**NORTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LIMITED**

ABSTRACT

TSNPDCL – Industrial Relations – Absorption of 4,333 “Outsourced Personnel” engaged in various Sub-stations/ Offices through certain Contractors/ Agencies/ Firms for execution of certain continuous/ perennial nature of whole-time duration works in TSNPDCL - Orders - Issued.

N.O.O.(CGM-HRD).Ms.No. 153 Date: 29-07-2017

Read the following:

1. N.O.O.(CGM-HRD)/Rt.No.358, Dt.01.06.2017
2. Committee Report dated 22-07-2017.
3. Minutes of the 101st Board Meeting held on 28-07-2017.
4. Lr.No.CMD/JMD(Fin,Comml&HRD)/JS/DS/AS(IR)/618/16, dated

28-07-2017, addressed to the Special Chief Secretary to Government,

Energy Department.

1. 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.
2. From the Special Chief Secretary to Government, Energy Department, Government of Telangana, Lr.No.997/HR.A1/2017-1 dtd.29.07.2017.
3. N.O.O.(CGM-HRD)/Ms.No.152, Dt.29.07.2017.

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 Whereas, the issue of absorption of “Outsourced Personnel” was placed before the Board of TSNPDCL in its 100th Board Meeting held on 30-05-2017. The Board of TSNPDCL, after perusal of the proposal of absorption of outsourced personnel working in TSNPDCL, 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 22-07-2017 under reference 2nd read above.

3. Whereas, the Committee after detailed scrutiny/verification of the bio-data particulars of the outsourced personnel working in TSNPDCL, 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:

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| --- | --- | --- | --- | --- | --- | --- |
| SlNo | Name of the Circle/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. | Warangal | 889 | 5 | 778 | 41 | 65 |
| 2. | Karimnagar | 1005 | 2 | 886 | 29 | 88 |
| 3. | Khammam | 509 | 6 | 426 | 29 | 48 |
| 4. | Nizamabad | 1054 | 3 | 908 | 47 | 96 |
| 5. | Adilabad | 704 | 5 | 570 | 58 | 71 |
| 6. | CORPORATE OFFICE | 172 | 11 | 96 | 43 | 22 |
| **7** | **Total** | **4333** | **32** | **3664** | **247** | **390** |

4. Whereas, the Report of the Committee was placed before the Board of the TSNPDCL in its 101st Meeting held on 28-07-2017 for taking a decision on the recommendations of the Committee for absorption of 4,333 “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 Substations/offices of TSNPDCL and working as on 4-12-2016, by re-designating them as Artisan Grade-I/Artisan Grade- I/Artisan Grade-III/Artisan Grade-IV.

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5. Whereas, in the reference 3rd read above, the Board in its 101st Board Meeting, resolved that the concerned appointing authorities be authorised to issue the orders of absorption of 4,333 “outsourced personnel”, as per the Committee’s Report dtd. 22-07-2017, 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 4thread 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 4,333 “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 4,333 outsourced personnel in TSNPDCL on as is where is basis.

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

9. Accordingly, after careful consideration, the concerned Chief General Manager(HRD), Superintending Engineers/Operation & Divisional Engineers/ Operation 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 7thread 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

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“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 Company. 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 and medical fitness certificate.

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

**(BY ORDER AND IN THE NAME OF NORTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LIMITED)**

Encl: As above.

 **A. GOPAL RAO**

**CHAIRMAN & MANAGING DIRECTOR**

**To:**

The Chief General Manager (HRD)/TSNPDCL

All the Superintending Engineers of TSNPDCL

All the Divisional Engineers of TSNPDCL

**Copy Submitted to:**

The Chairman & Managing Director/TSTransco/ V.S./ Hyderabad.

**Copy to:**

The DE(Tech) to CMD/ TSNPDCL / Warangal.

The P.S. to Director (Operation)/ TSNPDCL / Warangal.

The P.S. to Director (Projects)/(Finance)/(HRD) /TSNPDCL / Warangal.

All the Chief General Managers /TSNPDCL/ Warangal.

The Chief Vigilance Officer/TSNPDCL/Warangal

The Chairperson/CGRF-I(Warangal) &CGRF-II (Nirmal)

The Joint Secretary / TSNPDCL/ Warangal.

All the General Managers of Corporate office/Warangal

The Company Secretary Gr-II/ TSNPDCL / Warangal.

All the Asst. Secretaries /TSNPDCL/ Warangal.

The Pay Officer/ AO(CPR)TSNPDCL/ Warangal.

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The Public Relations Officer/ TSNPDCL/ Warangal.

