



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/D196/2021, Dt. 31.05.2021

Respected Sir,

Sub: Awarding of Front Line Workers status to our Board Employees –
Insistence in this regard from the Respected Chairman cum Managing
Director to the Government of Tamilnadu necessitated – represented
regarding.

Heartfelt thanks to the Respected Chairman cum Managing Director for bringing
back the earlier practice of meeting Unions every week which gives us the opportunity
to ventilate and settle the grievances of our members, pouring in our suggestions for the
wellbeing of the Board and thereby to maintain healthy industrial relationship with the
management.

Staff, Officers and Engineers are doing a mountainous job in Generation,
Transmission and Distributing areas of the Board catering Electrical Power
uninterruptedly to the public and the industries braving heavy odds during this COVID
pandemic.

So far we have lost few hundred lives and every day we still keep losing the
precious lives of our Employees due to COVID which is highly worrying putting the
families of the deceased in a very pathetic condition. The nature of work which our
Employees are subjected to is highly risky, the fact which is well aware to the respected
Chairman cum Managing Director.

Treating our Board Employees as Front Line Workers on par with the other
essential workers who have been already awarded of this status will do good to our
Employees of the Board and their families. The matter is being insisted by us
continuously and pending favourable consideration.

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Many States have already given the status of Front Line Workers to its Power Employees which we request to be implemented in our State too.

We urge the Respected Chairman cum Managing Director to insist the Government of Tamilnadu in this regard for awarding Front Line Workers status to our Board Employees, recognizing the immense contribution of our Employees and thus render justice please.

Thanking You, Sir,

Yours Sincerely,



(V.S.SAMPATHKUMAR)
General Secretary.



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TANGEDCO,
Chennai - 600 002.

Lr.No.GS/TNEBES/F1/D197/2021, Dt. 31.05.2021

Respected Sir,

Sub: Denial of Additional Charge Allowance of Assistant Executive Engineers and Assistant Engineers/Junior Engineer I Grade categories working in Thermal Power Stations and Gas Power Plants –Withdrawal of disputed orders - requested – Regarding.

Ref: 1. Memo. (Per) No.79004/A18/A181/2012-2, Dated: 08.05.2013
2. Memo. (Per) No.30051/A18/A181/2019-6, Dated: 23.05.2019
3. Memo. No.45243/A18/A181/2019-1, Dated: 14.09.2020
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
6. Lr.No.GS/TNEBES/F1/ D174 /2021, Dt. 17.02.2021

Assistant Engineers / Junior Engineers and Assistant Executive Engineers at Power Generating Stations be it Thermal Power Station, Hydro Power Station or Gas Power Plant play a major role for Power Generation like their counter parts in Distribution Sections. Even though they are confined within a particular area geographically, the responsibility entrusted on them is quite huge and they play a vital role in each and every part of the power plant functioning.

These Engineers are employed in both Operation and Maintenance areas. Among the Maintenance Engineers barring a fraction of Engineers working in Materials Management Division, Spares & Inventory Division all other remaining Engineers work in the field post only. The divisions covered under field posts are enumerated below whose nature of work is purely field related only.

The divisions which carryout purely field related works only are Meter & Relay Testing, Control & Instrumentation, Electrical Maintenance, Mill Plant, Common Auxiliaries, Coal Handling Plant, Ash Handling Plant, Boiler Maintenance, Turbine

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Maintenance, Civil Maintenance and many more divisions in Thermal Power Stations and Mechanical Maintenance and Electrical Maintenance in Hydro Power Station and Gas Power Plant.

The nature of work of these Maintenance Engineers are mainly field related, attending preventive maintenance, breakdown maintenance of the Mechanical and Electrical Equipments under their control. Rising of indent, maintaining of spares, apart from improvement and trouble shooting. Moreover they play a major role during Plant tripping and while putting back into service. In toto these Field Maintenance Engineers are always on the toes working 24 x 7 on all 365 days.

Hence Field Maintenance Engineer posts in Generating Power Stations are not only tedious but hectic too keeping the field Engineers to be online with the Plant even after office hours and holidays. Such vital and important posts are vacant in most of the Power Generating Stations. Hence in most cases Field Maintenance Engineers in the category of Assistant Engineers / Junior Engineers and Assistant Executive Engineers hold charge for at least 2 sections and in some cases up to 3 sections.

Holding double charge or triple charge of sections piles up their miseries during normal running conditions and gets multiplied during breakdown. So these Field Maintenance Engineers should be suitably paid the Additional Charge Allowance like all their counterparts working elsewhere in the Board.

