

**ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED**  
**A B S T R A C T**

APGENCO – Regulations – RPS – 2022 – Allowing the Personal Pay in Surrender of Earned Leave incase of employees and terminal leave encashment in case of retired employees – Clarification – Orders – Issued.

---

**G.O.O. No.187/JS(Per)/2025**

**Date: 05.11.2025**

**Read the following:**

1. T.O.O. (Addl. Secy-Per)Ms. No. 2924, Dt.21.08.2023
2. G.O.O. No.132/JS(Per.)/2023, Dt. 23.08.2023
3. Representation from Unions & Associations dt.20.12.2023
4. Minutes of the HR Committee meeting held on 21.12.2023
5. Minutes of the Meeting dt.17.10.2025
6. T.O.O. (Addl. Secy-Per) Ms. No.3820 Dt. 31.10.2025

\*\*\*\*\*

**ORDER**

In the reference 2<sup>nd</sup> cited, orders have been issued by APGENCO for revision of Scales to various cadres with effect from 01.04.2022. Consequent to issue of these orders, Unions and Associations have been requesting to issue clarification on allowing of personal pay fixed during revised pay scales of 2022 for surrender of earned leave and in terminal encashment of earned leave of those employees, whose pay is fixed at maximum of the master scale, as the same is not implemented with the agreed terms with the Unions and Associations at the time of settlement on wage revision – 2022.

02) Several deliberations took place by Management with Unions and Association on this request from time to time. A steering committee was formed by GoAP, Energy Department, to redress the pending issues raised by Unions and Associations. The steering committee discussed on the issue relating to allowing of personal pay which was fixed at the time of fixation of pay in RPS-2022 scales with Unions and Associations and vide reference 5<sup>th</sup> cited above, it was decided that “necessary orders will be issued”. Accordingly, APTRANSCO have issued orders vide ref (6) cited.

03) After careful consideration and in accordance with the orders issued vide T.O.O. reference 6<sup>th</sup> cited, the APGENCO hereby issues clarification that the personal pay fixed at the time of fixations of pay in Revised Pay Scales – 2022 shall be allowed and paid for encashment of earned Leave and terminal leave as per the APSEB Leave Regulations as adopted by APGENCO.

04) Applicability of the benefit with respect to orders mentioned above to the writ petitioners in 28519 of 2023 is allowed, subject to condition that the petitioner/employees shall withdraw and accept the terms in the reference 2<sup>nd</sup> read above without further legal proceedings.

Contd...on page 2

::2::

05) Applicability of the benefit to the retired employees covered under EPF Scheme as per the orders at paras 3 & 4 above shall also be extended and financial benefit shall be paid accordingly.

06) Further, it is also ordered that, the arrears, arrived as a result of above clarification, shall be paid in 6 equal Monthly instalments with effect from November 2025 pay roll paid in December 2025.

07) These orders are issued with the concurrence of Director (Fin&Comml.)/APGENCO vide e-office No.1040/2025, Dt.03.11.2025.

08) These orders are also available on APGENCO Website and can be accessed at the address [www.apgenco.gov.in](http://www.apgenco.gov.in).

(BY ORDER AND IN THE NAME OF A.P. POWER GENERATION CORPORATION LIMITED)

**NAGALAKSHMI. S., I.A.S,  
MANAGING DIRECTOR**

To

All the Station Heads/Functional Heads at Head Quarters.

Copy to the:

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

AO to the Director (Finance &Comml.)/APGENCO

Dy.EE (T) to the Director (Thermal)// Director (Coal & Logistics)/APGENCO

Dy.EE (T) to the Director (Hydel)/APGENCO

JPO to the Director (HR&IR)/APGENCO

AE(T) to the Chief General Manager (Adm.IS &ERP)/APGENCO

PA to the Joint Secretary (Per)/APGENCO

Pay Officer//Accounts Officer (CPR)/APGENCO

Stock File/Spare Copy.

**C. No. JS(Per)/DS(Estt.)/AS(Reg.)/PO(Reg.)/265/2023**

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

  
**ASSISTANT SECRETARY**