

**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**
(ABSTRACT)

LABOUR – TANGEDCO - Revision of Work allocation and Staff Pattern for Field Workmen (Regular Work Establishment), Revenue Accounting Staff in Revenue Branch of Division in the Distribution Circles, Assessment and Collection Staff in Distribution Circles and Stores Staff – Orders – Issued.

(SECRETARIAT BRANCH)

(Per) FB TANGEDCO Proceedings No.2,

Dated : 11- 1-2014.

Margazhi 27,
Thiruvalluvar Aandu-2044.

Read:

- 1) (Per) B.P.(Ch) No.222 (SB) dt. 21.11.2009.
- 2) (Per) B.P.(Ch) No.223 (SB) dt. 21.11.2009.
- 3) (Per) CMD TANGEDCO Proceedings No.259,
Dated : 16-12-2011.

PROCEEDINGS:-

In pursuance of the Memorandum of Settlement, dated 18.11.2009, orders were issued in the TANGEDCO's Proceedings first read above, revising the work allocation and staff pattern in the TANGEDCO and the said settlement was in force upto 30.11.2011. In the TANGEDCO's Proceedings third read above, the TANGEDCO constituted a Committee consisting of certain Directors and Officers of the TANGEDCO to hold negotiations with the Unions for revision of wages and work norms.

2. After further negotiations, a Memorandum of Settlement under Section 12(3) of the Industrial Disputes Act, 1947 agreeing to certain proposals on work allocation and staff pattern and the consequential revision of wages was signed before the Commissioner of Labour/Chennai on 9.1.2014 by the TANGEDCO with the representatives of the following Unions:-

- (1) Tamil Nadu Electricity Workers Federation;
- (2) Central Organisation of Tamil Nadu Electricity Employees;
- (3) Minsara Pirivu Anna Thozhir Sangam;
- (4) Tamil Nadu Minvariya Janatha Thozhilalar Sangam;
- (5) Tamil Nadu National Electricity Workers' Federation (INTUC) (2 groups);
- (6) Tamil Nadu Electricity Board Engineers' Sangam;
- (7) Tamil Nadu Electricity Employees Congress (NLO);
- (8) Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam;
- (9) Bharathiya Electricity Employees Federation;

- (10) Tamil Nadu Electricity Board Card Billing Staff Union;
 (11) Tamil Nadu Electricity Board Dr. Ambedkar Employees Union;
 (12) Tamil Nadu Electricity Board Engineers Union.
 and also other 10 Registered Unions.

3. In pursuance of the Settlement dated 9.1.2014 referred to in para-2 above, the TANGEDCO passes the following orders:-

- (i) Revision of work allocation and Staff pattern of (a) field staff of O&M Distribution Circles; (b) Revenue Accounting Staff of O&M Distribution Circles; (c) Assessment and Collection Staff of Distribution Circles; and (d) Stores Staff shall be as indicated in Parts – I to IV of Annexure to this order.
- (ii) Consequent on the present revision of work allocation and staff pattern, there shall not be any retrenchment / reversion.
- (iii) Consequent on the present revision of work allocation and staff pattern, the existing and arising supernumerary / surplus posts in Distribution Circles shall be adjusted in the earliest arising vacancies due to promotion / retirement / death.
- (iv) This review for sanction of posts shall be carried out before April every year. The review will be done on 1st January of each year.
- (v) The revision of work allocation and staff pattern shall be in force till 30.11.2015 or till such time a new settlement is reached on this subject whichever is later.

(BY ORDER OF THE BOARD)

S. CHINNARAJALU
 SECRETARY.

To

The Secretary / TANGEDCO / Chennai-2.

All Chief Engineers.

The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.

The Chief Internal Audit Officer/Audit Branch/Chennai-2.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

The Residential Audit Officer/TANGEDCO/Chennai-2.

Copy to:

The Principal Secretary to Government/Finance Department/Chennai-9.

The Principal Secretary to Government/Energy Department/Chennai-9.

The Commissioner of Labour/Chennai-18.

The Joint Commissioner of Labour (Conciliation)/Chennai-18.

The Accountant General/Chennai-18.

The Chairman cum Managing Director's Table.
 The Managing Director /TANTRANSCO. (Addl. Charge).
 All Directors/TANGEDCO and TANTRANSCO.
 The Director General of Police/Vigilance.
 The Legal Adviser.
 The Industrial Relations Adviser/TANGEDCO.
 The Chief Medical Officer/Headquarters Dispensary/Chennai.2.
 The Deputy Chief Engineer/Administrative Branch.
 All Senior Personnel Officers/Administrative Branch.
 The Industrial Relations Officer/TANGEDCO.
 The Director, Computer Centre.
 The Assistant Personnel Officer/Tamil Development – for Publication
 in the TNEB Bulletin (2 copies).
 The Director/TNEB Printing Press.
 The Resident Manager, T.N.E.B., Limited New Delhi.
 All Officers/Sections/Cells in the Secretariat Branch .
 Tamil Nadu Electricity Workers' Federation.
 Tamil Nadu Electricity Board Workers Progressive Union (LPF).
 Central Organisation of Tamil Nadu Electricity Employees (COTEE).
 Minsara Pirivu Anna Thozhir Sangam.
 Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
 Tamil Nadu National Electricity Workers' Federation (2 Groups).
 Tamil Nadu Electricity Board Engineers' Sangam.
 Tamil Nadu Electricity Employees Congress.
 Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
 Tamil Nadu Electricity Board Engineers' Association.
 Tamil Nadu Electricity Board Finance & Accounts Officers Association.
 Bharathiya Electricity Employees Federation.
 Tamil Nadu Electricity Board Card Billing Staff Union.
 Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
 Tamil Nadu Electricity Board Engineer's Union.
 All other signatory Unions.

// TRUE COPY // FORWARDED BY ORDER //

A. Jaganmohan Babu
11/1/14

SECTION OFFICER.

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11/1/14

ANNEXUREPART – IWORK ALLOCATION AND STAFF PATTERN FOR FIELD WORKMEN (R.W.E.) IN
DISTRIBUTION CIRCLES

1. The Distribution Sections shall be classified as follows:-
 - i. Rural Section;
 - ii. Urban Section;
 - iii. City Section.

2. The Sections shall be defined as follows:-
 - i. **RURAL SECTION:-** Rural Section is one which is located in the area other than Municipalities, Townships, Town Committees and Town Panchayats. Rural Section shall normally consist of 126 Transformers.
 - ii. **URBAN SECTION:-** Urban Sections shall cover Municipalities, Townships, Town Committees and Town Panchayats. Urban Section shall normally consist of 16100 Services.
 - iii. **CITY SECTION:-** City Section shall normally have 15400 Services.

3. **HILL AREAS:-**
 - (a) The work allocation and staff pattern in respect of Hill Towns like Ootacamund, Coonoor and Kodaikanal shall be as detailed in the statement.
 - (b) **JURISDICTION:-** The Town in the Hill area plus the adjoining Rural Distribution shall be fixed in consultation with the Superintending Engineer concerned.

4. The work allocation and staff pattern in respect of the above said Distribution Sections and also in respect of Sub-Station, Line Sections, Meter and Relay Test and Special Maintenance shall be as detailed in the Statement.

5. Formation of additional Section(s) in a Circle shall be taken up for review once in a year.

The review will be carried out before April every year. This review shall be done for figures as on 1st January of each year.

6. The number of Transformers for the formation of Rural Sections shall be reckoned as follows:-
- i. Each distribution Transformer in Rural Section with 100 KVA capacity and less shall be reckoned as ONE Transformer.
 - ii. Each distribution Transformer with more than 100 KVA capacity shall be reckoned as the number arrived at by dividing the capacity of such Transformer by 100.
7. In cases where Sub-stations / H.T.Services are attached to distribution Sections, the equivalent number of Transformers / Services that can be reduced for formation of Section shall be as follows:-
- | | | |
|---|---|----------------------------------|
| 1) 66 KV SS | - | 24 Transformers / 2400 Services; |
| 2) 33 KV SS | - | 18 Transformers / 1800 Services. |
| 3) 22/11 KV SS 11 KV Indoor Switching Station in Chennai City | - | 12 Transformers / 1200 Services |
| 4) Line Tap SS / Booster | - | 3 Transformers / 300 Services. |
| 5) H.T. Service | - | 1 Transformer / 100 Services. |
8. The Special Grade Foreman / Foreman / Line Inspectors in the Distribution Sections shall be primarily responsible for the maintenance of the Distribution Transformers, Lines and allied services in their areas and to assist the Assistant Engineers/ Junior Engineers Gr.I in overall duties in Operation and Maintenance and connected works.
9. The Mazdoor and Field Assistant shall be responsible to the Wireman and all other Regular Work Establishment staff are responsible to their immediate and other superiors for carrying out Operation and Maintenance, construction works and to provide uninterrupted power supply to consumers.

ALLOCATION AND STAFF PATTERN FOR FIELD WORKMEN IN O&M
DISTRIBUTION CIRCLES

Sl. No	Nature of Section	No. of Transformers/ Services for Section	No. of Units per Section	No. of Transformers/ Services for 1 Unit	Staff for each Unit	Staff common to the Section	Staff admissible for fraction of Unit
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Rural	126 Transformers	7 Work - men group	Each group of 18 Transformers	Wireman -1 Field Assistant / Mazdoor-1	Foreman I Gr -2 Line Inspector -1 Comm. Inspector -1 Comm. Asst. -1 (Commercial Assistant must have computer operation skills) Necessary training will be given.	1 st 12 Transformers – One Wireman Next 6 Transformers – One Field Assistant
2	Urban	16100 Services	7 Work - men group	Every 2300 Services	Wireman -1 Field Assistant / Mazdoor-1	Spl. Gr. F.M. -1 Foreman I Gr -1 Line Inspector -1 Comm. Inspector -1 Comm. Asst. -1 (Commercial Assistant must have computer operation skills) Necessary training will be given.	1 st 1500 Services – One Wireman. Next 800 Services – One Field Assistant
3	City	15400 Services	7 Work - men group	For every 2200 Services	Wireman -1 Field Assistant / Mazdoor-1	Spl. Gr. F.M. -1 Foreman I Gr -1 Line Inspector -1 Line Inspector (CJ) -1 Comm. Inspector -1 Comm. Asst. -1 Technical Asst. -1 (Commercial Assistant must have computer operation skills) Necessary training will be given.	1 st 1300 Services – One Wireman. Next 900 Services – One Field Assistant
4	Hill Areas	As suggested by the Suptdg. Engineer	-	Each group of 7 Transformers - 700 Services	Wireman -1 Field Assistant -1	Foreman I Gr -2 Line Inspector -1 Comm. Inspector -1 Comm. Asst. -1 (Commercial Assistant must have computer operation skills) Necessary training will be given.	1 st 4 Transformers/ 400 service connections- One Wireman. Next 3 Transformers / 300 service connections – One Field Assistant

5. UPGRADED CITY SECTIONS

Sl.No. (1)	Subject (2)	Revised norms (4)
1	Common staff	Sp.Gr.FM - 2 LI - 1 LI(CJ) - 1 CI - 1 CA - 1 TA - 1 (Commercial Assistant must have computer operation skills) Necessary training will be given.

<p>6. <u>Distribution Sub-Division:</u> The RWE Staff for the Sub-division office shall be as follows:</p> <p style="text-align: right;">Commercial Inspector - 1 Commercial Assistant - 1</p> <p><u>Line Sub-Division</u> : Commercial Inspector - 1</p>				
<p>7. <u>Distribution Division</u> : The RWE Staff for the Division office shall be as follows:</p> <p style="text-align: right;">Technical Assistant - 2 (Two) Commercial Inspector/Commercial Assistant - 1 (One)</p>				
	Capacity of Sub-stations	R.W.E. Staff		
8.	33 KVSS	1. Technical Assistant/ Line Inspector 2. Wireman 3. Field Assistant	4 (Four) 2 (Two) 2 (Two)	Technical Assistant for Indoor Substation. Line Inspector for Outdoor Substation.
9.	66 KVSS	1. Technical Assistant/ Line Inspector 2. Wireman 3. Field Assistant	4 (FOUR) 2 (Two) 2 (Two)	(for night Shift/Maintenance)

10.	110 KVSS (Non-grid)	1. Jr. Engineer (Eelec) Gr. II 2. Foreman Grade-I 3. Line Inspector 4. Wireman 5. Field Assistant/Mazdoor	4 (Four) 1 (One) 2 (Two) 1 (One) 2 (Two)	(for Maintenance) (for night Shift/Maintenance) (Establishment works attached to the nearest O&M Sub-division)
11.	110 KVSS (Grid)	1. Special Grade Foreman 2. Technical Assistant 3. Line Inspector 4. Wireman 5. Field Assistant/Mazdoor	1 (One) 1 (One) 2 (Two) 2 (Two) 4 (Four)	(for Shift / Maintenance) for Shift / Maintenance (Establishment works attached to the nearest O&M Sub-division)
12	230 KVSS	1. Special Grade Foreman 2. Line Inspector 3. Technical Assistant 4. Wireman 5. Field Assistant/Mazdoor	1 (One) 2 (Two) 4 (Four) – 2 (Two) – 4 (Four) –	(for Shift) (for Maintenance) (for Maintenance / Shift)

13. Line Section:-

1. Line Inspector - 2 (Two)
2. Field Assistant / Wireman - 1 (One)
3. 230 KV, 110 KV & 66 KV either single or double circuit line for every 60 km:
Field Assistant / Wireman - 2 (Two)
4. In Hill area, for every 30 km either single or double circuit line:
Field Assistant / Wireman - 2 (Two)
5. Commercial Assistant - 1 (One) for Two Sections.

