



SOUTHERN POWER DISTRIBUTION COMPANY OF A.P.LIMITED
CORPORATE OFFICE::TIRUPATI
ABSTRACT

APSPDCL – Tirupati – Wages and other allowances to outsourced persons working in APSPDCL through 3rd party agencies – Categorization “**Pay and other allowances**” – Modification orders Issued.

S.O.O.(CGM-HRD) Ms.No.2367

Dt : 23.02.2024

Read the following:-

- 1..G.O.Ms.No.11, Labour Employment Training and Factories (LAB.II) Department Dt: 17.01.2012
2. G.O.Ms.No.151, dt.08.08.2016
3. Letter No.ENE01-OPCS/1/2020, Dt.01.08.2020
4. Memo.No.CMD/CGM/HRD/JS/HR/GM-I (HR)/DGM-IV/PO(L)/D.No.548/20,Dt.25.08.2020
5. G.O.Ms.No.07, Finance (HR.I.Plg & Policy) Department Dt: 17.01.2022
6. TOO (Addl. Secy. Per) Ms. No: 2917, Dt: 14.08.2023
7. S.O.O.(CGM-HRD) Ms.No.1273, dt.28.08.2023.
8. S.O.O.(CGM-HRD) Ms.No.1343, dt.13.09.2023.
9. TOO (Addl. Secy. Per) Ms. No: 2949, Dt: 20.09.2023
10. Memo.No.CMD/CGM/HRD/JS(HRD)/GM(HR-I)/DGM/JPO/D.No.902/23,Dt.22.09.2023.
11. Memo.No.CMD/JMD/Addl.Secy/DS/(Estt.IR&R)/PO(IR)/490-V5/2023, Dt.23.09.2023 (Order No.1819)

ORDER :

APSPDCL has issued orders for enhancement of wages to the outsourced persons working in APSPDCL as on 14.08.2023 vide reference 7th and 8th cited.

2. After careful consideration APSPDCL hereby modifies the orders in S.O.O. Ms.No.1343, Dt.20.09.2023 for categorization “**Pay and other allowances**” to fulfil the statutory and non-statutory obligations under various statutory acts for various categories.

i) Wages:

Item	Description of Amount (Per Month)	High Skilled (In Rs.)	Skilled (in Rs.)	Semi-Skilled (in Rs.)	Un-Skilled (in Rs.)	Consolidated Pay Category-II (Field Assistants (In Rs.))	Consolidated Pay Category-III (Helper) (In Rs.)
1	Basic Wages	22,589.00	20,500.00	17,144.00	16,473.00	18,500.00	15,000.00
2	Other Allowances	8,016.00	7,453.00	6,092.00	5,845.00	Nil	Nil
3	Gross (Item 1+2)	30,605.00	27,953.00	23,236.00	22,318.00	18,500.00	15,000.00

ii) Categorization of other Allowances:

S.No	Description	Category			
		High Skilled (In Rs.)	Skilled (in Rs.)	Semi-Skilled (in Rs.)	Un-Skilled (in Rs.)
1	Conveyance Allowance	4,000.00	3,437.00	3,000.00	2,845.00
2	Special Expenses Allowance	4,016.00	4,016.00	3,092.00	3,000.00
Total		8,016.00	7,453.00	6,092.00	5,845.00

Contd..

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3. The conveyance allowances and special expenses allowance are not a part of wages and shall not attract the payment of ESI Contribution under ESI Act' 1948.
4. The revised statement of Remuneration payable to the outsourced persons is annexed.
5. All the Heads of Department/Pay Drawing Officers of APSPDCL are requested to take necessary action accordingly.
6. **“The contribution towards EPF shall be paid only on basic wage of the outsourced workers limited to Rs.15,000/- excluding other allowances”.**
7. It is further directed to implement these orders with effect from February/2024.
8. These orders are issued with the concurrence of Director/Finance/ APSPDCL/Tirupati.
9. These orders are also available on APSPDCL website and can be accessed at the address. www.apspdcl.in

