

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
VIDYUT SOUDHA : : VIJAYAWADA

Circular Memo.No.JS(Per)/DS(Estt)/AS(IR)/PO-F/66/2018, Date: 03.01.2019

Sub: Estt. - APGENCO - Industrial Relations - Enhancement of remuneration to the Contractors' Labourer - Uniform procedure to be followed in preparing the cost estimates for outsourcing of Contractors' Labourer for carrying out various perennial works in APGENCO - Modified Working Instructions - Issued.

- Ref: 1) G.O.O.No.409/JS(Per)/2018, dt.29.11.2018
2) Lr.No.CE/ O&M/ RTPP/T11/F.1/CLs wage revision/D.No.7192 /18, dt.07.12.2018
3) Lr.No.CE/O&M/Dr.NTTSPS/Tech.1/F.63/D.No.33013/2018, dt.10.12.2018
4) Lr.No.CEG/SEG-1/110/Dr.NTTSPS&RTPP/O&M Contracts/ D.No.67/18, dt.10.12.2018
5) U.O.No.CGM/SE(Gen-III)/E3A1/SDSTPS/O&M Contracts/ D.No.167/18, dt.17.12.2018

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In the G.O.O 1st cited, orders have been issued enhancing the remuneration with effect from 01.04.2018 to the Contractors' Labourer/Outsourced Workers working in APGENCO through 3rd Party Man Power Supply Agencies/Contractors duly dispensing the earlier system of payment of wages as per G.O.Ms.No.11, dated.17.01.2012 adopted by APGENCO vide Memo.No.D(HR)/CGM(HR)/LO/PO/71/2012-1, dt.28.03.2012.

2) In the references 2nd to 5th cited, various clarifications have been sought on the implementation of the orders issued vide G.O.O 1st cited.

3) After careful consideration, the following modified working instructions are hereby issued to prepare the cost estimates for outsourcing of Contractors' Labourer for carrying out various perennial works in APGENCO so as to have uniformity.

Sl. No	Description	Highly-Skilled	Skilled	Semi-Skilled	Un-Skilled
1	Total Current Pay per Month	Rs.14,973/-	Rs.12,003/-	Rs.9,780/-	Rs.8,284/-
2	Other Allowances per Month	Rs.7,616/-	Rs.8,595/-	Rs.7,364/-	Rs.8,189/-
3	Total Remuneration per Month	Rs.22,589/-	Rs.20,598/-	Rs.17,144/-	Rs.16,473/-
4	Weekly Off @ 16.67% on Item (1) above.	xx	xx	xx	xx
5	Earned Leave and Paid Holidays @ 7.12% on Item (1) above.	xx	xx	xx	xx
6	Terminal Benefits i.e. Retrenchment Compensation @ 4.11% on Item (1) above.	xx	xx	xx	xx

7	Safety Appliances with effect from 01.04.2019 (per Annum in lump-sum). No change in the present agreement(s)/contracts.	Rs.3,000/-	Rs.3,000/-	Rs.3,000/-	Rs.3,000/-
8	EPF@13.16% on Item (1) above. However shall be regulated as per the rates notified from time to time by the EPF Authorities.	xx	xx	xx	xx
9	ESI@4.75% on Items {1 + 2 + 4 + 5 (only on Paid Holidays) + 11}. The Ceiling Limit of Gross Salary for ESI is Rs.21,000/- per Month as per the ESI Act at present.	xx	xx	xx	xx
10	Supervision Charges on Item (1) above as per the Terms & Conditions of the present agreement (s)/contracts upto 31.03.2019. From 01.04.2019 onwards supervision charges shall not exceed 8% on Item (1) above	xx	xx	xx	xx
11	Service Incentive – who have completed 10 Years of Service as on 01.04.2018 from the date of engagement as Contractors' Labourer (in all categories) subject to fulfilling the condition specified at Item (iv) of Para 3 of the G.O.O.1 st cited.	xx	xx	xx	xx
12	Provision for Labour Welfare Fund @ Rs.7/- per Labourer which includes Labourer's share of Rs.2/- and Employer's share of Rs.5/- per Annum.	xx	xx	xx	xx
13	GST as applicable.	xx	xx	xx	xx
14	TDS as applicable.				
15	Drivers	xx	Having HV Driving License	Having LV Driving License	xx

4) The existing contracts/agreements shall be regulated and future estimates shall be prepared accordingly.

5) The orders shall be followed scrupulously. Any deviation shall be viewed seriously.

