

**TRANSMISSION CORPORATION OF TELANGANA LIMITED**

**VIDYUT SOUDHA : : HYDERABAD**

Website Name: tstransco.telangana.gov.in CIN Number: U40102TG2014SGC094248

TSTRANSCO – 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 TSTRANSCO – Guidelines for absorption of “Outsourced Personnel” – Issued.

**T. O.O.(Jt. Secy.-Per) Ms. No.114 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 (TETUF) and Telangana Raastra Vidyut Karmika Sangham (TRVKS) under Section 18(1) of the Industrial Disputes Act, 1947.
2. Letter No.J.S./DS(Per)/AS(Per-I)/PO(IR&R)/JPO-IR/648/2016,dt.4-2-2017.
3. Minutes of Meeting dtd.27-05-2017 held before the Joint Commissioner of Labour, Hyderabad, with Unions and Management of TSTRANSCO, TSGENCO, and DISCOMS.
4. Minutes of the 19th Board Meeting held on 30-05-2017.
5. T.O.O.(Jt.Secy-Per) Rt. No. 247, dtd.02-06-2017.
6. Committee Report dated 12-07-2017

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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, TSSPDCL and TSNPDCL] 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 HODs of Vidyut Soudha and CEs / Zones were requested to obtain the “bio-data particulars” of “Outsourced Personnel” in the format prescribed.

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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 Dt.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, representatives of 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 TSTRANSCO, TSGENCO and TSDISCOMS. 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 TSTRANSCO. In the reference 4th read above, the Board of TSTRANSCO 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 TSTRANSCO, TSGENCO and TSDISCOMS, to absorb the outsourced personnel, and constitute a Committee: -

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8. Whereas, in the reference 5thread 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 12-07-2017.

9. Whereas, after careful consideration of the report dtd.12-7-2017 of the Committee, certain “guidelines” for absorption of “Outsourced Personnel” are placed before the Board of TSTRANSCO for taking a decision thereon.

10. The Board of TSTRANSCO in its 20th 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 TSTRANSCO 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 TSTRANSCO.

(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 TSTRANSCO, 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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| SlNo. | 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 TSTRANSCO.

(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.

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(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.

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 TSTRANSCO prior to their absorption.

(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:

1. Date of Birth as per SSC
2. Bonafide/Study Certificate
3. Academic qualifications (BE/B.Tech/Diploma in Engg / B.Sc./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.

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(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 competent authorities are authorised to issue the orders of absorption to “outsourced personnel” as per the lists containing the details of outsourced personnel working in Zones and Corporate Office, being communicated separately.

12. These orders are issued with the concurrence of JMD (Fin., Comml & HRD) vide Regd.No.2710, Dt.29-07-2017

**(BY ORDER IN THE NAME OF TRANSMISSION CORPORATION OF TELANGANA LIMITED)**

 **D.PRABHAKAR RAO**

**Chairman & Managing Director**

To

The Chief Engineers / Zones / TSTRANSCO

The Joint Secretary / TSTRANSCO / V.S / Hyderabad

Copy to

The Executive Directors ]

The CGM (HRD) ]

All Chief Engineers. ] TSTRANSCO

The FA & CCA/Dy.CCA ]

All Superintending Engineers. ]

All Divisional Engineers/Executive Engineers ]

PS to Chairman & Managing Director/TSTRANSCO/VS /Hyderabad.

PS to JMD(Finance, Comml., & HRD)/TSTRANSCO/VS/Hyderabad.

PS to Director (Projects & Grid Operation) /TSTRANSCO/VS/Hyderabad.

PS to Director(Lift Irrigation Schemes )/TSTRANSCO/VS/Hyderabad.

PS to Director(Transmission)/TS TRANSCO/VS/Hyderabad.

PS to Chairman and Managing Director/TSSPDCL, Hyderabad.

PS to Chairman and Managing Director/TSNPDCL, Warangal

All Chief General Managers (HRD)/TSSPDCL & TSNPDCL.

The Pay Officer/ The Accounts Officer/CPR/TSTRANSCO/VS/Hyderabad.

The Company Secretary/TSTRANSCO/VS/Hyderabad.

The Resident Audit Officer, EBCA/TSTRANSCO/VS/Hyderabad.

All Asst. Secretaries /TSTRANSCO/VS/Hyderabad.

All Sections in P&G Services/TSTRANSCO/VS/Hyderabad.

The General Secretary, TEE 1104 Union/Mint Compound, Hyderabad.

The Secretary General, TSEEU (Reg.No.327), Mint Compound, Hyderabad.

The General Secretary, TNVKS Telangana (Regd.No.B-1245), Mint Compound, Hyd.

