



TELANGANA STATE POWER GENERATION CORPORATION LIMITED
ABSTRACT

TSGENCO – Industrial Relations – Absorption of “Outsourced Personnel” engaged through certain Contractors/Agencies/Firms for execution of certain continuous/ perennial nature of whole-time duration works in TSGENCO – Guidelines for absorption of “Outsourced Personnel” – Issued.

T.G.O.O.No.216/CGM(HR)/2017.

Date: 29-07-2017.

Read the following:-

1. Memorandum of Settlement dated 04-12-2016 entered between T.S. Power Utilities with the representatives of TETUF & TRVKS under section 18(1) of the Industrial Disputes Act, 1947.
2. Memo.No.Dir(HR)/DS(O&M)/DGM(HR)/DM(HR)/631/2016,dtd.14-02-2017.
3. Minutes of Meeting dtd.27-05-2017 held before the Joint Commissioner of Labour, Hyderabad, with Unions and Management of TSGENCO, TSTRANSCO, and DISCOMS.
4. Minutes of the 24th Board Meeting held on 30-05-2017.
5. T.G.O.O.No.98/CGM(HR)/2017, dtd.01-06-2017.
6. Committee Report dated 24-07-2017

ORDER:

Whereas, in the meeting held with the Hon'ble Minister for Energy, CMDs of TSTRANSCO, TSGENCO AND TSDISCOMS on 01-12-2016, the Hon'ble Chief Minister, Government of Telangana has reviewed the system of deployment of outsourcing of personnel, and the Hon'ble Chief Minister was pleased to announce the decision of the Government of Telangana to absorb the “Outsourced Personnel” working in T.S Power Utilities.

2. Whereas, in the reference first read above, in pursuance of the decision of the Hon'ble Chief Minister, Government of Telangana, a Memorandum of Settlement under Section 18(1) of the Industrial Disputes Act, 1947 was entered into between the Telangana State Power Utilities [TSTRANSCO, TSGENCO, TS-SPDCL AND TS-NPDCL] with the representatives of the Telangana Electricity Trade Union Front [TETUF] and Telangana Raastra Vidyuth Karmika Sangam, Regd.No.H-58/2005, [TRVKS] on 04-12-2016.

3. Whereas, in the reference 2nd read above, pursuant to the Memorandum of Settlement dtd.04-12-2016, entered into between the managements of T.S Power Utilities, TETUF and TRVKS, all the Heads of Power Generating Stations were requested to obtain the “bio-data” of “Outsourced Personnel” in the format prescribed.

4. Whereas, His Excellency, the Governor of the State of Telangana in his speech in the Budget Session in the State Legislative Assembly for the year 2017-18, has declared that the State Government of Telangana intends to regularise the services of about 24,000 “Outsourced Personnel” in Power Sector. Further, the Hon'ble Chief Minister, Government of Telangana was also pleased to announce the decision of the Government of Telangana, on the floor of State Assembly, to absorb about 24,000 “Outsourced Personnel” working in T.S Power Utilities.

5. Whereas, the TETUF and TRVKS addressed a letter dtd.23-05-2017 and 24-05-2017 to the Commissioner of Labour, Government of Telangana, Hyderabad, inter-alia stating that to implement the agreed demands as per the agreement dtd.04-12-2016 entered with them under Section 18(1) of the Industrial Disputes Act, 1947 and to intervene in the matter for early settlement of their demands to maintain industrial peace.

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6. Whereas, the Conciliation Officer & Joint Commissioner of Labour, Hyderabad, vide his letter dtd.25-05-2017 has invited the Managements of T.S Power Utilities, TETUF and TRVKS on 27-05-2017. During the meeting dtd.27-05-2017 held before the Conciliation Officer & Joint Commissioner of Labour, Hyderabad, it was informed to the Unions that "...in compliance with the decision of the Hon'ble Chief Minister, Government of Telangana on the floor of State Assembly to absorb about 24,000 "Outsourced Personnel" in Power Sector, the T.S Power Utilities have taken action to absorb about 23,667 outsourced personnel identified and working in TSGENCO, TSTRANSCO and DISCOMS. It was also informed to the Unions that the issue of absorption of outsourced personnel will be placed before the respective Boards. After obtaining the approval of respective Boards further action will be taken thereon for which the Unions have agreed.". Accordingly, in the reference 3rd read above, the Conciliation Officer & Joint Commissioner of Labour, has recorded the minutes of the meeting.