The Discom Secretary, TEEU-1104, H.No. 2-8-474/2, Srinagar Colony, Hanamkonda, Wgl

The Company Secretary /TS Electricity Employees Union (Regd. No. 327) P.R.Reddy Bhavan, Waddepally Road, Hanamkonda-506001.

The Company President/ Telugunadu Vidyuth Karmika Sangam (Regd.No. B-1245),

 H.No. 10-3-241, Sapthagiri Residency, Flat No:101, Vidyanagar, Karimnagar.

The Company Secretary / Telangana Rastra Vidyuth Karmika Sangam (H-58/2005)

C/o. Ananda Nilyam, H.No.2-379/3, Vidyaranyapuri, Bank colony, Bheemaram,Hanmakonda-506009

The Company Secretary, Telangana United Electricity Employees Union (Reg.No.

 H-1829) H.No.3-9-72, Guttala bazar, Khammam.

The Company Secretary/Telangana State Power Engineers Association (Regd. No.

 555 of 2014) Guest House, H.No.2-5-50, B.K. Reddy Colony,

 Nakkalagutta, HNK, Warangal.

The General Secretary, Telangana Electricity Engineers’ Association, Regd.No.319/2007)

 O/o: DE/Op/Rural/Warangal

The General Secretary/Telangana Power Diploma Engineers Association (Regd. No.

 272/2014) H.No. 1-7-1008/DIPEE Bhavan/ Hunter Road, Warangal.

The Company Secretary/Telangana State Electricity Assistant Engineer’s Association

(Regd. No. 618 of 2014) O/o. DE/Const/Warangal.

The General Secretary, Telangana Power Engineering Association Regd.No.534/2014)

 H.No.2-9-213/1, Ashoka Colony, Vikas Nagar, Hanamkonda.

The Company Secretary/ Vidyuth Accounts Officers Association of Telangana

 (Regd. No. 656/16) O/o: CGM(Finance)/TSNPDCL/Warangal.

The General Secretary/Telangana State Electricity Board Secretariat (P&G) Employees                 Association (Regd. No.54/1969, O/o. GM (Ser)/TSNPDCL/Warangal.

The Company Secretary/ Telangana Electricity BC Employees Welfare Association

 (Regd. No. 1681) O/o. CGM(Finance)/TSPNPDCL/Warangal

The General Secretary, Telangana State Electricity SC & ST Employees Welfare Association, Regd.No.621/2014, O/o: SE/Opn./Warangal

The General Secretary, NPDCL SC-ST Employee’s Welfare Association,

Regd.No. 168/2012, H.No.1-8-55/19, Flat No.203, Anand Towers,

Balasamudram, Hanamkonda.

The Company Secretary/Telangana State ST Vidyuth Employees Welfare Association, Regd.No.956/78 O/o: AO/Revenue/Circle Office/Wgl

The General Secretary, Telangana State Electricity SC&ST officers welfare Association,

Regd.No.556 of 2014, H.No..3-4-88, Sai Nagar, Karimnagar

The Company Secretary, Electricity OC Employees Welfare Association (TSNPDCL),

Regd.no. 1088/2008, H.No. 3-285/9, Shyamala Durga Das Colony, Hanamkonda-506370.

The Secretary General, Telangana Electricity SC & ST Employees Association (Regd.No.202/2010), Head.Off.Qtr.No.C-37, “A” Colony,  Ramagundam,Karimnagar District.)

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The Founder President, Telangana Electricity Employees Association, Regd.No.H.61/2005, D.No.14-3-237, Goshamahal, Begum Bazar, Hyderabad

The Company Secretary, Telangana Electricity Employees Muslim Minority Association Regd.No.1124/2014, H.No.16.03.1116/1, Fort Road, Warangal.

State Secretary General, Telangana State, SC, ST & Dalith Christian Employees

Association (Regd. 684/14), Plot No. 12, Near GNR Gardens Anandbagh, Malkajgiri, Hyderabad-500047.

The General Secretary, YSR Vidyuth Employees UnionRegd.no.H/128, H.No.8-4- 369/256,

Beside Anjenaya Swamy Temple, Swaraj Nagar, Borabanda,

 Sanathnagar, Hyderabad.

The Secretary /NPDCL/ Pensioners’ Welfare Association (Regd.No.607/07) H.No.

2-7-689, Plot.No.195,Exice colony,HNK,Warangal

The Secretary /Dist. APSEB Retired Officials Welfare Association Regd.No.205/2005,

                      VDOs colony ,6-1-15,Khammam-507002

The Secretary, APSEB Retired Officials Welfare Association, 1-7-852, 12th lane

Santhinagar, Hunter road, HNK.506001.

