



Pre-revised scales of pay

Revised scale of pay

- 6) 305-12-365-15-440-17-525
- 7) 315-15-390-18-480-20-600
- 8) 350-15-425-18-515-20-615
- 9) 375-20-475-30-685
- 10) 395-20-475-30-715
- 11) 415-20-475-30-715
- 12) 440-30-620-35-935
- 13) 520-30-640-35-955
- 14) 470-30-620-40-980
- 15) 475-30-625-40-825-50-1025
- 16) 565-30-625-40-825-50-1025
- 17) 600-40-800-50-1200

- 6) 580-30-700-35-875-40-995
- 7) 650-35-720-40-800-50-1000 -60-1100
- 8) 680-40-800-50-1000-60-1180
- 9) 800-50-1000-60-1240-65-1305
- 10) 850-50-1000-60-1240-65-1500

The scales of pay applicable to such selection grades shall be as mentioned below:-

- i) Wherever special grade or selection grade posts are existing at present for any category, the scale of pay applicable to such special grade or selection grade posts shall be allowed as selection grade scale of pay with reference to the orders in these proceedings.
  - ii) In other cases (upto the level of the employees carrying the scales of pay mentioned above only), the scales of pay applicable to the next higher category in the line of promotion shall be allowed as selection grade scale of pay. In, cases where there is no higher category in the line of promotion for any post, no selection grade scale of pay shall be allowed. Adopting the above principles, the holders of the posts in the categories mentioned in column (1) of the Annexure to these proceedings shall have the scales of pay of the categories indicated in corresponding entry in column (2) thereof, as selection grade scales of pay.
- (b) The present total number of posts available in a category in the ordinary grade, special grade and selection grade (selection grade posts sanction with reference to existing schemes as well as those sanctioned with reference to this order) shall be taken together and no fresh sanction should be asked for with reference to this scheme of advancement to selection grade. Within the total number, the Chief Engineer (General) or the Authority competent to order promotions can vary the numbers among the ordinary, existing special/ selection grade and selection grade with reference to this order, depending on the advancement of personnel from one grade to another.
- (c) This new scheme of selection grade will come into effect from 1<sup>st</sup> January 1979.

- (d) Fixation of pay under Regulation 33(b) of the Tamilnadu Electricity Board Service Regulations shall not be applicable for the persons who are appointed to selection grade from the ordinary grade. The employees moving to the selection grade shall be allowed fixation of pay at the next higher stage whether the pay in the ordinary, existing special/selection grade represents a stage in the scale of pay in the selection grade with reference to this order or not.
- (e) The pay of an employee appointed to the selection grade (with reference to this order) on the date of accrual of increment in the ordinary grade or existing special/selection grade post shall be fixed without taking into account the increment that accrued in the ordinary grade or existing special/selection grade scales of pay and then he shall be allowed to draw his increment on that date in the selection grade scale of pay.
- (f) Employees who are on other duty shall also be appointed to selection grade.
- (g) Leave, other than extraordinary leave without pay and allowances, should be taken into account while computing the 10 year period. The period of ten years in a post will be reckoned from the date of regular appointment to the post but will exclude the periods of reversion.
- (h) A senior employee in the ordinary grade and existing special/selection grade will also be appointed to the selection grade with reference to this order with effect from the date on which his junior is appointed to the selection grade, even though the senior might not have actually put in the required 10 years of service.
- (i) The Chief Engineer (General) or the Authority competent to order promotions shall prepare a list twice in a year, not later than 1<sup>st</sup> April and 1<sup>st</sup> October, of employees eligible for advancement to selection grade. While so drawing up the list, the employees who have completed the prescribed period of 10 years in the preceding period of six month should be taken up and orders issued. The appointment should, however, be made with effect from the actual date of completion of the 10 year period. No option will be allowed to the employees to choose a date other than the actual date of completion of 10 years service to move to the selection grade. The first list of employees eligible for advancement to selection grade as on 1.1.1979 shall be prepared immediately. The next list of employees eligible for the advancement from 2.1.1979 to 30.11.1979 shall be prepared by 31.1.1980. Further lists may be prepared by 1<sup>st</sup> April and 1<sup>st</sup> October. The Chief Engineer (General) or the Authority competent to order promotions shall take care to see that the total sanctions are not exceeded by advancement of personnel from the ordinary grade, existing special/selection grade to selection grade with reference to this order.
4. In the case of posts for which selection grade is not provided in this order, the employee holding such a post shall be given two increments (including the normal increment falling on the same date or thereafter) on his completing 10 years service in the same post. This

benefit will be available only once in his service but it will be with cumulative effects. The usual annual increments will be sanctioned for the subsequent year onwards.

(BY ORDER OF THE BOARD)

T.K.A. DEWAN MOHAMED,  
SECRETARY.

To

The Chief Engineer (General).

All other Chief Engineers.

The General Superintendent/Ennore Thermal Power Station.

The General Superintendent/Tuticorin Thermal Power Project.

The Chief Financial Controller, Madras.

All Superintending Engineers.

The Accountant General, Madras-18.

The Residential Audit Officer, Madras-2.

The Chief Internal Audit Officer, Madras-2.

Copy to:

The Commissioner and Secretary to Government,  
Public Works Department, Madras.

'I', 'J' & 'K' Sections.

The General Secretary, Tamilnadu Electricity Workers' Federation.

All Sections/Officers of Secretariat Branch.

