



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

**Letter No.52295/A16/A161/2019-15, Dated : 10.01.2023**

From

K.SUNDARAVADHANAM, B.Sc., ACA., ACS.,  
DIRECTOR (FINANCE)/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/Madam,

Sub: TANGEDCO – Revision of Wages and Revision of Work Allocation and Staff pattern with effective from 1.12.2019 - Discussion with Unions/Association –Furnishing of Proposals 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. From the Commissioner of Labour, Letter No.P2/39840/22, dated 27.12.2022.
  4. SB Letter No.52295/A16/A161/2019-12, dated 05.01.2023

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I am to invite your kind attention to the discussion had with the Trade Unions/Associations on 15.09.2022, 16.09.2022 and 21.09.2022 as called upon in the references second cited. The Trade Unions/Associations have raised their various demands in respect of Wage Revision and Work Load settlement w.e.f 01.12.2019 in TANGEDCO.

2. In the meantime, 11 Trade Unions have given a notice to the TANGEDCO that they have proposed to go on strike on 10.01.2023 by citing various demands in their notice including Wage revision as one of their demands.

3. In the reference third cited above, the Commissioner of Labour/Chennai, has instructed to attend the conciliation meeting on 03.01.2023 and on 06.01.2023 with the Trade Unions who have given the strike notice, consequent to the proposed one day strike on 10.01.2023.

4. In the reference fourth cited, all the Trade Unions / Associations have been invited for discussion on 09.01.2023 at 11.00 A.M with regard to Wage Revision and Work Load settlement w.e.f 01.12.2019. Accordingly, all the Trade Unions have participated in the discussion on 9.1.2023. In the said discussion, all the Trade Unions/Associations have been requested to give the proposals of TANGEDCO/TANTRANSCO in respect of Wage Revision and Work Load. Considering their requests, the TANGEDCO/TANTRANSCO have decided to give the following proposal to the Trade Unions for submitting their views, so as to come to a conclusion for amicable settlement of Wage Revision:-

1. To consider and discuss for implementing the Scale of pay of the Government of Tamil Nadu to the employees to be recruited in future in TANGEDCO/TANTRANSCO.
2. To consider and discuss for implementing the outsourcing policy wherever found necessary.
3. To consider and discuss for sanctioning of Wage Revision to the employees of TANGEDCO upto 5% hike in Wages for the Employees who have covered under the Industrial Disputes Act alone.
4. To consider and discuss the issues relating to the sanctioning of the Wage Revision benefits to the Class I & II Officers, as they are not covered under Industrial Disputes Act. However, to consider and discuss the issues for extending the Pay Revision to them based on the recommendation of Pay Commission of the Government of Tamil Nadu as and when the Government issues orders in this regard.
5. To consider and discuss the issues to identify the unutilised posts for quite a long time and to abolish those posts, so as to enable for rightsizing the manpower in TANGEDCO/TANTRANSCO to reduce the employees cost.



5. I am, therefore, to request you to give your views on the above said proposals so as to enable the TANGEDCO to discuss further in this matter and finalize the Wage Revision and Work Load Settlement.

Yours faithfully,

*K. Sundaravadhanam* 10/1/23  
**(K.SUNDARAVADHANAM)**  
DIRECTOR (FINANCE)/TANGEDCO