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மின் அலை

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வாரிய தலைவராக பதவி ஏற்றுள்ள
ஸ்ரீ பங்கஜ் குமார் பன்ஸால், இ.ஆ.ப.
அவர்களை பொறியாளர் சங்கம் வாழ்த்தி வரவேற்கிறது.



தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

பதிவு எண் 124/MDS (அங்கீகரிக்கப்பட்டது)

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THE DOYEN OF TRADE UNIONIST



Thiru. Singara. Rathinasabapathy, General Secretary / TMTM

Beloved **Thiru. Singara. Rathinasabapathy, General Secretary of TMTM** passed away at Chennai on 11.06.2020. The octogenarian has been the founder of TMTM in Tamilnadu Electricity Board five decades ago and has been a pillar of strength of TNEB unions.

The doyen of Trade Unionist had always been the champion of the working class and fighter for its rights. The only leader to have witnessed and been part of all the Work Load and Wage Revision settlements in the Board so far in Board history.

Neither age nor his health deterred sir for fighting for the community. Geneva and New Delhi were stone throw distance for sir as he never missed a chance to register his voice in the gatherings either at National level or Global level.

His memory power, leadership qualities and oratory skills were of great strength to accomplish the tasks in style. Always led from front and took all unions together to fight the common causes.

Sir had a close affinity with our Sangam and had been a Savior for the Diploma Community on certain grave issues. Our memories are vivid on the message sir delivered during the 17.03.2015 Dharna and on the occasion of our Sangam Building's inaugural function on 18.02.2019.

In the passing away of Sir the entire Trade Union Community has lost an irreplaceable leader and our Sangam has lost a great friend who served our need and stood with us during the difficult period.

We share our grief and offer our condolences to all the Office Bearers and Members of TMTM and his family at this difficult period.

- Er. A.Antony Padovaraj, State President.

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மின் அலை

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மலர் 08

ஜூன் 2020

இதழ் 06

கருத்தியல்-நம்பிக்கை-வெற்றி

யாராவது ஒருவருக்கு அறிவுரையோ கருத்தோ சொல்ல அவசரப்பட்டுக்கொண்டே இருக்கும் கருத்தாளர்கள் பெருகிவருகிறார்கள். இதற்கு சமூக வலைதளங்கள் வளமான விளைநிலங்கள் யார் படத்தையோ, கருத்தையோ சேர் செய்து லைக் வாங்குவதே இன்று அடிப்படை வாழ்வாதாரம் சார்ந்த பிரச்சனை.

காலைப்பொழுது விடிவதற்குள் வந்து விழும் இந்த கருத்து தீவிரவாதம் கரோனாவை விட ஆபத்தானது. ஆம் இன்று TRP rating க்குகளுக்காகவும், அரசியலுக்காகவும் இது போன்ற லைக்குகளுக்காகவும் கரோனா பற்றிய தெரிந்த, தெரியாத பல கருத்துகள் மக்கள் மத்தியில் பதிக்கப்படுகிறது.

தமிழக அரசாங்கம், அதன் முழு பலத்துடன், மருத்துவதுறை, சுகாதாரதுறை, பொருளாதார துறை, மனிதவளத்துறை, மனோதத்துவத்துறையைச் சார்ந்த வல்லுனர்கள், அதிகாரிகள், ஆலோசகர்கள், ஊடக வியலாளர்கள் ஆகியோர்களின் குழுக்களை அமைத்து அவர்களிடம் இருந்து தினம் தினம் கருத்துக்களை கேட்டு தங்களின் செயல்பாடுகளில் மேம்பட்ட மாற்றங்களை தொடர்ந்து செய்துகொண்டே வருகிறார்கள். இரண்டு மாதத்திற்கு முன்னர் ஒருவருக்கு கரோனா என்றால் அவர் சார்ந்த அத்தனையும் / அனைவரையும் சோதனைக்கு உட்படுத்தினர் (உதாரணம் பீனிக்ஸ் மால்). பின்னர் கரோனா நபர் சார்ந்த பகுதி பின் அவர் சார்ந்த குடியிருப்பு, தற்போது அவர் சார்ந்திருக்கும் வீடு மட்டுமே.

ஆம் அரசாங்கம் சிறந்த செயல்முறையைக் கொண்டு, வலுவான அரசுத்துறைகளை ஒன்றிணைத்து இக்கொடிய நோயிலிருந்து மக்களை விழிப்புணர்வுடன் வைத்திருக்கவும், நோயிலிருந்து காத்துக்கொள்ளவும் சிறப்பாகவே செயல்பட்டு வருகிறது. கொரானாவிற்கு எதிரான நடவடிக்கையை கவனமாக, திடமாக, நிதானமாக அடி எடுத்து வைக்கும் நமது தமிழக அரசு, கொரானாவை வென்று மக்களை காக்கும்.

பொதுமக்களும் தங்களுக்கு அரசாங்கத்தின் மீதிருக்கும் நம்பிக்கையை உறுதியாக்கி அரசுடன் மேலும் ஒத்துழைத்தால் இன்னும் விரைவாக நாம் இந்நோயை வெல்வோம். மக்களும் அரசாங்கமும் மிகுந்த விழிப்புணர்வுடனே உள்ளனர்.

இன்று நம் பதவி உயர்வுகள் குறித்தும் பல நம்பகதன்மையற்ற செய்திகள் மாற்று சங்கத்தினரால் வேண்டுமென்றே திரித்து வெளியிடப்படுகிறது. இச்செய்திகளின் உண்மைத் தன்மை பற்றி தெரியாத சிலர் இதனை சமூக வலைதளங்களில் உலவ விடுகின்றனர்.

பொறியாளர் சங்கம் நமது பதவி உயர்வுகளில் சிறந்த விழிப்புணர்வுடனும், அவ்வபோது ஏற்படுத்தப்படும் தடைகளை, நமது மூத்த பொறுப்பாளர்கள் ஆலோசனையுடனும், சிறந்த திட்டமிடலுடனும், உறுப்பினர்கள் பலத்துடனும் தடைகளை தாண்டி வருகிறோம். பொறியாளர் சங்கம் தனது கவனமான அணுகுமுறை மூலம் நமது பதவி உயர்வு தடைகளை வென்றெடுக்கும் என்பதில் மாற்றுக்கருத்து இல்லை. பொறியாளர் சங்கத்தின் உறுப்பினர்களாக உள்ள அனைவரும் இதை நன்கு அறிவர். நம்பிக்கை என்பது வெற்றியோடு வரும் ஆனால் வெற்றி என்பது நம்பிக்கை உள்ளோரிடம் மட்டும் தான் வரும்...!!!

விரைவில் நாம் வெற்றிபெறுவோம்.

பொதுச் செயலாளர் கடிதம்

அன்பு பொறியாளர்களே,
வணக்கம்,

இந்தியாவில் மார்ச் மாதத்தில் பரவத்தொடங்கிய கொரோனா வைரஸ் மகாராஷ்டிரா, டில்லி, தமிழ்நாடு, குஜராத் ஆகிய மாநிலங்களில் கடுமையான பாதிப்பை ஏற்படுத்தியுள்ளது. தமிழகத்தில் ஐந்தாம்கட்ட ஊரடங்கு அமல்படுத்தப்பட்டுள்ள இக்கட்டான இவ்வேளையில் எவ்வித பொதுப் போக்குவரத்துமின்றி, இரவு பகலாக தொடந்து தடையில்லா மின்சாரம் வழங்கிட அரும்பணியாற்றிடும் மக்கள் சேவையில் ஈடுபட்டுள்ள அனைத்து மின்சாரப் பணியாளர்களுக்கும், பொறியாளர்களுக்கும் பாராட்டுக்களுடன் நன்றியினையும் தெரிவித்துக்கொள்கிறேன்.



நம் அனைவரின் அன்பிற்கும் மரியாதைக்கும் உரிய மூத்த தொழிற்சங்கவாதியும், தமிழ்நாடு மின்கழகத் தொழிலாளர் முன்னேற்ற சங்கத்தின் பொதுச் செயலாளருமாகிய திரு.சிங்கார.இரத்தின சபாபதி அவர்கள், கடந்த ஜூன் 11 அன்று நம்மை விட்டு பிரிந்துள்ளார்கள். பொறியாளர் சங்கத்துடன் நெருங்கிய நட்புடனும், இக்கட்டான வேலைகளில் நம் உரிமைகளுக்காக தயக்கமின்றி குரல் கொடுத்து மிகுந்த ஒத்துழைப்பு நல்கிய மூத்த தொழிற்சங்கவாதியின் மறைவு நிச்சயம் ஈடு செய்யமுடியாத இழப்பாகவே கருதுகிறேன். அன்னாரின் துணிச்சலான செயல்பாடுகளையும், தன் இறுதி மூச்சு வரை அவர்கள் ஆற்றிய தொய்வில்லாத தொழிற்சங்கப் பணியினையும் இவ்வேளையில் நினைவு கொள்கிறேன்.

கொரோனா பாதிப்பிற்காக தொடர் மருத்துவ சிகிச்சை பெற்று வந்த , தமிழ்நாடு மின்வாரிய அண்ணா தொழிற்சங்க மாநில பொருளாளர் திரு.P.L.தேவராஜன் அவர்கள் , ஜீன் - 6 அன்று சிகிச்சை பலனின்றி உயிரிழந்துள்ளார்கள். அனைவருடனும் இன்முகத்துடன் பழகக்கூடிய இளம் தொழிற்சங்கவாதி அவர்களுடைய மறைவு அண்ணா தொழிற்சங்கம் மற்றும் பணியாளர்களுக்கு பேரிழப்பாகும்.

கொரோனா பெருந்தொற்றிற்கு இதுவரையில் நான்கு மின் வாரிய பணியாளர்கள் பலியாகியுள்ளனர். பாதிப்பிற்குள்ளானோர் எண்ணிக்கை தொடர்ந்து அதிகரித்தவண்ணம் உள்ள நிலையில் நமது மின்வாரிய பணியாளர்களுக்கு கொரோனா சிகிச்சை மேற்கொள்ள தனியாக மருத்துவமனை வசதிகள் ஏற்படுத்திதர, மின்வாரிய தொழிற்சங்க கூட்டமைப்பு சார்பில் முறையீடு செய்யப்பட்டுள்ளது.

ஜூன் 1, 2020 அன்று அனைத்து தொழிற்சங்க கூட்டமைப்பு சார்பில் அனைத்து பிரிவு அலுவலகங்கள், வட்ட, மண்டல அலுவலகங்கள் மற்றும் தலைமையகம் முன்பாக , மின்சார சட்ட மசோதா 2020 ஐ கைவிடக்கோரி ஒலிமுழக்க ஆர்பாட்டங்கள் நடைபெற்றது. அனைத்து பணியாளர்களும், பொறியாளர்களும் பெருந்திரளாக (சமூக இடைவெளியுடன்) விழிப்புணர்வுடன் கலந்து கொண்டு, தங்களது எதிர்ப்பை பதிவு செய்திருப்பது புதிய உத்வேகத்தை வழங்கியுள்ளது. இம்முயற்சியில் தொடர்ந்து, வெற்றி கிட்டும் வரை எந்த நேரத்திலும் போரட்ட களத்தில் முன்நிற்க, தங்களை தயார் நிலையில் வைத்துக்கொண்டு, உரிய ஒத்துழைப்பு நல்கிட வேண்டுகிறேன்.

பல மாநில அரசுகள் மற்றும் பல்வேறு அமைப்புகள் எதிர்ப்பு தெரிவித்திருக்கின்ற சூழ்நிலையில் மத்திய அரசு மின்சார சட்ட திருத்த மசோதா 2020-ஐ வரும் குளிர்கால கூட்டத்தொடரில் கொண்டுவரப்படும் என்று மத்திய மின்துறை அமைச்சர் அவர்கள் தெரிவித்துள்ளார்கள். இந்த அறிவிப்பினை தொடர்ந்து மேற்கொள்ளப்பட வேண்டிய நடவடிக்கைகள் NCCOEEE ஆலோசித்து வருகிறது.

நமது தொடர் முறையீடுகளுக்கு பின் செயற்பொறியாளர் / இயந்திரவியல் பதவி உயர்விற்கான பட்டியல் 42 நபர்களுக்கு கோரப்பட்டுள்ளது.

ஈட்டிய விடுப்பு ஒப்புவிப்பு நிறுத்திவைப்பதற்கான உத்தரவுகளில் உள்ள குளறுபடிகளைச் சரிசெய்து தெளிவுரை வழங்கிட வாரியத்தலைவரிடம் முறையீடு செய்யப்பட்டுள்ளது.

மூன்றாம் மற்றும் நான்காம் நிலை பணியாளர்களுக்கான (SLS) ஈட்டிய விடுப்பு ஒப்புவித்தல் நிறுத்திவைப்பு குறித்து வாரியத்தால் வழங்கப்பட்ட 9A நோட்டீஸ்க்கு கடும் கண்டனம் தெரிவித்து உரிய பதிலுரை அளிக்கப்பட்டுள்ளது. நம் உறுப்பினர்களின் நலன் காத்திடும் அனைத்து நடவடிக்கைகளும் தொய்வின்றி மேற்கொள்ளப்பட்டு வருகிறது.

