

ANDHRA PRADESH STATE POWER GENERATION CORPORATION LIMITED
VIDYUT SOUDHA :: HYDERABAD-82.

Estt. - APGENCO – PAYMENT OF INCENTIVE – Incentive to the Employees working in Thermal & Hydel Generating Stations of APGENCO including to the employees working in Corporate Office, Vidyut Soudha, Hyderabad for the year **2014-2015** – Sanction – Orders – Issued.

G.O.O.No: 268/JS(PER)/2015,

Date: 14 -10-2015.

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. G.O.O.No:542/CGM(HR)/2011, dtd.01-02-2012.
5. G.O.O.No:481/CGM(HR)/2013, dtd.26-10-2013.
6. G.O.O.No.339/JS(Per)/2014, Date: 25.10.2014.

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 of erstwhile APGENCO. The Committee constituted has met and discussed the matter in depth and submitted its report dtd.22-12-2010 recommending certain parameters for payment of Generation Incentive to the employees from the Financial Year 2009-2010. Based on the Committees' Report, a scheme on the payment of Generation Incentive has been devised and the same was communicated to the Trade Unions, vide letter dtd.10-05-2011. Accordingly, the "Generation Incentive" was paid up to the Financial Year 2013-14 based on the performance parameters recommended by the Committee stated supra.

2. In all the Thermal & Hydel, Power Generating Stations under the control of APGENCO, have generated 23618.86 MU in the year 2014-2015. The Plant Load Factor (PLF) achieved during the above year is 80.71% as against the All India Plant Load Factor (PLF) of 65.57%, which is incredible.

3. In order to boost up the morale, zeal and enthusiasm among employees and to achieve the targeted goals of APGENCO in completing the up-coming new projects in time to add capacity addition of generation and to supply the reliable and quality power with minimum cost and after careful consideration, sanction is hereby accorded for payment of generation incentive on one time basis to all those employees worked in the following Power Stations

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of APGENCO, including to the employees working in Corporate Office, Vidyut Soudha, Hyderabad, equivalent to 11 [Eleven] days salary (Pay + DA) as on 01-04-2014 to the employees who worked for six months or more, and 5.5 days salary to all those who worked for three months or more but less than six months during the Financial Year 2014-2015. However, the employees who have worked less than three months during the period 01-04-2014 to 31-3-2015 are not eligible for payment of above incentive.

I. THERMAL GENERATING STATION

- i) Dr.Narla Tata Rao Thermal Power Station
- ii) Rayalaseema Thermal Power Plant.

II. HYDEL GENERATING STATIONS:

- (i) Srisailam Right Bank HES.
- (ii) Nagarjunsagar Right Canal Power House.
- (iii) Lower Sileru Power HES.
- (i) Upper Sileru Power HES.
- (ii) Machkund Hydro Electric Scheme. (AP Staff and Odisha staff)
- (iii) Donkarayi Canal Power House.
- (iv) Chettipeta HES
- (v) TB HES (AP Staff)
- (vi) PABRHES.

III. All employees of CORPORATE OFFICE, VIDYUT SOUDHA, Hyderabad.

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 the employees of Odisha state working in Machkund HES and all the employees of Govt. of AP who have worked in the APGENCO Generating Stations on deputation, including the Trainee employees connected with the Operation & Maintenance works of both Thermal and Hydel Stations are eligible for payment of generation incentive except those employees who are working in the construction works . The employees who have drawn construction incentive or any other incentive during the above period are not eligible for payment of Generation Incentive.

- (a) The period for which the incentive ordered herein shall be reckoned from 01-04-2014 to 31-03-2015;

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- (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.
- (c) 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 of APGENCO are requested to furnish the information on the following parameters positively **before 15th of April every year.**

- (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
- (i) Savings made on Cost of Generation

6) This order issues with the concurrence of Director (Finance & Coml.), APGENCO, Vide U.O. No: 1654, Dtd: 14.10.2015.

**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.
PA to Director (Finance), APGENCO.
ADE (T) to Director (Thermal), APGENCO.
ADE (T) to Director (Hydel), APGENCO.
AS to Director (HR&IR)/APGENCO./VS/Hyd.
PAs to Chief General Manager (Adm)/APGENCO.

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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.

The Pay Officer, APGENCO.

The Accounts Officer,APGENCO.

The General Secretary, APEE Union (Regd. No. 1104), (Recognized), Mint Compound, Hyderabad.

The General Secretary, APSE Union (Regd. No. 327), (Recognized), Mint Compound, Hyderabad.

