

**TELANGANA STATE POWER GENERATION CORPORATION LIMITED****ABSTRACT**

Estt – TSGENCO – ALLOWANCES - Revision of Allowances to the employees coming under Workmen category working at various places in TSGENCO – Orders – Issued

T.G.O.O.No.103/CGM(Adm.)/2018

Date:05.09.2018

Read the following:-

1. T.G.O.O.No.346/CGM(HR)/2014, Dtd.23.01.2015
2. T.O.O.(Jt.Secy.Per) Ms.No.94, Dtd.30.04.2018
3. T.G.O.O.No.100/CGM(Adm)/2018, Dt.05.09.2018

\* \* \* \*

**ORDER:**

In the reference 1<sup>st</sup> read above, the allowances of 'Workmen' were revised with effect from 01.04.2014.

2. In the reference 2<sup>nd</sup> read above, the Committee was constituted for revision of Pay Scales and Allowances of the employees of TSTRANSCO, TSGENCO, TSSPDCL and TSNPDCL and the Committee held discussions with the various employees Unions/Associations of the Companies and submitted its recommendations to TSGENCO on the Revision of Pay Scales and Allowances of the employees coming under the categories of Workmen and Other than Workmen.

3. The Management of TSTRANSCO, TSGENCO, TSSPDCL and TSNPDCL have entered into a wage settlement on 05.09.2018 which expires on 31.03.2022 and orders were issued for Revision of Pay Scales 2018 in the reference 3<sup>rd</sup> read above.

4. The TSGENCO after careful consideration directs that the allowances of the employees coming under the categories of Workmen shall be revised with effect from 01.04.2018 as indicated in the Annexure to this T.G.O.O.

5. The allowances shall be deemed to have come into force with effect from 01.04.2018 or from the date on which an employee elects/opt to come to Revised Pay Scales, 2018 after 01.04.2018 whichever is later.

6. The Revised Allowances are payable subject to the following conditions:

- a) In case of Work-to-Rule and Strike, specific orders of TSGENCO as the case may be obtained on each occasion for admissibility of allowances.
- b) In case where the employees proceeded on leave other than casual leave, allowances are not admissible for the leave period only but proportionate amount may be paid for the duty period.

7. These orders are issued with the concurrence of Director (Finance) vide U.O.No.337/D, Dtd.05.09.2018.

8. These orders are also available on TSGENCO website and can be accessed at the address <http://www.tsgenco.co.in>

Encl: As above.

(BY ORDER AND IN THE NAME OF TELANGANA STATE POWER GENERATION CORPORATION LIMITED)

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

To  
All the Heads of Power Generating Stations  
All the Functional Heads in Vidyut Soudha