இளநிலை பொறியாளர் இரண்டாம் நிலை உள்ளிட்ட சில பதவி உயர்விற்கான குறைந்தபட்ச பணி அனுபவம் இரண்டு ஆண்டுகள் என்பது மூன்று ஆண்டுகளாக மாற்றம் செய்து பிறப்பிக்கப்பட்டுள்ள வாரிய உத்தரவிற்கு, சங்கம் தனது கடுமையான எதிர்ப்பை பதிவு செய்தும், ஏற்கனவே Service Regulation ல் உள்ள குறைந்தபட்ச பணி அனுபவ காலத்தையே தொடர்ந்து வரும் காலத்திலும் கடைபிடித்திட ஏதுவாக, தற்போது பிறப்பிக்கப்பட்ட வாரிய உத்தரவினை ரத்து செய்திடவும் முறையீடு அளிக்கப்பட்டுள்ளது.

வாரியத்தலைவர் அவர்கள் மாற்றம் செய்யப்பட்டு ஸ்ரீ பங்கஜ்குமார் பன்ஸால், IAS., அவர்கள் புதிய வாரியத்தலைவராக நியமிக்கப்பட்டுள்ளார். முன்னாள் வாரியத்தலைவரை சந்தித்து நீண்ட காலமாக நிலுவையிலுள்ள JE I Grade பதவி உயர்வுகளை விரைந்து வழங்கிட துரித நடவடிக்கை மேற்கொள்ள ஜூன் 12 அன்று வலியுறுத்தப்பட்டது.

நமது சங்கத்தின் இடைவிடாத தொடர் முறையீடுகளுக்கு பலனாக, 954 பணியாளர்களுக்கு , தொழில்நுட்ப உதவியாளர் / மின்னியல் பதவி உயர்வு உள்முகத்தேர்வு மூலமாக வழங்கப்பட்டுள்ளது. பதவி உயர்வு பெற்றுள்ள அனைத்து பொறியாளர்களுக்கும் வாழ்த்துக்கள். அனைத்து பொறியாளர்களையும் பொறியாளர் சங்கத்தில் ஆயுட்கால உறுப்பினராக்கிட, பொறுப்பாளர்கள் உரிய நடவடிக்கை மேற்கொள்ள வேண்டுகிறேன்.

இளநிலைப்பொறியாளர் இரண்டாம் நிலை / மின்னியல் பதவி உயர்விற்கான தகவல்கள் அனைத்தும் பெறப்பட்டுள்ள நிலையில் DPC யும் நடைபெற்று, பதவிஉயர்வுகள் வழங்க அனைத்து நடவடிக்கைகளும் மேற்கொள்ளப்பட்டு வருகிறது.

நீண்ட காலமாக நிலுவையிலுள்ள இளநிலைப்பொறியாளர் முதல் நிலை / மின்னியல் பதவி உயர்விற்கான DPC யும் முடிவுற்ற நிலையில், விரைவில் பதவி உயர்வு பட்டியல் (Panel) மற்றும் பணியிட ஒதுக்கீட்டுடன் (Allotment) வெளியிட, வாரியத் தலைவர் , இணை மேலாண் இயக்குனர், மற்றும் தலைமை பொறியாளர் / பணியமைப்பு ஆகியோரை தொடர்ந்து முறையீடுகள் வாயிலாகவும், நேரடியாகவும் வலியுறுத்தப்பட்டது. எவ்வித சட்டசிக்கலோ, நீதிமன்ற தடையுத்தரவுகளோ இல்லாத நிலையில் ஒரு சில தொழிற்சங்கங்களின் தேவையற்ற, முறையில்லாத, அடிப்படை ஆதாரமற்ற ஆட்சேபனைகளை புறந்தள்ளி, விரைவில் நியாயமான பதவி உயர்வுகளை வழங்கிட வாரியத்தையும், பணியமைப்பு நிர்வாகத்தையும் மீண்டும் வலியுறுத்தியுள்ளோம். விரைவில் பலன் கிட்டும்.

நமது சங்கத்தின் தொடர் முயற்சியின் பலனாக முதன் முறையாக தொழில்நுட்ப உதவியாளர் / இயந்திரவியல் பதவிலிருந்து இளநிலைப்பொறியாளர் இரண்டாம் நிலைக்கான பதவி உயர்விற்காக கோரப்பட்டுள்ள தகவல்கள் முழுமையாக பெறப்பட்டுள்ளன. விரைவில் DPC மற்றும் பதவி உயர்வுகள் பெற்றுத்தர தொடர் நடவடிக்கை மேற்கொள்ளப்பட்டு வருகிறது.

சென்னை மற்றும் மதுரை மாநகர்களில் முழு ஊரடங்கும் மற்றும் மாவட்டங்களில் தளர்வுகளுடன் ஊரடங்கும் அமலில் இருக்கும் இக்கட்டான இவ்வேளையில் அனைத்து பணியாளர்களும், பொறியாளர்களும், மிகுந்த பாதுகாப்புடனும் விழிப்புடனும் கொரோனா தடுப்பு முன்னெச்செரிக்கை நடவடிக்கைகளை மேற்கொண்டு, மக்கள் சேவையாற்றிட வேண்டுகிறேன். நமது ஆரோக்கியம், நம் கைகளில்.

அன்புடன்,
V.S. சம்பத்குமார்,
பொதுச் செயலாளர்.

சிறந்த தொழிற்சங்கவாதி திரு.சிங்கார.இரத்தின சபாபதி, M.A.,

1936 ம் ஆண்டு ஒருங்கிணைந்த தஞ்சை மாவட்டம் எட்டுக்குடியில் பிறந்து, தனது 22ம் வயதில் 1958 ல் தமிழ்நாடு மின்சார வாரியத்தில் பேசின் பாலம் மின் உற்பத்தி நிலையத்தில் தனது பணியினைத் தொடங்கினார்.

அவரின் சிறுவயது முதலே இருந்த அரசியல் சிந்தனையாலும், தொடர்புகளாலும் அவர் எளிதாக தொழிற்சங்கத்தின்பால் ஈர்க்கப்பட்டார். 1958 ல் தமிழ்நாடு மின்சார வாரியத்தில் திரு.S.C.கிருஷ்ணன் அவர்களுடன் இணைந்து பெடரேஷனை உருவாக்கியது , AESU வை உருவாக்கியது. பின்னர் தான் சார்ந்திருந்த கட்சியின் சார்பில் தமிழ்நாடு மின்கழகத் தொழிலாளர் முன்னேற்ற சங்கத்தை உருவாக்கினார். 1958 ம் ஆண்டு முதல் தொடர்ந்து 62 ஆண்டுகளாக தொழிற்சங்க செயல்பாடுகளில் முக்கிய பங்கு வகித்தவர். 01.12.1969 முதல் வழங்கப்பட்ட முதல் ஊதிய ஒப்பந்தத்திலிருந்து 01.12.2015 முதல் வழங்கப்பட்ட 12 வது ஊதிய ஒப்பந்தம் வரை வாரியம் தொடங்கிய அனைத்து ஊதிய ஒப்பந்தங்களிலும் சிறப்பாக பணியாற்றியவர்.

மூத்த தொழிற்சங்கத் தலைவர்கள் முதல் இளைய பொறுப்பாளர்கள் வரை அனைவரிடம் அன்பாக பழகக்கூடியவர். அனைத்து தொழிற்சங்கத்திரையும் அரவணைத்து செல்லக்கூடியவர். தனது கருத்தினை ஆழமாகவும், தெளிவாகவும் வெளிப்படுத்தக்கூடியவர்.

பொறியாளர் சங்கத்தின் பால் மிகுந்த மரியாதை கொண்டிருந்தவர். பொர்.சா.காந்தி, பொர்.ந.சந்திரசேகரன், பொர்.கா.சிங்காரவேலு ஆகியோர்களிடம் மிகவும் நெருக்கமாக இருந்தவர்.

பின்னர் நமது பொர்.வி.அசோக்குமார் அவர்களுடன் மிகுந்த ஈடுபாட்டுடனும், நட்புடனும் பழகிவந்தவர். நமது முதுகெலும்பான விகிதாச்சாரம், தொடர்ந்து ஊதிய ஒப்பந்தங்களில் இடம் பெற நம்மோடு சேர்ந்து குரல் கொடுத்தவர். 2015 ன் தர்ணாவில் அவர் ஆற்றியவுரை நமக்கு எழுச்சியைதந்தது.

மிகுந்த ஞாபகசக்தி உடையவர். தொழிலாளர் உரிமைகளுக்காக எப்பொழுதும் எந்த ஆட்சியிலும் குரல் கொடுத்துவந்தவர். NCCOEEE ல் சிறப்பான நிலைபாட்டினையும் செயல்பாட்டினையும் கொண்டிருந்தவர்.

அன்னாரின் மறைவு அனைத்து மின்வாரிய தொழிலாளர்களுக்கும், தொழிற்சங்கத்திற்க்கும், மின்வாரியத்திற்க்கும் ஈடு செய்யமுடியாத ஓர் பேரிழப்பாகும்.

- V.S. சம்பத்குமார், பொதுச் செயலாளர்.

Our letter to Union Minister of Power regarding the comments on EA bill

To :

Shri R K Singh,
Hon'ble Minister Of State (I/C),
Power, New & Renewable Energy,
Shram Shakti Bhawan, Rafi Marg,
New Delhi.

Sub: Concerns, comments and objections to Proposed Amendment to Electricity Act 2003-
Request to withdraw the proposed amendments.

- Ref: 1. Ministry of Power, Government of India, Letter No.42/6/2011-R&R Vol-VIII)Dt.17th
April,2020.
2. AIFOPDE letter no.11/NC/AIFOPDE/2020 Dt. 21/04/2020.
3. Ministry of Power, Government of India, Letter No.42/6/2011-R&R(Vol-VIII) Dt. 27th
April,2020.

Respected Sir,

In the subject cited matter and 2nd reference cited letter vide which our Federation requested to hold proposed amendments in abeyance till the Covid-19 emergent situation normalization or 30th Sep 2020 whichever is later and reissuance of the same at the appropriate and suitable times for comments/suggestions from all stakeholders.

But it is very unfortunate that Ministry of Power, extended the deadline up till 5th June, 2020 while no concluding remarks can be made about overcoming from Covid -19, pandemic which shows that Ministry of Power, GOI is in haste on this very important issue by compromising the issues of National Energy security, National Food security, electricity availability to all and development of the Nation at the cost of facilitating ease of doing business for the super rich section of the India.

Selection of this time frame amidst COVID-19 situation which seems like an opportunistic move to deprive all stakeholders to raise objections, concerns & make suggestions for these Anti Farmer's, Anti Poor's, Anti Common People, Anti Employees, Anti Federal structure of Nation, Anti-State Government Rights, Anti State Government Duties to their Public, Anti-Regulatory commissions, amendments and an effort to snatch the democratic rights of all stakeholders. The proposed amendments are of fundamental nature and incorporating the major changes in the structure of Electricity Act 2003, these are required to be studied and analyzed in depth.

TNEB Engineers' Sangam a recognized union in TANGEDCO, Tamilnadu is of the firm opinion that comments, concerns and objections of all the stake holders including consumer and public in general must be obtained and due consideration should be given to all of them by the Government of India.

Before going into the details of subject cited matter, It is worthwhile to throw some lights on the history of preceding major amendment in electricity sector of India when the Electricity Bill, 2000 was drafted to unbundle SEBs, series of alluring sugar coated words were used to lead the common public up to the floral path like as;

1. Cheaper power for all through promotion of competition & efficiency.

2. To protect interests of consumer.
3. Rationalization of electricity tariff.
4. Ensuring transparent policies regarding subsidies.
5. Supply of electricity to all areas.
6. Promotion of efficient and environmentally benign policies.

Electricity Act, 2003 was passed and is in force for a period about 16 years now, but none of the above stated sugar coated words found their presence in practical realm of electricity sector, however they are still the part of the various statements and policies issued by Ministry of Power in recent past and serving as the vocal jugglery to mislead the common public, such people will have the right to choose the supplier of electricity in their premises like MNP in telecom sector.

New virtual Floral path has been shown to consumers of electricity in the statements circulated as Objects and Reasons to The Electricity (Amendment) Bill,2020;

1. In the above statement, Ministry of Power has mentioned its utopian explanation and itself acclaimed that Electricity Act- 2003 brought
 - a. Huge direct investments
 - b. Public private partnerships
 - c. Market developments
 - d. Transparent tariff mechanism, but
2. Few issues which weakens investment activities which needs to be addressed to ensure sustainable growth of the country which leads MOP, GOI to introduction of this Bill 2020. The outcome of Electricity (Amendment) Act-2003 Vs what was envisaged shows the complete failure of MOP, GOI, and also leads to depiction of the paradox of thoughts in the Statement of Objects and Reasons to the “Electricity (Amendment) Bill, 2020.”

In an honest comparison between thee envisaged/promised by the MOP,GOI vs the acceptance of MOP, GOI, one would lead to the conclusion of poles apart distances between the dreams shown to him and the Reality in front of him ,e.g;

- The fact of spiraling escalation of tariff.
- Privatized area like Delhi faced 7 times tariff hike over a period of 12 years.
- So called efficient multinational company AES & indigenious private company BSES of Reliance Energy Ltd miserably failed in Odisha including the creamy layer of the state. OERC revoked its license & the decision of the regulator was endorsed by the Hon’ble Supreme Court.
- Franchises experiences of Gaya & other cities in Bihar, Kanpur in UP, Gwalior & Ujjain in MP, Ranchi & Jamshedpur in Jharkhand was worst.
- Tata & Reliance (now Adani) pushed the tariff level highest in Mumbai.
- Highest contribution of the sector in NPA for the Nationalised Banks and financial institutions.
- Huge debt burden on the Discoms which attained new heights progressively from few lacs of Rs.since the unbundling of the SEB’s to the present scenario of multi billions of Rs.
- Failure of independent power producers & developers of Ultra Mega Power Projects to comply their contractual obligations. *(UMP Projects was assigned for 25 years firm tariff based International Competitive Bidding. All of the successful bidders demanded tariff revision within 5 years, Supreme Court denied &*

government did it through escape route of high power committee, in gross travesty of International Trade Practice.)

