

**ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED**  
**VIDYUT SOUDHA :: VIJAYAWADA**

Cir.Memo.No.CGM(Adm,IS&ERP)/GM-HR(L&IR)/PO-F/VDA/2025, Dt.29.12.2025.

Sub: APGENCO – IR – Payment of Cost Living Allowances/Variable Dearness Allowances to the Casual Labourers engaged in piece rate job works through 3<sup>rd</sup> party agencies and Paramedical & General Staff working in dispensaries in APGENCO from 01.10.2025 to 31.03.2026 as communicated by the Commissioner of Labour, Govt of A.P., Vijayawada – Adoption orders - Issued.

Ref: 1. G.O.Ms.No.68, LET & F (Lab-II) Department, dated 08.12.2011  
2. G.O.Ms.No.11, LET & F (Lab-II) Department, dated 17.01.2012.  
3. Cir.Memo.No.CGM(Adm,IS& ERP)GM(L&IR)/ PO/ VDA/2024, Dt.18.06.2025.  
4. Gazette Notification No.710, dt.31.10.2025.  
5. Lr.No.G/430/2025, dated 03.11.2025 issued by the Commissioner of Labour.

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In the reference 3<sup>rd</sup> cited, based on the orders issued by the Commissioner of Labour, Govt. of A.P., the minimum wages and VDA specified in G.O.Ms.No.68, & G.O.Ms.No.11 issued by Labour, Employment Training & Factories (Lab-II) Dept., Govt. of A.P., all the Heads of Power Generating Stations/Functional Heads were requested to ensure the payment of minimum wages (basic wages + VDA) is made to the Casual Labour engaged in piece rate job works through 3<sup>rd</sup> party agencies and Paramedical & General Staff working in dispensaries in APGENCO.

2. In the reference 5<sup>th</sup> cited, the Commissioner of Labour, Government of A.P. has issued Lr. No. G/430/2025, dated 03.11.2025 intimating the Cost of Living Allowances/Variable Dearness Allowance under Minimum Wages Act, 1948 for the half year ending June, 2025 as 1886 CPI points. Accordingly, the VDA shall be paid for the period from 01.10.2025 to 31.03.2026 calculated as 1039 points (1886 – 847).

3. In view of the above, all the Heads of Power Generating Stations/Functional Heads of Vidyut Soudha are requested to follow the orders mentioned in para-2 for VDA points and wages scrupulously without any deviation while preparing the estimates for piece rate job works and Paramedical & General Staff working in dispensaries of APGENCO.

4. The concerned Heads of Power Generating Stations/Functional Heads of Vidyut Soudha shall ensure that the payment of minimum wages should be reached to Casual Labourers engaged under piece rate job works through 3<sup>rd</sup> party and Paramedical & General Staff working in dispensaries of APGENCO by the respective Contractors.

Encl: copy of ref(5).

**M. PADMA SUJATHA**  
**CHIEF GENERAL MANAGER (Adm., IS&ERP)**

**To**

All the Station Heads/Functional Heads of APGENCO.

P.T.O.,

**Copy to the:**

Dy.EE (T) to Managing Director/APGENCO/V.S./VJA  
AO to Director/Fin. & Comml./APGENCO/V.S./VJA  
JPO to Director (HR&IR)/APGENCO/V.S./VJA  
AE(T)to Chief General Manager (Adm, IS & ERP)/APGENCO/V.S./VJA  
PA to Joint Secretary (Per.)/APGENCO/V.S./VJA  
Pay Officer// Accounts Officer/CPR/ APGENCO/V.S./VJA  
Stock File.

// FORWARDED :: BY ORDER //

  
PERSONNEL OFFICER

**GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTEMENT**

From  
Sri M.V. Seshagiri Babu, I.A.S.,  
Commissioner of Labour, (FAC)  
Andhra Pradesh,  
Vijayawada.

To  
The Managements/Union  
(List enclosed)

**Letter No. G/430/2025, Dated: 03.11.2025**

Sir,

Sub: Contract Labour (R&A) Act, 1970 and Rules 1971 – Cost of Living Allowance Index Numbers applicable to the Contract Labour on par with the workers covered under the scheduled employments under the Minimum Wages Act, 1948 as on **01.10.2025 to 31.03.2026** – Issued – Reg.