: True copy: Forwarded: By Order:

SECTION OFFICER

Memorandum No. (Permanent) 63449—R2/84—4 (Secretariat Branch) Dated the 10th January 1985.  
Margazhi 26, Rakthatchi,  
Thiruvalluvar Aandu, 2015:

**Sub :** Holidays—Tamil Nadu Electricity Board—Holidays for the empls the Board for 1985—Substituted holidays for the employees in Workshops—Orders issued. 17

**Ref :** (1) B. P. Ms. (Ch.) No. 449 (S.B.) dated 7—12—84.  
(2) From the SE/Mettur Workshops Circle Lr. No. SE/WS/Adm/A2/F. 8/PR 692/84, dated 13—12—84.

The Tamil Nadu Electricity Board directs that in the case of employees in Mettur Workshops, the following holidays shall be substituted for the holidays mentioned in Part—1 of the Annexure to the B. P. cited.

(1) Saturday, the 6—4—85.  
(Easter Saturday) instead of 3rd April 1985/Mahaveer Jayanthi.

(2) Friday, the 2nd August 1985 (Adi-peruku)  
instead of 26—11—85 Meeladi—un—Nabi.

(By Order of the Chairman)

C. Arunachalam,  
Secretary.

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Memorandum No. 97650—R2/83—2, (Secretariat Branch) Dated the 10th January 1985.  
Margazhi 26, Rakthatchi,  
Thiruvalluvar Aandu, 2015:

**Sub :** Establishment—Tamil Nadu Electricity Board—Allowing certain employees of Board to move to selection grade on completion of 10 years service Creation of selection grade post on higher scales of pay—Orders—clarification—Issued.

**Ref :** Board's Memo. No. 108—RI/80—4, dated 2—4—80.

In partial modification of the instructions issued in para (ii) of the Board's Memo. cited, the following instructions are issued :—

- (i) In the cases of officials whose increments have been postponed *without cumulative effect* as a measure of punishment and when the dates of their completion of 10 years period fall during the period of such punishment, they can be appointed to Selection Grade from the day following the date of expiry of the period of punishment. On such appointment, their pay in the selection grade will be fixed at that stage which they would have got in the normal course but for their punishment. The subsequent increments will also be regulated as if they have not been punished.
- (ii) As regards the officials whose increments have been postponed *with cumulative effect* as a punishment, such persons who have put in 10 years of service will be moved to selection grade from the day following the date of expiry of the period of punishment. Their pay will be fixed in the normal course with reference to the pay drawn prior to such appointment to selection grade and the subsequent increment will be regulated after they have put in the required qualifying service of one year for the increment;
- (iii) As regards the officials whose increments have been postponed *without cumulative effect* for failure to pass the prescribed tests, they cannot be allowed to move to the selection grade on completion of 10 years of service and they will be moved to selection grade only from the day following the date of passing the prescribed tests and when they become eligible for increment. Their pay on selection grade will be fixed as in item (i) above.

(By Order of the Chairman)

C. Arunachalam,  
Secretary.

	R.W.E.	
28	Driver	- 2
	Provincial	50
	RWE	2
	Total	52

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Memo.(Per.) No.60387/A3/A31/2016-2, (BOSB) dated 25.02.2017.

Sub : TANGEDCO - Establishment - Sanction of movement to Selection Grade/Special Grade to the employees - Employees promoted on the verge of completion of 9/20 years of service - Instructions - Issued.

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Ref : i) (Per.) B.P. (F.B.) No.11, (Secretariat Branch)

Dated: 08.02.2006.

ii) (Per.) B.P. (F.B.) No.12, (Secretariat Branch)

Dated: 08.02.2006.

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In the Board's Proceedings under references cited orders were issued that the employees who have completed 9/20 years of total service in the same post without promotion be sanctioned Selection Grade/ Special Grade.

2. Of late, instances have come to notice that the employees who got promotion orders on the verge of 9 years/20 years in the same post are not relieved immediately by the authorities concerned which led to sanction of Selection Grade/Special Grade benefits to them and also creates anomaly among the senior and junior employees.

3. Therefore, to avoid such cases, all the Chief Engineers/Superintending Engineers and other officers are instructed to relieve the individuals after getting the promotion orders immediately to enable them to join in the promoted post within the period of time allowed in the promotion order without any delay. Any deviation will be viewed seriously and responsibility will be fixed on the erring officials.

4. The above instructions should be scrupulously followed and the same shall be communicated to the sub-ordinate officers for strict adherence.

(By Order of the Chairman - cum - Managing Director)

R. Balaji,  
Secretary.

\* \* \*

Establishment - TANGEDCO - Continuance of one post of Assistant Engineer/Junior Engineer/Electrical - I Grade in the Vigilance Unit/Chennai in the Office of the Secretariat Branch - Orders - Issued.

(Secretariat Branch)

(Per.) CMD TANGEDCO Proceedings No.55, Dated the 27<sup>th</sup> February 2017.  
Maasi-15, Sri Dhurmughi Varudam,  
Thiruvalluvar Aandu 2048.

READ:

# **TAMILNADU ELECTRICITY BOARD**

**(SECRETARIAT BRANCH)**

Memorandum No.106-B1/80-11 dated 31<sup>st</sup> October 1980.

**Sub:** ESTABLISHMENT – Tamilnadu Electricity Board Allowing certain employees of Board to move to Selection Grade on completion of Ten Years of service – Creation of Selection Grade posts on higher scales of pay – orders – clarification – issued.