The General Secretary, Telangana Electricity Board Retired Employees’ Association

Regd.No.375, Darna Chowk, Beside Naga Durgama Temple, Opp. Stone

Building, Mint compound, Hyderabad.

Stock File. //Spare//

**C. No. CGM(HRD)/GM(IR)/AS.IR/PO-I/F.No.298/2017.**

**// FORWADED BY ORDER //**

**PERSONNEL OFFICER**

NORTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LIMITED

Office of the

Superintending Engineer/ Divisional Engineer/ Operation/TSNPDCL/ …………………………..

Memo No…………………………………………………………..Date …………….

Sub: TSNPDCL – Industrial Relations – Absorption of \_\_\_\_\_“Outsourced Personnel” engaged in various Sub-stations/ Office through certain Contractors/ Agencies/Firms for execution of certain continuous/ perennial nature of whole-time duration works in TSNPDCL – Orders - Issued.

Ref: 1. N.O.O.CGM(HRD)/Rt.No.358/2017, dtd.01-06-2017.

1. Committee Report dated 22-07-2017
2. Memorandum of Settlement dtd.28-07-2017 u/s 12(3) of the Industrial Disputes Act, 1947 with TETUF & TRVKS.
3. N.O.O.No.CGM(HRD) Ms.No.152, Dt.29 -07-2017.
4. N.O.O.No.CGM(HRD) Ms.No.153, Dt.29 -07-2017.

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 Whereas, the Board of TSNPDCL, in its 101st Board Meeting held on 28-07-2017, resolved to accept the recommendations of the Committee submitted under reference 2nd cited for absorption of “outsourced personnel”. Accordingly, in the reference 4thcited, guidelines for absorption of “outsourced personnel” were framed.

2. Whereas, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 was entered into with the Trade Unions before the Conciliation Officer & Commissioner of Labour, Government of Telangana, for absorption of “outsourced personnel” in TSNPDCL for absorption of 4,333 “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 substations/offices of TSNPDCL and working as on 4-12-2016.

3. Accordingly, \_\_\_\_\_“outsourced personnel” whose names are mentioned in the Annexure appended to this order and working in \_\_\_\_\_\_\_\_\_(Unit),are hereby absorbed as Artisan Grade I/Artisan Grade II/Artisan Grade III/Artisan Grade IV in the time scale of pay, with usual allowances, as admissible, as per the rules in vogue, as mentioned against their names.

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4. They are placed on probation for a period of two years within a continuous period of three years from the date of their joining duty. On their absorption, they will continue to work in the same location and will discharge the same duties as done in the pre-absorbed category or any other duties entrusted to them by the Company.

5. The absorption ordered in Para-3 above is purely temporary and liable for termination at any time without notice and without assigning any reason whatsoever.

6. The conditions of service of the above “outsourced personnel” on their absorption will be governed by the rules and regulations as applicable, as framed, or as amended by the TSNPDCL from time to time. The Tripartite Agreements entered into among the erstwhile APSEB, Government of AP, and Employees Associations are not applicable to the above “outsourced personnel” and they shall at no stage be entitled to claim any right whatsoever arising out of the said Tripartite Agreements.

7. The absorption of the above “outsourced personnel” is subject to the following conditions:

1. The absorption is subject to verification of the genuineness of Academic & Technical Qualifications etc. If any of these certificates are found to be “Fake” or “Bogus”, their services are liable for termination without any notice.
2. The absorption is subject to verification of character and antecedents. If any adverse report is received in the said verification, their services are liable for termination by recording the reasons therefor, without notice.
3. They are informed that in case any of the information furnished by them in their Bio-Data form submitted to the Company with regard to (i) Educational qualifications; (ii) Age; (iii) Caste; (iv) School Study/Nativity; (v) Work Experience in TSNPDCL; or any other information is found “false/fake” at a later date, their services will be terminated without any notice and without assigning any reasons therefor and further they shall also be liable for criminal action under the law.

