



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 – Engaging the services of certain outsourced personnel on contract on “as is where is basis” temporarily, directly by TSSPDCL – Orders – Issued.

S.P.O.O.(CGM-HRD) Ms. No.504

Date: 31-08-2017

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. Memo.No.CGM(HRD)/GM(ADM)/DE(MPP)/AE(MPP)/18/17,Dt.19-08-2017
5. Committee Report dtd.31-08-2017.
6. S.P.O.O.(CGM-HRD) Ms. No.503, Date: 31-08-2017

Whereas, in the reference 1st & 2nd read above, guidelines for absorption of “outsourced personnel” engaged through Contractors/Agencies/Firms for execution of certain works in TSSPDCL; and orders of absorption of 9,459 outsourced personnel out of 10,308 working as on 04-12-2016 & uploaded in the system, into the service of TSSPDCL, were issued.

2. Whereas, in the reference 3rd read above, the Hon’ble High Court of Judicature at Hyderabad has suspended the orders of absorption of 9,459 outsourced personnel in TSSPDCL, inter-alia, directing that TSSPDCL at its discretion may engage the services of the said “outsourced personnel” on contract basis, on payment of monthly consolidated remuneration, pending disposal of the WP(PIL) No.149/2017 on the file of the Hon’ble High Court of Judicature at Hyderabad.

3. Whereas, in the reference 6th read above, the orders of absorption of 9,459 outsourced personnel were suspended in compliance with the orders dtd.02-08-2017 of the Hon’ble High Court of Judicature at Hyderabad in WP(PIL) MP.No.261/2017 in WP(PIL) No.149/2017. Consequently, the concerned HODs were permitted to engage the services of 9,456 outsourced personnel whose cases were considered earlier for absorption in the reference 2nd read above, temporarily, on contract, on “as is where is basis”, on payment of monthly consolidated remuneration.

4. Whereas, in the reference 5th read above, the Committee scrutinized the Bio-Data particulars of the remaining 849 outsourced personnel whose cases were not considered earlier on various grounds, along with others. The Committee, after scrutiny, recommended the cases of 713 outsourced personnel as indicated below. The Artisans Grades now ordered are subject to change if qualifications are found to be otherwise and shall be brought to the notice of Corporate Office for rectification.

Contd 2

CIRCLE WISE ABSTRACT OF OUT SOURCED PERSONNEL

SL NO	Name of the Office/ Old Administrative Unit	ARTISAN GRADE - I	ARTISAN GRADE - II	ARTISAN GRADE - III	ARTISAN GRADE - IV	TOTAL
1	Chief General Manager (HRD)	14	15	6	0	35
2	Superintending Engineer/ Op/Hyd. Central	0	22	10	4	36
3	Superintending Engineer/ Op/Banjarahills	6	98	53	13	170
4	Superintending Engineer/ Op/Hyd. South	1	26	1	6	34
5	Superintending Engineer/ Op/Mahabubnagar	0	30	8	6	44
6	Superintending Engineer/ Op/Sangareddy	0	40	2	3	45
7	Superintending Engineer/ Op/Nalgonda	0	35	6	3	44
8	Superintending Engineer/ Op/Habsiguda	1	76	10	1	88
9	Superintending Engineer/ Op/Medchal	1	101	22	32	156
10	Superintending Engineer/ Op/Cyber City	0	39	5	2	46
11	Superintending Engineer/ Op/Siddipet	1	13	0	1	15
TSSPDCL TOTAL		24	495	123	71	713

5. Whereas, after careful consideration, the concerned SEs/DEs and CGM(HRD) of Corporate Office TSSPDCL are authorized to engage the services of 713 outsourced personnel on contract on "as is where is basis," as mentioned in the Annexure-I appended to this order, with effect from 29-07-2017FN, as an interim arrangement and they shall be informed individually by the respective SEs/DEs that their engagement on contract basis is purely temporary and would not confer any right(s) on them to claim equities, whatsoever, in future. Further, these orders are liable to be withdrawn altogether or altered or modified as deemed fit; and they shall be subject to the outcome of the WP(PIL) No.149/2017 on the file of the Hon'ble High Court of Judicature at Hyderabad.

6. The 713 outsourced personnel now being engaged temporarily on contract on "as is where is basis," are entitled for the consolidated remuneration, as indicated below.

