



**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 –Suspension of the orders of absorption of 9,459 “Outsourced Personnel” and engaging their services on contract on “as is where is basis” temporarily directly by TSSPDCL in compliance with the orders Dt.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– Orders – Issued.

**S.P.O.O.(CGM-HRD) Ms. No. 503**

**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.

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Whereas, in the reference 1<sup>st</sup> read above, guidelines for absorption of “outsourced personnel” engaged through Contractors/Agencies/Firms for execution of certain works in TSSPDCL were issued.

2. Whereas, in the reference 2<sup>nd</sup> read above, orders of absorption of 9,459 outsourced personnel working as on 4-12-2016, into the service of TSSPDCL, were issued, on “as is where is basis”, duly indicating the names of such outsourced personnel in the Annexure appended to the said orders

3. Whereas, a WP(PIL) No.149/2017 was filed in the Hon’ble High Court of Judicature at Hyderabad, inter-alia, praying to suspend the operation of the proceedings issued in relation to absorption of “outsourced personnel” in T.S.Power Utilities.

4. Whereas, in the reference 3<sup>rd</sup> read above, the Hon’ble High Court of Judicature at Hyderabad has suspended the orders of absorption of outsourced personnel in T.S. Power Utilities; and directed inter-alia, that the T.S. Power Utilities may engage the services of the said “outsourced personnel” at its discretion, on contract basis on payment of monthly consolidated remuneration, informing each one of them that this arrangement is purely temporary, and would not confer any right on them to claim equities whatsoever, pending disposal of the WP(PIL) No.149/2017 on the file of the Hon’ble High Court of Judicature at Hyderabad.

5. Accordingly, the absorption of outsourced personnel ordered in the reference 2<sup>nd</sup> read above are hereby 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 SEs/DEs are hereby authorized to engage the services of 9,456 out of 9,459 outsourced personnel whose cases were considered earlier for absorption in the reference 2<sup>nd</sup> read above, temporarily, on contract, on “as is where is basis”, on payment of monthly consolidated remuneration. Out of the 9,459 outsourced personnel, the names of 3 (Three) outsourced personnel are deleted due to overaged/expired.

6. All the 9,456 outsourced personnel, as mentioned in the Annexure appended to this order, now being engaged on contract on “as is where is basis,” as an interim arrangement, shall be informed individually by the respective HODs that their engagement on contract basis is purely temporary and would not confer any right(s) on them to claim equities, whatsoever, in future. Each one of them are to be informed that these orders are liable to be withdrawn altogether or altered or modified as deemed fit; and they shall be 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. The category-wise details of 9,456 outsourced personnel now being engaged on contract, are as follows. 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)                | 33                | 102                | 65                  | 41                 | <b>241</b>  |
| 2                    | Superintending Engineer/ Op/Hyd. Central   | 7                 | 233                | 69                  | 118                | <b>427</b>  |
| 3                    | Superintending Engineer/ Op/Banjarahills   | 55                | 757                | 81                  | 112                | <b>1005</b> |
| 4                    | Superintending Engineer/ Op/Hyd. South     | 8                 | 391                | 130                 | 196                | <b>725</b>  |
| 5                    | Superintending Engineer/ Op/Mahabubnagar   | 10                | 1338               | 58                  | 45                 | <b>1451</b> |
| 6                    | Superintending Engineer/ Op/Sangareddy     | 14                | 832                | 104                 | 105                | <b>1055</b> |
| 7                    | Superintending Engineer/ Op/Nalgonda       | 14                | 1241               | 60                  | 41                 | <b>1356</b> |
| 8                    | Superintending Engineer/ Op/Habsiguda      | 13                | 934                | 97                  | 78                 | <b>1122</b> |
| 9                    | Superintending Engineer/ Op/Medchal        | 17                | 343                | 58                  | 45                 | <b>463</b>  |
| 10                   | Superintending Engineer/ Op/Cyber City     | 14                | 699                | 104                 | 113                | <b>930</b>  |
| 11                   | Superintending Engineer/ Op/Siddipet       | 4                 | 622                | 24                  | 31                 | <b>681</b>  |
| <b>TSSPDCL TOTAL</b> |                                            | <b>189</b>        | <b>7492</b>        | <b>850</b>          | <b>925</b>         | <b>9456</b> |

7. The 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  |
|-------------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|
| <b>Basic Remuneration</b>                                         | <b>19508.00</b> | <b>16115.00</b> | <b>13571.00</b> | <b>11874.00</b> |
| <b>Add:- Employer’s Contribution</b>                              |                 |                 |                 |                 |
| EPF @ 13.15%                                                      | 2565.00         | 2119.00         | 1784.00         | 1562.00         |
| ESI @ 4.75%                                                       | 927.00          | 766.00          | 645.00          | 564.00          |
| <b>Total Consolidated Remuneration</b>                            | <b>23000.00</b> | <b>19000.00</b> | <b>16000.00</b> | <b>14000.00</b> |
| <b>Deductions :- From Basic Remuneration of Contract Employee</b> |                 |                 |                 |                 |
| 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           |
| <b>Net payable</b>                                                | <b>16676.00</b> | <b>13749.00</b> | <b>11705.00</b> | <b>10241.00</b> |

8. The SEs/DEs in field Offices and CGM(HRD) of Corporate Office of 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.

9. 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 28-07-2017AN.

10. The SEs/DEs in field Offices and CGM(HRD) of Corporate Office of TSSPDCL are requested to take action accordingly to pay the monthly remuneration as mentioned in Para-7 directly to the above 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.

**.(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) – Suspension of the orders of absorption of “Outsourced Personnel” and engaging their services on contract on “as is where is basis,”temporarily,in compliance with the orders dtd.02-08-2017in WP(PIL) MP.No.261/2017 in WP(PIL) No.149/2017of the Hon’ble High Court of Judicature at Hyderabad – 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
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  4. S.P.O.O.(CGM-HRD) Ms. No.503, Date: 31-08-2017

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Whereas, in the reference 1<sup>st</sup> cited, certain guidelines for absorption of “outsourced personnel” engaged through Contractors/Agencies/Firms for execution of certain works in TSSPDCL were issued.

2. Whereas, in the reference 2<sup>nd</sup> cited, orders of absorption of outsourced personnel working as on 4-12-2016, into the service of TSSPDCL, were issued, on “as is where is basis”, duly indicating the names of such outsourced personnel in the Annexure appended to the said orders.

3. Whereas, a WP(PIL) No.149/2017was filed in the Hon’ble High Court of Judicature at Hyderabad, inter-alia, praying to suspend the operation of the proceedings issued in relation to absorption of “outsourced personnel”.

4. Whereas, in the reference 3<sup>rd</sup> cited, 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 said “outsourced personnel” at the discretion of TSSPDCL, on contract basis on payment of monthly consolidated remuneration, duly informing each one of them that the said arrangement is purely temporary, and would not confer any right on them to claim equities whatsoever, pending disposal of the WP(PIL) No.149/2017 on the file of the Hon’ble High Court of Judicature at Hyderabad.

5. Accordingly, the orders of absorption ordered in the reference 2<sup>nd</sup> cited are hereby suspended in compliance with the orders dated 02-08-2017 of the Hon’ble High Court of Judicature at Hyderabadin WP(PIL) MP.No.261/2017 in WP(PIL) No.149/2017. Consequently, Sri.....S/o.....  
....., DOB..... TSSPDCL ID\_\_\_\_\_ is hereby engaged temporarily on contract,on “as is where is basis,”as Artisan Grade ....., on the following terms &conditions:

Contd.

:2:

- (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: