



SECRETARIAT BRANCH
N.P.K.R.R. MAALIGAI,
144, ANNA SALAI
CHENNAI-2.

Letter No.52295/A16/A161/2019- 33, Dated : 11.04.2023.

From
Thiru.A.MANIKKANNAN, M.A., B.L., M.B.A,
SECRETARY/ TANGEDCO.

To
The General Secretary,

1. Tamil Nadu Electricity Workers Federation.
2. Tamil Nadu Electricity Board Accounts and Executive Staff Union.
3. Tamil Nadu Electricity Board Workers Progressive Union (LPF).
4. Central Organisation of Tamil Nadu Electricity Employees.
5. Minsara Pirivu Anna Thozhir Sangam.
6. Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
7. Tamil Nadu National Electricity Workers Federation. (Xavier group)
8. Tamil Nadu National Electricity Workers Federation. (Swarnaraj group)
9. Tamil Nadu Electricity Board Engineers Sangam.
10. Tamil Nadu Electricity Employees Congress.
11. Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.
12. Tamil Nadu Electricity Board Engineers' Association.
13. Tamil Nadu Electricity Board Finance & Accounts Officers Association.
14. Bharathiya Electricity Employees Federation.
15. Tamil Nadu Electricity Board Card Billing Staff Union.
16. Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.
17. Tamil Nadu Electricity Board Engineers Union.
18. Tamil Nadu Electricity Board Employees Federation.
19. Tamil Nadu Electricity Board Paatali Thozhir Sangam.

Sir,

Sub : TANGEDCO – Revision of Wages with effect from
01.12.2019 - Discussion with Unions/Associations –
Furnishing of Final Proposal of TANGEDCO – Opinion –
Called for.

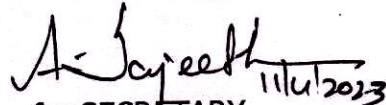
- Ref :
1. (Per) CMD TANGEDCO Proceedings No.224 (SB),
dated. 07.12.2019.
 2. SB Letter No.52295/A16/A161/2019-5, dated 05.09.2022.
 3. SB Letter No.52295/A16/A161/2019-12, dated 05.01.2023.
 4. SB Letter No.52295/A16/A161/2019-18, dated 20.01.2023.
 5. SB Letter No.52295/A16/A161/2019-24, dated 23.03.2023.
 6. SB Letter No.52295/A16/A161/2019-28, dated 27.03.2023.
 7. SB Letter No.52295/A16/A161/2019-29, dated 05.04.2023.

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I am to invite your attention to the discussion had with the Trade Unions/
Associations on 10.04.2023.

2. I am to state that during the discussion, all the Trade Unions/ Associations have requested to give the final proposals of TANGEDCO/ TANTRANSCO in respect of Wage Revision. Considering their requests, the Wage Revision Committee has decided to give the final proposal to the Trade Unions/Associations for submitting their views for amicable settlement of Wage Revision. Accordingly, the Wage Revision Committee's final proposal is annexed to this letter for perusal of the Trade Unions.

Yours faithfully,


for SECRETARY


11/12/22

ANNEXURE
TANGEDCO'S PROPOSAL ON WAGE REVISION WITH EFFECT
FROM 01.12.2019.

PAY

The Revision of Wages to the Employees/Officers of TANGEDCO/ TANTRANSCO is due from 01.12.2019. Taking into consideration, the demands put-forth by the Unions/ Associations on Revision of Wages and the present financial position of TANGEDCO/ TANTRANSCO and all other relevant factors, the Wage Revision Committee proposes to increase the basic pay of the Employees/ Officers by 6% with effect from 01.12.2019 as per the level of pay in the pay matrix. Consequent on the Wage Revision with effect from 1.12.2019, the date of next annual increment will not be changed.

SERVICE WEIGHTAGE

The Wage Revision committee also proposes to permit one Service Weightage increment @3% to all the employees who have completed 20 years of service as on 1.12.2019. No service weightage shall be sanctioned to the Class I & II Officers.

WORK LOAD

1. The existing work norms and Staff pattern of the employees of TANGEDCO/TANTRANSCO, will be continued until the new work load settlement is made after due discussion with the Trade Unions/ Associations.

2. In order to optimize the employee cost as per Industry Standards, TANGEDCO and TANTRANSCO shall discuss the right-sizing the manpower along with the Revision of Work Norms and Staff Pattern. Till decision on Right sizing is taken, no new posts will be created.

3. The work Load will be discussed separately and settlement will be made within three months.

REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES

It is proposed to continue the existing slab rates of House Rent Allowance, City Compensatory Allowance, Special Pay and all other allowances to the Employees/Officers working in TANGEDCO/ TANTRANSCO till the State Government revises the allowances.

With regard to the revision of other allowances, it is proposed to form a Committee to examine the issue and finalize the same based on the recommendations of the Committee.

FIXATION

- ### **SELECTION GRADE AND SPECIAL GRADE**

::TRUE COPY::

SECTION OFFICER 11/14/2023

10/4/23