Sanctioning and issuing of Additional Charge Allowance was in existence until the controversial order cited under reference – 1, which was issued during the year 2013. After this order Additional Charge Allowance wasn't paid in Thermal Power Stations and Gas Power Plants creating unrest among the Field Maintenance Engineers. Official letter seeking clarification and numerous representations from our Sangam seeking redressal were made to the Officials concerned at Head Quarters.

Taking into account the actual field conditions and also considering the recommendations of Chief Engineer Thermal Power Stations and the respected Director Generation much deliberations and discussions were held by the higher officials at Head Quarters.

Finally Board issued clarification orders cited under reference– 2, after 6 years allowing Additional Charge Allowance for the Field Maintenance Engineers in the category of Assistant Engineers / Junior Engineers and Assistant Executive Engineers working in Generating Stations. This order was implemented only partly in some stations as clarification was sought yet again by the audit wing on this new order too.

After numerous representation Board issued clarification order vide reference – 3 cited reversing its earlier stand, once again denying Additional Charge Allowance for Field Maintenance Engineers in the category of Assistant Executive Engineer and Assistant Engineer / Junior Engineer I Grade, working in Thermal Power Stations and Gas Power Plants which is cruel.

The reason for denial is totally baffling which says *“The concept of Field Post does not exist in Thermal Power Stations as all the Officials work in the same jurisdictional areas”* which is totally inaccurate and inappropriate. We had represented withdrawal of this controversial clarification orders vide our representations cited under references 4, 5 and 6 which is pending consideration.

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Presently audit slips have been raised yet again for those who have been sanctioned Additional Charge Allowance during this intermittent period and recovery process has being initiated. When the matter was brought to the knowledge of then respected Chairman cum Managing Director during the discussion with us on 17.02.21,we were assured of a positive decision in this regard.

We are highly pained by the dilly dally attitude in this serious matter, which is cropping again and again purely due to the unrealistic approach of the audit wing who are neither knowledgeable nor bothered about the maintenance works of Power Generating Stations which are essential for the smooth running of the Power Plant.Our representation is for the Engineers who carryout purely field related works only.

Moreover with concern we want to point out that this matter has slowly crept into the non-Generating circles also. Audit slips have been raised in Chennai Development Circle and the recovery process has been initiated. Such a stingy attitude by the Management will spoil the morale of the sincerely working Engineers and in turn would affect the Board works.

As per the deliberation and discussion with the Chief Engineers and Director / Generation, the clarification orders cited under reference 2 was issued.

Hence, we request the Respected Chairman cum Managing Director to with draw the controversial orders issued under reference (3), so that Assistant Executive Engineers and Assistant Engineers/Junior Engineer I Grade categories working in Thermal Power Stations, Gas Power Plants and other areas are made eligible for additional charge allowance and thus render justice please.

Thanking You, Sir,

Yours Sincerely,


(V.S.SAMPATHKUMAR)
General Secretary.

Copy to:

1. The Secretary /TANGEDCO
2. The Director / Distribution / TANGEDCO.
3. The Director / Generation / TANGEDCO.



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Er. G. KARTHIKEYAN
9841150516

To

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

Lr.No.GS/TNEBES/F1/D198 /2021, Dt. 31.05.2021

Respected Sir,

Sub: Submitting of suggestions for improvement and stabilizing of power network - Consideration of our suggestions – represented regarding.

Ever since the present respected Chairman cum Managing Director took charge as head of the Board we have been seeing a sea of changes in the administration in managing the power system network to ensure uninterrupted power supply to the public and industries, in particular to the hospitals during this COVID pandemic.

TNEB Engineers' Sangam wholeheartedly welcomes the action and initiative of the respected Chairman cum Managing Director thriving to bring stability to our power system network. At the same time we would be very much pleased and request the respected Chairman cum Managing Director to consider our suggestions put forth by us in this regard.

Our Sangam has always been the front runner in offering its valuable suggestions for the wellbeing of the Board. Having most of the Distribution Section Officer on its roll of membership makes the job easier to put forth its suggestions and factual conditions of the power network.

We learn that tough and strict instructions have been passed on to the Chief Engineers Distribution on maintaining uninterrupted power supply. But with concern we inform that the baton is merely passed on by the higher officials to their subordinates without even trying to create a conducive atmosphere for carrying out the tasks.

The onus is finally thrust on the Section Officers whose going gets tougher and tougher day in and day out particularly during this pandemic period.

