

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED

A B S T R A C T

APGENCO - O&M Estt. - Common promotional guidelines to O&M Employees of RTPP - Orders - Issued.

G.O.O.No.561/CGM(HR)/2006

Dated: 08.03.2007

Read the following :-

1. G.O.O.No.495, Dt:22.01.07.
2. G.O.O.No.496, Dt:22.01.07.
3. G.O.O.No.497, Dt:22.01.07.
4. G.O.O.No.498, Dt:22.01.07.
5. G.O.O.No.448/GM(IR)/2004, Dt:20.01.05.
6. G.O.O.No. 145/GM(IR)/2004, Dt:08.06.06
7. B.P.Ms.No.373, Dt:22.04.1977.
8. B.P.Ms.No.1048, Dt:23.09.1989.
9. B.P.Ms.No.54, Dt:20.10.1989.
10. G.O.O.No.614, Dt:03.01.2003

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ORDER :-

In the reference 1st to 4th cited orders were issued sanctioning certain O&M posts in the higher cadre and it was also ordered therein that the posts as are sanctioned by Government specifically are to be necessarily filled up with those incumbents, who are working on Locos/ Dozers/Cranes etc., and on fulfillment of the requisite qualifications prescribed.

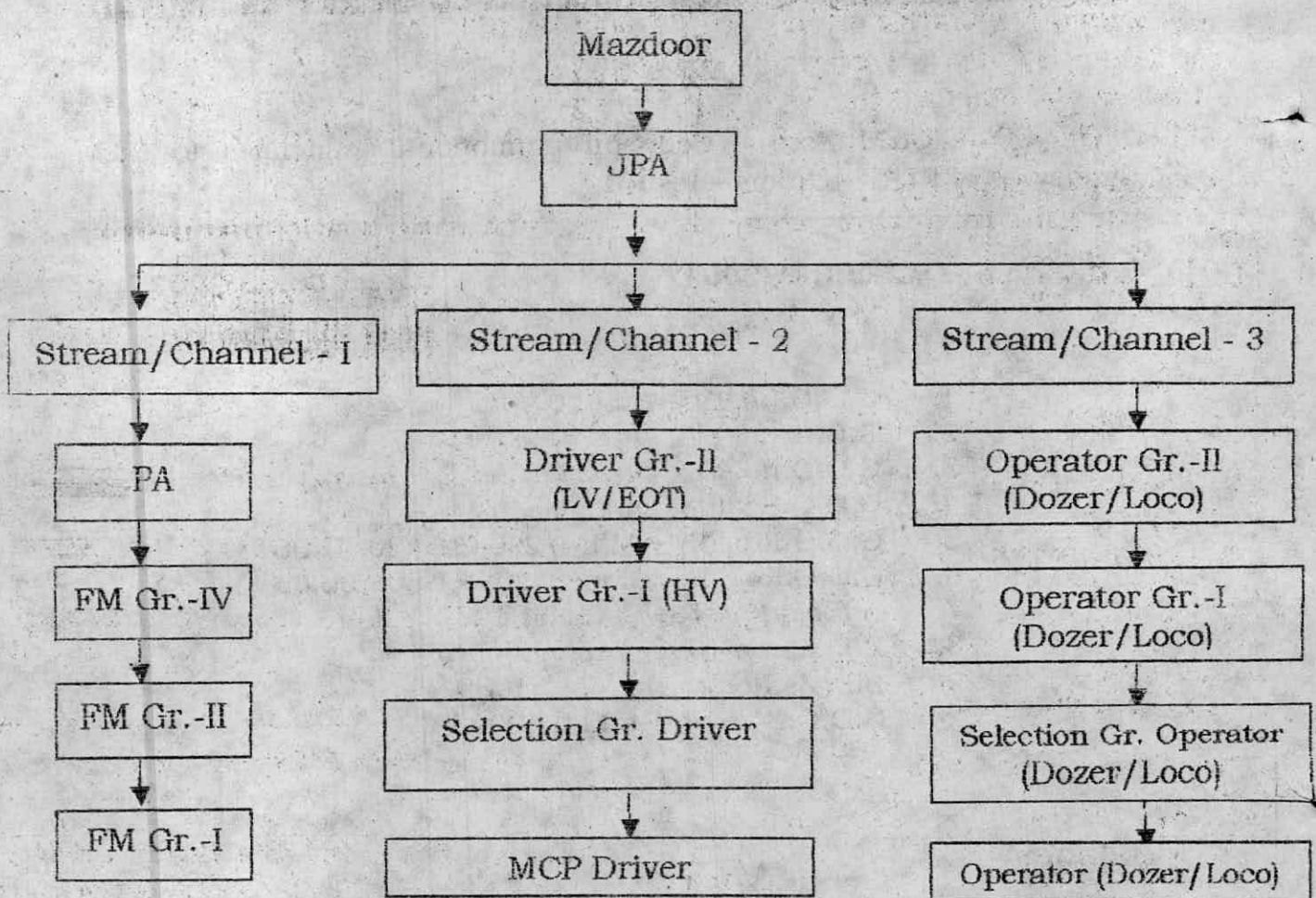
2. At present the promotional procedure followed at VTPS is slightly at variance with KTPS (O&M). With the sanction of higher cadre O&M posts at RTPP and KTPS - V Stage now, it is appropriate to formulate uniform working guidelines for promotion in respect of O&M staff in VTPS, KTPS (O&M), KTPS - V Stage and RTPP as well.

