



# 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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## TNEBES PROPOSAL ON WORK LOAD AND WAGE REVISION SUBMITTED ON 15.09.2022

TNEB Engineers' Sangam wholeheartedly thanks the Management and the Wage Revision Committee for initiating the talks on Work Load and Wage Revision which is due since 01.12.2019. We put forth the demands of our Sangam for kind consideration.

### Pending Demands to be fulfilled:

#### **1. Sanctioning of Posts as per Settlement:**

Formation of new sections as per the present Work Load and Wage Revision Settlement is still pending for 61 sections which is to be carried out swiftly before the forthcoming settlement. Moreover this reorganizing exercise should be carried out annually without fail. Utmost care should be taken during this exercise and retrenchment of posts should be avoided considering the future growth of the electrical network.

Sanctioning of new posts for newly commissioned Substations and upgraded Substations is still pending whose count is above 140 Nos. affecting not only the operation and maintenance works but also the distribution of power network. This too has to be carried out immediately.

#### **2. Sanctioning of Technical Assistant Posts for each Distribution Section:**

In the earlier Work Load and Wage Revision Settlement, the Technical Assistant posts were allowed in each Urban Section of Chennai Electricity Distribution Circles /South, North, West, Coimbatore Electricity Distribution Circle/Metro, South and North, Madurai Electricity Distribution Circle and Madurai Metro Electricity Distribution Circle, Trichy Electricity Distribution Circle/Metro, Erode Electricity Distribution Circle and Salem Electricity Distribution Circle.

Among the areas which weren't covered in the earlier settlement, creation of Technical Assistant posts for remaining Urban Sections and all Rural Sections

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needs to be considered as agreed, by sanctioning of Technical Assistants post for all other Distribution Sections.

Presently the works carried out in Distribution Sections are mostly related to computer based works, notably GIS Mapping, ERP, Online application etc. Having a Diploma qualified technical person like a Technical Assistant to handle these works would aid the Board work in many ways to ease the procedure and also to satisfy the consumers.

Hence sanctioning of Technical Assistants posts to all Distribution Sections would be very much beneficial to the Board under the prevailing working conditions which we insist to be considered.

### **3. Adopting of Government Scale for Technical Assistants:**

Adopting of Government Scale for Technical Assistants in the Board is pending for quite long. Implementing the same was agreed during 2014 Wage Revision talks but kept pending with an assurance that the Government Scale of Technical Assistants 9300 - 34800 / GP 4200 will be recommended to Wage Revision and Work Load committee which is yet to be implemented.

Sangam insists implementation of this accepted genuine demand at least in the forthcoming Settlement.

### **4. Creation of Technical Assistant / Civil Post:**

Technical Assistant post is the entry level post for Diploma holders in the Board. While this post is available for Electrical and Mechanical Branches, it doesn't exist for Civil Branch. Hence the persons with Diploma / Civil qualification are utilized in other RWE categories. We have been representing continuously for creation of Technical Assistant / Civil posts.

During the talks held for RWE avenues of Hydro Circle in the year 2013 this matter was brought up and it was ascertained that nearly 100 plus qualified Civil diploma holders are working without proper post and promotional avenues in accordance with their acquired qualification.

The Hydro committee looked into this demand seriously with an eye of utilizing these Diploma Holders for Surveying, Estimating, Pole casting yard and other field related works pertaining to Civil areas. The matter was decided to be put up in the Work Load and Wage Revision.

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In continuation to the above, discussion was held with the Chief Engineer / Personnel on 23.02.2016 and it was agreed to create Technical Assistant / Civil post principally. The commitment was made by the Chief Engineer / Personnel on 23.02.2016 and minutes was communicated to our Sangam vide CE/Personnel Lr.No.7087/36/G43/G431/2016,Dt.04.02.2016.

The pending demand needs to be considered at least now by creation of Technical Assistant / Civil post.

### **5. Awarding of Common Designation among AE / JE I Grade:**

Awarding of Common Designation for Assistant Engineer / Junior Engineer I Grade posts by naming them as Assistant Engineer (G) / Assistant Engineer (D) as per the orders of the labour tribunal and substantiated by the Hon'ble High Court of Chennai, is pending implementation despite nil financial implication.

The matter was agreed upon by the respected Chairman cum Managing Director during the discussion held with us on 07.10.2021 and still pending implementation.

### **6. Awarding of Assistant Executive Engineer (Non Independent) Posts:**

Awarding of Assistant Executive Engineer (Non Independent) posts as done earlier for Junior Engineer / Electrical I Grade who had completed more than 14 years of service in the same post needs to be awarded for Mechanical discipline also.