This is the fourth draft of the Electricity (Amendment) Bill since 2014, the first one in 2014, second one in 2018, third one in 2019 and now the subject cited draft in 2020. It is observed from the draft for discussion of Electricity (Amendment Bill)-2020 that 34 numbers of amendments have been proposed, proposed deletion of section 85 for constitution of selection committee to select members of state commission, proposed insertion of new chapter after part X of the Principal Act as Part XA for creation of Electricity Contract Enforcement Authority.

However we as Sangam are submitting our few important statements of Concerns, comments and objections to Proposed Amendment to Electricity Act 2003 under strong protest without prejudice to our right for detailed/additional submissions regarding our concerns, comments and objections in subject cited matter after normalcy of Covid-19 Situation or 30th Sep, 2020, whichever is later and are mentioned as follows:-

1. [Cost Reflective Tariff:- \(Proposed amendment of section 62\):-](#) It will lead to escalation of the tariff structure to a new sky high which will make the electricity as an item of luxury instead of commodity of need as "Electricity is the 4th basic need of the each and everyone after Roti, Kapda, Makaan"
 - A. [Cost Reflective Tariff:-](#) This provision will remove all components of subsidies in determination of tariff by SERC's. As per the proposed amendment the electricity bills would be generated for the actual cost plus the profit margins of the Power Producers to all the categories of the consumers including agriculture and very poor's. If any State government want to give subsidy to any particular section of society or particular class of consumer under the ambit of section 65 then it shall be provided directly to the consumer. This provision would work against the interest of farmer's and very poor's domestic consumers. It has been the policy of various State Governments that the farmers should receive free power or power at nominal tariffs. It can be seen as an attempt of GOI to dominate and dictate the Regulatory Commissions, CERCs or SERCs regarding the tariff structure and thereby encroaching upon the jurisdiction of the Regulatory Commissions.
 - B. [Discontinuation for accounting of subsidy in tariff for retail sale of Electricity:-](#) This proposed amendment intends to put restrictions on continuing with subsidies hitherto being given to consumers. The cost reflective tariff and abolition of subsidies and cross subsidies will be the thorny path for the Farmer's, Poor's, and Common's. It would also pose an danger to National Food security when farmers have to pay the electricity bill on monthly basis while they will have money in his pocket only twice or thrice a year in the event of selling of their crops. It is to be also noted with serious concerns that while hundreds of farmers are opting for suicide owing to their unprofitable agriculture sector, this bill is envisaging to torture them further by snatching provision of subsidies and cross subsidies in tariff. We are emphasizing the fact that. "The need for providing power to poorer section of society and for agriculture sector has to be viewed from a holistic prospective. It does add to productivity and value addition in the economy and total social benefits outweigh the costs."

- C. Simplification of tariff structure:- It is yet another alluring word in statement of Objects and Reasons in Electricity (Amendment), Bill-2020 because we apprehend that the proposed cost reflective structure would give rise to the complicated tariff structure because it is envisaging the each consumer category would be charged what it costs to service that category. For example, rural consumers requiring long lines and numerous step down transformers resulting in higher transmission losses will have to pay steepest tariffs. Cost reflective tariff would operate in favor of big industrial consumers owing to dedicated service infrastructure at higher voltage levels and adversely impact the rural and agricultural consumers. It would practically make electricity out of reach of the rural consumers.
2. Direct Benefit Transfer of Subsidy by State Government:- (Proposed Amendment of Section 65.) :- The proposed amendment depicts that the every consumer will be charged by Discoms as per the tariff determined by the Commission and the amount of subsidy will be directly given to consumer by the State Government. It is the alternative option of providing the subsidy through DBT is a circuitous way of doing the same thing. The envisaged DBT concept for subsidies seems to be a far away dream for farmers at present. Further, before going for such a change of DBT mechanism in subsidy, certain ground realities need to be considered and understood. The identification of beneficiary for DBT will pose a serious challenge as the energy meters are in the name of owners/ old owner or one of the family members and agriculture activities are being done by tenants or other members of family/person. In urban areas it is the tenant who would pay and the landlord who would get the subsidy. So, the DBT may get passed to premises and not on the actual user of electricity which is also not expected in DBT. The DBT of gas subsidy and social benefits like old age pension is altogether different concept and Electricity subsidy DBT cannot be propagated with success and it may take many years for implementation which will weaken the self reliance status of Nation in agriculture, horticulture, sericulture, etc. while the dream of Self Reliant India is being envisaged by Hon'ble Prime Minister of India.
- A. Can change of legislation generate money?:- How change of legislation will create funds? The Electricity (Supply) Act 1948 Section 59(1) required that State Governments ensure a surplus of not less than three per cent for the SEBs. This did not happen and SEBs was always at a loss. Electricity Act 2003 set up Regulatory Commissions in each state to determine tariffs guided by the policy issued by the Govt. of India. This too did not generate surplus for the DISCOMS. The Government of India believes that yet another legislation for Privatization will somehow generate money to pay subsidies but we are skeptical.
- B. Advance subsidy through DBT:- However if dream of Advance DBT became true , then, it may result in to very low recovery with the advance payment of DBT, there will be a further increase in arrears, additional burden of penalties on consumers and increase in financial woes of the distribution companies and the end result of such nonpayment may be disconnection of consumer and which is not expected in the DBT. Further presently, any delay in receipt of subsidy is being borne by the Discoms and with this proposal of advance DBT, if any delay in transfer of subsidy to the consumer happens then it will directly affect the consumer and he may not be in position paying the future bills.
3. Deemed Adoption of tariff:- (Proposed Amendment of Section 63):- The proposed amendment envisages the time limit boundation for decision on application from

Discoms not later than 60 days and if not done so by appropriate commission then tariff shall be deemed to have been adopted by the appropriate commission. This will lead to paralyzing the commissions by not providing the ample opportunity to all stake holders to raise their concerns, suggestions and objections and ultimately the burden of the automatically increased tariff will have to be borne by the end consumer which will add up their woes. If the adoption of tariff is only a formality, the purchase of power through bidding route may be left to the generator and the Discoms.

4. Reduction of Cross Subsidies:- {(Proposed Amendment of Section 42,substitution of sub section (2)):- The mechanism of cross subsidy envisages a support to the consumer categories with low capacity to pay such as BPL, low end residential consumers and agricultural consumers and this has a impact on a society as a whole. Now to abolish the cross subsidy in a time bound manner and proposing a Direct Benefit Transfer (DBT) to such consumers by the state governments will snatch away the rights of access to electricity for them. The SERC's have been setting tariffs so that the cross subsidy is reduced to the extent possible without tariff shock to any consumer category as per the provisions of law, however owing to the historical legacy and background of the present tariff for various consumer categories, it is difficult for State commissions to eliminate the cross subsidies entirely. Moreover As from state to state the socio-economic development differs widely thus the removal of cross-subsidy will be against the interest of the States and the large number of consumers of the States. Therefore the SERC's need to be allowed to continue to decide the progressive reduction in the cross subsidy without mandating it and considering tariff policy as a guiding document.
 - A. Specification of manner of payment and utilization of open access surcharge and wheeling charge:- (Proposed Amendment of section 42, addition to 4th Proviso in sub section (2) :- The proposed amendment further goes deep down the rights of State and encroaches in to States jurisdiction which is not acceptable.
5. Distribution Sub Licensee:- (Proposed Amendment of Section 2 with Inclusion of clause 17a):-

The Distribution Sub Licensee is nothing more than a new name and new game for privatization of electricity sector which will facilitate the gradual transfer of assets of DISCOMS to the super rich of the Country.

The central government is out to destroy the state power sector despite the fact that during the COVID-19 crisis, only the state sector companies stood by the Government, while the private sector is nowhere visible in this bad time in the Country and it also indicative of GOI opportunistic move. Recently during Amphan cyclone in West Bengal it again proved when WBSECL restored the power supply in 2-3 days while private company CESC in Kolkata could not restore it fully till date. This is clear-cut example of comparison between PSU and Private entity while GOI is trumpeting about discom inefficiencies.

The case of BSNL's vis –a –vis envisaged DSL's in Discoms needs to be look out as unhealthy practices adopted by the private players, bribing of Government officials by rival private players in delay of schemes will open the gates for destruction of Discoms and ease the gradual transfer of infrastructure to the private players.

The use of BSNL's infrastructure by rival private players at a negligible price as envisaged in case of proposed use of Discoms infrastructures by DSL's/franchisees on the payment of negligible transmission and wheeling charges would left discoms unviable and results into the loss of jobs of millions of employess and engineers.

It is a deliberate attempt of inducing and driving the earlier unbundled discoms to complete privatization associated with loss of lacs of jobs of present electricity

employees and engineers and finds no base in the Statements of objects and reason to “The Electricity(Amendment) Bill, 2020” and there are some serious questions which needs to be answered:-

- A) Nowhere in the subject cited document it is explicitly specified that “what is the underlying reason to introduce the term distribution sub licensee (hereinafter will be referred as DSL) and how it will help the present status of discoms.”
- B) There is no universal standard mechanism or procedure laid down in document through which the selection of DSL will be made.
- C) What are the qualifying criteria for DSL?
- D) What are the obligations of DSL?
- E) What are the limits of area of jurisdiction of DSL?
- F) A DSL can be equivalent to whole Discom which will create new monopoly regime by shadowing the existing discoms.
- G) It is fairly apprehended that any private player i.e. DSL would take only profitable areas which are the revenue hubs for the Discoms including major industrial zones to make money while enjoying the existing infrastructure at minimal cost in the name of surcharges and wheeling charges. In such scenario the existing discoms financial health would deteriorates exponentially and pose danger to discoms viability and would be in the hands of these upcoming DSL with gradual transfer of its infrastructure.
- H) The apprehension of big level corruptions cannot be ruled out while choosing/selecting the DSL/DSL’s by Discoms.
- I) Further the DSL may avail power through the open access from IPP’s or through their own GENCO’s and sell in the retail market which will also affect the financial viability of the discoms.
- J) This proposal is being floated in public domain by GOI Sugar coated words like
 1. Promoting Competition.
 2. Enhancing Efficiency.
 3. Consumer Centricity.
 4. 24X 7 Quality and Reliable Power to all.
 5. Improving viability of Discoms.
 6. Timely release of Subsidies.

[We are reproducing the outcome of study by World Bank on Private versus Public Distribution Utility:-](#)

A World Bank study, “Private versus public electricity distribution utilities: Are outcomes different for end-users?” has concluded “Overall, we find no major differences between the efficiency and quality of services which commercial end-users receive from private or public utility companies.... The complexity of the grid connection process varies across different regions but shows only slight variation across publicly and privately-owned distribution utilities.”

[Another World Bank study of reforms in England and Wales has concluded:-](#)

“The ultimate aims of the U.K. reforms were to remove the sector from government funding and to reduce prices for consumers through the increased efficiency of private sector operation and the pressure of competition. Broadly speaking, the first objective has been accomplished, but the second objective has yet to be convincingly achieved”

- A. Delicensing of Distribution Sub Licensee:- (Proposed amendment of Section 14, addition to 7th proviso):- Distribution Sub Licensee will not require any license. It will

be the strategic blunder of transferring the Discom's existing infrastructures to the hands of DSL who will in turn run the system by unqualified employees for only making of the profits out of the entrusted area to them.

6. Franchisee :- (Proposed Amendment of Section 2 with substitution of clause 27a):- The proposed new draft bill seeks to privatize not just the supply of power to the end consumer through franchisees but to also privatize the entire distribution networks which would be highly detrimental to Discoms and against public interest.

B. Delicensing of Franchisee:- (Proposed amendment of Section 14,substitution of seventh proviso):- Franchises will not require any license. The proposition transpires; MoP is conceiving innovative and ridiculous idea of informalization of risk prone electricity distribution job requiring high level of skill and acumen. Process of licensing requires verification of skill, expertise and experience of the applicant by the licensing authority. Through evasion of licensing process, distribution & sub-distribution licensees at their sweet will choose any Tom, Dick & Harry as franchisee. In turn, these franchises will not have any legal obligation to engage manpower with requisite skill, acumen, experience and professional license for undertaking appropriate jobs. Their motive will be towards lowering the manpower cost by engaging cheaper labour. We cannot accept this odd intention of the government to make the workmen scapegoat of surrendering safety by the lawmakers and consumers to bear the burden of frequent interruption. This will be against the policy of having a check on the entities coming in to an important sector like power distribution. It is also added that all these proposed measures are intended to encourage the further privatization and reduced role for the State Governmnts. It is in our opinion that pushing for the further privatization in the electricity sector will not help to solve the problems which have arisen in generation and distribution areas especially in since the initiation of economic reforms.

7. National Renewable Energy Policy :- (Proposed Amendment of Section 3 with Insertion of Section 3a):- The proposed amendment which empowers the central government to prescribe a minimum percentage will deprive the states and the power distribution companies to make purchase decisions based on market trends in prices. This should ideally be left to the states. "The National Renewable energy policy which envisaged for prescribing a minimum percentage in power purchase mix by States and Discoms will further increase in the burden on Discoms and States due to fact that they have to pay more owing to costly Power purchase agreements for solar produced electricity which also will come with renewable purchase obligation with provision of steeper penalties slabs for non adherence to their obligations fixed by Center Government."