**Copy to the:**

The Prl. Secretary to Government, Energy Dept., Secretariat, Govt. of Telangana  
 The Prl. Secretary to Government, Finance Dept., Secretariat, Govt. of Telangana.  
 The Spl. Chief Secretary to Government, PE Dept., Secretariat, Govt. of Telangana.  
 JS & PS to Chairman & Managing Director, TSGENCO, Hyderabad  
 SE/Tech to Chairman & Managing Director, TSGENCO, Hyderabad  
 Joint Secretary-I/TSGENCO  
 Joint Secretary-II/TSGENCO  
 DE(T) to Director (HR)/TSGENCO  
 DE(T) to Director (Thermal)/TSGENCO  
 DE(T) to Director (Hydel)/TSGENCO  
 Dy.CCA to Director (Finance)/TSGENCO  
 DE(T) to Director (Projects)/TSGENCO  
 AS to Director (Fuel Management)/TSGENCO  
 Company Secretary/TSGENCO  
 All Superintending Engineers/TSGENCO  
 All Dy.CCAs/VS/Hyderabad  
 AE(T) to CGM (Adm)/TSGENCO // PA to CGM(IS&ERP)/TSGENCO  
 All Deputy Secretaries/Assistant Secretaries/TSGENCO  
 Civil Surgeon/VSD/VS/Hyderabad  
 Superintendent of Police(V&S)/TSGENCO  
 Pay Officer//Accounts Officer (CPR)/TSGENCO  
 Divisional Engineer/MPP/TSGENCO  
 All Pay Drawing Officers of Power Generating Stations  
 The General Secretary, TEE Union (Regd.No.1104), (Recognized), H.No.#6-1-48, Mint Compound, Hyderabad.  
 The Secretary General, T.S.E. Employees Union (Regd.No.327), (Recognized), Dr. GSR Bhavan, H. No. 6-1-48/4, Mint Compound, Hyderabad – 500 063.  
 The General Secretary, Telangana State Power Generating Employees Union (Regd.No.E-1535), Lakshmi Plaza, Plot No.111,H.No.6-3-662/18/A Jafar Ali Bagh, Somajiguda, Hyderabad – 500 082.  
 The General Secretary, Telangana Raastra Vidyut Karmika Sangam (Regd.No. H-58/2005), Affiliated to TRS, Q.No.3-7-443, Besides 132/33, KV Sub Station, Jagithyal Road, Karimnagar –505001.  
 The General Secretary, APSE Board Engineers Association (Regd.No.874/75), H.No:6-3-663, Somajiguda, Hyderabad.  
 The General Secretary, State Scheduled Tribe Employees Welfare Association (Regd.No.956/78), H.Q., Mint Compound, besides APCPDCL (HQ), (New building), Hyderabad-500063.  
 The President, Power Generation Corporation Backward Class Employees Welfare Association, (Regd.No.1204/01), Plot No. 62, Door No. 7-89/62, Ayyappa Colony, Phase – I, Near Gayatri Dhyam Mandir, Dammaiguda Village, Keesara Mandal, Hyderabad – 500 083.  
 The General Secretary, Genco Mechanical Engineers Association (Regd.No 1805/2002), Qr.No.BDE-5, KTPS – Colony, Paloncha, Bhadadri Kothagudem – 507115.  
 The Secretary General, AP Transco, Genco SC,ST/Dalith Christian Employees Association (Regd.No.15/2002),Plot No.12,near G.N.R. Gardens, Anandbagh, Malkajgiri, Hyderabad – 500047.  
 The Secretary General, State O.C. Employees Welfare Association (Regd.No.1813/04), No.19, New MLA quarters, Adarshnagar, Opposite Post office, Hyderabad.  
 The General Secretary, Telangana Electricity Employee's Association (Regd. No.H-61/2005), H.No.14-3-237, Goshmahal, Begum Bazar, Hyderabad – 12.  
 The General Secretary, Telangana Electricity Backward Classes Employees Welfare Association (Regd. No. 1681/2006), Vidyut Bhavan, Mint Compound, Hyderabad – 500 063.  
 The General Secretary, Telangana Vidyut Engineers Association (Regd. No. 1438/2007), 3<sup>rd</sup> Floor, A- Block, Vidyut Soudha, Khairtabad, Hyderabad – 50008.  
 The Secretary General, Telangana Electricity Engineers' Association (Regd.No.319/07), Prof. Jaya Shankar Bhavan, Mint Compound, Khairatabad, Hyderabad. – 500004.  
 The Secretary General, Electricity O.C Employees Welfare Association (Regd. No.1088/08), H.No. 1-1-287/33, A, Chikkadapally, Hyderabad-500020.  
 The President, Telangana State Genco Personnel Service Employees Welfare Association (Regd.No.299/2008), H. No. 6-3-572, Room No. 408, 'B' Block, Vidyut Soudha, Hyderabad – 500 082.

The Secretary General, AP Power Engineers Association, (Regd.No.279/09), H.No.1-9-286/2/4/2/A, Ram Apartments, Vidyanagar, Hyderabad-44.

The General Secretary, Genco Engineers Association(Regd.No.1269/2009), T-5, Om Shakthi Towers, Plot No.144, Motinagar, Hyderabad.

The General Secretary, GENCO Pensioner's Welfare Association (Regd.No.97/2009), HQs, KTPS, Paloncha, Before Shuttle Indoor Court, Paloncha, Bhadadri Kothagudem Dist - 507115.

The Secretary General, Telangana Genco Transco Discoms SC/ST Employees Association (Regd.No.202/2010), C-37, 'A' Colony, Ramagundam - 505208, Peddapalli Dist.

The Founder and State President, Telangana Vidyut Contract Workers Union (Regd.No.2871/2012, H.No.6-1-44/3; Opp. MeeSeva, Telangana, Chowrasta, Mint Compound, Hyd-500004.

The General Secretary, APGENCO Civil Engineers Association (Regd.No:1344/2012), Q.No:C-7, APGENCO Housing Colony, Old Paloncha, Bhadadri Kothagudem Dist-507154.

The General Secretary, Telangana Electricity Accounts Staff Association (Regd.No. 1228/2013), Flat No. 104, Balaji Residency, H. No. 3-100/22, Srinagar Colony, Boduppal, R.R. District - 500 092.

The General Secretary, Telangana Electricity Accounts Officers Association (Regd.No.575/2013), H. No.: 11-1-141, Kanteshwar, Nizamabad-503002.

