

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

**(ABSTRACT)**

TANGEDCO – Incentive – Employees Recruited through Direct Recruitment and Compassionate Appointment as Junior Assistant (Accounts) and Junior Auditor – Minimum Educational qualification prescribed as B.Com – Cancellation of Sanction of incentive increments – Orders – Issued.

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**(SECRETARIAT BRANCH)**

**(Per) FB TANGEDCO Proceedings No.11,**

**Dated :30.03.2020.**

Panguni - 17,  
Vihari varudam,  
Thiruvalluvar Aandu 2051.

**Read:-**

- i. B.P Ms.No.750 (S.B) dated: 30.04.1979.
- ii. G.O. (Ms) No.97 Personnel and Administrative Reforms (FR.IV) Department, dated:05.07.2010.
- iii. (Per.) FB TANGEDCO Proceedings No.25 dated: 24.05.2014.

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**PROCEEDINGS:-**

In the Board's Proceedings first read above, orders were issued for rationalization of tests for the employees in Administrative, Accounts, Audit and Stores Branch for grant of advance increment for passing the tests. In the said order, among other things it has been ordered that

- i) From 01.02.1979, one advance increment shall be granted in his scale of pay, from the date following the date of examination, for every test passed by the employee in his line, except in the case of the departmental test for Accounts Officers for which the advance increment shall be released only after the person passes the Account Test for Subordinate Officers- part-I, Accountancy Lower Grade and Accountancy Higher grade.
- ii) From 01.02.1979, commerce graduates in the Accounting cadre of the Systems/Circles and in the Internal Audit Department who are exempted from passing the Accountancy Lower Grade and Accountancy Higher Grade, shall be granted two advance increments from the date following the date of examination, or from the date of appointment, whichever is later.

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2. In the Government Order second read above, amendment orders have been issued to G.O. (Ms) No.1159 Personnel and Administrative Reforms (FR.II) Department dated: 21.11.1984 that

"If the special qualification is prescribed as one of the requisite qualifications for appointment to any post or where the scale of pay for such post is prescribed taking into account the special qualification for appointment to any post or where the scale of pay for such post is prescribed, taking into account the special qualification, the scheme will not be applicable to those acquiring the special qualification."

3. In the Board's Proceedings third read above, orders were issued amending the Tamil Nadu Electricity Board Service Regulations in Annexure-III to Regulation 94 among other things it has been ordered that on and from 24.05.2014, for appointment as Junior Assistant in Accounts cadre, the candidates must hold B.Com Degree obtained from any university established by law in India and recognized by the University Grants Commission for the purpose of its grant and recognized by the Government of Tamil Nadu for the purpose of appointment.

4. A point of clarification has been arisen by the Chief Engineers/ Superintending Engineers whether the employees who have been appointed through Direct recruitment and Compassionate appointment for the post of Junior Assistant (Accounts) and Audit on or after 24.05.2014 who hold B.Com degree are eligible for sanction of two incentive increments. The matter has been examined in detail and placed before the Board for approval.

5. After careful examination, the TANGEDCO have taken a decision to cancel/dispense with the scheme of advance increment allowed for passing of Accountancy Lower Grade/Accountancy Higher Grade/ B.Com/M.Com to the Accounts and Audit employees **with effect from 24.05.2014**. Accordingly the TANGEDCO hereby ordered the following:-

i) The advance increment granted for passing of Accountancy Lower Grade/Accountancy Higher Grade/B.Com/M.Com shall be dispensed with to the Accounts and Audit employees with effect from 24.05.2014 i.e., from the date of issue of order prescribing the B.Com degree as requisite qualification for appointment as Junior Assistant in Accounts Cadre.

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ii) In respect of the Junior Assistant (Accounts) and Junior Auditor who have been sanctioned incentive increment for passing Accountancy Lower Grade/Accountancy Higher Grade/B.Com/M.Com from 24.05.2014, the said incentive payment shall be recovered from them.

iii) The employees who have been internally selected for the post of Junior Assistant (Accounts) and Junior Auditor before 24.05.2014 and passed Accountancy Lower Grade/Accountancy Higher Grade/B.Com Degree after 24.05.2014 alone shall be considered for sanction of two incentive increments as per Board's Proceedings No.750 dated:30.04.1979.

6. Necessary amendments to Tamil Nadu Electricity Board Service Regulation will be issued separately.

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

**(BY ORDER OF THE BOARD)**

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

To

All Chief Engineers.

The Chief Financial Controller/General and Revenue/TANGEDCO & TANTRANSCO.

The Chief Internal Audit Officer/Audit Branch.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

**Copy to:-**

The Chairman and Managing Director's Table.

The Joint Managing Director's Table.

The Director General of Police/Vigilance.

The Managing Director/TANTRANSCO.

All Directors/TANGEDCO & TANTRANSCO.

The Secretary/TANGEDCO.

The Legal Adviser/TANGEDCO.

The Executive Assistant to Chairman and Managing Director.

The Executive Assistant to Joint Managing Director.

The Industrial Relations Adviser/TANGEDCO.

The Chief Medical Officer/Head Quarters Dispensary/Chennai.2.

The Deputy Chief Engineer/Administrative Branch.

The Residential Manager/New Delhi.

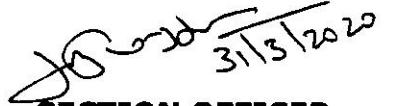

All Senior Personnel Officers/Administrative Branch.

The Industrial Relations Officer/TANGEDCO.

The Chief Engineer/Information Technology.

The Assistant Personnel Officer/Tamil Development – for Publication  
in the TANGEDCO Bulletin (2 copies).  
The Director/TANGEDCO Printing Press.  
All Branches.  
All Officers/Sections/Cells in the Secretariat Branch .  
Tamil Nadu Electricity Workers' Federation.  
Tamil Nadu Electricity Board Accounts & Executive Staff Union.  
Tamil Nadu Electricity Board Workers Progressive Union (LPF).  
Central Organisation of Tamil Nadu Electricity Employees (COTEE).  
Minsara Pirivu Anna Thozhir Sangam.  
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.  
Tamil Nadu National Electricity Workers' Federation (2 Groups).  
Tamil Nadu Electricity Board Engineers' Sangam.  
Tamil Nadu Electricity Employees Congress.  
Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.  
Tamil Nadu Electricity Board Engineers' Association.  
Tamil Nadu Electricity Board Finance & Accounts Officers Association.  
Bharathiya Electricity Employees Federation.  
Tamil Nadu Electricity Board Card Billing Staff Union.  
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.  
Tamil Nadu Electricity Board Engineers Union.  
Tamil Nadu Electricity Board Employees Federation.

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

  
31/3/2020  
**SECTION OFFICER.**  
  
31/3/2020