



**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 – “Fixation of Revised Pay Scales” in respect of “Artisans” and extending of other allowances / benefits – Orders – Issued

**S.P.O.O.(CGM-HRD) Ms. No. 607**

**Date: 23-10-2019.**

**Read the following:-**

1. S.P.O.O.(CGM-HRD) Ms. No.429, Date: 29-07-2017.
2. S.P.O.O.(CGM-HRD) Ms. No.430, Date: 29-07-2017.
3. Interim Order dtd.02-08-2017 of the Hon’ble High Court at Hyderabad in WP(PIL) MP.No.261/2017 in WP(PIL) No.149/2017.
4. Committee Report dtd.31-08-2017
5. S.P.O.O.(CGM-HRD) Ms. No. 503, Date: 31-08-2017.
6. S.P.O.O.(CGM-HRD) Ms. No. 504, Date: 31-08-2017.
7. S.P.O.O.JS(IR & M) Ms. No. 563, Date: 30-07-2018.
8. Common Order Dt: 18.09.2018 in W.P. No. 20544 of 2017 and WP(PIL) No.149/2017 of the Hon’ble Division Bench of High Court of Judicature at Hyderabad for the State of Telangana and Andhra Pradesh.
9. S.P.O.O.(CGM-HRD) Ms. No. 681,Date: 22-09-2018
10. C.O.O.CGM (HRD) Ms. No. 503, Date: 02-12-2010
11. Memo. No.: CGM(HRD)/GM(Adm)/DE(MPP)/AAO(MPP)/172/17, Date: 29.05.2018
12. Memo. No.: CGM(HRD)/GM(Adm)/DE(MPP)/AE(MPP)/63/18, Date: 09.08.2019
13. Minutes of joint meeting held with TETUF & TRVKS at Vidyut Soudha, Hyderabad on 19-10-2019.
14. T.O.O (Jt.Secy-Per)MS.No 463, Dated 22.10.2019.
15. Lr.No.Jt. Secy/DS(Per.II)/AS(IR & Reg) /PO(IR)/JPO(IR)/648/2016 Date: 22.10.2019.

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**ORDER**

Consequent to the minutes of the Joint Meeting held on 19-10-2019 by Managements of Telangana Power Utilities with Telangana Electricity Trade Union Front (TETUF) and also with Telangana Rastra Vidyut Karmika Sangam (TRVKS) at Vidyut Soudha, Hyderabad, the following orders are issued:

- i) The nomenclature of “Standing orders” to be certified by the Certifying Officer and the Commissioner of Labour, Hyderabad, in respect of Artisans will be called as “Artisans Service Rules and Regulations”
- ii) As agreed with the above Unions, the Revised Pay Scales in respect of Artisans of all Grades arrived as on 01-10-2019 as shown in Annexure.
- iii) The Artisans will be eligible for DA, HRA, CCA, Medical Allowance, Corporate Allowance, Conveyance Allowance, etc. as applicable to the Scale of Pay and Place of working.
- iv) The difference between the wages arrived after pay fixation as per the Revised Pay Scales and the present consolidated remuneration may be kept as “Personal Pay”.

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- v) The Service Register in respect of all Artisans will be opened and the Pay Fixation and other service particulars will be recorded in the Service Register.
- vi) Monthly Pay Slips to all the Artisans will be issued from 01-10-2019.
- vii) Paid Holidays will be allowed to the eligible Artisans from the date of their absorption (i.e.) 29-07-2017.
- viii) Compassionate Appointments will be provided to the dependants of the deceased Artisans who expired on or after 04-12-2016.
- ix) Funeral charges of Rs.20,000/- will be paid to the dependants of deceased Artisans to meet the expenses on obsequies ceremony, in case of death while in service on or after 04-12-2016.
- x) Wage revision to the Artisans will be considered during next Wage revision.
- xi) The absorption orders in respect of outsourced personnel mentioned in the reference 6<sup>th</sup> cited will be issued, separately, in due course.
- xii) The Statutory contributions / payments on behalf of Employer, will be paid / remitted as applicable as per the existing rules.
- xiii) Statutory Deductions as applicable such as EPF/ESI, Profession Tax, etc., will be recovered from the total wages payable to the Artisans.
- xiv) The RESCO Casual Employees who are drawing the wages on par with the Artisans as ordered in reference 11<sup>th</sup> cited are applicable for fixation of Pay Scales along with other allowances, facilities/benefits extended to the Artisans.
- xv) The Other RESCO Casual employees drawing the minimum Pay+DA as ordered in reference 10<sup>th</sup> cited are continued with their present Pay+DA duly allowing only Medical Allowance ( HRA, CCA, Conveyance are not allowed) and eligible for other facilities/benefits on par with the Artisans without fixation of the Pay Scales.

2. The Functional Heads at the Corporate Office and Chief General Managers/ Zones/ Superintending Engineers/General Managers are requested to take necessary action as ordered in Para-1 above.