7. Whereas, the issue of absorption of "Outsourced Personnel" was placed before the Board of TSGENCO. In the reference 4th read above, the Board of TSGENCO has resolved that in compliance with the Hon'ble Chief Minister's announcement on 05-12-2016 for absorption of "Outsourced Personnel" and consequent to meeting held before the Joint Commissioner of Labour on 27-05-2017 with Trade Unions and Management of TSGENCO, TSTRANSCO and DISCOMS, to absorb the outsourced personnel, and constitute a Committee: -

8. Whereas, in the reference 5th read above, a committee was constituted to scrutinize the "Bio-Data" of "Outsourced Personnel" as per the guidelines appended to said order and submit its report to the Board. The Committee after scrutiny of the "Bio-Data" of the "Outsourced Personnel" submitted its report on 24-07-2017.

9. Whereas, after careful consideration of the report dtd.24-7-2017 of the Committee, certain "guidelines" for absorption of "Outsourced Personnel" are placed before the Board of TSGENCO for taking a decision thereon.

10. The Board of TSGENCO in its 25th Board Meeting held on 28-07-2017 perused the said "guidelines" for absorption of "Outsourced Personnel" and resolved that:

- (i) The "Outsourced Personnel" should have been continuously working in TSGENCO and on Rolls as on 04-12-2016, having valid EPF Account as on November 2016, except for those to whom specific orders are issued by Head Quarters Office as on 4.12.2016 or prior to that date.
- (ii) The "Outsourced Personnel" should have been deployed by the Contractors/Agencies/Firms and they should have been engaged for execution of the continuous/perennial nature of works which necessitates 8 [eight] hours whole time work in a day in various locations/offices of TSGENCO.
- (iii) The Age of the "Outsourced Personnel" shall not be less than 18 years and not above 58 years as on 4-12-2016.
- (iv) The names of the "Outsourced Personnel" identified by the Committee constituted are to be "absorbed" into the service of TSGENCO, by re-designating them as Artisan Grade I/Artisan Grade II/Artisan Grade III/Artisan Grade IV, duly fitting them into the new scale of pay being ordered now, as indicated below:

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Sl No.	Qualifications	Category for absorption	Scale of Pay
(1)	(2)	(3)	(4)
1	(i) Engineering Degree (ii) Diploma in Engineering	ARTISAN-Grade I	12155-220-12815-270-14975-305-16550
2	(i) B.A. or B.Sc., or B.Com. (ii)SSC/10th Class with ITI (one year/two years course)/2-years Inter vocational course (iii) Drivers with read & write possessing valid Driving License issued by a competent authority under the Motor Vehicles Act, 1939 (Central Act IV of 1939).	ARTISAN-Grade II	9535-190-11055-220-12815-270-14975
3	SSC/10th Class	ARTISAN-Grade III	7605-130-8255-160-9535-190-11055
4	No educational qualifications.	ARTISAN-Grade IV	6175-80-6415-100-7215-130-8255

