

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

APGENCO – Industrial Relations – Enhancement of wages to the Contractor Labourer/Outsourced workers working in APGENCO through 3rd party Man Power Supply Agencies/Contractors – Orders – Issued-

G.O.O.No. 129/CGM(Adm,IS&ERP)/2023

Dated : 18.08.2023.

Read the following:

1. G.O.Ms.No.11, GoAP, Dtd.17.01.2012.
2. G.O.O.No.237/JS(Per)/2015, Dtd.04.09.2015.
3. G.O.O.No.409/JS(Per)/2018, Dtd.29.11.2018.
4. Cir. Memo No.D(HR&IR)/JS(Per)/DS(E)/DGM(HR)/PO-F/409/2018, Dtd.28.05.2019.
5. Memo No.CGM(Adm,IS&ERP)/DS(E)/DGM(L&IR)/PO-F/41/2020, Dtd.21.09.2020.
6. T.O.O.(Addl. Secy.-Per) Ms. No.2917, Dtd.14.08.2023.

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ORDER

In the reference 6th cited, APTRANSCO has issued orders for enhancing the remuneration to the Outsourced workers working in APTRANSCO through 3rd party Man Power Supply Agencies/ Contractors, subject to the approval of the GoAP.

2. In the reference 3rd cited, APGENCO has issued the orders for payment of wages to the Contractor Labourer/Outsourced workers deployed by the 3rd party Man Power Agencies in APGENCO w.e.f. 01.04.2018.

3. After careful consideration, APGENCO is hereby orders for enhancement of wages to the Contract Labourer/Outsourced workers working in APGENCO as on 14.08.2023 who are deployed through 3rd Party Man Power Supply Agencies/Contractors and being paid wages as per G.O.O.No.409, Dtd.29.11.2018 as detailed hereunder, subject to the approval of the Government of Andhra Pradesh:

i) Wages:

Category	Existing Wages Per Month (Rs.)	Other Allowances Per Month (Rs.)	Total Gross wages Per Month (Rs.)
(1)	(2)	(3)	(4)
High Skilled	22,589.00	8,016.00	30,605.00
Skilled	20,598.00	7,355.00	27,953.00
Semi Skilled	17,144.00	6,092.00	23,236.00
Un-skilled	16,473.00	5,845.00	22,318.00

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- ii) The Employers' and Employees' contribution towards EPF shall be paid only on the existing pay (as indicated under Column No.(2) of para 3(i) above) of the Contractors' Labour/ Outsourced workers, excluding Other Allowances limited to Rs. 15,000/- as per the limits prescribed in the EPF & MP Act, 1952.
- iii) ESI shall be paid as per statutory obligation and as per limits prescribed in the ESI Act.
- iv) The Contractor shall provide the Group Insurance and Mediclaim Insurance to all the Outsourced Workers, whose wage is more than Rs. 21,000/- per month since they are not covered under E.S.I. The Insurance premium shall be restricted to an equal amount of 3.25% of Employer share towards E.S.I contribution.
- v) The Agency Commission/Supervisory Charges to the Man Power Supply Agencies / Contractors shall be paid only on the existing wages per month (as indicated under Column No.(2) of para 3(i) above) subject to maximum extent of 8%.
- vi) If the Commissioner of Labour, Government of Andhra Pradesh enhances the basic wages in future, the monthly remuneration that is being paid to the Contractors' Labour/ Outsourced workers in APGENCO will be compared with the enhanced Gross Wages of Commissioner of Labour and whichever is higher will be paid.
- vii) The enhancement of monthly remuneration shall not be linked to any future revision of the remuneration to the outsourced personnel working in Government Department and it shall be made a condition in the agreement to be entered with 3rd party agencies.
- viii) The Drivers shall be continued to be under skilled category, but the remuneration shall be paid in a beneficial way either under these orders or Standard Scheduled Rates (SSR) without causing any reduction to the existing wages paid.
- ix) The enhancement of monthly remuneration shall not be applicable to the Contractors' Labour/Outsourced workers working in piece meal job works (i.e., non perennial nature of job works) in Generating Stations engaged through 3rd Party Agencies/ Contractors. The estimates for such jobs shall be prepared according to the prevailing practice.
- x) All other Allowances like Earned Leave, Terminal Benefits, Safety Appliances, etc as applicable in Generating Stations shall be allowed on the existing wages per month (as indicated under Column No.(2) of para 3(i) above).

- xi) The Railway Track Maintenance Workers existing at RTPP and Dr.NTTPS are allowed to draw the new remuneration as indicated in para 3(i) under column no.(4). Also, they are permitted to draw the existing Additional Allowances as detailed below:

S.No.	Particulars	Highly Skilled (Rs.)	Skilled (Rs.)	Semi-Skilled (Rs.)	Un-Skilled (Rs.)
1	Track Maintenance Allowance	3024.00	2424.00	1974.00	1672.00
2	DA	694.00	556.00	453.00	384.00
3	Safety Allowance	300.00	300.00	300.00	300.00
4	Uniform Allowance	350.00	350.00	350.00	350.00
5	Dust Allowance	400.00	400.00	400.00	400.00
6	Bonus	840.00	673.00	548.00	465.00
7	Special Allowance	870.00	700.00	578.00	483.00

- xii) The GST applicable as per Rules/ Act shall be paid.

