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**ANDHRA PRADESH BEVERAGES CORPORATION LIMITED
AND**

TELANGANA STATE BEVERAGES CORPORATION LIMITED

(An Undertaking of Government of Telangana)

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A2/73/2013 / 875

Date: 18-02-2015.

CIRCULAR - NO - 16

Sub: TSBC/APBCL - A P Reorganisation Act - 2014 - Issuance of Guidelines for final allocation of Employees between APBCL and TSBCL - Exercise of Options by the Allocable Employees - Reg.

Ref: 1) G.O.Ms.No.187, Revenue (Ex.II) Department, dt.16-05-2014.
2) G.O.Ms.No.239, Revenue (Ex.II) Department, dt.27-5-2014,
3) Guidelines for Final Allocation of State Cadre Employees issued vide G.O.Ms.No.312, dt:30-10-2014.
4) Procs.No.A2/76/2013/19622, Dt:31-05-2014
5) Procs.No.A2/76/2013/19623, Dt:31-05-2014
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1) Consequent on bifurcation of State of Andhra Pradesh under A.P. Reorganisation Act 2014, the Government vide G.O.1st cited, observed that the existing Corporation i.e, APBCL needs to be bifurcated and sanction has been accorded to incorporate a new Corporation in the name and style of Telangana Beverages Corporation Limited under Companies Act, 1956. Accordingly, a new Corporation in the name and style of Telangana Beverages Corporation Limited was established and started functioning from 01-06-2014.

2) In pursuance of the orders issued in the said G.O., the matter relating to Scheme of area of operation, Assets and Liabilities, Share capital and the sanctioned posts and the staff working was placed before the Board of Directors (combined State) in their 184th meeting held on 12-05-2014 and submitted recommendations of the Board of Directors, to the Government.

3) The Government vide G.O.2nd cited, approved the Draft scheme, as resolved in the 184th Meeting of the Board of Directors (combined State) held on 12-05-2014 for distribution/transfer of area of operation, the assets and liabilities, Share Capital and total sanctioned Cadre Strength existing in Corporate Office and field units were also bifurcated and allotted to two Corporations i.e., Andhra Pradesh Beverages Corporation Limited and Telangana Beverages Corporation Limited. The resolution of the Board of Directors with regard to the cadre strength and allocation of employees is as follows.

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- a) "Resolved and approved to distribute and transfer the sanctioned cadre strength of Regular and Outsourcing Employees of existing APBCL Depots (other than HQ) among APBCL and TSBCL on location basis and the sanctioned cadre strength of APBCL Head Quarters among APBCL and TSBCL on population ratio of 58.32:41.68 as per Annexure-F1 and F2"
- b) "Further resolved and approved that the allocation of the existing regular and outsourcing employees for the two Corporations shall be taken up as per the guidelines of Government of India and Government of Andhra Pradesh".
- c) Resolved and approved to distribute the Unskilled Workers working at the respective IMFL Depots among the two Corporations on as is where is basis".

The details of approved apportioned cadre strength is annexured here with. However, as per the approved scheme, the allocation of employees are kept pending for want of Government guidelines.

4) The data of employees was fed into A.P. Re-organisation Portal and an output was made in respect of the employees working at Corporate Office of APBCL (combined State) by the Finance Department. Accordingly, the Officers and Staff of Corporate Office working in the APBCL (combined State) were bifurcated and allotted provisionally and ordered to work in the Telangana State Beverages Corporation Limited and Andhra Pradesh Beverages Corporation Limited, until further orders, stating that the said provisional allocation shall not confer any right on any staff so allotted, for being allotted to either of the successors Corporations during their final allocation, vide Proceedings 4th & 5th cited.

5) The Government of Andhra Pradesh vide G.O.3rd cited, communicated the guidelines for final allocation of State Cadre employees under A.P.Reorganisation Act 2014.

6) As per the said guidelines, it is decided that all actions will be jointly done by the two Corporations in mutual consultation with each other.

7) In view of the above, the following guidelines on allocation of personnel in State cadre/zonal cadre are framed with reference to the guidelines issued by the Government vide G.O. 3rd cited.

Allocation of personnel:

- a) **Final allocation of personnel holding the posts except for the cadres of Assistant Stores Officers (Grade-I & II)/Jamedar Sweepers/Sweepers** to both the successor Corporations is to be done, after taking in to consideration the options exercised by the employees. The local cadre personnel in the respective Corporations are deemed allotted to the respective Corporations APBCL/TSBCL in which the local cadre is located.

