



Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

(Affiliated to All India Federation of Power Diploma Engineers)

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PRESIDENT

Er. A.ANTONYPADOVARAJ

GENERAL SECRETARY

Er. V. ASHOKKUMAR

TREASURER

Er. R.BADRINARAYANAN

1.9.2012

We thank the chairman cum managing Director, Chairman and members of the wage revision committee for commencing the talks for the revision of wages w.e.f.1.12.2011.

POINTS PRESENTED TO THE WAGE REVISION COMMITTEE on 1.9.2012

- All agreed demands during the negotiations, discussions and settlements are to be implemented in letter and spirit.
- There should not be any suppression or down gradation of posts. All vacant posts are to be filled up before entering in to the new settlement.
- All promotions and Internal Selections are to be issued immediately without further delay.
- The issues pending to be settled as mentioned in the settlement dated 18.11.2009 are to be finalized duly discussing with the unions and to be implemented before entering in to the new settlement.

Clause.7(xi)

The existing ratio of 2:3 among Assistant Engineers and Junior Engineers grade I in distribution sections has to be extended to the other areas of the Board as announced by the Hon'ble Minister for Electricity during our state Conference on 3.10.2009.

Clause 7(ii)

The Pay scale of the Technical Assistant working in TNEB is less than the pay scales of the Technical Assistants working in the governments of India as well as the government of Tamilnadu. Bringing pay parity of Technical Assistants on par with the Government of Tamilnadu is still pending from the settlement (Clause 16) on 08.07.1998. The announcement of the the Hon'ble Minister for Electricity, in adopting the pay scale of the Technical Assistants working in government to the Technical Assistants of TNEB during our state Conference on 3.10.2009, is still pending. It should be implemented immediately before entering in to the new settlement on revision of wages.

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Clause 7(vii)

Implementing the promotion policy of minimum three promotions in the service carrier of employees is still pending. It should be given effect immediately.

Clause 7(iv)

The sanctioning of posts of Technical Assistants two each in MRT and SPL/Maintenance wings are still pending. Considering the Volume of Works in the MRT and Spl/ Maintenance, it was agreed during negotiations to sanction two posts each in MRT and Spl/maintenance on par with the norms already entered in the settlement. But it is still pending. It should be sanctioned immediately before entering new settlement.

- To improve the functions of the section offices in distribution sections one Technical Assistant post is agreed to be created during the negotiations of the revised work norms settlement dated 18.11.2009. While executing the settlement it was allowed in city sections only. The posts of the Technical Assistant to the section offices in urban, rural and hill areas are pending to be sanctioned. The same may be sanctioned in the better interest of the organization.

The demands agreed during negotiation and discussion:

- ✓ 1100 vacancies in the post of Technical Assistants are agreed to be filled up by Direct Recruitment. The same was incorporated as one of the pending demands of the Board and officially published in the Press. The same is pending to be implemented.
- ✓ The sanctioning of Non-independent posts for those completed 14/15 years of service in the same cadre on par with the AEE(NI), EE(NI) and SE(NI) is pending for the Junior Engineers Grade - I. The same should be awarded to the Junior Engineers with out any further delay.
- ✓ Implementing the award of the Industrial Tribunal and the Judgement of the Hon'ble High court of Chennai, in ordering common designation for the posts of Assistant Engineers and Junior Engineers. This will no way affect the seniority and service conditions of both the community of Engineers. Above all there is no financial commitment to the Board.
- ✓ The grievances in the promotions of Junior Engineer Grade-II /Electrical, Junior Engineer Grade-II / Mechanical (both diploma and non-diploma channels) are still pending. Due to lack of co-ordination in handling the cases in the court lot of problems in the promotions are experienced and the seniors are adversely affected. The same should be settled with in a time frame.

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- ✓ The sanctioning of posts hitherto made as Assistant Engineer / Junior Engineer grade-I has to be made for the posts sanctioned for the new projects of NCTPS and MTPS extension schemes vide BP No:13, Dated 1.2.2011.
- ✓ The existing method of sanctioning of posts with the interchangeability and hierarchy of Engineering in the categories of AE and JE should not be changed. Since the changes will only create demarcation among the Community of degree and Diploma Engineers. This is not a healthy condition for the board.

The above said issues are negotiated and agreed during the discussion on 10.2.2012 and 13.2.2012. Unfortunately in-spite of many reminders it is still pending.

Other issues pending to be settled :

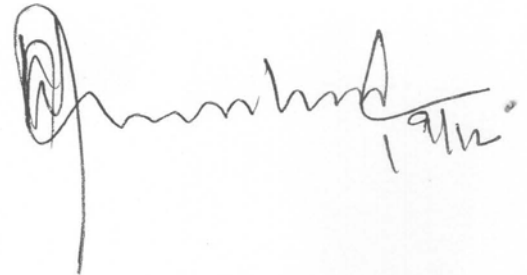
- The scales of the selection grade and special grade are to be fixed in the promotional Pay Band with suitable grade pay instead of granting 3% increment in the same Pay Band.
- The method of fixing the new scales in the 6th pay commission is different from the others. Hence lot of problems is experienced in giving fixation option. Employees who are not aware of the fixations are wrongly exercised their options resulting in huge financial loss. Particularly the employees in the categories of all internal selections are the worst affected. The revised option allowed in the earlier wage revision is absent this time. The request of the unions to grant one time special revised option is still pending. The same has to be settled before implementing the new wage revision.
- The recommendations of the one man commission to the Assistant Engineers / Junior Engineers Grade-I and Assistant Executive Engineers of TNEB has to be considered early.

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Demands for the wage revision

- ↓ Increase of 40 % in the basic pay of the employees as on 30.11.2011.
- ↓ Increase of 50% in the allowances of the employees. The allowances are to be granted simultaneously with the revision of pay for the employees.
- ↓ Conveyance allowance of 30 liters of petrol/month or cash equivalent to the market price of petrol has to be paid to the engineers working in the field.
- ↓ Master scale covering all the categories of employees to avoid stagnation of increment has to be created as in Andhra Pradesh.
- ↓ Detailed proposal on revision of pay scales and allowances will be submitted separately.



19/11/2012