



# 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

Date:10.05.2023

To  
The Honourable Minister for Electricity,  
Government of Tamilnadu  
Chennai.

Respected Sir,

Sub: Wage Revision 2019 Proposal given by Board – Opinion and further points submitted by our Sangam – Reiteration of matter to the Hon'ble Electricity Minister - submission regarding.

Ref: Letter No. 52295 / A16 / A161 / 2019 – 36, Dated: 05.05.2023.

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We sincerely thank The Honourable Minister for Electricity, Non Conventional Energy Development for having attending the discussion with the trade unions of TNEB to have a consensus to settle the wage revision entitled to the employees of TANGEDCO, which is due from 01.12.2019.

Several rounds of discussions with Unions was held earlier by the wage Revision committee. We have submitted our suggestions and our apprehensions on the work load and wage revision to the wage Revision committee.

We, hereby reiterate our demands to the Honourable Minister for a favourable consideration and settling the issues.

### 1. Wage Revision Benefits:

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

### 2. 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 and natural calamities.

Denying of this benefit to Class – I and II Officers is highly injustice. 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.

## Tamil Nadu Electricity Board Engineers' Sangam

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

### 3. Abolition of Unutilized Posts:

Huge number of posts are lying vacant in almost all categories in all posts including Shift, Maintenance and Office areas. The vacancies are compensated by sharing of load by the available incumbents and also by employing retired persons and outsourcing for a short period.

It is pertinent to note that this additional burden can be shouldered only for a short period and not permanently. Board should realize this and stop going in for abolishment of posts lying vacant for quite some time and go in for a periodical recruitment.

Apart from the above, we are submitting the additional point in the Wage revision for kind consideration.

#### • 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.

**This would be construed as an order from Board which implies that, Class – I and II Officers in Board can go home in the evening after office hours and not attend any work including official phone call until the next morning and on holidays like their counter parts in Govt. department.**

It is really a unfair 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.



## Tamil Nadu Electricity Board Engineers' Sangam

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**

- Fixation of new pay from 01.12.2019 is agreed and we thank the Board for the same.
- Extending of monetary benefit should take place from the date of revision 01.12.2019 itself instead of 01.04.2022 as insisted earlier.
- 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.”**

**Additional Points on Wage Revision:**

- Annual increment to be enhanced from the present rate of 3% to 5%.
- 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.

## Tamil Nadu Electricity Board Engineers' Sangam

- 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, MRT, Special Maintenance, GRT, Cables and other important fields.
- City Compensatory Allowance – CCA should be extended for all Corporations.

### **CONCLUSION**

We wholeheartedly thank the Hon'ble Electricity Minister for having participated in the discussion which shows the importance the Hon'ble Electricity Minister has on this matter.

A settlement at the earliest inclusive of all the above points would be very much appreciative to lit up the lives of the Board Employees who are much anxious on the matter, yet having full faith on the Hon'ble Electricity Minister and the Tamilnadu Govt.

We hope and request the Hon'ble Electricity Minister to instruct the Board administration to settle this matter in the right perspective at the earliest please.

Thanking You,

Yours Sincerely,



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

# Tamil Nadu Electricity Board Engineers' Sangam

## PENDING DEMANDS

We hereby submit our Pending Demands which has 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. 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.

### **3. 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.

### **4. 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.

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.

### **5. 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.



# Tamil Nadu Electricity Board Engineers' Sangam

## Other 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.

### 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.Sampath Kumar)  
General Secretary