



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

**Memo.(Per) No.42350/A16/A161/2021-1, Dated : 30.05.2023.**

Sub : TANGEDCO – Establishment – Class III Service – Employees who have been appointed between 01.12.2015 and 22.02.2018 – Fixation of pay on the Revision of Wages with effect from 1.12.2015 – Clarification issued for the post of Typist/Junior Assistant – Cancellation – Orders – Issued.

- Ref :
1. (Per.) F.B.TANGEDCO Proceeding No.9 (SB), dated 02.03.2018.
  2. (Per.) F.B.TANGEDCO Proceeding No.10 (SB), dated 02.03.2018.
  3. Secretariat Branch Memo. (Per.). No.15779/A3/A31/2019-2, dated 28.11.2019.
  4. From the Superintending Engineer/Erode Electricity Distribution Circle/Erode, Letter No.020799/1211/Adm.1/F.Pay fixation/2020-1, dated 3.11.2020.
  5. From the Superintending Engineer/General Construction Circle/Salem, Letter No.004943/761/SE/GCC/ Salem/ Adm.1/Asst.1/Draughtsman/ 2021, dated 04.10.2021.

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In the reference 1<sup>st</sup> and 2<sup>nd</sup> cited orders have been issued for Revision of Wages with effect from 01.12.2015 for Workman and Officers. Among other things, it has also been ordered in clause No.5(1)(iii) that the pay in the applicable level in the pay matrix shall be the pay obtained by multiplying the existing basic pay by a factor 2.57, rounded off to the next rupee and the figure so arrived at shall be located in the respective level in the pay matrix and if such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher cell in that applicable level of the pay matrix.

2. In the said proceedings among other things, it has been ordered under Clause No.5(1)(4) that the pay of Workman and Officers appointed to the service in the Board for the first time on (or) after 01.12.2015 and upto 22.02.2018 (i.e date of settlement), his pay on the date of joining shall be fixed as per the regulation 5 (1) & (2) with effect from the date of service.

3. In the reference third cited, clarification have been issued that as per the regulation 5(1) (iv) of TANGEDCO Revised Pay (Workman) Regulations 2015, the pay of the Typist/Junior Assistant appointed between 1.12.2015 and 22.02.2018 shall be re-fixed at the immediate next higher cell (i.e) 20,100/- in that applicable level of the pay matrix, since the amount arrived by the multiplication factor of 2.57 exceeds the first cell.



4. Certain Trade Unions and the Superintending Engineer/Erode Electricity Distribution Circle and Superintending Engineer/General Construction Circle/Salem have sought for clarifications, as in Annexure-I of the Proceedings No.9 dated 02.03.2018, there are 61 posts in the particular level of pay, the orders issued in the reference third cited is applicable only to the post of Junior Assistant/Typist alone. Hence, they have requested clarification that the orders issued in the reference third cited may be applicable to all these categories so as to enable to extend the benefits to the other categories. This issue has been examined carefully.

5. The orders issued for the Revision of Scale of Pay, w.e.f 1.12.2015 and the Wage Revision benefits by a fitment factor of 2.57, are applicable only to the employees who have been in service on 1.12.2015. The employees, who have been appointed after 1.12.2015, their pay has to be fixed in the minimum level of pay, in the applicable level of pay, in the Pay Matrix and they cannot be extended the benefits of the Wage Revision. Hence, it is hereby ordered that the clarification issued in Memo.(Per).No.15779/A3/A31/2019-1, dated 28.11.2019 be cancelled. The officers concerned are directed to take immediate action to re-fix the pay of individuals, who have been appointed in service after 1.12.2015, as Junior Assistant/Typist or any other categories as mentioned in the Annexure-I Column (3), in the Pay Band-1 of the (F.B) TANGEDCO Proceeding No.9 (SB), dated 02.03.2018, in the minimum level of pay i.e. Rs.19,500/- (Rs.19,500 – 62,000) from their date of appointment and the excess pay including Dearness Allowance paid so far, be recovered from the individuals after issue of the show cause notice for the recovery amount by instalments basis.

**(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)**

**A.MANIKKANNAN  
SECRETARY**

To

All Chief Engineers.

The Chief Financial Controller/General and Revenue/TANGEDCO & TANTRANSCO.

The Chief Internal Audit Officer/Audit Branch/Chennai-2.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

**Copy to:-**

The Chairman cum Managing Director's Table.

The Director General of Police/Vigilance.

The Managing Director/TANTRANSCO.

All Directors/TANGEDCO & TANTRANSCO.

The Secretary/TANGEDCO.

The Legal Adviser/TANGEDCO.

The Personal Assistant to Chairman cum Managing Director.

The Industrial Relations Advisor /TANGEDCO.

The Chief Medical Officer/Head Quarters Dispensary/Chennai-2.

The Deputy Chief Engineer/Administrative Branch.

The Residential Manager/New Delhi.

All Senior Personnel Officers/Administrative Branch.  
The Industrial Relations Officer/TANGEDCO.  
The Chief Engineer/Information Technology.  
The Assistant Personnel Officer/Tamil Development – for Publication  
in the TANGEDCO Bulletin (2 copies).  
The Director/TANGEDCO Printing Press.  
All Officers/Sections/Cells in the Secretariat Branch.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

*A. Jayaraj*  
SECTION OFFICER 31/5/2023

*[Signature]*  
31/5/2023