

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.209/ 2021, Dt. 16.08.2021

Respected Sir,

Sub: Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations Issued – Amendment orders issued in hurry targeting certain categories without following procedures - Withdrawal of amendment orders – requested 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
3. Lr.No.GS/TNEBES/F1/D / 2020, Dt. 18.09.2020

Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations were issued vide reference - 1 cited last year. The amendment to the regulations were issued in haste without considering the ground realities or practical applications in the field targeting few categories without following the procedure, hence needs to be withdrawn.

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 with due discussion or with the knowledge of the unions which wasn't done in this case.

Many orders sinister in nature were executed and passed in the Board during the past year which the respected Chairman cum Managing Director is well aware of. The atmosphere was quite grim and panicky during that period. Most of our representations on such matters went unheeded or not considered fully and pending.

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This amendment to Service Regulation is also one such order affecting the promotion prospects of many categories. Our Diploma category is one of the categories worsely affected due to this amendment.

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 2 years earlier.

(i.e) 1 year service has been additionally increased in the amondment.

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) 3 years of service has been newly introduced in the amondment.

Diploma Engineers are the backbone of this organisation occupying the important technical posts in the field, right from Technical Assistants to Junior Engineers 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 giving them any increased or additional remuneration.

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 in the incumbent post, whereas would fall short technically (by few days to months) on crucial date.** In some cases the Juniors are promoted and the Seniors are getting affected. Hence this amendment leads to chaos and needs to be withdrawn.

While on one side Board treats the top level Officials and Engineers with more Preference and Promotional benefits, they amend 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 without discrimination.**

Any amendment to the Service Regulation should be done prospectively only that too after giving due 9A notice and collecting Opinions from the Unions

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concerned on the amendments. Hurrying through this amendment in haste hasn't augmented well and has created unrest among the affected individuals.

We had submitted our detailed representation in this regard earlier as cited under references – 2 and 3 above which is pending consideration. Our concerns on this issue were presented in detail to the then respected Chairman cum Managing Director during the discussion held on 17.02.2021.

During that discussion then respected Chairman cum Managing Director had assured us of a favourable decision on this matter which is yet to be taken up.

Hence we bring this matter to the knowledge of the present respected Chairman cum Managing Director for kind consideration, requesting to withdraw the disputed amendment order cited under reference – 1 and thus render justice and industrial peace please.

Thanking you, Sir,

Yours sincerely,



(V.S.SAMPATH KUMAR)
General Secretary.

Copy to:
The Secretary / TANGEDCO
The Chief Engineer / Personnel / TANGEDCO