



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)

144, Electricity Avenue, Anna Salai, Chennai - 600 002.

44, Ramasamy Garden Street, Royapettah, Chennai - 600 014.

Phone : 28521968, E-mail: tnebes@yahoo.co.in

PRESIDENT

Er. A. ANTONY PADOVARAJ

9443872166

GENERAL SECRETARY

Er. V.S. SAMPATHKUMAR

9840956783

GENERAL TREASURER

Er. G. KARTHIKEYAN

9841150516

To

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

Lr.No.GS/TNEBES/F1/D.169 /2021,Dt.17.02.2021.

Respected Sir,

Sub: Withdrawal of advance increment ordered by the Board Secretary – Reason cited for withdrawal is not as per orders–Request cancellation of withdrawal orders –represented- Regarding.

- Ref: 1. Memo.(Per.) No. 29295/A3/A32/2020-1, Dated 07.09.2020
2. Letter No. 32544/A3/A32/2020-1, Dated: 12.10.2020
3. F.No. AICTE/P&Arnp; AP/Misc/2020/766

Clarification has been issued by the Board Secretary vide reference - 2 cited above instructing Superintending Engineer / Salem EDC to withdraw the incentive increment of officials who had been sanctioned of advance increment for having completed M.E. in various disciplines. This is highly objectionable and needs cancellation.

Based on the orders cited under reference – 2, audit slips have been raised in many other circles too. Moreover in few other circles sanctioning of these legitimate advance increments has been put on hold leaving the individuals totally aggrieved.

This orders is in contra to the orders cited under reference – 1, wherein it was stated that “Therefore, all the Chief Engineers and Superintending Engineers are instructed to sanction advance to sanction advance increment to the Board's Engineers who have acquired P.G/ Ph.D in Engineering before 23.03.2020 through deemed universities with approval of the Chairman cum Managing Director / Secretary / TANGEDCO.”

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All the individuals who had been benefited of this advance increment had completed the M.E. course after getting due study permission from the Board. Neither the University nor the subject of the course undergone by the individuals are under scrutiny, as everything has been done properly as per the rules and norms laid in by the Board. Hence denying them of their legitimate rights is unacceptable.

Presently we would like to bring a clarification orders cited under reference – 3 wherein AICTE has sent a letter to our Board Secretary which clearly states that prior to 2017 it is not mandatory for Deemed to be Universities to take AICTE approval for conducting Technical courses.

Moreover in UGC [INSTITUTIONS DEEMED TO BE UNIVERSITIES] REGULATIONS, 2016.— F. No. 1-3/2016(CPPPI/DU) the following is stated

“12.0 NEW COURSES/PROGRAMMES/, DEPARTMENTS/SCHOOL/CENTRE, OFF-CAMPUS CENTRES AND OFF-SHORE CAMPUSES

12.01 An institution deemed to be university shall normally operate within its own main Campus as is declared by the Central Government in the notification and conduct approved programmes of study falling within the area of its specialization.”

In the UGC Notification F.9-1/2002 - U3 Dated 2 January 2003,UGC Declared the Dr.M.G.R Engineering college, Maduravoyal, Chennai as deemed to be University with the following conditions.

“ The grant of provisional status of Deemed to be University to Dr.M.G.R. Educational and Research Institute, Chennai is subject to the conditions that :

- 1. It will adhere to the guidelines / instructions issued by the UGC & AICTE from time to time as applicable to the deemed universities;*
- 2. The institute will start :-*
 - a) PG Programmes in all departments and augment its research activities and industry linkages;*
 -”*

As per the UGC Deemed university regulations, Notifications issued by the UGC and as per the clarification orders issued by the AICTE, it is clear that the Deemed university shall start the PG programs without the approval of the UGC / AICTE prior to the year 2018.

All the individuals who are under scrutiny in this matter are entitled for this incentive increment. Hence favourable orders is to be issued taking the UGC Deemed university regulations, Notifications issued by the UGC and as per the clarification orders issued by the AICTE into account, which would be the ideal solution in this matter.

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Hence, we pray cancellation of the disputed clarification orders cited under reference -3 by the Board Secretary to nullify all the audit slips raised in this regard and also issue necessary instructions to the circle heads for awarding of incentive increments wherever it has been put on hold thereby benefitting the affected individuals 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.



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GENERAL SECRETARY
Er. V.S. SAMPATHKUMAR
9840956783

GENERAL TREASURER
Er. G. KARTHIKEYAN
9841150516

To

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

Lr.No.GS/TNEBES/F1/D170/2021,Dt.17.02.2021.

