

**TAMIL NADU GENERATION AND DISTRIBUTION  
CORPORATION LIMITED**

SECRETARIAT BRANCH  
N.P.K.R.R. MAALIGAI,  
144, ANNA SALAI,  
CHENNAI-2.

Memo. (Per.) No.11297/A3/A31/2014-1 , Dated : 19-11-2014.

Sub: TANGEDCO – Fixation of pay on appointment by  
Internal Selection – Allowing Grade Pay –  
Clarification - Orders – Issued.

- Ref: 1) B.P. Ms. (FB) No.95 (SB), dated: 20.11.1985.  
2) Memo. No.80175/R1/C1/85-1 (SB),  
dated: 29.11.1986.  
3) (Per) B.P. (Ch) No.223 (SB), dated: 21.11.2009.  
4) (Per) B.P. (Ch) No.224 (SB), dated: 21.11.2009.  
5) Board's Letter No.12149/A3/A31/2010-1,  
dated: 26.2.2010.

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In the Board's Proceedings first cited, orders were issued for allowing protection of pay fixation to the employees on appointment by internal selection.

2) In the Board's Proceedings third and fourth cited orders were issued for revision of Pay and Allowances to the employees and officers of TANGEDCO with effect from 1.12.2007. The revised pay of the employees were fixed with Pay Band and Grade Pay instead of the scale of pay method.

3) Based on the clarification sought for by a Superintending Engineer, it has been clarified in the Board's letter fifth cited that the appointment by internal selection is not a promotion and the Pay shall be fixed in the appointed post with minimum of pay in the Pay Band + Grade Pay and the higher pay drawn in the previous post to be shown as Personal Pay.

4) It has been represented by the Unions and employees of TANGEDCO that Grade Pay applicable to the appointed post is not allowed based on the above clarification and demanded to allow the applicable Grade Pay to the appointed post.

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5) The above demand was examined in detail. After careful consideration, the TANGEDCO hereby orders as follows:-

- i. The Board's letter dated: 26.2.2010 is cancelled.
- ii. In modification of B.P.Ms (FB) No.95 (SB), dt:20.11.85 consequent on introduction of Pay Band + Grade Pay with effect from 1.12.2007, the employees appointed through internal selection shall be allowed the benefit of applicable Grade Pay to the appointed post and duly protecting the pay drawn in the previous post by fixing the minimum of the Pay Band and then the balance amount as Personal Pay. An illustration is shown in the Annexure.
- iii. This may be given effect from 1-12-2007 or on the date of appointment through internal selection after 1-12-2007, notionally and with monetary benefit from 9-1-2014.
- iv. The next annual increment after appointment by internal selection will be on completion of one year of service subject to quarterly advancement.
- v. The Audit objections raised on these fixations based on the Board's letter dated: 26.2.2010 shall be dropped.

(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)

S. CHINNARAJALU  
SECRETARY.

To  
All Chief Engineers.  
The Chief Financial Controller/General and Revenue.  
All Superintending Engineers.  
All Deputy Secretaries/Secretariat Branch.  
The Chief Internal Audit Officer/Audit Branch.  
The Residential Audit Officer /TANGEDCO.  
Copy to:-  
The Chairman cum Managing Director's Table.  
The Managing Director/TANTRANSCO.  
All Directors/TANGEDCO and TANTRANSCO.  
The Director General of Police/Vigilance/TANGEDCO/Chennai-2.  
The Secretary / TANGEDCO / Chennai-2.  
The Legal Adviser/TANGEDCO/Chennai-2.  
The Executive Assistant/Chairman cum Managing Director's office.

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The Industrial Relations Adviser/TANGEDCO.  
The Chief Medical Officer/Head Quarters Dispensary/Chennai.2.  
The Deputy Chief Engineer/Administrative Branch.  
All Senior Personnel Officers/Administrative Branch.  
The Director, Computer Centre.  
The Assistant Personnel Officer/Tamil Development – for publication  
in the TNEB Bulletin (2 copies).  
The Director/Tamil Nadu Electricity Board Printing Press.  
All Branches.  
All Officers/Sections/Cells in the Secretariat Branch .  
Tamil Nadu Electricity Workers' Federation.  
Tamil Nadu Electricity Board Accounts & Executive Staff Union.  
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 Engineers Union.

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**ANNEXURE**  
**ILLUSTRATION**

A Commercial Inspector drawing pay of Rs.13900+2700 GP in the Pay Band of Rs.5400-20200 + Rs.2700 Grade Pay is appointed through internal selection as Assistant Engineer / Electrical on 18.12.2008. His date of increment in the post of Commercial Inspector is on 1<sup>st</sup> January. On appointment as Assistant Engineer / Electrical, his pay shall be fixed as follows:-

| Date                             | Pay drawn in the previous post (Commercial Inspector) (Rs.5400-20200 + Rs.2700 (GP)) | Pay to be fixed in the present post (Assistant Engineer) (Rs.10100-34800 + Rs.4600 (GP)) |              |
|----------------------------------|--|--|--------------|
|                                  |  | Pay + Grade Pay  | Personal Pay |
| 01.01.2008                       | 13900+2700   | ---  | ---          |
| 18.12.2008<br>Internal Selection | 13900+2700   | 10100+4600   | 3800         |

Next annual increment will be on 01.10.2009.

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SECTION OFFICER.



