

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

TANGEDCO – Juniors drawing more pay than the Seniors and promoted consequent on movement to Special Grade – Rectification of pay anomaly to the seniors – Orders – Issued.

(SECRETARIAT BRANCH)

(Per.) FB TANGEDCO Proceedings No.17 dated : 20th June 2017

Aani 6.

Thiruvalluvar Aandu 2048.

Read:-

- 1) (Per.) B.P. (FB) No.12 (SB) dt: 08.02.2006.
- 2) (Per.) B.P. (Ch) No.223 (SB) dt: 21.11.2009.
- 3) (Per.) B.P. (Ch) No.224 (SB) dt: 21.11.2009.
- 4) (Per.) FB TANGEDCO Proc.No.3 (SB) dt:11-01-2014.
- 5) (Per.) FB TANGEDCO Proc.No.4 (SB) dt:11-01-2014.
- 6) G.O. (MS) No.25, P&AR (FR.IV) Department dt:23.3.2015.
- 7) (Per.) FB TANGEDCO Proc.No.36 (SB) dt: 10.12.2015.
- 8) (Per.) FB TANGEDCO Proc.No.10 (SB) dt :14.06.2016

PROCEEDINGS:-

In the reference first cited orders were issued allowing to move Special Grade to certain employees of Board for whom there is no promotional opportunity on completion of twenty years of service in the same post.

2. In the reference second and third cited, orders were issued allowing one increment equal to 3% of basic pay including Grade Pay on movement to Selection Grade/Special Grade with effect from 1.12.2007. Subsequently, in the reference fourth and fifth cited, orders were issued granting an additional increment to the employees @ 3% of pay plus Grade Pay during Revision of Wages in 2011 on the date of movement to Selection Grade/Special Grade based on the orders of the Government of Tamil Nadu.

3. As per the existing orders, the employees of TANGEDCO are entitled to rectification of pay anomaly, on par with their juniors promoted after movement to Selection Grade by grant of one increment @ 3%. In the reference sixth cited, orders have been issued by the Government among other things for rectification of pay anomaly to the seniors on par with their juniors who were promoted after movement to Selection Grade/Special Grade by obtaining an additional increment @ 3% (i.e., 3+3 = 6%).

4. Based on the orders issued by Government in the reference sixth cited, the same was adopted in TANGEDCO and orders were issued only to the cases of Selection Grade anomaly in the reference seventh cited.

5. The Unions have demanded to allow rectification of pay anomaly to the seniors arising due to the junior moved to Special Grade and promoted to higher post and draw higher pay when the senior was promoted without moving to Special Grade and draw lesser pay and also the anomaly ordered in G.O. Ms. No.25 P&AR (FR.IV) Department dated 23.03.2015 for grant of additional increment.

6. After careful examination, it is hereby ordered that the pay anomaly to the seniors who were promoted to higher post without movement to Special Grade in the lower post and draw less pay be rectified on par with their juniors promoted after movement to Special Grade and draw more pay as per the conditions laid down in Selection Grade anomaly. The rectification of pay anomaly to the seniors on par with the juniors who were promoted after movement to special grade by obtaining an additional increment @ 3% as ordered in the reference sixth cited arising on or after 01.12.2007 be made applicable to the seniors notionally with effect from 01.12.2007 and monetary benefit from 01.04.2013.

7. The receipt of the Board's Proceedings should be acknowledged.

(BY ORDER OF THE BOARD)

**R.BALAJI,
SECRETARY.**

To
All Chief Engineers.
The Chief Financial Controller/General and Revenue/Accounts Branch.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Chief Internal Audit Officer/Audit Branch.

Copy to:-

The Chairman cum Managing Director's Table.
The Director General of Police/Vigilance.
The Managing Director/TANTRANSCO.
All Directors/TANGEDCO and TANTRANSCO.
The Secretary/TANGEDCO/Chennai-2.
The Legal Adviser.
The Executive Assistant to Chairman cum Managing Director's office.
The Industrial Relations Adviser/TANGEDCO.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Industrial Relations Officer/TANGEDCO.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
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 Poriyalar Aykkiya 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 .

:: TRUE COPY :: FORWARDED :: BY ORDER ::

A. Imaddeen Ahmed Raza
SECTION OFFICER.

[Signature]
21/6/17