

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
VIDYUT SOUDHA :: VIJAYAWADA

Memo No.CGM(Adm,IS&ERP)/GM(HR)L&IR/PO-F/26/2025, Date: 31.10.2025.

Sub: APGENCO – Industrial Relations – Sanction of Special Disability Leave to the Outsourcing workers engaged through 3rd party Agencies who met with Departmental Accidents while on duty – Certain instructions – Issued.

Ref: 1. APSPE JAC Notice Dt.26.09.2025.
2. Minutes of Meeting dtd.17.10.2025.
3. Memo No. Addl. Secy./DS(M,IR&R)/AS(E,IR&R)/PO(IR)/3013030 /25, Dt.27.10.2025.

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In the reference 1st cited, APSPEJAC has requested to arrange for sanction of Special Disability Leave to the Outsourcing Workers engaged through 3rd party agencies.

2. In this connection, it is to noted that medical assistance is extended by the Employees' State Insurance Corporation (ESIC) to those outsourcing workers whose gross pay is below Rs.21000/- per month.

3. After careful examination of the issue, and considering the nature of work performed by Outsourcing workers who are exposed to similar occupational risks, it has been decided to extend the benefit of Special Disability Leave, up to 3 months to the Outsourcing workers, who suffer injury or disability, while on duty, as a welfare measure, subject to the following conditions.

- i) The leave is admissible only to those Outsourcing workers, who are not covered under the Employees' State Insurance (ESI) Act.
- ii) The leave shall be sanctioned up to a maximum of three (3) months, purely as a welfare measure, in the spirit of Special Disability Leave.
- iii) The accident must have occurred while on duty and certified as a departmental accident by the competent authority.
- iv) An accident report certified by the concerned Executive Engineer/ Superintending Engineer/Unit Head shall accompany the proposal.
- v) A valid medical certificate indicating the nature and duration of disability shall be produced.

4. Therefore, All Station Heads/Functional Heads of APGENCO are hereby directed to make provisions to the new/existing specifications and agreements wherever necessary to extend the Special Disability Leave to a maximum period of three (3) months to the Outsourcing workers (who are not covered in the ESI Act) engaged through 3rd party agencies, strictly in accordance with the above conditions.

P.T.O.,

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5. These orders are made available on the website and can be accessed at the address <https://www.apgenco.gov.in>.

NAGALAKSHMI. S., 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

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

JPO 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

General Manager-HR(Legal &IR)

Pay Officer//Accounts Officer (CPR)/VS/VJA

All Unions/Associations in APGENCO

Stock File.

// FORWARDED :: BY ORDER //


PERSONNEL OFFICER