It is envisaged to enforce the mix of thermal, renewable and hydro sources of energy in routine business by prescribing a minimum percentage of purchase of electricity from renewable and hydro sources of energy but didn't provide insight about the cost of these inputs for Discoms comprising of long term PPA's and tariff contracts.

Any National Renewable energy policy should be formulated with explicit consent of the state government but not merely in consultation with the state governments. Each state in India has its own unique situations like potential for hydro power, wind power, solar power, land availability etc. as such state should have the flexibility to determine within the broad policy at the National level without any penal provisions.

8. Renewable Purchase obligations and Hydro Purchase obligations , penalties:- {(Proposed Amendment of section 176 & insertion of clause aa in Sub Section (2)i}&{(Proposed Amendment of Section 142 with insertion of sub section (2)):- The

proposed amendment provides for penalty for not fulfillment of renewable purchase obligation or hydro purchase obligation at a rate of fifty paise per unit for shortfall in purchase in the first year of default, Rs. 1 Per unit for shortfall in second successive year and at the rate of Rs,2 per unit for shortfall continuing after second year. Presently the RPO targets are set by SERC after taking in to account the state specific conditions such as financial positions of the Discoms, availability of RE sources in the State etc. The approach adopted in the bill is “One Size Fits All” and this may not be suitable for a diverse country like India with diversity in availability of resources, industrialization, power purchase and consumer mix etc.

The statements of object and reasons related to RPO-HPO does not provide the complete picture as the hidden agenda behind this provision is to incorporate the quantum fixed through high targets of 175 GW (Giga watts) renewable power capacity up till 2022 and surmounting to 450 GW by 2030. This proposal to have renewable power purchase obligation with provision of steeper penalty mechanism will result in States being forced to purchase renewable power as per enhanced targets which would result into massive backing down/shut down or be dismantled as the present PLF of thermal stations which is about 50% only would further steeply reduce and left the state owned GENCO's employee jobless, while on the other hand side the states would have to purchase renewable electricity under RPO even though Renewable power may be of high cost and unaffordable.

Idea evolved by CEA on retrofit, modernization and Life Extension of Coal Based Power Station at a very low cost in comparison to cost of installation has been wiped out. It is evident that priority before the MoP is creation market for the NPA's related to IPPs. No Government should make their policy biased or eccentric to profit of a particular section of business community.

9. Renewable Generation Obligations:- {(Proposed Amendment of section 176 & insertion of clause ad in Sub Section (2)i}
- This section does not contain any details. However RGO is a redundant and non required terminology as we are ahead of RE generation targets.
10. SERC's:- (Proposed deletion of section 85 for constitution of selection committee to select members of state commission):- Section 85 reproduced as under
- Section 85. (Constitution of Selection Committee to select Members of State Commission): --- (1) The State Government shall, for the purposes of selecting the Members of the State Commission, constitute a Selection Committee consisting of – The Electricity Act, 2003
- (a) a person who has been a Judge of the High Court.... Chairperson;
- (b) the Chief Secretary of the concerned State... Member;
- (c) the Chairperson of the Authority or
the Chairperson of the Central Commission Member:
- Provided that nothing contained in this section shall apply to the appointment of a person as the Chairperson who is or has been a Judge of the High Court.
- (2) The State Government shall, within one month from the date of occurrence of any vacancy by reason of death, resignation or removal of the Chairperson or a Member and six months before the superannuation or end of tenure of the Chairperson or Member, make a reference to the Selection Committee for filling up of the vacancy.

(3) The Selection Committee shall finalise the selection of the Chairperson and Members within three months from the date on which the reference is made to it.

(4) The Selection Committee shall recommend a panel of two names for every vacancy referred to it.

(5) Before recommending any person for appointment as the Chairperson or other Member of the State Commission, the Selection Committee shall satisfy itself that such person does not have any financial or other interest which is likely to affect prejudicially his functions as such Chairperson or Member, as the case may be.

(6) No appointment of Chairperson or other Member shall be invalid merely by reason of any vacancy in the Selection Committee.

The complete deletion of this section clearly shows the intention of Center Government to have perfect control over the disputed subjects between State Government and Center Government and want to have the decisive position related to power sector.

The provision to appoint SERC by a selection committee constituted by the Government of India and entrusting the responsibilities to neighboring SERC's under certain circumstances is hitting on the core of Federal policy which is enshrined in the constitution.

11. Constitution of selection committee to recommend members:- (Proposed Amendment of Section 78 with substitution of existing section 78):-

As per the proposed amendment, this is a paradigm shift in the selection process from selecting the members of the appellate tribunal and the Chairperson and the members of Central Commission to selecting the members of the appellate tribunal and the Chairperson and the members of Central Commission and chairpersons and members of ECEA, SERCs/JERCs and it shall be done through a selection committee dominated by the persons from the central government which is against the provisions of the principal Act. Presently the selection of chairperson and members of SERC is done by state government as per the existing provision of the Principal Act. The track record of Govt. of India itself in selection / appointments to statutory bodies itself is very poor and in the case of Central Electricity Authority, there are only three full time members against 8 vacancies. Against 6 part time members, there are nil appointments at present. The proposal to have uniform selection committee will result in political appointments favorable to Central Government / political parties of Central Government being appointed and planted in the SERCs. In fact this may become a weapon to disturb the different State Governments not aligned to the political wish of the party in power in Central Government. This proposal is not acceptable and must be withdrawn.

A. Selection of Members of commissions under ambit of Section 78:-

(Proposed Sub section 2 of 78) :- In addition to having dominance of Center Government in the selection committee this section envisages the selection of two members of this centralized selection committee by the way of choosing of two no's chief secretaries of the State Governments in alphabetical order of the states starting with Andhra Pradesh and Arunachal Pradesh and so on on yearly basis.

The person who is not associated with the particular state may get selected by this central committee which would jeopardize the State interests, because the selected person may not have background in consonance with the state specific criterion and preferences and would lead to chaos between the State commissions and State Governments.

12. Electricity Contract Enforcement Authority(ECEA):- (Proposed insertion of new chapter after part X of the Principal Act as Part XA)

The new section 109 which makes provision for Electricity Contract Enforcement Authority, the sole authority jurisdiction to adjudicate on performance of obligations under a contract related to sale, purchase or transmission of electricity except matters related to regulation or determination of tariff or any dispute involving tariff. This will significantly take away the the right of the SERC's and CERC to adjudicate on disputes under section 86(1)(f) and 79(1)(f) of the Electricity Act-2003. It is a redundant one because no need as SERC's and CERC's have already entrusted with the work that is to be given to ECEA. ECEA will facilitate the floral path to independent power producers for ensuring their timely payment including fixed charges which are about 80 percent of the tariff and needs to be paid by the Discoms even when they did not draw a single unit from them.

The formation of a new authority at the central level namely ECEA can have consequences like enforcement of contracts which are quite unfair like the ones, in which electricity distributors will have to pay for the fixed charges even without consuming a single unit of Power. This new concept of establishment of separate ECEA is proposed for ensuring performance obligations under a contract related to sale or purchase of electricity and transmission of it which will be appointed by Central Government. We affirm that the principal act already has sufficient provisions adjudicate upon the disputes between the generators and licensees by State Commissions and deal with the matters related to contract as well tariff. Since only one authority hears all the matters, there is always a consistency in the decisions. Also it is pertinent to note that almost all the contractual disputes ultimately lead to tariff only and having sufficient powers and authority already in place. ECEA will lead to multiplicity of litigation as contracts are to be adjudicated by civil courts too.

The creation of ECEA will lead to the more centralization of powers of the Center Government and this will beget autocracy and will go against the interest of consumers. This proposal is a drastic measure to create another judicial authority by which high cost PPAs can be enforced on Discoms, so as to give huge profits to IPPs and generators. Instead of tackling the problem of high cost PPAs (Solar, wind etc.), the Govt. of India proposal is for enforcing such high cost PPAs and putting huge financial stress on the State Discoms. The basic problem has not been addressed or discussed. This needs to be examined in detail. The problem relates to renewable energy contracts for solar or wind power which were signed during past years at the then prevailing high trends and rates of renewable energy. However, with the passage of years, the rates of renewable energy has been fallen down considerably due to continuous technological advancements and presently comes to a fraction of the high rates prescribed in the PPA. It is natural and understandable that the State DISCOMS will have serious problem in making payment for the high tariffs/ rates incorporated in the PPA which was made several years ago at the then prevailing high rates. For example, for solar energy, the power tariffs had been as high as 15 per unit which are now around 2.44 per unit as per latest information's. Such instances provide strong justification for review/reopening/re negotiations of PPAs to align the energy rates to reasonable or present-day levels. Setting up a Tribunal, ECEA with the purpose of enforcing the DISCOMS to implement the older PPAs at high cost, it is quite evident that the desire behind this policy is to ensure huge profits at unjustified inflated rates for renewable energy supplied by private parties/ IPPs.

13. [National Load Despatch Center:-](#) (Proposed Amendment of section 26,insertion of sub section 4)

The proposed amendments seek to give power to NLDC to enforce payment security.etc. At present NLDC is looking after the grid Discipline. Now it is proposed to make it responsible for optimum scheduling and dispatch of electricity in the country. However while scheduling and dispatch of power by NLDC on real time basis there will be increase in transmission losses, transmission charges, further the new approach of scheduling and dispatch of power by NLDC may benefit to some generators and others may be put to loss in addition to the danger to system stability. such commercial aspects should be left to the SERC's and civil courts as is being done currently. NLDC should deal only technical issues like scheduling grid stability etc.

The NLDC must not be entrusted with additional power which will result in backing down of state thermal units. The state units will not be able to compete with central generating stations. The cost of generation of central generation utilities like NTPC, NHPC will be less and get priority in merit order despatch causing loss to State Genco's. Therefore intrastate transmission decisions must be left to the SLDC's only.

14. No scheduling and dispatch of Electricity :-

1. (Proposed Amendment of section 28, insertion of sub section 3) the proposed amendment related to RLDC's reads Provided that no electricity shall be scheduled or despatched under such contract unless adequate security of payment, as agreed upon by the parties to the contract, has been provided.

In an integrated network the highest concern is ensuring grid stability at all times. The second priority is to schedule the cheapest power. To divert the attention of the despatch centers and make them instrument of enforcing letters of credit is a self-defeating exercise. As per Indian Electricity Grid Code RLDCs are supposed to function as prescribed in the IEGC. Vide definition No.33 of the Electricity Act 2003, the Grid Code is to be specified by CERC under clause(H) of sub section (L) of section 79 of Electricity Act 2003. The IEGC does not have any such duty relating to payment security. In making this proposal of RLDCs to ensure payment security, the Govt. of India has tried to favour the private parties scheduling / dispatching the power whereas the function and domain of CERC does not permit such action to be undertaken by the RLDCs. Every power purchase agreement / contract/ PPA has already got clear-cut provision for payment security, such as opening of LC (Letter of Credit) or Escrow mechanism. Therefore, payment security mechanism should be as per terms and conditions of the contract or PPA and there is no role for RLDC or scheduling / dispatch in the subject of payment security mechanism. Therefore, the proposal of payment security mechanism through RLDC must be withdrawn.

2. (Proposed Amendment of section 32, insertion of sub section 2)the proposed amendment related to SLDC's reads as Provided that no electricity shall be scheduled or despatched under such contract unless adequate security of payment, as agreed upon by the parties to the contract, has been provided. The points mentioned are same as in case of RLDC's.

In the above cases it looks like there will be no guiding principle to ensure the electricity to States/Public in General. This amendment sole purpose is to ensure that the dispatch centers become the money collections centers for private companies even if in the process the stability and security of the grid is sacrificed. Payment Security Mechanism to be enforced by RLDCs as a pre-condition before scheduling/ dispatch of power. This is again a step purely designed to help the IPPs and power generators / suppliers for ensuring the security of their power payments.

The three tier has been envisaged for the payment security mechanism:-

1. Letter of credit or escrow mechanism which is already in place.
2. Load despatch centers will ensure the payment security mechanism before scheduling dispatch of electricity.
3. If still payment remains a disputed issue then ECEA has the sole authority to enforce it.

15. Multiple increase in Penalties:- (The proposed amendment of section 142)

The proposal consists of penalty for the non compliance of the order or directions from appropriate commissions have been enhanced from one lac rupees to One Crore rupees for each contravention and case of a continuing failure with an additional penalty which may extend from six thousand rupees to one lakh rupees for every day during which the failure continues after contravention of the first such Directions .

16. Multiple increase in Penalties:- (The proposed amendment of section 146)

The proposal consists of penalty for the non compliance of the order or directions from appropriate commissions have been enhanced from one lac rupees to One Crore rupees for each contravention and case of a continuing failure with an additional penalty which may extend from five thousand rupees to one lakh rupees for every day during which the failure continues after contravention of the first such Directions.

The non compliance or delay in implementation of any order by utilities is due to various unavoidable reasons and so many times it is beyond the control of Discoms. With the depleted financial positions such high penalty may create issues in day to day operations of Discoms.

17. Cross border Trade of Electricity:- (Proposed Amendment of section 2 , insertion of clause 15 a):-

The new term has been introduced but various aspects need to be addressed such as:-

Prime facie it seems to address the problem of plenty situation in india i.e. more power is available than required but there are other associated issues which finds no base in the bill like:-

- A) Protection of indigenous generators regarding new PPA's between foreign suppliers as well as foreign consumers.
- B) Safety and stability of National Grid.
- C) Drainage of indigenous fossil fuel resources like coal etc. only to sale of electricity to other Nations.
- D) No detailed plan has been envisaged to open the cross border trade of Electricity and how it will help in increasing the per capita consumption of electricity in India.

