO –INCENTIVE – Incentive to the Employees working in Thermal;Hydel and AMRPLIS for the year **2012-2013** – Sanction – Orders – Issued.

---

G.O.O.No:481/CGM(HR)/2013

Dtd:26-10 -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.
- 5.G.O.O.No: 548 /CGM(HR)/2013, Dtd:11 - 01-2013

**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 the generation incentive is being paid from 2009-2010 onwards.

2) All the Power Generating Stations of APGENCO together have generated 41161MU in the year 2012-13 against the target of 46139 MU. The Plant Load Factor (PLF) achieved during the above year is 85% as against the All India Plant Load Factor (PLF) of 69.9%, which is incredible. Thermal Power Stations have generated 37934 MU against the target of 38013.

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 15 days salary ( Pay + DA) as on 01-04-2012 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 Year 2012-13. However, the employees who have worked less than three months during the periods 01-04-2012 to 31-3-2013 are not eligible for any incentive payment.

**(I) THERMAL GENERATING STATIONS:**

- (i) Dr.Narla Tata Rao Thermal Power S tation ( 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).

**Contd..**

**(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 Hydrel 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 01-04-2012 to 31-03-2013 are eligible to draw the above incentive.

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 Hydrel/thermal Trainees connected with the Operation & Maintenance works of the respective Hydrel/Thermal based Generating stations except to those employees who are working in Construction works. The employees who have drawn construction incentive during the above period are not entitled for payment of generation incentive.

(a) The period for which the incentive ordered herein shall be reckoned from **01-04-2012 to 31-03-13**

(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 in 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 following 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) All Chief Engineers/Superintending Engineers/Divisional Engineers are requested to take necessary action accordingly.

7) This order issues with the concurrence of Director ( Finance & Commercial, APGENCO, Vide U.O.No: 734, Dtd:25-10-2013.

K.VIJAYANAND  
MANAGING DIRECTOR

To  
All the Chief Engineers/APGENCO  
All the FA&CCAs/APGENCO.  
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/Technl. to Director (Hydel), APGENCO.  
SE/Technl 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.

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 Vidyut Employees Union ( Regd.No:H-128), H.No:8-4-369/256, Besides anjaneya Swamy Temple, Swaraj Nagar, Borabanda, Post:Sanathnagar, IE, Hyd-500018.

The General Secretary, Andhra Pradesh Power Employees Union ( Regd.No:H-129), H.No:G-207, RTPP, VV Reddy Nagar, Kalamalla, Kadapa-516312.

S.M.Basha, Founder and State President, AP Electricity Employees Muslim Minority Association ( Regd.No:151/2010), D.no:12/3-670-1, Jesus Nagar, Opp:D4 Section, ACPDCL, Ananthapur .

The State President, Telangana Electricity Employees Union Regd.No:H-142)H.No:19-5-13/A/19, Mahmood Nagar, Kishan Bagh, Hyd-500064.

**C.No:CGM(HR)/DS(O&M)/AS(O&M)/PO-R/31/13.**

**//FORWARDED BY ORDER //**

**PERSONNEL OFFICER**