14. **MRT OUTDOOR / INDOOR**

Staff pattern

1. Technical Assistant (Protection) - 4 (Four)
2. Technical Assistant (Metering) - 4 (Four)
3. Field Assistant/ Mazdoor - 4 (Four)
4. Driver - 1 (One) If Board vehicle is available.

15. Special Maintenance:

The out-turn of repaired transformers is fixed at 50 with the staff detailed below. There will be two sections, one section for outdoor and miscellaneous works and one section for indoor works.

Staff Pattern (R.W.E.)

1. Special Grade Foreman - 1 (One)
2. Foreman Grade-II - 1 (One)
3. Winder - 2 (Two)
4. Line Inspector - 1 (One)
5. Technical Assistant - 4 (Four) – Two each for Indoor & Outdoor
6. Wireman - 6 (Six)
7. Field Assistant/ Mazdoor - 6 (Six)
8. Driver - 2 (Two) – If Board vehicles are available.
9. Commercial Assistant - 1 (One)

(Commercial Assistant must have computer operation skills)
Necessary training will be given.

16. Fuse-Off Call Centres:

1. Line Inspector - 4 (Four)
2. Wireman - 4 (Four)
3. Telephone Operator / Commercial Assistant - 4 (Four)
4. Field Assistant - 4 (Four)

17. Construction Section / Sub-division:-

- Each Sub-division : Technical Assistant - 1 (One)
- Sections : Line Inspector - 2 (Two)
Field Assistant /Mazdoor - 8 (Eight)
Commercial Assistant -1

(Commercial Assistant must have computer operation skills)
Necessary training will be given.

18. One Special Grade Foreman per Sub-division shall be created in all the Rural and Hill Distribution and Construction areas wherever Special Grade Foreman posts are not provided to the section under the sub-division duly abolishing one post of Foreman Gr.I. The Special Grade Foreman so created be utilized in Sections wherever necessary.

PART-II**WORK ALLOCATION AND STAFF PATTERN FOR ACCOUNTING STAFF IN REVENUE BRANCH OF DIVISION OFFICE IN DISTRIBUTION CIRCLES**

One Revenue Branch for each O&M Division. AAO & Supporting staff (Accounts Supervisor - 1, Accounts Assistant - 2, Junior Assistant - 2, Office Helper/Record Clerk - 1, will work in the General Section (Revenue Branch).

Norms for One Accounts Supervisor (billing) - 12000 effective services.

Effective services mentioned above shall be computed as follows:

Services remaining disconnected for a period exceeding six months shall be excluded and 10 Nos. Agricultural services and 10 Nos. Hut services shall be reckoned 2 Nos. of effective services.

There shall be one General Section. The following staff shall work in General Section under the control of AAO/Revenue Branch, viz.

Accounts Supervisor – 1, Accounts Assistant – 2, Junior Assistant -2, Office Helper/Record Clerk-1; and shall attend the works such as, preparation of cash book, Bank reconciliation, Budget, Cost statement, rendering accounts with the computer output statements, Circulars communication and maintenance, Local purchase, Stationery and stamp account, Maintenance of T&P Register.

Final Assessment and verification, closing of accounts for the Temporary supply of entire division and sent to circle office for closing Accounting & Adjustment of EMD to Current Consumption Deposit Account on effecting new services. Maintenance of Meter Caution Deposit Register.

Reconciliation of amount outstanding with the local bodies & correspondence.

Revenue Accounting work shall be attended by Accounts Supervisor:-

1) Accounts Supervisor shall verify the correctness of assessment, Collection and remittance of cash with the computer generated reports.

2) Updating the master data, verification and validating the master data and incorporating subsequent changes. Maintenance of service connection dockets. Watching the receipt of Original Test reports from section offices and verification of correctness and maintenance of the same. Verification of correctness of Miscellaneous charges collection.

3) Computer will workout the interest, Income Tax on the available security deposit. The same may be verified. The ACCD Demand notices and intimation notices arranged to be served to the consumers through section offices and watch the collection of ACCD amount.

4) Follow up of collection of Audit shortfall / Revenue Intelligence Squad shortfall, assessment made by Enforcement, Mass raid.

5) Preparation & issue of termination of agreement notice and closing the account after 6 months. Maintaining the outstanding ledger and collection of the amount by enforcing RD & RR Act.

6) Review of Defaulters' List / CT & Non CT (MIS report) and correspond with the sections for prompt DC.

7) Review the DCB (MIS report) and find out the reason for short/excess collection in the Sections.

8) Review of Door Lock & Nil Consumption cases by physical verification. Review of Defective Meter/Without meter services report and correspond with the Sections for immediate replacement with the healthy one.

9) All correspondence relating to his/her seat.

10) Attending name transfers. (other than Domestic and Commercial).

11) Verification of section office records in order to ensure the following:-

i) Whether all the services have been Assessed.

ii) Ensure the Correctness of Assessment made by the Assessors by analyzing the consumption pattern with reference to the WMC/Computer output and GMC and the actual readings recorded in the meter by Inspecting the consumers premises at random by taking check readings (Power services-10, Non-power services-100)

iii) Whether correct application of Tariff is followed should be checked up on rotation basis.

iv) Identification of highest Current Consumption Consumers in the Section Offices from the Computer output and a thorough analysis of the details of the consumers, the collections, remittances, so as to ensure the correctness.

v) Whether the OTRs are closed intact & sent to the sub-division offices in complete shape monthly (e.g) in the case of CT meters correct multiplication factors are entered.

vi) Whether the dishonoured cheques are properly accounted and the money collected along with the clerical charges from the consumers.

vii) Whether the disconnection/ Reconnection register is maintained and whether 100% disconnection is effected in case of non-payment of Current Consumption charges except local bodies, Govt. Departments.

viii) Reasonable and lawful works connected with Revenue Accounting works entrusted by the higher authorities.

PART – III**WORK ALLOCATION AND STAFF PATTERN FOR ASSESSMENT AND COLLECTION STAFF DISTRIBUTION SECTION / REVENUE BRANCH IN DISTRIBUTION CIRCLES****30 DAYS ASSESSMENT AND 30 DAYS COLLECTION**

Sl. No.	Areas	30 days Assessment and 30 days Collection		
		Services per day	Days in a month	Total services in a month
1)	All Municipal Corporations (Chennai, Trichy, Salem, Coimbatore, Madurai, Tirunelveli)	200	24	4800
2)	All Recently converted Corporations, Municipal Towns	180	24	4320
3)	All Town Panchayats	180	24	4320
4)	Rural	110	24	2640
5)	Hill	80	24	1920

1 (A) DUTIES OF ASSESSOR GR.II

- 1) Taking reading and making assessment as per service norms and as per the route chart approved by the Section Officer.
- 2) Making entry of the defectiveness of meter in the defective Register and to ensure that average has been made for the service entered in the Defective Register.
- 3) Attending other works entrusted by the Inspector of Assessment / Revenue Supervisor/Section Officer relating to Assessment, Collection and Remittance.

1 (B) DUTIES OF ASSESSOR

Each Section irrespective of services shall have one Assessor for Assessment/ collection of Current Consumption and Miscellaneous charges of the section.

Ensuring the average billing for all the defective/No meter services.

Attending other works entrusted by the Inspector of Assessment /Revenue Supervisor/Section Officer relating to Assessment, Collection and Remittance.

DUTIES OF INSPECTOR OF ASSESSMENT

Each section shall have one or more Inspector of Assessment's. In sections, where the total number of services exceeds 10,000, Two Inspector of Assessment posts will be sanctioned.

DUTIES:-

- 1) Field verification of the correctness of the Assessment of the following services:-
 - a) 25% Industrial and Commercial Services.
 - b) 10% of the other services.
- 2) 50% of field verification of the final reading of the services remaining disconnected over three month by rotation.
- 3) Bringing the notice of the Section Officer/Assistant Executive Engineer, defectiveness of the meters noticed during his field verification and defects entered by the Assessors in the defects register and arriving average billing with the approval of the Section Officer.
- 4) Review of consumption and energy charges of the following services as shown in the GMC (Computer Report).
 - a. Commercial Service 20%
 - b. Other service 10% by rotation.
- 5) Overseeing the work of Assessor Gr.II and Assessors in connection with Assessment, Collection and remittance.
- 6) Maintaining records for the receipt of computer receipt, Petty Cash Book, Assessor Remittance Challan.
- 7) Arranging to send back the completed Petty Cash Book, Assessor Remittance Challan to the Revenue Branch.
- 8) Attending the remittance work on need basis.

- 9) Reporting the defectiveness of the meter during the field verification.
- 10) Attending consumer's enquiries/Correspondences relating to Assessment and collection, and receiving cash collection for safe custody from Assessors in the absence of Revenue Supervisor.
- 11) Collection of the Current Consumption Charges and Miscellaneous Collections in the absence of the Assessor as per the need.
- 12) Other works entrusted by the Revenue Supervisor/Section Officer relating to Assessment, Collection and Remittance.

DUTIES OF REVENUE SUPERVISOR

Each section irrespective of service shall have one Revenue Supervisor.

- 1) Review of consumption and energy charges as shown in the Green Meter Card (Computer Report) are as below:-
 - a. All Industrial service
 - b. Commercial service 20%
 - c. Other service 5%, by rotation
- 2) Field verification of the correctness of the Assessment of the following services:-
 - 10% Industrial and Commercial Services.
 - 2% of the other services.
- 3) Checking daily collection made by Assessors and Inspectors of Assessment with reference to collection statement (Computer generated).
- 4) Attending to collection of Miscellaneous charges and arrears of CC charges in the absence of Inspector of Assessment on need basis.
- 5) Receiving cash from Assessors and Inspector of Assessment daily for safe custody.
- 6) For remittance of cash collected by Assessors/Inspector of Assessment promptly as per the rules in force and verification of the remittance challan to ensure that there is no misappropriation of collection amount.
- 7) Watching the cheque realization and taking follow up action to for the dishonored cheques and making reversal entry in the computer immediately on return of cheque by the bank.

- 8) Ensuring prompt dispatch of all the Bank Remittance Challan to Revenue Branch once in a week.
- 9) Ensuring assessment of all new services effected during the previous months.
- 10) Overseeing the work of Inspector of Assessment and Assessor/ Assessor Gr.II.
- 11) Attending consumers enquiries/Correspondences relating to Assessment and collection.
- 12) Arranging rotation of Assessor Gr.II/Assessors once in a year within the Section.
- 13) To be more vigil and to ensure that no misappropriation takes place in the section.
- 14) Review of 'Nil' consumption and Door locked cases.
- 15) Sort out the issues relating to software and hardware of LT Billing and collection in co-ordination with Maintenance contractor, Manager/Computer, Assistant Engineer/ O&M.
- 16) Other works entrusted by the Section officer relating to Assessment Collection and Remittance.
- 17) Inclusion of short assessment pointed out by the Audit, Enforcement, etc. in the consumer account (Computer) and collect the amount by close follow up.
- 18) Attending the duties mentioned in Item No.3 to 11 for Inspector of Assessments, where the posts of Inspector of Assessments are vacant.

PART – IV**WORK ALLOCATION AND STAFF PATTERN FOR STORES STAFF****1. Distribution Circles:-**

(i) The number of Sections in the Central Stores shall not exceed 4 Nos. Each Section in the Central Stores shall have

Stores Supervisor - 2 (Two)
Stores Custodian I Grade - 1 (One)

The surplus Stores Custodian Grade II shall be utilized as Leave Reserve one in each Central Stores.

(ii) **Sub-Stores:** The basis for formation of Sub-stores shall be as specified below:-

One sub-store shall be formed for each Distribution Division with the following staff:-

(i) Stores Supervisor - 1 (One)
(ii) Stores Custodian I Grade - 1 (One)

General: (i) The post of Stores Supervisor (Transport) in Chennai Electricity Distribution Circle shall continue.

