

Application under the Right to Information Act, 2005.

From:

Lalit Kumar,
H. NO. – H- 28, IInd Floor,
Gali No.- 01, Pratap Nagar, Andha Mugal Shakti Nagar,
New Delhi- 110051

To,

The Chief Public Information Officer (CPIO),
Power Grid Corporation of India Limited,
'Saudamini', Plot No. – 02, Sector - 29,
Gurugram (Haryana) – 122001.

Subject:-Information under Right to Information Act-2005, Section 6 (1).

Respected sir,

Please refer to the letter dated 10.05.2021 & 27.06.2021 and also to the representation mentioned in said letter filed by undersigned, addressing to the Director (Personnel), Power Grid Corporation of India Ltd., 'Saudamini', Plot No. 2, Sector -29, Gurugram (Haryana) -122001 (copy enclosed).

With regard to the above, please provide copies of the following:-

- (1) Preliminary Action Taken Report,
- (2) Subsequent report after the Preliminary Action Taken Report, and
- (3) Final decision of the Competent Authority in the matter of the letter dated 10.05.2021 & 27.06.2021 as mentioned above.

An IPO worth of Rs.10/- through Net Banking / Credit or Debit Card / UPI is attached herewith this letter as RTI fees.

With best regards,

Yours

(Lalit Kumar)

Dated: 28.10.2022

To,

DATE : 10.05.2021

Director Personnel,
Power Grid Corporation of India Limited,
(A Government of India Enterprise)
Saudamini Plot No.02, Sector-29,
Gurugram, Haryana.

Subject: Unfair Labour Practice by corporate HR.

Sir,

Wage revision of workmen was due from date: 1st of January 2017, for this Department of Public Enterprises formulated guidelines commonly known as Third PRC. According to these guidelines wage revision was applicable to employees of PSUs who were regular employees of PSUs on Date: 1st of January 2017, this means that it was not applicable to employees who joined PSU's after 01st January 2017. The employees regularised after that were to be given minimum of pay scale of respective grade.

The management of Powergrid held several meetings regarding new wage settlement with union representatives of all regions as Powergrid National Bipartite Committee meetings. In PNBC meeting held on Date:25th Feb 2019, the agreement for wage revision was finalized and MOU between union representatives and management representatives was signed. In accordance to this MOU a circular was released by Corporate Human Resources on dated 13th of March 2019. It's 2.0 & 3.0 point clearly said that workmen who were on rolls of company on Date:1st of January 2017 are entitled to fitment benefit and basic pay fixation formula. Those workmen who joined services of corporation after Date:1st of January 2017, were to be regularized on minimum of respective grade pay scales on their date of completion of training. As per this Junior Technician Trainees who joined company after 1st January 2017 were to be regularized on basic of Rupees.21,500/- at the grade W3.

But corporate human resources released a confidential IOM on dated:14th of March 2019, giving one time relaxation to workmen and supervisors who joined the company from 02nd January 2017 to 13th of March 2019, the workmen JTT and supervisors DT who joined the company within the



said period as trainees were fixed on basic pay Rupees.29,030 and 40,390/- respectively.

Taking example of JTT who joined the corporation after 1st January 2017 were to be fixed on basic pay Rs.21,500/- but instead they were given first basic pay Rs. 29,030/- means they were given increment of 35.02% on W3 minimum basic of Rs.21,500/- similarly DT who were regularised as S1 were given an increment of 61.56% on their minimum basic scale of Rs.25,000/- and giving first basic as Rupees.40,390/-.

This one time relaxation to JTTs and DTs amounts to UNFAIR Labour Practice as per Fifth Schedule Section 2(ra) of Industrial Dispute Act 1947. This one time relaxation had a clear malafied intention of Management, PNBC elections were to be held in late 2019 or early 2020. By this one time relaxation management obliged new joined Workmen and gave a clear message that be Personally Faithful to management for undue monetary benefits. By this act management managed to force new recruited workmen to vote in favour of certain Unions in each region of Powergrid thus keeping giving a loss to certain unions in each region. Many of these JTTs and DTs are personally loyal to HODs and are acting as a spy जासूस of HOD.