- (v) The "Outsourced Personnel" shall furnish an Undertaking in the prescribed Format at the time of joining the duty in TSGENCO.
- (vi) The "Outsourced Personnel" with no qualifications shall have to appear before the Medical Board for determination of their Age for deriving their Date of Birth after joining the duty.
- (vii) The "Outsourced Personnel" shall submit Medical Fitness Certificate issued by the Medical Officer not below the Rank of Government Assistant Civil Surgeon.
- (viii) The Seniority List of "Outsourced Personnel" in the respective categories shall be reckoned on the basis of their first engagement or total period of service rendered by them in the pre-absorbed category as per Muster Roll/Wage Registers or as per the records maintained. Accordingly, their seniority shall be fixed in the newly re-designated categories. In case of any dispute, the decision of the appointing authority shall be final and binding on the concerned.
- (ix) The "Outsourced Personnel" under consideration for "absorption" shall be absorbed in their present place of working on "as-is-where-is" basis and they shall continue to attend the same work on day-to-day basis hitherto performed by them or any other duties entrusted by the Corporation.
- (x) The "Outsourced Personnel" under consideration for "absorption" shall be governed by the provisions of the EPF & MP Act, 1952 and other allied Acts thereof. The Revised Pension Rules, 1980 are not applicable to these "outsourced personnel" now being absorbed.
- (xi) The "Outsourced Personnel" under consideration for "absorption" shall be governed by a set of new Medical Rules which shall be formulated separately. Till such time, they shall be governed by the ESIC Act, 1948 wherever the coverage is there; and others by GIS Policy.
- (xii) They shall make their own arrangements with regard to their residential accommodation, conveyance/transport at the place of posting ordered, as they are not entitled for allotment of any residential accommodation or conveyance/transport facility.

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- (xiii) They shall not claim any benefits whatsoever for the service rendered by them on outsourcing basis in TSGENCO prior to their absorption, since they have already been paid all the benefits such as Earned Leave, Weekly Off, Retrenchment (Gratuity) Compensation etc.
- (xiv) The absorption of "Outsourced Personnel" shall be subject to their antecedents found to be satisfactory.
- (xv) The "Outsourced Personnel" shall submit the following original Certificates along with two sets of attested copies thereof; at the time of their joining duty:
- a) Date of Birth as per SSC
 - b) Bonafide/Study Certificate
 - c) Academic qualifications (BE/B.Tech/Diploma/B.Sc/BA/B.Com/SSC,ITI, etc.,)
 - d) Community Certificate
 - e) Employment Registration Card if any
 - f) Certificate of physical fitness issued by a Government Asst. Civil Surgeon.
 - g) Four sets of Attestation Forms as per specimen enclosed.
- (xvi) The absorption of the outsourced personnel is subject to the out-come of the WP(PIL) No.149 of 2017 and Writ Petition No.20544 of 2017 filed by certain candidates and pending before the Hon'ble High Court of Judicature at Hyderabad.

11. Accordingly, after careful consideration, the concerned appointing authorities are authorised to issue the orders of absorption to "outsourced personnel" as per the Lists containing the details of outsourced personnel working in various Generating Stations/Corporate Office being communicated separately.

(BY ORDER AND IN THE NAME OF THE TELANGANA STATE POWER GENERATION CORPORATION LIMITED).

D PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR

To:

All Chief Engineers.
All CGMs.
FA&CAO and CFO.
All FA & CCAs.//All Joint Secretaries.
All Superintending Engineers
All Dy.Secretaries.//All Dy.CCAs.
Copy to the:
JS&PS to Chairman & Managing Director.
SE/T to CMD.
DE/T to Director (HR).
DE/T to Director (Thermal).
DE/T to Director (Hydel).
ADE/T to Director (Projects).
PO to Director (Finance)
PO to Director (Fuel Management)
The Company Secretary
The Pay Officer/Accounts Officer(CPR)
The General Secretary, TEE Union (Regd.No.1104), Mint Compound, Hyderabad.
The Secretary General, T.S.E. Employees Union (Regd.No.327),Mint Compound, Hyderabad.
The General Secretary, Telangana State Power Employees Union(Regd.No.E-1535), Sri Lakshmi Plaza, Plot No.111, 6-3-662/18/A.Jafar Ali Bagh,Somajiguda, Hyderabad-82.

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The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No.B-1245), Mint Compound, Hyderabad.

The General Secretary, State Scheduled Tribe Employees Welfare Association (Regd.No:956/78), AE-25, B Colony; KTPS, Paloncha.