**Ref:** B P.Ms.No.288 (Secretariat Branch) dated 3.12.1979.

1. A point has been raised whether an employee can be moved to the Selection Grade post when a Disciplinary Proceeding is pending against him.

2. The Chief Engineers/Superintending Engineers and other Officers of the Board are informed that pendency of a charge is not a bar for appointment to Selection Grade post on completion of ten years service.

**L.N. VIJAYARAGHAVAN,  
SECRETARY.**

To,  
The Chief Engineer (GL) Madras-2.  
All other UEs.  
The General Superintendent,  
Ennore Thermal Power Station and TTPP.  
All SE's  
The CIAO/BOAB/Madras-2  
The RAO / Madras-2.  
Copy to the TNE Workers Federation  
Copy to all personnel Officers / Adm. Br. B, I, J, K, and N Section.

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// True Copy //

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TAMIL NADU GENERATION & DISTRIBUTION CORPORATION LTD.

Administrative Branch

To

Mr. A.V.RAVI, M.E, M.I.E.,  
Chief Engineer/Personnel  
144, Anna Salai,  
Chennai - 600 002.

All the Chief Engineers Concerned,  
All the Superintending Engineers  
Concerned,

Letter No. 018539/265/G18/G.181/2016-3, dated 03.10.2017

Sir,

Sub : Estt. - Class II Service – JE/Elec. I Grade who have completed 20 years of Service - Special pay sanctioned eventhough they are redesignated as AEE/NI - common clarification order issued.

Ref : (Per.) CMD TANGEDCO Pro.No.20/Adm.Br/  
dt.02.03.2016

I am to invite your kind attention to the reference (1) cited, wherein orders were issued vide(Per.) CMD TANGEDCO Pro.No.20/Adm.Br/dated 02.03.2016, that the Junior Engineer I Gr. who have served more than 14/15 years of Service, may be redesignated as Assistant Executive Engineer/NI without any monetary benefit as a one time measure.

2. In this connection, I am to inform that those Junior Engineer I Gr. who were redesignated as Assistant Executive Engineer(NI) as per the said B.P. may be allowed Special Grade pay in the post of Junior Engineer I Gr. on completion of 20 years of Service taking into account the service rendered in Assistant Executive Engineer/NI, since no monetary benefit was allowed during their redesignation as Assistant Executive Engineer/Electrical(NI) and they are performing duties as Junior Engineer I Gr. only.

3. Further, I am to inform that the service rendered as Assistant Executive Engineer/Electrical(NI) shall not taken into account for calculation of service to the post of Assistant Executive Engineer/Electrical on any account and this may be intimated to the individual while sanctioning of Special Grade increment as and when eligible without fail.

4. The receipt of this letter shall be acknowledged.

Yours faithfully,

Sd/\*\*05.10.2017

(C.R.NARASIMHAN)

ASSISTANT PERSONNEL OFFICE/SERVICES  
for CHIEF ENGINEER/PERSONNEL



Establishment - Compassionate appointment - Tmt M. Santhi, Part time conservancy worker, W/o (Late) M. Munusamy, Helper, Mettur Electricity Distribution Circle, (died due to electrocution while in Service) - Selected for the post of Office Helper (Trainee) as a special case - Ordered

(Per) B.P. (Ch) No 78

(Secretariat Branch)

Dated the 22<sup>nd</sup> March 2008.  
Panguni 9, Sarvajithu Varudam,  
Thiruvalluvar Aandu - 2039.

Read:

1. (Per) B.P. (F.B.) No.46 (Adm. Branch) dated 13.10.1995
2. (Per) B.P. (F.B.) No 6 (Adm. Branch) dated 27.04.2000.

**Proceedings :**

Tmt M. Santhi, W/o (Late) M Munusamy, Helper, who died due to electrocution while he was attending his work had applied for employment assistance. But her request was rejected as she does not possess the minimum educational qualification of VIII Std. pass. She has again represented for employment assistance. After careful consideration the Board has decided to consider and ordered and selected for the post of part time conservancy worker in the time scale of Rs. 600-10-700-20-1100 as a special case, in the B.P. 2<sup>nd</sup> cited.

2. Tmt M. Santhi, Part time Conservancy Worker, W/o. (L) M. Munusamy (died due to electrocution) has represented that she has now passed VIII Std. by private study and requested for the post of Office Helper (Trainee).

3. After careful consideration the Chairman/ TNEB is hereby ordered that if the employee who had died while performing his duties this may be given as a special concession. Therefore Tmt. M. Santhi, Part time conservancy worker, W/o. (L) M. Munusamy, is selected for the post of Office Helper (Trainee) as a special case by relaxing the existing conditions.

(By Order of the Chairman)

Encl. Copy of

K. Viswanathan,  
Chief Engineer/Personnel.

Copy of:

Memo.No.9005/A3/A31/2008-1 (Secretariat Branch), Dated:22.3.2008.

- Sub. Establishment - Counting of Service rendered as Trainee for allowing Selection Grade - Clarification - Issued.
- Ref 1. Board's Memo.No 58071/R1/80-5, dt.14.7.82.  
2. Board's Memo.No 083609/1153/Adm.5(1)/92-2, (Adm.Br.) dated 20.3.93.  
3. (Per.) B.P. (FB) No 49 (SB) dated 20.11.2007.

