



Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

(Affiliated to All India Federation of Power Diploma Engineers)

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

Lr.No.GS/TNEBES/F1/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– Registering of vehement protest on the amendment orders as it is targeted against certain categories – Order to be withdrawn immediately – represented regarding.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 for 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.

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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 has been modified for certain posts or categories alone.

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.

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Technical Assistants are posted in special fields like 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 / 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.

Copy to :
The Joint Managing Director / TANGEDCO
The Secretary / TANGEDCO
The Chief Engineer / Personnel / TANGEDCO