The President, Telangana Mala Electricity Employees Welfare Association (Regd.No.1577/2013, H.No.16-1-143, Swathi School Road, New Paloncha-507115, Bhadadri Kothagudem District.

The President, Telangana Electricity Muslim Minority Employees Welfare Association (Regd.No.132/2014), 12-1-1035/1, North Lalaguda, Hyderabad-17.

The State Secretary General, Telangana State Electricity SC, ST/Dalit Christian Employees Association (Regd.No.684/2014) Plot No.12, Near GNR Gardens, Anandbagh, Malkajgiri, Hyd-500047.

The Secretary General, Telangana State Electricity SC & ST Officers Welfare Association (Regd.No.556/2014) H.No.8-3-228/1280/56, Jawahar Nagar, Yousufguda, Hyderabad-500045.

The General Secretary, Telangana Electricity employees Muslim Minority Association (Regd.No:1124/2014) Affiliated to A.I.M.I.M H.No:8-4-544/58/1;Erragadda, Sanath Nagar (Post), Hyderabad-18.

The President, Telangana State Power Engineers Association (Regd.No. 555/2014), H.No.6-3-663, Somajiguda, Hyderabad - 500 082.

The President, Telangana Power Diploma Engineers Association (Regd. No. 272/2014), H.No. 5-9-22/55, Adarsh Nagar, Hyderabad - 500 063.

The President, Adivasi Vidyut Employees Welfare Association (Regd.No.14/2014), H.Q.Paloncha, Khammam Dist. Telangana State.

The President, Telangana State Electricity Assistant Engineers Association (Regd.No. 618/2014), H.Q. KTPS, New Paloncha , Khammam Dist. 507 115.

The General Secretary, State Electricity SC & ST Employees' Welfare Association (Regd.No.621/2014), H.O.: Dr. B.R. Ambedkar Bhavan, Mint Compound, Khairtabad, Hyderabad, Telangana.

The State General Secretary, Telangana Vidyut Diploma Engineers Association, (Regd.No. 1106/2015), BC Association Building, Mint Compound, Hyderabad -

The President, Telangana Backward Class Engineers Federation (Regd. No.583/2015), TBCEF Bhavan, near CGM/MZ Office, stone building , Mint Compound, Hyderabad-4

The President, Telangana Electricity Employees Welfare Society (Regd.No.193/2015), H.No.3-6-497, Flat G-1 Sai Krupa Apartment, Himayathnagar, Hyderabad-29.

The President, Telangana Electricity Assistant Engineers' Association (TEAEA) (Regd.No. 108/2016), H. No.12-1-63,Gandhinagar,New Paloncha, Khammam District, Telangana-507115.

The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No.B-1245), (Recognized), Mint Compound, Hyderabad.

The General Secretary, United Electricity Employees Union (Regd.No.B-1829),1-1-60/4, Musheerabad, Hyderabad-507115.

The General Secretary, A.P.S.E.B. Asst. Engineers Association (Regd.No.1185),New Paloncha, Bhadradri, Kothagudem Dist -507115.

The General Secretary/APSEB Technical Employees Union (Regd.No.B-2275), C/o. Sri. K. Sampath Reddy, H.No.6-1-49/5, Mint Compound, Hyderabad.

The Secretary General, APSEB SC&ST Employees Welfare Association (Regd. No. 1589), H.NO.8-3-228/1280/56, Jawaharnagar, Yousufguda, Hyderabad.

The General Secretary, AP Power Diploma Engineers Association (Regd.No.B-473) (Recognized), H.No.5-9-22/55, Adarsh Nagar, Hyderabad.

The State President, Telangana Electricity Employees Union (Regd.No:H-142),  
H.No.19-5-32/13/A/19, Mahmood Nagar, KishanBagh, Hyderabad – 500 064.

The General Secretary, Telangana Electricity Staff and Workers Union (Regd.No.  
H-64) (AITUC); H. No. 3-5-912, S.N. Reddy Bhavan, Himayathnagar, Hyderabad.

The General Secretary Telangana State Electricity Board Retired employees association  
(Regd No.375) Nakshantravilla No. 132, Siddanthi, Shamshabad, Ranga Reddy Dist -  
501218.

The General Secretary, Telangana Rashtra Power Employees Union (Regd.No.G-445),  
KTPS, Paloncha, Bhadradi Kothagudem Dist. Pin: 507115.