In the Board's proceeding 3<sup>rd</sup> cited, orders were issued for counting the period of service rendered as Trainee for allowing service weightage and for all other benefits. A point for clarification has arisen whether the period of service rendered as Trainee may be taken into account for calculating the Selection Grade of Workmen/Officers. In the reference 1<sup>st</sup> cited it has already been clarified that the service, which count for seniority will be

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counted for allowing movement to Selection Grade. In Board's Memo.2<sup>nd</sup> cited, it has been clarified that the seniority in the post of Helper/Office Helper may be assigned based on the date of joining duty as Helper (Trainee), Office Helper (Trainee) though their services are regularised on satisfactory completion of three years of training and no separate joining report as such in the post of regular Helper/Office Helper is necessary. Accordingly, the period of service rendered as Training shall be taken into account for calculating the period for allowing movement to Selection Grade provided that the employees/officers are working in the same cadre i.e., Helper (Trainee)/Office Helper (Trainee)/Assistant Engineer (Trainee) and are working as Helper/Office Helper/Assistant Engineer on completion of 9 years of service.

(By Order of the Chairman)

R. Kathirvel,

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categories of Drivers in TNEB and requested to reduce the practical experience period prescribed in the Service Regulation for promotion.

2. The TNEB, after careful consideration has approved the reduction to three years as against the six years practical experience for T.T.H.V. Driver and Senior Driver (L.I. Equivalent). It was ordered by the Board that for the remaining categories the existing regulation shall continue.
3. The above instruction should be followed scrupulously without any deviation.
4. Necessary amendments to TNEB Service Regulation will be issued separately.
5. Receipt of the B.P. shall be acknowledged.

(By Order of the Board)

A. Lionel Paul Sathiadurai,  
Chief Engineer/Personnel.

\* \* \*

Establishment - Tamil Nadu Electricity Board - Grant of one special increment to Special Grade Duffadars who have completed 10 years service as Special Grade Duffadars and also completed 30 years total service - Orders - Issued.

(Per.) B.P. (FB) No.36,

(Secretariat Branch)

Dated the 18<sup>th</sup> July 2006.  
Aadi 2, Vriya Aandu,  
Thiruvalluvar Aandu 2037.

Read:

- 1) (Per) B.P. (FB) No.42, (SB) dated : 9.3.1993.
- 2) (Per) B.P. (FB) No.12, (SB) dated : 8.2.2006.

**Proceedings :**

In the Board's Proceedings first cited, it was ordered that Duffadars who had put in 10 years of service in the category of Duffadar should be permitted to move to Special Grade in the scale of pay of Rs.1080-30-1290-35-1780. This corresponds to the Revised scale of pay of Rs.3795-110-7095.

2) In (Per) B.P. (FB) No.12 (SB), Dated : 8.2.2006, the Board introduced a Special Grade scheme for all categories of employees up to Assistant Executive Engineer level who have completed 20 years of total regular service in the ordinary grade post and Selection Grade post put together and stagnating without promotion. The Office Helpers and Duffadars are also covered by the above order and the Special Grade scale allowed to them is the same scale of pay of Rs.3795-110-7095.

3) In view of this, it has been represented that the existing Special Grade Duffadars will not get any benefit from the latest orders. The unions have demanded that a higher scale benefit may be allowed to those Special Grade Duffadars as they have put in more than 30 years of service as Office Helper/Duffadar.

4) After careful consideration, the Tamil Nadu Electricity Board hereby directs that the Special Grade Duffadars who have completed 10 years of service in the post of Special Grade Duffadar and also completed 30 years of total regular service as Office Helper/Duffadar may be allowed a 'Specia' increment with effect from 1.8.2006.

5) Consequent on the introduction of Special Grade to all categories of employees with effect from 1.12.2002, the earlier orders allowing Special Grade to Duffadars has become redundant and shall stand superceded on 1.12.2002 by the general orders issued in (Per) B.P. (FB) No.12 (SB) dated : 8.2.2006.

6) The receipt of the Board Proceedings shall be acknowledged.

(By Order of the Board)

R. Kathirvel,  
Secretary(In-charge).

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Regulations—Tamil Nadu Electricity Board Service Regulations—Qualification for the post of Deputy Chief Chemist—Entries in Annexure III referred to in Regulation 94—Amendment—Issued.

(Permanent) B.P. (FB) No. 31

(Secretariat Branch)

Dated the 19th January 1999.

**Proceedings :**

In exercise of the powers conferred by Section 79 (c) of the Electricity (Supply) Act 1948, (Central Act. 54 of 1948), the Tamil Nadu Electricity Board hereby makes the following amendment to the Tamil Nadu Electricity Board Service Regulations :

**AMENDMENT**

In the said Regulations, in Annexure III referred to in Regulation 94, in column (3), in the entries against the post of Deputy Chief Chemist, for the expression "minimum service of 10 years", the expression "minimum service of two years" shall be substituted.

(By Order of the Board)

R. Narasimhan,  
Secretary.



Memorandum No. 78549/C1/98—1, (S. B.), dated the 19th January, 1999.

Sub : Establishment—Tamil Nadu Electricity Board—Merger of Technical Assistant Grade II and Grade I in 1992 Wage Revision—Movement to Selection Grade posts—Clarification—Issued.

Ref : (1) B.P. Ms. No. 288, (S.B.) dated 3—12—79.  
(2) B.P. Ms. (FB) No. 10, (S.B.) dated 2—2—87.  
(3) (Per.) B.P. (FB) No. 5 (S.B.) dated 25—1—94.