The General Secretary, Junior Accounts Officers Association (Regd.No:880); Vidyut Soudha; Hyderabad.

The General Secretary United Electricity Employees Union (Regd.No:B-1829); 1-1-60/4; Musheerabad, Hyderabad – 507115.

The General Secretary, Telangana Rastra Vidyut Karmika Sangam (Regd.No:H-58), Affiliated to TRS, Qr.No:3-7-443; besides 132/33 KV SS; Jagtial Road, Karimnagar-505 009.

The General Secretary, Telangana Vidyut Engineers Association (Regd.No.1438/2007), Quarter No.E-638,APGENCO Housing Colony,SILL Campus–Old Paloncha, Khammam District – 507154.

The Secretary General, Telangana Genco Transco Discoms SC/ST Employees Association (Regd.No.202/2010), C-37, 'A' Colony, Ramagundam – 505208, Karimnagar Dist.

The Secretary General, Telangana Electricity Engineers' Association (Regd.No.319/07),Prof.Jaya Shankar Bhavan, Mint Compound, Khairatabad, Hyd–4.

General Secretary, Telangana Electricity employees Muslim Minority Association (Regd.No:1124/2014) Affiliated to A.I.M.I.M H.No:8-4-544/58/1;Erragadda, Sanath Nagar (Post),Hyderabad-18.

The Founder and State President, Telangana Electricity Employees Association (Regd.No.61/2005); Plot No.62, Door No:7-89/62, Ayyappa Colony, Phase-I; NearGayatri Dhyana Mandir, Village Dammaiguda; Mandal; Keesara, Hyd – 83.

The State President, Telangana Electricity Employees Union (Regd.No:H-142), H.No.19-5-32/13/A/19, Mahmood Nagar, Kishan Bagh, Hyderabad – 500 064.

The General Secretary, Telangana Electricity Accounts Officers Association (Regd.No.575/2013), H.No.:11-1-141, Kanteshwar, Nizamabad-503002.

The Secretary General, Telangana Electricity SC, ST Employees Welfare Association(Regd.No.202/2010) Head Office:C-37, "A" Colony, Ramagundam – 505208,Karimnagar District.

The General Secretary, Telangana Electricity Accounts Staff Association (Regd. No.1228/ 2013, Projects Section, III Floor, APGENCO, A Block, Vidyut Souda, Hyd.

The Founder and State President, Telangana Vidyut Contract Workers Union(Regd. No.2871/2012, H.No.6-1-44/3; Opp. Mee Seva, Telangana, Chowrastha, Mint Compound, Hyd-500004.

The President, Telangana Mala Electricity Employees Welfare Association (Regd.No.1577/2013, H.No.16-1-143, Swathi School Road, New Paloncha – 507115,Khammam District.

The President, Telangana Electricity Muslim Minority Employees Welfare Association(Regd.No.132/2014), 12-1-1035/1, North Lallaguda, Hyderabad-.

The General Secretary, Telangana State Electricity Board Retired Employees Association (Regd.No:375); Nakshtra Villa No:132; Siddanthi, Shamshabad- RR; Hyderabad-501218.

State Secretary General, Telangana State Electricity SC/ST/Dalith Cristian Employees Association (Regd.No:684/2014), Plot No:12, Near GNR Gardens, Anand Bagh, Malkajiri,Hyderabad-500047.

The General Secretary Telangana Electricity Staff and Workers Union (Regd.NoH-64), AITUC; Qr.NO:F 510.; Bombay Colony, KTPS Paloncha,Khammam District.

Secretary General Telangana State Electricity SC&ST Officers Welfare Association (Regd.No:556/2014)H.No:8-3-228/1280/56; Jawahar Nagar,Yousufguda,Hyderabad-45.

The Stock File.

C.No:D(HR)/GM(HR)/DM(HR)/631//2016.

FORWARDED: BY ORDER


PERSONNEL OFFICER