

**ABSTRACT**

Estt. - APGENCO - O&M Estt. - Engaging of services of M/s AP Productivity Council, Hyderabad to study issues pertaining to O&M manpower requirement cadre wise in certain Power Stations - Orders - Issued

G.O.O.No. 113/CGM(HR)/2006

Dt- 25.5.2006

Read the following

1. Memo No.CGM(HR)/DE(MPP)/ADE(MPP)/17/2004-3, Dated- 29.6.2005
2. From the Managing Director, APGENCO  
Lr.No.MD/CGM(HR)/DE(MPP)/ADE(MPP)/17/2004-7,Dated-25.2.2006
3. From the Spl. Chief Secretary, Energy Dept, Govt. of AP,  
Lr.No.1686/SER/2006-1, Dated-18.4.2006
4. Lr.No.CGM(HR)/DE(MPP)/ADE(MPP)/17/2004-8, Dated- 12.5.2006
5. From Principal Director, A.P.Productivity Council, Hyderabad  
Letter dt- 20.5.2006

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The CE/O&M/VTPS, KTPS(O&M), KTPS V, RTPP have submitted proposals to accord sanction to create or upgrade existing JPA posts to carry out highly skilled and critical nature of operational activities of Dozer/Loco/Crane and also to create/upgrade a few higher cadre supervisory O&M posts like PA, Foreman etc.. Due justification from work necessities point of view was given and requested to consider career development avenues to the JPAs who put in about 9 years of service in the initial cadres and have stagnated due to non-availability of higher cadre posts in these Stations.

2. A Committee was constituted to study the issue vide reference 1<sup>st</sup> cited and based on the Committee's report, the APGENCO vide reference 2<sup>nd</sup> cited has submitted comprehensive proposals to the Chief Secretary, Energy Dept., Govt. of A.P. to accord approval for 396 O&M posts of higher cadre i.e 242 posts of Plant Attendant and 154 posts of Foreman ( 218 for core Maintenance jobs and 178 for Operational activities)

3. In the reference 3<sup>rd</sup> cited, the Government has requested APGENCO to carry out a complete review of cadre strength of O&M manpower to redefine the requirement and reducing the manpower at different levels in the organization by engaging the services of a manpower Consultant for re-organising the entire cadre strength in impartial and unbiased manner

4. The APGENCO has hence decided to entrust the aforesaid responsibility to M/s A.P.Productivity Council to carry out indepth study of O&M manpower requirement in existing Power Stations and to redefine the cadre strength in different levels for future requirement in new Power Stations to come up. The A.P. Productivity Council has given consent to undertake the consultancy assignment vide Letter 5<sup>th</sup> cited.

5. After careful consideration, the APGENCO hereby entrusts the responsibility to A.P.Productivity Council on the following issues and accords sanction to A.P.Productivity Council on payment of Rs: 2.75 lakhs (Rupees Two lakhs and seventy five thousand only) all inclusive plus 10.2% service tax towards professional consultancy charges as a lumpsum to carry out the following works and they shall submit report on or before expiry of 4 weeks.

Contd..

- (i) To study the works being carried out by O&M manpower presently deployed in Thermal Power Stations and to formulate O&M manpower module cadre-wise for a unit of 2X210/500 MW for the purpose of future manning pattern in new Power Projects as well in existing Power Stations.
- (ii) To study the works associated with different cadres in the existing O&M set up and to determine requisite manpower strength in each cadre.
- (iii) To assess operational works of Dozer/LOCO/Crane/Heavy Vehicle Operators and to determine pay scales/designations that are to be given considering the critical and skilled nature of jobs.
- (iv) To suggest career developmental avenues to the O&M supervisory staff PA/FM etc., and to Dozer/LOCO Operators etc., either by upgradation or by creation of posts in higher cadres.
- (v) To submit a report on utilisation of departmental regular O&M cadre staff at present in various locations of the Power Plants vis-à-vis the necessity of outsourcing of maintenance works in these locations.

6. The terms and conditions of payment schedule shall be as follows:

- (a) **Advance:** Rs: 82,500/- (30%) shall be paid immediately.
- (b) **Part payment:** Rs: 82,500/- (30% of the total charges) shall be paid at the end of one month
- (c) **Balance:** Rs:1,10,000/- (Balance 40% of the total charge) + Rs:19,890/- (10.2% service tax) shall be paid on submission of final report.

7. The Pay Officer/APGENCO is requested to take necessary action for arranging the aforesaid payments.

8. The concerned Station Heads are requested to provide concessional accommodation in our Guest Houses, Boarding arrangements and local conveyance to the study team during the entire period of study in the respective Power Stations.

9. This order is issued with the concurrence of Director(Finance) vide U.O. No.120, Dt-23.5.2006

(BY ORDER AND IN THE NAME OF MANAGING DIRECTOR/APGENCO)

G.VAMAN RAO  
CHIEF GENERAL MANAGER(HR)

To  
The Principal Director, A.P. Productivity Council, "Productivity House",  
Plot No.87, Road No.2, Banjara Hills Hyderabad - 500 033.  
Copy to the: CE(O&M)/VPES // CE(O&M)/KTPS // CE(O&M)/KTPS V // CE(O&M)/RTPP  
PS to MD // OSD(Tech) to Director(Thermal)  
ADE(Tech) to Director(Hydel) // SAO to Director(Finance) // PA to CGM(ADM) // PA to CGM(IR)  
Pay Officer // AO(CPR) / APGENCO

// FORWARDED :: BY ORDER !!

*[Signature]*  
DIVISIONAL ENGINEER  
MANPOWER PLANNING