It is noticeable that Office Order 67/2019 of SR-II released on Date:25th March 2019 regularised DT's as S1 (equivalent to W8) on the basic pay of Rs.25,000/-. How strange that DT,s who are more qualified than JTTs are given less basic of Rs.25,000/- as their first basic while some JTTs regularised as W3 got their first basic Rs.29,030/-. Giving higher wages to a lower qualified and lower grade employee than a higher qualified and higher-grade employee is violation of Fundamental Rules.

Taking an example of imaginary employee who joined Powergrid as JTT on 1st January 2007 regularised as W3 on 31 Dec 2007, was given first basic of Rs.11,500/- minimum scale of W3 at that time. His yearly increments have been added and two upgradations are also included. As per 3rd PRC his new basic was fixed at Rs.40,020/-. If he is given benefit of 35.023% of increment on his fixed basic his basic gets Rs.54,035/- and if he is given increment of 61.56% as given to some DT's vide CC HR IOM Dated:14.03.2019 he will get his basic as Rs.64,656/- on 1st of January 2017.

Sir, I was seprated from the seVICES of Company in Dec 2017 on account of attaining superannuation age, the Pension Policy of POWERGRID is in dispute and insufficient to meet the basic needs of a retired workmen, so I am in dire

need of money, kindly give 61.56% of Increment on the new basic arrived by the Guidelines of Third PRC (CC 435/2019 dated 13.03.2019) and pay the arrears at the earliest.

Hope that you will consider my genuine demand.



Lalit Kumar,

Employee No.00230

Address: H-28, IInd Floor Gali No. 01, Pratap Nagar Delhi-110007

Enclosed:

- 1) Corporate HR Circular 434 & 435/2019 Dated-13.03.2019
- 2) POWERGRID Corporate Confidential IOM Dated:14.03.2019
- 3) POWERGRID SR-II O/O 67/2019 Dated-25.03.2019.

Date 27.06.21

To,

Director Personnel,
Power Grid Corporation of India Limited,
(A Government of India Enterprise)
Saudamini Plot No.02, Sector-29,
Gurugram, Haryana.

Subject: Unfair Labour Practice by corporate HR. (Reminder -1)

Sir,

Wage revision of workmen was due from date: 1st of January 2017, for this Department of Public Enterprises formulated guidelines commonly known as Third PRC. According to these guidelines wage revision was applicable to employees of PSUs who were regular employees of PSUs on Date: 1st of January 2017, this means that it was not applicable to employees who joined PSU's after 01st January 2017. The employees regularised after that were to be given minimum of pay scale of respective grade.

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पावर ग्रिड कार्पोरेशन ऑफ इंडिया लिमिटेड
(केन्द्रीय मानव संसाधन - औ.सं.वे अनुविभाग)



अंतर कार्यालय जापन

प्रेषक : वरिष्ठ महा प्रबन्धक (मा.सं)

सेवा में : व.म.प्र. (ERP)

संदर्भ : के.का./मा.सं/औ.सं.वे

म.प्र. (वित्त-स्थापना)

दिनांक: 14/03/2019

प्रतिलिपि : कार्यपालक निदेशक (वित्त)

विषय : Pay fixation of Workmen/Supervisor appointed in the regular pay scale on or after 01.01.2017 - reg

In 2017 Pay/ Wage Revision, the pay scales have been framed keeping in view the DPE guideline on the subject. However, there are number of employees & trainees who have joined the organization on or after 01.01.2017 and are drawing salary in the pre-revised scale and the consolidated amount as stipend respectively.

