

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION
ADMINISTRATIVE BRANCH**

From
Er.N.KRISHNAMOORTHY B.E.,
Chief Engineer/Personnel,
144, Anna Salai,
Chennai - 600 002.

To
The General Secretary,
TNEE Engineers' Sangam

Letter No.009162/38/G.46/G.462/2014-1, dt.26.10.2014.

Sir,

Sub : Estt - RWE - Committee - Constituted 12(3) settlement dt. 09.01.2014 - Review Double Channel Promotion in Regular Work Establishment Report Communicated to Trade Union suggestion - Requested - Regarding.

- Ref : 1. Memorandum of settlement under section 12(3) of the I.D.Act 1947 reached before the Commissioner of Labour/Chennai, dt.09.01.2014.
2. Per (CMD)TANGEDCO Proceeding No.26 (Adm.Branch) dt. 04.03.2014.
3. Secretary's U.O.Note No. 73640/A3/A31/2011-19, dt. 20.06.2014.
4. Committee's Report for review of Double Channel Promotion in RWE.

Based on the 12(3) settlement cited, a Committee for reviewing Double Channel Promotion in Regular Work Establishment has been Constituted vide B.P cited under reference (2).

In this regard the Committee has furnished their report.

The report of the Committee is enclosed herewith for your suggestions.

(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)

Yours faithfully,

Encl: As above.


N.KRISHNAMOORTHY
CHIEF ENGINEER/PERSONNEL 10/2014

Report of the committee constituted for review of double channel promotion in
Regular Work Establishment.

The committee comprising of

- i) Thiru S. Akshayakumar, Director / Transmission Projects
- ii) Thiru S. Chinnarajalu, Secretary / TANGEDCO
- iii) Thiru N. Anandakrishnan, Additional Chief Engineer / Coimbatore EDC /
North

constituted vide (Per) (CMD) TANGEDCO Proceedings No. 26, Dated 04.03.2014 met on 15.5.14 & 23.5.14.

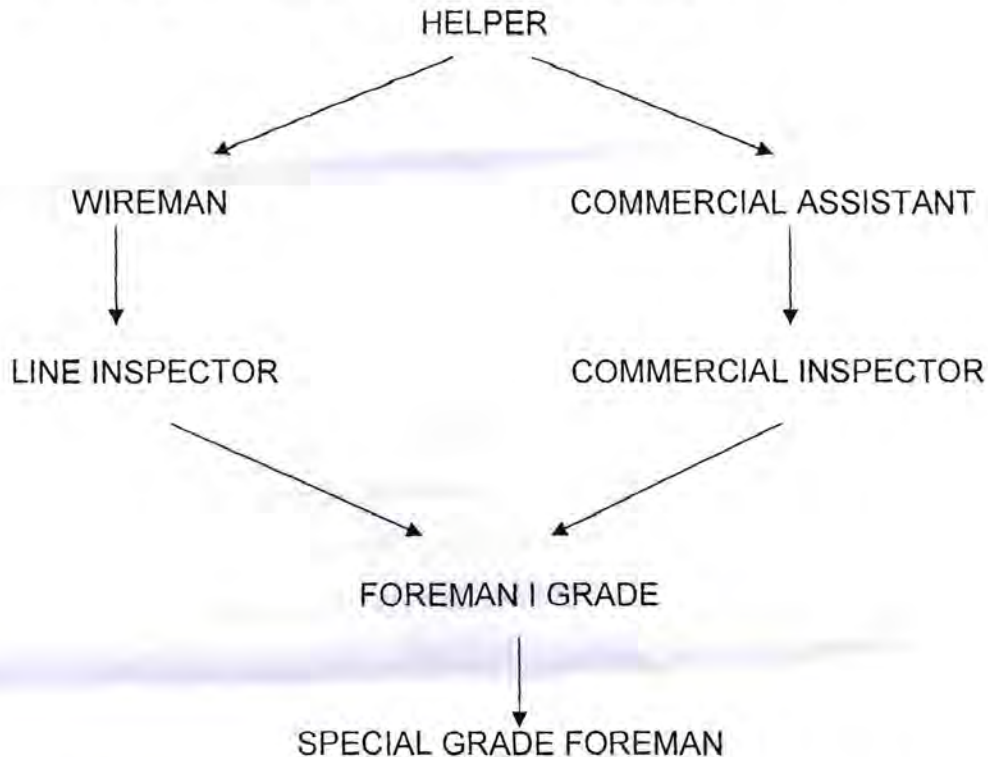
In order to fully understand the issues involved from all possible angles, discussions were held with major union representatives. It was seen that this issue has already been dealt with by CE / Personnel in 2013 by forming a Committee. The report of that Committee has also been gone through.

