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| **Description: tgspdcl** | **SOUTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LTD.****(A Govt. of Telangana Undertaking)****H No.: 6-1-50, Mint Compound, Gr. Hyderabad – 63 Ph.: 2343 8375****CIN U40109TG2000SGC034116, website:www.tssouthernpower.com** |

**ABSTRACT**

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

**S.P.O.O.(CGM-HRD) Ms. No.429 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 Telangana Electricity Trade Unions Front under Section 18(1) of the Industrial Disputes Act, 1947.
2. Memo.No.CGM(HRD)/GM(ADM)/DE(MPP)/AE(MPP)/18/17,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 147thBoard Meeting held on 30-05-2017.
5. S.P.O.O.(CGM-HRD) Rt.No.510, dt.01.06.2017
6. Committee Report dated 15-07-2017.
7. Minutes of the 148th Board Meeting held on 28-07-2017.
8. Memorandum of Settlement dtd.28-07-2017 u/s 12(3) of the Industrial Disputes Act, 1947.
9. From the Special Chief Secretary to Government, Energy Department Government of Telangana, Lr. No. 997/HR. A1/2017-1, Dt: 29.07.2017.

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**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 RaastraVidyuthKarmikaSangam, 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 CGMs/SEs/GMs/DEs of TSSPDCLwere 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 24,000 “Outsourced Personnel” working in T.S Power Utilities.

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5. Whereas, the TETUF and TRVKS addressed a letter dtd.23-05-2017 and24-05-2017 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.

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 the24,000“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 TSSPDCL. In the reference 4th read above, the Board of TSSPDCL 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 constitutedtwo committees: -

8. Whereas, in the reference 5th read above, the two committeeswere constituted to scrutinize the “Bio-Data”of the “Outsourced Personnel”as per the guidelines appended to the said order and submit its report to the Board. The Committee after scrutiny of the “Bio-Data” of the “Outsourced Personnel” submitted its report on15-07-2017.

9. Whereas, after careful consideration of the report dt.15-7-2017 of the Committees, certain “guidelines” for absorption of “Outsourced Personnel” are placed before the Board of TSSPDCL for taking a decision thereon.

10. The Board of TSSPDCL in its 148thBoard 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 TSSPDCL 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 TSSPDCL.

(iii) The Age of the “Outsourced Personnel” shall not be less than 18 years and not above 58 years as on 4-12-2016.

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(iv) The names of the “Outsourced Personnel” identified by the Committee constituted are to be “absorbed” into the service of TSSPDCL, 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 on absorption in TSSPDCL.

(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.

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(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.

1. 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.
2. They shall not claim any benefits whatsoever for the service rendered by them on outsourcing basis in TSSPDCL prior to their absorption.

(xv) The absorption of “Outsourced Personnel” shall be subject to their antecedents found to be satisfactory.

 (xvi) The “Outsourced Personnel” shall submit the following original Certificates along with two sets of attested copies thereof; at the time of their joining duty:

1. Date of Birth as per SSC
2. Bonafide/Study Certificate
3. Academic qualifications (BE/B.Tech/BA/BCom/SSC, ITI, etc.,)
4. Community Certificate
5. Employment Registration Card, if any
6. Certificate of physical fitness issued by a Government Asst. Civil Surgeon.
7. Four sets of Attestation Forms as per specimen enclosed.

(xvii) 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. The names of the “Outsourced Personnel” Location-wise & Unit-wise, meeting the eligibility criteria as prescribed in the guidelines mentioned at Para-10 and identified by the Committees constituted under reference 5th read above; will be issued separately.

12. Accordingly, after careful consideration, the concerned appointing authorities are authorised to issue the orders of absorption to identified “outsourced personnel”.

13. These orders are issued with the concurrence of Director (Finance) vide

Regd.No.1740, Dt.29-07-2017.

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

 **G. RAGHUMA REDDY**

 **CHAIRMAN AND MANAGING DIRECTOR**

**To**

The Chief General Manager (HRD)/TSSPDCL.

The Chief General Manager (MZ)/TSSPDCL.

The Chief General Manager (RRZ)/TSSPDCL.

The Chief General Manager (Medchal Zone)/TSSPDCL.

The Chief General Manager (Rural Zone)/TSSPDCL.

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**Copy to:**

All Chief General Managers/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/TSSPDCL.

The Chief Vigilance Officer/TSSPDCL.

All Superintending Engineers/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/TSSPDCL

All General Managers/\_\_\_\_\_\_\_\_\_\_\_/ TSSPDCL.

The General Manager/IT/TSSPDCL It is requested to created necessary

The General Managers/SAP/TSSPDCL IDs in SAP

All Assistant Secretaries/TSSPDCL

The Company Secretary/TSSPDCL.

The State Public Information officer/TSSPDCL.

The Pay Officer/TSSPDCL.

DE/T to CMD/TSSPDCL.

SPS to CMD/TSSPDCL.

PSs to All Directors/TSSPDCL.

All Unions/Associations/ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Stock file.

**F.No.CGM(HRD)/GM(Adm)/DE(MPP)/AE(MPP)/18/17**

**//FORWARDED BY ORDER //**

**DIVISIONAL ENGINEER (MPP)**