



TRANSMISSION CORPORATION OF TELANGANA LIMITED

ABSTRACT

TSTRANSCO – Industrial Relations – “Fixation of Revised Pay Scales” in respect of “Artisans” and extending of other allowances / benefits – Orders - Issued

T.O.O. (Jt.Secy - Per) Ms.No.463

Date: 22-10-2019

Read the following

- 1) T.O.O.(Jt. Secy.- Per) Ms. No.114, dtd.29-07-2017.
- 2) T.O.O.(Jt. Secy.- Per) Ms. No.115, dtd.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) T.O.O.(Jt. Secy.- Per) Ms. No. 130, dtd. 29.8.2017
- 5) T.O.O.(Jt. Secy.- Per) Ms. No. 131, dtd. 29.8.2017
- 6) Memo No. JS/DS(Per-II)/AS(IR&Reg)/PO(IR)/JPO(IR)/49/17,dtd.13.09.2017.
- 7) Memo No. JS/DS(Per-II)/AS(IR&Reg)/PO(IR)/JPO(IR)/40/17,dtd.14.09.2017.
- 8) Memo No. JS/DS(Per-II)/AS(IR&Reg)/PO(IR)/JPO(IR)/648/16,dtd.28.12.2017.
- 9) Memo No. JS/DS(Per-II)/AS(IR&Reg)/PO(IR)/JPO(IR)/271/17, dtd.03.01.2018.
- 10) Memo No. JS/DS(Per-II)/AS(IR&Reg)/PO(IR)/JPO(IR)/648/16-18/1,dtd.20.2.2018.
- 11) Memo No. JS/DS(Per-II)/AS(IR&Reg)/PO(IR)/JPO(IR)/648/16-18/3,dtd.20.2.2018.
- 12) T.O.O.(Jt. Secy.- Per) Ms. No.160, dtd. 28.7.2018
- 13) Common Judgment dtd.18.9.2018 in W.P.No.20544 of 2017 and W.P.(PIL) No.149 of 2017 of the Hon'ble Division Bench of High Court of Judicature at Hyderabad for the State of Telangana and Andhra Pradesh.
- 14) Minutes of joint meeting held with TETUF & TRVKS at Vidyut Soudha, Hyderabad on 19-10-2019

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.

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- 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".
- 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 5th to 11th 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.

2. The Functional Heads at the Corporate Office and Chief Engineers / Zones 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.

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4. These orders are issued with the concurrence of JMD (Finance, Comml. & HRD), vide Regd.No.3949, Dated.22-10-2019.

5. These orders are also available on TSTRANSCO websites and can be accessed at web address <https://www.tstransco.in>.

**D.PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR**

To

The Executive Directors	}	
The Chief General Manager(HRD)	}	
All Chief Engineers.	}	TS TRANSCO
The Joint Secretary	}	
FA&CCA / Dy. CCAs	}	
All Superintending Engineers.	}	
All Divisional Engineers/Executive Engineers	}	

Copy to:

PS to Chairman & Managing Director/TSTRANSCO/Vidyut Soudha/Hyderabad
PS to JMD(Finance, Comml., & HRD)/TSTRANSCO/VS/Hyderabad.
PA to Director (Projects)/TSTRANSCO/VS/Hyderabad
PA to Director (Transmission)/TSTRANSCO/VS/Hyderabad.
PA to Director (Lift Irrigation Schemes)/TSTRANSCO/VS/Hyderabad.
PA to Director (Grid Operation)/TSTRANSCO/VS/Hyderabad.
PS to Chairman & Managing Director, TSSPDCL, Hyderabad.
PS to Chairman & Managing Director, TSNPDCL, Warangal.
PS to Chairman & Managing Director/TSGENCO/VS/Hyd.
PS to Director (HR), TSGENCO/VS/Hyderabad
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 Rastra Vidyut Karmika Sangam, (R.No.H-58),
H.O.:Q.No.3-7-443, 444 Beside 132/33 KVSS, Jagital Road, Karimnagar.
The President, Telangana State Power Employees Union (Regd.No.1535) H.Q: Sri Laxmi Plaza, Plot No.111, D.No.6-3-662/18/A, Jafer Ali Bagh, Somajiguda-Hyderabad.
The General Secretary, Telangana Electricity Engineers Association, Regd.No.319/07, Mint Compound, Hyderabad.
The General Secretary, Telangana State Electricity P&G Employees Welfare Association, H.No.1-7-162, Bakaram, Musheerabad, Hyderabad – 20.
The President, Telangana State Power Engineers' Association(Reg.No.555/14),
H.No.6-3-663, Somajiguda, Hyderabad.
The General Secretary, Telangna State Electricity Assistant Engineer's, Association, (Regd.No.1185/77), New Paloncha-507115.

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The President, Telangana Power Diploma Engineers' Association
(Regd.No.272/2014), H.No.5-9-22/55, Adarsh Nagar, Hyderabad – 500 063.
The General Secretary, Telangana State Electricity Assistant Engineer's Association, (Regd.No.618/14),
New Paloncha-507115.
The General Secretary, Telangana Vidyut Engineer's Association (Regd.No.1438/2007), Plot.No.47, Road
No.09, East Kalyana Puri, Uppal, Hyderabad – 500 013.
The General Secretary, Telangana Electricity Accounts Staff Association (TEASA) (Regd.No.1228/2013),
3rd Floor, A-Block, Vidyut Soudha, Hyderabad.
The President, Telangana Electricity Assistant Engineers Association (Regd.No.108/2016), KTPS,
Paloncha.
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 General Secretary, Telangana Electricity Backward Classes Employees Welfare Association,
(Regd.No.1681/2006), Vidyuth BC Bhavan, Mint Compound, Hyderabad-500063.
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, Vidyut Accounts Officers Association of Telangna (VAOAT)
(Regd.No.656/2016) H.No.8-62, Sri Sai Nagar colony, Medipally, Medchal (Dist.) -500 039.
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 & Reg) /PO(IR)/JPO(IR)/648/2016

//Forwarded by Order//

Personnel Officer

ANNEXURE to T.O.O (Jt.Secy-Per) Ms.No.463, Dt.22-10-2019

Particulars	Artisan Gr.I	Artisan Gr.II	Artisan Gr.III	Artisan Gr.IV
Existing Scale - 2017	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
Revised Scale - 2018	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
Pay Fixation in RPS-2018	(Amount in Rs.)	(Amount in Rs.)	(Amount in Rs.)	(Amount in Rs.)
Basic Pay	12155	9535	7605	6175
Add: Fitment @ 25%	3039	2384	1901	1544
TOTAL:-	15194	11919	9506	7719
Pay Fixed on 01.10.2019	15195	11920	9510	7720
ADD : AGI	275	240	165	100
Basic pay as on 01.10.2019	15470	12160	9675	7820
Emoluments admissable :				
Basic pay as on 01.10.2019	15470	12160	9675	7820
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
I. GROSS Salary	29743	25042	21719	19548

NOTE :

- (1) The above table indicates the allowances for Artisans working in Corporate Office, Vidyut Soudha, 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.

D.PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR

//Forwarded by Order//

Personnel Officer