V. USHA
JOINT SECRETARY (PER)

To

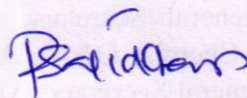
The Executive Director (Accounts)/APGENCO
The Chief General Manager (Adm.IS&ERP)/APGENCO
All the Chief Engineers/APGENCO
All the FA & CCAs/APGENCO
All the Superintending Engineers//In-Charge Generating Stations/APGENCO
All the Executive Engineers/APGENCO

Copy to:

PS to Chairman/APGENCO
PS to Managing Director/APGENCO
SAO to Director (Finance & Commercial)/APGENCO
Dy. EE (Tech) to Director (Thermal)/APGENCO
Dy. EE (Tech) to Director (Hydel)/APGENCO
Dy. EE (Tech) to Director (HR&IR)/APGENCO
PA to the Company Secretary/APGENCO
PA to Chief of Vigilance & Security/APGENCO
All Dy. CCAs/ Dy. Secretaries/All Asst. Secretaries/APGENCO
Pay Officer/Accounts Officer (CPR)/APGENCO
The General Secretary, APEE Union (Regd.No.1104) (Recognized), Vidyut Sakha Bhavan, Maharanipeta Post, Visakhapatnam-2.
The General Secretary, APSE Union (Regd.No.327) (Recognized), Q.No.JE-337, Security Colony, Dr.NTTPS, Ibrahimpatnam, District Krishna-521456.
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, District Krishna -521456.
The General Secretary, APGENCO Chemist's Association (Regd.No.756), O/o Chief Chemist, O&M, Dr.NTTPS, Ibrahimpatnam, District Krishna - 521456.
The General Secretary, APGENCO Civil Engineer's Association, (Regd.No.1344/2012), Qtr. No. DE-31, C Colony, Dr.NTTPS, Ibrahimpatnam - 521456.
The General Secretary, APSEB Assistant Engineers' Association, (Regd.No.1185/1977), Flat No.301, Sai Fortune Apartments, Ramavarappadu, Vijayawada - 521108.
The General Secretary, GENCO Mechanical Engineers Association, (Regd.No.1805/2002), Quarter No. E-109, V.V. Reddy Nagar, Yerraguntla (M), District Kadapa - 516312
The General Secretary, AP Vidyut Shakthi Employees Union (Regd.No.H-155), H.No.G-207, RTPP V.V. Reddy Nagar, Kalamalla, District Kadapa.
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.
The General Secretary, Electricity OC Employees Welfare Association, (Regd.No.1088/2008), SRT-20, Security Colony, Dr.NTTPS, Ibrahimpatnam, District Krishna.
The General Secretary, APGENCO Personnel Service Employees Welfare Association (Regd.No.299/2008), 5thFloor, Vidyut Soudha, Vijayawada - 500004.
The General Secretary, Andhra Pradesh State Electricity Accounts Officers Association (Regd.No.387/2014), D.No.74-2-1/1, F-203, Tirumala Residency, Pandaripuram, Ashok Nagar, Vijayawada, District Krishna
The General Secretary, JAO's Association (Regd.No.1967/2005), APGENCO, Vidyut Soudha, 5th Floor, Gunadala, Vijayawada-520004.

- The General Secretary, APGENCO Accounts Officers Association, APGENCO Vidyut Soudha, 5th Floor, Gunadala, Vijayawada – 520004.
- The General Secretary, All Projects Electricity Employees Union (Regd.No.1076) Onukudelli, Dist: Koraput, Orissa.
- 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, Andhra Pradesh State Vidyut Scheduled Tribe Employees Welfare Association (Regd.No.956/78), Flat No. 102, Sri Ram's Residency, Patamata, Vijayawada – 520010.
- The General Secretary, Andhra Pradesh Power Employees Union (Regd.No.H-129), H.No. G-207, RTPP, V.V. Reddy Nagar, Kalamalla, District Kadapa.
- The State President, AP Electricity Employees Muslim Minority Association, Regd.No. 151/2010), D.No. 12/3-670/1, Jesus Nagar, Opp.D4 Section, APCPDCL, Anantapur.
- The State General Secretary, AP Vidyut Shakthi Employees Union (Regd.No.H-155), D.No. 13-110/1, Dr.NTTPS, Ibrahimpatnam, District Krishna 521456
- MadigaVidyut Employees Welfare association (Regd.No.251/2017), D.No.25-26-12, 4th Lane, Joseph Nagar, Lalpuram Road, Guntur-522004.
- A.P. State General Secretary, Andhra Rastra Power Employees, Union G-445, D.No.77-16/1-27C, A.S.Nagar, Vijayawada-510015.
- State General Secretary, Mala Vidyut Employees Welfare Association, A.P., Regd.239/2015, SRT-27, S-Colony, Dr.NTTPS, Ibrahimpatnam-521456.
- Secretary General, APSEB SC & ST Employees Welfare Association, (Regd.No.1589/1992), Q.No.SRT-28, A- Colony, Dr.NTTPS, Ibrahimpatnam, Krishna District – 521456
- The Secretary General, APGENCO Diploma Engineers Association, (Regd.No.H-48), affiliated to APPGEU (Regd.No.E-1535), H.Q. VTPS, SRT-30, 'A' Colony, Ibrahimpatnam, Krishna District.
- 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), FlatNo.553, Indira Towers, Beside American Hospitals, Near (PWD) Grounds, Governorpet, Vijayawada-520002.

// FORWARDED :: BY ORDER //



PERSONNEL OFFICER