3. The orders issued in para-1 above are subject to result of IA.No.1/2019 in WP.No.20544/2017 and IA.No.1/2019 in WP (PIL) No.149/2017 pending before the Hon'ble High Court for the State of Telangana.

4. These orders are issued with the concurrence of Director (Finance), vide Regd. No. 1889, Dated. 23-10-2019.

**(BY ORDER AND IN THE NAME OF CHAIRMAN AND MANAGING DIRECTOR -  
SOUTHERN POWER DISTRIBUTION COMPANY OF T.S. LIMITED)**

**G. RAGHUMA REDDY  
CHAIRMAN AND MANAGING DIRECTOR**

**To**

All Functional Heads/Chief General Managers of TSSPDCL  
All Superintending Engineers/General Managers of TSSPDCL

**Copy to:**

PS to Chairman & Managing Director/TSTRANSCO/Vidyut Soudha/Hyd.

PS to JMD (Finance, Comml., & HRD)/TSTRANSCO/Vidyut Soudha/Hyd.

The Chief General Manager/HRD/TSNPDCL/Warangal.

The Chief Vigilance Officer/TSSPDCL.

The Chief General Manager/IT/TSSPDCL It is requested to make necessary changes 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/PAs to All Directors/TSSPDCL.

The General Secretary, TEEU(Regd.No.1104), (Recognised) Mint Compound, Hyderabad.

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

The General Secretary, T.N.V.K.S. T.S.(Regd.No.1245), (Recognised) Mint Compound, Hyderabad.

The General Secretary, Telangana Raastra Vidyut Karmika Sangam (Regd.No.H-58), Flat No.201, Sivasai Residence, Lectureres Colony, Beside Howard School, Hayathnagar, RR Dist. - 501 505.

The General Secretary, TSSEB Assistant Engineer's Association, (Regd.No.1185), New Paloncha-507115.

The Secretary General, TSEB Engineers Association (Regd.No.874/75), H.No.6-3-663, Somajiguda, Hyderabad.

The Secretary General, Telangana Power Diploma Engineers Association, (Regd.No.272/2014) , H.No.5-9-22/55, Adarshnagar, Hyderabad.

The President, T.S. Power Engineers Association, (Regd.279/2009) 2nd Floor, SSR Chamber, Opp. Rajdooth Hotel, Telephone Bhavan Road, LakdikTSool, Hyderabad - 500 004.

The General Secretary, Andhra Rashtra Power Employees Union, (Regd.No.G-445) H.No.1-8-565/5, RTC 'X' Road, Hyd-20.

The General Secretary, TSSEB Accounts Officer's Association, (Regd.No.C-5), VidyutSoudha, Hyderabad

The General Secretary, Junior Accounts Officer's Association, (Regd.No.880), VidyutSoudha, Hyderabad.

The President, Telangana Electricity Accounts Staff Association, (Reg.No.1288 of 2013), Flat No104, Balaji Residency, H.No.3-100/22, Srinagar Colony, Boduppall, RR District-092

The General Secretary, TelanganaVidyuth Accounts Officers' Association (TVAOA)(Regd.No.15/2015), H.No.8-62, Sri Sai Nagar Colony, Medipally, Ghatkeshwar(M), RR District.

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

The General Secretary, United Electricity Employees Union (Regd.No.B-1829) H.No.1-7-60/4, Musheerabad, Hyderabad-20.

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, T.S.Transco Engineer's Association, (Regd.No.4210/2000) Recognised 124, Cholas Residency, 151, Vasavinagar, Secunderabad - 15.

The Secretary General, Telangana State Electricity SC & ST Employees Welfare Association, (Regd.No.621), AmbedkarSpoortBhavan, Mint Compound, Hyderabad.

The General Secretary, State Scheduled Tribe Employees Welfare Association, (Regd.No.956/78) H.Q Mint Compound, Besides TSSPDCL Head Quarters(New Building), Hyderabad - 500 063

The General Secretary, T.S.E.E.P&G & Officers Association, (Regd.No.327), GSR Bhavan, H.No.6-1-48/4 MC, Hyderabad - 500 063.

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 DhyanaMandir, Village:Dammaiguda, Mandal:Keesara, Dist.: Hyderabad - 500 083, Telangana State.