(ii) There shall be one Stores Custodian I Grade (Stationery) in each Distribution Circle.

2. Thermal Stations:-

There shall be only five sections in the Thermal Power Stations. The different Sections in the Central Stores may be re-grouped as three sections exclusively for storing the inventory relating to Turbine, Generator and Boiler and another two sections for the maintenance of the inventory relating to other requirements.

The revised staff pattern for the following four Thermal Stations shall be as follows:-

Ennore Thermal Power Station:

Stores Supervisor	-	5
Stores Custodian Gr. I	-	12
Stores Custodian Gr. II	-	7

North Chennai Thermal Power Station:

Stores Supervisor	-	5
Stores Custodian Gr. I	-	13
Stores Custodian Gr. II	-	10

Mettur Thermal Power Station:

Stores Supervisor	-	6
Stores Custodian Gr. I	-	12
Stores Custodian Gr. II	-	10

Tuticorin Thermal Power Station:

Stores Supervisor	-	6
Stores Custodian Gr. I	-	14
Stores Custodian Gr. II	-	10

In General Construction Circles, there shall be Central Stores in Headquarters of each circle.

General Construction Circle:-

Stores Controller	-	1
Stores Supervisor	-	3
Store Custodian Gr.I/Gr.II	-	6

(v) In General Construction Circles, the staff pattern for the sub-stores be as applicable to the Distribution Circles.

(vi) In Chennai Development Circle, there shall be two sections with following staff:-

Stores Supervisor	- One
Stores Custodian I Grade	- Two; and
Stores Custodian II Grade	- One.

(vii) In view of special nature of work in Generation, Project and General Construction Circles, the existing arrangements for sanction of sub-stores on the merits of proposals of the respective Superintending Engineer shall continue.

(viii) Other Stores in Chennai Electricity Distribution Circle:-

Stores attached to Printing Press
Stores Custodian I Grade – 1 (One).

Mettur Workshop:-

Stores Supervisor	-	2
Stores Custodian Gr.I	-	3

For each PSC yard, one Stores Custodian – Grade I/II shall be allowed.

// TRUE COPY //

A. Jaganathan Ahmed Bab
11/11/14

SECTION OFFICER

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**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**
(ABSTRACT)

TANGEDCO – Workmen – Revision of Wages with effect from 1-12-2011 –
Orders – Issued.

(SECRETARIAT BRANCH)

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2. In the TANGEDCO's Proceedings third read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the Board to hold negotiations with the Unions for revision of Pay, Special pay, Allowances including work allocation and staff pattern. After negotiations, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 agreeing to certain proposals on revision of wages and also on revision of work load was signed on 9.1.2014 by the TANGEDCO with the representatives of the following Unions:-

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- (12) Tamil Nadu Electricity Board Engineer's Union
and also other 10 Registered Unions.

3. In pursuance of the Settlement, dated 9.1.2014 referred to in para-2 above, the TANGEDCO passes the following orders:-

(i) REVISION OF WAGES:

The existing Pay band and Grade Pay of the employees of the TANGEDCO will be continued with effect from 01.12.2011 as indicated in **ANNEXURE-I** of the TANGEDCO Revised Pay (Workmen) Regulations, 2011, referred to in paragraph-4 below.

(ii) DEARNESS ALLOWANCE:

(a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.12.2011 are as indicated below:-

With effect from 1 st December, 2011	58%
With effect from 1 st January, 2012	65%
With effect from 1 st July, 2012	72%
With effect from 1 st January, 2013	80%
With effect from 1 st July, 2013	90%

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised Pay granted to the employees. Other Special Pay or any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE, CITY COMPENSATORY ALLOWANCE, SPECIAL PAY AND OTHER ALLOWANCES:

The existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances as on 1-12-2011 will be continued until further orders.

(iv) PERSONAL PAY:-

The Personal Pay drawn in the existing pay as on 01.12.2011 or on the date of option, shall be taken into account for fixing the pay in the revised Pay and it will be discontinued after fixing the revised pay. The Personal Pay arising on or after 01.12.2011 shall continue to be allowed as per the existing orders in force.

(v) SELECTION GRADE AND SPECIAL GRADE:-

The existing procedure of allowing Selection Grade/Special Grade on completion of 9/20 years of service, be continued. The employees who have moved to Selection Grade/Special Grade on or after 01.12.2007 shall be allowed an additional increment benefit @ 3% of Pay + Grade Pay on the date of movement to Selection Grade/Special Grade in the same Pay band and Grade Pay (over and above the existing one increment benefit), if they are getting the same Grade Pay even after movement to Selection Grade/Special Grade. The employees who exercised option for 2007 Wage Revision on the date of movement to Selection Grade/Special Grade and drawn higher post Grade Pay are not entitled for this additional increment benefit. This will take notional effect from 1-12-2007 with monetary benefit from 1-4-2013.

(vi) PAYMENT OF ARREARS:

The arrears accruing on account of pay revision for the period from 01.12.2011 to 31.12.2013 shall be arrived and paid in **two equal installments** as shown below:-

- (i) 1st installment in January 2014;
- (ii) 2nd and final installment in April 2014;

(vii) All the Heads of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the employees in the revised Pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in two equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual employees, so that the employees on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

4. In Government Order (Ms) No.114, Energy (B2) Department, dated 08.10.2008, Government of Tamil Nadu in principle have accorded approval for the re-organisation of T.N.E.B. by the establishment of a holding company, by the name T.N.E.B. Limited and two subsidiary companies, namely Tamil Nadu Transmission Corporation Limited (TANTRANSCO) and Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) with the stipulation that the aforementioned companies shall be fully owned by Government. Subsequently, TANTRANSCO was incorporated on 15.06.2009 and TANGEDCO and T.N.E.B. Limited were incorporated on 01.12.2009. Subsequently, Government of Tamil Nadu have notified the provisional Transfer Scheme, transferring the assets, liabilities and personnel of erstwhile Tamil Nadu Electricity Board vide G.O. Ms. No.100 dt. 19.10.2010 with the effective date of implementation as 01.11.2010, as per the provisions of the Electricity Act 2003. Accordingly, the erstwhile T.N.E.B. has been re-organised with effect from 1-11-2010 and the successor entities have started functioning independently and all personnel of the Board (excluding Chairman and Directors of the Board) were transferred to and absorbed in TANGEDCO on a provisional basis till finalization of Employee Transfer Scheme.

The TANGEDCO hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the TANGEDCO Revised Pay (Workmen) Regulations, 2011.
- (2) They shall be deemed to have come into force on the 1st December, 2011.

2. DEFINITIONS.- In these Regulations, unless the context otherwise requires:-

- (i) "Basic Pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise -
 - (a) the Basic Pay and personal pay as on the 1st December, 2011 of an employee in the existing pay band.

Note :- In the case of employees drawing personal pay on 01.12.2011 in the existing pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" means the sum of (i) existing Pay + Grade Pay + Personal pay (if admissible), and (ii) dearness allowance appropriate to the Pay plus Grade pay as on 01.12.2011.
- (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
- (d) "Grade Pay" means the fixed amount corresponding to the pre-revised pay / posts.
- (e) "Basic Pay" in the revised pay means the pay drawn in the prescribed pay band plus the applicable Grade Pay but does not include any other type of pay like Special Pay.
- (iii) Present emoluments shall not include any Special Pay or allowances.
- (iv) "post" means any post as specified in Annexure-I.

3. Application of Revised Pay.- Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive or in an officiating capacity or appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised pay.

4. Fixation of Pay in the revised pay.- The initial pay of an employee who elects to be governed by the revised pay from 1st December 2011 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if he had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

(a) The total of the following items shall be found out:-

(1)

- i. The existing Pay + Grade Pay including Personal Pay in the existing Pay band as on 1-12-2011 or on the date of option.
- ii. 7% of Pay + Grade Pay including Personal Pay as on 1-12-2011 or on the date of option.

Explanation:- If the amount so computed includes a part of a rupee, it shall be rounded off to the next multiple of 10.

- iii. In addition to the pay in the pay band, Grade Pay corresponding to the existing pay will be payable.

- (2) (a) Fitment Tables for the various stages of the existing pay based on the above formula are given in Appendix.
- (b) Even when an employee who exercised option for pay fixation in the revised pay on the date other than 01.12.2011, fixation of pay in the revised pay shall be allowed only in accordance with the Fitment Tables. However, in respect of employees drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.
- (c) Where the difference between the revised and existing Pay + Grade Pay and Dearness Allowance is less than Rs.700/-, the pay in the Revised Pay shall be fixed at such stage that the difference is not less than Rs.700/-.
- (3) After fitment, a Service Weightage of one increment @ 3% of Pay + Grade Pay shall be allowed to those who have completed 10 years of regular service as on 01.12.2011, which will count for normal increment.
- (a) The Service Weightage of one increment shall also be allowed to those who are completing 10 years of completed regular service during the period between 01.12.2011 and 9.1.2014 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised pay on the date of completion of 10 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
- (b) In the case of employees absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised pay if that service counts for increment in their parent department or organization as the case may be.
- (c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an employee, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.

- (4) The pay of an employee appointed to the service in the TANGEDCO for the first time on or after 01.12.2011 and before 9.1.2014 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) with effect from the date of his joining service.
- (5) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.

NOTE: If an employee officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.

- (6) If an employee is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2011, he shall be entitled to have his substantive pay in that post refixed on 01.12.2011 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2011 at the stage next above substantive pay.
- (7) If an employee is on leave on 1st December 2011, he shall be entitled to the revised pay from that date, but the pay so fixed in the revised pay shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st December 2011 and ending with the date of such return will count for future increment in the revised pay depending on whether it will count for future increments in the existing pay.
- (8) Similarly where an employee is on study leave on the first day of December, 2011, he will be entitled to the benefits under these Rules from 01.12.2011 or the date of option.
- (9) An employee who on 1st December 2011 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post or in the officiating post in the revised pay for the purpose of computing his gratuity and pension.
- (10)(a) If an employee was under reduction of pay or stoppage of increment as a punishment on the 1st December 2011, his pay shall be fixed in the revised pay on the basis of present emoluments he drew on the 1st December 2011 and he shall

continue to draw the pay so fixed in the revised pay till the expiry of the period of punishment. His pay in the revised pay shall be re-fixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1st December, 2011 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.

(b) If, for instance, an employee's increment falling due on the 1st July, 2011 had been postponed for a year without cumulative effect, his actual pay as on 1st December, 2011 would be the basis for determination of his revised pay with effect from 1st December, 2011 and the pay so fixed shall be in force upto the 30th June 2012. However, for purpose of determination of his pay with effect from 1st July 2012, his pay on the 1st December, 2011 shall be re-fixed notionally based on the pay which he would have received on the 1st December 2011 but for his punishment and he shall get the next increment on the 1st July 2012 from that stage.

(c) If, however, the penalty of stoppage of increment due on the 1st July, 2011 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1st December 2011. There shall be no re-fixation of pay in this case.

(11) If an employee is under suspension on the 1st December 2011, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

(12) An employee who was promoted between 01.12.2011 and 9.1.2014 or promoted prior to 01.12.2011, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2011, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised pay.

5. Rectification of anomaly of Junior getting more pay than Senior.-

(1) In cases where a senior employee appointed to a higher post before the 1st day of December, 2011 draws less pay in the revised pay than his junior who is appointed to the higher post on or after the 1st December, 2011, the pay in the pay band of the senior employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect

from the date of appointment of the junior subject to the fulfillment of the following conditions, namely:--

- (a) both the junior and the senior employees shall belong to the same category and should have been promoted to the same post;
- (b) the pay along with Grade Pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior employee at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised pay.

(3) In cases where an employee who had drawn incentive increments and drawn more pay than his junior prior to 1st December 2011 draws less pay than his junior consequent on the sanction of incentive increment to the junior for acquiring same higher or special qualification after implementation of the revision of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior employee was drawing more pay in the pre-revised pay than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

6. Rate of Increment in the Revised Pay.-

The rate of increment in the revised pay shall be 3% of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.

7. Date of Annual Increments in the Revised Pay.-

(i) The employees shall be permitted to draw their annual increment in the revised pay in four quarters admissible in the existing of pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of an employee in the revised pay shall be granted on the date he would have drawn increment had he continued in the existing pay.

(iii) If an employee draws his next increment in the revised pay under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of pay anomaly and also subject to the condition that both the senior and junior should or should not have drawn service weightage.