Ref: Proceedings No.G/430/2025 of the Commissioner of Labour, Andhra Pradesh, Vijayawada, Dated: 29.10.2025 [w.e.f.01/10/2025) published in A.P. Gazette No. 710 on 31.10.2025.

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In continuation of this office proceedings in the reference cited, it is hereby informed that the Commissioner of Labour being the Competent Authority under Minimum Wages Act, 1948, declared the average State Industrial Workers Consumer Price Index number for the half year ending June, 2025 as 1886 CPI points which are applicable **w.e.f 01.10.2025 to 31.03.2026**. The managements shall pay the VDA according to the said CPI points.

As such, I request all the employers to ensure payment of wages along with revised VDA to the contract workers working under their control.

A statement showing the basic wage and VDA payable to the contract Labour w.e.f **01.10.2025 to 31.03.2026** is appended.

Yours faithfully,  
Sd/-M.V.Seshagiri Babu  
Commissioner of Labour (FAC)

Joint Commissioner of Labour

31/11/25

To

I. All the Joint / Deputy/ Assistant Commissioners of Labour in the State - they are requested to communicate the said wages of the contract labour to all concerned representatives, managements and stakeholders under their jurisdiction.

II.

- 1.The Commissioner Municipal Administration, Vaddeswaram, Guntur District, A.P State.
2. The M.D. APSRTC, Pandit Nehru Bus Stand, Vijayawada.
- 3.The Chairman & M.D. A.P. Transco, Genco, Andhra Pradesh State, Vidyut Soudha, Gunadala, Vijayawada.
4. All the District Collectors in Andhra Pradesh State.
5. The President/ AP Chamber of Commerce & Industry, Federation, 40-1-144, 3<sup>rd</sup> Floor Corporate Building, side of Chandana Grand, Old Khandavi Junction, MG Road, Vijayawada-10
6. The President Vijayawada Chambers of Commerce & Industry, Chamber Road Gandhi Nagar , Vijayawada-520003..

7. The President/ General Secretary, Federation of Indian Chambers of Commerce and Industry, Andhra Pradesh State Council, 8-2-601, Plot No: 13, 4<sup>th</sup> Floor, NNR Arcade, Above South Indian Bank, Road No: 10, Banjara Hills, Hyderabad-500 034.
8. The President, Confederation of India Industry no. 40-15-11/11, Bunder Road, Brindavan Colony, Sriram Nagar, Vijayawada - 520010.
9. The President, South India Mills Association, Flat. No. 9, Saiteja Towers, Officers Colony, Sainathapuram, Hyderabad-62.
10. The President/ General Secretary, Confederation of India Industry ( Southern Region), D.No.30-17-2, Sitarampuram, Vijayawada.
11. General Manager, FACOR ALLOYS Ltd, Shreeramnagar, Vizianagaram District.
12. The President, Federation of Telangana and Andhra Pradesh Chambers of Commerce and Industry, Road No-1, Central Excise Colony, Vijayawada-520010.
13. The President /General Secretary, Employers' Federation of Southern India, 312, Topaz Complex, Amrutha Hills, Punjagutta, Hyderabad - 500 082.
14. The President, Confederation of India Industry (Southern Region), D.No: 30-7-2, Sitarampuram Vijayawada.
15. The President/General Secretary, Andhra Chamber of Commerce industry Federation, D.No: 40-1-144, 3<sup>rd</sup> Floor, Corporate Building, Hotel Fortune Junction, M.G.Road, Vijayawada.
16. The President/General Secretary, Vijayawada Chamber of Commerce, Gandhi Nagar, Opp: Sailaja Cinema Hall, Vijayawada.
17. The President/General Secretary, Andhra Pradesh Textiles Federation, Krishna Veni Market Complex, Punja Center, Vijayawada.
18. The President/General Secretary, H.M.S, State Office, Near Railway DRM Office, Vijayawada.
19. The President INTUC, Hyderabad Road, Near Sri Vengamamba, Near Yoga Divya Mandir, Gollapalli, Vijayawada - 521225
20. The President/General Secretary, AITUC, Dasari Bhavan, Hanumanpeta, Vijayawada.
21. The President/General Secretary, CITU, A.P State Committee, H.No: 24 -24 -14, Rajaka Veedi, Durgapuram, Vijayawada-520003.
22. The President/General Secretary, BMS, D.No: 38-39-72/1, Sathe Bhavan, Babujinagar, 104 Industrial Area, Vizag-530007.
23. The President/General Secretary, NTR, TNTUC, Road No: 13, Banjara Hills, Hyderabad.
24. The President/General Secretary, TNTUC, NTR Trust Bhavan, Road No: 3, Banjara Hills, Hyderabad.
25. The President/General Secretary, I.F.T.U, C/o Tuliimilli Nageswara Rao, Upstair, Flat No: 49, Vishalandhra Colony, Vijayawada.
26. The President/General Secretary, A.P Shops Employees Federation, 12-10-587/96/B, Flat No: 201, Vasishta Towers, Ramalayam Street, Seethaphalmandi, Secunderabad-61.
27. The President/General Secretary, YSR Congress Trade Union, D.No: 23-2-10, Bhagat Singh, Vijayawada.
28. The President/General Secretary, Trade Union Coordination Centre, D.No: 42-3/1-97A, Raghunatha Rao Street, Vijayawada-3.
29. Vice President HRM & Environment Synergies Castings Ltd Telugunadu, Vidyut Contract Karmika Sangam, Dr. N.T.T.P.S SRT 9 'A' Colony, Ibrahimpatnam, Krishna District.
30. A.P. Electricity Contract Employees Association (G-3045) D.No. 13-13 Vidya Nagar, Behind ST. Xaviers High School, Eluru.
31. Visakha Container Terminal Chief Operating Officer Opp Town Hall Behind Road, Visakhapatnam - 530 001.
32. General Secretary, A.P. Electricity Employees Union, Maharanipeta, Vishakhapatnam.
33. M/s. Lords Amity Publishers, H.No.40, RMS Colony, RR Pet, Eluru- 534002.
34. Stock file / Spare.