The findings of the committee is furnished below:

The posts of Helper in Distribution circles are filled up either from Mazdoors who were working as contract workers earlier or through Direct recruitment of NTC / NAC holders or compassionate grounds. As per the service regulations the minimum qualification for the post of helper has been fixed as pass in NTC / NAC for direct recruitment. However the regularization of contract labourers and also giving appointments to legal heirs of deceased employees, necessitate filling these posts with persons having lesser qualification also.

The immediate promotional cadre for helper is either wireman (WM) or commercial assistant (CA). The post of wireman is of field nature whereas the commercial assistant is required to do desk works involving preparation and scrutiny of estimates, drawing materials from stores, maintaining accounts, closing work orders, etc.

Pass in SSLC has been prescribed as the minimum qualification for the post of commercial assistant considering the nature of job. While the wireman gets promoted as Line Inspector (LI), the Commercial Assistant gets promoted as Commercial Inspector (CI). The next promotional category for both LI & CI is Foreman I Grade. The line of promotion is set as below:-



Disparities are noticed at the time of promotion to the post of Foreman I Grade because they are from two feeder categories namely LI & CI. In practice the persons choosing the CA / CI channel get quicker promotion than the persons choosing the WM / LI channel. While analyzing the reasons for such anomaly it is found that the ratio among Wireman and Line Inspector is 7 : 1 whereas the same in respect of Commercial Assistant and Commercial Inspector is 1 : 1. Further, a minimum service period of 8 years is being stipulated for promotion as L.I whereas no minimum period has been stipulated for promotion as CI from CA. This causes heart burns among the workers.

This double channel promotion has been a bone of contention in various work load settlements. In 1980, the double channel was introduced and dispensed with during 1996 settlement only to be revived in 2005 settlement.

Series of instructions have been issued from the Board to set right the disparities emanated on account of practicing the double channel during this period. The union representatives pointed out the various contradicting positions the Board had taken while passing these orders.

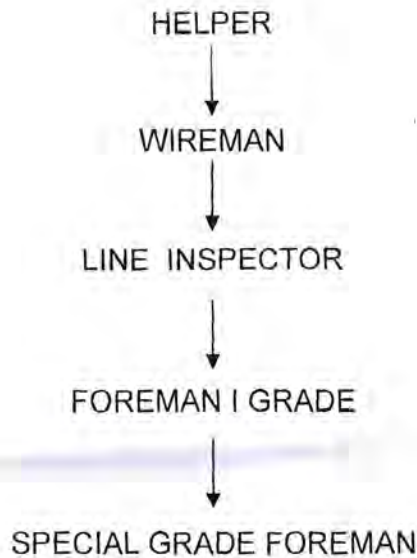
It was also noticed that there have been cases where workers who felt affected due to the practice of double channel but not able to get suitable remedy finally approached the courts seeking judicial remedy.

Considering all the above the committee strongly feels that there is a need to abolish the double channel and to separate the two categories namely, Wireman and Line Inspector on the one side and Commercial Assistant and Commercial Inspector on the other side as two distinct and different categories.

The nature of works for the CA / CI are totally different from that of WM / LI. The educational qualifications required also differ. Therefore separation of these categories seems to be fully justified. With this basis the committee proceeded further. Having decided to form 2 different categories, the task before the Committee has been reduced to the following:-

- (a) designing the form and structure of the categories to be created.
- (b) balancing the opportunities for both the categories in respect of career progression.
- (c) considering the case of existing employees in the context of separation proposed.

The Committee does not intend to propose any changes to the one arm of the double channel, now proposed to be separated and recommends to retain the structure as below:



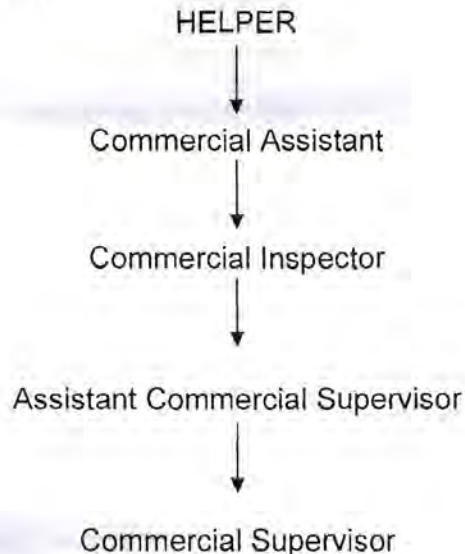
With this arrangement the posts of Commercial Assistant and Commercial Inspector will stand carved out and be found hanging without any head or tail. The real task of the Committee is to reshape and provide a structure to this carved out category and make it stand alone.

In respect of the other channel, the Committee studied the ways to creating the same without disturbing the overall structure and at the same time ensure equitable opportunities irrespective of the channel which a helper chooses.

In this regard it is noted that there is scope of accommodating persons with experience in preparation and scrutiny of estimates etc in the division offices.