NOTE: In case where the pay of an employee is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

(iv) In the case of an employee who reaches the maximum of the Pay Band, stagnation increments beyond the maximum of Pay shall be allowed at the rate of increment (i.e.@ 3%) last drawn annually without maximum limit.

(v) In the case of employees who have elected to remain in the existing pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay on the normal date in which he would have drawn the increment had he continued in the existing pay.

8. Option.-

(1) An employee may exercise option to remain in the existing pay until any of the following dates falling between 1-12-2011 and 9-1-2014:

- (i) to remain in the existing pay until the date on which he earns his next or any subsequent increments in the existing pay;
- (ii) on the date of promotion or on the date of fixation on promotion;
- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.
- (v) on the date of completion of 10 years of regular service till 9.1.2014 (i.e. the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an employee does not exercise his option within the period specified below, he shall be deemed to have opted for the revised pay with effect from the 1st December, 2011 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-II within three months** from the date of issue of these Regulations.

Provided that in the case of an employee who was on leave on that date or who was discharged from service before that date and was not in the service on that date, or who was on deputation or on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the Board, as the case may be.

(i) Where an employee is under suspension on the 1st December 2011, the option shall be exercised within three months from the date of his return to duty if that date is later than the last date prescribed in this sub-regulation (2).

(ii) The **option once exercised shall be final.**

(iii) If an employee opts to remain in the existing pay for a specified period, he shall be entitled to draw pay in the existing pay during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Persons who have died on or after 1st December 2011, shall be deemed to have opted for the revised pay on and from the 1st day of December 2011 or such later date as is more beneficial to their dependent, if the revised pay is more favourable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office immediately.

9) Fixation of Pay on Promotion on or after 1.12.2011.-

In the case of promotion from one Grade Pay to another in the revised pay, the fixation shall be done in the manner given below:-

One increment equal to 3% of the sum of the pay in the pay band and the existing Grade Pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in Grade Pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

The pay of an employee appointed or promoted to a post on or after 1st December, 2011, shall be fixed in the following manner:

(i) If he was holding a post on 1st December 2011 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1st December 2011 under Sub-regulation 4(1) of this regulation in the revised pay and then his pay in the post which he held subsequent to 1st December 2011 fixed in the appropriate revised pay as per orders in force. Such employees shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing pay within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2011 and opted to fix his pay in the revised pay after earning an increment in the lower post in the revised pay, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of Basic Pay including Grade Pay on the normal date of increment in the lower post and then another three percent of Pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

10. DATE OF EFFECT.-

The revised pay shall take **effect from 1st December, 2011 and shall be in force for a period of Four years.**

11. POWER TO REMOVE DIFFICULTIES.-

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

12. POWER TO AMEND REGULATIONS.-

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

5. The pay fixation statement may be prepared in the form in **ANNEXURE-III** and got approved by the Head of Office and attached to the Service Book of the employees. Illustrations relating to fixation of pay are in **ANNEXURE-IV**.

6. Any doubt relating to the implementation(s) of any of the clauses / provisions of this order arises, the same shall be referred to the Secretary / TANGEDCO for clarification.

7. The Chief Engineers, Chief Internal Audit Officer, Chief Financial Controller, Superintending Engineers, Deputy Secretaries and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE BOARD)

S. CHINNARAJALU
SECRETARY.

To
The Secretary / TANGEDCO / Chennai-2.
All Chief Engineers.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Residential Audit Officer/TANGEDCO/Chennai-2.

Copy to:
The Principal Secretary to Government/Finance Department/Chennai-9.
The Principal Secretary to Government/Energy Department/Chennai-9.
The Commissioner of Labour/Chennai-18.
The Joint Commissioner of Labour (Conciliation)/Chennai-18.
The Accountant General/Chennai-18.
The Chairman cum Managing Director's Table.
The Managing Director /TANTRANSCO. (Addl. Charge).
All Directors/TANGEDCO and TANTRANSCO.
The Director General of Police/Vigilance.
The Legal Adviser.
The Industrial Relations Adviser/TANGEDCO.
The Chief Medical Officer/Headquarters Dispensary/Chennai.2.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Industrial Relations Officer/TANGEDCO.
The Director, Computer Centre.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
The Director/TNEB Printing Press.
The Resident Manager, T.N.E.B., Limited New Delhi.
All Officers/Sections/Cells in the Secretariat Branch .

Tamil Nadu Electricity Workers' Federation.
Tamil Nadu Electricity Board Workers Progressive Union (LPF).
Central Organisation of Tamil Nadu Electricity Employees (COTEE).
Minsara Pirivu Anna Thozhir Sangam.
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
Tamil Nadu National Electricity Workers' Federation (2 Groups).
Tamil Nadu Electricity Board Engineers' Sangam.
Tamil Nadu Electricity Employees Congress.
Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
Tamil Nadu Electricity Board Engineers' Association.
Tamil Nadu Electricity Board Finance & Accounts Officers Association.
Bharathiya Electricity Employees Federation.
Tamil Nadu Electricity Board Card Billing Staff Union.
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
Tamil Nadu Electricity Board Engineer's Union.
All other signatory Unions.

// TRUE COPY // FORWARDED BY ORDER //

TNEBES

A. Jagadevan Ahmed Babu
11/11/14

SECTION OFFICER.

11/11/14

ANNEXURE - IPAY BAND AND GRADE PAY FOR WORKMEN WITH EFFECT FROM 1-12-2011

Sl. No.	Pay Band No	Category	Pay Band + Grade Pay
(1)	(2)	(3)	(4)
1	PB-1A	Mazdoor	4900-10000 + 1400
1	PB-1	Assessor Grade II	5400-20200 + 1900
2		Assistant Cook-cum-Mate Helper	
3		Blacksmith Grade III	
4		Blue Printer Grade II	
5		Boiler House Attendant	
6		Carrier Assistant	
7		Cook-cum-Caretaker	
8		Copy Holder	
9		Duffadar	
10		Field Assistant	
11		Fitter Grade III	
12		Gardener	
13		Helper-cum-Meter Reader	
14		Junior Binder	
15		Junior Compositor	
16		Lift Operator	
17		Machineman Grade III	
18		Male Nursing Assistant	
19		Marker	
20		Maternity Assistant	
21		Nursing Orderly	
22		Office Helper	
23		Packing Helper	
24		Pump House Attendant	
25		Sanitary Maistry	
26		Sanitary Worker	
27		Sanitary Worker-cum-Gardener	
28		Sweeper	
29		Sweeper-cum-Gardener	
30		Tool Keeper Grade II	
31		Vehicle Helper	
32	Watchman		

1		Assessor	
2		Assistant Carrier Mechanic	
3		Assistant Draughtsman	
4		Assistant Liaison Officer	
5		Assistant Operator	
6		Assistant to Hydraulic Operator Grade I	
7		Auxillary Nurse	
8		Blacksmith Grade II	
9		Blue Printer Grade I	
10		Boiler House Fireman	
11		Carpenter Grade II	
12		Caulker & Revitter	
13		Clearing Assistant	
14		Coal Maistry	
15		Commercial Assistant	
16		Compositor	
17		Electrician Grade II	
18		Fitter Grade II	
19		Fitter Slinger	
20		Gauge Reader	
21		Gurka Watchman	
22		Health Inspector	
23		Instrument Mechanic Grade III	
24		Junior Assistant	
25	PB-1	Junior Auditor	
26		Laboratory Technician	5400-20200 + 2200
27		Mechanic Grade III	
28		Machineman Grade II	
29		Machineman / Machine Operator	
30		Maistry Grade III	
31		Mason	
32		Moulder	
33		Packer	
34		Personal Clerk	
35		Plate Making Operator	
36		Plumber	
37		Proof Reader	
38		Pump Driver	
39		Record Clerk	
40		Roto Print Operator	
41		Semi-skilled workmen	
42		Senior Attendant (Filter House)	
43		Senior Binder	
44		Senior Helper	
45		Senior Pipe Line Fitter	
46		Senior Sanitary Maistry	
47		Senior Vehicle Helper	

48	PB-1	Senior Watchman	5400-20200 + 2200
49		Steno-Typist	
50		Stone Cutter	
51		Telephone Operator	
52		Time Keeper Grade II	
53		Trolley Guard	
54		Turbine Operator	
55		Tyndal	
56		Typist	
57		Valve House Attendant	
58		Vehicle Helper (Transport)	
59		Warden	
60	Welder Grade II	5400-20200 + 2500	
61	Wireman		
1	PB-1		Blacksmith Grade I
2			Calyx Drill Driver
3			Carpenter Grade I
4			Carrier Mechanic Grade II
5			Compressor Driver
6			Crane Driver
7			Crane Driver-cum-Electrician
8			Driver Power House
9			Electrician Grade I
10			Fitter Grade I
11		Foreman Grade III	
12		Imposer	
13		Inspector of Records	
14		Instrument Mechanic Grade II	
15		Instrument Repairer	
16		Instrument Repairer / Telephone	
17		Jeep Driver	
18		Job Clerk	
19		Lineman	
20		Lineman Driver	
21		Lorry Driver	
22		Machineman Grade I	
23		Maistry Grade II	
24		Mechanic Grade II	
25	Mixer Driver		
26	Motor Cycle Messenger		
27	Painter		
28	Road Roller Driver		
29	Senior Proof Reader		
30	Sergeant		
31	Senior Assistant Operator		
32	Senior Caulker & Revitter		
33	Senior Fitter Slinger		

34	PB-1	Senior I.B.Warden	5400-20200 + 2500
35		Senior Maistry Grade III	
36		Senior Pump Driver	
37		Senior Telephone Operator	
38		Senior Trolley Guard	
39		Senior Valve House Attendant	
40		Senior Wireman	
41		Shop Assistant	
42		Switch Board Attendant (Non-Diploma Holder)	
43		Syrang Grade II	
44		Stores Custodian Grade II	
45		Telephone Inspector Grade II	
46		Time Keeper Grade I	
47		Tinsmith	
48		Tool Keeper Grade I	
49		Welder Grade I	
50		Winch Driver	
1	PB-1	Assistant Section Officer	5400-20200 + 2700
2		Assistant	
3		Assistant-cum-Steno Typist	
4		Assistant Librarian	
5		Assistant Sports Officer	
6		Auditor	
7		Carrier Mechanic Grade I	
8		Carrier Foreman Grade I	
9		Commercial Inspector	
10		Construction Foreman	
11		Draughtsman	
12		Driver (Tractor Trailers of Heavy Vehicles)	
13		Foreman Grade II	
14		Head Sergeant	
15		Inspector of Assessment	
16		Instrument Mechanic Grade I	
17		Junior Machine Operator	
18		Laboratory Tradesman	
19		Line Inspector	
20		Loco Driver (Transport)	
21		Maistry Grade I	
22		Mechanic Grade I	
23		Personal Assistant	
24		Refractionist	
25		Senior Carpenter Grade I	
26		Senior Crane Operator	
27		Senior Electrician	
28		Senior Fitter	
29		Senior Foreman Grade III	

30	PB1	Senior Lineman	5400-20200 + 2700
31		Senior Maistry Grade II	
32		Senior Mechanic Grade II	
33		Senior Shop Assistant	
34		Senior Switch Board Attendant	
35		Senior Syrang Grade II	
36		Senior Winch Driver	
37		Senior Driver	
38		Staff Nurse	
39		Stores Custodian Grade I	
40		Syrang Grade I	
41		Technical Assistant	
42		Telephone Inspector Grade I	
43		Telephone Supervisor	
44		Teleprinter Mechanic Grade I	
45		Tester Chemical	
46		Winder	
1	PB-1	Heavy Vehicle Driver (Workshop)	5400-20200 + 2900
2		Pharmacist	
1	PB-2A	Accounts Supervisor	9600-34800 + 4300
2		Administrative Supervisor	
3		Assistant Special Winder	
4		Assistant Welfare Officer	
5		Carrier Foreman Grade I	
6		Driver / Heavy Vehicle	
7		Foreman Grade I	
8		Junior Chargeman	
9		Junior Engineer Grade II	
10		Librarian	
11		Operator Water Treatment Plant	
12		Photographer	
13		Revenue Supervisor	
14		Senior Construction Foreman	
15		Senior Draughtsman	
16		Senior Machine Operator	
17		Stores Supervisor	
18		Surveyor (Qualified)	

1	PB-2A	Chargeman	9600-34800 + 4400
2		Head Draughtsman	
3		Junior Chemist	
4		Senior Pharmacist	
5		Superintendent-Medical Store	
6		Superintendent-Nursing	
1	PB-2	Assistant Press Superintendent	10100-34800 + 4600
2		Carrier Special Grade Foreman	
3		Special Grade Foreman	
4		Special Grade Foreman Driver	

Note: If the designation of any category of Workmen is not included in the Tables in Annexure-I above, the employees in that category shall be allowed the Pay Band + Grade Pay corresponding to his existing pay drawn by him."

