

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED  
ABSTRACT

Establishment – APGENCO – O&M – Sileru Complex – Merging of various O&M cadres into equivalent mainstream cadre and issue of Common Promotional Guidelines – Orders – Issued.

G.O.O.No. 57/JS(Per)/2017

Date: 30.05.2017

Read the following:

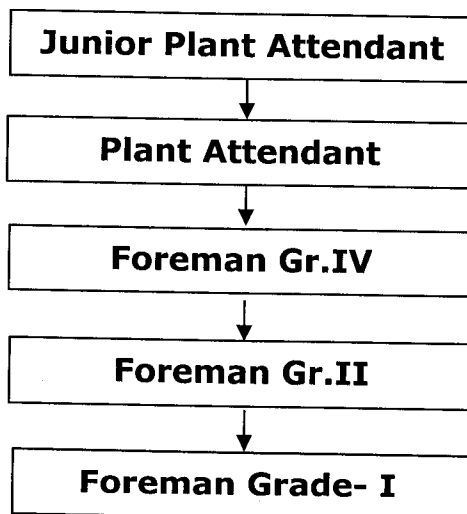
- 1) G.O.O.No. 89/CGM(ADM)/2009 dated 02.06.2009.
- 2) Lr.No. CE/O&M/LS/ADM/C.4/D.No.989/09, dt 07.07.2009.
- 3) Memo No. CE/O&M/LS/ADM/C.4/D.No.1012/09, dt 11.7.2009.
- 4) Lr.No. CE/O&M/LS/ADM/C.4/D.No.9/10, dt 01.01.2010.
- 5) Lr.No. CE/O&M/LS/ADM/C.4/D.No.845/10, dt 22.06.2010.
- 6) Memo No. CGM(HR)/DS(O&M)/AS(O&M)/PO.P/P-1/444/2009-2, dated 04.03.2011.
- 7) Lr.No. CE/O&M/LS/ADM/C.4/D.No.450/2011, dt 14.03.2011.
- 8) Lr.No. CE/O&M/LS/DM(HR)/JAO(A)/C.4/F.29/D.No.350/2017, dated 25.03.2017.

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ORDER:

In the reference 5<sup>th</sup> cited the Chief Engineer/O&M/LSHES has submitted certain proposals and requested to formulate necessary uniform working guidelines for promotions and integration of seniority of equivalent cadres in respect of O&M staff working in LSHES to maintain parity on par with other Hydel Power Generating Stations. In the reference 6<sup>th</sup> cited the CE/O&M/LSHES was instructed to issue notice under section 9(A) of the ID Act, 1947 to all the Trade Unions existing at Sileru Complex on channel of promotions, qualifications relevant line of experience and method of recruitment and integration of various existing seniorities into common seniority in each O&M cadre etc. Accordingly a notice was served to all Trade unions calling their objections if any. Subsequently in the reference 8<sup>th</sup> cited the Chief Engineer/O&M/LSHES has submitted that there are no objections raised by any Associations of Sileru Complex. Promotions are being considered to the O&M employees based on the proposals as proposed in Notice under Section 9(A) of ID Act 1947 till to date and requested to issue Common Promotional Guidelines.

2) After careful consideration the following promotional guidelines are formulated to the O&M staff working in LSHES complex.



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3) The qualifications, Relevant line of Experience, Method of Recruitment to fill up the above O&M posts are given below:

Sl. No	Channel of Promotion	Qualifications
1	JPA to PA	Read and Write with 4 years practical experience and must be an approved probationer in the cadre
2	PA to Foreman Gr.IV	Pass in 9 <sup>th</sup> class with 6 years practical experience and must be an approved probationer in the cadre
3	Foreman Gr.IV to FM.Gr.II	Pass in 9 <sup>th</sup> class with 8 years practical experience and must be an approved probationer in the cadre
4	Foreman Gr.II to Foreman Gr.I	Pass in 9 <sup>th</sup> class with 10 years practical experience and must be an approved probationer in the cadre OR L.M.E. or L.E.E. as the case may be or other equivalent qualification as approved by C.E Elec. With five years practical experience in a responsible position in O&M and or construction works.

**Providing promotional channel to the Driver Grade-I to the post of Foreman Grade.II at USHES.**

For considering promotions to the cadre of Foreman Grade-II, the cases of Drivers Grade-I may also be considered by taking the integrated seniority of FM Gr.IV and Driver Grade-I duly following the prescribed qualifications for promotion to the post of FM Gr.II. Thereafter single seniority in the cadre of FM Gr.II will be maintained.

4) While fixing the integrated seniority of certain posts re-designated as JPA, Plant Attendant, FM Grade-IV as per common pay scales, the date of regularities/commencement of services are to be taken. Where the date joining of any employee in the different categories of posts re-designated as JPA, Plant Attendant and Foreman Grade-IV as the case may be is one and the same, the date of birth shall be taken into consideration to determine the seniority in the category of JPA, Plant Attendant and Foreman Grade-IV as the case may be. Where the date of birth and date of joining in respect of any two employees are one and the same, the alphabetical order in the name shall be taken to determine the seniority to avoid disturbance in their relative seniority.

5) On introduction of Common Promotional guidelines and merging of various seniorities/equivalent cadres into single seniorities no pay anomaly on what so ever reasons shall be entertained.

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- 6) The above orders/promotional guidelines shall come into force with immediate effect.
- 7) The Chief engineer/O&M/LSHES is requested to take necessary action accordingly.

**K.VIJAYANAND  
MANAGING DIRECTOR**

To  
The Chief Engineer/O&M,  
APGENCO, LSHES, Mothugudem.

Copy to the:

PO to Managing Director/APGENCO/VS/Hyd  
ADE(T) to Director (HR&IR)/APGENCO/VS/Hyd  
PO to CGM(Adm)/APGENCO/VS/Hyd

✓ JPO to JS (Per)/APGENCO/VS/Hyd.

Regional Secretary/APEE Union (Regd.No. 1104) L.S.&U.S Region, Mothugudem

Regional Secretary/APSEE Union (Regd.No. 327/L.S.&U.S Region, Mothugudem

Regional Secretary/UEEU (Regd.No. B1829 (CITU), Mothugudem

Regional Secretary/APGENCO Employees Union (Regd.No.1535), Upper Sileru.

Regional Secretary/AITUC (Regd.No. H-64), Mothugudem

Stock File.

C.No. D(HR)/JS(P)/DS(Estt)/AS(IR)/PO.H/444/2009

**// FORWARDED :: BY :: ORDER //**

*Nemant M*

**PERSONNEL OFFICER**