**WAGES OF THE CONTRACT LABOUR NOTIFIED UNDER RULE 25(v) (b) OF THE A.P. CONTRACT LABOUR (R&A) RULES, 1971**

Notification issued vide G.O. Ms.No. 11, LET & F (Lab.II) Department. dt: 17/01/2012

Published in Gazette No.1149, dt: 30-03-2012.

Wages Linked at 847 CPI points

CPI points notified as on 01/10/2025 =1886 points

VDA to be paid from 01/10/2025 to 31/03/2026 =1886 -847= 1039 points

Per point rate of VDA shown at Col. No. 4

**Minimum Wages and VDA payable from 01/10/2025 to 31/03/2026**

| Sl. No.             | Name of the Category (Technical)                                                                                                                                                                                                                                                                                                                                                                                                                                       | Basic Wage | Cost of Living Allowance to be paid per each point of increase (in Rs.) | VDA for 1039 points | Total Wage |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------------------------------------------|---------------------|------------|
| 1                   | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 3          | 4                                                                       | 5                   | 6          |
| 1                   | <b>Highly Skilled</b><br>Supervisor/Foreman/Chargeman/Shift Supervisor/Offset Printer / Senior Chemist / Works Supervisor/ Technical Supervisor / Senior Mechanic/ Senior Fitter /Senior Welder / Section In charge /Draughtsman/Computer Programmer / Asst. Production Manager / Asst. Engineer and other similar categories.<br><br>Definition: The job involves high degree of skill, judgment and capacity to supervise.                                           | 10079      | 11.85                                                                   | 12312.15            | 22391.15   |
| 2                   | <b>Skilled</b><br>Lab Technician / Ministry in any trade / Quality Checker / Production Assistant / Field Asst. /Machineman/Asst.Foreman/wilder/Fitter/Carpenter/ Machinist/ Blacksmith/Mechanic/Electrician, Mason/ Lineman/ Pump Operator/ Painter/ Blacksmith/ Turner / Lathe Operator/Grinder/ Driller/Vulcaniser/ and other similar categories<br><br>Definition: The employee should have skill and capacity to work independently.                              | 8079       | 9.5                                                                     | 9870.5              | 17949.5    |
| 3                   | <b>Semi-Skilled</b><br>Asst. Welder/Asst. Carpenter/ Asst. Mechanic/ Asst. Electrician/ Asst. Machinist/Asst.Painter/Asst. Mason/Asst.Blacksmith/Asst. Turner/Asst. Lathe Operator/ Asst. Grinder/Asst. Driller / Asst. Mastery /Gardener and other similar categories<br><br>Definition: Semi-skilled employee is one who had a minimum of one year Experience in the trade and able to do repetitive work and simple jobs with the help of simple tools or machines. | 6579       | 7.75                                                                    | 8052.25             | 14631.25   |
| 4                   | <b>Un-Skilled</b><br>Helpers / Attender / Watchman/ Hamali / Ayah and such other similar categories<br>Definition: An unskilled employee is one who attends work that involves the performance of the simple tasks which require little or no experience. No worker shall be classified as unskilled if he is called upon to operate any machine.                                                                                                                      | 5579       | 6.55                                                                    | 6805.45             | 12384.45   |
| <b>Office Staff</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |                                                                         |                     |            |
| 1                   | Manager                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 10079      | 11.85                                                                   | 12312.15            | 22391.15   |
| 2                   | Steno/Accountant                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 6579       | 7.75                                                                    | 8052.25             | 14631.25   |
| 3                   | Clerk / Typist /Cashier/ Data Entry Operator                                                                                                                                                                                                                                                                                                                                                                                                                           | 6079       | 7.15                                                                    | 7428.85             | 13507.85   |
| 4                   | <b>Unskilled</b><br>Helpers / Attender / Watchman/ Hamali / Ayah and such other similar categories                                                                                                                                                                                                                                                                                                                                                                     | 5579       | 6.55                                                                    | 6805.45             | 12384.45   |