The General Secretary, TSGENCO Chemists Association  
Stock File/Spare copy

**C.No.Dir(HR)/DS(Estt)/AS(Estt-II)/PO.H/235/2018**

// FORWARDED :: BY ORDER //

*V. Madana Gopal*  
PERSONNEL OFFICER

**TELANGANA STATE POWER GENERATION CORPORATION LIMITED**

**ANNEXURE TO T.G.O.No.103/CGM(Adm)/2018, Dtd.05.09.2018**

**ALLOWANCES TO WORKMEN**

| Sl. No. | Description  | Existing Rates  | Revised Rates   |
|---------|--|---|---|
| {1}     | {2}  | {3}   | {4}   |
| 1       | Medical Allowance  | Rs.1000/- Per month   | Rs.1350/- Per month   |
| 2       | Transport Allowance to those who are entitled for the Cycle Allowance as per the existing orders (without limiting the distance) | Dispensed (Consequent to the introduction of Conveyance Allowance of Rs. 1000/- per month                                     | Dispensed (Consequent to the introduction of Conveyance Allowance of Rs.1000/- per month                                      |
|         | Conveyance Allowance to Physically Handicapped   |   |   |
|         | Conveyance Allowance to Security Sub – Inspector   |   |   |
|         | Conveyance Allowance to all employees of Workmen cadre   |   |   |
| 3       | Conveyance Allowance to all the employees of Workmen cadre   | Rs.1000/- Per month.<br><b>Note:</b> Those who are availing Bus pass reimbursement are not eligible for Conveyance Allowance. | Rs.1000/- Per month.<br><b>Note:</b> Those who are availing Bus pass reimbursement are not eligible for Conveyance Allowance. |
| 4       | Washing Allowance to those who are entitled as per the existing orders   | Rs.275/- Per Month  | Rs.275/- Per Month  |

| Sl. No. | Description   | Existing Rates   | Revised Rates  |
|---------|---|--|--|
| 5       | Special Allowances to Drivers   | Rs.400/- Per Month   | Rs.400/- Per Month   |
|         | i) Employees in the lower categories with driving license whose services are utilized in the existing vacant post of Driver.  |  |  |
|         | ii) Special Allowance to the provincial drivers in Vidyuth Soudan   |  |  |
|         | iii) Special Allowance to the O&M drivers in Generating Stations.   |  |  |
| 6       | iv) Crane Operator Allowance to the employees (other than Crane Operators) who are operating the Cranes)  | Rs.275/- Per Month   | Rs.275/- Per Month   |
|         | Telephone Allowance to the Telephone Operators who are working in PABX in Vidyuth Soudha, Hyderabad and Telephone Operators actually working in PABX/PMBX in field units. |  |  |
| 7       | Roneo Operator Allowance: Roneo Operators, Office Sub-Ordinates whose services are utilized for Roneo operation work where there is no Roneo Operator post.               | Rs.275/- Per Month   | Rs.275/- Per Month   |
| 8       | Hot Lines Special Compensatory Allowance to FM Gr-I, FM Gr-II, SLI, Line Inspector, Line Man, Tool Attendant Gr-II, Tool Keeper, ALM, JLM                                 | 70% on MOGS<br><br><b>Note :</b><br>i) The Hot lines staff are also eligible for Project Allowance @ 32.5% + 5% (*) on MOGS. (*) Project Allowance linked to performance parameters of respective Generating Stations.<br>ii) Insurance coverage upto Rs.15 Lakhs. | 70% on MOGS<br><br><b>Note :</b><br>i) The Hot lines staff are also eligible for Project Allowance @ 32.5% + 5% (*) on MOGS. (*) Project Allowance linked to performance parameters of respective Generating Stations.<br>ii) Insurance coverage upto Rs.15 Lakhs. |

| Sl. No. | Description   | Existing Rates  | Revised Rates   |
|---------|---|---|---|
| 9       | Special Allowance to Stenographers & Typists  | As in Govt. of Telangana State.   | As in Govt. of Telangana State.   |
| 10      | Project Allowance :   |   |   |
|         | a) All the Employees working in Thermal Power Stations  | 32.5 + 5% on MOGS   | 32.5 + 5% on MOGS   |
|         | b) All the Employees working in Hydel Power Stations  | 35.5 + 5% on MOGS   | 35.5 + 5% on MOGS   |
|         | c) All the Employees working at Corporate Office  | 8% on MOGS  | 8% on MOGS  |
|         | d) All the Employees working at all upcoming & New Projects (both Thermal & Hydel Power Stations) (*Note) | 35% on MOGS   | 35% on MOGS   |
|         | e) Shift Allowance to the Employees working in Shift duties in Power Generating Stations                  | 9% on MOGS.<br><b>Note:</b><br>All cadres and categories of employees working in round clock shift duties are entitled for shift allowance. | 9% on MOGS.<br><b>Note:</b><br>All cadres and categories of employees working in round the clock shift duties are entitled for shift allowance. |

**MOGS :- MINIMUM OF ORDINARY GRADE SCALE**

(\* Note)

1. The employees working in the construction areas of existing/upcoming power Projects are eligible for project allowance only under Item No.10(d) and they are not eligible to draw allowance under Item No.10 (a) and (b).