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1. The above “outsourced personnel” shall be required to submit an UNDERTAKING in the prescribed Format appended to this order, duly engrossed on Non-Judicial Stamp Paper worth of Rs.100/-(Rupees one hundred only).
2. The candidate shall submit Medical Fitness Certificate issued by the Medical Officer not below the Rank of Government Assistant Civil Surgeon at the time of their joining.
3. The “Outsourced Personnel” shall submit the following original Certificates along with two sets of attested copies thereof; at the time of their joining duty:
4. Date of Birth as per SSC.
5. Bonafide/Study Certificate.
6. Academic qualifications (BE/B.Tech/BA/BCom/SSC,ITI, etc.,).
7. Community Certificate.
8. Employment Registration Card if any.
9. Certificate of physical fitness issued by a Government Asst. Civil Surgeon.
10. Four sets of Attestation Forms as per specimen enclosed.
11. The original certificates deposited with the TSNPDCL will be retained with TSNPDCL for a period of two years. However, the TSNPDCL may consider returning of the original certificates on producing the original receipt/acknowledgement issued at the time of submission of certificates on temporary basis to the candidate after completion of six months from the date of absorption on written request.

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1. The Seniority of the candidate in the respective category shall be reckoned on the basis of their first engagement or total period of service rendered by him/her 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 category. In case of any dispute, the decision of the appointing authority shall be final and binding on the concerned.
2. The candidate with no qualifications shall have to appear before the Medical Board for determination of their Age for deriving their Date of Birth.
3. They shall be governed by the provisions of the EPF & MP Act,1952 and other allied Acts. They shall not be eligible to claim any benefits under the provisions of Revised Pension Rules, 1980.
4. They 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.
5. They are not entitled to claim any benefits whatsoever for the service rendered by them on outsourcing basis in TSNPDCL prior to their absorption, since they were already paid all the benefits such as Earned Leave, Weekly Off, Retrenchment (Gratuity) Compensation etc.
6. 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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1. The “outsourced personnel” absorbed shall work on “as-is-where-is-basis” and no request for change of place of work will be entertained and shall be required to discharge any duty entrusted to them by the Company.
2. They shall report at the place of posting ordered within 15 days. If any candidate does not report at the place of posting for duty within 15 days(fifteen days) from the date of receipt of this order of absorption, the offer of absorption shall automatically stands cancelled and the name(s) of such candidate(s) shall be deleted and the orders of absorption shall be cancelled without any further notice. No extension of time shall be granted under any circumstances to report for duty.
3. The absorption of the above “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 on the file of the Hon’ble High Court of Judicature at Hyderabad.

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Superintending Engineer/

 Divisional Engineer/

Operation/TSNPDCL/

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To

The Individuals

(As per List enclosed)

Copy submitted to :........................................................

UNDERTAKING

[To be engrossed on a non-judicial stamp paper worth of Rs 100/- duly notarized and to be submitted at the time of joining duty on absorption]

I,…………………………………………………….S/o. /W/o. /D/o………………………... DOB ……………….. R/o…………………………………………………………………….. provisionally considered for absorption as Artisan Gr.I/Artisan Gr.II/Artisan Gr.III/Artisan Gr.IV vide Memo No. ……………..………………… dated ………………….. in the Office of the ………………………………… do hereby solemnly affirm and state on oath that any of the information furnished by me in my Bio-Data Form for Absorption in TSNPDCL found to be false or the relevant Certificate relating to my education qualifications etc., or Community Certificate or EPF Account Number found “Fake/Bogus” at a later date or any “adverse remarks” are reported against me at the time of “antecedents verification”, the Management is having liberty and full powers as conferred under rules/regulations to terminate my services forth with without any notice and without assigning any reasons thereof and further I shall also be liable for criminal prosecution as deemed fit.

2. I hereby undertake that my conditions of service will be governed by the rules and regulations specifically as framed for my absorption as amended by TSNPDCL from time to time. The Tripartite Agreements entered into among the erstwhile APSEB, Government of AP and Employees Associations are not applicable to me and I shall at no stage be entitled to claim any right whatsoever arising out of the said Tripartite Agreements.

3. I hereby undertake that I will not claim any benefits whatsoever for the service rendered by me on outsourcing basis in TSNPDCL prior to my absorption, since I have already been paid all the benefits such as Earned Leave, Weekly Off, Retrenchment (Gratuity) Compensation etc.

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4. I undertake to be governed by the EPF & MP Act,1952 **and other allied Acts, upon my absorption in TSNPDCL. I also undertake that I am not entitled to claim any benefits under the Revised Pension Rules, 1980. I shall be governed by a set of new Medical Rules which shall be formulated separately. Till such time, I shall be governed by the ESIC Act,1948 or GIS Policy, as applicable.**

5. I undertake that my absorption as Artisan Grade-I/Artisan Grade-II/Artisan Grade-III/Artisan Grade-IV is subject to 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.

Place: Name

Date: (Full Name as indicated on Bio-Data)

 Red. OPIS ID No.

 (Duly Notarised)