(BY ORDER AND IN THE NAME OF CMD/SOUTHERN POWER DISTRIBUTION COMPANY OF A.P.LIMITED/TIRUPATI)

**K.SANTHOSHA RAO
CHAIRMAN & MANAGING DIRECTOR**

To
All Superintending Engineer/APSPDCL
All Executive Engineers/APSPDCL

Copy to:-

All Chief General Managers/Corp. Office/Tirupati
All General Manager's/SPDCL
The General Manager/ IT & SAP/Corporate Office/
The Pay Officer/SPDCL/Tirupati
The Company Secretary/SPDCL/Tirupati
All Deputy General Manager/P&G Service/SPDCL/Tirupati
All Personnel Officers/P&G Services/SPDCL/Tirupati.
The P.S. to Chairman & Managing Director/APSPDCL/Tirupati.
The P.S. to Director/Finance/SPDCL/Tirupati
The P.S. to Director/Technical & HRD/SPDCL/Tirupati
The P.S. to Director/Projects/APSPDCL/Tirupati

Stock file.

C.No.CMD/CGM (HRD)/GM(HR-II)/DGM-VII/JPO/D.No.113 /24, dt: 23 .02.2024

// FORWARDED :: BY ORDER //

DEPUTY GENERAL MANAGER

Annexure As per S.O.O. Ms.No.2367 Dt:23.02.2024

Statement showing the Wages/remuneration payable to outsourced manpower per month

Item	Description	High Skilled	Skilled	Sem- Skilled	Un-skilled	Consolidated Pay Category- II (Field Assistants) Rs.18,500/-	Consolidated Pay Category- III (Helper) Rs.15,000/-
1	Pay	22589.00	20,500.00	17,144.00	16,473.00	18,500.00	15,000.00
2	Allowances	8,016.00	7,453.00	6,092.00	5,845.00	0.00	0.00
3	Gross (Item 1+2)	30,605.00	27,953.00	23,236.00	22,318.00	18,500.00	15,000.00
4	Employer EPF @ 12% Adm. Charges @ 0.5% and EDLI @ 0.5% on pay (on Item 1) Limited to 15000/-)	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00
5	Employer ESI/Mediclaim at 3.25% on Gross (on Item 3)	0.00	666.25	557.18	535.37	601.25	487.50
6	Add Contractor Supervision Charges on Pay (on Item 1)	As per Agmt	As per Agmt	As per Agmt	As per Agmt	As per Agmt	As per Agmt
7	Total (Item 3+4+5+6)	32,555.00	30,569.25	25,743.18	24,803.37	21,051.25	17,437.50
8	GST at 18% on Total (Item 7)	5,859.90	5,502.47	4,633.77	4,464.61	3,789.23	3,138.75
9	Amount Payable to the contractor (Item 7 +8)	38,414.90	36,071.72	30,376.95	29,267.98	24,840.48	20,576.25
	Wages to be paid to the out sourced person after deduction						
10	Gross Wages (Item 3)	30,605.00	27,953.00	23,236.00	22,318.00	18,500.00	15,000.00
11	Deduct 12% EPF on pay of Outsourced person	-1,800.00	-1,800.00	-1,800.00	-1,800.00	-1,800.00	-1,800.00
12	Deduct 0.75% ESI on gross of outsourced person	0.00	-153.75	-128.58	-123.55	-138.75	-112.50
13	Deduct Professional Tax(*)	-200.00	-200.00	-200.00	-200.00	-150.00	0.00
	Net wages to outsourced person (in Rs.)	28,605.00	25,800.00	21,108.00	20,195.00	16,412.00	13,088.00

(*) Professional Tax to be deducted from the outsourced persons	
Up to Rs.15,000/-	NIL
From Rs. 15,001 to 20,000/-	150.00
Above Rs.20,000/-	200.00

Sd/- K.SANTHOSHA RAO
CHAIRMAN & MANAGING DIRECTOR

// FORWARDED :: BY ORDER //

DEPUTY GENERAL MANAGER