3. After careful consideration, the APGENCO issues the following :-

- i. There shall be three (3) separate promotional Streams/ Channels to make use of the requisite skills of the incumbents gainfully in, recognition of service rendered by certain people operating like dozer/ Loco etc., in the lower cadre so far of higher cadre responsibilities and also to cope up with the exigencies of work demanded from time to time. The details of 3 streams are given below indicating promotion flow chart.

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4. The qualifications, relevant line of experience and the method of recruitment/promotion to fill up various O&M Cadre posts in VTPS, KTPS (O&M), KTPS-V Stage and RTPP are given below :

Channel / Stream - I

S. No	Description	Method of Recruitment	Qualification and experience
1.	JPA to PA	By Promotion	A pass in IVth Form/9th Class with 3 years experience.
2.	PA to FM Gr.-IV	By Promotion	A pass in IVth Form/9th Class with 5 years experience.
3.	FM Gr.IV to FM Gr.II	By Promotion	A pass in IVth Form/9th Class with 6 years experience.
4.	FM Gr.-II to FM.-I	By Promotion	(a) Diploma in LEE/LME with 3 years experience, out of which at least one year experience in the type of work. (b) H.P. Welders, Holder of Certificate of validity in H.P. Welding issued by National Test House, Calcutta/Chief Inspector of Boiler, Hyderabad with practical experience of two years in H.P. Welding will only be eligible (c) I.T.I. (Electrician, Instrument, Mechanic Boiler Attendant, Mill Wright, Air Conditioning, Refrigeration, Black Smith, Motor Mechanic, Wireman Fitter, Welder, Turner) with 5 years experience. (d) ITI Sheet Metal Moulder, Mechanist, Plumber, Draughts Man, Tractor Mechanic with 5 years experience.

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The 4:1 ratio (i.e. 4 qualified and 1 Un-qualified) now available only in core maintenance Stream-I at KTPS (O&M) applicable to O&M cadre posts i.e. JPA to PA, PA to Foreman Grade-IV, Foreman Grade- IV to Foreman Grade-II and Foreman Grade-II to Foreman Grade-I now onwards is made applicable uniformly in VTPS, KTPS (O&M), KTPS - V Stage and RTPP.

Channel / Stream - II

S. No	Description	Method of Recruitment	Qualification and experience
1.	Driver Gr.-II / (LV/EOT & Other Cranes)	Appointment by Transfer	Approved probationer with Heavy Driving License. Selection procedure : Oral test in the relevant line of work (100 marks) plus practical driving test (100 marks), merit list is based on aggregate marks obtained in the both tests.
2.	Driver Gr.-I / (HV)	By Promotion	Approved probationer in the cadre of Driver Grade-II.
3.	Selection Gr. Driver/	By Promotion	Approved probationer in the cadre of Driver Grade-I.
4.	M.C.P. Driver	By Promotion	Approved probationer in the cadre of Selection Grade Driver.

Channel / Stream - III

Sl. No	Name of the Post	Method of recruitment	Qualification & Experience
{1}	{2}	{3}	{4}
1.	A) Operator Grade-II (Dozer) B) Operator Grade -II (Loco)	Appointment by Transfer	A) Approved probationer with Heavy Driving License and invariably the incumbents working on Dozer alone are to be considered. B) Selection procedure : Oral test in the relevant line of work (100 marks) plus practical driving test (100 marks), merit list is based on aggregate marks obtained in the both tests. A) Approved probationer with Heavy Driving License and invariably the incumbents working on Loco alone are to be considered. B) Selection procedure : Oral test in the relevant line of work (100 marks) plus practical driving test (100 marks), merit list is based on aggregate marks obtained in the both tests.
2.	A) Operator Grade-I (Dozer) B) Operator Grade-I (Loco)	By Promotion	Approved probationer in the cadre of Operator-II and who are working on the Dozer. Approved probationer in the cadre of Operator-II and who are working on the Loco.
3.	A) Selection Grade Operator (Dozer) B) Selection Grade Operator (Loco)	By Promotion	Approved probationer in the cadre of Operator Grade-I and who are working on the Dozers. Approved probationer in the cadre of Operator Grade-I and who are working on the Locos.
4.	A) Operator (Dozer) B) Operator (Loco)	By Promotion	Approved probationer in the cadre of selection grade operator (Dozer). Approved probationer in the cadre of selection grade operator (Loco).