TNEBES

ANNEXURE – IIForm for exercising option under the TANGEDCO Revised Pay
(Workmen) Regulations 2011

I _____,
 holding the post of _____ in the
 Pay band of Rs. _____ + Rs. _____ Grade
 Pay do hereby elect (*) to come under the revised Pay with effect from
 1st December 2011 / to retain the existing Pay for the period upto
 _____ and come under the revised Pay with effect
 from _____.

2. The option hereby exercised is final and will not be modified at
 any subsequent date.

3. I also hereby agree to abide by all the terms and conditions of
 the Settlement entered into with Unions under Section 12(3) of the
 Industrial Disputes Act, 1947 on 9.1.2014.

4. I hereby also undertake that any excess payment that may be
 found to have been made as a result of incorrect fixation of pay or any
 excess payment detected in the light of discrepancies noticed
 subsequently will be refunded by me to the Board either by adjustment
 against future payments due to me or otherwise without insisting for any
 prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature
 Head of the Office.

(*) Strike out whichever is not applicable.

ANNEXURE-III**Statement of fixation of pay of individual Board Employee in the Revised Pay.**

- (a) Circle :
- (b) Office :
- (c) Name of Employee :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Pay :
From to Y. M. D.
- (g) Total period of service as per para_____of B.P. :
Substantive/Officiating
or Temporary
1. Name of post :
2. Existing Pay in the Pay Band :
3. Present emoluments on the 1st December 2011 or on the date of the employee joining the service after 01.12.2011 :
- (i) Pay :
- (ii) Grade Pay :
- (iii) Personal Pay, if any :
- (iv) Dearness Allowance as on 01.12.2011 on Pay + Grade Pay + Personal Pay :
-
- Total (i to iv) above :
-
4. Revised Pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised Pay corresponding to the existing Pay as per 3 above as indicated in the Fitment Table (Fitment table is not applicable for cases involving Personal Pay) :
- 5(ii) Fitment Table No. :

6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised Pay at :
8. If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation :
9. Is this a case in which the revised pay cannot be refixed with reference to the Fitment Table? If so, why? :
10. If the Answer to the Question under Sl.No.9 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
11. Date of next increment in the revised scale :
12. Quantum of Special Pay, if any, attached to the post :

TNEBES

Head of Office.

APPENDIX-ITABLE NO.1

Pay Band + Grade Pay
PB-1A Rs.4900-10000 +1400

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	4990	1400	447	5440	1400	6840
2	5110	1400	456	5570	1400	6970
3	5220	1400	463	5690	1400	7090
4	5340	1400	472	5820	1400	7220
5	5460	1400	480	5940	1400	7340
6	5570	1400	488	6060	1400	7460
7	5690	1400	496	6190	1400	7590
8	5810	1400	505	6320	1400	7720
9	5920	1400	512	6440	1400	7840
10	6070	1400	523	6600	1400	8000
11	6210	1400	533	6750	1400	8150
12	6360	1400	543	6910	1400	8310
13	6500	1400	553	7060	1400	8460
14	6650	1400	564	7220	1400	8620
15	6790	1400	573	7370	1400	8770
16	6940	1400	584	7530	1400	8930
17	7090	1400	594	7690	1400	9090
18	7230	1400	604	7840	1400	9240
19	7380	1400	615	8000	1400	9400
20	7520	1400	624	8150	1400	9550
21	7670	1400	635	8310	1400	9710

TABLE NO.2Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 1900

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	5920	1900	547	6470	1900	8370
2	6070	1900	558	6630	1900	8530
3	6210	1900	568	6780	1900	8680
4	6360	1900	578	6940	1900	8840
5	6500	1900	588	7090	1900	8990
6	6650	1900	599	7250	1900	9150
7	6790	1900	608	7400	1900	9300
8	6940	1900	619	7560	1900	9460
9	7090	1900	629	7720	1900	9620
10	7230	1900	639	7870	1900	9770
11	7380	1900	650	8030	1900	9930
12	7520	1900	659	8180	1900	10080
13	7670	1900	670	8340	1900	10240
14	7820	1900	680	8500	1900	10400
15	7980	1900	692	8680	1900	10580
16	8130	1900	702	8840	1900	10740
17	8290	1900	713	9010	1900	10910
18	8440	1900	724	9170	1900	11070
19	8600	1900	735	9340	1900	11240
20	8750	1900	746	9500	1900	11400
21	8910	1900	757	9670	1900	11570
22	9060	1900	767	9830	1900	11730
23	9220	1900	778	10000	1900	11900
24	9380	1900	790	10170	1900	12070
25	9530	1900	800	10330	1900	12230
26	9690	1900	811	10510	1900	12410
27	9840	1900	822	10670	1900	12570

TABLE NO.3

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2200

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	6540	2200	612	7160	2200	9360
2	6740	2200	626	7670	2200	9870
3	6930	2200	639	7570	2200	9770
4	7120	2200	652	7780	2200	9980
5	7320	2200	666	7990	2200	10190
6	7510	2200	680	8190	2200	10390
7	7710	2200	694	8410	2200	10610
8	7900	2200	707	8610	2200	10810
9	8090	2200	720	8810	2200	11010
10	8290	2200	734	9030	2200	11230
11	8480	2200	748	9230	2200	11430
12	8680	2200	762	9450	2200	11650
13	8870	2200	775	9650	2200	11850
14	9060	2200	788	9850	2200	12050
15	9260	2200	802	10070	2200	12270
16	9450	2200	816	10270	2200	12470
17	9650	2200	830	10480	2200	12680
18	9840	2200	843	10690	2200	12890
19	10030	2200	856	10890	2200	13090
20	10230	2200	870	11100	2200	13300
21	10420	2200	883	11310	2200	13510
22	10620	2200	897	11520	2200	13720
23	10810	2200	911	11730	2200	13930
24	11000	2200	924	11930	2200	14130
25	11200	2200	938	12140	2200	14340
26	11390	2200	951	12350	2200	14550
27	11590	2200	965	12560	2200	14760
28	11780	2200	979	12760	2200	14960
29	11970	2200	992	12970	2200	15170
30	12170	2200	1006	13180	2200	15380
31	12360	2200	1019	13380	2200	15580

TABLE NO.4

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2500

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	7370	2500	691	8070	2500	10570
2	7580	2500	706	8290	2500	10790
3	7790	2500	720	8510	2500	11010
4	8010	2500	736	8750	2500	11250
5	8220	2500	750	8970	2500	11470
6	8430	2500	765	9200	2500	11700
7	8650	2500	781	9440	2500	11940
8	8860	2500	795	9660	2500	12160
9	9070	2500	810	9880	2500	12380
10	9290	2500	825	10120	2500	12620
11	9500	2500	840	10340	2500	12840
12	9710	2500	855	10570	2500	13070
13	9930	2500	870	10800	2500	13300
14	10140	2500	885	11030	2500	13530
15	10350	2500	900	11250	2500	13750
16	10570	2500	915	11490	2500	13990
17	10780	2500	930	11710	2500	14210
18	11000	2500	945	11950	2500	14450
19	11210	2500	960	12170	2500	14670
20	11420	2500	974	12400	2500	14900
21	11640	2500	990	12630	2500	15130
22	11850	2500	1005	12860	2500	15360
23	12060	2500	1019	13080	2500	15580
24	12280	2500	1035	13320	2500	15820
25	12490	2500	1049	13560	2500	16060
26	12700	2500	1064	13770	2500	16270
27	12920	2500	1079	14000	2500	16500
28	13130	2500	1094	14230	2500	16730
29	13340	2500	1109	14450	2500	16950
30	13560	2500	1124	14690	2500	17190
31	13770	2500	1139	14910	2500	17410

TABLE NO.5

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2700

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	8150	2700	760	8910	2700	11610
2	8410	2700	778	9190	2700	11890
3	8660	2700	795	9460	2700	12160
4	8910	2700	813	9730	2700	12430
5	9160	2700	830	9990	2700	12690
6	9410	2700	848	10260	2700	12960
7	9670	2700	866	10540	2700	13240
8	9920	2700	883	10810	2700	13510
9	10170	2700	901	11080	2700	13780
10	10420	2700	918	11340	2700	14040
11	10670	2700	936	11610	2700	14310
12	10930	2700	954	11890	2700	14590
13	11180	2700	972	12160	2700	14860
14	11430	2700	989	12420	2700	15120
15	11680	2700	1007	12690	2700	15390
16	11940	2700	1025	12970	2700	15670
17	12190	2700	1042	13240	2700	15940
18	12440	2700	1060	13500	2700	16200
19	12690	2700	1077	13770	2700	16470
20	12940	2700	1095	14040	2700	16740
21	13200	2700	1113	14320	2700	17020
22	13450	2700	1131	14590	2700	17290
23	13700	2700	1148	14850	2700	17550
24	13950	2700	1166	15120	2700	17820
25	14210	2700	1184	15400	2700	18100
26	14460	2700	1201	15670	2700	18370
27	14710	2700	1219	15930	2700	18630
28	14960	2700	1236	16200	2700	18900
29	15210	2700	1254	16470	2700	19170

TABLE NO.6

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2900

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	8640	2900	808	9450	2900	12350
2	8890	2900	825	9720	2900	12620
3	9140	2900	843	9990	2900	12890
4	9390	2900	860	10250	2900	13150
5	9650	2900	879	10530	2900	13430
6	9900	2900	896	10800	2900	13700
7	10150	2900	914	11070	2900	13970
8	10400	2900	931	11340	2900	14240
9	10660	2900	949	11610	2900	14510
10	10910	2900	967	11880	2900	14780
11	11160	2900	984	12150	2900	15050
12	11410	2900	1002	12420	2900	15320
13	11660	2900	1019	12680	2900	15580
14	11920	2900	1037	12960	2900	15860
15	12170	2900	1055	13230	2900	16130
16	12420	2900	1072	13500	2900	16400
17	12670	2900	1090	13760	2900	16660
18	12930	2900	1108	14040	2900	16940
19	13180	2900	1126	14310	2900	17210
20	13430	2900	1143	14580	2900	17480
21	13680	2900	1161	14850	2900	17750
22	13930	2900	1178	15110	2900	18010
23	14190	2900	1196	15390	2900	18290
24	14440	2900	1214	15660	2900	18560
25	14690	2900	1231	15930	2900	18830
26	14940	2900	1249	16190	2900	19090
27	15200	2900	1267	16470	2900	19370
28	15450	2900	1285	16740	2900	19640
29	15700	2900	1302	17010	2900	19910
30	15950	2900	1320	17270	2900	20170
31	16200	2900	1337	17540	2900	20440

TABLE NO.7
Pay Band + Grade Pay
PB-2(A) - Rs.9600-34800 + 4300

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	10870	4300	1062	11940	4300	16240
2	11210	4300	1086	12300	4300	16600
3	11550	4300	1110	12660	4300	16960
4	11890	4300	1133	13030	4300	17330
5	12230	4300	1157	13390	4300	17690
6	12570	4300	1181	13760	4300	18060
7	12910	4300	1205	14120	4300	18420
8	13250	4300	1229	14480	4300	18780
9	13580	4300	1252	14840	4300	19140
10	13920	4300	1275	15200	4300	19500
11	14260	4300	1299	15560	4300	19860
12	14600	4300	1323	15930	4300	20230
13	14940	4300	1347	16290	4300	20590
14	15280	4300	1371	16660	4300	20960
15	15620	4300	1394	17020	4300	21320
16	15960	4300	1418	17380	4300	21680
17	16300	4300	1442	17750	4300	22050
18	16640	4300	1466	18110	4300	22410
19	16980	4300	1490	18470	4300	22770
20	17320	4300	1513	18840	4300	23140
21	17660	4300	1537	19200	4300	23500
22	18000	4300	1561	19570	4300	23870
23	18340	4300	1585	19930	4300	24230
24	18680	4300	1609	20290	4300	24590
25	19020	4300	1632	20660	4300	24960
26	19360	4300	1656	21020	4300	25320
27	19700	4300	1680	21380	4300	25680

