

ANDHRA PRADESH INDUSTRIAL INFRASTRUCTURE CORPORATION LTD
Modalities for distributing the Personnel between the Successor States

Andhra Pradesh Re-organization Act, 2014 for Re-organization existing State of Andhra Pradesh received the President's assent on 01 March 2014. The "Appointed Day" for the new State formation of "Telangana" is 02 June 2014. The Act requires the State of Andhra Pradesh to initiate activities related to creation of successor states including the apportionment of assets, liabilities, employees, contracts etc, between the two successor states.

Accordingly, two divisions namely Andhra and Telangana divisions are formed w.e.f. 02.06.2014 as per the guidelines issued by Government from time to time. The existing sanctioned posts are allocated based on population ratio in the Demerger Scheme which is nearer to the actual usage. Employees are allocated to the two divisions on provisional basis. The Demerger scheme was approved by the Board of Directors in their 199th and 202nd meeting held on 02.05.2014 and 26.03.2015 respectively.

Further, the Board of Directors in their 202nd meeting held on 26.03.2015 discussed the matter and authorised the Vice Chairman and Managing Directors of both AP and TS divisions to finalise the modalities for allocation of employees between both the companies.

Part VIII of the Andhra Pradesh Reorganisation Act, 2014 deals with provisions relating to services of which Section 82 directly deals with provisions for employees of Public Sector Undertakings.

In pursuance to the provisions of the decision of the Board read with the Andhra Pradesh Reorganisation Act 2014, the following modalities are issued:

Modalities for final allocation

1. The following modalities shall guide the final allocation of personnel of the Corporation:
 - a) Persons who immediately before the appointed day are serving on substantive basis in connection with the operations of the Andhra Pradesh Industrial Infrastructure Corporation Ltd shall be considered for allocation. Employees holding posts on purely ad-hoc basis immediately before the 'appointed day' shall be considered against substantive posts (or regular) held by them on the 'appointed day' if any.
 - b) Allocable employees shall be considered for allotment between the successor Corporations on the basis of seniority list as available on June 01, 2014.
 - c) The employees to be allocated would include persons who are absconding, long absentees, those on leave preparatory to retirement or other kinds of leave, those under suspension, persons undergoing training and employees on deputation, including foreign service deputation. There shall not be any case of an employee not being allocated either of the successor states.
 - d) Corporation employees who hold allocable posts shall be allocated based on option received from the employees indicating their preference to serve in either of the successor states after taking their option into consideration.
 - e) The allocation shall be done in order of seniority as available on June 01, 2014. Those who have opted, who are 'local candidates' relatable to the state to which they have opted, shall, in order of their seniority be considered for allocation first. If allocable posts in that category remain then, others who have opted to the state may be allocated in order of seniority if so desired by the Vice Chairman and Managing Directors of the Successor Corporations in accordance with special considerations indicated in the guidelines.

- f) Vacant posts or posts created subsequent to the appointed day by either Corporations will be reckoned for the purposes of final allotment of Corporation employees services employees.
- g) Local candidature shall be as defined under the Andhra Pradesh public employment (Organization of Local Cadres and Regulation of Direct Recruitment) Order, 1975 as certified by the competent authority, with strict reference to the school records. False claim of local candidature or production of false certificate with the intent to mislead shall be punishable as a criminal offense and also be subject to major disciplinary proceedings.
- h) Where personnel in the seniority list of a category of posts is appointed based on subject specialization like electrical engineers, allotment of posts and personnel in such a cases should be subject specialization wise.
- i) Officers who have retired / died after the appointed day but before allocation ~~but~~ will also be allotted.
- j) Employees belonging to allocable categories working on deputation/ tenure basis will be allotted by the parent department of the officer.
- k) Employees who are not local in relating to both states will be allocated on the basis of place of birth or home district, as the case may be, after due verification and certification. Those originally from other states will be allocated on a case by case basis after considering their option.
- l) Employees who are members of the scheduled castes or the scheduled tribes shall be considered for allocation on the basis of their option if they are local candidates. In the event, an SC or ST employee has not exercised his option or where he has not been so allocated he /she shall be allocated to the state where his caste or tribe, as the case may be, is included in the concerned scheduled of the state.

- m) Last grade employees and Light Vehicle Drivers shall be allocated on the basis of option or local candidature, as far as possible. Vacant posts and posts created subsequent to the appointed in this category will be reckoned, for the purposes of final allotment of these employees.
- n) Spouse of an All India Service (AIS) or State Service officer who belongs to Corporation cadre shall be allocated, where so desired by the spouse, to the State to which the AIS officer or State officer is allocated.
- o) Spouses in Corporation cadre in Government or in State or Central Government institutions, local bodies and those who are deemed allocated as per the Act, shall as far as practicable, be allotted to the same State, after considering options made by them and their local candidature. Spouses who are local candidates of a State shall be allocated to that state. Spouses who belong to different states may be allocated after considering their options.
- p) Female employees may be allocated to a state based on their option after considering of local candidature of their spouses.
- q) Cases of alleviation of extreme personal hardship of Corporation employees will be exceptions to the principle;
 - i) Widowed female employees may be considered for allocation to the State to which option is exercised.
 - ii) Handicapped persons of more than 60% disability may be allocated on the basis of option, subject to the procedure prescribed by the State Government.
 - iii) An employee or whose spouse or child is known to be facing serious medical hardship, in cases of Cancer, Open Heart/Bye-pass surgery, and Kidney Transplantation/ Kidney failure and continuing on Dialysis shall be considered for allotment on special grounds on priority on the basis of option, subject to strict proof of verification as per the procedure prescribed by the State Government. This clause is applicable to only those employees who are working outside the common capital.

- r) The actual allocation of personnel to successor Corporations shall be guided by the public interest and administrative needs of the posts in the Corporations.
- s) Notwithstanding the guidelines indicated above the Managing Directors of the successor Corporations may consider any principle/factor which may become crucial in deciding allocation of employees to successor States subject to approval of the Board.

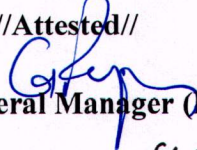
Representations by and Final Allocation of Employees

2. Representation against tentative allocation may be received and disposed off in the following manner:

- a) ~~An~~ employees who feels aggrieved by the tentative allocation, would be at liberty to submit his representations to the Vice Chairman and Managing Director of the Corporation to the Successor state in which he is serving, with a copy to the Vice Chairman and Managing Director of the other Corporation.
- b) Representation of an employee should be self-contained, clearly indicating the specific points of grievance and should be addressed to the VC & MD.
- c) The successor Corporations shall furnish its official comments on the representations received by keeping in view the law, rules and orders and would forward the same for further consideration of the Committee consisting of the Vice Chairman and Managing Directors of the Successor Corporations.
- d) The Committee will consider the representation of the employees after taking the views of both Corporations for taking a final view in the matter.

Sd/-
Vice Chairman and Managing Director
TSIC LTD.,

Sd/-
Vice Chairman and Managing Director
APIIC LTD.,

//Attested//

General Manager (Per) i/c
&
(cum fin)