- The Secretary General, Electricity Backward Class welfare Employees Welfare Association, (Regd.No.1681/2006), Plot No.7, Road No.5G, Krishnanagar Colony, Moulali, Hyderabad.
- The Secretary General, Electricity OC Employees Welfare Association, (Regd.No.1088/2008), H.No.1-1-287/33/A, Chikkadpally, Hyderabad – 500 020.
- The General Secretary, TSSPDCL JAO's Association (Regd.No.1803), (Recognised) H.No.6-3-159/10/24, VenkataRamana Colony, Hyderabad – 500 004.
- The General Secretary, P&G Employees Association, TSSPDCL, Mint Compound, Hyderabad – 500 004.
- The General Secretary, Electricity Womens Welfare Association, (Reg.No.449/08), Adjacent to Corporate Office, TSSPDCL, Hyderabad.
- The Secretary General, Telangana Electricitiy SC/ST Employees Welfare Association(Approved), Regd.No.202 of 2010,Plot No.216, Behind Donald Church, Shivanagar Colony, Hyderguda POST, Gr.Hyd-48.
- The Secretary General, Telangana State Electricity SC & ST Officers' Welfare Association Regd.No.556 of 2014, H.O:8-3-228/1280/56, Jawahar Nagar, Yousufguda, Hyderabad.
- The General Secretary, TelanganaVidyut Engineers Association (Regd.No.1438/2007), KTPS V Stage, Polvancha
- The General Secretary, Telangana Electricity Engineers Association, Regd.No.319/07,Mint Compound, Hyderabad.
- The Founder President, Telangana Electricity Muslim Minority Employees Welfare Association (Regd.No.132/2014), D.No.12-1-1035/1,North Lallaguda, Hyderabad
- The State Secretary General, Telangana State Electricity SC, ST & Dalitha Christian Employees Association(Regd:684/2014), Plot No.12, Near G.N.R Gardens, Anandbagah, Malkajgiri, Hyderabad.
- The State President, TelanganaVidyut Contract Workers' Union,(Regd.No.No.B-2871/2012), Mint Compound, Khairatabad, Hyderabad – 500 004.
- The General Secretary, T.S. Elec. Board Retired Employees Association(Regd.No.375), Near Naga Durgama Temple, Mint Compound, Hyderabad – 500 016
- The President, Differently Abled Employees Welfare Association Andhra Pradesh, Regd.No.1578/2003, Sai Sri. Nest, 6-95, Canara Nagar, Uppal, Hyderabad - 500 039.
- The President/Secretaries of Unions/Associations in TETUF.  
Stock file.

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

**// FORWARDED :: BY ORDER //**

**DIVISIONAL ENGINEER (MPP)**

**ANNEXURE to S.P.O.O.(CGM-HRD) Ms. No. 607, Date: 23-10-2019.**

Particulars	Artisan Gr.I	Artisan Gr.II	Artisan Gr.III	Artisan Gr.IV
<b>Existing Scale - 2017</b>	Rs.12155-220-12815-270-14975-315-16550	Rs.9535-190-11055-220-12815-270-14975	Rs.7605-130-8255-160-9535-190-11055	Rs.6175-80-6415-100-7215-130-8255
<b>Revised Scale - 2018</b>	Rs.15195-275-16020-340-18740-395-20715	Rs.11920-240-13840-275-16040-340-18760	Rs.9510-165-10335-200-11935-240-13855	Rs.7720-100-8020-125-9020-165-10340
<b>Pay Fixation in RPS-2018</b>	<i>(Amount in Rs.)</i>	<i>(Amount in Rs.)</i>	<i>(Amount in Rs.)</i>	<i>(Amount in Rs.)</i>
Basic Pay	12155	9535	7605	6175
Add: Fitment @ 25%	3039	2384	1901	1544
<b>TOTAL:-</b>	<b>15194</b>	<b>11919</b>	<b>9506</b>	<b>7719</b>
<b>Pay Fixed on 01.10.2019</b>	<b>15195</b>	<b>11920</b>	<b>9510</b>	<b>7720</b>
<b>ADD : AGI</b>	<b>275</b>	<b>240</b>	<b>165</b>	<b>100</b>
<b>Basic pay as on 01.10.2019</b>	<b>15470</b>	<b>12160</b>	<b>9675</b>	<b>7820</b>
<b>Emoluments admissable :</b>				
Basic pay as on 01.10.2019	<b>15470</b>	<b>12160</b>	<b>9675</b>	<b>7820</b>
DA @ 8.866%	1372	1078	858	693
HRA @ 30%	4641	3648	2903	2346
Conv. Allowance	1000	1000	1000	1000
Medical Allowance	1350	1350	1350	1350
Corporate Allowance @ 8% on MOGS	1216	954	761	618
CCA	400	400	400	400
Personal Pay	4294	4452	4772	5321
<b>I. GROSS Salary</b>	<b>29743</b>	<b>25042</b>	<b>21719</b>	<b>19548</b>

**NOTE :**

- (1) The above table indicates the allowances for Artisans working in Corporate Office, TSSPDCL, Hyd. The allowances to be allowed may vary depending on place of duty and accordingly the personal pay shall have to be adjusted.
- (2) No allowances will be admissible on personal pay.
- (3) Next Annual Grade Increment (AGI) is due on 1-10-2020.

**G. RAGHUMA REDDY**  
**CHAIRMAN & MANAGING DIRECTOR**

// FORWARDED :: BY ORDER //

DIVISIONAL ENGINEER (MPP)