2. The categories under Item No.10 (a) and (b) are eligible for project allowance linked to performance parameters from the date of commercial operations of the Project/Units, OR the corresponding date of posting to the O&M units whichever date is later.

| Sl. No. | Description  | Existing Rates(2014) | Revised Rates       |
|---------|--|----------------------|---------------------|
| 11      | Coal Handling Allowance to O&M Staff including CHP Circle and FMCC division, Coal sampling, Ash Hopper, Ash silos and Mill reject areas.<br><b>Note :</b><br><b>Dust Allowance is not applicable to those who ae paid coal handling allowance.</b>   | Rs.345/- Per month   | Rs.345/- Per month  |
| 12      | Employees working in boiler section possessing   | Rs.365/- Per Month   | Rs.365/- Per Month  |
|         | i) Certificate of proficiency in BOE   | Rs.295 /- Per Month  | Rs.295 /- Per Month |
|         | ii) Boiler Attendant Certificate Class – I   | Rs.275/- Per Month   | Rs.275/- Per Month  |
|         | iii) Boiler Attendant Certificate Class – II   | Rs.685/- Per Month   | Rs.685/- Per Month  |
| 13      | a) Special Allowance to the employees working in Ministers Peshi, Chairman & Managing Director & Director's Peshi i.e. Class – III & below including O&M Staff<br>b) Special Allowance to the employees working in the Peshi's Functional Heads i.e. CE & equivalent cadre at Corporate Office, Vidyuth Soudha, Hyderabad i.e. Class – III and below including O&M Staff | Rs.375/- Per Month   | Rs.375/- Per Month  |



| Sl. No. | Description   | Existing Rates   | Revised Rates  |
|---------|---|--|--|
| 14      | Kit Maintenance/Dobhi Allowance to :<br>a) Security Sub – Inspector<br>b) Security Head Guards & Security Guards  | Rs.275/- Per Month<br>Rs.275/- Per Month<br>Rs.625/ Per Month  | Rs.275/- Per Month<br>Rs.275/- Per Month<br>Rs.625/ Per Month  |
| 15      | The services of non-designated Loco/Dozer Operators/Shunters, if they are utilized on Locos/Dozers/Shunting works |  |  |
| 16      | Dust Allowance  | Rs.275/- Per Month<br><b>Note:</b><br>For all the workmen, who are not in receipt of coal handling allowance and working inside the plant premises only.   | Rs.275/- Per Month<br><b>Note:</b><br>For all the workmen, who are not in receipt of coal handling allowance and working inside the plant premises only.   |
| 17      | Grid Clearing Allowance (earlier called as Track hopper Grid Clearance Allowance)                                 | Rs.275/- Per Month<br><b>Note:</b><br>Applicable to those departmental employees who are working in Grids that are existing in addition to dust allowance. | Rs.275/- Per Month<br><b>Note:</b><br>Applicable to those departmental employees who are working in Grids that are existing in addition to dust allowance. |
| 18      | Fixed TA/DA to the employees working in Coal Yard at Rudrampur & Yellandu   | Rs.900/- Per Month   | Rs.900/- Per Month   |

| Sl. No. | Description   | Existing Rates   | Revised Rates  |
|---------|---|--|--|
| 19      | Diving/Dipping/Dredging/Swimming Allowance  | Rs.625/- Per Month.<br><b>Note:</b><br>The employees in receipt of this allowance are also eligible for Dust Allowance.  | Rs.625/- Per Month.<br><b>Note:</b><br>The employees in receipt of this allowance are also eligible for Dust Allowance.  |
| 20      | Sanitation Allowance<br>(The post of Scavenger re-designated as Office Subordinate – House keeping) | Rs.625/- Per Month<br><b>Note :-</b><br>The Employees in receipt of this allowance are also eligible for Dust Allowance or Coal handling allowance as the case may be. | Rs.625/- Per Month<br><b>Note :-</b><br>The Employees in receipt of this allowance are also eligible for Dust Allowance or Coal handling allowance as the case may be. |

*V. Madan Mohan*  
PERSONNEL OFFICER