



**TELANGANA STATE POWER GENERATION CORPORATION LIMITED
ABSTRACT**

TSGENCO – Industrial Relations – Absorption of 2,914 “Outsourced Personnel” engaged in various Generating Stations/Corporate Office through certain Contractors/Agencies/Firms for execution of certain continuous/perennial nature of whole-time duration works in TSGENCO - Orders - Issued.

T.G.O.O.No.217/CGM(HR)/2017

Date: 29-07-2017

Read the following:

1. T.G.O.O.No.98/CGM(HR)/2017, dtd.01-06-2017.
2. Committee Report dated 24-07-2017.
3. Minutes of the 25th Board Meeting held on 28-07-2017.
4. Lr.No.CMD/JMD(Fin,CommI&HRD)/JS/DS/AS(IR)/618/16, dated 28-07-2017, addressed to the Special Chief Secretary to Government, Energy Department.
5. Memorandum of Settlement dtd.28-07-2017 u/s 12(3) of the Industrial Disputes Act, 1947 with the TETUF & TRVKS dated 28-07-2017.
6. From the Special Chief Secretary to Government, Energy Department, Government of Telangana, Lr.No.997/HR.A1/2017-1 dtd. 29.07.2017.
7. T.G.O.O. No.216/CGM(HR)/2017 dtd.29-07-2017.

Whereas, the issue of absorption of “Outsourced Personnel” was placed before the Board of TSGENCO in its 24th Board Meeting held on 30-05-2017. The Board of TSGENCO, after perusal of the proposal of absorption of outsourced personnel working in TSGENCO, has resolved to regularize the Outsourced Personnel, and that a Committee be constituted to verify and scrutinize all the applications received and submit the details to the Board in their next meeting for further action.

2. Whereas, in the reference 1st read above, a Committee was constituted to scrutinize the “Bio-Data” particulars 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” particulars of the “Outsourced Personnel” submitted its report on 24-07-2017 under reference 2nd read above.

3. Whereas, the Committee after detailed scrutiny/verification of the bio-data particulars of the outsourced personnel working in TSGENCO, which was uploaded in Outsourced Personnel Information System(OPIS) by the concerned Unit officers; and as per the guidelines issued has identified the outsourced personnel for absorption, as detailed below:

Sl. No	Name of the Generating Station/Unit	Total No. of outsourced personnel identified for Absorption	Total No. of outsourced personnel identified for Highly skilled	Total No. of outsourced personnel identified for Skilled	Total No. of outsourced personnel identified for Semi-skilled	Total No. of outsourced personnel identified for Unskilled
1.	KTPS V & VI Stage	1203	44	368	193	598
2.	KTPS (O&M)	411	6	121	75	209
3.	KTPP	742	27	388	195	132
4.	RTS B	49	0	13	8	28
5.	MHS	16	0	5	4	7
6.	NSHES	110	1	34	28	47
7.	SLBHES	148	0	34	25	89
8.	PJHES & LJHES	43	0	3	17	23
9.	CORPORATE OFFICE	192	22	72	39	59
	Total	2914	100	1038	584	1192

Contd.

4. Whereas, the Report of the Committee was placed before the Board of the TSGENCO in its 25th Meeting held on 28-07-2017 for taking a decision on the recommendations of the Committee for absorption of 2,914 "outsourced personnel" deployed by the Contractors/Agencies/ Firms 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 and working as on 4-12-2016, by re-designating them as Artisan Grade-I/Artisan Grade- II/Artisan Grade-III/Artisan Grade-IV.

5. Whereas, in the reference 3rd read above, the Board in its 25th Board Meeting, resolved that the concerned appointing authorities be authorised to issue the orders of absorption of 2,914 "outsourced personnel", as per the Committee's Report dtd. 24-07-2017, subject to the approval by the competent authority in the Government. Accordingly, the proposal for absorption of outsourced personnel as mentioned above was submitted to the Government in the reference 4th read above, for approval.

6. Whereas, in the reference 5th read above, a Memorandum of Settlement was entered into with the Trade Unions under section 12(3) of the Industrial Disputes Act, 1947 before the Conciliation Officer & Commissioner of Labour, Government of Telangana, for absorption of 2,914 "outsourced personnel" as Artisan Grade I/Artisan Grade II/Artisan Grade III/Artisan Grade IV, on as-is-where-is basis.

7. Whereas, in the reference 6th read above, the Government of Telangana has accorded approval for absorption of 2,914 outsourced personnel in TSGENCO on as is where is basis.

8. Whereas, in the reference 7th read above, the guidelines for absorption of outsourced personnel working in TSGENCO as on 4-12-2016 were issued.

9. Accordingly, after careful consideration, the concerned Heads of the Power Generating Stations and Functional Heads at Corporate Office are hereby authorised to issue orders of absorption to the "outsourced personnel", whose names are mentioned in the Annexure, appended to this order, subject to adherence to the guide lines specified in Para-10(iv), (v), (vii), (ix) & (xv) at the time of issue of orders of absorption. They shall also scrupulously follow the other guide lines as mentioned in Para-10 under reference 7th read above.

10. Consequent to above, the concerned appointing authorities are directed not to engage any new "outsourced personnel" in place of the absorbed personnel and shall not undertake any works involving deployment of "outsourced persons" without obtaining prior approval of the Corporate Office. Further, the strength of the "outsourced personnel" stands freezed, and hence, no new persons are to be engaged for whatsoever reasons. In case there is any lapse in this respect, such amount(s) will be debited to the personal account of the concerned officer(s), besides initiating disciplinary action as deemed fit. Further, they are also informed that the "outsourced personnel" now being absorbed shall be absorbed on "as-is-where-is-basis" and no request for change of place of work will be entertained and they shall be required to discharge any duty entrusted to them by the Corporation. In case any change in the place of posting is contemplated, prior approval of the Corporate Office should be obtained, duly furnishing justification for such change.

11. The specimen copy of absorption order, to be issued by the concerned appointing authority is enclosed herewith along with specimen copy of attestation forms, medical fitness certificate and Undertaking to be submitted by the outsourced personnel.

12. They are directed to take action accordingly and report compliance forthwith.

13. This order issues with the concurrence of the Director(Finance) vide U.O.No.207 dtd.29-07-2017.

D.PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR

To:

The Chief Engineer/O&M/KTPS./The Chief Engineer/O&M/KTPS Stage V & VI.
The Chief Engineer/O&M/KTPP./The Chief Engineer/O&M/SLBHES.

Contd.

The Chief Engineer/O&M/NSHES.//The Superintending Engineer,O&M,RTS.
The General Manager (HR)/V.S.

Copy to the:

All Chief Engineers.
CGM(ADM)//CGM(IT).
FA&CCA and CFO.//All FA & CCAs.//All Joint Secretaries.
JS&PS to Chairman & Managing Director.
SE/T to CMD.
All Superintending Engineers.//All Dy.Secretaries.//All Dy.CCAs.
Superintending Engineer/O&M/MHS,Pochampad.
Superintending Engineer/PCHES.
Superintending Engineer/O&M/NSHES.
Superintending Engineer/O&M/SLBHES.
Superintending Engineer/O&M/PJHES.
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.
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,SIII 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.

Contd.

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

djay.B
PERSONNEL OFFICER