Moreover this feature needs to be continued for the Assistant Engineer / Junior Engineer I Grade of all disciplines who had completed 14 years of service in the same category.

### **7. Revival of Construction Wing:**

Distribution Sections are the heart of our Board as it's these offices which are in direct contact with the consumers. Apart from Operation and Maintenance of the Sections, lot of other works are being carried out like Improvement, DCW, and EOS etc. Moreover welfare schemes by State Govt. and Grant schemes by Central Govt. like RDS, UDAY needs to be carried out.

Such works needs to be executed by a separate wing after evolving of estimates by the Distribution wing. Presently all the works listed above are being carried out by O&M Sections, which is a burden to them in addition to their day to day activities.

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Revival of construction wing will put an end to this ordeal and they can be utilized effectively for executing such additional works.

Hence the construction wing may be revived for the better functioning of the Section Offices to fulfill the needs of the consumers satisfactorily and thereby improve the image of the Board.

### **8. Creation of FOC Call Centers:**

FOC call centers of round the clock operation are mandatory for all Metro and Urban areas for better service to the consumers. Creation of such call centers with proper and adequate staff may be allowed in the forthcoming settlement.

### **9. Enhancement of Earned Leave Ceiling:**

Ceiling limit of Earned Leave should be raised from the present 240 days to 300 days, considering various aspects including work load.

### **10. Reactivation of MRT Laboratories:**

MRT division presently comprises of Protection, Special maintenance, Metering in HT & LTCT wings.

Earlier a decade ago MRT labs were involved in full swing for testing of Energy meters utilizing the test benches in MRT lab by employing Technical Assistants for this sensitive work. This testing work played a major role in Board's revenue minimizing its leakages. For reasons best known to the Board this procedure was stalled.

Presently the need for this testing procedure has risen again after the introspection of the top level management in this regard to arrest revenue leakage.

Board has issued instructions for testing of all released meters from O&M sections which involves receiving, testing and devolution of released meters apart from entering of data in software. These works are more sensitive in nature as it is revenue related as said earlier.

Hence MRT lab needs to be reactivated and additional Technical Assistant and other supporting staff including sub store needs to be sanctioned for carrying out such a sensitive work which fetches more income to the Board. This may be allowed during the forthcoming settlement please.

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### **11. Formation of Separate Maintenance Wing for RMU:**

Ring Main Unit - RMU were inducted in the Electrical network of Chennai in the year 2006 and during the year 2013 in other Metro Cities. The purpose of this unit is not only for reducing the down time of the power network but also keeping in mind the modernization and beautification of the metro cities. Introduction of 400 Nos. RMU in OMR road by Tamilnadu Road Development Corporation speaks volumes of its importance.

Totally around 13,000 Nos. of RMUs have been erected in TANGEDCO throughout these years. Among them 50% of the units belonging to 2006 lot and 75% of the units of 2013 lot are only in healthy condition. Most of the faulty RMUs are in repairable condition but couldn't be repaired for want of separate wing to look after these works.

Sanctioning of a separate wing to look after these RMUs would do good not only for the power network but also lift the image of the Board among public as it reduces breakdown to a greater extent. Sanction may be accorded for the same during the forthcoming settlement.

### **12. Dropping of Out Sourcing:**

The current Work Load and Wage Revision Settlement was made on 22.02.2018. Even after an elapsed period of around 5 years, Board is yet to fulfill the agreed demands in the settlement which is highly worrying.

Numerous posts covered under the Work Load settlement is being planned to be outsourced which will spell doom on the organisation. The Board is least bothered about the repercussions on long term and concentrates on short term only. It is against the Work Load Settlement between the Board and the Unions. We sternly and vehemently oppose this decision which is not only shocking but sinister in nature.

Substations and Distribution Sections are covered under the Work Load Settlement and sanctioning of Posts pertaining to these areas are governed by this Settlement. Hence Board is duty bound to discuss with Unions in this regard if at all any need arises for making a change, rather than taking decisions unilaterally.

Due to this action on outsourcing, Board has not only violated the settlement blatantly but also defeated this concept by breaking the relationship. Moreover, the Outsourcing of these sensitive areas covered under Work Load Settlement and select areas in Thermal and Hydro Stations, will lead to



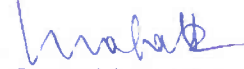
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disaster on a long term and derail the existing network of Electrical System which are well established in TANGEDCO.

Moreover Board shouldn't act punitively on its own Employees and particularly on the Unions who strive hard for the upliftment of the Board throughout, even during natural calamities including the present COVID pandemic period braving the acute shortage of posts in all categories.

