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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 9,459“Outsourced Personnel” engaged in various Offices through certain Contractors/Agencies/Firms for execution of certain continuous/ perennial nature of whole-time duration works in TSSPDCL- Orders - Issued.

**S.P.O.O.(CGM-HRD) Ms. No.430 Date: 29-07-2017**

Read the following:

1. Memo. No. CGM(HRD)/GM(Adm)/DE(MPP)/AE(MPP)/18/17, dtd: 14.02.17
2. Minutes of the 147thBoard Meeting held on 30-05-2017.
3. S.P.O.O.(CGM-HRD) Rt.No.510, dt.01.06.2017
4. Committee Report dated 15-07-2017.
5. Minutes of the 148thBoard Meeting held on 28-07-2017.
6. 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.
7. 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. From the Special Chief Secretary to Government, Energy Department Government of Telangana, Lr. No. 997/HR. A1/2017-1, Dt: 29.07.2017.
2. S.P.O.O.(CGM-HRD) Ms. No. 429,Date: 29-07-2017.

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Whereas, the issue of absorption of “Outsourced Personnel” was placed before the Board of TSSPDCL in its 147thBoard Meeting held on 30-05-2017. The Board of TSSPDCL, after perusal of the proposal of absorption of outsourced personnel working in TSSPDCL, has resolved to regularize the Outsourced Personnel, and that two Committeesbe constituted to verify and scrutinize all the applications received and submit the details to the Boardin their next meeting for further action.

2. Whereas, in the reference 3rdread above, two Committees were 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 Committees after scrutiny of the “Bio-Data” particulars of the “Outsourced Personnel” submitted its report on 15-07-2017 under reference 4thread above.

3. Whereas, the Committees after detailed scrutiny/verification of the bio-data particulars of the outsourced personnel working in TSSPDCL, 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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| **SL  NO** | **Name of the Office/Old Administrative Unit** | **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 Un- Skilled** | **Total No. of Outsourced Personnel identified for Absorption** |
| 1 | Chief General Manager (HRD) | 36 | 94 | 68 | 43 | **241** |
| 2 | Superintending Engineer/Op/Hyd. Central | 7 | 227 | 75 | 118 | **427** |
| 3 | Superintending Engineer/Op/Hyd. North | 47 | 759 | 88 | 111 | **1005** |
| 4 | Superintending Engineer/Op/Hyd. South | 8 | 391 | 131 | 195 | **725** |
| 5 | Superintending Engineer/Op/Mahabubnagar | 10 | 1326 | 69 | 47 | **1452** |
| 6 | Superintending Engineer/Op/Medak | 12 | 830 | 108 | 105 | **1055** |
| 7 | Superintending Engineer/Op/Nalgonda | 7 | 1239 | 70 | 40 | **1356** |
| 8 | Superintending Engineer/Op/R R East | 14 | 935 | 97 | 78 | **1124** |
| 9 | Superintending Engineer/Op/R R North | 16 | 342 | 60 | 45 | **463** |
| 10 | Superintending Engineer/Op/R R South | 15 | 689 | 113 | 113 | **930** |
| 11 | Superintending Engineer/Op/Siddipet | 2 | 622 | 26 | 31 | **681** |
| **TSSPDCL TOTAL** | | **174** | **7454** | **905** | **926** | **9459** |

4. Whereas, the Report of the Committee was placed before the Board of the TSSPDCL in its 148th Meeting held on 28-07-2017 for taking a decision on the recommendations of the Committees for absorption of 9,459 “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 TSSPDCL and working as on 4-12-2016, by re-designating them as Artisan Grade-I/Artisan Grade-II/Artisan Grade-III/Artisan Grade-IV.

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5. Whereas, in the reference 5thread above, the Board in its 148th Board Meeting, resolved that the concerned appointing authorities be authorised to issue the orders of absorption of 9,459 “outsourced personnel”, as per the Committees Report dtd. 15-07-2017, 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 7thread above, for approval.

6. Whereas, in the reference 6th read above, aMemorandum 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 9,459“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 8th read above, the Government of Telangana has accorded approval for absorption of 9,459 outsourced personnel in TSSPDCL on as is where is basis.

8. Whereas, in the reference 9th read above, the guidelines for absorption of outsourced personnel working in TSSPDCL as on 4-12-2016 were issued.

9. Accordingly, after careful consideration, the concerned SEs/DEs in field Offices and CGM(HRD) of 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 guidelines specified in Para-10(iv), (v), (vii), (ix)& (xv) at the time of issue of orders of absorption. They shall also scrupulously follow the otherguide lines as mentioned in Para-10 under reference 9thread 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 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.

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11. The specimen copy of absorption order, to be issued by the concerned appointing authority is enclosed herewith alongwith specimen copy of attestation forms and medical fitness certificate.

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

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.

All Superintending Engineers/ Operation//TSSPDCL.

All Divisional Engineers/Operations/TSSPDCL

**Copy to:**

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 Divisional Engineers/TSSPDCL

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)**