As per orders in the Board's Proceedings third cited, the Technical Assistant Grade II and Technical Assistant Grade I were merged into a single category viz. 'Technical Assistant' and the common scale of pay of Rs. 1250—45—1475—50—2225 was allowed to them with effect from 1—12—92 or from the date of option.

2. Now a doubt has been raised whether in the case of Technical Assistant Grade II prior to 1—12—92 who get their pay fixed in the higher scale of Rs. 1250—45—1475—50—2225 in the 1992 Wage Revision due to merger of scales of pay, their service in the category of Technical Assistant Grade II shall also be counted for moving them to Selection Grade in the post of 'Technical Assistant'.

3. It is hereby clarified that when there is a merger of scales of pay of Technical Assistant Grade II and Technical Assistant Grade I in the Wage Revision, their services for movement to Selection Grade shall be reckoned in the manner mentioned below :—

- (i) in the case of persons in the lower grade of Technical Assistant Grade II as on the date of Wage Revision, their service from the date on which they came over to Revised Scales of Pay only should be taken into account for the purpose of movement to Selection Grade in the new category of Technical Assistant.
- (ii) in the case of persons in the higher grade of Technical Assistant Grade I as on the date of Wage Revision, their services in the pre-revised scale of pay in the post of Technical Assistant Grade I shall also be taken into account for the purpose of movement to Selection Grade in the new category of Technical Assistant.

(By Order of the Chairman)

R. Narasimhan,  
Secretary.

Letter No. 11355/P. 1/85 (Secretariat Branch) Dated 16—4—1985 addressed S.E. T. Malai with Copy to all SEs.

~~333~~ Regulation—Tamil Nadu Electricity Board Service Regulations—Amendment to Regulation 33 (b) issued—Clarification.

Ref: Your Lr. No. Adm. 1/A1/F. Fix./28—1/85, dated 23—2—1985.

In B. P. Ms. No. 1430, dated 22—9—1978 it has been ordered, inter alia, that the candidates appointed to posts by internal selection shall be allowed the minimum of the time scale of pay of the posts to which they are appointed treating such appointment only as direct recruitment. The pay drawn by them in the old post will, however, be protected by grant of personal pay to be absorbed in future increments.

2. In view of the above orders, the question of fixation of pay under Regulation 33 (b) of Board's Service Regulations in respect of persons appointed to various posts through internal selection would not arise at all. The amendment issued to Regulation 33 (b) of the Board's Service Regulations in B. P. Ms. (Ch.) No. 7, (Sectt. Branch) dated 5—1—1985 will not alter the position.

C. Arunachalam,  
Secretary.

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Memorandum (Parmanent) No. 82941-R2/84-2 (Secretariat Branch) dated the 17th April 1985.  
Chithirai 5, Kurothana,  
Thiruvalluvar Aandu 2016.

**Sub:** Establishment—Tamil Nadu Electricity Board—Allowing certain employees of Board to move to selection grade on completion of 10 years of service—Reckoning the period of suspension which is yet to be regularised—Clarification.

**Ref:** From the SE/GCC/Madras Lr. Adm. 1/A2/F. 65/D. 677/ 84 dt. 20—12—84.

The Superintending Engineer, General Construction Circle, Madras has raised the following point for clarification:—

"An employee was under suspension for a certain spell during the tenure of the 10 year period for movement to selection grade. The period of suspension was not regularised even after the date of completion of the ten years as the Disciplinary Proceeding has not been completed. In such a case, whether the individual could be moved to selection grade and if so, how the period of suspension should be reckoned for the purpose of movement to selection grade."

2. It is hereby clarified that the period of suspension should not be taken into account for the purpose of movement to selection grade. In such cases, initially, selection grade may be allowed excluding the period of suspension for reckoning the qualifying service. Subsequently if the period of suspension is regularised, that period should also be taken into account for movement to selection grade.

(By Order of the Chairman)

C. Arunachalam,  
Secretary.

Memorandum No. (Permanent) 63449—R2/84—4 (Secretariat Branch) Dated the 10th January 1985,  
Margazhi 26, Rakthatchi,  
Thiruvalluvar Aandu, 2015.

**Sub :** Holidays—Tamil Nadu Electricity Board—Holidays for the employees of the Board for 1985—Substituted holidays for the employees in Mettur Workshops—Orders Issued.

**Ref :** (1) B. P. Ms. (Ch.) No. 449 (S.B.) dated 7—12—84.  
(2) From the SE/Mettur Workshops Circle Lr. No. SE/WS/Adm/A2/F. 8/PR 692/84, dated 13—12—84.

The Tamil Nadu Electricity Board directs that in the case of employees in Mettur Workshops, the following holidays shall be substituted for the holidays mentioned in Part—1 of the Annexure to the B. P. cited.

- (1) Saturday, the 6—4—85.  
(Easter Saturday) instead of 3rd April 1985/Mahaveer Jayanthi.
- (2) Friday, the 2nd August 1985 (Adi-peruku)  
instead of 26—11—85 Meeladi—un—Nabi.

(By Order of the Chairman)

C. Arunachalam,  
Secretary.

•••

Memorandum No. 97650—R2/83—2, (Secretariat Branch) Dated the 10th January 1985.  
Margazhi 26, Rakthatchi,  
Thiruvalluvar Aandu, 2015. (6)

**Sub :** Establishment—Tamil Nadu Electricity Board—Allowing certain employees of Board to move to selection grade on completion of 10 years service Creation of selection grade post on higher scales of pay—Orders—clarification—Issued.