Sir,

Sub: Enhancement of approval and Filling up of Vacant Posts in the category of Technical Assistant / Electrical - action requested - Reg.

Ref : (Per.) (CMD) TANGEDCO Proceeding No. 131 Dated 15.07.2017.

Technical Assistant is the entry level post of Diploma Engineers. As on date there more than 1500 vacancies in this cadre.

The services of Technical Assistants are utilized in the vital areas of Generating Stations, Substations, MRT, GRT, P&C, City and Urban O&M Section Offices etc.

Due to the shortage of Technical Assistants difficulty is being faced in carrying out the day to day works in the above areas. Board has accorded approval for filling up of 300 posts which is very meager considering the huge number of vacancies.

Hence we request the kind personal attention of the respected Chairman cum Managing Director to

- i) Enhance the approval for additional 700 posts of Technical Assistant / Electrical and
- ii) Initiate the process of direct recruitment of Technical Assistant / Electrical posts at the earliest please.

Thanking you, Sir,

Yours Sincerely,

(V.S.SAMPATHKUMAR)
General Secretary.

Copy to the Chief Engineer / Personnel / TANGEDCO

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To

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

Lr.No.GS/TNEBES/F1/D172 /2021, Dt. 17.02.2021

Respected Sir,

Sub: Releasing of AEE/Elec., JE/Elec. I Grade and JE/Elec. II Grade promotions immediately - requested - regarding.

Suitability reports for promotions to the posts of Assistant Executive Engineer / Electrical, Junior Engineer / Electrical I Grade and Junior Engineer / Electrical II Grade were called long ago.

We learn that the DPC for the all the above promotions had been completed already and ready for posting. Many individuals are awaiting for their due promotions anxiously. Moreover presently the Election Code of Conduct is to be implemented in the State anytime soon.

As the panels are already ready, we request the Respected Chairman cum Managing Director to instruct the Personnel Management for releasing of all the above mentioned promotions immediately, benefitting the individuals please.

Thanking You, Sir,

Yours Sincerely,


(V.S.SAMPATHKUMAR)
General Secretary.

Copy to:

The Chief Engineer Personnel /TANGEDCO

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To

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

Lr.No.GS/TNEBES/F1/D.173/2021, Dt. 17.02.2021

Respected Sir,

Sub: Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations Issued – Vehement protest on the amendment orders registered by our Sangam unheeded –One time relaxation requested for the promotions operated in the intermittent period – 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
3. Lr.No.GS/TNEBES/F1/D 127 / 2020, Dt. 22.09.2020
4. Lr.No.GS/TNEBES/F1/D 160 / 2021, Dt. 12.01.2021
5. Memo.No.047806/551/G.13/G.131/2020, dated 31.07.2020
6. Memo.No.037706/1102/G12/G122/2020-1, Dated 18.08.2020

Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board Service Regulations were issued vide reference - 1 cited above. The amendments to the regulations were made in haste without considering the ground realities or practical applications in the field as for as our posts of Diploma Holders are concerned.

Our Sangam had registered its vehement protest on the said orders vide references – 2, 3 and 4 cited above. The realities and ground situation due to this amendment were presented in detail in those representations. While we were hopeful of a favourable consideration in this matter, we are very much disappointed on scant respect being given by the administration in this matter.

The pathetic condition is some of the individuals who didn't satisfy the new conditions laid in by the amendment have been left out of promotions in the panels operated during this intermittent period. **It is a pity that they were eligible for**

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promotions during call for but became ineligible by the time the panel was finalized.

As said in our earlier representations few of these individuals had been affected already during the earlier panel too due to delay in getting their appointment orders for none of their fault and purely on that of the Personnel Administration. Now they have been victims yet again which needs to be rectified at least this time.

Hence **we pray for a one time relaxation** of the amendment for the panels cited under references – 5 & 6 above for awarding of Junior Engineer / Electrical I Grade and Junior Engineer / Electrical II Grade promotions for the left out affected individuals and thus render justice please.

Thanking you, Sir,

Yours sincerely,



(V.S.SAMPATH KUMAR)
General Secretary.

Copy to :

The Secretary / TANGEDCO
The Chief Engineer / Personnel /TANGEDCO



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9841150516

To

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

Lr.No.GS/TNEBES/F1/D174 /2021, Dt. 17.02.2021

Respected Sir,

Sub: Adverse clarification issued in sanctioning of Additional Charge Allowance of Assistant Executive Engineers and Assistant Engineers/Junior Engineer I Grade categories working in Thermal Power Stations – Orders passed without considering actual field conditions – Withdrawal of disputed orders - requested – Regarding.

