



TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED
ABSTRACT

APTRANSCO – Industrial Relations – Enhancement of wages to the outsourced workers working in APTRANSCO through 3rd Party Man Power Supply Agencies/ Contractors – Orders – Issued.

T.O.O. (Addl.Secy.-Per) Ms. No.983

Dated :01.11.2018.

Read the following:

- Ref: 1. Lr.No.4455/OP.A3/2013, dt.4.9.2015 received from the Secretary to Govt., Energy I & I Department, Govt. of A.P
2. T.O.O. (Addl.Per) Ms.No.197, dt: 04.09.2015.
3. Lr.No.Addl.Secy/DS(L,IR&R)/AS(L,IR&R)/PO(IR)/490/2015, dt.15.6.2018.
4. Lr. No.CMD/ Addl.Secy/ DS(L,IR&R)/ AS(L,IR&R)/ PO(IR)/ 490/ 2018, Dt.27.09.2018.
5. Minutes of the meeting held in the Chambers of the Hon'ble Minister for Energy, Govt. of Andhra Pradesh on 18.09.2018 at Velagapudi.

APTransco vide reference 2nd read above issued orders for payment of 15% incremental/ revised wages to the Outsourced workers working through Man Power Agencies/ Contractors in APTransco, with effect from 04.09.2015 subject to certain conditions laid down by Government of Andhra Pradesh under Contract Labour Rules (Minimum Wages Act).

2. A series of meetings with the Unions/Associations representing the employees of Andhra Pradesh Power Utilities have been conducted. After detailed deliberations and careful consideration, APTransco proposed to enhance the wages and to pay enhanced monthly remuneration of Rs.14,975/- to Un-skilled, Rs.15,585/- to Semi Skilled, Rs.18,725/- to Skilled and Rs.20,535/- to Highly Skilled categories.

3. Further, a meeting was held in the Chambers of the Hon'ble Minister for Energy, Government of Andhra Pradesh with the representatives of AP Power Employees Joint Action Committee, APSEE Union (Regd.No-327) and Telugunadu Vidyut Karmika Sangam (Regd.No. B-1245) on 18.09.2018. The Hon'ble Minister for Energy, Govt. for AP have declared the remuneration proposed by APTransco. However, the Unions and APPEJAC have requested the Hon'ble Minister for Energy, Govt. of Andhra Pradesh for further increase of remuneration. The Hon'ble Minister for Energy, Govt. of AP have agreed for 10% Hike on the remuneration proposed by APTransco.

4. After careful consideration, APTransco hereby issues the following orders for enhancement of remuneration to the Outsourced workers working in APTransco through 3rd Party Man Power Supply Agencies/Contractors, subject to the approval of the Government of Andhra Pradesh.

i)

Category	Pay Per Month (Rs.)	Other Allowances Per Month (Rs.)	Total Remuneration (Per Person Per Month) (Rs.)
High Skilled	14,973.00	7,616.00	Rs.22,589.00
Skilled	12,003.00	8,595.00	Rs.20,598.00
Semi Skilled	9,780.00	7,364.00	Rs.17,144.00
Un-skilled	8,284.00	8,189.00	Rs.16,473.00

- ii) The enhanced remuneration as per these orders shall accrue from 01.04.2018 and shall be paid through the existing Man Power Supply Agency/Contractor. The arrears from 01.04.2018 to 31.10.2018 shall be paid during this Financial year.
- iii) Service Incentive shall be paid to outsourced workers who have completed 10 years of Service in the category of Un-Skilled, Semi-Skilled, Skilled and Highly Skilled @ Rs.500/-, Rs.700/-, Rs.800/- and Rs.1000/- per month respectively.
- iv) While sanctioning Service Incentive, the competent authorities are requested to ensure the service rendered by the outsourced workers with necessary documentary evidence like EPF Account, Certificates issued by the Contractors and the agreement entered with the contractors without having any break in service.
- v) The Employer's and Employee's contribution towards EPF shall be paid only on the Pay of the Outsourced workers, excluding Other Allowances and Service Incentive.
- vi) The Employer's and Employee's contribution towards ESI shall be paid on the total remuneration paid to the outsourced workers.
- vii) The Agency commission to the Man Power Supply Agencies/ Contractors shall be paid only on Pay but not on Other allowances and Service Incentive.
- viii) Due to introduction of new structure of remuneration at para 4 (i) to the outsourced workers working in A.P Transco through 3rd Party Man Power Supply Agencies / Contractors, the earlier system of payment of wages as per G.O.Ms.No.11, Labour Employment Training and Factories (Lab.II) Department, dt.17.1.2012 to the outsourced workers is dispensed with.
- ix) If the Commissioner of Labour, Government of Andhra Pradesh enhances the basic wages in future, the monthly remuneration that is being paid now to the outsourced workers in APTRANSCO will be compared with the enhanced Gross Wages of Commissioner of Labour and whichever is higher will be paid.
- x) The enhanced monthly remuneration shall not be applicable to the outsourced personnel who are paid remuneration under orders issued by State Government vide G.O.Ms.No.151, Finance (HR-1-Plg. & Policy) Department, dt:08.8.2016.
- xi) 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.

xii) 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.

xiii) The GST @18% shall be paid on Pay+ Other allowances +Service Incentive if any.

7) These orders are issued with the concurrence of Joint Managing Director (HRD, Finance, Comml, IPC & IT) vide Regd.No.351, dt: 31.10.2018.

8) These orders are made available on the internet and can be accessed at the address www.aptransco.gov.in.

