

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
VIDYUT SOUDHA :: VIJAYAWADA – 520004.

Memo.No.CGM(Adm,IS&ERP)/GM(HR-L&IR)/PO-F/29/2025, Dt:09.01.2026.

Sub: APGENCO – Industrial Relations - Outsourcing workers engaged through 3rd Party Agencies whose wages/remuneration was enhanced during the year 2023 – Arranging Payment of Arrears for the period from 01.04.2022 to 13.08.2023 as per G.O.O.No.183, Dt: 31.10.2025 – Issue of Amendments to the respective POs – Approval – Accorded.

- Ref: 1. G.O.O.No.129/CGM(Adm,IS&ERP)/2023, Dt:18.08.2023.
2. T.O.O. (Addl.Secy.-Per)MS.No.3805, Dt:25.10.2025.
3. T.O.O. (Addl.Secy.-Per)Ms.No.3810, Dt:27.10.2025.
4. G.O.O.No.183/CGM(Adm,IS&ERP)/2025, Dt:31.10.2025.
5. G.O.O.No.184/CGM(Adm,IS&ERP)/2025, Dt:31.10.2025.
6. UO.No.CEG/SEG-I/EME-I/E1A1/Dr.NTTPS/F.Ins/D.No.94/2025, Dt: 12.11.2025.
7. UO.No.CEG/SEG-I/EME-I/E1A1/Dr.NTTPS/F.Ins/D.No.103/2025, Dt:20.11.2025.
8. Lr.No.CGM (Adm,IS&ERP)/GM(HR/L&IR)/PO-F/29/2025, Dt: 28.11.2025.
9. Memo.No.CMD/JMD/Addl.Secy/DS(M,IR&R)/AS(Estt,IR&R)PO(IR) 3013073/25, Date:02.01.2026.
10. Memo.No.CGM(Adm, IS&ERP)/GM(HR-L&IR)/PO-F/29/2025, Dt: 06.01.2026.

In continuation to the clarification orders issued vide reference 10th cited towards "Payment of arrears and service incentives to the Outsourcing workers engaged through 3rd party agencies in APGENCO", the following instructions are hereby issued to ensure uniformity in implementation of the said benefits across all Stations and Head Quarters of APGENCO.

- i. The PO issuing Authorities are hereby authorized to issue Amendments to the existing POs related to "Outsourcing workers engaged through 3rd Party Agencies" as follows:
 - a) Issue Amendments to existing POs related to "Outsourcing workers engaged through 3rd Party Agencies" for payment of arrears as per the GOO-183 read with clarifications, during the left-over period (w.e.f. Dec-2025) exists in the running contracts, with a condition that the Supervision charges are applicable as per the original agreement terms and conditions. The balance arrears instalments if any remains to be paid over the existing contract period shall be arranged for payment through next contract agency.
 - b) To exempt the existing contracting agencies from payment of Security Deposit amount on Arrears Amount.
- ii. The Arrears and Service Incentive amounts to the eligible Contract Labourers shall be arranged for payment as per the GOO-129 read with GOO-183 & GOO-184 and its subsequent clarifications. Deviations if any noticed in this regard will be viewed seriously.

2. These Orders are issued with the concurrence of the Competent Authority vide, e-office File No.1001/2026, Dtd.09.01.2026.

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

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