**Ref :** Board's Memo. No. 108—R1/80—4, dated 2—4—80.

In partial modification of the instructions issued in para (ii) of the Board's Memo. cited, the following instructions are issued :—

- (i) In the cases of officials whose increments have been postponed without cumulative effect as a measure of punishment and when the dates of their completion of 10 years period fall during the period of such punishment, they can be appointed to Selection Grade from the day following the date of expiry of the period of punishment. On such appointment, their pay in the selection grade will be fixed at that stage which they would have got in the normal course but for their punishment. The subsequent increments will also be regulated as if they have not been punished.
- (ii) As regards the officials whose increments have been postponed with cumulative effect as a punishment, such persons who have put in 10 years of service will be moved to selection grade from the day following the date of expiry of the period of punishment. Their pay will be fixed in the normal course with reference to the pay drawn prior to such appointment to selection grade and the subsequent increment will be regulated after they have put in the required qualifying service of one year for the increment;
- (iii) As regards the officials whose increments have been postponed without cumulative effect for failure to pass the prescribed tests, they cannot be allowed to move to the selection grade on completion of 10 years of service and they will be moved to selection grade only from the day following the date of passing the prescribed tests and when they become eligible for increment. Their pay on selection grade will be fixed as in item (i) above.

(By Order of the Chairman)

C. Arunachalam,  
Secretary.

Tamil Nadu Electricity Board—Retirement benefits—Conversion from Contributory Provident Fund to General Provident Fund—Terminal benefits on death cases—Orders—Issued.

B. P. Ms. (CIT) No. 124.

(Secretariat Branch)

Dated the 4th April, 1984.  
Panguni 22, Ruthrothkaari,  
Thiruvalluvar Aandu, 2015.

Read .

- (i) B.P. Ms. No. 2 (Audit) dt. 20—8—1979.
- (ii) Board's Memo. No. 11434/M1/82—7, dt. 28—2—83.
- (iii) From the SE/T. Vali Lr. No. Adm. III/A7/F. 161/D. 497/83, dt. 11—7—1983.

**Proceedings :**

In B.P. Ms. No. 2 (Audit) dt. 20—8—1979, orders have been issued to the effect that the service rendered by the employees transferred and promoted from non-pensionable cadre (viz. O.S.S., Workcharged and R.W.E. categories) to pensionable cadre shall be counted in full for the purpose of pension and gratuity, subject to the condition that the Board's Contribution to the Contributory Provident Fund in respect of such employees for the entire service in non-pensionable cadre shall be re-credited to the Board's account. The Board has also clarified in its Memo. 2nd cited that the employees who have retired after 20—8—1979 and already opted for Contributory Provident Fund Scheme can opt again for coming over to pension scheme to avail the additional benefits as ordered in the Board Proceedings cited and that this option should be exercised before 31—12—1983. A question has been raised as to whether in view of the orders in the Memo. second cited, the benefits contemplated in B.P. Ms. No. 2 (Audit), dt. 20—8—1979 will apply to the families of the employees who died between 20—8—1979 and 31—12—1983.

2. After careful examination, the Tamil Nadu Electricity Board hereby directs that the benefits ordered in B.P. Ms. No. 2 Audit Branch, dt. 20—8—1979 shall be extended to the families of the employees who expired between 20—8—1979 and 31—12—1983.

(By Order of the Chairman)

S. Shanmugam,  
Secretary.

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Memorandum No. 48610/83—1 (Secretariat Branch) Dated the 4th April 1984  
Panguni 22, Rudhrothkaari,  
Thiruvalluvar Aandu 2015.

3

**Sub :** Establishment—Tamil Nadu Electricity Board—Appointment of Senior employees to Selection Grade on the date of appointment of the junior employee to Selection Grade—clarification issued.

**Ref :** B.P. Ms. No. 288 (S. B.) dt. 3—12—79.

According to regulation 106 (f) of the Tamil Nadu Electricity Board Service Regulations, if a temporary appointee or promotee is subsequently appointed or promoted to a higher category in accordance with the regulations, he shall commence his probation in that category from the date of such subsequent appointment or promotion or from such earlier date, as the appointing authority may determine. On the basis of the above provision in the Regulation in the case of Junior Assistants Promoted as Assistants in the Systems/Circles, the Chief Engineer (Electricity) issued instructions in his Memo. No. 60—CS4/70—283 dt. 9—3—71, to the Superintending Engineers asking them to regularise the services of the Assistants from the date of regular appointment, or from the date of emergency appointment at their discretion. By virtue of this, the services of some Assistants, who are Juniors were regularised from the date of emergency appointment which fell earlier and the services of some senior Assistants were regularised from the date of regular appointment, which fell later. Consequent on this, the Juniors who complete 10 years of regular service in the category of Assistants on an earlier date are eligible for movement to selection grade earlier, whereas the seniors who complete 10 years of regular service in the category of Assistants on a later date are eligible for movement to selection grade later. The seniors have represented that they may also be moved to selection grade on the date on which their juniors are moved to selection grade.