The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No. B-1245), (Recognized), Mint Compound, Hyderabad.

The General Secretary, AP. Power Generating Employees Union (Regd.No. E-1535), H.Q.SRT-30, 'A' Colony, VTPS, Ibrahimpatnam, Krishna District.

The Secretary General, APSE Board Engineers Association (Regd. No. 874/75), H.No. 6-3-663, Somajiguda, Hyderabad.

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 General Secretary, APSEB Accounts Officer's Association (Regd. No. C5), APGENCO, V.S, Hyderabad.

The General Secretary, APSEB Chemists Association (Regd. No. 756), Paloncha- 507 115.

The General Secretary, Andhra Rashtra Power Employees Union (Regd. No. G-445), H.No. 1-8-565/5, RTC 'X' Road, Hyderabad-20.

The General Secretary, State Scheduled Tribe Employees Welfare Association, (Regd.No. 956/78), AE-25, 'B' Colony, KTPS, Paloncha.

The General Secretary, Junior Accounts Officer Association(Regd. No. 880), Vidyut Soudha, Hyderabad.

The General Secretary, All Projects Electricity Employees Union (Regd. No. 1076), Onukudelli, Dist. Koraput, Orissa (Affiliated to APEE Union), (Regd. No. 1104).

The General Secretary, United Electricity Employees Union (Regd.No. B-1829), 1-1-60/4, Musheerabad, Hyderabad-507115.

The General Secretary, APSEB Asst. Engineers Association (Regd.No. 1185), New Paloncha-507115.

The Secretary General, APSEB Secretariat Employees Association, (Regd. No.54/69), Vidyut Soudha, Hyderabad.

The 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.

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The Secretary General, APSEB SC & ST Employees, Welfare Association (Regd. No. 1589), H.No. 8-3-228/1280/56, Jawaharnagar, Yousufguda, Hyderabad.

The General Secretary, A.P.E.E.P&G and officers Association (Regd.No. EEA/10656), Miny Compound, Hyderabad.

The President, APSEB Retired Employees Welfare Association, 7/26-3, Bhagyanagar, Guntkal-51801.

The Secretary, APSEB Retired Welfare officers Association 12-2-323/A/77, Santoshnagar, Mehdipatnam, Hyderabad.

The General Secretary, APSEB Retired Officers Welfare Association, 1-24-47, Venkatapuram, Secunderabad.

The General Secretary, The District APSEB Retired Officials Welfare Association (Regd. No. 418/02), G-2, Ram's Enclave, 7-7-39/10, Pattabi Street, Near Town Railway Station, Opp. Kusuma Nursing Home, Ramaraopeta, Kakinada-533 004.

The General Secretary, A.P.S.E.B. Security Officers Welfare Association, (Regd.No. 4024/91), O/o. ASO, Vidyut Soudha/Hyderabad.

The General SEcertary Machkund Workers Union (Regd.No. 301), Onukudelli.

The President, Power Generation Corporation Backward Class Employees Welfare Association, (Regd.No. 1204/01), H.No. 14-3-237, Goshmahal, Begum Bazar, Hyderabad-12.

The General Secretary, Telanagna Electricity Employee's Association (Regd.No. H-61/2005), Plot No. 62, Door No. 7-89/62, Ayyappa Colony, Phase – I, Near Gayatri Dhyana Mandir, Village: Dammaiguda, Mandal: Keesara, Dist: Hyderabad 500083.

The General Secretary, Telangana Raastra Vidyut Karmika Sangam (Regd.No. H-58), Affiliated to TRS, Q.No. 3-7-443, Besides 132/33, KVSS, Jagtial Road, Karimnagar-505001.

The General Secretary, Andhra Pradesh Electricity Staff & Workers Union (Regd.No. H-64), Affiliated to AITUC, H.No. 3-5-912, Himayatnagar, Hyderabad-29.

The General Secretary, APGENCO JAO's Association (Regd. No. 1967 of 2005) stores section O/o. FA&CCA(A/c's), 'A' Block, 3rd Floor, Accounts Wing, Vidyut Soudha, Khairatabad, Hyd-82.

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The General Secretary, APGENCO Employees Union, (Regd. No. H-67), A/114, Vertex Pride Apartments, Jayabharath Nagar, Nizampet Road, Kukatpally, Hyderabad-72.

The General Secretary, Machkund Hydro Electricity Employees Union (Regd.No. 189 Jey), Onukudelli.