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- b) Persons who immediately before the appointed day i.e., 01-06-2014 are serving on substantive posts in the combined Corporation (APBCL) shall be considered for allocation.
- c) Allocation of employees shall be done based on the final distribution of posts as recommended by the Board of Directors in their 184th meeting held on 12-05-2014 and approved by the Government vide G.O.Ms.No.239, dated: 27-05-2014.
- d) Allocable employees shall be considered for allotment between two Corporations on the basis of seniority list as available on 01-06-2014. In case, the seniority list is not made final to the existing cadres, the employees joined posts in such existing cadres shall be included in the order of date of their joining and roaster as applicable. If the date of joining is same, the elder shall be considered first.
- e) The employees to be allocated would include the persons who are absconding, long absentees, on leave, under suspension, on deputation to other Corporations/Departments. There shall not be any case of an employee not being allocated to either of the successor Corporations.
- f) The employees who hold allocable posts shall be allocated after seeking options from the employees indicating their preference to serve in either of the Corporations after taking their option in to consideration.
- g) The allocation shall be done in order of seniority as available on June 01, 2014. Those who have opted, who are 'local candidates' relating to the Corporation 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 Corporation may be allocated in order of seniority. If still posts remain allocation will be made in reverse order of seniority.
- h) Employees who are not local in relating to both Corporations will be allocated on the basis of place of birth or home district, as the case may be, after due verification of Study Certificates. Those originally from other State will be allocated on a case by case basis after considering their option.
- i) 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

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be allocated to the Corporation of a State where his caste or tribe, as the case may be, is included in the concerned schedule of the State.

- j) Last Grade Employees (Group:C), and 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 day in these categories will be reckoned, if so desired by the concerned Corporation, for the purposes of final allotment of these employees.
- k) Spouses in State cadre in Government or in State Government institutions, local bodies and those who are deemed allocated as per the Act, shall as far as practicable, be allotted to the Corporation of that State, after considering options made by them and their local candidature. Spouses who are local candidates of a State shall be allocated to the Corporation of that State. Spouses who belong to different States may be allocated after considering their options.
- l) Cases of alleviation of extreme personal hardship will be exceptions to the principle:
 - i. Widowed female employees may be considered for allocation to the Corporation to which option is exercised.
 - ii. Handicapped persons of more than 60% disability may be allocated on the basis of option.
 - 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.
- m) Local candidature shall be as defined under the Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 as certified by the competent authority, with strict reference to the school records. While the committee may take into consideration entry made in the service register as prima facie proof of local candidature, it shall be open to either Corporation or the committee to subject the genuineness of the employee's local candidature status to strict verification. False claim of local candidature or production of false certificate with the intent to mislead shall be punishable as a criminal offence and also be subject to major disciplinary proceedings.
- n) Cadre composition with reference to direct recruits/ promotees and reserved categories of persons as on the appointed day (observed percentage for different groups) may, as far as practicable, be kept in view while allotting personnel to the two Corporations.

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- o) Officers who have retired/died after the appointed day but before allocation will also be allotted.
- p) An employee 'on other duty' in a Corporation allocated to the other Corporation will be repatriated to the Corporation to which the employee is allotted.

Process of Allocation:

- i) **All the employees in various cadres** are requested to exercise their Options in the prescribed proforma enclosed herewith and submit the same on or before **28-02-2015** duly filled in, to the General Managers (P&A) of the respective Corporations through proper channel, indicating their preference for either of the Corporations.
- ii) The scrutiny of statements made in the option forms shall be done and factual accuracy of the statements made therein will be done by the Committee to be constituted for the purpose.
- iii) If no option is received within the prescribed time, or where an employee is willing to be allocated to either of the two Corporations, such person shall be allotted based on the other criteria.
- iv) Option once exercised cannot be changed under any circumstances.
- v) After scrutiny, the Committee will draw up a Tentative Allocation List for all employees whether they have exercised option or not and submit their recommendations to both the Managing Directors of APBCL/TSBCL for approval.
- vi) The Tentative Allocation list will be communicated to the employees inviting objections, if any.
- vii) Representations received against tentative allocation will be disposed off in the following manner:
 - a) An employee who feels aggrieved by his tentative allocation, be at liberty to submit his representation to the respective Managing

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Director of APBCL/TSBCL in which he is serving for placing the same before the Committee.

- b) Representation of an employee should be self-contained, clearly indicating the specific points of grievance.
 - c) The Committee shall also give opportunity to those aggrieved employees for personal hearing and submit their findings to both Managing directors.
 - d) The representation of an employee will be examined and disposed off by both the Managing Director of APBCL/TSBCL.
- viii) After addressing the objections raised, if any, by the employees, based on the recommendations of the Committee, the Tentative Allocation List will be made final by both the Managing Directors of APBCL and TSBCL after approval of Board of Directors of TSBCL/APBCL respectively and final allocation orders will be issued allocating the employees to APBCL/TSBCL.

Sd/-
Managing Director
TSBCL

Sd/-
Managing Director
APBCL

To
All the employees working at Corporate Offices and IMFL Depots in the States of Telangana and Andhra Pradesh.
All the Chief Managers/Managers of IMFL Depots in the States of Telangana and Andhra Pradesh.
Notice Boards at all IMFL Depots and Corporate Offices of States of Telangana and Andhra Pradesh.
CC: mf/oc.

//Attested by//

General Manager(P&A).

