

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

03.04.2023

To
The Chairman,
Work Load and Wage Revision Committee,
TANGEDCO,
Chennai – 2

Respected Sir,

Sub: Wage Revision 2019 Proposal given by Board – Reply of our Sangam –
submission regarding.

Ref: 1. Letter No. 52295 / A16 / A161 / 2019 – 28, Dated: 27.03.2023
2. Our Sangam's reply on Board's Proposal; Dated: 24.01.2023

Wage Revision for Employees of the Board is due from 01.12.2019. Till date
4 round of discussions has been held with the Unions. During the 4th round of discussion on
24.03.2023 we had insisted for a written proposal from the Board, taking into consideration
the reply given by us vide reference – 2 cited to the Board's proposal dated 10.01.2023.

Board had given its written proposal on 27.03.2023 vide reference - 1 cited.
As specified in that proposal we are herewith submitting our reply for earnest consideration.

➤ Pay:

While we welcome and thank the decision of the Board to implement the wage hike
with effect from 01.12.2019 we strongly oppose the meager rise of 6% pay. As put
forth by us earlier a minimum hike of 20% pay would be much reasonable one
considering the hardship and good work being rendered by the Electricity Employees
shouldering the additional load arising out of the huge vacancies of exceeding
50,000.

➤ SERVICE WEIGHTAGE:

While we welcome and thank the decision of the Board to permit one Service
weightage increment, the cap of 25 years as on 01.12.2019 is quite huge and needs

Tamil Nadu Electricity Board Engineers' Sangam

to be brought down to 10 years benefitting most employees as a reward for the good work rendered by employees invariably during natural calamities and COVID pandemic in restoration of supply.

➤ **WORK LOAD:**

It is perplexing to note the decision of the Board to discuss the Work Load separately. The work norms agreed with the Unions earlier during 2018 is yet to be honoured by the Board as quite huge number of new posts are yet to be sanctioned. Employees are heavily loaded due to this and moreover they are also shouldering the additional works arising out of the numerous vacancies.

The decision of the Board to issue executive orders day in day out by redeployment and suppression of posts on various areas including work load areas flouting the settlement norms is deeply objectionable.

Hence, we insist Board to hold the Work Load talks along with the Wage Revision for better industrial harmony please.

➤ **REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES:**

While it is pertinent for revision of allowances to happen during pay revision in State Government, the restrictions and limits fixed on various allowances including travelling allowances at the time of COVID pandemic needs to be removed with immediate effect.

➤ **THE FREQUENCY OF WAGE REVISION FOR OFFICERS:**

Alienating the Officers from the Workers and discontinuing the seven-decade old practice of issuing Wage Revision to all (Class I to IV) would be quite disastrous. As explained in detail vide reference – 2 cited during our earlier reply, Engineers and Officers are directly involved in field work on 24 x 7 basis.

Belittling their great work would end chaotic and have its impact on the Power network thereby affecting the public and image of the Board / Government. Hence the existing practice of allowing Wage Revision to all categories including Class – I and II Officers every 4 years needs to be followed scrupulously.

➤ **RIGHTSIZING OF MANPOWER:**

Board ought to have provided us the details regarding norms on Employee cost @ Rs. 1.20 per unit for submitting our reply on this matter. Moreover, we doubt the authenticity of this data which seems to be jacked up to create an alarm.

Tamil Nadu Electricity Board Engineers' Sangam

However, we would like to pinpoint that most States where the Employee cost is low has outsourced most of its man power which may look as a wise decision but would always be vulnerable and susceptible to breakdowns.

Having an open-minded discussion with Unions would alone set right the issue and make the Board to travel in the right direction, the decision which we feel the Board would comply.

➤ **FIXATION:**

1. Pay fixation as on 01.12.2019 / On the date of option is acceptable.
2. The monetary should take effect from 01.12.2019 instead of 01.10.2022.
3. The arrear amount should be totally paid in cash considering the huge delay in implementation of the settlement. Moreover, CPS account holders would not be able to access this amount.

➤ **SELECTION GRADE AND SPECIAL GRADE:**

The existing norms of allowing 2 increments for movement to Selection Grade / Special Grade on completion of 9 / 20 years should be lowered to 9 / 15 years to really serve as a reward for all the individuals starved of promotions. Hence the proposed norms of 10 / 20 years on par with State Government is disastrous and needs to be dropped.

Pending Demands to be fulfilled:

We reiterate the following points put forth in our earlier proposal.

❖ **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.

❖ **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

Tamil Nadu Electricity Board Engineers' Sangam

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 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.

❖ **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.

❖ **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

Tamil Nadu Electricity Board Engineers' Sangam

works pertaining to Civil areas. The matter was decided to be put up in the Work Load and Wage Revision.

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.

❖ **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.

❖ **Awarding of Assistant Executive Engineer (Non - Independent) Posts:**

Based on our persistent representation, Assistant Executive Engineer (Non - Independent) re - designation has been awarded recently to Junior Engineer / Mechanical I Grade who had completed more than 15 years of service in the same post on par with the re - designation extended to their counter parts in Electrical discipline few years ago.

We sincerely thank the management for the same.

The same needs to be extended to the Junior Engineer / Electrical I Grade who had completed more than 14 years of service currently in the same post.

Moreover Board should extend an advance increment to these re – designated Engineers, as it would be very much beneficial to these persons who are really starved of promotions for almost 2 decades.

❖ **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.

Tamil Nadu Electricity Board Engineers' Sangam

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.

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.

❖ **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.

❖ **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.

❖ **Special consideration on Earned Leave:**

Like any other Government Employee, Board Employees too aren't entitled for encashment of Earned Leave for the past couple of years during the COVID period. While Employees of other departments were allowed to avail earned leave, Employees of Board weren't allowed to avail so, having being listed in essential department. Hence this leave gets lapsed.

Accounting of this unclaimed leave needs to be maintained separately (for availing of leave only) in addition to the already allowed 240 days would be a reward to the sincerely working Power Employees in due recognition of their committed work.

It is pertinent to point out that frontline workers status too was denied to Power Employees despite being fully eligible. Considering this demand positively would at least serve as a compensation.

❖ **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

Tamil Nadu Electricity Board Engineers' Sangam

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.

❖ **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.

Yours Sincerely,

(V.S. SAMPATHKUMAR)
General Secretary.

Tamil Nadu Electricity Board Engineers' Sangam

GENERAL MATTERS OF IMPORTANCE

1. Withdrawal of BP 2:

Ill effects of BP 2, dated: 12.04.2022 which has totally shrunk the power and size of the Board has been highlighted by all Unions including our Sangam. Even the unions were forced to go in for an agitation for withdrawal of this draconian order.

Withdrawal of this draconian order is imminent not only to keep up the assurances given to the Unions but also 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.

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.

Tamil Nadu Electricity Board Engineers' Sangam

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.


(V.S. SAMPATHKUMAR)
General Secretary.