As a special one-time dispensation, it has been decided that in case of supervisor/workmen joining the organization on or after 01.01.2017 till date of issue of Pay/Wage Revision Circular (i.e 13/03/2019), their basic pay will be fixed as under:-

- Those who joined initially as JTTs and have been regularized on or after 01.01.2017 till 13/03/2019, their Basic pay to be fixed at Rs. 29030/- in the revised W3 scale from the date of regularization after training.
- Those who joined in W4 grade on or after 01.01.2017 till 13/03/2019, their basic pay to be fixed at Rs. 31560/- in the revised W4 scale from the date of joining.
- Those who have initially joined as DTs/ JOTs and have been regularized in S1 grade on or after 01.01.2017 till 13/03/2019, their basic pay to be fixed as Rs. 40390/- in the revised S1 scale from the date of regularization after training.

Further, the above dispensation will not be applicable to those workmen/supervisors who have left the services of the organization.

Accordingly, it is advised that necessary action in fixing the Basic Pay of concerned supervisor/workmen on pay/wage revision 2017 may be done.

This issues with approval of Competent Authority.


(एल. एस. नेगी)



संदर्भ Ref: दक्षेपाप्र SRTS-II:मासं HR/ 2019/

दिनांक Date : 25.03.2019

कार्यालय आदेश सं./OFFICE ORDER NO. 67/2019

एक वर्ष के प्रशिक्षण के सफल समापन पर, दक्षेपाप्र-II के निम्नलिखित डिप्लोमा प्रशिक्षुओं को S1 ग्रेड में जूनियर इंजीनियर ग्रेड IV के रूप में नियमित किया जाता है 25,000 / - रूपए के मूल वेतन के साथ 25,000-1,17,500/- के वेतनमान में, उनके नाम के साथ उल्लिखित तारीख से प्रभावी है।

On successful completion of one year training, the following Diploma Trainees of SRTS-II are hereby regularized as Junior Engineer Grade IV in S1 Grade with a Basic Pay of Rs.25,000/- in the pay scale of Rs.25,000-1,17,500/- with effect from the date mentioned alongside their names:

Sl.	Employee Name (S./Sh.)	Emp No	Regularisation w.e.f.
CIVIL			
1	Chandan Kumar .	60374	22/02/2019
2	Abhilash A S	60375	22/02/2019
3	Avinash Kumar Rawat	60376	22/02/2019
4	Rajeev Ranjan Kumar .	60377	22/02/2019
5	Chandan Kant Ravi .	60378	22/02/2019
6	Ashok Kumar .	60379	22/02/2019
7	Om Prakash Sahu	60380	22/02/2019
8	Ashutosh Ranjan .	60381	22/02/2019
9	Raushan Kumar .	60382	22/02/2019
ELECTRICAL			
1	Guru Sudharshan Reddy Martala	60327	20/02/2019
2	Lokeswara Reddy Katasani	60328	20/02/2019
3	Naga Raju Gollapudi	60329	20/02/2019
4	Nanda Kumar Mochai	60330	20/02/2019
5	Narendra Reddy Kasireddi	60331	20/02/2019
6	Shadab Alam MD	60333	20/02/2019
7	Harish Kumar Chanchu	60334	20/02/2019
8	Hareesh Billa	60335	20/02/2019
9	Sateesh Vankala	60337	20/02/2019
10	Srikanth Akurathi	60338	20/02/2019
11	Sudip Lakshan	60341	20/02/2019
12	Venkata Nagendra Chennuru	60342	20/02/2019
13	Chinna Rao Bellamkonda	60343	20/02/2019
14	Venkata Mohan Patra	60344	20/02/2019
15	Narendra Suragani	60347	20/02/2019
16	Muthahar Ahamed Shaik	60348	20/02/2019
17	Aswanth Lal A	60369	21/02/2019
18	Venkatapathi G	60389	21/02/2019
19	Ashok Kumar Kola	60349	21/02/2019

