

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

**(ABSTRACT)**

TANGEDCO – Establishment – Recovery of wrongful/excess payment made to the employees of TANGEDCO on the erroneous pay fixation and revision of wages – Certain guidelines – Orders – Issued.

**(SECRETARIAT BRANCH)**

**(Per.) FB TANGEDCO Proceedings No.20,**

**Dated:23.07.2020.**

Aadi - 08,  
Sarvari Varudam,  
Thiruvalluvar Aandu 2051.

**Read:-**

- i. Secretariat Branch Memo. (Per.) No.585/A3/A31/2015-1, dated:13.01.2015.
- ii. Secretariat Branch Memo.No.38324/A3/A31/2015-1, dated:01.08.2016.
- iii. Government Finance (BPE) Department Letter. No.20281/Finance (BPE)/2018, dated:19.04.2018.

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**PROCEEDINGS:-**

In the reference first read above, instructions were issued for recovery of the erroneous fixation made to the employees on the fixation of pay made on Revision of wages, Promotion, Pay anomaly, Selection Grade/Special Grade etc., before expiry of 4 years from the date of such fixation and issue notice for recovery of excess pay if any found within the limitation period of five years.

2. In the reference second read above, further guidelines were issued for the pay fixing authorities to re-fix the pay of the employees drawing higher pay due to erroneous pay fixation and recover the excess amount paid to such employees giving show cause notice invoking principal of natural justice.

3. In the Government order third read above, the Government have issued certain guidelines for the recovery of wrongful/excess payment made to the employees of PSUs/Statutory Boards as detailed below:-

- a) The pay of the employees drawing higher pay due to erroneous pay fixation are regulated immediately and any excess payments made on account of wrong pay fixation, grant of scale without due approvals, promotions without following due procedures, or in excess of entitlements etc., come to notice, immediately corrective action must be taken.

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c) Departmental/criminal action is initiated against the erring officials who were responsible for wrongful/excess payments on account of fraud, misrepresentation, collusion, favouritism, negligence or carelessness etc.

d) No waiver of recovery is allowed without the prior approval of the Board of Directors and the Government.

4. After careful examination, the TANGEDCO has decided to adopt the Government guidelines to the employees of TANGEDCO and it is hereby ordered the following:-

a) The pay of the employees of TANGEDCO drawing higher pay due to erroneous pay fixation are regulated immediately and any excess payments made on account of wrong pay fixation, grant of scale without due approvals, promotions without following due procedures, pay fixation on revision of wages or in excess of entitlements etc., come to notice, immediately corrective action must be taken.

b) A show cause notice is issued to the concerned employee of TANGEDCO informing him of the decision to rectify the order which has resulted in the overpayment, and intention to recover such excess payments duly specifying the reasons for such decision to enable the employee to represent against the same.

c) Departmental/criminal action is initiated against the erring officials who were responsible for wrongful/excess payments on account of fraud, misrepresentation, collusion, favouritism, negligence or carelessness etc.

d) The powers of Board of Directors in TANGEDCO for waiver of recovery shall be delegated to the Chairman cum Managing Director for the genuine cases as per the merit of law.

e) The existing conditions stipulated in Memo.No.585/A3/A31/2015-1, dated:13.01.2015 remain unaltered.

5. The receipt of the Board's Proceedings may be acknowledged.

**(BY ORDER OF THE BOARD)**

**S.VINEETH  
SECRETARY(A/c)**

To  
All Chief Engineers.  
The Chief Financial Controller/General and Revenue/TANGEDCO  
& TANTRANSO.

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The Chief Internal Audit Officer/Audit Branch.  
All Superintending Engineers.  
All Deputy Secretaries/Secretariat Branch.  
The Residential Audit Officer.

**Copy to:-**

The Chairman and Managing Director's Table.  
The Joint Managing Director's Table.  
The Director General of Police/Vigilance.  
The Managing Director/TANTRANSCO.  
All Directors/TANGEDCO & TANTRANSCO.  
The Secretary/TANGEDCO.  
The Legal Adviser/TANGEDCO.  
The Company Secretaries/TANGEDCO, TANTRANSCO.  
The Executive Assistant to Chairman and Managing Director.  
The Executive Assistant to Joint Managing Director.  
The Industrial Relations Adviser/TANGEDCO.  
The Chief Medical Officer/Head Quarters Dispensary/Chennai.2.  
The Deputy Chief Engineer/Administrative Branch.  
The Residential Manager/New Delhi.  
All Senior Personnel Officers/Administrative Branch.  
The Industrial Relations Officer/TANGEDCO.  
The Assistant Personnel Officer/Tamil Development – for Publication  
in the TANGEDCO Bulletin (2 copies).  
The Director/TANGEDCO 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 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.  
Tamil Nadu Electricity Board Employees Federation.

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

*K. Mohan*  
**SECTION OFFICER**