18. The concurrency of electricity and denial of State Government Rights:- The constitution of India under seventh schedule provides power to both the central as well as state governments to make appropriate laws on the matters related to electricity. By the way proposed amendments it is proposed that the federal structure of electricity wherein the center and state governments are responsible is being interfered by centralizing the powers. The basic intent of the constitution is being violated and centralization of power is not desired. The intent should be towards decentralization of power for transparency and efficiency. Therefore existing provisions for empowering state governments as well as state commissions to take appropriate decision, make rules and regulations after considering the state specific issues needs to be continued.

The Central Govt has been trying to violate the concurrent status of electricity through this bill by virtually shifting electricity from concurrent list to the Union list by dictating States on cross subsidy, DBT to farmers, setting up of electricity contract enforcement

authority and dictating on franchising of electricity distribution. Government has issued orders to privatize the electricity systems of UTs even though it was not a part of Bill 2020. This is showing the haste of the central government towards privatization as a major policy plank. While most state governments have a policy to support farmers through power subsidy the Centre seeks to usurp this Right of States which is totally unacceptable. The State power usurping provisions consists of subsidy, appointment of members and chairman of Regulatory Commission centrally, and fixing of tariff for the consumers without any subsidies, cross subsidies.

19. [Curse to Consumers:-](#) If it became an Act, the farmers will have to pay about five to six thousands Rs monthly as electricity tariff, while domestic consumers, will have to pay at least eight to ten rupees per unit for consumption of up to 300 units per month. The cost reflective tariff and abolition of subsidies and cross subsidies will be the thorny path for the Farmer's, Poor's, and Common's. It would also pose a danger to National Food security amid the Corona era when farmers have to pay the electricity bill on monthly basis while he will have money in his pocket only twice or thrice a year on in the event of selling of his crops. The envisaged DBT concept for subsidies seems to be a far away dream for farmers at present. It is to be also noted with serious concerns that while hundreds of farmers are opting for suicide owing to their unprofitable agriculture sector, this bill is envisaging to torture them further by snatching provision of subsidies and cross subsidies in tariff. The policy of cross-subsidy was introduced to provide electricity to poorer citizens and farmers at cheaper rates as compared to commercial and industrial consumers. Now to abolish the cross subsidy in a time bound manner and proposing a Direct Benefit Transfer (DBT) to such consumers by the state governments will snatch away the rights of access to electricity for them and makes the electricity as an item of luxury instead of the need as on today. The provisions of the draft amendment bill are also likely to put the general public to hardship particularly during this crisis period.

20. [Discoms Hardships:-](#)

1. The concept of Power for All leads to extension of infrastructure of the discoms to the remotest areas of the country where ratio of profit to cost is negligible. Such restrictions cannot be imposed on private players whereas the discoms are being facilitated the universal supply obligation while DSL and franchisee model will cater to the most suited and profitable areas only.
2. These proposals have to be seen in the context of a continuing centralization of control over the sector whose main impact in the last 25 years has been to drive up the cost of power purchase to 80% of the total costs of state DISCOMs. At the core of DISCOM woes is the two-part tariff policy, mandated by the Ministry of Power in the 1990s at the behest of the World Bank. As more private developers came forward to invest in generation, DISCOMs were required to sign long-term power purchase agreements (PPA), committing to pay a fixed cost to the power generator, irrespective of whether the state draws the power or not, and a variable charge for fuel when it does.
3. Eighty percent of the electricity bill is the cost of generation. This cost is so high because of the high cost power purchase agreements between private generators and NTPC on the one hand and the state-owned distribution companies on the other. The remaining 20% of the electricity bill consists of cost components that are highly regulated. It is obvious that unless the costly power purchase agreements must be renegotiated the present status of Discoms cannot be improved by any means.
4. The current extent of flexibilisation in conventional thermal plants cannot efficiently make up for variability induced by must-run renewable energy plants. As a result, discoms

have done more power purchase agreements (PPAs) than required, and now end up paying excess fixed charges. The problem has further been compounded by the current downside in consumption and peak load due to the lockdown.

21. [The Policy Plank of GOI:-](#)A look at the previous trends in oil corporations, Navrattan Companies, Railways and airports shows that the announcement of privatization soon came after the huge investment was made in the improvement in their infrastructure. Similarly in the case of BSNL's huge investments in connecting all the Panchayats with internet network under Bharat Fibre Scheme may also meet the same fate or may sold to private Giant JIO. Now after the huge investments in up gradation of Electricity Infrastructure through various prestigious schemes like APDRP 2001, R-APDRP/IPDS 2008, DDUGJY & SAUBHAGYA 2014/2017, Smart Grid Pilot project & NSGM 2012-15), and structural reform (Electricity Act 2003). UDAY (Ujwal Discom Assurance Yojana) scheme, launched in November 2015, MGJG, and upcoming ADITYA yojana, we as Federation, are stating that MoP, GOI is also planning for complete Privatization of the Power Sector through the way of this bill after having huge investments in electricity sector.

22. [Privatization of Distribution in UT's under the name of Power Sector Reforms:-](#)

Through the media, the Government of India has unilaterally declared that the power sector of Union Territories would be privatized, even those Union Territories that have a legislature elected by the people. Such blanket instructions have nevertheless been issued even though the issues relating to electricity sector and amendment of Electricity Act 2003 are yet to be further processed since the last date of objections is 05-Jun-20 which has not been crossed. Since the Electricity Act 2003 is applicable to the whole of India, obviously, it would apply to UTs also. Moreover, privatizing loss-making state-owned enterprise may improve microeconomic efficiency but finally result in loss of productivity and increased unemployment. In India, it was experienced that privatization in electricity sector does not necessarily generate economic gains, which in turn is affected by compromising social norms and standards. Haste of the Govt. of India has by-passed its own procedure entirely and issued direct instructions to all the UTs of the country for starting / taking steps to privatize the electricity system of UTs. The action leads us to remind the old system of work of Feudal lords named Zamindars. This major policy decision to privatise UTs was not included at all in the MOP proposals of 17-Apr-2020 or in the Statement of Objects and Reasons and therefore the instructions to privatize the UTs electricity system must be withdrawn / revoked.

23. [Electricity Demand Vs Supply:-](#)India had a total generating capacity of about 368 gigawatts (GW) as on January 2020, whereas the maximum peak demand reached so far was around 183GW. The renewable energy capacity has also doubled over the last five years—to become almost 23% of the installed capacity of utilities—even though electricity generated from renewable energy sources is still only 9%, due to the low capacity utilisation factor (CUF) of about 14-15%. On a conservative estimate, the Central Electricity Authority (CEA) has projected peak demand to be 201GW and 293GW in 2022 and 2030, respectively. While the targets of electricity from renewable sources alone fixed for 175 GW (Giga watts) up till 2022 and will increase to 450 GW by 2030.
24. [Hon'ble Dr. B.R.Ambedkar's Vision about Electricity:-](#) While addressing the power committee on 24th Oct, 1943, Dr. Ambedkar, the then power minister incharge, Strongly advocated the power sector in India should be under Govt control and not ruled by

private sector totally to serve the common people of the Nation. This vision is of paramount importance in the present times.

25. Our Sangam's Vision and Statement:-

We as Sangam are of the firm view that for the wellbeing of the power sector and to ensure its important role in development of the Country, The MOP, GOI must look towards electricity sector in a holistic approach in spite of making business out of it and would have to bring the policies which cures the root cause of the Fire not the smoke only after having due say and deliberations from all stakeholders of electricity through all available means after the normalcy has arrived from Covid-19 Situation. More over outbreak of covid-19 has provided opportunity to GOI to rethink about their disinvestment in PSU's, one of the reasons why India has been comparatively less affected from Covid-19 despite all odds like high density of population, poor education, delay in preventive measures, mass movement of casual laborers and return of high number of infected persons from abroad is due to India's massive "Public infrastructure in health, banking, telecommunication, transport and most importantly electricity. Once all public sectors including electricity are sold it will be very difficult to rebuild them and India will not be able to cope with similar kind of crisis in the future.

The present subject cited Electricity (Amendment) Bill -2020 along with all its proposed Anti Farmer's, Anti Poor's, Anti Common People, Anti Employees, Anti Federal structure of Nation, Anti-State Government Rights, Anti State Government Duties to their Public, Anti-Regulatory commissions, amendments must be withdrawn and scraped along with the decision to privatize the UTs electricity system must be withdrawn / revoked immediately.

We further demand for Re- Bundling of State Electricity Boards by taking the lessons from the past mistakes of MOP, GOI to really achieve all the dreams which was envisaged earlier and being envisaged now.

Thanking you, Sir,

Yours sincerely,
V.S.SAMPATH KUMAR,
General Secretary.

மணந்தனர் வாழ்த்துகிறோம்

Bride

Selvi.M.Kuzhali, B.Com,
D/o.Er.C.Manimaran
AE/110 KV SS / Koothoor
Ariyaloor, Perambalur
9715944903

Bride Groom

Selvan.C.Saravanan, B.E.,
S/o.K.Gurunathan

Marriage Day : 24.05.2020 – Sunday

Sangam wishes the couple a happy wedding life.

Contribution Rs.1000/- towards Minalai Donation – Thanks.

Copy of letter by Hon'ble Chief Minister of Chattisgarh to union power minister

Bhupesh Baghel
 Bhawan,
 CHIEF MINISTER
 Chhattisgarh

Mantralaya, Mahanadi
 Atal Nagar, Raipur, 492002,

Ph: +91 (771) 2221000, 2221001
 E-mail: cmcg@nic.in

Do.No. 1368 Date: 05.06.2020

The detail clause wise comments on the proposed electricity amendment bill, 2020 are being forwarded by the Energy department of Government of Chhattisgarh separately. However I would like to bring your kind attention to some critical issues which no representative state government can afford to neglect. These issues range from the paramount commitment of the State Government towards "affordable power to all" to the sanctity of the federal structure and Constitutional provisions. The salient issues are listed as under:-

1. The amendment, by virtue of proposed provisions related to curtailment of cross subsidies, is set to create deafening crisis for the small farmers. In a society with huge diversity in demography and the income spectrum, the tariff to charged needs to be linked with the "capacity to pay" and "cost of supply" cannot be the sole guiding principle. The need of the day is to recognize and respect the farmers who have transformed the Country from status of food deficiency to complete self reliance in the food availability. Government of Chhattisgarh is of the firm opinion that unless equitable distribution of resources is ensured, the cost of the sweat of the farmer, labour and down trodden sections is recognized and economic imbalances which hugely favour the big money over the common public, the cross subsidies must continue. We cannot ignore the fundamental law of natural justice that "Unequals cannot be treated as Equals".
2. The provisions related to 'Direct Benefit Transfer' (DBT) are travesty to the ground reality. The existing system is well tested over time. The thought that small farmer can afford front end payment of upto Rs.7-8 thousand per month during the crop season (presuming about 1000 units/pm @ Rs.8/unit) may appeal to the white collar consultants sitting in comfort of air conditions however the field reality is just opposite. Implementation of such measure across the length and breadth of the nation may create problems of unimaginable magnitude. It would be catastrophic for the Discoms, the farmers and the nation too (due to resultant food shortages). Government of Chhattisgarh is of the firm opinion that in the larger interest of the farmers and down trodden sections below poverty line, the prevailling system must continue.
3. The proposed amendments provide control to the Central Government over selection process for appointment of Chairman / members of State Electricity Regulatory Commission (SERC) instead of State Government. There is also a provision that in case, the posts of a SERC remain unfilled that the Central Government may assign its function to some other SERC. The provision only speaks of "Consultation" and not "Concurrence" of the state government. Both the provisions are clear encroachment of the powers of the State Government. In a federal democratic republic, there may be conflicting political ideology but they cannot pave way for making amendments in the law which would be destructive to the federal structure of our nation.

4. The proposed amendments also allow appointment of distribution sub-licensees and the franchisees. Neither the sub-licensees nor the franchisees is required to take license from the Regulatory Commission. It runs counter to the public policy of checks and balances and also the doctrine of '*duty coupled with authority*'. No justification is available that why power distribution system which is life line to the common public should be handed over to some entity which don't own a license. It is apprehended that this may open the flood gates for fly by operators, crony capitalism and selective privatization by way of cherry picking.
5. The amendment also proposes formation of centralized "Electricity Contract Enforcement Authority (ECEA)". The Electricity Regulators are fully competent and adequately equipped for the approval of PPAs and resolution of conflicts. It may please be recalled that Hon'ble Supreme Court, in the Civil appeal no 14697 of 2015 decided on 12th April 2018 has taken cognizance of the roll and adjutory responsibilities of ERCs and, directed for appointment of a member law in all the Electricity Regulatory Commissions. The Directive of the supreme court has already been complied throughout the India. When supreme court of India has already looked to the issue and has settled it with specific direction there remains no justification for formations of a new body. Coupled with new provisions related to Tariff policy, the proposal would in fact make the SERCs toothless and is detrimental to the federal structure which respects the demographic and economical diversity of states.
6. The proposed amendment also confer power to the Central Government to prescribe renewable and hydro energy purchase obligation. Different states have different geographical resources. It is in the interest of the nation that the resources are utilized in most efficient and economic manner. One size cannot fit to all. Prescribing one percentage and policy for the whole nation is neither practicable nor advisable. It should be left to the State Commissions.