Remuneration Per Month	Artisan Gr.-I	Artisan Gr.-II	Artisan Gr.-III	Artisan Gr.- IV
Basic Remuneration	19508.00	16115.00	13571.00	11874.00
Add:- Employer's Contribution				
EPF @ 13.15%	2565.00	2119.00	1784.00	1562.00
ESI @ 4.75%	927.00	766.00	645.00	564.00
Total Consolidated Remuneration	23000.00	19000.00	16000.00	14000.00
Deductions :- From Basic Remuneration of Contract Employee				
EPF @12%	2341.00	1934.00	1629.00	1425.00
ESI @1.75%	341.00	282.00	237.00	208.00
P.Tax	150.00	150.00	00.00	00.00
Net payable	16676.00	13749.00	11705.00	10241.00

7. The SEs/DEs and CGM(HRD) of Corporate Office, TSSPDCL are directed not to engage any new outsourced personnel in any of the works, either through Contract Agency / Contractor, hitherto attended by the above outsourced personnel. The remaining outsourced personnel shall be continued as hitherto duly following the existing procedure of their engagement, whose names are mentioned in the Annexure-II.

8. Till further orders, the works which were hitherto executed either through Contract Agency / Contractor shall be entrusted to the above outsourced personnel only who are ordered to be engaged on contract. All the contracts entered into thereof shall stand cancelled to that extent with effect from 28-07-2017 AN as ordered in the reference 4th read above.

9. The SEs/DEs and CGM(HRD) of Corporate Office, TSSPDCL are requested to take action accordingly and to pay the monthly remuneration as mentioned in Para-6 directly to these 713 outsourced personnel through Bank and to follow the orders scrupulously without any deviation, failing which necessary disciplinary action will be initiated against the concerned, besides recovery of such amounts to the extent of loss sustained by TSSPDCL from the concerned.

11. The specimen copy of the order to be issued by the concerned appointing authority to each individual is enclosed herewith.

12. These orders are issued with the concurrence of the Director(Finance) vide No. 2192, Dtd.31-08-2017.

Encl: Annexure-I & II.

**.(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)

**SOUTHERN POWER DISTRIBUTION COMPANY OF TELANGANA
LIMITED**

Office of SE/DE

.....

Memo No.

Date -08-2017

Sub: TSSPDCL – (Circle Name) – Engaging the services of certain outsourced personnel deployed for execution of continuous/perennial nature of works by certain Contractors/Agencies/Firms and working as on 04-12-2016, on contract on “as is where is basis,”temporarily - Orders – Issued.

- Ref: 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. S.P.O.O.(CGM-HRD) Ms. No. 504, Date: 31-08-2017

Whereas, in the reference 1st& 2nd cited, guidelines for absorption of “outsourced personnel” engaged through Contractors/Agencies/Firms for execution of certain works in TSSPDCL and orders of absorption were issued.

2. Whereas, in the reference 3rdcited, the Hon’ble High Court of Judicature at Hyderabad has suspended the orders of absorption of outsourced personnel and permitted to engage the services of the “outsourced personnel” at the discretion of TSSPDCL, on contract basis,on payment of monthly consolidated remuneration, purely on temporary basis, without conferring any rights on them to claim equities whatsoever.

3. Accordingly, after careful consideration, Sri.....S/o....., DOB..... TSSPDCL ID_____ is hereby engaged on contract on “as is where is basis,”temporarily, as Artisan Grade, on the following terms &conditions:

- (a) Your engagement is with effect from 29-07-2017 FN.
- (b) You will be paid a monthly consolidated remuneration of Rs..... per month, inclusive of statutory payments viz., EPF and ESI
- (c) Your engagement is purely temporary and would not confer any right(s) on you to claim equities, whatsoever, in future.
- (d) Your order of engagement is liable to be withdrawn altogether or altered or modified as deemed fit, on administrative grounds.
- (e)** Your engagement is subject to the final outcome of the WP(PIL) No.149/2017 on the file of the Hon’ble High Court of Judicature at Hyderabad
- (f) Your engagement on contract basis is liable for termination at any time without assigning any reasons and notice.

SUPERINTENDING ENGINEER/
DIVISIONAL ENGINEER

To
Sri.....
S/o
.....

Copy to: