

ALL INDIA POWER ENGINEERS FEDERATION



(REGISTERED UNDER SOCIETIES ACT XXI of 1860), Regd. No. 24085/93

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No. 57 - 2024 / Ladakh

09 - 09 - 2024

To,

**Brig. Dr. B.D. Mishra
Hon'ble Lt. Governor
Union Territory of Ladakh
Raj Niwas, Leh
Ladakh - 194101**

Subject: Issues Pertaining to Engineers of Ladakh Power Development Department.

Esteemed Sir,

All India Power Engineers Federation (AIPEF) is the Federation of Power Engineers working in Central Electricity Authority (CEA), DVC, BBMB & Power Corporations / Department of all States/UT's

With due reverence and regards AIPEF wants to submit before your goodself the following issues of urgent nature pertaining to engineering fraternity of Ladakh Power Development Department (LPDD) for early redressal :-

1. Conversion of Ladakh Power Development Department (LPDD) into Corporation:

The proposal of corporatisation of LPDD has been submitted by RECPDCL without taking the actual stakeholders in the department onboard particularly Power Engineers and proposal sidestepped expansion of divisions in various wings of LPDD and is silent about future of the employees with regards to various issues like promotional avenues, Salary, service conditions, pensionary benefits, filling up of vacant posts, confirmation of services of promoted employees at all levels, regularization of daily wagers, finalization of recruitment rules etc. Therefore we request your esteemed self to direct the concerned authority not to proceed further in the matter before addressing the genuine demands of the employees of the department. It is pertinent to mention here that due to corporatization of department in Jammu and Kashmir, the employees are facing difficulties with regard to salary, pension and other service benefits. In other States also corporatisation of SEB's / Power Department has not yielded desired results. Puducherry, Chandigarh and other Union Territories are still having Power Department.

The provision for disbursement of salaries and other benefits of the employees may kindly be kept as per the prevailing dispensation through budgetary provisions of UT Ladakh under demand No. 55 subsequently pensionary benefits of the employees may also be allowed under Major Head 2071 so that post retirement benefits of employees could be secured.

The proper financial mechanism is needed to be finalized to secure interest of all the employees. No hasty decision should be taken for Corporatisation of LPDD.

The proposal of sizing of organizational structure of corporatisation of LPDD has been submitted by RECPDCL without actual ground survey report as this agency (RECPDCL) has never deployed their manpower in the field of remote rural villages from Demjok and Chumur in Leh district to Batalik and Gumri in Kargil District and on serious note the engineering fraternity of LPDD has severe concern for review of corporatization proposal submitted in haste by RECPDCL.

2. Regularization Issue of Engineers in LPDD:

Regularization is matter of grave concern of Engineers currently working in the Ladakh Power Development Department (LPDD), Union Territory of Ladakh.

It is pertinent to mention that all the existing engineers in LPDD were originally recruited by the erstwhile State of Jammu and Kashmir. Over time, they were elevated to different Engineering levels based on their seniority through a stop-gap/ad-hoc arrangement, without any official confirmation of their positions. This practice was consistent across other Engineering departments such as PWD, PHE, and Mechanical Engineering. However, unlike their counterparts, the Engineers of LPDD have yet to be confirmed by the Union Territory of Jammu and Kashmir, even after the formation of Ladakh as a Union Territory.

Consequently, Power Engineers in Ladakh continue to work under these ad-hoc arrangements, drawing salaries at the level of their initial appointments, such as Junior Engineer (JE) and Assistant Executive Engineer (AEE), despite holding posts like Chief Engineer (CE), Superintending Engineer (SE), Executive Engineer (EE), etc., based on their seniority. This lack of confirmation has not only caused significant distress and frustration among the engineers but has also led to stagnation in their career progression, leaving them listed as JE or AE as per their seniority lists.

It is also important to highlight that the power Engineers' fraternity in both Jammu & Kashmir and Ladakh has been awaiting their confirmation on respective posts/grades for decades unlike their peers in other sister engineering departments.

These Engineers have been consistently overlooked, leading to ubiquitous dissatisfaction and a pressing need for action.

Further adding to the distress is the fact that many of these Engineers are superannuating at grades that do not reflect their current roles. For instance, Chief Engineers are retiring in the grades of Assistant Engineers, while Superintending Engineers, Executive Engineers, and Assistant Executive Engineers are superannuating in the grades of Junior Engineers. This situation reflects an injustice to the services rendered by these Engineers over decades and has resulted in reduced pension benefits.

It is also worthwhile to mention that the State Administrative Council (SAC) under Decision No: 258/22/2019 dated 22-10-2019 had directed the regularization of power engineers by 30-11-2019 through the Establishment-cum-Selection Committee, bypassing the Jammu & Kashmir Public Service Commission (JKPSC) as a one-time exception. However, even after the lapse of nearly four years, no action has been taken to move this process forward.

3. Incorporation of suggestions and comments of Ladakh Power Engineers Association (Stakeholder) in Draft of Recruitment Rules to be notified for the Gazetted Posts in LPDD :

In response to the office memorandum dated: 06.12.2023 of Administrative Secretary, Power Development Department, UT Ladakh, furnish of comments with regard to Draft of Recruitment rules for Gazetted posts in LPDD. Ladakh Power Engineers Association submitted comments and suggestions vide letter No. LPEA/2023/47 Dated: 05.01.2024 to Administrative Secretary PDD&NRE within stipulated time period for further necessary action. Presently out counter parts in Public Works Department (PWD) is facing ambiguity in notified gazetted rule of PWD in consultation with UPSC due to absence of clarity on Rota-Quota in promotion as a result strong resentment is seen in our sister engineering department. Furthermore lack of clarity on rota –quota in promotion leads to arbitration in inter se seniority between Degree Engineers and Diploma Engineers.

In this connection power engineering fraternity of Ladakh is earnestly requesting to incorporate suggestions and comments submitted in behalf of association specially status quo of rota-quota in recruitment rule of UT Ladakh which is yet to be notified in reference to existing recruitment rules of Jammu and Kashmir Government in vogue. It is imperative to mention that the existing employees of LPDD is recruited through recruiting agencies of JKPSB and JKSSB in the erstwhile Jammu and Kashmir state even before unbundling of JKPDD and apportionment of manpower between the two UTs.

4. Promotions of Engineers and filling up of vacant post from Chief Engineer to Junior Engineer:

Name of Post	Pay Level	Cadre	Vacant
Chief Engineer	Level-13	UT	01
AEE	Level -10A	UT	02
AE	Level-8A	UT	02
JE	Level-6	UT	19

The officiating promotions is being provided to employees in all the departments in UT Ladakh with strict adherence to CSR rules of Jammu and Kashmir in vogue as the Gazetted recruitment rules of LPDD is not notified yet. It is pertinent to mention that vacant posts in LPDD is badly impacting the normal working in the department compromising the effective implementation of various flagship schemes due to acute shortage of engineers in the field specially limited Junior Engineers in various divisions . It is requested to kindly give directions to concerned officials to refer vacant posts of JEs to recruiting agency for advertisement of vacant posts and subsequently initiate promotions to fill the vacancies of Chief Engineer, AEE, and AE.

5. Assured Career Progression (ACP) of Engineers in LPDD:

There is disparity in career progression of Engineers working in Ladakh UT verses other states and UTs in India. The Chief Engineers of LPDD is holding the chair on officiating basis with salary of an Assistant Engineer (AE) and likewise Superintending Engineer of LPDD is holding the officiating chair with the salary and benefits of Junior Engineer (JE) . There is not

a single engineer in Ladakh Power Development Department who is serving on regular post of Assistant Executive Engineer (AEE) level which is grave concern in the fraternity. As a result there is severe dip in pension to meagre amount after retirement and force to improvise with strict budget to manage expenses to pay rent, utilities, medicine and food. Post retirement Engineers in Ladakh are pushed into lower income group of community after serving for more than 30-40 years in LPDD.