The General Secretary, Electricity BC Employees Welfare Association (Regd.No.1681/06), H.No.43, SRT, Vidyanagar, Hyderabad – 44.

The General Secretary, APGENCO, Personnel Service Employees Welfare Association (Regd. No. 299/2008), H.No. 6-3-572, B-Block, Room No.401, Vidyut Soudha, Hyderabad-82.

The General Secretary, Genco Mechanical Engineers Association (Regd.No. 1805/2002), Qr. No. BDE-5, KTPS-Colony, Paloncha-507115.

The Secretary General, A.P. Power Engineers Association, (Regd. No. 279/ 09), H.No.1-9-286/2/4/2/A, Ram Apartments, Vidya Nagar, Hyderabad-44.

The General Secretary, AP Power Diploma Engineers Association (Regd. No. B-473) (Recognized), H. No. 5-9-22/55, Adarsh Nagar, Hyderabad.

The Secretary General, Electricity O.C. Employees Welfare Association (Regd. No. 1813/04) Vidyut Soudha, Hyderabad.

The Chairman, APJAO, AF APCPDCL, Hyderabad.

The Secretary General, Electricity O.C. Employees Welfare Association (Regd. No. 1088/08), H.No.14-1-90/59, Gayatri Nagar, Near Allapur, Borabanda, Hyderabad-500 018.

The General Secretary, Genco Engineers Association (Regd. No.1269/2009), T-5, Om Shakthi Towers, Plot No. 144, Motinagar, Hyderabad.

The General Secretary, Andhra Pradesh State Vidhyut Scheduled Tribe Employees Welfare Association (Regd. No. 956/78), Flat No. 102, Sri Ram's Residency, Patamata, Vijayawada - 520010.

The General Secretary, Telangana Vidyut Engineers Association (Regd. No. 1438/2007), Quarter No. E-638, APGENCO Housing Colony, SHL Campus-Old Paloncha, Khammam District- 507 154.

The Secretary General, Telangana Genco Transco Discoms SC/ST Employees Association (Regd. No. 202/2010), C-37, 'A' Colony, Ramagundam-505208., Karimnagar District.

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The General Secretary, GENCO Pensioners Welfare Association (Regd. No. 97/09) HQs, KTPS, Paloncha, before Shuttle Indoor Court, Paloncha-507 115.

The Secretary General, AP Transco, Genco, SC, ST/Dalith Christian Employees Association (Regd. No. 15/2002), H.No, 5-105, BC Area, Yerngudam, Devarapally Nabdakm /west Godavari, AP – 534313.

The Secretary General, Telangana Electricity Engineer's Association (Regd. No. 319/07), Prof. Jaya Shankar Bhavan, Mint Compound, Khairatabad, Hyderabad- 500 004.

The General Secretary, APGENCO civil Engineers Association, (Regd. No. 1344/2012), Q.No. DE-31, C Colony, Ibrahimpatnam, Krishna Dist. – 521456.

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, I.E. Hyderabad-500 018.

The General Secretary, Andhra Pradesh Power Employees Union (Regd. No. H-129), H.No. G-207, RTPP, V.V. Reddy Nagr, Kalamalla, KADAPA (Dist.), A.P-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 Nagr, Opp. D4 Section, APCPDCL, Anantpur.

The State President, Telanagna Electricity Employees Union (Regd. No. H-142), H. No. 19-5-32/13/A/19, Mohmood Nagar, Kishan Bagh, Hyderabad-500 064.

The General Secretary, Telangana Electricity Accounts Employees Association (Regd.No.575/2013), H.No.11-1-141, Kanteshwar, Nizambad – 503002.

The General Secretary, Telangana Electricity Accounts Staff Association (Regd.No.1228/2013), Projects Section, III Floor, APGENCO, 'A' Block, Vidyut Soudha, Hyderabad.

The General Secretary, Telangana Vidyut Contract Workers' Union (REgd.No. B-2871/2012) # 6-1-44/3, Opp Mee Seva, Telangana Chouwrastha, Mint Compound, Hyderabad – 500004.

The President, Telangana Mala Electricity Employees Welfare Association (Regd.No. 1577/2013), H.No.16-1-143, Swathi School Road, New Paloncha – 507115, Khammam District.

The State General Secretary, AP Vidyuth Shakthi Employees Union (Regd.No.H-155), Door.No.13-110/1, Dr.NTTPS, Ibrahimpatnam – 521456, Krishna Dist.

//FORWARDED BY ORDER//

PERSONNEL OFFICER