



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.127 /2020, Dt. 22.09.2020

Respected Sir,

Sub: Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations Issued – Orders uncalled for at the present situation – Withdrawal of amendment orders – represented regarding.

Ref: 1. (PER) FB TANGEDCO PROCEEDINGS NO. 18; Dated: 02.06.2020
2. Lr.No.GS/TNEBES/F1/D.95 / 2020, Dt. 19.06.2020

Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations has been issued vide reference - 1 cited. The amendments to the regulations have been done in haste without considering the ground realities or practical applications in the field, hence uncalled for at the present situation.

Moreover it is being targeted against certain categories, including Diploma category. **TNEB Engineers' Sangam registers its vehement protest on the said orders and requests its withdrawal.**

The service conditions of Employees in Board are governed by the Service Regulations strongly in force for the past six decades. All along these 6 decades of history, any amendment to the Service Regulation has always been done benefitting both the Employees and the Board with due intimation through 9A Notice or the knowledge of the unions which wasn't done this time.

The said amendment affects the following promotions of our category

1. Technical Assistant to Junior Engineer II Grade:

Technical Assistants need to serve a minimum period of 3 years for Junior Engineer II Grade promotion instead of existing 2 years service.

(i.e) Additionally 1 year service increased in the amendment.

2. Junior Engineer II Grade to Junior Engineer I Grade:

Junior Engineer II Grade need to serve a minimum period of 3 years for Junior Engineer I Grade promotion.

(i.e) Newly 3 years service introduced in the amendment.

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Diploma Engineers are the backbone of this organisation occupying the important technical posts in the field, right from Technical Assistants to Junior Engineer catering the need of the public and implementing the schemes of the Government.

Presently due to huge vacancies in the field, the Technical Assistants are utilized and entrusted the works of the Junior Engineer II Grade and the Junior Engineer II Grade are utilized and entrusted the works of the Junior Engineer I Grade in many circles without any increased or additional remuneration.

This amendment which affects their promotion prospects will definitely have its repercussions and there is a chance for the individual to refuse and avoid the additional responsibility narrated earlier, which in turn could affect the Board works enormously. Hence we state this amendment is uncalled for at the present situation.

Unlike the top level posts the period from Call for of promotions to the issuing of promotions after completing DPC and other formalities, for the bottom level posts takes couple of years every time due to huge numbers, Official formalities, litigations etc. Hence at the time of promotions the individuals would have physically completed minimum 3 years of service, whereas would fall short technically (by few days to months) on crucial date. Hence this amendment leads to chaos.

Practically all the individuals would have completed 3 – 4 years of service while joining in the promoted post.

While on one side Board treats the top level Officials and Engineers with more Preference and Promotional benefits, on the other side amends stringent measures for the bottom level Employees and Engineers curtailing their promotions, which is highly objectionable and inhuman in nature. **Board ought to treat everyone equally in all respects.**

Any amendment to the Service Regulation should be done prospectively only that too after giving due 9A notice and collecting Opinions from the Unions concerned on the amendments. Hurrying through this amendment in haste doesn't augment well and may create unrest among the affected individuals. We had submitted our detailed representation in this regard earlier as cited under reference – 2.

Our worst fears have become true as this amendment has been implemented in all the recently released promotions including the promotions pertaining to our Diploma category. The Personnel Management has been unmindful of consequences and applied this amendment hurriedly, as narrated in the below cited case.

Few individual Technical Assistants who were left out in the 2014 Recruitment had got orders through Court and joined in Board only during the 2016. The delay was purely due to administrative reasons. Despite being Seniors, these individuals were not selected in the Junior Engineer II Grade promotion panel issued during 2018 as they didn't complete 2 years as per the Service Regulation while their Juniors were promoted.

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Having been overlooked in the earlier panel they were eagerly awaiting for promotions at least this time as they had completed 2 years. Alas they were overlooked in this panel around too due to the implementation of this cited amendment which has increased the minimum period of service from 2 years to 3 years. This is quite pathetic and needs reconsideration.

We learn that Hon'ble High Court has given direction to Board in this matter in couple of cases filed by few affected individuals. In that order **Hon'ble Court has instructed Board to implement the amendment order cited under reference – 1 prospectively only.**

As per that, Promotion Orders should have be issued to all the left out individuals who were not selected in the recently issued Promotion Panels due to the implementation of said amendment, **which is still pending.**


At this juncture we pray the Respected Chairman cum Managing Director

- To issue promotions for all the left out persons affected due to implementation of the said amendment in the Junior Engineer I Grade and II Grade / Electrical promotions.
- To cancel the issued Board Order cited under reference - 1 and allow the 6 decade long conditions in the Service Regulation remain the same unaltered.

And thus render justice please.

Thanking you, Sir,

Yours sincerely,


(V.S.SAMPATHKUMAR)
General Secretary.

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