Last but not the least, the timing of the proposed amendment is most perplexing of all. The country is suffering from the worst pandemic of recent times. All the Government machinery including the electricity departments and the state power companies, is out in a war of unprecedented dimensions. It is beyond comprehension that under such a situation what was the compulsion / motivation to push the amendment which would have far reaching consequences. Number of employee associations and experts are making allegations that the timing has been willfully selected to avoid the opposition. Government of Chhattisgarh believes that wider consultation is always more helpful in finding out the solutions and avoiding the same leads to certain failure.

On this very basis, deferment of the proposals seems very logical at this stage. It is requested that once the crisis get settled, fresh draft may be worked with prior discussions with states and till than no proceedings may be persuaded.

With regards.

Your's Sincerely,
Sd/-xxx
(Bhupesh Baghel)

Shri R.K.Singh
Hon'ble Minister of State (Independent Charge)
FOR Power and New & Renewable Energy and
Minister of State in the Ministry of Skill Development and Entrepreneurship
Government of India,
Shram Shakti Bhawan, New Delhi-110001.

Ministry of Power clarification on EA Amendment bill 2020
**Ministry of Power
India prepares for a change in Electricity sector through Proposed Electricity
(Amendment) Bill 2020**

Posted On: 25 JUN 2020 4:21PM by PIB Delhi

Shri R. K Singh, the Minister of State (i/c) for Power & MNRE , today, held a Press Meet through Video Conferencing and underlined the importance of proposed reforms in the power sector, dispelling doubts and misinformation. He stated that the reforms are steps in the direction of making the sector consumer centric as we are all here to serve them. Shri Singh said, “ We are not taking away any powers of States in appointment of members and chairpersons of State Electricity Regulatory Commissions (SERCs), and the proposed reforms are aimed at promoting more transparency.”

While giving clarity on electricity tariff fixation, the Union Power Minister stated that the powers of tariff fixation remains with SERCs. He emphasised that proposed power reforms are aimed at introducing transparency and accountability to protect the interest of consumers and ensuring healthy growth of the power sector. He also mentioned that there is no restrictions on States for providing subsidy as States can give as much subsidy as they want but they must pay it upfront through Direct Benefit Transfer(DBT) so that Discoms remain healthy and are able to maintain and improve distribution infrastructure like transformers and distribution lines, pay for power purchased and are able to provide quality electricity to the people.

It may be stated that Electricity is one of the most critical components of infrastructure which is essential for sustained growth of the economy of the country. While we have made significant improvements in the electricity generation and transmission segments, the distribution segment, having achieved 100% village electrification and near-universal access to electricity, is beset with problems of operational inefficiencies, liquidity, and financial solvency. In this regard Ministry of Power had prepared a draft proposal for Amendments in Electricity Act 2003 in the form of draft Electricity (Amendment) Bill 2020 with the following broad objectives –

- Ensure consumer centricity
- Promote Ease of Doing Business
- Enhance sustainability of the power sector
- Promote green power

However, some canards and misconceptions are being spread regarding some of the proposed amendments to the Electricity Act. It is important to place the correct position pertaining to them.

Misconception 1: Transfer the power of appointment to SERCs from State to Central Government

There is no proposal to take away the power of appointment of Members/Chairpersons of State Electricity Regulatory Commissions from the State Governments. As per the draft circulated the appointments of Members/Chairpersons of the State Electricity Regulatory Commissions will continue to be made by the State Governments. The Selection Committee currently has equal number of members from the Central and State Government – one member from Central Government and one from State Government. The proposed Selection Committee in the draft Bill also has equal number of members from the Central and State Governments as earlier. The only difference is that instead of the of the Selection Committee being presided over by a retired Judge of the High Court, it is proposed that the committee be headed by a sitting Judge of the Supreme Court. Instead of multiplicity of Selection Committees, there be one Selection

Committee for drawing up of panels for the vacancies in the Central Electricity Regulatory Commission and State Electricity Regulatory Commissions. The appointments will continue to be made by Central Government for the Central Electricity Regulatory Commission and by the State Governments for the State Electricity Regulatory Commissions as before. The reason for this proposed amendment was that currently every State had to constitute a separate Selection Committee for each fresh vacancy and this took time. In some cases the time taken for appointment was up to 2 years leading to disruption of work of the Regulatory Commission. Regulatory Commissions are the fulcrum around which the Power sector revolves. Delay were deleterious for the various stake holders such as consumers, Discoms, and generators etc. However, based on the suggestions received, the Central Government is now considering to continue with the existing separate Selection Committees for each state – but make them Standing Selection Committees so that there is no need for constituting them afresh every time a vacancy occurs. The Selection Committee will continue to have equal number of members from the State and Central Governments, as earlier with the only difference that it will now proposed to be presided by the Chief Justice of the High Court of the state.

Misconception 2: DBT is against the interests of consumers

Another misconception is that the proposed provisions for introducing the system of Direct Benefit Transfer (DBT) of subsidies is inimical to the interest of the consumers especially the farmers. It has been argued that if the State Government is not able to pay the subsidies on time, the electricity supply to the consumers may get disconnected. This is baseless. As per Section 65, of the Electricity Act, 2003, the State Government is required to pay the amount of subsidy in advance to the distribution companies. The subsidy is now being proposed to be given into the account of the consumers maintained by the Distribution Companies through DBT. It is being provided in the new Tariff Policy that the electricity supply shall not be discontinued even if the State Government is unable to pay the subsidy in time or even if the State Government fails to pay the subsidy for 3 to 4 months. Therefore, the consumer's interest will be duly protected. It is, of course, expected that the State Government pay the subsidy in advance to the DISCOM/consumers as provided for in the law. It may be noted that the Direct Benefit Transfer will be beneficial for both the State Governments and as well as Distribution Companies. It will be beneficial for the State Government because it will ensure that the subsidy reaches the people who are actually entitled and the State Government gets clear accounts of the amount given as subsidy. It will benefit the distribution company by making sure that the subsidies due are received as per the number of beneficiaries. It may be noted that Government of India have implemented Direct Benefit Transfer for 419 Schemes pertaining to 56 Ministries with cumulative savings of Rs. 1.70 lac crore.

Misconception 3: Power to set retail power tariff is being transferred from State to Central Government

Another misconception is that currently the State Governments fix tariff for retail supply of electricity to consumers and this is proposed to be taken over by the Central Government. This is again absolutely baseless. Presently, the tariff is determined by the State Electricity Regulatory Commission and no change has been proposed in the present arrangement. The other major amendments proposed in the Electricity Act are as follows.

Sustainability

(i) Cost reflective Tariff: To eliminate the tendency of some Commissions to provide for regulatory assets, it is being provided that the Commissions shall determine tariffs that are reflective of cost so as to enable Discoms to recover their costs. It is estimated that the total regulatory asset, ie revenue due to a Discom but not collected because appropriate tariff increase was not given, in the country is about Rs. 1.4 lakh crore.

(ii) Establishment of adequate Payment Security Mechanism for scheduling of electricity - It is proposed to empower Load Dispatch Centres to oversee the establishment of adequate payment security mechanism before dispatch of electricity, as per contracts.

Late payment of dues of generating and transmission companies have reached unsustainable levels. As of 31.03.2019, the payables to the Gencos and Transcos were Rs. 2.26 lakh crore. This not only impairs the finances of the Gencos and Transcos making it difficult for them to pay for fuel and other expenses but also has a debilitating impact on the Banks. If liquidity is not maintained, the power sector can collapse. Thus, it is in our collective interest to put in place systems for ensuring timely payments. That is why it is being provided that electricity shall not be scheduled or despatched unless security of payment has been established.

Ease of Doing Business

(iii) Cross Subsidy: At present, the Act provides for the State Commissions to progressively reduce cross subsidies. Despite the requirement of the Tariff Policy to reduce cross-subsidies to within 20% of average cost of supply, they are in excess of 50% in some States making industries uncompetitive. The Bill provides for the SERCs to reduce cross subsidies as per the provisions of the Tariff Policy. The Tariff Policy is prepared after consultation with the all stakeholders and the views of the State Governments are taken into consideration before finalising its provisions. It is noteworthy that there is no proposal to eliminate cross subsidy.

(iv) Establishment of Electricity Contract Enforcement Authority: CERC and SERCs do not have powers to execute their orders as decree of a civil court. An Authority headed by a retired Judge of the High Court is proposed to be set with such powers including but not limited to powers of attachment and sale of property, arrest and detention in prison and appointment of a receiver to enforce performance of contracts related to purchase or sale or transmission of power between a generating company, distribution licensee or transmission licensee. This will enhance sanctity of contracts and spur much needed investment in the power sector.

Renewable and Hydro Energy

(v) National Renewable Energy Policy: For environmental reasons, it is in our long term interest to promote green power. India is a signatory to the Paris Climate Agreement. It is therefore proposed to have a separate policy for the development and promotion of generation of electricity from renewable sources of energy.

(vi) It is also proposed that a minimum percentage of purchase of electricity from hydro sources of energy is to be specified by the Commissions.

(vii) Penalties: It is being further proposed to levy penalties for non-fulfilment of obligation to buy electricity from renewable and/or hydro sources of energy.

Miscellaneous

(viii) Strengthening of the Appellate Tribunal (APTEL): It is proposed to increase the strength of APTEL its strength of Members, apart from the Chairperson, to at least seven to facilitate quick disposal of cases. It may be noted that there are a large number of cases pending in APTEL at present. To be able to effectively enforce its orders, it is also proposed to give it the powers of High Court under the provisions of the Contempt of Courts Act.

(ix) Penalties: In order to ensure compliance of the provisions of the Electricity Act and orders of the Commission, section 142 and section 146 of the Electricity Act are proposed to be amended to provide for higher penalties.

(x) Cross border trade in Electricity: Provisions have been added to facilitate and develop trade in electricity with other countries.

(xi) Distribution sub-licensees: To improve quality of supply, an option is proposed to be provided to Discoms to authorise another person as a sub-licensee to supply electricity in any particular part of its area, with the permission of the State Electricity Regulatory Commission.

It may be noted that provisions relating to Distribution Franchisee already exist in the Act and are being successfully used by Distribution Companies to improve performance and enhance efficiencies. These are enabling provisions for use by DISCOMs / States which want to give out some areas to Franchisees / Sub-licensees. It has been ensured that Distribution Sub Licensee remains under regulatory control and jurisdiction to protect interest of consumers.

Our Representations

To

The Chairman cum Managing Director,
TANGEDCO.

Lr.No.GS/TNEBES/F1/D.95/2020, Dt. 19.06.2020.

Respected Sir,

Sub: Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations Issued – Registering of vehement protest on the amendment orders as it is targeted against certain categories – Order to be withdrawn immediately – represented regarding.

Ref: (PER) FB TANGEDCO PROCEEDINGS NO. 18; Dated: 02.06.2020

Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations has been issued vide reference cited above few days ago. The amendments to the regulations have been made in haste without considering the ground realities or practical applications in the field as far as our posts are concerned. Moreover it is being targeted against certain categories, Diploma category to be precise. **TNEB Engineers' Sangam registers its vehement protest on the said orders.**

Promotions are part and parcel of the HRD to encourage and motivate employees aiming better performance benefitting the organization. In TANGEDCO, Tamilnadu Electricity Board Service Regulations govern and specify the promotions whatsoever. The existing rules in the Service Regulations have been drafted after considering various aspects and implemented with due discussions with trade unions, and been in existence and followed all along these past 6 decades.

All along these 6 decades of history any amendment to the Service Regulation has always been done on the positive note benefitting both the Employees and the Board. If at all any bitter pill to the Employee is to be amended, then Unions would be issued notice and called for a discussion and a consensus would be arrived before making that amendment. Because the management very well knows the difficulty and commitment the employee puts up at the field and would never like to propose or amend matters affecting the working class.

But presently we are totally perplexed not only on the said amendment cited under reference but also the timing of the orders during the tough period of COVID-19 pandemic. The following concerns keep lingering in our minds ever since this said amendment order was issued.....

- Need of the present amendment.
- Serious happenings to the Board property or delay in work if any due to lack of experience.
- Decision being taken overnight and its immediate benefits to the Board.
- Knowing the repercussions, the unions weren't issued notice on this matter which is mandatory as per ID Act.

- The basic essential quality of experience for any post has been modified for certain posts or categories alone and not for everyone.

We can't take this amendment orders as such, as it is specifically targeted against the base of our Diploma Community with vested interest.

With regards to the posts pertaining to us in the said amendment

- Minimum period of **2 years** service as Technical Assistant, required for Junior Engineer II Grade promotion has been **increased to 3 years**.
- Minimum period of **3 years** service as Junior Engineer II Grade, required for Junior Engineer I Grade promotion has been **newly introduced**.

Entry level posts of Technical Assistants are not filled up in the Board periodically which leads to huge vacancies. This has a cascading effect and creates huge vacuum in the posts of Junior Engineer II Grade and Junior Engineer I Grade. To compensate this, in most circles, particularly Generation and Transmission, Technical Assistants are entrusted higher responsibility and posted in Junior Engineer II Grade posts and similarly Junior Engineer II Grade are posted in Junior Engineer I Grade posts without any additional remuneration to them.

The fact being so, how come the Board goes in for an amendment prescribing minimum service in both these posts as if the individuals are promoted in a fast track and lack experience. This biased attitude of the Board will jeopardize the routine works of the Board. The sincerely working Diploma Community which puts in everything for the well being and upliftment of the Board is being denied and delayed of its legitimate promotions.