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Breakdown of power due to tripping of feeders have been of great concern. The reasons for this breakdown have been due to

- Restrictions for carrying out the preventive maintenance works for the past 6 months.
(Minimum preventive maintenance works such as tree cutting, conductor's sag rectification, insulators and pole replacement etc. weren't allowed to be carried out citing Assembly elections and other reasons. Skipping these routine essential works is showing its results now leading breakdown.)
- Non issuance of materials required for breakdown works. (Required materials not being available in Stores)
- Inability to draw materials and purchase of materials due to procedure constraint. (Due to introduction of ERP withdrawal of materials has been stalled and due to non-issuance of Imprest, purchasing of materials outside hasn't been possible)
- Acute shortage of staff at field.
- Presently loss of lives of both Engineers and Staff due to COVID has piled up the miseries and created panic among everyone in the field.

These are some of the constraints in carrying out the preventive maintenance works which leads to breakdown.

To overcome these problems we suggest that

- Permission may be given for engaging manpower (trained and equipped) locally wherever there is man power shortage.
- Freezing of ERP for the time being and follow the earlier system until normalcy is restored.
- Provisioning of spares and materials to carry out the maintenance works. (We are ready to present the list of essential materials required based on the report collected by us from the field)
- Provisioning of vehicle for transportation of materials and staff.
- May direct the Director Distribution to have a detailed discussion in this regard with us for revealing more details.

We request the respected Chairman cum Managing Director yet again to consider our suggestions put forth by us for better functioning and stability of our power network, please.

Thanking You, Sir,

Yours Sincerely,



(V.S.SAMPATHKUMAR)

General Secretary.

Copy to: The Director / Distribution



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To

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TANGEDCO,
Chennai - 600 002.

Lr.No.GS/TNEBES/F1/D.194/2021, Dt. 31.05.2021

Respected Sir,

Sub: Sanctioning of posts for the newly formed Sections and newly commissioned substations are pending for quite long –Kind intervention of Respected Chairman cum Managing Director in this regard requested – representation submitted regarding.

Board enters into Work Load and Wage Revision Settlement (12.3 Settlement) with recognised unions periodically every 4 years. The last such settlement took place on 22.02.2018. During that settlement New Sections – 63 Nos. in distribution areas were formed. It's really worrying that post sanction (All categories as per norms) for these newly formed sections are yet to be made.

Similarly new substations (230KV, 110 KV and 33KV) around 100 Nos. have been constructed and commissioned in many places due to expansion of power network. Alas the post sanction (All categories as per norms) for these newly commissioned substations are yet to be made.

These newly commissioned substations cannot function without manpower. Hence presently Engineers and Staff from the nearby substations and distribution areas are being diverted / deputed for these works. This paralyzes the routine works in the distribution areas and the erstwhile substation which could be avoided.

Numerous representations have been submitted by us in this regard requesting post sanction for the newly formed sections and newly commissioned substations. The matter was discussed in detail with then respected Chairman cum

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Managing Director during our discussion on 17.02.2021 too, which is pending implementation..

We presently reiterate this matter to the present respected Chairman cum Managing Director and request to instruct the Officials concerned to take all steps for clearing the hurdles whatsoever in this regard for sanctioning of posts in all these newly formed sections and all the newly commissioned substations, thereby improving stability in our electrical network and easing the operation works please.

Thanking You, Sir,

Yours Sincerely,



(V.S.SAMPATHKUMAR)
General Secretary.

Copy to:

The Managing Director / TANTRANSCO
The Director / Distribution / TANGEDCO
The Chief Engineer / Personnel / TANGEDCO

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To

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TANGEDCO,
Chennai - 600 002.

Lr.No.GS/TNEBES/F1/D.195/2021, Dt. 31.05.2021

Respected Sir,

Sub: Operation of transfer orders on all the pending request transfer application applied during the period of January 2021 – requested regarding.

All Employees of the Board are permitted to apply for transfer (Request Transfer) to any circle of their choice elsewhere. The applications are being invited twice a year during the months of January and July as per the rules and guidelines prevalent in the Board. Presently online mode is being followed for inviting application, which was introduced a couple of years ago.

Orders for request transfer applications received during the period January – 2021 has not been operated fully due to Election Code of Conduct and other administrative reasons. Presently if transfer orders for these pending applications are operated now they may cease to exist on 30.06.21 due to calling for of fresh applications from 01.07.21 onwards as per the prevalent rules.

Hence we request the Respected Chairman cum Managing Director to instruct the Chief Engineer / Personnel to operate transfer orders on all the pending request transfer applications as per the rules and guidelines prevalent in the Board immediately, benefitting the anxious individuals please.

Thanking You, Sir,

Yours Sincerely,


(V.S. SAMPATHKUMAR)
General Secretary.

Copy to the Chief Engineer / Personnel / TANGEDCO