**Tamil Nadu Electricity Board—Retirement benefits—Conversion from Contributory Provident Fund to General Provident Fund—Terminal benefits on death cases—Orders—Issued.**

B. P. Ms. (Ch.) No. 124.

(Secretariat Branch)

Dated the 4th April, 1984.  
Panguni 22, Ruthrothkaari,  
Thiruvalluvar Aandu, 2015.

Read .

- (i) B.P. Ms. No. 2 (Audit) dt. 20—8—1979.
- (ii) Board's Memo. No. 11434/M1/82—7, dt. 28—2—83.
- (iii) From the SE/T. Vali Lr. No. Adm. III/A7/F. 161/D. 497/83, dt. 11—7—1983.

**Proceedings :**

In B.P. Ms. No. 2 (Audit) dt. 20—8—1979, orders have been issued to the effect that the service rendered by the employees transferred and promoted from non-pensionable cadre (viz. O.S.S., Workcharged and R.W.E. categories) to pensionable cadre shall be counted in full for the purpose of pension and gratuity, subject to the condition that the Board's Contribution to the Contributory Provident Fund in respect of such employees for the entire service in non-pensionable cadre shall be re-credited to the Board's account. The Board has also clarified in its Memo. 2nd cited that the employees who have retired after 20—8—1979 and already opted for Contributory Provident Fund Scheme can opt again for coming over to pension scheme to avail the additional benefits as ordered in the Board Proceedings cited and that this option should be exercised before 31—12—1983. A question has been raised as to whether in view of the orders in the Memo. second cited, the benefits contemplated in B.P. Ms. No. 2 (Audit), dt. 20—8—1979 will apply to the families of the employees who died between 20—8—1979 and 31—12—1983.

2. After careful examination, the Tamil Nadu Electricity Board hereby directs that the benefits ordered in B.P. Ms. No. 2 Audit Branch, dt. 20—8—1979 shall be extended to the Families of the employees who expired between 20—8—1979 and 31—12—1983.

(By Order of the Chairman)

S. Shanmugam,  
Secretary.

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Memorandum No. 48610/83—1 (Secretariat Branch) Dated the 4th April 1984  
Panguni 22, Rudhrothkaari,  
Thiruvalluvar Aandu 2015.

3

**Sub :** Establishment—Tamil Nadu Electricity Board—Appointment of Senior employees to Selection Grade on the date of appointment of the junior employee to Selection Grade—clarification issued.

**Ref :** B.P. Ms. No. 288 (S. B.) dt. 3—12—79.

According to regulation 106 (f) of the Tamil Nadu Electricity Board Service Regulations, if a temporary appointee or promotee is subsequently appointed or promoted to a higher category in accordance with the regulations, he shall commence his probation in that category from the date of such subsequent appointment or promotion or from such earlier date, as the appointing authority may determine. On the basis of the above provision in the Regulation in the case of Junior Assistants Promoted as Assistants in the Systems/Circles, the Chief Engineer (Electricity) issued instructions in his Memo. No. 60—CS4/70—283 dt. 9—3—71, to the Superintending Engineers asking them to regularise the services of the Assistants from the date of regular appointment, or from the date of emergency appointment at their discretion. By virtue of this, the services of some Assistants, who are Juniors were regularised from the date of emergency appointment which fell earlier and the services of some senior Assistants were regularised from the date of regular appointment, which fell later. Consequent on this, the Juniors who complete 10 years of regular service in the category of Assistants on an earlier date are eligible for movement to selection grade earlier, whereas the seniors who complete 10 years of regular service in the category of Assistants on a later date are eligible for movement to selection grade later. The seniors have represented that they may also be moved to selection grade on the date on which their juniors are moved to selection grade.

2. The representation mentioned in para 1 above has been examined. The orders/clarifications already issued on the question of appointment of senior employees to selection grades on the date of appointment of the junior employee to the selection grade are furnished in the Annexure. It has already been made clear that the provision regarding the appointment of the senior employee to the selection grade with effect from the date of his junior's appointment to the selection grade, even though the senior has put in less than 10 years of service, is intended to cover the cases where the senior joining a category on initial appointment/promotion on a date subsequent to the date of appointment of his junior and is not intended to cover any other cases. Therefore, the representations from the employees referred to in para 1 above are not feasible of compliance.

3. It should also be borne in mind that appointing the senior employee with less than 10 years of service to the selection grade with effect from the same date of appointment of the junior, who has completed 10 years of service to selection grade will arise only when the junior and the senior have "Nil" or "equal period" of non-qualifying service by giving protection only to the extent of late joining.

S. Shanmugam,  
Secretary.

### ANNEXURE

#### Extracts from B. P. Ms. No. 288 (Sectt. Branch) Dt. 3-12-79

Para 3 (h) A senior employee in the ordinary grade and existing special/selection grade will also be appointed to the selection grade with reference to this order with effect from the date on which his junior is appointed to the selection grade, even though the senior might not have actually put in the required 10 years of service.

#### Extracts from Board's Memorandum No. 108-R1/80-1, Dt. 4-1-80

Para (5) "According to the orders in para 3 (h) of the Board's proceedings cited, a senior employee in the ordinary grade and existing special/selection grade will also be appointed to the selection grade with reference to this order with effect from the date on which his junior is appointed to the selection grade, even though the senior might not have actually put in the required 10 years of service.