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- 5 (a). For Stream/Channel - I i.e. JPA to PA and so on upto Foreman Grade-I, the promotions are to take place based on the promotion policy as envisaged in Channel-I by conducting D.P.C. and based on the seniority of respective cadres with in Channel-I. The procedure and other conditions that are being followed so far for conducting D.P.C. shall remain unaltered/unchanged.
- (b). For Stream/Channel-II, for the first level i.e. JPA to Driver Grade-II the posts vacant shall be filled up on appointment by transfer basis and thereafter i.e. from Driver Grade-II and upto M.C.P. Driver, it shall be based on promotion policy as envisaged in Stream/Channel-II by conducting D.P.C. and based on the seniority of respective cadres with in Stream/Channel-II. The procedure and other conditions that are being followed so far for conducting D.P.C. shall remain unaltered/unchanged
- (c). In respect of Stream/Channel-III for the first level i.e., Operator Grade-II (Dozer) and separately for Operator Grade - II(Loco) the vacant posts shall be filled up on appointment by transfer basis from Mazdoor/ JPA cadre and there after from Operator Grade - II (Dozer) to Operator equivalent to Foreman Grade - I and similarly from Operator Grade-II (Loco) to Operator, it shall be based on promotion policy as envisaged with in channel - III by conducting DPC and based on respective seniorities of locos and Dozers separately.
- The procedure and other conditions that are being followed so far for conducting D.P.C. shall remain unaltered/ unchanged.
6. Once the JPA's who are appointed to the post of PA or Driver Grade-II, or Operator Grade-II (Dozer) or Operator Grade-II (Loco) as the case may be, their seniority shall be confined to the respective streams and shall not be allowed to inter change from one stream to another stream for what so ever reasons.
7. Though the Government has sanctioned Foreman Grade-I posts to Operator (Loco/Dozer), they shall be initially counted as Operator Grade-II and subsequently for promotion of the incumbents on fulfillment of conditions laid down, the same shall be counted as Operator Grade - I and similarly thereafter as Selection Grade Operator as the case may be till the incumbent is promoted finally as Operator (Equivalent to Foreman Grade-I) for which sanction accorded by Government and this arrangement of continue of sanctioned Foreman Grade - I posts for Loco/Dozer to below cadre posts is re-coursed to have gradual promotions to the incumbents and similar such procedure is to be followed filling up any post is fallen vacant in future for any reason .
8. Once the post of Loco/Dozer/Crane etc., now sanctioned are filled up for, the allowance so far being paid for operating dozer/locos etc., shall be dispensed forth with.
9. The H.P. Welder posts now sanctioned by the Government shall be filled with only those incumbents, who are presently working as Welders on appointment by transfer basis and they shall remain in the Channel/

Stream-I and shall be considered for subsequent promotions in D.P.C. in the Channel/Stream-I on fulfillment of the conditions envisaged in Channel/Stream-I. The procedure and other conditions that are being followed so far for conducting D.P.C. shall remain unaltered/unchanged.

10. The Shunters posts though sanctioned separately, since Shunter posts in VTPS/KTPS are merged with PA cadre and on seniority basis promotions are taken place, on the same analogy Shunter posts at RIPP & KTPS - V Stage are contemplated for merger with PA posts and for PA cadre post filling up for the purpose of promotion are to take place on JPA seniority basis and the Shunters thus for working at RIPP and KTPS-V are to be sent back to their respective cadre. The Shunter posts shall be filled on promotion basis from JPA and all shunter posts sanctioned shall be deemed as PA posts and no separate shunter posts cadre shall be there hence forth.

11. Those persons, who are working on EOT/Escort/Other type of Cranes shall be considered from JPA to Operator Grade - II on appointment by transfer basis and thereafter they shall be in that stream along with other Drivers.

12. The Lab Assistants are to considered to Foreman Grade-IV based on the present sanction on appointment by transfer basis.

13. At RIPP now Operator Driver Grade - I (HV) equivalent to Foreman Grade - IV posts are sanctioned and these posts shall be filled up with those incumbents, who were appointed as H.V. Drivers but placed as L.V. Drivers on appointment by transfer basis and thereafter they shall remain in that Stream.

**AJAY JAIN,
MANAGING DIRECTOR.**

To

The Chief Engineer/O&M/RIPP/V.V. Reddy Nagar.