Hence the thought, concept and plans for outsourcing in sensitive areas and important posts whatsoever needs to be dropped and Board needs to honour the settlement made with unions on 22.02.2018, the one which is the dream of each and every employee of the Board presently so as to maintain industrial peace and harmony.

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### Demands on Wage Revision:

- A wage hike of minimum 20% to be allowed for all scales to match the norms stipulated by the Central Government.
- Interim relief of Rs. 2000/- to be allowed for all until the day of forthcoming new settlement.
- Annual increment to be enhanced from the present rate of 3% to 5%.
- One increment as Service weightage per 9 years of service to be allowed throughout, vice 9 – 18 – 27 and 36 years of service.
- Double increment for Selection Grade on completion of 9 years of service to be continued and double increment for Special Grade to be brought up from 20 years to 15 years of service, so as to compensate the affected who are starved of promotions even after a period of one and half decades.
- HRA and CCA to be allowed on par with Central Govt. Pay Commission.
- Medical Allowance to be enhanced from present amount of Rs. 300/- to Rs. 600/- per month.
- All the existing allowances should be doubled.
- Time Bound promotions to be allowed ensuring a minimum of 3 promotions in the service career.
- On par with Remote Hydro Allowances for Hydro Stations, Special Allowances to be allowed for other areas of the Board for distribution, Substations etc. situated in the same geographical area as that of the Hydro Station.
- Special allowances to be allowed for Distribution Sections, Substations and other areas of the Board situated in hills on percentage basis as allowed to Hydro Generating Stations.
- Monthly Thermal Incentive Allowance paid to Thermal Power Stations to be delinked from Plant Generation and paid as Thermal Allowance irrespective of Plant running status.
- Hotline allowance should be allowed without restrictions in ceiling.
- TA Bill to be enhanced and allowed without restrictions in ceiling.
- Conveyance Allowance to be newly allowed for all field Engineers and Staff members.
- Special Allowance to be newly allowed for all field Engineers and Staff members working in Special fields like Lines, Special Maintenance, GRT, Cables and other important fields.



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## GENERAL MATTERS OF IMPORTANCE

### **1. Withdrawal of BP 2:**

Tamilnadu Electricity Board is a statutory body with monstrous power having its own Board of Directors. This is the reason for its successful sailing all along these 6 decades spearheaded by its own Skipper, having numerous generating stations, Dams, Sub stations, Miles of electricity network of asset value estimated to be around 1.50L Crores .

Issuing of the said BP 2, dated: 12.04.2022, has totally shrunk the power and size of the Board to that of a dwarf which is a pity. The repercussions and sufferings due to this order is unbound having its impact on its employees at all levels.

This doesn't augment well and would reflect on various matters like demoralizing its employees which may even affect the consumer's satisfaction and in turn the Board's image on long term.

It's needless to mention that the Board Employees are in agitated condition due to non-issuance of DA enhancement as allowed to the Govt. Employees.

Hence withdrawal of this draconian order is imminent to maintain industrial peace and harmony.

### **2. Withdrawal of Orders on Cancellation of Internal Selection:**

To the utter shock of its employees particularly the lower and middle level staff, issuing of orders (Per.) FB TANGEDCO Proceedings No.5; dated 7th July 2022 withdrawing promotion by internal selection is highly cruel as it spells doom to the five decade old rights.

The order is contradicting the advocacy of the State Govt. which encourages its citizens to keep on studying not only to acquire knowledge but also to enlighten their lives thereby improving their socio economic status.

Hence the controversial order crushing the aspirant employees needs to be withdrawn bringing light upon the individuals and their families.



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### 3. Withdrawal of orders on Amendment to Service Regulation 94 and 98:

Amendment to Service Regulation was issued vide orders (PER) FB TANGEDCO Proceedings No. 18; Dated: 02.06.2020. The said order is sinister in nature affecting, only select categories including our Diploma Engineers.

Promotions are totally based on vacancies and this order would hinder the actions of the Administration in filling up of vacancies. This would reflect much on the field where certain posts of importance are kept vacant for quite long, affecting Board works.

While our community are ready to give their all-out efforts for the wellbeing of the Board such orders totally affects their spirit and demoralizes them.


Hence withdrawal of this Amendment to Service Regulations 94 and 98 of Tamilnadu Electricity Board may be done immediately allowing the 6 decade old practice to continue in the Board forever.

### 4. Tripartite Settlement:

Based on G.O. 100, Board had initiated the process of Tripartite Settlement which has been kept on hold for quite long for want of clarifications. The draft on this subject presented by Administration to Unions were duly reverted back after due suggestions.

The process is to be expedited and Settlement may be entered at the earliest with due consideration of the points suggested by the Unions.

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