Previous VDA points (01.04.2025 to 30.09.2025) : 1886

Commissioner of Labour

| HOSPITALS, NURSING HOMES, CLINICS AND DISPENSARIES                                            |                                                                                                                                                                                                           |               |                        |          |               |
|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------|----------|---------------|
| Notification issued vide G.O.Ms.No.68, LET&F (Lab.II) Dept., dt:08-12-2011                    |                                                                                                                                                                                                           |               |                        |          |               |
| Published in Gazette No.171, dated 19-3-2012                                                  |                                                                                                                                                                                                           |               |                        |          |               |
| Wages Linked at 847 CPI points                                                                |                                                                                                                                                                                                           |               |                        |          |               |
| CPI points notified as on 01-10-2025 = 1886 points                                            |                                                                                                                                                                                                           |               |                        |          |               |
| VDA to be paid from 01-10-2025 to 31-03-2026 = 1886- 847 = 1039 Points                        |                                                                                                                                                                                                           |               |                        |          |               |
| Per point rate of VDA notified in the notification = Shown against each category at Col.No.4. |                                                                                                                                                                                                           |               |                        |          |               |
| Minimum Wages and VDA payable from 01-10-2025 to 31-03-2026                                   |                                                                                                                                                                                                           |               |                        |          |               |
| Sl.N<br>o.                                                                                    | Name of the Category                                                                                                                                                                                      | Basic<br>Wage | VDA for 1039<br>points |          | Total<br>Wage |
| 1                                                                                             | 2                                                                                                                                                                                                         | 3             | 4                      |          | 5             |
| PART-I                                                                                        |                                                                                                                                                                                                           |               |                        |          |               |
|                                                                                               | GENERAL & OFFICE STAFF                                                                                                                                                                                    |               |                        |          |               |
| 1                                                                                             | Manager                                                                                                                                                                                                   | 10329.00      | 12.15                  | 12623.85 | 22952.85      |
| 2                                                                                             | Head Clerk                                                                                                                                                                                                | 7679.00       | 9.05                   | 9402.95  | 17081.95      |
| 3                                                                                             | Office Assistant/ Clerk                                                                                                                                                                                   | 6776.00       | 8.00                   | 8312.00  | 15088.00      |
| 4                                                                                             | Stenographer                                                                                                                                                                                              | 7049.00       | 8.30                   | 8623.70  | 15672.70      |
| 5                                                                                             | Telephone Operator/ Typist/ Laundry /<br>Attender/ Tailor/ Barber / Plumber/<br>Peon/ Car Driver/ Ambulance Driver /<br>Cook / Record Assisstant / Tinsmith-cum-<br>Plumber / Dresser / Seargent / Packer | 6776.00       | 8.00                   | 8312.00  | 15088.00      |
| 6                                                                                             | Accountant                                                                                                                                                                                                | 7196.00       | 8.50                   | 8831.50  | 16027.50      |
| 7                                                                                             | Electrician / Cashier / Carpenter                                                                                                                                                                         | 7049.00       | 8.30                   | 8623.70  | 15672.70      |
| 8                                                                                             | Lift Operator                                                                                                                                                                                             | 6587.00       | 7.75                   | 8052.25  | 14639.25      |
| 9                                                                                             | Dhobi / Gardener                                                                                                                                                                                          | 6209.00       | 7.30                   | 7584.70  | 13793.70      |
| 10                                                                                            | Receptionist                                                                                                                                                                                              | 6493.00       | 7.65                   | 7948.35  | 14441.35      |
| PART-II                                                                                       |                                                                                                                                                                                                           |               |                        |          |               |
|                                                                                               | MEDICAL STAFF                                                                                                                                                                                             |               |                        |          |               |
| GROUP - A                                                                                     |                                                                                                                                                                                                           |               |                        |          |               |
| 1                                                                                             | Junior Doctor (Degree) / Ayurveda Doctor<br>(Degree) / Homeo Doctor (Degree)                                                                                                                              | 15329.00      | 18.10                  | 18805.90 | 34134.90      |
| 2                                                                                             | Ayurveda Doctor (Diploma)/ Homeo Doctor<br>(Diploma)/ Physiotherapist / Bio-Chemist<br>/ Junior Analyst / Dietician /<br>Occupational Therapist                                                           | 12329.00      | 14.55                  | 15117.45 | 27446.45      |
| GROUP - B                                                                                     |                                                                                                                                                                                                           |               |                        |          |               |
| 1                                                                                             | Staff Nurse (B.Sc., Nursing)/ Matron /<br>Clinical Supervisor                                                                                                                                             | 10329.00      | 12.15                  | 12623.85 | 22952.85      |
| GROUP - C                                                                                     |                                                                                                                                                                                                           |               |                        |          |               |
| 1                                                                                             | Registered Nurse/ Persons having<br>experience as Nurse for a period of not less<br>than 5 years                                                                                                          | 8329.00       | 9.80                   | 10182.20 | 18511.20      |

