

# 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,

Work Load and Wage Revision Committee,

TANGEDCO,

Chennai – 2.

Respected Sir,

Sub: Wage Revision 2019 Final Proposal given by Board – Registering the Concerns of our Sangam – submission regarding.

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

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Wage Revision for Employees of the Board is due from 01.12.2019. 5th round of discussion with Unions was held on 10.04.23 and Board had given its proposal on 11.04.23 mentioning it as a final one.

Not only the term final proposal is perplexing to us, it is also very much paining to note the tone in which the proposal has been presented. Board is totally mocking the Unions with which it has held a healthy discussion a day earlier to its proposal. How else can we name the so called final proposal which carries additional points sinister in nature to the whole Power Employees of the Board.

**Apprehensions and Concerns of our Sangam on the proposal is listed below.**

- **PAY**

Increase of pay by a mere 6 % is very negligible and should be increased further at least marginally.

- **SERVICE WEIGHTAGE**

Board has finalized to give just one weightage increment of 3% to Employees who have completed 20 years. It should be brought down to 10 years instead as requested by all Unions including our Sangam as a reward to its employees who had worked in power supply restoration work during the COVID pandemic.

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Denying of this benefit to Class – I and II Officers is highly cruel. Let Board treat its Employees of all Classes at the same level for maintaining industrial harmony. Any decision to alienate the Class – I and II Officers from these benefits would be highly suicidal and in turn affect the Board's work and image in a larger context.

Hence service weightage needs to be extended to Class – I and II Officers too.

- **WORK LOAD**

Discussion of Work Load separately with Unions and settling it later within a period of 3 months is fine. But barring the new post sanction in toto until finalization of manpower rightsizing would be highly disastrous to the Board and its equipment and hence needs to be withdrawn for betterment of power network.

- **REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES**

As presented by us during our earlier proposal ceiling cap on allowances including Travelling allowances need to be removed benefitting the employees who strive hard for the wellbeing of the Board.

- **THE FREQUENCY OF WAGE REVISION FOR OFFICERS**

It has been stated that Wage Revision for Class – I and II Officers will be allowed this time alone and it would be considered only on par with State Govt. officials in future. The decision is gross injustice.

How can there be a demarcation among employees of a Board based on their class of service. It is not only insane but also technically wrong.

Time and again we have mentioned that the nature of duties of a Board Officer who work 24 x 7 is totally different to that of a Govt. Officer who works on a stipulated time schedule. Treating them equally would be disastrous to Board as it would affect the Board work in large scale.

**Shall we take this as an order from Board which implies that, Class – I and II Officer in Board can go home in the evening after office hours and not attend any work including official phone call until the next morning like their counter parts in Govt. department.**

It is really a shame on the Board in treating their Officers in such a shabby manner without taking into account the demoralizing effect it will have on the individual and in turn the Board works. Day in and day out Officers in Board are losing their lives due to work pressure. Hence treat them with minimum sympathy even if not with dignity.

Hence this proposal needs to be dropped and all the amenities and features including wage revision given to Class – III and IV employees needs to be extended to Class – I and II Officers also to maintain industrial peace and harmony.

- **FIXATION**

1. Fixation of new pay from 01.12.2019 is agreed and we thank the Board for the same.

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2. Extending of monetary benefit should take place from the date of revision 01.12.2019 itself instead of 01.04.2022 as insisted earlier.
3. Arrears amount should be paid as cash in total from 01.12.2019 itself and the idea of 50% by cash and 50% later mentioned in the proposal should be dropped.
- **SELECTION GRADE AND SPECIAL GRADE**

While we welcome the proposal of the Board in restoring 9 years for selection grade we request the period of service for special grade be brought down to 15 years instead of the present 20 years to benefit the employees who are starved of promotion.

- **DEARNESS ALLOWANCE**

The following term has to be included in the forth coming settlement as included in the previous settlements.

**"The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto."**

### **CONCLUSION**

A settlement at the earliest inclusive of all the above points would be very much appreciative. We hope the administration will do it in the right perspective at the earliest please.

Thanking You,

Yours Sincerely,



**(V.S.Sampath Kumar)**  
General Secretary

Copy to the Secretary/ TANGEDCO.