

**TAMILNADU GENERATION & DISTRIBUTION CORPORATION LTD.  
(Administrative Branch)**

144, Anna Salai,  
Chennai - 600 002

Memo. No. 102563/1226/G.18/G.181/2018-11, Dated: 28.08.2020.

- Sub : Estt. - Class II Service - Inter-Se-Seniority of Assistant Engineers/Electrical for the year 2008 - Issued - Clarification Requested - Regarding.
- Ref : 1. CE/Personnel Memo. No. 03799/ 1435/ G.18/ G.181/ 2018- 3, dt: 27.11.2018.
2. CE/Personnel Memo. No. 102563/ 1226/ G.18/ G.181/ 2018- 5, dt: 20.08.2019.
3. CE/Personnel Memo. No. 102563/ 1226/ G.18/ G.181/ 2018-6, dt: 13.02.2020.
4. Representations in various dates received from Assistant Engineers/Elecl. thro' Proper Channel.

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In the Memo (2<sup>nd</sup>) & (3<sup>rd</sup>) cited, the Inter-se-seniority of Assistant Engineers/Elecl. for the year 2008 has been issued tentatively.

2) Under reference 4<sup>th</sup> cited some of Assistant Engineers/Electrical have requested to consider their following Grievences on the said seniority list

(i) That they were selected as AE/Elecl. irrespective of their qualifying disciplines such as EEE, ECE, EIE,CSE/IT) to take over charges in various offices of TANGEDCO/ TANTRANSCO and are working in O&M, hotlines, Meter Relay Testing, Special Maintenance, Grid Relay Testing, Enforcement wing, Sub Stations, Electrical maintenance and various power stations for the past 11 years with a common designated position as Assistant Engineer/Electrical. Even though they are all performing similar works, the issued seniority list have not merged the 9% of AE's - ECE ,E&I, CSE, and IT along with EEE and they were kept at the end of the seniority list. They are also performing their duties as required in the respective posts, without any discrimination based on discipline. The above cited issues created the severe mental anxiety among the AE's from ECE / EIE/CSE / IT disciplines.The inter-se-seniority of this AEs/Electrical is decided based on merit only and not on discipline.

(ii) Further the candidates asserted that 31 AE/Elecl. (various streams other than EEE branch) were placed at the top of the list from Sl.No.1 to 31 and Direct recruited Assistant Engineer/Electrical 27 Nos. other than EEE disciplines from Sl.No.553 to 579 at the bottom of the list in the inter-se-seniority which is not in order. Under these circumstances, the ratio 1:1 between DR and IS AEs/Electrical is not adopted in the released inter-se-seniority list 2008 batch. Please be adopted reference as per TNEB **service regulation 97(a)** recruited both by Internal section and Direct recruitment shall be fixed in the ratio 1:1 in a particular calendar year in the cyclic order.

They requested that the genuine please to re-fix the Inter-Se-Seniority of Assistant Engineer/Electrical in the ratio of 9:1 (EEE:ECE/EIE/CSE/IT) for selection basis (or) Otherwise considering the existing procedures followed up for the year 1986,1988,1990,1995 and 2000 etc...

3) After examining their representations carefully the followings are informed:-

In 2007 certain employee's of TNEB who possessed BE degree other than EEE branch have represented to consider them for the post of Assistant Engineer/Electrical by Internal Selection as a special case. Based on the representation of the above employees, the then Chairman/TNEB has decided to consider the representation and they have been selected internally for the post of Assistant Engineer/Electrical with other disciplines. The said proposal was approved by the Chairman/TNEB in principle on 31.12.2007 and selection proposal was approved on 10.01.2008, subsequently it has been ratified by the Board on 04.03.2008 as a special case. Based on the prior approval of selection on 31.12.2007 31 BE (various steams other than EEE branch) employees were selected as AE/Elecl. Later the selected employees represented to place the said their names in the 2007 Assistant Engineer/Electrical seniority list which was issued in the memo dated 27.11.2018 under reference 1<sup>st</sup> cited and consider their promotion as Assistant Executive Engineer/Electrical accordingly. More over they filed the Writ Petition WP(MD) No.11156/2019 in the Hon'ble High Court of Madras at Madurai Bench.

As per the order dated 30.04.2019 made in WP(MD) No.11156/2019 by the Hon'ble Madurai Bench of Madras High Court, the Representation of the Petitioner Thiru. G.Balakumar one of the ECE candidates has been examined in detail and the CMD/TANGEDCO has approved for placing 31 employees who have

been selected from various streams as a special case on the top of the 2008 inter-seniority of Assistant Engineer/Electrical, duly considering the date of approval in principle and date of selection respectively. Based on the approval of the CMD/TANGEDCO, 31 Assistant Engineer/Electrical names fixed on the top of the 2008 seniority list over and above the individuals selected internally and Directly Recruited during the year 2008 and issued vide memo dated: 20.08.2019, duly following the Court order in WP No.11156/2019 and the same has been submitted to the Hon'ble Madurai Bench of Madras High Court.

During the year 2008, 300 Nos. Assistant Engineers/Electrical have been selected through Direct Recruitment Electrical & Electronics Engineers (273 Nos), Electronics and communication Engineers(15 Nos), Instrumentation Engineers (6 Nos) and Computer Engineers (6 Nos) in the following percentage, as per the Clause 92, Annexure I, Class II, Division II Note 2 of the TNEB Service Regulation, which was in force at that time.