Recently the sanctioning power of Superintending Engineers and Executive Engineers have been delegated to Assistant Executive Engineers and Assistant Engineers respectively. Further with implementation of R-ARDRP, the GIS mapping of all assets and consumer index are to be carried out, prepared and periodically updated. These special works may be assigned to the division office with additional staff for the same. For this purpose new category of posts having designation Assistant Commercial Supervisor (ACS) and Commercial Supervisor (CS) in the rank of FM I Grade and Special Grade FM respectively

may be created. Each division may be provided with 2 ACS and 1 CS. They may be also assigned with the job of special scrutiny of estimates prepared at Assistant Executive Engineers' and Assistant Engineers' office. Thus in line with Helper-Wireman-Line Inspector Channel the newly proposed Helper-CA-CI Channel would be as below:



With the creation of the above posts the segregation of the CA-CI channel and WM – LI channel is complete. However in order to ensure equitable promotions minor alterations in the posts of CA & CI are also considered necessary.

In order to have proportionate strength in each category for ensuring equitable promotional opportunities, some restructuring of the existing posts of Commercial Assistant and Commercial Inspector in the section offices is considered necessary. The Committee suggests the following:-

- (i) 2 Commercial Assistants instead of present one Commercial Assistant and one Commercial Inspector in Rural Sections (without altering the present set up of one CA and CI in urban sections) and
- (ii) Upgrading the CA posts in sub-division as CIs considering the nature of work at sub-division level.
- (iii) The existing CI in the division office may be taken out as the new categories of ACS and CS are proposed who would look after the

works of CI as well in addition to the responsibilities proposed to be vested with.

The following table highlights the present and proposed set up in the distribution section, sub-division and division offices.

| Office | Existing | Proposed | Creation | Abolition |
|--------------|--------------|---------------|---------------|-----------|
| Section | 1 CA 1 CI | 2 CA | 1 CA | 1 CI |
| Sub-Division | 1 CA 1 CI | 2 CI | 1 CI | 1 CA |
| Division | CI | 2 ACS 1 CS | 2 ACS 1 CS | 1 CI |

Further new posts equivalent to that of Foreman Grade I and Special Grade Foreman are created exclusively to cater the promotional needs of the newly created commercial category who would otherwise be sharing it with the other category, it was also considered necessary to abolish some Foreman Grade I posts. Since all the posts of Foreman Grade I in the O & M sections are covered under work load norms it might not be prudent to alter the same. Hence it is recommended to abolish the Foreman Grade I posts existing in the 110 KV non-grid substations.

Incorporating all the above changes proposed, the staff pattern in these categories would be as below:

| Category | Existing norms | Existing strength | proposed norms | proposed strength |
|---------------------------|----------------|-------------------|----------------|-------------------|
| CA | | | | |
| Rural Sections | 1 | 2089 | 2 | 4178 |
| Other than Rural Sections | 1 | 1200 | 1 | 1200 |
| Sub Division offices | 1 | 627 | Nil | - |
| | TOTAL | 3916 | | 5378 |
| C.I. | | | | |
| Rural Sections | 1 | 2089 | Nil | - |
| O & M Sub Divisions | 1 | 627 | 2 | 1254 |

| | | | | |
|---|-----------|------|-----------|------|
| O & M Divisions | 1 | 170 | Nil | - |
| Other Sections & areas | No change | 544 | No change | 544 |
| | Total | 3430 | | 1802 |
| L.I All areas | | 5869 | No change | 5869 |
| Foreman I Grade 110 KV Non Grid SS | 1 | 600 | Nil | - |
| Other O & Ms | | 5391 | No change | 5391 |
| | Total | 5991 | | 5391 |
| Spl. Gr. F.M | | 837 | No change | 837 |
| Assistant Comml. Supervisor (New post recommended) | | | | |
| O & M Divisions | Nil | - | 2 | 340 |
| Commercial Supervisor (New post recommended) | | | | |
| O & M Divisions | Nil | - | 1 | 170 |

The resultant strength of each category in each channel will be as below:-

| | | | |
|------------------|---------|-----|--------|
| WM | : 17985 | CA | : 5378 |
| LI | : 5869 | CI | : 1802 |
| FM I(g) | : 5391 | ACS | : 340 |
| Special Grade FM | : 837 | CS | : 170 |


The details of cost incurred in the proposed strength is furnished in the enclosed statement.

Conclusion : The Committee recommends splitting of the double channel as two separate categories by introduction of a new "commercial category". The recruitment / appointment may be made separately for each of these categories. Introduction of the new category necessitates creation of new designations namely, Assistant Commercial Supervisor and Commercial Supervisor. These posts may have to carry additional and higher responsibilities commensurate with their positions.

An opportunity is to be given for the serving employees in the categories of Helper, Wireman and Commercial Assistant to choose the category under which they would opt to serve subject to their eligibility.

This proposal is likely to be accepted by all unions as the interests of various sections of employees are taken care of while the new needs of the organization arising on account of introduction of new technologies are also addressed.

N. Ananthakrishnan


31/5/14
S. Chinnarajulu


31/5/14
S. Akshayakumar