It is worthwhile to mention that ACP is applicable in many States for Power Sector Engineers & employees. Uttarakhand is a hill State & in Uttarakhand an engineering graduate is recruited as Assistant Engineer (5400 Grade Pay). After completing 09 years of service he gets pay scale of Executive Engineer (6600 Grade Pay), after completing another 05 years he gets pay scale of Superintending Engineer (8900 Grade Pay) & after completing another 05 years he gets pay scales of Chief Engineer (10000 Grade Pay). Now after 07th pay commission all these scales are in respective pay matrix. It is requested that Ladakh power Engineers should also be given similar ACP.

6. Regularization of Junior Engineers in Jammu and Kashmir Power Development Corporation (JKPDC):

The Junior engineers appointed on contractual basis in JKPDC in the year 2009 is still not made permanent after completing service of more than 15 years in Leh. The Managing Director of JKPDC is neglecting their case to put up in board meetings as a result Three (03) JEs, One (01) Turbine Operator and One (01) Draftsman is deprived in regularizing their service in JKPDC. It is kindly requested to take up the matter with Managing Director of JKPDC to give justice to these employees.

7. Creation of New Division Offices in LPDD at Zangskar, Nyoma, Khaltsi and Drass:

General public in the remotest far flung areas of Ladakh still lacks better electricity service as a result of unavailability of on-spot line material and manpower support specially in restoring High Voltage very long transmission lines.

In this regard there is urgent requirement to increase Division offices at Zangskar, Nyoma, Khaltsi and Drass considering future expansion of **220kV, 66kV, 33kV and 11kV transmission lines** and to relieve public from travelling long distances to avail basic services like NOC, Electricity bill, New service connection, Meter related complaint etc. Presently shrinkage of manpower (JE and Lineman) in the field due to continues retirement on superannuation is biggest setback in restoration of long transmission line faults as a result fault restoration time spikes from hours to days in rural remote Ladakh.

Creation of new division offices will surely help in providing uninterrupted power supply to the far flung border villages and hamlets with better O&M support, furthering improvement in SAIFI, SAIDI parameters in rural Ladakh. Decentralization of divisions will ease in providing better services locally at the doorstep of a consumer. It is pertinent to mention that there is leapfrog jump in infrastructure assets in last five (05) years resulting from repeated flagships schemes of Hon'ble Prime minister and therefore proportionate increase in human resource of Department is needed to be taken up simultaneously through creation of new divisions.

As of now only two (02) divisions in distribution wing and two (02) divisions in transmission wing is catering entire consumers in Ladakh region from Demchok in Changthang to Gumri in Drass which is not feasible at present time with exponential rise in Load demand and massive capacity addition of infrastructure on yearly basis under PMDP, RDSS, UT Capex, District Capex etc. Furthermore one (01) Distribution Circle office is taking care of entire Ladakh which needs to increase to two (02) with subsequent increase in number of divisions. It is our earnest request to your good self for expansion of Circle and divisions in LPDD as tabulated below.

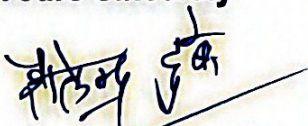
Name of Office	Present Strength of Office	Expansion of new Office	Remarks
Distribution Circle Office	01	01	New Circle office needed at Kargil
Distribution Division Office	02	04	New Division office needed at Zangskar, Nyoma, Khaltsi and Drass
Transmission Division Office	02	04	New Divisions needed at Zangskar, Nyoma, Khaltsi and Drass
Project Division Office	01	01	New Project office at Kargil

In light of the above, AIPEF earnestly requests your personal intervention in these matters and requests to kindly take up the issue of regularization of Power Engineers of Ladakh with the Hon'ble Lt. Governor of Jammu and Kashmir. Regularizing the Engineers of the Ladakh Power Development Department is not only essential for restoring justice to these long-serving officers but also critical for the smooth functioning and streamlining of the department, in line with the broader objectives of the Union Territory of Ladakh.

We are confident that under your esteemed leadership, the grievances of these Engineers will be addressed at the earliest, ensuring their rightful place and recognition in the department.

Thank you for your kind attention to this important matter.

Yours Sincerely



Shailendra Dubey
Chairman