(BY ORDER AND IN THE NAME OF TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED)

K.VIJAYANAND, IAS
CHAIRMAN & MANAGING DIRECTOR

To

All the Executive Directors, APTransco/ Vidyut Soudha/Vijayawada.
The Additional Secretary/ APTransco/Vidyut Soudha/ Vijayawada.
All the Chief Engineers/APTransco/ Vidyut Soudha/ Vijayawada.
The Chief Engineers/Zone/APTransco, Kadapa/VJA/Visakhapatnam.
All FA&CCAs /Dy.CCAs, APTransco/ Vidyut Soudha/ Vijayawada
All Superintending Engineers/ APTransco.
All Divisional Engineers// Executive Engineers, APTransco.

Copy to:

PS to Chairman & Managing Director/APTransco/VS/VJA.
PS to JMD (HRD, Finance, Comml., IPC & IT)/APTransco/VS/ VJA.
PS to Director (Technical) / APTransco/VS/ VJA.
PS to Director (Grid, Transmission Management.)/APTransco/VS/ VJA.
PS to Joint Managing Director (V&S)/APTransco/VS/ VJA.
PS to Managing Director & Vice-Chairman/APGENCO/VS/ VJA.
PS to Chairman & Managing Director, APEPDCL, VISAKHAPATNAM.
PS to Chairman & Managing Director, APSPDCL, TIRUPATHI.
The CGM (HRD)/ APEPDCL/ Visakhapatnam.
The CGM (HRD)/ APSPDCL/ Tirupathi.
The CGM(Admin) /APGenco/Vidyut Soudha/Vijayawada.
The Joint Secretary/APGenco/Vidyut Soudha/Vijayawada.
The Senior Accounts Officer/SLDC//(F&P)/APTRANSCO/VS/VJA.
The Pay Officer//Accounts Officer (CPR) APTransco/VS/ VJA.
The Company Secretary/ APTransco/VS/ VJA.
The Secretary /APEREC, 4th Floor, Singareni Bhavan, Red hills, Hyd.
The Liaison Officer/SC&ST employees Grievances Cell/AP.Transco/VS/VJA.
The General Secy, A.P.E.E.Union (Regd.No.1104),Vidyuth Shakha bhavan,
Gunadala, Vijayawada.
The Secretary, Genl., A.P.S.E.Employees Union (Regd.No.327), Gunadala, VJA
The General Secy., Telugunadu Vidyut Karmika Sangham (Regd.No.B-1245),
Gunadala, Vijayawada.

The General Secretary, Y.S.R.Vidyut Employees Union (Regd.No.H-128),
Plot No-175,Narayanapuram Colony, Poranki Village, Penamaluru Mandal,
Krishna Dist-521137.

The General Secretary, APSEB Assistant Engineers Association,(Regd.No.1185),
H.Q.KTPS, New Palavancha, Khammam Dist.

The Secy. General, APSEB Engineers Association, (Regd.No.874/75), H.No.6-3-
663, Somajiguda, Hyderabad.

The Navyaandhra Pradesh Electricity Employees welfare Association
(Reg.No.113 /15) D.No-2-33/71/1, Lenin Road, Tenali Post, Guntur-522201.

The General Secretary, AP Power Diploma Engg. Assn., (Regd.No.B-473),
H.No.5-9-22/55, Adarshanagar, Hyderabad.

The A.P.Power Engineers Association, (Regd.No.279/2009) D.No.47-8/1-13G,
Sai Gardens Street, Back Side Raja Ramohan Ray School, Gunadala, VJA

The AP Electricity Engineers Association (Reg.No.104/2015)/Block No.11,
HB Colony/Bhavanipuram, Vijayawada – 520012.

The General Secretary, Andhra Rashtra Power Employees Union (Regd.No.G-
445),D.No.77-16/1-27C,Lakshmi Nagar, Paipul Road, Azith Singh Nagar, VJA

The General Secy, APSEB Accounts Officers Association,(R.No.C-5)/VS/VJA

The General Secy, Junior Accounts Officers Association, (R.No.880), VS, VJA.

The General Secretary, United Electricity Employees Union (Reg d.No.B-1829),
D.No.24-24-14,Rajaka Vidhi, Durga Puram, Vijayawada-3, AP.

The General Secretary, APSEB Technical Employees Union, (Regd.No.B-2275),
C/o Sri K.Sampath Reddy, H.No.6-1-40/5, Mint Compound, Hyderabad.

The General Secretary, APSEB SC & ST Employees Welfare Association
(Regd.No.1589), Mint Compound, Khairatabad, Hyderabad-500 063.

The General Secretary, A.P State Vidhyut Scheduled Tribe Employees Welfare
Association, (Regd.No.45/2015), HQ: Vijayawada.

The Secretary General, Electricity Backward Classes Employees Welfare Assn,
(Regd.No.1681/2006)SRT-26,A-Colony, Dr.NTTPS, Ibrahim Patnam-521456

The Secretary General, Electricity OC Employees Welfare Association,
(Regd.No.1088/2008), H.No.1-1-287/33/A, Chikkadapally, Hyderabad.

The Founder and State President, A.P. Electy. Employees Muslim Minority
Association, (Regd.No-151/2010),D.No.12-3-670-1, Jesus Nagar, Opp:D4-
Section, APCPDCL, Anantapur-515001.

The General Secretary, A.P.Electricity Bahujan Employees Welfare Association
(Regd.No.79/2011), D.No.53-1—46(3), Cloughpet, 3rd lane, Ongole-523001.

The Seema Andhra Vidyut Engineers society,(Regd.No.43/2015 &
Esdt.14.3.2015), H.O. Singiresi Narsaiah Bhavan, D.No.19/32/1A, Pathakota,
Venkatagiri, SPSR Nellore Dist-524132.

F.No.Addl.Secy/DS(L,IR&R)/AS(L,IR&R)/PO(IR)/490-III/ 2018

//FORWARDED BY ORDER //

PERSONNEL OFFICER