The Board has to reward the good working employees, instead of penalizing with more and more stringent unwanted measures. This amendment will lead to unevenness in certain promotions particularly Junior Engineer II Grade and Junior Engineer I Grade posts which are being manned by ratios among categories and create a chaotic situation making the already vulnerable situation worst in nature. Many times in the past Board was forced to exempt or relax the conditions of minimum period of service in certain promotion matters.

Technical Assistants are posted in Substations, City and Urban Sections, Division Offices of Distribution, Superintending Engineer Offices of Distribution wing, MRT, Special Maintenance, all areas of Operation and Maintenance of Generating Stations, General Construction Circles, Protection and Communication wing and much more. Once entering in the Board a Technical Assistant learns all the Technical nuances, Board rules and regulation and uplifts his caliber to that of an Assistant Engineer/Junior Engineer within a year.

All Diploma Holders get just 2 promotions in their career. Only few are gifted with the 3rd promotion that too at the fag end of their career which is quite pathetic. Whereas their counterparts with lesser qualification are gifted with 7 to 8 promotions and those with higher qualification get 4 promotions or its equivalent benefits. If at all any cap need to be fixed it should be fixed at the highest level of management in the ranks of Superintending Engineer and Chief Engineer posts which requires much administrative skills and experience to handle important offices.

Many a times being a Diploma Holder is a bane in the Board rather than a boon because at times even if their names are called for the 3rd promotion they are made to retire without promotion. On the contrary Chief Engineer promotions are issued even if there isn't vacancy physically and many get benefitted even before the last second of superannuation. On the other hand a mere change in nomenclature, Assistant Executive Engineer (Non Independent) post without monetary benefit, is being refused to the Diploma Community.

We pray the Respected Chairman cum Managing Director to let the present conditions in the Service Regulation remain the same unaltered and hence we request to immediately

withdraw the issued Board Order cited under reference which is against select categories, thus render justice and to maintain industrial harmony please.

Thanking you, Sir,

Yours sincerely,
V.S.SAMPATH KUMAR,
General Secretary.

To

THE SECRETARY

TANGEDCO,

Lr.No.GS/TNEBES/F1/ D99 /2020, Dt. 23.06.2020

Sir,

Sub: 9A Notice served on Suspending the Periodical surrender of Earned Leave and payment of Leave Salary for a year - Reply on 9A notice - Reg.

Ref: Secretary TANGEDCO's Letter No. 17180/A18/A181/2020-1, Dated: 02.06.2020

With regards to the 9A notice served to our TNEB Engineers' Sangam cited under reference the following reply is submitted.

- Our Sangam strongly objects the move to suspend the SLS encashment feature (Periodical surrender of Earned Leave and payment of Leave Salary) for a year to Class – III and IV Employees of TANGEDCO.
- Comparing the TANGEDCO Employees on par with their counterparts in Govt. is untenable as the former being covered under ID Act – 1947 itself portrays the importance of their role.
- The nature of work and the service conditions of these Employees vastly differ, with the TANGEDCO Employee shouldering more responsibility and toiling hard in the field during emergencies including COVID – 19.
- The fact has been accepted by the Officials in the Board and the Govt. too and hence the TANGEDCO Employee's services are always being regarded appreciated and rewarded of benefits above their counterparts in Govt. in all aspects including the Wage revision benefits.
- Precedence exists in the Board where TANGEDCO Employees being exempted against such benefits curtailment in the earlier occasions.
- This overzealous attitude of the management in merely implementing the Government Orders will have its impact on the field staff dampening their spirit and affect their works in maintaining uninterrupted power supply throughout, during this COVID – 19 Pandemic.
- Despite aware of the present financial position the staff are shocked about the decision on suspension of SLS Encashment, as they could ill afford to lose this financial benefit.
- Presently even well before this SLS encashment feature is being suspended, sanctioning of the same and disbursement of already sanctioned SLS encashment bills have been froze and put on hold. This doesn't augment well as the benefits have not been disbursed uniformly, creating a demarcation among circles in this regard.

Having registered our strong objection against this subject to Suspend the Periodical surrender of Earned Leave and payment of Leave Salary (to suspend SLS

Encashment) for a year, **the mere decision of implementing the Government Order may be dropped**, thus render Industrial peace and harmony please.

Thanking You, Sir,

Yours Sincerely,
V.S. SAMPATHKUMAR,
General Secretary.

Board Orders

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

TANGEDCO – Age of superannuation of Government servants, Teachers, etc – Increased from 58 years to 59 years – Orders issued by the Government – Adoption in TANGEDCO – Applicability of the orders to the officials in Class-I and II Services in TANGEDCO – Orders - Issued.

(SECRETARIAT BRANCH)

(PER) FB TANGEDCO PROCEEDINGS NO.13,

DATED THE 28TH MAY, 2020.

Vaikasi-15, Saarvari Aandu,

Thiruvalluvar Aandu-2051.

READ:

G.O.(Ms) No.51, P&AR (S) Department, dated 07.05.2020.

PROCEEDINGS:

The Government, in its G.O. read above, have issued orders increasing the age of superannuation of Government servants from 58 years to 59 years. Further, it has been ordered therein that the said orders shall be applicable to all Statutory bodies including all State Corporations, Local Bodies, Boards, etc.

2. The Tamil Nadu Generation and Distribution Corporation Limited, after careful consideration, has decided to adopt the said orders of the Government to the officials in Class-I and II services of the TANGEDCO. Accordingly, the Tamil Nadu Generation and Distribution Corporation Limited hereby orders that the age of superannuation of the officials in Class-I & II services of the TANGEDCO, be increased from 58 years to 59 years. This order will apply to all those who are in regular service as on 07.05.2020, i.e., the date of issue of the G.O. read above and who are due to retire on superannuation from 31.05.2020.

3. Necessary amendments to the Tamil Nadu Electricity Board Service Regulations will be issued separately.

4. The receipt of these proceedings shall be acknowledged.

(BY ORDER OF THE BOARD)

S.VINEETH,

SECRETARY (FULL ADDITIONAL CHARGE).

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

TANGEDCO – Age of superannuation of Government servants, Teachers, etc – Increased from 58 years to 59 years – Orders issued by the Government – Adoption in TANGEDCO – Applicability of the orders to the employees in Class-III and IV Services in TANGEDCO – Orders - Issued.

(SECRETARIAT BRANCH)

(PER) FB TANGEDCO PROCEEDINGS NO.14 DATED THE 28TH MAY, 2020.

Vaikasi-15, Saarvari Aandu,
Thiruvalluvar Aandu-2051.

READ:

G.O.(Ms) No.51, P&AR (S) Department, dated 07.05.2020.

PROCEEDINGS:

The Government, in its G.O. read above, have issued orders increasing the the age of superannuation of Government servants from 58 years to 59 years. Further, it has been ordered therein that the said orders shall be applicable to all Statutory bodies including all State Corporations, Local Bodies, Boards, etc.

2. The Tamil Nadu Generation and Distribution Corporation Limited, after careful consideration, has decided to adopt the said orders of the Government to the employees in Class-III and IV services of the TANGEDCO. Accordingly, the Tamil Nadu Generation and Distribution Corporation Limited hereby orders that the age of superannuation of the employees in Class-III & IV services of the TANGEDCO, whose age of superannuation is currently fixed at 58 years, be increased to 59 years. This order will apply to all those who are in regular service as on 07.05.2020, i.e., the date of issue of the G.O. read above and who are due to retire on superannuation from 31.05.2020.

3. Necessary amendments will be issued separately.

4. The receipt of these proceedings shall be acknowledged.

(BY ORDER OF THE BOARD)

S.VINEETH,

SECRETARY (FULL ADDITIONAL CHARGE).

"We know through painful experience that freedom is never voluntarily given by the oppressor, it must be demanded by the oppressed."

- Martin Luther King

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

TANGEDCO – Periodical surrender of Earned Leave and payment of Leave Salary – Suspended for a year – Orders issued by the Government of Tamil Nadu – Adoption in TANGEDCO – Applicability of the orders to the officials in Class-I and II services – Orders – Issued.

(SECRETARIAT BRANCH)

(PER) FB TANGEDCO PROCEEDINGS NO.15

DATED THE 28TH MAY, 2020.

Vaikasi-15, Saarvari Aandu,
Thiruvalluvar Aandu-2051.

READ:

G.O.(Ms) No.48, P&AR (FR-III) Department, dated 27.04.2020.

PROCEEDINGS:

The Government, in its G.O. read above, have issued orders suspending the periodical surrender of Earned Leave for encashment for 15 days every year/30 days every two years, initially for a period of one year to all the Government employees and Teachers with effect from 27.04.2020, i.e., the date of issue of G.O., in view of the fiscal stress arising from the COVID-19 pandemic. Further, it has been ordered therein that all surrender requests and bills pending as on the said date, irrespective of their stage of sanction and disbursement, shall not be processed and in cases, where sanction orders have been issued, they are to be cancelled and the Earned Leave re-credited to the leave account of the respective employees. It has also been ordered therein that the said orders shall be applicable to all statutory bodies including all State Corporations, Local Bodies, Boards, etc.

2. The Tamil Nadu Generation and Distribution Corporation Limited, after careful consideration, has decided to adopt the said orders of the Government to the officials in Class-I and II services of the TANGEDCO. Accordingly, the Tamil Nadu Generation and Distribution Corporation Limited hereby orders that the benefit of periodical surrender of Earned Leave for encashment for 15 days every year/30 days every two years by the officials in Class-I and II services, be suspended initially for a period of one year with effect from 27.04.2020, i.e. the date of issue of G.O., in view of the fiscal stress arising from the COVID-19 pandemic. Further, all surrender requests and bills pending as on the said date, irrespective of their stage of sanction and disbursement, shall not be processed and in cases, where sanction orders have been issued, they are to be cancelled and Earned Leave re-credited to the leave account of the respective employees.

3. The receipt of these proceedings shall be acknowledged.

(BY ORDER OF THE BOARD)

S.VINEETH,

SECRETARY (FULL ADDITIONAL CHARGE).

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

TANGEDCO – Incentive – Sanction of advance increment to the TANGEDCO employees for acquiring Higher qualification and for passing Departmental Tests – Dispensation / Cancellation of the scheme of sanction of advance increment – orders – issued.

(SECRETARIAT BRANCH)

(Per.) FB TANGEDCO Proceedings No.16

Dated 28.05.2020

Vaikasi – 15

Sarvari Varudam

Thiruvalluvar Aandu 2051

Read:

- i) Board's Proceedings MS No.750 (SB) Dated 30.04.1979.
- ii) (Per.) BP (FB) No.38 (Administrative Branch) dated 05.11.1999.
- iii) Secretariat Branch Memo.(Per.) No.119304/A3/A32/2003-5, dated 23.9.2004.
- iv) (Per.) BP (FB) No.48 (SB) dated 19.11.2007.
- v) G.O.(Ms.) No.37 Personnel & Administrative Reforms (FR.IV) Department dated 10.03.2020.
- vi) (Per.) FB TANGEDCO Proceedings No.10 (SB) dated 23.03.2020.
- vii) (Per.) FB TANGEDCO Proceedings No.11 (SB) dated 30.03.2020.

PROCEEDINGS:

In the Boards Proceedings first read above, orders were issued for grant of advance increments for passing departmental tests to the employees in Administrative, Accounts, Audit and Stores categories which have been prescribed to be passed at different levels in the line of promotion in the Board's service.

2. In the Boards Proceedings second read above, orders were issued for grant of incentive increment for passing M.Com. with Accountancy as an optional subject, after obtaining degree in any branch or directly through Open University System, in any of the Universities recognized by the University Grants Commission in lieu of a pass in Accountancy Lower / Higher Grade for the purpose of Promotion.

3. In the reference third read above, orders were issued for grant of incentive increment for passing M.Com. (Banking and Insurance Management) degree awarded by Annamalai University under the Open University System treating it on par with M.Com degree awarded by the University of Madras with Advanced Accountancy as one of the subjects (Main Optional / Elective) for all practical purposes of Appointment / Promotion.

4. In the Government order fifth read above, the Government have taken a decision to cancel / dispense with the scheme of sanction of advance increment for acquiring higher qualification and for passing Account test for subordinate officers part-I as per the ruling (3) and (4) under FR 31-A. Among other things it has been ordered that,

- I. As a policy decision, the scheme of sanction advance increment for acquiring higher qualification in all departments and all orders issued by all departments for sanction of advance increment for possessing higher qualification, as a whole, be cancelled / dispensed with immediate effect.
- III. The sanction of the advance increment for passing Account Test for Sub-ordinate officers, Part-I, as per rulings (3) & (4) under FR 31-A be dispensed with immediate effect.

5. After careful examination, the TANGEDCO have decided to adopt the above Government order to cancel the scheme of sanction of advance increment for passing Departmental Tests with immediate effect. Accordingly, the TANGEDCO hereby ordered the following:

- I. The advance increment granted for passing Departmental Tests shall be dispensed with to the Administrative, Accounts, Audit, Stores and Technical categories with immediate effect.
- II. The orders issued in the Board's Proceedings / Memo. first to fourth read above for grant of advance increment be cancelled with immediate effect.
- III. The effect of the orders issued in the Board's Proceedings sixth and seventh shall remain the same without any change in the conditions issued already.
- IV. In case of employees who have completed the departmental exams prior to issue of this order, and have not been sanctioned with advance increment, the case may be examined separately as per the previous orders.
- V. The policy of passing departmental tests to the employees of the Administrative, Accounts, Audit, Stores and Technical categories will be existence for the next level of promotion.
- VI. No fresh / further proposals will be entertained by the sanctioning authorities on this issue, in future.