Sl.	Employee Name (S./Sh.)	Emp No	Regularisation w.e.f.
	<u>ELECTRICAL</u>		
20	Vishnu K R	60350	21/02/2019
21	Renukeswara Rao Allada	60351	21/02/2019
22	Praveen Enke	60353	21/02/2019
23	Rajasekhar Lingampalli	60354	21/02/2019
24	Ramanjaneyulu Pula	60355	21/02/2019
25	Anil Kumar Peddakotla	60358	21/02/2019
26	Subbaraju Nandyala	60359	21/02/2019
27	Sumit Mohan Wakde	60361	21/02/2019
28	Lakshmana Swamy Abbolu	60362	21/02/2019
29	Kranthi Kumar Katevarapu	60364	21/02/2019
30	Saikrishna Kongala	60365	21/02/2019
31	Saidulu Dharavat	60370	22/02/2019
32	Suresh Mude	60371	22/02/2019
33	Godwin K N	60373	22/02/2019
	<u>IT</u>		
1	Sreedevi K	60383	22/02/2019
2	Avinash Kumar .	60384	22/02/2019
3	Avinash Kumar ..	60385	22/02/2019
4	Gunjan Kumar .	60386	22/02/2019
5	Anand P Sajith	60387	09/03/2019

वे नियमित किए जाने की तारीख से एक वर्ष की अवधि के लिए परिविक्षाधीन रहेंगे और उनकी परीविक्षा इस प्रभाव से आगे आदेश जारी किए जाने के बाद ही पूरी मानी जाएगी।

They will be on probation for a period of one year from the date of regularization and shall be deemed to have completed their probation period only on issue of an order to this effect.

वे उक्त ग्रेड में कार्मिकों को समय-समय पर लागू अन्य भत्तों के लिए भी पात्र होंगे।

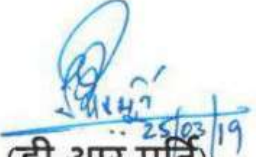
They will be entitled to other allowances as admissible to employees in the said Grade from time to time.

उनकी नियुक्ति की अन्य शर्तें व निबंधन उन्हें जारी किए गए नियुक्ति प्रस्ताव और उनके द्वारा कार्यान्वित सेवा बांड के अनुरूप होंगी

Other terms and conditions of appointment will be in accordance with the Offer of Appointment issued to them and service bond executed by them.

यह सक्षम प्राधिकारी के अनुमोदन से जारी किया जाता है।

This issues with the approval of the Competent Authority.


(डी.आर.मूर्ति)

महाप्रबंधक (मा.सं.)

वितरण Distribution:

1. Chief GM (AM)/(Projects & CEO, PNMTL), B'lore/(TN Proj..) Chennai/ Trichur HVDC
2. Senior GM (Engg&Comm.)/(SRTCC)/(FQA)/(PNMTL)/(Projs), RHQ, B'lore/Pugalur HVDC
3. GM (F&A)/(C&M)/(RTAMC)/(PMS)/(BDD)/(ERP)/(Projects), B'lore
4. Senior DGM (ULDC&IT), B'lore
5. DGM (Law)/(Safety) / Chief Mgr (Vig), B'lore
6. Station I/c, Arasur/ Ariyalur/ Bidadi/Bijapur/Dharmapuri/ Hassan /Hiriyur/Hosur/Kalivandapattu/ Karur/ Karaikudi/Kochi /Kolar/Kozhikode /Madurai /Mysore /Narendra/Palakkad /Pavagada/Pondy/ Salem/Somanahalli/ S'pudur/Tirunelveli/Trichur/Trichy/ Tumkur/Trivandrum/Thiruvallam/Tuticorin PS/ Udumalpet
7. TLC I/c, Kottayam/Palladam/Pathanamthitta/Sangagiri/Somanahalli/Attur/Tiruvanamalai Tirupattur/Ulundurpet/Yelahanka/Pavagada
8. Office Order file / Personal file(s) / Subject file