TABLE NO.8

Pay Band + Grade Pay
PB-2(A) - Rs.9600-34800 + 4400

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	11350	4400	1103	12460	4400	16860
2	11740	4400	1130	12870	4400	17270
3	12130	4400	1157	13290	4400	17690
4	12520	4400	1184	13710	4400	18110
5	12910	4400	1212	14130	4400	18530
6	13290	4400	1238	14530	4400	18930
7	13680	4400	1266	14950	4400	19350
8	14070	4400	1293	15370	4400	19770
9	14460	4400	1320	15780	4400	20180
10	14850	4400	1348	16200	4400	20600
11	15230	4400	1374	16610	4400	21010
12	15620	4400	1401	17030	4400	21430
13	16010	4400	1429	17440	4400	21840
14	16400	4400	1456	17860	4400	22260
15	16790	4400	1483	18280	4400	22680
16	17170	4400	1510	18680	4400	23080
17	17560	4400	1537	19100	4400	23500
18	17950	4400	1565	19520	4400	23920
19	18340	4400	1592	19940	4400	24340
20	18730	4400	1619	20350	4400	24750
21	19110	4400	1646	20760	4400	25160
22	19500	4400	1673	21180	4400	25580
23	19890	4400	1700	21590	4400	25990
24	20280	4400	1728	22010	4400	26410
25	20670	4400	1755	22430	4400	26830
26	21050	4400	1782	22840	4400	27240
27	21440	4400	1809	23250	4400	27650

TABLE No.9

Pay Band + Grade Pay
PB-2 - Rs.10100-34800 + 4600

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	14020	4600	1303	15330	4600	19930
2	14460	4600	1334	15800	4600	20400
3	14890	4600	1364	16260	4600	20860
4	15330	4600	1395	16730	4600	21330
5	15770	4600	1426	17200	4600	21800
6	16200	4600	1456	17660	4600	22260
7	16640	4600	1487	18130	4600	22730
8	17080	4600	1518	18600	4600	23200
9	17510	4600	1548	19060	4600	23660
10	17950	4600	1579	19530	4600	24130
11	18390	4600	1609	20000	4600	24600
12	18820	4600	1639	20460	4600	25060
13	19260	4600	1670	20930	4600	25530
14	19700	4600	1701	21410	4600	26010
15	20130	4600	1731	21870	4600	26470
16	20570	4600	1762	22340	4600	26940
17	21010	4600	1793	22810	4600	27410
18	21440	4600	1823	23270	4600	27870
19	21880	4600	1854	23740	4600	28340
20	22310	4600	1884	24200	4600	28800
21	22750	4600	1915	24670	4600	29270
22	23190	4600	1945	25140	4600	29740
23	23620	4600	1975	25600	4600	30200
24	24060	4600	2006	26070	4600	30670
25	24500	4600	2037	26540	4600	31140
26	24930	4600	2067	27000	4600	31600
27	25370	4600	2098	27470	4600	32070
28	25810	4600	2129	27940	4600	32540
29	26240	4600	2159	28400	4600	33000

ANNEXURE - IVWORKMENILLUSTRATION - I

An employee who joined in the Board's service on 15.03.2002, now working as Line Inspector, is drawing a pay of Rs.11,520+Rs.2700 (Grade Pay) as on 01.12.2011 in the Pay Band of Rs.5400-20200+Rs.2700 (Grade Pay). His date of increment is 1st October. Subsequently, he was promoted as Foreman I Grade with effect from 07.07.2012. The Pay Band applicable in the post of Foreman - I Grade is Rs.9600-34800+Rs.4300 (G.P). He has opted for Wage Revision fixation of Pay on the date of promotion. His pay will be fixed as follows:-

- | | |
|--|--|
| 1) Pay Band | - Rs.5400-20200+Rs.2700 (G.P) |
| 2) Existing Pay and Grade Pay
as on 01.12.2011 | - Rs.11520 + Rs.2700 (G.P) |
| 3) One increment equal to
3% of the sum of the pay
in the existing Pay Band
with Grade Pay for promotion
(i.e., 3 % of Rs.14220) | - Rs.11520 + 2700 (G.P)

- Rs. 430 |
| 4) Pay as on 07.07.2012.
in the promoted post of
Foreman - I Grade | - Rs.11950 + 4300 (G.P) |
| 5) 7% of Pay + Grade Pay - Fitment | - Rs. 1140 |
| 6) Revised Pay as on 07.07.2012 | - Rs.13090 + 4300 (G.P) |
| <u>7) SERVICE WEIGHTAGE:-</u>
Add one increment @ 3%
for completion of 10 years
of service | - Rs. 530 |
| 8) Pay to be fixed with effect
from 7.7.2012 after adding
service weightage | - Rs.13620 + 4300 (G.P) |
| 9) Date of next increment | - 01.07.2013 |

ILLUSTRATION – II

A Selection Grade Assistant (Accounts) is drawing a pay of Rs.16300+Rs.4300 (G.P) in the Pay Band of Rs.9600-34800+Rs.4300 (G.P) with effect from 01.10.2011. He has put in 21 years of regular completed service as on 01.12.2011. His normal date of increment is 1st October. His pay will be fixed as follows:-

- | | |
|---|-------------------------------|
| 1) Pay Band | - Rs.9600-34800+Rs.4300 (G.P) |
| 2) Existing Pay and Grade Pay
as on 01.12.2011 | - Rs.16300+Rs.4300 (G.P) |
| 3) 7% of Pay and Grade Pay
(Fitment) | - Rs.1450 |
| ----- | |
| 4) Pay after 7% fitment | - Rs.17750 |
| 5) Grade Pay | - Rs.4300 |
| ----- | |
| 6) Revised Basic Pay to be
fixed as on 01.12.2011 | - Rs.22050 |
| 7) <u>SERVICE WEIGHTAGE:-</u>
Add one increment at 3%
on Pay and Grade Pay after
fitment for completion of
10 years of service
(i.e. 3% of Rs.22050) | - Rs.670 |
| 8) Pay to be fixed with effect
from 01.12.2011 after adding
service weightage | - Rs.18420+4300 (G.P) |
| 9) Date of next increment | - 01.10.2012. |

// TRUE COPY//

A. Zogalwan Ahmad Bal
11/1/14

SECTION OFFICER.

8
11/1/14

**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**
(ABSTRACT)

TANGEDCO – Officers – Revision of Wages with effect from 1-12-2011 –
Orders – Issued.

(SECRETARIAT BRANCH)

(Per) FB TANGEDCO Proceedings No.4.

Dated : 11- 1-2014.
Margazhi 27,
Thiruvalluvar Aandu-2044.

Read:

- 1) (Per) B.P.(Ch) No.224 (SB) dt. 21.11.2009.
- 2) (Per) CMD TANGEDCO Proceedings No.259,
Dated : 16-12-2011.

PROCEEDINGS:-

In the Board's Proceedings first read above, orders were issued revising the Pay of the officers of the Board with effect from 1.12.2007 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances were also ordered to be revised with effect from 1.12.2007. In the Board's Proceedings second read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the Board to hold negotiations with the Officers' Associations for revision of scales of pay, special pay and allowances for the officers with effect from 01.12.2011. After holding discussions with the Tamil Nadu Electricity Board Engineers' Association and Tamil Nadu Electricity Board Finance and Accounts Officers' Association, the Board passes the following orders:

(i) REVISION OF PAY:

The existing Pay of the officers of the Board will be revised with effect from 01.12.2011 as indicated in **ANNEXURE-I** of the TANGEDCO Revised Pay (Officers) Regulations, 2011, referred to in paragraph 2 below. The Grade Pay of the Officers covered in PB-2 alone is modified as Rs.5100/- notionally with effect from 1-12-2011 and monetary benefit from 9-1-2014.

(ii) DEARNESS ALLOWANCE:

(a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.12.2011 are as indicated below:-

With effect from 1 st December, 2011	58%
With effect from 1 st January, 2012	65%
With effect from 1 st July, 2012	72%
With effect from 1 st January, 2013	80%
With effect from 1 st July, 2013	90%

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised Pay granted to the officers. Other Special Pay or any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE, CITY COMPENSATORY ALLOWANCE, SPECIAL PAY AND OTHER ALLOWANCES:

The existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances as on 1-12-2011 will be continued until further orders.

(iv) PERSONAL PAY:

The Personal Pay drawn in the existing pay as on 01.12.2011 or on the date of option, shall be taken into account for fixing the pay in the revised Pay and it will be discontinued after fixing the revised pay. The Personal Pay arising on or after 01.12.2011 shall continue to be allowed as per the existing orders in force.

(v) SELECTION GRADE AND SPECIAL GRADE:-

The existing procedure of allowing Selection Grade/Special Grade on completion of 9/20 years of service, be continued. The employees who have moved to Selection Grade/Special Grade on or after 01.12.2007 shall be allowed an additional increment benefit @ 3% of Pay + Grade Pay on the date of movement to Selection Grade/Special Grade in the same Pay band and Grade Pay (over and above the existing one increment benefit), if they are getting the same Grade Pay even after movement to Selection Grade/Special Grade. The officers who exercised option for 2007 Wage Revision on the date of movement to Selection Grade/Special Grade and drawn higher post Grade Pay are not entitled for this additional increment benefit. This will take notional effect from 1-12-2007 with monetary benefit from 1-4-2013.

(vi) PAYMENT OF ARREARS:

The arrears accruing on account of pay revision for the period from 01.12.2011 to 31.12.2013 shall be arrived and paid in **two equal installments** as shown below:-

- (i) 1st installment in January 2014;
- (ii) 2nd and final installment in April 2014;

(vii) All the Heads of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the officers in the revised pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual officer duly indicating the amount to be paid in two equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual officers, so that the officers on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

2. In Government Order (Ms) No.114, Energy (B2) Department, dated 08.10.2008, Government of Tamil Nadu in principle have accorded approval for the re-organisation of T.N.E.B. by the establishment of a holding company, by the name T.N.E.B. Limited and two subsidiary companies, namely Tamil Nadu Transmission Corporation Limited (TANTRANSCO) and Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) with the stipulation that the aforementioned companies shall be fully owned by Government. Subsequently, TANTRANSCO was incorporated on 15.06.2009 and TANGEDCO and T.N.E.B. Limited were incorporated on 01.12.2009. Subsequently, Government of Tamil Nadu have notified the provisional Transfer Scheme, transferring the assets, liabilities and personal of erstwhile Tamil Nadu Electricity Board vide G.O. Ms. No.100 dt. 19.10.2010 with the effective date of implementation as 01.11.2010, as per the provisions of the Electricity Act 2003. Accordingly, the erstwhile T.N.E.B. has been re-organised with effect from 1-11-2010 and the successor entities have started functioning independently and all personnel of the Board (excluding Chairman and Directors of the Board) were transferred to and absorbed in TANGEDCO on a provisional basis till finalization of Employee Transfer Scheme.

The TANGEDCO hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the TANGEDCO Revised Pay (Officers) Regulations, 2011.
- (2) They shall be deemed to have come into force on the 1st December, 2011.

2. DEFINITIONS.- In these Regulations, unless the context otherwise requires:-

- (i) "basic pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise
 - (a) the basic pay and personal pay as on the 1st December, 2011 of an officer in the existing pay band.

Note :- In the case of officers drawing personal pay on 01.12.2011 in the existing pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" means the sum of (i) existing pay + Grade Pay + Personal pay (if admissible), and (iii) Dearness allowance appropriate to the Pay plus Grade pay as on 01.12.2011.
- (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
- (d) "Grade pay" means the fixed amount corresponding to the pre-revised pay / posts.
- (e) "Basic pay " in the revised pay means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like Special Pay.

(iii) Present emoluments shall not include any Special Pay or allowances.

(iv) "post" means any post as specified in Annexure-I.

3. Application of Revised Pay.- Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive or in an officiating capacity or appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised scales of pay.

4. Fixation of Pay in the revised pay.- The initial pay of an officer who elects to be governed by the revised pay from 1st December 2011 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if he had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

(a) The total of the following items shall be found out:-

- (1) (i) The existing Pay + Grade Pay including Personal Pay in the existing Pay band as on 1-12-2011 or on the date of option.
- (ii) 7% of Pay + Grade Pay including Personal Pay as on 1-12-2011 or on the date of option.

Explanation:- If the amount so computed includes a part of a rupee, it shall be rounded off to the next multiple of 10.

(iii) In addition to the pay in the pay band, Grade Pay corresponding to the existing Pay band will be payable.

(2) (a) Fitment Tables for the various stages of the existing pay based on the above formula are given in Appendix.

(b) Even when an officer who exercised option for pay fixation in the revised pay on the date other than 01.12.2011, fixation of pay in the revised pay shall be allowed only in accordance with the Fitment Tables. However, in respect of officers drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.

(3) After fitment, a Service Weightage of one increment @ 3% of Pay + Grade Pay alone shall be allowed to those who have completed 10 years of regular service as on 01.12.2011, which will count for normal increment.