- xiii) These enhanced wages are applicable only to the existing Contractor Labourer/ Outsourced workers who engaged as on 14.08.2023. Any future engagement of Contractor Labourer/ Outsourced workers by the Organization through any third party agencies/Contractor shall be paid as per the wages stated in G.O.Ms.No.11, dt.17.01.2012.

4. The enhanced wages as per these orders shall be implemented w.e.f., 14.08.2023 through the existing Agencies/Contractors.

5. These orders are issued with the concurrence of Director (Finance & Commercial) vide, e-office ID:011, Dtd.18.08.2023.

6. These orders are available on the internet and can be accessed at the address www.apgenco.gov.in.

**K V N CHAKRADHAR BABU, I.A.S
MANAGING DIRECTOR**

To

All the Station Heads and Functional Heads of APGENCO

Copy to the:

PS to Chairman/APGENCO

Dy.EE (T) to the Managing Director/APGENCO/VS/VJA

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- AO to the Director(Finance & Coml.)/VS/VJA
Dy.EE (T) to the Director (Thermal)/VS/VJA
Dy.EE (T) to the Director (Hydel)/VS/VJA
PO to the Director (HR&IR)/VS/VJA
AS to the Chief of Vigilance & Security/VS/VJA
AE (T) to the CGM (Adm,IS&ERP)/VS/VJA
Pay Officer//Accounts Officer (CPR)/VS/VJA
Deputy General Manager(HR)L&IR/VS/VJA
The General Secretary, APEE Union (Regd.No. 1104) (Recognized), Vidyut Sakha Bhavan, Manarani Peta Post, Visakhapatnam-2.
The General Secretary, APSE Union (Regd.No. 327) (Recognized), Q.No. JE-337, Security Colony, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna-521 456
The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No. B-1245),H.No. 48-9/10,Munneswara Nilayam,Viswam Nagar, Behind CBR Residency, Gunadala, Vijayawada
The General Secretary, APPGE Union (Regd.No. E-1535), SRT-30, A-Colony, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna - 521 456.
The General Secretary, YSR Vidyut Employees Union, (Regd. No.H-128, Estd-2012, Tanuku,West.Godavari Disr, A.P.
The Secretary General, APSEB Engineers Association, (Regd.No.874/1975), Ground Floor Vidyut Soudha, Gunadala, Vijayawada
The General Secretary, AP Power Diploma Engineers Association,(Regd. No. B-473) Flat No. 553, Indira Towers Beside American Hospitals, Near (PWD) Grounds Vijayawada.
The General Secretary, APSEB Assistant Engineers' Association, (Regd.No.1185/1977), Flat No. 301, Sai Fortune Apartments, Ramavarpadu, Vijayawada.
The General Secretary, APGENCO Chemist's Association(Regd.No. 756), O/o Chief Chemist, O&M, Dr.NTTPS, Ibrahimpatnam, Dist Krishna - 521 456.
The General Secretary, APGENCO Civil Engineer's Association, (Regd. No.1344/2012), Qtr. No. DE-31, C Colony, Dr.NTTPS, Ibrahimpatnam - 521 456
The Secretary General, APSEB SC & ST Employees Welfare Association, (Regd. No.1589/1992), Q.No.SRT-28, A- Colony, Dr.NTTPS Ibrahimpatnam, Krishna District - 521 456.
The State General Secretary, AP Vidyut Shakhi Employees Union (Regd. No. H-155), Dr No. 13-110,/1, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna 521 456
The State President, AP Electricity Employees Muslim Minority Association, Regd. No. 151/2010), D.No. 12/3-670/1, Jesus Nagar, Opp. D4 Section, APCPD CL, Anantapur.
The General Secretary, Andhra Pradesh Power Employees Union (Regd.No. H-129), H.No. G-207, RTPP V.V.Reddy Nagar, Kalamalla, Dist: Kadapa.
The General Secretary, Andhra Pradesh State Vidyut Scheduled Tribe Employees Welfare Association (Regd.No. 956/78), Flat No. 102, Sri Ram's Residency, Patamata, Vijayawada - 520 010.
The President, Andhra Pradesh Electricity Staff & Workers Union Regd. No. H-64), Affiliated to AITUC, Qtr. No. UD/LD-378, B. Colony, New Quarters, Dr.NTTPS, Ibrahimpatnam, Vijayawada.
The General Secretary, APGENCO Accounts Officers Association, APGENCO Vidyut Soudha, 5th Floor, Gunadala, Vijayawada - 520 004.
The General Secretary, APGENCO Personnel Service Employees Welfare Association (Regd. No. 299/2008) 5th Floor, Vidyut Soudha, Vijayawada.

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The General Secretary, Electricity OC Employees Welfare Association, Regd. No. (1088/2008), SRT 20, Security Colony, Dr.NTTPS, Ibrahimpatnam,
The State General Secretary, Electricity Backward Classes Employees Welfare Association, (Regd.No. 1681/2006), O/o Electricity Revenue Office-Rural 1, APSPDCL Near RTC Bus Stand, Guntur.

Stock file.

C.No.CGM(Adm,IS&ERP)/DGM(HR)L&IR/PO-F/188/2023

// FORWARDED :: BY ORDER//



PERSONNEL OFFICER