Copy to the:

All the Chief General Managers/APGENCO
All the Chief Engineers/APGENCO
All the FA&CCAs/APGENCO
All SEs/Dy.CCAs/APGENCO.
PS to Chairman/APGENCO
PS to MD/APGENCO
DE/ADE(T)/EE(T)/OSD/PO to all Directors/APGENCO
SAO to Director (Finance)/APGENCO
Joint Secretary(Per)/APGENCO.
PAs to ED (IS)/ED (Coal)/APGENCO
Chief of Vigilance & Security/APGENCO
Company Secretary/APGENCO
All DEs/EEs/APGENCO.
All Deputy Secretaries/Asst.Secretaries/APGENCO
Pay Officer/ AO(CPR)/VS/Hyd.
DE/MPP/APGENCO
The General Secretary, A.P.E.E. Union (Regd.No.1104)/(Recognized), Mint Compound, Hyd.
The Secretary General, APSEB Employees Union (Regd.No.327), (Recognized), Mint Compound, Hyd.

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- The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No.B-1245), (Recognized), Mint Compound, Hyd.
- The General Secretary, A.P.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, Hyd.
- The Secretary General, APGENCO Diploma Engineers Association, (Regd.No.H - 48), Affiliated to APPGEU - E - 1535 H.Q. VTPS, SRT- 30 'A' Colony, Ibrahimpatnam, Krishna District.
- The General Secretary, A.P.S.E.B. Accounts Officer's Association (Regd.No.C5) /APGENCO/Vidyut Soudha /Hyd.
- The General Secretary, A.P. Power Diploma Engineers Association (Regd.No.B - 473), (Recognized) H.No.5 - 9 - 22/55, Adarsh Nagar, Hyd.
- The General Secretary, A.P.S.E.B Chemists Association (R.No.756), Paloncha - 507115.
- 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 AE-25 'B' Colony (Regd.No.956 /78)/KTPS/Paloncha.
- The General Secretary, Junior Accounts Officer Association (R.No.880),
Vidyut Soudha, Hyderabad.
- The General Secretary, All Projects Electricity Employees Union (R.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 - 20.
- The General Secretary, A.P.S.E.B. Asst. Engineers Association
(Regd.No.1185), New Paloncha - 507115.
- The Secretary General, A.P.S.E.B. Secretariat Employees Association,
(Regd.No.54/69) Vidyut Soudha, Hyd.
- The General Secretary, A.P.S.E.B Technical Employees Union, (Regd.No.B - 2275), C/o Sri K. Sampath Reddy, H.No.6-1-49/5, Mint Compound, Hyd.
- The Chairman, APJAO AF, APCPDCL, Hyderabad.
- The Secretary General, APSEB SC & ST Employees, Welfare Association (Regd.No.1589), H.No.8-3-228/1280/56, Jawaharnagar, Yusufguda, Hyd.
- The General Secretary,A.P.E.E P&G and Officers Association (Regd.No.EEA 10656),Mint Compound, Hyd.
- The General Secretary, A.P.S.E.B. Security Officers Welfare Association, (Regd.No.4024/91), O/o ASO/Vidyut Soudha/Hyd.
- The General Secretary, 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, Goshamahal, Begum Bazar, Hyd - 12.
- The General Secretary, Telangana Electricity Employee's Association (Regd.No.H-61/2005), H.No.14-3-237, Goshamahal, Begum Bazar, Hyd-12.
- The General Secretary, Telangana Raastra Vidyuth Karmika Sangam (Regd.No.H - 58), Affiliated to TRS, Q.No. 3 - 7 - 443, Besides 132/33 KVSS, Jagtial Road, Karminagar -505 001.
- The General Secretary, Andhra Pradesh Electricity Staff & Workers Union (Regd.No.H-64), Affiliated to AITUC, H.No.3-5-912, Himayat Nagar, Hyd-29.

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The General Secretary, Andhra Pradesh, GENCO Employees Union(R.No. H-67),A 114, Vertax Pride Apartments, Nizampet Road, Kukatpally, Hyd.

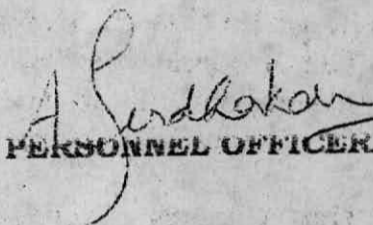
The General Secretary, APGENCO, APTRANSCO & DISCOMS Workers Union(R.No.H-43),Affiliated to 1535, H.No.19-5-32/13/A/19,Mahmood Nagar(A), Kishan Bagh, Hyd-64.

The General Secretary, APGENCO JAOs Association (Regd.No.1967 of 2005) Stores Section O/o FA&CCA(A/c's) 'A' Block, 3rd Floor, Accounts Wing, VS/Hyd- 82

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

C.No.CGM(HR)/DS(Ser)/AS(Ser.1)/PO.M/M2/104/2007.

//FORWARDED :: BY ORDER//


PERSONNEL OFFICER