The General Secretary, Telangana Raastra Vidyut Karmika Sangam, (R.No.H-58),

   H.O.:Q.No.3-7-443, 444 Beside 132/33 KVSS, Jagital Road, Karimnagar.

The General Secretary, Telangana Electricity Engineers Association, Regd.No.319/07, MC, Hyd.

The President, Telangana State Power Engineers’ Association(Regd.No.555/14),

   H.No.6-3-663, Somajiguda, Hyderabad.

The General Secretary, Telangana State Electricity Assistant Engineer’s

  Association, (Regd.No.1185/77), New Paloncha-507115.

The President, Telangana Power Diploma Engineers’ Association

   (Regd.No.272/2014), H.No.5-9-22/55, Adarsh Nagar, Hyderabad – 500 063.

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The President, T.S. Power Engineers Association (Regd.279/2009), 2nd Floor,

  SSR Chamber, Opp. Rajdooth Hotel, Telephone Bhavan Road, Lakdikapool, Hyd

The Founder President, Telangana Electricity Employees Association,

  Regd.No.H-61, Plot No.62, Door No.7-89/62, Ayyappa Colony, Phase-I, Near Gayatri   Dhyana Mandir, Dammaiguda,(V) Keesara,(M) Hyderabad-83.

The Secretary General, Telangana State Electricity SC & ST Employees’ Welfare  Association (Regd.No.621/2014), H.O: Dr.B.R. Ambedkar Spoorthi Bhavan, MC, Khairatabad, Hyd.

The Secretary General, Electricity Backward Class Welfare Employees Welfare

  Association, (Regd.No.1681/2006), Plot No.7, Road No.5G Krishnagar colony, Moulali, Hyd.

The Secretary General, Electricity OC Employees Welfare Association,

  (Regd.No.1088/2008), H.No.1-1-287/33/A, Chikkadapally, Hyderabad–020.

The General Secretary, State Scheduled Tribe Employees Welfare Association,(Regd.No.956/78),

Mint Compound, Beside TSSPDCL Head Quarters  (New Building), Hyderabad.

The Founder & State President, Telangana Electricity Muslim Minority Employees

  Welfare Association (Regd.No.132/2014), D.No.12-1-1035/1, North Lallaguda, Hyd – 17.

The General Secretary, Telangana Electricity Employees Muslim Minority Association (Regd.No.1124/2014), H.No.8-4-544/58/1, Erragadda, Sanathnagar post, Hyd – 18.

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

The General Secretary, TSSEB Secretariat Employees Association,  (Regd.No.54/69), MC, Hyd.

The General Secretary, TSSEB Accounts Officer’s Association, (Regd.No.C-5), VS, Hyd.

The General Secretary, Junior Accounts Officer’s Association, (Regd.No.880), VS,Hyd.

The General Secretary, TSSEB Technical Employees Union (Regd.No.B-2275),

 C/o. Sri K.Sampath Reddy, H.No.6-1-40/5, Mint Compound, Hyderabad.

The General Secretary, United Electricity Employees Union (Regd.No.B-1829)

H.No.1-1-60/4, Musheerabad, Hyderabad-20

The President, Telangana State Electricity SC & ST Officer’ Welfare Association      (Reg.No.556/2014), H.O:8-3-228/1280/56, Jawahar Nagar, Yousufguda, Hyd.

The General Secretary, YSR Vidyut Employees Unions, (Regd.No.H.128) H.No.8-4-369/256 beside Anjaneya Swamy Temple, Swaraj Nagar, Borabanda, Sananthanagar, I.E., Hyd –18.

The State General Secretary, Telangana Electricity Employees Union (R.No.H-142),

   H.Q:# 19-5-32/A/19, Mahmood Nagar, Kishan Bagh, Hyderabad – 500 064.

The State Secretary General, Telangana State Electricity SC/ST & Dalitha Christian Employees Association (Reg.No.684/2014) Plot No.12, Near GNR   Gardens, Anandbagh Malkajgiri, Hyd-47.

The General Secretary, TS Electricity Board Retired Employees Association (Regd.No.375), Mint Compound, Hyderabad.

The Central Record Section. & Stock File.

C.No.Jt. Secy/DS(Per-II)/AS(IR&R)/PO(IR)/JPO(IR)/648/2016.

// FORWARDED ::: BY ORDER //

PERSONNEL OFFICER

**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 TSTRANSCO 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 TSTRANSCO 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 outsourced basis in TSTRANSCO prior to my absorption.

4. I undertake to be governed by the EPF & MP Act,1952**and other allied Acts, upon my absorption in TSTRANSCO. 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 in Bio-Data)

 Red. OPIS ID No.

 (Duly Notarised)