



TELANGANA STATE POWER ENGINEERS' ASSOCIATION

(Regd. No. 555/2014, Estd. 1956)

H.No. 6-3-663, Somajiguda, Hyderabad - 500 082. Phone & Fax : 040-40204241

e-mail : tspea1956@gmail.com. website : www.tspea.org

President

Er. P. Rathnakar Rao

Mobile : 9440813133

Associate President

Er. B. Mangilal

Mobile : 9493122040

Secretary General

Er. P. Sadanandam

Mobile : 9493123108

Addl. Secretary General

Er. K. Kiran Kumar

Mobile : 7382296895

To,
The Chairman & Managing Director,
Corporate Office, Mint Compound,
TSSPDCL, Hyderabad.

Date:22.07.2020.

Sir,

Sub: TSPEA - Ratio among Direct Recruit AEs, graduate Sub-Engineers, Graduate AAEs and AAEs- Maintaining of cadre strength- Requested- Regarding.

- Ref:** 1) B.P.Ms.No.596, dated 06.06.1978
2) B.P.Ms. No. 354 Dated 12.12.1994
3) C.O.O.CGM-HRD)Ms.No.137, dt:15.06.2010
4) C.O.O.CGM-HRD)Ms.No.138, dt:15.06.2010
5) C.O.O.CGM-HRD)Ms.No.139, dt:15.06.2010
6) C.O.O.CGM-HRD)Ms.No.250, dt:06.08.2010

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The Telangana State Power Engineers Association submit the following few lines for your kind consideration.

1. This association has been requesting since long period to arrange to provide the list of Direct Recruit AEs, Graduate Sub-Engineers appointed by transfer as AEs, Graduate AAEs and AAEs with reference to the cadre strength, but the list was neither provided to this association nor displayed in the website.
2. Earlier, On the request of this association the management has provided the list of AEs/AAEs as on 31.12.2015 and placed the same in the website duly inviting the objections based on ratio of cadre strength i.e. 40:510:5:45 and the details are as follows:

Sl No	Cadre	Ratio to be maintained	No. of Employees
1	Direct Recruit AEs	40%	149
2	Graduate Sub-Engineers Appointed by transfer as AEs	10%	59
3	AAEs with B.E./B.Tech converted as AEs	5%	24
4	AAEs	45%	302

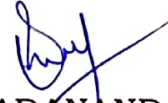
It can be observed from the above table that the Direct Recruittee Assistant Engineers are far less than the other cadres and the AAEs are nearly twice that of the Direct Recruittee AEs, deviating the ratio of cadre strength. Subsequently, section officers were appointed in all categories and certain section officers were promoted as ADEs and the net ratio of cadre strength needs to be examined.

3. In this regard it is to submit that as per amendment to B.P.Ms No. 596 dated 06.06.1978 vide reference 3rd cited:
*The qualified and eligible Additional Assistant Engineers shall be considered for conversion as Assistant Engineers subject to the condition that the Additional Assistant Engineers already converted as Assistant Engineers **shall not exceed 5% of the cadre strength** of Assistant Engineers/ Additional Assistant Engineers.*
4. Accordingly, the then APCPDCL vide reference 5th cited has issued orders fixing inter-ratio among the above cadres which reads as follows:
*A ratio of 40 : 10 : 5: 45 shall be maintained between the Direct Recruittee AEs, Graduate Sub-Engineers Appointed by transfer as AEs, AAEs with B.E./B.Tech/Equivalent qualification converted as AEs and AAEs respectively against the cadre strength of AEs/AAEs. Any deficiency to the ratio of 40:10:5 shall have to be balanced in due course of time, **whenever recruitment/ appointment by transfer is taken-up** preferably after completing the Direct Recruitment process and taken-up once in every year in the month of August.*
5. As per the above orders, the deficiency in the ratio of 10 i.e. Graduate Sub-Engineers appointed as AEs and in the ratio of 5 i.e. AAEs with B.E./B.Tech/Equivalent qualification converted as AEs have to be balanced after taking up the Recruitment Process only.
6. Later, the Orders issued vide reference 5th cited were amended vide reference 6th cited to the extent that in case of Non-availability of required graduate AAEs in the quota of 5% of the cadre strength of AEs/AAEs, the vacancy has to be filled by appointment by transfer of eligible Sub-Engineers to the cadre of AAEs preferably taken-up once in a year in the month of August.
7. Hence if the overall cadre strength of AAEs including graduate AAEs converted as AEs is 50% of section officer cadre strength, no graduate AAE will be converted as AE further, though there is shortfall in their ratio of 5%.

8. In view of the above, if any AAE who has acquired B.E./B.Tech qualification while inservice needs to be considered for conversion as AE now, the cadre strength(40:10:5:45) as on the effective date of conversion as AE in that year particularly in the category of AAEs and Graduate AAEs both separately and combinedly shall be verified. In the event of contemplating any orders of conversion of AAEs as AEs with retrospective effect, all the previous orders issued after the effective date of conversion shall also be reviewed with respect to cadre strength.
9. Under the above circumstances, this association requests the Hon'ble Chairman and Managing Director, TSSPDCL not to issue any orders deviating the above cadre strength orders. Further it is requested to arrange to furnish the list of year wise cadre strength of the above four categories of section officers before contemplating issue of any orders of appointment of AAEs with B.E/B.Tech/ Equivalent qualification as AEs and Graduate Sub-Engineers as AEs.

Thanking you Sir,

Yours faithfully,



(P.SADANANDAM)
Secretary General

Copy Submitted to:
The Director/HRD /TSSPDCL
The Director/Operation /TSSPDCL
The Director/Projects &IT /TSSPDCL