(BY ORDER OF THE BOARD)

S.VINEETH,

SECRETARY (FULL ADDITIONAL CHARGE).

"Your beliefs become your thoughts,
Your thoughts become your words,
Your words become your actions,
Your actions become your habits,
Your habits become your values,
Your values become your destiny."

— **Mahatma Gandhi**

TAMILNADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

TANGEDCO - All Distribution Circles - Engage retired Officials/Staff in the level of JE/Elecl. I Grade, Junior Engineer/Electrical II Grade special Grade Foreman and Foreman I Grade and Line Inspector for shift duties at 33/11 KV SS – Administrative approval - Accorded.

(ADMINISTRATIVE BRANCH)

(Per.) FB TANGEDCO Proceeding No:09

Dated 28.05.2020

Vaikasi 15 - Sarvari Varudam

Thiruvalluvar Aandu - 2051

READ:

1. (Per.) CMD TANGEDCO Proceedings No. 110, dated 16.06.2017.
2. CE/Distribution/ Coimbatore Region. Lr. No.15827/2395/Adm(1)/2017-2. dated.04.12.2017.
3. CE/Distribution/ Chennai Region/North note dated 06.09.2019.
4. SE/ Karur EDC Lr.No. 03365/396/ நி.பி 1/உதவி.1/கோ.ஒப்பந்த பணியாளர் / 2019- 1/dated. 24.10.2019.
5. Minutes of the 93rd Board Meeting of TANGEDCO Held on 20.05.2020. (Item No.34)

PROCEEDINGS:

The proposal have been received from some of Chief Engineers/Distribution & Superintending Engineers/Distribution Circles requesting administrative approval to fill up the 50% of vacant posts of Technical Assistant / Line Inspector at 33/11 KV SS functioning under their control by engaging retired Officials/Staff in the level of JE/Elecl. I Grade, JE/Elecl. II Grade, Special Grade Foreman, Foreman I Grade and Line Inspectors for shift duties.

2) The above proposal has been examined carefully and the Board has considered and approved the proposal to accord the administrative approval for filling up the 50% of vacant posts of Technical Assistant / Line Inspector in all the 33/11 KV SS by engaging retired officials/staff in the level of Junior Engineer I Grade, Junior Engineer Electrical II Grade, Foreman I Grade, Special Grade Foreman and Line Inspector through outsourcing for maintaining uninterrupted power supply in all Distribution Circles till the said posts to be filled up by Recruitment / Promotion with the following conditions:-

(i) To manage the shift duty, the Superintending Engineers/ concerned shall engage the 50% of Vacant posts, of Technical Assistant / Line Inspector in all 33/11 KV SS functioning under their circle.

(ii) Obtain the willingness from the retired officials/staff in the level of JE/Electrical I Grade, JE/Electrical II Grade, Special Grade Foreman, Foreman I Grade and Line Inspector to work on shift along with the undertaking form and submit the recommendation to the Chief Engineer/ Distribution / concerned.

(iii) Ensure that no substations should be operated only with retired Officials/Staff.

(iv) Ensure that the retired Official/Staff shall be engaged only for 50% of the vacant post.

(v) The remuneration for the retired Official/Staff for attending shift duties shall be eligible for payment of Rs. 500/- per shift, subject to maximum of 30 days per month. (RS.500X30=15,000).

(vi) Send the consolidated payment bill along with the attendance certificate every month to the Chief Engineer/ Distribution/concerned for payment of remuneration to the retired official/Staff.

Vii) Since at present the administrative powers for JE/Electrical I Grade, JE/Electrical II Grade, Special Grade Foreman, Foreman I Grade and Line Inspector are vested with the Superintending Engineers/concerned, the concerned/ Superintending Engineer will issue necessary orders in this regard and the following undertaking shall be obtained from the said retired official/staff.

- a) that they will attend the shift duty and follow the operating instructions strictly.
- b) that they will comply with all the safety measures while issuing line clearance etc.,
- c) that they will properly maintain all the readings, registers etc., pertaining to the shift duties.
- d) that they shall be prepared for continuing the shift duty, if the reliever is not available for any reason, thereby ensuring that the shift service is not affected.
- e) During the period of service in the shift, they will operate the equipment properly & they are not entitled to claim any compensation for any occurrence of mal operation etc.
- f) Board as reserved rights to restrain the above arrangements without any reasons.

Receipt of the TANGEDCO Proceedings shall be acknowledged.

(BY ORDER OF THE BOARD / TANGEDCO)

J. KALAISELVI

CHIEF ENGINEER/PERSONNEL

TA Internal Selection

Hearty Congratulations!!!

By the strenuous efforts of our Sangam promotions of TA / Electrical by Internal Selection issued for 954 Persons.

Ref : Memo. No. 031939/587/G.3/G.3(2)/2020-1, dated 18.06.2020.

"The fact is, when men carry the same ideals in their hearts, nothing can isolate them - neither prison walls nor the sod of cemeteries. For single memory, a single spirit, a single idea, a single conscience, a single dignity will sustain them all."

— Fidel Castro

ஆளுமை திறன் வளர்ப்போம்

முனைவர் சா.சம்பத்,
தேசிய பயிற்சியாளர்,
மண்டல செயலாளர் / திருச்சி.

8 இலக்கு நிர்ணயம் (Goal setting)

ஒருவர் எந்த ஊருக்கு போகப் போகிறோம் என்று தெரியாமல் பேருந்து நிலையத்திற்குச் சென்றால் எந்த ஊருக்கு போய் சேருவது?

எந்தப் பேருந்தில் ஏறுவது? என்ற குழப்பம் தான் மிஞ்சும். எங்கும் போக முடியாது. போனாலும் மகிழ்ச்சி இருக்காது.

வாழ்க்கையிலும், அலுவலகத்திலும் அப்படித்தான். மிகச் சரியாக திட்டமிட்டால் இலக்கு என்பதனை நிர்ணயித்துக் கொள்ளாமல் வாழ்க்கையை நாம் நகர்த்திக் கொண்டே சென்றால் குழப்பம் தான் மிஞ்சும். எந்த ஒரு முன்னேற்றத்தையும் நாம் காண முடியாது. வாழ்க்கையில் நமக்கு ஒரு இலக்கு இருந்தால் மட்டுமே நாம் சிறப்பாக வாழலாம். அலுவலகத்தில் ஒரு இலக்கு இருந்தால் மட்டுமே பணிகள் குறிப்பிட்ட காலத்தில் முடியும்.

முதலில் வாழ்வில் நீங்கள் அடைய விரும்பும் குறுகிய கால (Short term) மற்றும் நீண்டகால (Long term) இலக்குகளை முடிவு செய்து கொள்ள வேண்டும். உங்கள் இலக்கை நீங்கள் தான் தீர்மானிக்க வேண்டும். உங்களைப் பற்றி நன்கு யோசித்து, உங்களின் பலம் பலவீனங்களைப் பட்டியலிட்டு சரியான இலக்கைத் தீர்மானியுங்கள்.

உங்களைப் பற்றித் தாழ்வாக எண்ணாமல் ‘உங்களால் முடியும்’ என்ற எண்ணத்தோடு இலக்கைப் பற்றி யோசியுங்கள்.

அலுவலகத்தில் ஒவ்வொரு நாளும் நாம் எழுதும் பணி ஒதுக்கீடு (Job allocation) அன்றைய இலக்காகும். நாம் ஒவ்வொரு வருடமும் நமக்கு பல்வேறு பணிகளில் கொடுக்கப்படும் Target நமது ஆண்டு இலக்காகும். ஆனால் எதுவும் காலத்தில் முடிக்கப்படாததற்கு காரணம் நாம் இலக்கினை சரியாக எல்லா மட்டத்திலும் நிர்ணயம் செய்யாததுதான்.

மேலும் சரியாக திட்டமிட இயலாததும் காரணம்.

நம்மிடம் இருக்கும் கிடைக்கும் வசதிகளை வைத்து சரியாக திட்டமிடுகிறவர்கள் குறிப்பிட்ட காலத்தில் இலக்கை முடிக்கிறார்கள்.

எல்லாம் கிடைக்கட்டும் என்று எதிர்பார்த்து இருப்பவர்கள் இலக்கை எட்ட முடியாமல் தவிக்கிறார்கள்.

முதலில் இலக்கு நிர்ணயம் செய்வது.

எப்படி இருக்க வேண்டும் எனில் உங்கள் இலக்கு “Smart” ஆக இருக்க வேண்டும்.

S-Specific (குறிப்பானதாக)

நமது இலக்கு குறிப்பானதாக இருக்க வேண்டும். குறிப்பாக நான் நல்ல பொறியாளராக இருக்க வேண்டும் என்பதை விட நான் எனது திட்டத்தில் பணியில் முதல் பொறியாளராக இருப்பேன் என்பது சிறப்பு.

நான் மேற்படிப்பு படிக்க வேண்டும் என்று ஒரு மாணவன் சொல்வதை விட என்ன படிப்பு, எந்த கல்லூரி என்று குறிப்பிடுவது தான் சரியாகும்.

அலுவலகத்தில் குறைந்த மின் அழுத்தத்தை சரி செய்ய நடவடிக்கை எடுக்கப்படும் என்பதை விட ஒரு துணை மின் நிலையம் அமைக்கப்படும் என்பதே சரியாகும்.

M-Measurable (அளவிடக்கூடியதாக)

உங்கள் இலக்கு அளவிடக் கூடியதாக இருக்க வேண்டும். ஒருவர் தன் வாழ் நாளில் நேர்மையான உழைப்பின் மூலம்

நிறைய சம்பாதிக்கக்கூடியதாக இருக்க வேண்டும் என்பதை விட எத்தனை லட்சம் சம்பாதிக்க போகிறேன் என்பது தான் சரியாகும்.

அலுவலகத்தில் இலக்கு நாம் செய்யும் பணியின் மதிப்பீட்டு தொகை தான் அது. இத்தனை கோடியில் துணை மின் நிலையம் இந்த இடத்தில் அமைக்கப்படும் என்பதே சரி.

A-Attainable (அடையக்கூடியதாக)

நாம் முடிவு செய்யும் இலக்கு நம்மால் முடியக்கூடியதாக இருக்க வேண்டும். அடுத்தவரால் முடியும் வேலைக்கு நீங்கள் இலக்கு நிர்ணயம் செய்ய கூடாது.

அலுவலகத்தில் இத்தனை கோடியில் துணை மின் நிலையம் இந்த இடத்தில் அமைக்க போதிய பணமும் மற்ற சாமான்களும் என்னிடம் இருக்கிறது என்றால் எனது இலக்கு அடையக்கூடியதாகும்.

R-realistic (எதார்த்தமானதாக)

உங்கள் இலக்கினை யாரும் கேட்டால் சிரிக்கக் கூடாது. நடைமுறைக்கு சாத்தியமான இலக்கினை முடிவு செய்ய வேண்டும்.

நமது அலுவலகத்தில் நடைமுறை சாத்தியம் இல்லாத இலக்குகளை தேர்வு செய்வதால் தான் திட்டங்கள் முழுமையாக நிறைவேற்றவில்லை.

T-TIME BOUND (கால அளவில்)

உங்கள் இலக்கு குறிப்பிட்ட காலத்திற்குள் முடிக்கப்பட வேண்டும். நீங்கள் இலக்காக வைத்த பணத்தை எத்தனை ஆண்டுகளில் சம்பாதிக்க வேண்டும் என்று முடிவு செய்வது கால வரையறை ஆகும்.

அலுவலகத்தில் அந்த துணை மின் நிலையத்தை எத்தனை மாதங்களில் முடிக்க வேண்டும் என்று திட்டமிடுவது கால வரையறை ஆகும்.

எனவே ஒரு முழுமையான இலக்கு இந்த ஐந்து காரணிகளையும் உள்ளடக்கி இருக்க வேண்டும், எடுத்துக்காட்டாக

வாழ்வில் இலக்கு:

“நான் அடுத்த 10 ஆண்டுகளில் 50 லட்சம் ரூபாயை எனது உழைப்பின் மூலம் சம்பாதிக்க வேண்டும்”.

அலுவலகத்தில் இலக்கு:

“மன்னார்குடியில் 20 கோடி ரூபாய் செலவில் இரண்டு ஆண்டுகளில் புதிய துணை மின் நிலையம் அமைக்க வேண்டும்”.

இவைகளே சரியான இலக்கு ஆகும்.

எனவே வாழ்வில் முன்னேற முதற் கட்டமாய் நல்ல இலக்கை அமைத்தக்கொள்ளுங்கள்.

இலக்கில்லாத வாழ்க்கை திசை காட்டி இல்லாத கப்பலை போன்றது.

இலக்கினை சரியாக அமைப்போம், அதனை அடைவோம்.

– தொடரும்.

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ஆகியோர் இயற்கை எய்தினார்கள். குடும்பத்தாரை இழந்து வாடும் பொறியாளர்களுக்கு சங்கம் ஆழ்ந்த இரங்கலை தெரிவித்துக் கொள்கிறது.

The butterfly counts not months but moments,
and has time enough.

Time is a wealth of change, but the clock in its parody makes it mere change
and no wealth.

Let your life lightly dance on the edges of Time
like dew on the tip of a leaf.

– Rabindranath Tagore

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**Sangam greets and welcomes newly joined Chief Engineer/Personnel
Er. D. Ravichandran at Head Quarters and wished a successful tenure**



**Sangam greets and welcomes newly joined DCE/Personnel Er. R. Sunil
at Head Quarters and wished a successful tenure**



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