Ref: 1. Memo. No.45243/A18/A181/2019-1, Dated: 14.09.2020
2. Memo. (Per) No.30051/A18/A181/2019-6, Dated: 23.05.2019
3. Memo. (Per) No.79004/A18/A181/2012-2, Dated: 08.05.2013
4. Lr.No.GS/TNEBES/F1/ D133 /2020, Dt.14.10.2020
5. Lr.No.GS/TNEBES/F1/ D 157 /2021, Dt. 12.01.2021

Clarification order was issued by the Board Secretary vide reference – 1 cited on a query arose seeking clarity on orders cited under reference – 2, regarding permitting and sanctioning of Additional Charge Allowance for field Engineers in the category of Assistant Executive Engineer and Assistant Engineer/Junior Engineer I Grade, working in Thermal Power Station.

Baffled by the clarification orders cited under reference – 1, which says “*The concept of Field Post does not exist in Thermal Power Stations as all the Officials work in the same jurisdictional areas*” we had submitted a detailed representation vide reference – 4 cited, insisting withdrawal of the controversial clarification orders issued by the Board Secretary.

The matter is pending consideration due to which more and more audit slips are being raised day in and day out in Thermal Stations creating unrest among the Assistant Executive Engineer and Assistant Engineer / Junior Engineer I Grade categories. This matter is now being intruding into Distribution wings also which is worrying as these audit slips are raised without looking into the field conditions.

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We reiterate the field conditions in the Thermal Power Stations yet again to substantiate our claim to withdraw the disputed clarification orders.....

- Barring a fraction of Engineers working in Materials Management Division, Spares & Inventory Division and few others who are assigned with office works, rest of the Engineers work in field posts only.
- These field posts are divisions such as Meter & Relay Testing, Control & Instrumentation, Electrical Maintenance, Mill Plant, Common Auxiliaries, Coal Handling, Ash Handling, Boiler Maintenance, Turbine Maintenance, Civil Maintenance and many more divisions.
- The nature of works are field related only, looking after the maintenance of the Machinery and the Electrical Equipment under their control apart from improvement and trouble shooting.
- It is discretion of the Chief Engineer concerned to specify or certify whether the nature and portfolio of an individual Engineer is field related or office related.
- Neither an audit party nor any other agency can dispute the Chief Engineer in this regard as he is the sole owner of the plant and related works carried out in the plant concerned.
- Maintenance Engineer posts in Thermal Power Stations are not only tedious but hectic too keeping the field Engineers to always remain on their toes.
- Field Engineers physical presence is always required, even during late hours to attend works related to breakdown, tripping, light up etc....
- They are holding individual charge of their section and additional responsibility also, hence more field work unlike in office posts.
- Due to huge vacancies most of the Engineers hold charge for at least 2 sections and in some cases up to 3 sections.
- Holding double charge or Triple charge multiplies their miseries during breakdown.
- Denying their additional charge allowance merely saying that these posts are lying in the same campus is pure injustice.
- So these Engineers had to be paid with their legitimate Additional Charge Allowance like all their counterparts working elsewhere in the Board.

History of this case:

After much deliberations and discussions for almost 6 years by the higher officials of the Board, clarification for the orders cited under reference- 3 was issued 2 years ago only as cited under reference – 2 taking into account the field conditions and also considering the recommendations of Chief Engineer Thermal Power Stations and the respected Director / Generation.

Now this disputed order cited under reference – 1 is having an adverse effect and creating chaos among the maintenance Engineers working in Thermal Power

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Stations. We strongly feel that this disputed order has been made purely on the insistence of the Audit wing to substantiate their audit slip, which has been made without taking into the field consideration.

Going back again disallowing sanction of Additional Charge Allowance for field Engineers in the category of Assistant Executive Engineer and Assistant Engineer/Junior Engineer I Grade working in Thermal Power Stations doesn't augment well and needs to be settled.

The pity is the present Higher Officials at Head Quarters are turning deaf ears to the statement of the Chief Engineers of these Thermal Power Stations and other officers concerned, least bothered about the grievances of the field Engineers or the consequences due to this.

Hence we yet again sincerely request withdrawal of the disputed order cited under reference – 1, thereby allowing Additional Charge Allowance for field Engineers working in Thermal Power Stations and distribution areas to avoid further complication, thereby render justice and industrial peace, please.

Thanking You, Sir,

Yours Sincerely,



(V.S.SAMPATHKUMAR)
General Secretary.

Copy to:

1. The Joint Managing Director / TANGEDCO.
2. The Secretary / TANGEDCO
3. The Director / Distribution / TANGEDCO.
4. The Director / Generation / TANGEDCO.