| Sl.N<br>o. | Name of the Category                                                                                                                                                                                                                                                                                                                                                                        | Basic<br>Wage | VDA for 1039<br>points |          | Total<br>Wage |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------|----------|---------------|
| 1          | 2                                                                                                                                                                                                                                                                                                                                                                                           | 3             | 4                      |          | 5             |
| GROUP - D  |                                                                                                                                                                                                                                                                                                                                                                                             |               |                        |          |               |
| 1          | Laboratory Technician/ A/c Plant Operator/ Gas Plant Operator/ X-Ray Technician/ Radiographers / Theatre Mechanic/ Pharmacist/ Compounder (Qualified) / ECG Technician / Medico Social Worker / Family Welfare Worker / Mechanic / Blood Bank Technician / Operation Theatre Technician / CSSD Technician / Persons having experience as Compounder having not less than 5 years experience | 11329.00      | 13.35                  | 13870.65 | 25199.65      |
| GROUP - E  |                                                                                                                                                                                                                                                                                                                                                                                             |               |                        |          |               |
| 1          | Dark Room Assistant/ Pharmacy Assistant / Laboratory Assistant / X-Ray Assistant / ECG Assistant / Nursing Orderly                                                                                                                                                                                                                                                                          | 6776.00       | 8.00                   | 8312.00  | 15088.00      |
| GROUP - F  |                                                                                                                                                                                                                                                                                                                                                                                             |               |                        |          |               |
| 1          | Auxiliary Nurse Midwife / Midwife / Medical Record Keeper / Store Keeper / Refractionist / Optometrist / Ayurvedic Compounder / Homeo Compounder / Linen Keeper / Maistry                                                                                                                                                                                                                   | 8329.00       | 9.80                   | 10182.20 | 18511.20      |
| GROUP - G  |                                                                                                                                                                                                                                                                                                                                                                                             |               |                        |          |               |
| 1          | Ward Boy                                                                                                                                                                                                                                                                                                                                                                                    | 6776.00       | 8.00                   | 8312.00  | 15088.00      |
| 2          | Canteen Worker/ Waiter/ Attender/ Attendent/ Dark Room Assistant/ Ayah/ Table Maid Ward Supplier / Laskar / Cleaner / Helper / Stretcher / Bearer                                                                                                                                                                                                                                           | 6209.00       | 7.30                   | 7584.70  | 13793.70      |