- (a) The Service Weightage of one increment shall also be allowed to those who are completing 10 years of completed regular service during the period between 01.12.2011 and 9.1.2014 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised pay on the date of completion of 10 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
- (b) In the case of officers absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised pay if that service counts for increment in their parent department or organization as the case may be.
- (c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an officer, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.
- (4) The pay of an officer appointed to the service in the Board for the first time on or after 01.12.2011 and before 9.1.2014 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) with effect from the date of his joining service.
- (5) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.
- NOTE: If an officer officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.
- (6) If an officer is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2011, he shall be entitled to have his substantive pay in that post refixed on 01.12.2011 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2011 at the stage next above substantive pay.
- (7) If an officer is on leave on 1st December 2011, he shall be entitled to the revised pay from that date, but the pay so fixed in the revised pay shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the

1st December 2011 and ending with the date of such return will count for future increment in the revised pay depending on whether it will count for future increments in the existing scale.

- (8) Similarly where an officer is on study leave on the first day of December, 2011 he will be entitled to the benefits under these Rules from 01.12.2011 or the date of option.
- (9) An officer who on the 1st December 2011 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post or in the officiating post in the revised pay for the purpose of computing his gratuity and pension.
- (10)(a) If an officer was under reduction of pay or stoppage of increment as a punishment on the 1st December 2011, his pay shall be fixed in the revised pay on the basis of present emoluments he drew on the 1st December 2011 and he shall continue to draw the pay so fixed in the revised pay till the expiry of the period of punishment. His pay in the revised pay shall be refixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1st December, 2011 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.
- (b) If, for instance, an officer's increment falling due on the 1st July, 2011 had been postponed for a year without cumulative effect, his actual pay as on 1st December, 2011 would be the basis for determination of his revised pay with effect from 1st December, 2011 and the pay so fixed shall be in force upto the 30th June 2012. However, for purpose of determination of his pay with effect from 1st July 2012, his pay on the 1st December, 2011 shall be refixed notionally based on the pay which he would have received on the 1st December 2011 but for his punishment and he shall get the next increment on the 1st July 2012 from that stage.
- (c) If, however, the penalty of stoppage of increment due on the 1st July, 2011 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1st December 2011. There shall be no refixation of pay in this case.
- (11) If an officer is under suspension on 1st December 2011, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.
- (12) An officer who was promoted between 01.12.2011 and 9.1.2014 or promoted prior to 01.12.2011, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2011, shall be permitted to

revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised scale.

5. Rectification of anomaly of Junior getting more pay than Senior.-

(1) In cases where a senior officer appointed to a higher post before the 1st day of December, 2011 draws less pay in the revised pay than his junior who is appointed to the higher post on or after the 1st December, 2011, the pay in the pay band of the senior officer shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of appointment of the junior officer subject to the fulfillment of the following conditions, namely :--

- (a) both the junior and the senior officers shall belong to the same category and should have been promoted to the same post;
- (b) the pay along with grade pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior officer at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised pay.

(3) In cases where an officer who had drawn incentive increments and drawn more pay than his junior prior to 1st December 2011 draws less pay than his junior consequent on the sanction of incentive increment in the revised pay to the junior for acquiring same higher or special qualification after implementation of the revision of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior officer was drawing more pay in the pre-revised pay than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

6. Rate of Increment in the Revised Pay.-

The rate of increment in the revised pay shall be 3% of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay structure, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.

7. Date of Annual Increments in the Revised Pay.-

(i) The officers shall be permitted to draw their annual increment in the revised pay in four quarters admissible in the existing pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of an officer in the revised pay shall be granted on the date he would have drawn increment had he continued in the existing pay.

(iii) If an officer draws his next increment in the revised pay under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of pay anomaly and also subject to the condition that both the senior and junior should or should not have drawn service weightage.

NOTE: In case where the pay of an officer is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

(iv) In the case of an officer who had been drawing stagnation increment beyond the maximum of the existing pay and stagnating at the maximum in the existing Pay band for more than a year on 1st December 2011, the next increment in the revised pay shall be allowed on 01.12.2011 and subsequently sanctioned increments annually. In respect of officer who reached the maximum of the revised pay, he shall be allowed annual increment at the rate of three percent of basic pay including Grade Pay as stagnation increment.

(v) In the case of officers who have elected to remain in the existing pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay on the normal date in which he would have drawn the increment had he continued in the existing pay.

8. Option.-

(1) An officer may exercise option to remain in the existing pay until any of the following dates falling between 1-12-2011 and 9-1-2014:

- (i) to remain in the existing pay until the date on which he earns his next or any subsequent increments in the existing pay;

- (ii) on the date of promotion or on the date of fixation on promotion;
- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.
- (v) on the date of completion of 10 years of regular service till 9.1.2014 (i.e. the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an officer does not exercise his option within the period specified below he shall be deemed to have opted for the revised pay with effect from the 1st December, 2011 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-II within three months** from the date of issue of these Regulations.

Provided that in the case of an officer who was on leave on that date or who was discharged from service before that date or was not in the service on that date, or who was on deputation or on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the Board, as the case may be.

(i) Where an officer is under suspension on the 1st December 2011, the option may be exercised within three months from the date on his return to duty if that date is later than the last date prescribed in this sub-regulation (2).

(ii) The **option once exercised shall be final**.

(iii) If an officer opts to remain in the existing pay for a specified period, he shall be entitled to draw the existing pay during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Persons who have died on or after 1st December 2011, shall be deemed to have opted for the revised pay on and from the 1st day of December 2011 or such later date as is more beneficial to their dependent, if the revised pay is more favourable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office immediately.

9. Fixation of Pay on Promotion on or after 1.12.2011.-

In the case of promotion from one grade pay to another in the revised pay, the fixation shall be done in the manner given below:-

One increment equal to three per cent of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in grade pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

The pay of an officer appointed or promoted to a post on or after 1st December, 2011, shall be fixed in the following manner:

(i) If he was holding a post on 1st December 2011 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1st December 2011 under Sub-regulation 4(1) of this regulation in the revised pay and then his pay in the post which he held subsequent to 1st December 2011 fixed in the appropriate revised pay as per orders in force. Such officers shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing scale within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2011 and opted to fix his pay in the revised pay after earning an increment in the lower post in the revised pay, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of basic pay including Grade Pay on the normal date of increment in the lower post and then another three percent of basic pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

10. DATE OF EFFECT.-

The revised pay shall take **effect from 1st December, 2011 and shall be in force for a period of Four years.**

11. POWER TO REMOVE DIFFICULTIES.-

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

12. POWER TO AMEND REGULATIONS.-

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

3. The pay fixation statement may be prepared in the form in **ANNEXURE-III** and got approved by the Head of Office and attached to the Service Book of the officers.

4. Illustrations relating to fixation of pay are in **ANNEXURE-IV**.

5. Any doubt relating to the implementation(s) of any of the clauses/ provisions of this order arises, the same shall be referred to the Secretary/TANGEDCO for clarification.

6. The Chief Engineers, Chief Internal Audit Officer, Chief Financial Controller, Superintending Engineers, Deputy Secretaries and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE BOARD)

S. CHINNARAJALU
SECRETARY.

To
The Secretary / TANGEDCO / Chennai-2.
All Chief Engineers.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Residential Audit Officer/TANGEDCO/Chennai-2.
Copy to:
The Principal Secretary to Government/Finance Department/Chennai-9.
The Principal Secretary to Government/Energy Department/Chennai-9.
The Commissioner of Labour/Chennai-18.
The Joint Commissioner of Labour (Conciliation)/Chennai-18.

The Accountant General/Chennai-18.
 The Chairman cum Managing Director's Table.
 The Managing Director /TANTRANSCO. (Addl. Charge).
 All Directors/TANGEDCO and TANTRANSCO.
 The Director General of Police/Vigilance.
 The Legal Adviser.
 The Industrial Relations Adviser/TANGEDCO.
 The Chief Medical Officer/Headquarters Dispensary/Chennai.2.
 The Deputy Chief Engineer/Administrative Branch.
 All Senior Personnel Officers/Administrative Branch.
 The Industrial Relations Officer/TANGEDCO.
 The Director, Computer Centre.
 The Assistant Personnel Officer/Tamil Development – for Publication
 in the TNEB Bulletin (2 copies).
 The Director/TNEB Printing Press.
 The Resident Manager, T.N.E.B., Limited New Delhi.
 All Officers/Sections/Cells in the Secretariat Branch .
 Tamil Nadu Electricity Workers' Federation.
 Tamil Nadu Electricity Board Workers Progressive Union (LPF).
 Central Organisation of Tamil Nadu Electricity Employees (COTEE).
 Minsara Pirivu Anna Thozhir Sangam.
 Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
 Tamil Nadu National Electricity Workers' Federation (2 Groups).
 Tamil Nadu Electricity Board Engineers' Sangam.
 Tamil Nadu Electricity Employees Congress.
 Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
 Tamil Nadu Electricity Board Engineers' Association.
 Tamil Nadu Electricity Board Finance & Accounts Officers Association.
 Bharathiya Electricity Employees Federation.
 Tamil Nadu Electricity Board Card Billing Staff Union.
 Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
 Tamil Nadu Electricity Board Engineer's Union.
 All other signatory Unions.

// TRUE COPY // FORWARDED BY ORDER //

A. Jagadeesan
11/11/14

SECTION OFFICER.

8
11/11/14

ANNEXURE - IPAY BAND AND GRADE PAY FOR OFFICERS WITH EFFECT FROM 1-12-2011

Sl. No.	Pay Band No.	Category	Pay Band + Grade Pay Rs.
(1)	(2)	(3)	(4)
1 2 3 4 5 6 7	PB-2	Assistant Audit Officer Assistant Engineer Junior Engineer Grade I Private Secretary Section Officer Superintendent Superintendent-cum-Steno	10100-34800 +5100 (Modified notionally with effect from 1-12-2011 and monetary effect from 9-1-2014)
1 2 3 4 5 6 7	PB-3	Assessment Officer Assistant Accounts Officer Assistant Administrative Officer Assistant Personnel Officer Chief Head Draughtsman Industrial Relations Officer/ Labour Welfare Officer Stores Officer	15700-39100 + 5400
1 2 3	PB-3	Assistant Executive Engineer Medical Officer Senior Chemist	15700-39100 + 6100
1 2 3 4	PB-3	Accounts Officer Administrative Officer Chief Stores Officer Internal Audit Officer	15700-39100 + 6200
1 2 3 4 5 6 7 8	PB-3	Deputy Chief Chemist Deputy Chief Internal Audit Officer Deputy Financial Controller Executive Engineer Personnel Officer Senior Administrative Officer Stores Controller Under Secretary	15700-39100 + 7000
1 2 3 4 5	PB-4	Chief Medical Officer Deputy Secretary Financial Controller Senior Personnel Officer Superintending Engineer	38200-67000 + 8700
1 2	PB-4	Chief Engineer Chief Financial Controller Chief Internal Audit Officer	38200-67000 + 9500

Note: If the designation of any category of Officer is not included in the Tables in Annexure-I above, the Officers in that category shall be allowed the Pay Band + Grade Pay corresponding to his existing pay drawn by him."

ANNEXURE – IIForm for exercising option under the TANGEDCO Revised Pay
(Officers) Regulations 2011

I _____,
 holding the post of _____ in the
 Pay band of Rs. _____ + Rs. _____ Grade
 Pay do hereby elect (*) to come under the revised Pay with effect from
 1st December 2011 / to retain the existing Pay for the period upto
 _____ and come under the revised Pay with effect
 from _____.

2. The option hereby exercised is final and will not be modified at
 any subsequent date.

3. I hereby also undertake that any excess payment that may be
 found to have been made as a result of incorrect fixation of pay or any
 excess payment detected in the light of discrepancies noticed
 subsequently will be refunded by me to the Board either by adjustment
 against future payments due to me or otherwise without insisting for any
 prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature
 Head of the Office.

(*) Strike out whichever is not applicable.

ANNEXURE-IIIStatement of fixation of pay of individual Board Officer in the Revised Pay.

- (a) Circle :
- (b) Office :
- (c) Name of Officer :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Pay :
From to Y. M. D.
- (g) Total period of service as per para_____of B.P. :
Substantive/Officiating
or Temporary
1. Name of post :
2. Existing Pay in the Pay Band :
3. Present emoluments on the 1st December 2011 or on the date of the employee joining the service after 01.12.2011 :
- (i) Pay :
- (ii) Grade Pay :
- (iii) Personal Pay, if any :
- (iv) Dearness Allowance as on 01.12.2011 on Pay + Grade Pay + Personal Pay :
-
- Total (i to iv) above :
-
4. Revised Pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised Pay corresponding to the existing Pay as per 3 above as indicated in the Fitment Table (Fitment table is not applicable for cases involving Personal Pay) :
- 5(ii) Fitment Table No. :

6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised Pay at :
8. If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation :
9. Is this a case in which the revised pay cannot be refixed with reference to the Fitment Table? If so, why? :
10. If the Answer to the Question under Sl.No.9 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
11. Date of next increment in the revised scale :
12. Quantum of Special Pay, if any, attached to the post :

TNEBES

Head of Office.

