



# Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

(Affiliated to All India Federation of Power Diploma Engineers)

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PRESIDENT

**Er. A.ANTONYPADOVARAJ**

GENERAL SECRETARY

**Er. V. ASHOKKUMAR**

TREASURER

**Er. R.BADRINARAYANAN**

To

THE CHAIRMAN cum MANAGING DIRECTOR,  
TANGEDCO,  
Chennai-600 002.

Lr.No.GS/TNEBES/F1/ D55 /2015,Dt.26.11.2015.

Sir,

Sub: Filling up of vacancies of Assistant Engineer / Electrical / Mechanical  
And Civil – by Internal Selection – abnormal delay – intervention of  
CMD – requested – Reg.

Ref: 1. Lr.No.044575/234/G55/G551/2015-1,Dt.26.05.2015.  
2. Lr.No.044576/235/G55/G551/2015-1,Dt.26.05.2015.  
3. Lr.No.044577/236/G55/G551/2015-1,Dt.26.05.2015.

We invite the kind attention of the respected Chairman cum Managing  
Director on the following few lines;

- There are two channels for filling up the posts of Assistant Engineer – one by Internal Selection among existing employees who works in T.N.E.B. and qualified Degree in Engineering and the other by Direct recruitment from external sources who does not have the work experience and not working in T.N.E.B.
- The Board is maintaining the ratio of 1:1 among internal selection and direct recruitment and their seniority is fixed as per the calendar year (i.e. on 31<sup>st</sup> December of every year).
- After consider the vacancies to be filled for the post of Assistant Engineer. Board called for particulars for the internal selection, from the eligible candidates who are working in T.N.E.B. vide reference (1), (2) and (3) for the categories of Assistant Engineer / Electrical, Mechanical and Civil respectively.

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The call letter of the Chief Engineer / Personnel clearly states that **"30.06.2015 is the last date for the employees to submit their application and 15.07.2015 is the last date for the field officer to submit the application to the office of the Chief Engineer / Personnel"**.

- Even though all the particulars were received at the office of the Chief Engineer / Personnel, no further action is taken to process the panel for approval and releasing appointment orders. Our repeated requests are in vain.
- It is the habitual practice of the personnel management to delay the process of Assistant Engineer / Internal Selection panels to give advantage to the Direct Recruitment candidates.

Though the personnel management actively processing for the Direct Recruitment, the process of completing the same before 31<sup>st</sup> December 2015 is not sure.

- From the above, we apprehend, the personnel management is intentionally delaying the Assistant Engineer / Internal Selection panels for the past four months from 15.07.2015 so as to deny their legitimate appointment as Assistant Engineer and their due seniority which has to be confirmed before 31.12.2015.

Also we learn that, the personnel management is citing a counter prepared by them stating that "the Internal Selection and Direct Recruitment will be made simultaneously".

It is the stand of the management in that particulars case to avoid adverse remarks from the court.

**As for as this current panels are concerned there is no legal bar and the Service Regulation is very clear to process, finalise and release orders of appointment through internal selection. No where the word "simultaneous" finds place in these orders (or) regulations.**

The candidates who works hard in the field, attending duties in shifts and odd hours and qualifies degree in Engineering in addition to their works.

The Board must fill up the vacancies first from the candidates who are its own employees and then to resort for the external recruitment which will help the Board financially as well as technically.



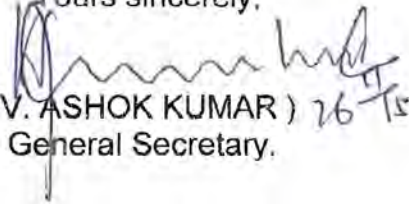
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**In the interest of the Board, to meet the damages caused due to the unprecedented rains and to rectify the defects permanently the posts of section officers are to be filled on top priority. More than 650 Engineers qualified with Degree in Engineering and eligible for the Assistant Engineer posts are readily available in the Board. Utilizing these available man powers to meet the crisis has to be the first priority of the Board.**

Hence, we request the respected Chairman cum Managing Director to kindly order personnel management to process the Assistant Engineer / Internal Selection panels and release orders of appointment immediately, and make the most beneficial out of them from their rich experience in the Board.

Thanking you, Sir,

Yours sincerely,

  
( V. ASHOK KUMAR ) 26/15  
General Secretary.

Copy to:

The Secretary / TANGEDCO.

The Chief Engineer / Personnel / TANGEDCO.