Electrical Engineers	91%
Telecommunication Engineers	5%
Instrumentation Engineers	2%
Computer Engineers	2%

By adopting the principle of reservation the communal Roaster of selected candidates are arrived. Based on the order in communal Roaster list, the seniority list of directly recruited Assistant Engineer's / Electrical is prepared by adopting the Clause 97(a) of TNEB service Regulation which is stated below:

" The seniority of a person in a class of service, category or grade shall, unless he has been reduced to a lower rank as a punishment, be determined by the rank obtained by him in the list of approved candidates drawn up by the Board or other appointing authority, as the case may be. The date of commencement of his probation shall be the date on which he joins duty irrespective of his Seniority.

Provided that the seniority of Assistant Engineers (Electrical) / (Civil) / (Mechanical) recruited both by Internal Selection and direct recruitment in the ratio of 1: 1 in a particular calendar year shall be fixed in the following cyclic order:

- (1) Internal Selection
- (2) Direct Recruitment "

The Candidates those raised the objection on the 2008 Seniority have selected through Direct Recruitment in the discipline of ECE ,E&I, CSE, and IT during the calendar 2008 and their names in the roaster list are at the serial No.274 to 300. as Such while fixing their seniority as per the ratio 1:1 in the 2008 seniority list.

There is no provision in TNEB Regulation to fix the ECE Candidate seniority as the ratio 9:1 as requested by the Assistant Engineer/Electrical (ECE ,E&I, CSE, and IT Candidates).

6) In view of the reasons stated above your name already fixed in the 2008 Assistant Engineer/Electrical seniority and communicated vide memo dated 28.11.2019 & 13.02.2020 is correct and hence your request in the representation to reconsider/refix the seniority is not feasible of compliance.

D.RAVICHANDRAN  
CHIEF ENGINEER/PERSONNEL

To:

D.Sudalai Muthu, AE/Elecl. Enforcement/Virudhunagar

**through Superintending Engineer/ Virudhunagar EDC**

J.Essak, AE/Elecl./O&M/South/Manaparai

V.Sugandhi, AE/Elecl./O&M/Pulivalam

V.Prasadh, Manager/Information System(Elecl)

P.Poornima, AE/Elecl./O&M/Sikkathambur

**through Superintending Engineer/ Trichy EDC/Metro**

M.Rajasekaran, AE/Elecl/Hotlines

**through Superintending Engineer/Coimbatore EDC/South**

N.Priyalakshmi, AE/Elecl/DGM/STC/Chennai-02

**through General Manager/HRD/Chennai**

A.Umamaheswari, AE/Elecl/Electrical System

**through Superintending Engineer/P&A/MTPS-I**

S.Sankar, AE/Elecl./110/22 KV SS/Samyasangili

**through Superintending Engineer/Mettur EDC**

G.Aruna, AE/Elecl./O/o CE/IT

**through Chief Engineer /IT/Chennai-02**

M.Sheela Kumari, AE/Elecl./Distribution/Sooriyacode

**through Superintending Engineer/Kanyakumari EDC**

A.Aysha, AE/Elecl./O&M/Rural/West/Villupuram

**through Superintending Engineer/Villupuram EDC**

M.Sivashankari, AE/Elecl./O/o Superintending Engineer/operation/Chennai

**through Superintending Engineer/Operation/Chennai South/Guindy**

R.Rohini, AE/Elecl./ Distribution/Anaiyur

**through Superintending Engineer/Madurai EDC/Metro**

K.Geetha Rani, AE/Elecl./ O&M /Ambathur

**through Superintending Engineer/Chennai EDC/West**

P.Latha, AE/Elecl./SCADA/Salem

**through Superintending Engineer/Salem EDC**

M.Ramya,AE/MM/Central Office/

**through Superintending Engineer/Chennai EDC/South-I**

S.Vijay, AE/O&M/Town/East/Tiruvannamalai

**through Superintending Engineer/Thiruvannamalai EDC**

Copy to the Superintending Engineer/Virudhunagar EDC

Copy to the Superintending Engineer/ Trichy EDC/Metro

Copy to the Superintending Engineer/Coimbatore EDC/South

Copy to the General Manager/HRD/Chennai

Copy to the Superintending Engineer/ P&A/MTPS-I

Copy to the Superintending Engineer/ Mettur EDC

Copy to the Superintending Engineer/ Kanyakumari EDC

Copy to the Superintending Engineer/ Villupuram EDC

Copy to the Superintending Engineer/ Operation/Chennai South/Guindy

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Copy to the Superintending Engineer/ Chennai EDC/West

Copy to the Superintending Engineer/ Salem EDC

Copy to the Superintending Engineer/ Chennai EDC/South-I

Copy to the Superintending Engineer/ Thiruvannamalai EDC

Copy to the Chief Engineer/Information Technology/Chennai

Copy to the Chief Engineer/Distribution/Tirunelveli Region

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Copy to the Chief Engineer/Distribution/ Coimbatore Region

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Copy to the Chief Engineer/Distribution/Maduari Region

:: FORWARDED BY ORDER::

Sd/-\*\*\*28.08.2020  
SUPERINTENDENT