TABLE NO.1
Pay Band + Grade Pay
PB-2 - Rs.10100-34800 + 5100

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Modified Grade Pay notionally w.e.f 1-12-2011 monetary benefit from 9-1-2014	Revised Basic Pay
1	2	3	4	5	6	7
1	14020	4600	1303	15330	5100	20430
2	14460	4600	1334	15800	5100	20900
3	14890	4600	1364	16260	5100	21360
4	15330	4600	1395	16730	5100	21830
5	15770	4600	1426	17200	5100	22300
6	16200	4600	1456	17660	5100	22760
7	16640	4600	1487	18130	5100	23230
8	17080	4600	1518	18600	5100	23700
9	17510	4600	1548	19060	5100	24160
10	17950	4600	1579	19530	5100	24630
11	18390	4600	1609	20000	5100	25100
12	18820	4600	1639	20460	5100	25560
13	19260	4600	1670	20930	5100	26030
14	19700	4600	1701	21410	5100	26510
15	20130	4600	1731	21870	5100	26970
16	20570	4600	1762	22340	5100	27440
17	21010	4600	1793	22810	5100	27910
18	21440	4600	1823	23270	5100	28370
19	21880	4600	1854	23740	5100	28840
20	22310	4600	1884	24200	5100	29300
21	22750	4600	1915	24670	5100	29770
22	23190	4600	1945	25140	5100	30240
23	23620	4600	1975	25600	5100	30700
24	24060	4600	2006	26070	5100	31170
25	24500	4600	2037	26540	5100	31640
26	24930	4600	2067	27000	5100	32100
27	25370	4600	2098	27470	5100	32570
28	25810	4600	2129	27940	5100	33040
29	26240	4600	2159	28400	5100	33500

TABLE NO.2

Pay Band + Grade Pay
PB-3 - Rs.15700-39100 + 5400

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	15720	5400	1478	17200	5400	22600
2	16250	5400	1516	17770	5400	23170
3	16790	5400	1553	18350	5400	23750
4	17320	5400	1590	18910	5400	24310
5	17850	5400	1628	19480	5400	24880
6	18390	5400	1665	20060	5400	25460
7	18920	5400	1702	20630	5400	26030
8	19450	5400	1740	21190	5400	26590
9	19990	5400	1777	21770	5400	27170
10	20520	5400	1814	22340	5400	27740
11	21050	5400	1852	22910	5400	28310
12	21590	5400	1889	23480	5400	28880
13	22120	5400	1926	24050	5400	29450
14	22650	5400	1964	24620	5400	30020
15	23190	5400	2001	25200	5400	30600
16	23720	5400	2038	25760	5400	31160
17	24250	5400	2076	26330	5400	31730
18	24790	5400	2113	26910	5400	32310
19	25320	5400	2150	27470	5400	32870
20	25860	5400	2188	28050	5400	33450
21	26390	5400	2225	28620	5400	34020
22	26920	5400	2262	29190	5400	34590
23	27460	5400	2300	29760	5400	35160
24	27990	5400	2337	30330	5400	35730
25	28520	5400	2374	30900	5400	36300
26	29060	5400	2412	31480	5400	36880
27	29590	5400	2449	32040	5400	37440
28	30120	5400	2486	32610	5400	38010

TABLE NO.3

Pay Band + Grade Pay
PB-3 - Rs.15700-39100 + 6100

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	18000	6100	1687	19690	6100	25790
2	18580	6100	1728	20310	6100	26410
3	19160	6100	1768	20930	6100	27030
4	19740	6100	1809	21550	6100	27650
5	20330	6100	1850	22180	6100	28280
6	20910	6100	1891	22810	6100	28910
7	21490	6100	1931	23430	6100	29530
8	22070	6100	1972	24050	6100	30150
9	22650	6100	2013	24670	6100	30770
10	23240	6100	2054	25300	6100	31400
11	23820	6100	2094	25920	6100	32020
12	24400	6100	2135	26540	6100	32640
13	24980	6100	2176	27160	6100	33260
14	25560	6100	2216	27780	6100	33880
15	26150	6100	2258	28410	6100	34510
16	26730	6100	2298	29030	6100	35130
17	27310	6100	2339	29650	6100	35750
18	27890	6100	2379	30270	6100	36370
19	28470	6100	2420	30890	6100	36990
20	29060	6100	2461	31530	6100	37630
21	29640	6100	2502	32150	6100	38250
22	30220	6100	2542	32770	6100	38870
23	30800	6100	2583	33390	6100	39490
24	31380	6100	2624	34010	6100	40110
25	31970	6100	2665	34640	6100	40740
26	32550	6100	2706	35260	6100	41360
27	33130	6100	2746	35880	6100	41980
28	33710	6100	2787	36500	6100	42600

TABLE NO.4

Pay Band + Grade Pay
PB-3 - Rs.15700-39100 + 6200

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	18430	6200	1724	20160	6200	26360
2	19020	6200	1765	20790	6200	26990
3	19600	6200	1806	21410	6200	27610
4	20180	6200	1847	22030	6200	28230
5	20760	6200	1887	22650	6200	28850
6	21340	6200	1928	23270	6200	29470
7	21930	6200	1969	23900	6200	30100
8	22510	6200	2010	24520	6200	30720
9	23090	6200	2050	25140	6200	31340
10	23670	6200	2091	25770	6200	31970
11	24250	6200	2132	26390	6200	32590
12	24840	6200	2173	27020	6200	33220
13	25420	6200	2213	27640	6200	33840
14	26000	6200	2254	28260	6200	34460
15	26580	6200	2295	28880	6200	35080
16	27160	6200	2335	29500	6200	35700
17	27750	6200	2377	30130	6200	36330
18	28330	6200	2417	30750	6200	36950
19	28910	6200	2458	31370	6200	37570
20	29490	6200	2498	31990	6200	38190
21	30070	6200	2539	32610	6200	38810
22	30660	6200	2580	33240	6200	39440
23	31240	6200	2621	33870	6200	40070
24	31820	6200	2661	34490	6200	40690
25	32400	6200	2702	35110	6200	41310
26	32980	6200	2743	35730	6200	41930
27	33570	6200	2784	36360	6200	42560
28	34150	6200	2825	36980	6200	43180

TABLE NO.5
Pay Band + Grade Pay
PB-3 - Rs.15700-39100 + 7000

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	21340	7000	1984	23330	7000	30330
2	22020	7000	2031	24060	7000	31060
3	22700	7000	2079	24780	7000	31780
4	23380	7000	2127	25510	7000	32510
5	24060	7000	2174	26240	7000	33240
6	24740	7000	2222	26970	7000	33970
7	25420	7000	2269	27690	7000	34690
8	26100	7000	2317	28420	7000	35420
9	26780	7000	2365	29150	7000	36150
10	27460	7000	2412	29880	7000	36880
11	28130	7000	2459	30590	7000	37590
12	28810	7000	2507	31320	7000	38320
13	29490	7000	2554	32050	7000	39050
14	30170	7000	2602	32780	7000	39780
15	30850	7000	2650	33500	7000	40500
16	31530	7000	2697	34230	7000	41230
17	32210	7000	2745	34960	7000	41960
18	32890	7000	2792	35690	7000	42690
19	33570	7000	2840	36410	7000	43410
20	34250	7000	2888	37140	7000	44140
21	34920	7000	2934	37860	7000	44860
22	35600	7000	2982	38590	7000	45590
23	36280	7000	3030	39100 + 210 PP	7000	46310
24	36960	7000	3077	39100 + 940 PP	7000	47040
25	37640	7000	3125	39100 + 1670 PP	7000	47770
26	38320	7000	3172	39100 + 2400 PP	7000	48500
27	39000	7000	3220	39100 + 3120 PP	7000	49220
28	39100	7000	3270	39100 + 3850 PP	7000	49950
	580 PP					

TABLE NO.6
Pay Band + Grade Pay
PB-4 - Rs.38200-67000 + 8700

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	38200	8700	3283	41490	8700	50190
2	39350	8700	3364	42720	8700	51420
3	40540	8700	3447	43990	8700	52690
4	41760	8700	3532	45300	8700	54000
5	43020	8700	3620	46640	8700	55340
6	44320	8700	3711	48040	8700	56740
7	45650	8700	3805	49460	8700	58160
8	47020	8700	3900	50920	8700	59620
9	48440	8700	4000	52440	8700	61140

TABLE NO.7

Pay Band + Grade Pay
PB-4 - Rs.38200-67000 + 9500

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	41760	9500	3588	45350	9500	54850
2	43020	9500	3676	46700	9500	56200
3	44320	9500	3767	48090	9500	57590
4	45650	9500	3861	49520	9500	59020
5	47020	9500	3956	50980	9500	60480
6	48440	9500	4056	52500	9500	62000
7	49900	9500	4158	54060	9500	63560
8	51400	9500	4263	55670	9500	65170
9	52950	9500	4372	57330	9500	66830

ANNEXURE – IV
OFFICERS
ILLUSTRATION-I

A Selection Grade Assistant Executive Engineer is drawing a pay of Rs.33700+Rs.7000 (Grade Pay) in the Pay Band of Rs.15700-39100+Rs.7000 (Grade Pay) with effect from 01.04.2011. He has put in 21 years of regular completed service on 01.12.2011. His normal date of increment is 1st April His Pay will be fixed as follows:-

- | | |
|---|---------------------------------|
| 1) Pay Band | - Rs.15700-39100 + Rs.7000(G.P) |
| 2) Existing Pay and Grade Pay
as on 01.12.2011. | - Rs.33700 + Rs.7000 (G.P) |
| 3) 7% of Pay and Grade Pay
(Fitment) | - Rs.2850 |
| ----- | |
| 4) Pay after 7% fitment | - Rs.36550 |
| 5) Grade Pay | - Rs. 7000 |
| ----- | |
| 6) Revised Basic Pay to be fixed
as on 01.12.2011 | - Rs.43,550/- |
| 7) <u>Service Waigtage:-</u>
Add one increment at 3 %
on Pay and Grade Pay after
fitment for completion of
10 years of service
(i.e 3% of Rs.43,550/-) | - Rs.1310 |
| 8) Pay to be fixed with effect
from 01.12.2011 after adding
service weightage
(Rs.36550 + 1310) | - Rs.37860 + Rs.7000 (G.P) |
| 9) Date of next increment | - 01.04.2012 |

ILLUSTRATION-II

An Assistant Executive Engineer is drawing a basic pay of Rs.21,490 + Rs.6100 Grade Pay as on 1-12-2011 in the Pay band of Rs.15700-39100 + Rs.6100/-. Subsequently, the Officer has been promoted as Executive Engineer with effect from 12.5.2012. The revised pay applicable to the post of Executive Engineer is Rs.15700-39100 with Grade Pay of Rs.7,000/-. His pay shall be fixed as follows:

1. Existing Pay band : Rs.15700-39100 + Rs.6100
2. Existing Pay and Grade Pay as on 01.12.2011. : Rs.21490 + Rs.6100 (G.P)
- 3) 7% of Pay and Grade Pay (Fitment) : Rs.1940/-
4. Revised Pay in the Pay Band : Rs.23,430/-
5. Grade Pay : Rs. 6,100/-
6. Revised Basic Pay to be fixed on 1-12-2011 : Rs.29,530/-
7. Service Waigtage:-
Add one increment at 3 % : Rs.890/-
on Pay and Grade Pay after fitment
for completion of 10 years of service
(i.e 3% of Rs.29,530/-)
8. Pay to be fixed with effect from 01.12.2011 after adding service weightage : Rs.24320+Rs.6100 (G.P)

Promotion as Executive Engineer with effect from 12.5.2012

9. Pay in the post of Assistant Executive Engineer as on 1.12.2011 : Rs.24320+Rs.6100 (G.P)

Executive Engineer with effect from 12.5.2012 in the PB-3 Rs.15700-39100 with Grade Pay Rs.7000/-

10. One increment equal to 3% of the sum of the pay in the existing pay band and Grade Pay : Rs. 920/-
(i.e., 3% of Rs.24320/- + Rs.6100 G.P.)
11. Pay to be fixed in the post of Executive Engineer with effect from 12.5.2012. (9+10 in the higher post) : Rs.25,240+ Rs.7,000 (G.P)
12. Date of next increment. : 1.4.2013.

// TRUE COPY//

A. Zogabdeen Ahmed Bakh
11/11/13

SECTION OFFICER.

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11/11/13