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To

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

Lr.No.GS/TNEBES/F1/D175/2021, Dt. 17.02.2021.

Respected Sir,

Sub: Calling for of Applications from eligible employees for Assistant Engineer / Electrical, Mechanical and Civil Promotions through Internal Selection – Requested - Regarding.

Ref: 1. Lr.No.GS/TNEBES/F1/ D64 /2020, Dt. 11.03.2020.
2. Lr.No.GS/TNEBES/F1/ D73 /2020, Dt. 15.04.2020.
3. Lr.No.GS/TNEBES/F1/ D103 /2020, Dt. 22.07.2020
4. Lr.No.GS/TNEBES/F1/ D126 /2020, Dt. 16.09.2020.
5 Lr.No.GS/TNEBES/F1/ D153 /2021, Dt.08.01.2021.

Assistant Engineer posts are filled up in the Board through Direct Recruitment and by Internal Selection as per the Regulations in the ratio of 1:1.

Process for the recruitment of Assistant Engineers / Electrical, Mechanical and Civil through Direct Recruitment had been initiated long ago vide notification No. 04/2020, Dated: 15.02.2020 and the dates for On-line exam for these posts has been fixed on 24.04.2021 to 02.05.2021.

While the process of Direct Recruitment and Internal selection has been done simultaneously in the recent past, the process for promotion of Assistant Engineers / Electrical, Mechanical and Civil through Internal Selection is yet to be done and due since 2019. Numerous representations in this regard vide references cited above has gone unheeded till date.

Tamil Nadu Electricity Board Engineers' Sangam

Hence we request the Chairman cum Managing Director to instruct the Chief Engineer / Personnel to invite applications from the eligible employees for promotion to the post of Assistant Engineer / Electrical, Mechanical and Civil through Internal selection as per the prevalent regulation and Court directions please.

Thanking you, Sir,

Yours Sincerely,



(V.S. SAMPATHKUMAR)
General Secretary.

Copy to the Chief Engineer / Personnel / TANGEDCO

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To

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

Lr.No.GS/TNEBES/F1/ D.177 /2021, Dt. 17.02.2021.

Respected Sir,

Sub: Issuing of AE/Elec. promotions by internal selection for the eligible left out persons qualified through Vinayaga Missions University and Periyar Maniammai University—Matter pending for long time – Urgent action requested - Regarding

Ref: 1. Memo No. 036905/G.13/G.131/2019, dated 29.05.2019.
2. Lr.No.GS/TNEBES/F1/ D22&23 /2019, Dt. 28.08.2019.
3. Lr.No.GS/TNEBES/F1/ D.84 /2020, Dt. 12.05.2020.
4. Lr.No.GS/TNEBES/F1/ D. /2021, Dt. 17.02.2021.
5. F.No. AICTE/P&AP/Misc/2020/766

Assistant Engineer / Electrical promotions by internal selection was issued to 277 persons vide reference - 1 cited above. Persons who had completed Bachelor's Degree in Engineering had applied for this AE post. But in that promotion list, some of the persons who had qualified through Vinayaga Missions University, Salem and Periyar Maniammai University, Vallam had been left out.

Having learnt from the Personnel Management that the promotions to these persons had been kept on hold due to lack of clarity in certain credentials of the Universities concerned, we reminded that AE Promotions had been issued for similar cases all along in the previous years and hence represented to do the same in the current batch also.

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After much insistence Board had requested clarification from UGC on the Universities concerned and got reply in this matter. It's almost quite long since then and the matter is still kept idle despite receipt of clarification from UGC in this regard. Numerous representations from the individuals and our Sangam had gone unheeded which is worrying. The promotions to the concerned individuals has been kept on hold for almost a couple of years which isn't quite justifiable.

We learn that recently AICTE had sent a letter to our Board Secretary vide reference - 5 cited above which clearly states that prior to 2017 it is not mandatory for Deemed to be Universities to take AICTE approval for conducting Technical courses. The persons overlooked for Assistant Engineer promotions fall under this category and are eligible for their legitimate promotions.

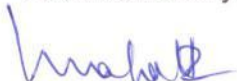
Hence to do justice in the matter, we sincerely request the Respected Chairman cum Managing Director to instruct the Chief Engineer / Personnel to take adequate steps immediately to resolve this matter and issue

- Assistant Engineer promotions to all the eligible left out persons and
- Issue re-designation orders as Assistant Engineers for those left out persons, who had been promoted as Junior Engineer / I Grade during this intermittent period

without delay, at the earliest please.

Thanking you, Sir,

Yours sincerely,


(V.S. SAMPATHKUMAR)
General Secretary.