



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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To

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

Lr.No.GS/TNEBES/F1/ D33 /2016,Dt.03.12.2016.

Sir,

Sub: Promotion to the post of Junior Engineer Grade-II (Electrical) from Diploma Holding Technical Assistants – considering crucial date as 01.12.2016 – candidates completed two years as on date – as a special case – requested – Reg.

- Ref: 1. Diploma panel called on 01.10.2012 & approved on 10.07.2015 (1039).
2. Diploma panel called on 08.11.2015 & approved on 5.7.2016 (190).
3. LI / CI (Diploma) panel called on 3.08.2015 & approved on 5.7.2016 (40).
4. Non Diploma panel approved on 15.7.2012 (472).
5. Non Diploma panel approved on 10.07.2015 (42).
6. Non Diploma panel approved on 3.3.2016 (372).
7. Non Diploma panel approved on 6.7.2016 (59).
8. TA / IS – panel approved on 15.02.2013.
9. TA / IS – panel approved on 30.03.2013.
10. Our representation D54/2015,Dt.26.11.2015.
11. Our representations D73/2016 dt.20.02.2016.

We invite the kind attention of the respected Chairman cum Managing Director for rendering Justice of the Diploma Engineers on their promotion as Junior Engineer Grade-II.

The posts of Junior Engineer Grade-II are filled as per the ratio 3:1 among Diploma Engineers and Non Diploma RWE categories.

Tamil Nadu Electricity Board Engineers' Sangam

A. Excess promotion of Non-Diploma Holders:

Due to prolonged litigation in the Court, the Junior Engineer Grade-II promotions reserved for Diploma Engineers were stalled from 2012 to 2015.

During the above period, citing the pendency of Court cases the Non Diploma Holders (RWE categories) got 589 Junior Engineer Grade-II further promotions excess over their share violating as per 3:1 ratio.

Similar attempt was again made during 2016 by the Non Diploma Holders to get further promotion in excess over the excess already got in Junior Engineer Grade-II further violating the 3:1 ratio.

On 20.02.2016 we protested to this repeated unfair and illegal process of continued excessive promotions of Non Diploma Holders. Respected Chairman cum Managing Director assured to maintain 3:1 ratio as per Service Regulation in letter and spirit.

Contrary to the assurance, the Chairman cum Managing Director approved Junior Engineer Grade-II promotion to 372 Non Diploma Holders over and above their share (589 + 372 = 961). The reason told to us was that, the Non Diploma Engineers who are at the verge of their retirement approached and to consider their demand on humanitarian ground the panel was approved by the Chairman cum Managing Director as a special case and assured further Non Diploma Holders will NOT be promoted violating 3:1 ratio.

After releasing 372 excess over excess of Junior Engineer Grade-II promotion by Non Diploma Holders, 59 Non Diploma Holders were promoted again stating that the promotion is operated to fill up the number of persons who were not joined in the Junior Engineer Grade-II promotions. This system of filling up of posts for those who not joined in the panel is strange to Board and not followed in other promotions.

Summing up, so for 1020 (589 + 372 + 59) Non Diploma Holders were promoted as Junior Engineer Grade-II knowingly violating the 3:1 ratio prescribed among Diploma Engineers and Non Diploma Holders in the Service Regulation.

B. LI / CI (Diploma qualified) promoted as per orders of Hon'ble High Court:

The Hon'ble Division Bench of High Court of Madras passed order on 22.06.2015 in the Junior Engineer Grade-II promotions restoring all Board Proceedings from the date of issue and as a special case allowed the RWE cadre (LI / CI) who passed Diploma in Engineering to be promoted as Junior Engineer Grade-II as one time measure.

Tamil Nadu Electricity Board Engineers' Sangam

Based on the orders of the Court, Board called particulars from the existing LI / CI categories who qualified with Diploma in Engineering for considering them for promotion to the post of Junior Engineer Grade-II. The crucial date fixed for the above (Juniors) candidates is 22.06.2015, where as for the regular (senior) Technical Assistants the crucial date is fixed as 20.03.2015. **This created unrest and anomaly in the promotions of Junior Engineer Grade-II among the Diploma Holding Technical Assistants.**

C. Technical Assistants / Internal Selection – affected for the mistakes of the management:

Technical Assistants is the feeder category for filling up of Junior Engineer Grade-II posts under Diploma quota.

While drawing selection panel for the Technical Assistants by Internal Selection during 2013, some of the candidates eligible were left out in the panel, since their particulars were not received from the circle offices.

For the lapses committed by the administration, the panel for the Technical Assistants (Internal Selection) were issued in two parts i.e. for 186 persons on 15.02.2013 and for 23 (left out) persons on 30.03.2013 vide reference (5) & (6) cited above.

For no fault the individuals who are eligible in all respects, were made to suffer for the mistake of the management. This causes irreparable loss to the individuals. These individuals are further affected in the Junior Engineer Grade-II promotions also for the reasons they have not completed two years of experience while drawing the panel. Whereas their juniors who were selected as Technical Assistants in the first batch on 15.02.2013 were included in the panel.

Because of the mistakes of the administration the senior Technical Assistants were affected both during selection as Technical Assistants as well as while promoting as Junior Engineer Grade-II.

For the above said three factors, the Diploma Holding Technical Assistants are affected in their promotions of Junior Engineer Grade-II (Electrical).

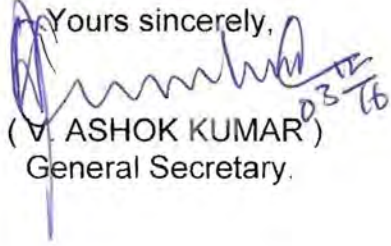
During our discussion with respected Chairman cum Managing Director, we were assured that these problems will be settled early.

To assist the personnel management in calling particulars for Junior Engineer Grade-II promotions, we have consolidated the Date of Joining (D.O.J) of the Technical Assistants working in the Board. Detailed report on the D.O.J. will be handed over to the Chief Engineer / Personnel serperately for taking immediate action.

Tamil Nadu Electricity Board Engineers' Sangam

Hence, we request the respected Chairman cum Managing Director to kindly consider our representation and order to call particulars for the preparation of Junior Engineer Grade-II (Electrical) panel with crucial date as 01.12.2016 as one time measure to settle all grievances that exists in the Junior Engineer Grade-II promotions.

Thanking you, Sir,

Yours sincerely,

(V. ASHOK KUMAR)
General Secretary.

Encl: 1. Our representation D54/2015, Dt. 26.11.2015.
2. Our representations D73/2016 dt. 20.02.2016.

Copy to:
The Chief Engineer / Personnel / TANGEDCO.