"With reference to the service rules, the seniority of a candidate initially appointed to the Board's service is on the basis of the rank assigned to him by the Selection Committee irrespective of the date of joining. Similarly, the seniority of an employee in a promoted category is on the basis of the rank assigned to him in the panel irrespective of his date of joining in the promoted post. The provision mentioned above is intended to cover only the cases of the senior candidate/employee joining a category on a date subsequent to the date of joining of his junior and it is not intended to cover any other cases".

#### Copy of Letter No. 68580-R1/81-1 Dated the 18th January 1982

To

The Superintending Engineer, Pykara Electricity System, with copy to All Officers.

I am to say that as per the orders issued para 3 (h) of B.P. Ms. No. 288 (Sectt. Branch) dt. 3-12-79 read with para 5 of Board's Memo. No. 108-R1/80-1, dt. 4-1-80, a senior employee is eligible for appointment to Selection Grade on the date of his junior's appointment to Selection Grade even though the senior might not have actually put in the required 10 years service only in cases where a panel is prepared for appointment or promotion and from the panel a junior joining earlier for appointment or promotion than the senior to such extent only.

2. In view of the above specific orders, in the case of Tmt. S. Thylambal the movement of selection grade on completion of 10 years shall be postponed to the extent of Extra ordinary leave availed by her during the intervening period of 10 years as pointed out by the Audit and the movement to Selection Grade in her case should be revised accordingly.

(True Copy)



**Tamil Nadu Electricity Board—Recruitment of Office Helpers and sweepers—Lifting of ban to provide employment assistance to the dependants of employees who die in service—Orders Issued.**

B. P. Ms. (F.B.) No. 69

(Administrative Branch)

Dated 7-11-1983

Iyypasi 21, Ruthrothkaari,  
Thiruvalluvar Aandu, 2014.

Read :

1. B.P. Ms. (FB) No. 21 dated 7-6-1983.
2. From the T.N.E.B. Workers' Federation letter dated 29-10-1983.

**Proceedings :**

In B. P. Ms. (FB) No. 21, dated 7-6-83, the Board had decided that dependant: of the employees of the Board who die in harness should be given employment in the Board only if they possessed the prescribed qualifications for the post and satisfied the other conditions prescribed by the Board for provision of employment assistance and subject to availability of vacancies. The Board had also decided that in view of the acute financial crisis faced by the Board, the existing vacancies in the posts of Sweepers and Office Helpers should not be filled up until further orders.

2. The Tamil Nadu Electricity Workers' Federation has represented that the ban imposed by the Board on appointments to the posts of Sweepers and Office Helpers causes serious hardship in many cases, since the dependants are not qualified for any higher posts and that this ban effectively shuts out the only avenues available to them for appointment. The Full Board has examined the representation and has decided that the ban on filling up of the existing vacancies in the posts of Sweepers and Office Helpers be lifted to the extent necessary to provide employment assistance to the dependants of Board employees who die in harness and subject to the conditions already prescribed. As far as vacancies in the posts of Office Helpers are concerned, in view of the abnormally large number of sanctioned posts which sanctions are lying unutilised for long, the Full Board has decided that the appointments shall be restricted to the candidates who had been already selected but not appointed and who on further verification are found to satisfy all the prescribed requirements for such appointment.

(By Order of the Board)

T. Srinivasan,  
Chief Engineer (Personnel).

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Memorandum No. 56323—R1/83—2 (Secretariat Branch)

Dated the 7th November 1983.

21, Iyypasi, Rudhrothkaari,  
Thiruvalluvar Aandu 2014.

**Sub :** Establishment—Tamil Nadu Electricity Board allowing certain employees of Board to move to Selection Grade on completion of 10 years of service—Date of eligibility for movement to Selection Grade—Arriving of—Clarification—Orders issued.

**Ref :** From the Adm. Br. U. O. No. 775/Adm. Br./B1 (2)/83—1 dt. 6-7-83

According to para 3 (a) of the B.P. Ms. No. 288 (S. B.) dt. 3-12-79, movement to selection grade shall be allowed to an employee on completion of 10 years of service in the ordinary grade. The Chief Engineer/Personnel has referred the following case for clarification as to how the period of 10 years should be counted :—

" An employee in class IV Service in the Adm Branch who was regularly appointed as Office Helper with effect from 29-10-72 F.N. completed his 10 years of service on 28-10-1982 and thus became eligible for movement to Selection Grade on 29-10-82. But he has availed one day E.L.W.A. on 11-12-73, as such his eligibility for movement to selection grade should have been postponed by one day to 30-10-82. If the period of 10 years service is calculated as mentioned below, the date of eligibility gets advanced by two days :

Date of appointment as Office Helper is 29-10-72 F. N.

## Total period on duty :

Y. M. D.

29-10-72 F. N. to 31-10-72 A. N.  
 1-11-72 F. N. to 31-12-72 A. N.  
 1-1-73 F. N. to 10-12-73 A. N.  
 11-12-73 E. L. W. A.  
 12-12-73 F. N. to 31-12-73 A. N.  
 1-1-74 F. N. to 31-12-81 A. N.  
 1-1-82 F. N. to 27-10-82 A. N.

0-0-03  
 0 2-00  
 0-11-10  
 0-0-20  
 8-0-00  
 0-9-27  


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 10-00-00

Therefore he has completed the 10 years of service on 27-10-82 A. N "

The Chief Engineer/Personnel has requested instructions as to the method to be adopted in calculating the 10 years service while allowing selection grade to the employee mentioned above.

2. Availing of E.L.W.A. by an employee should not result in the advancement of the date of eligibility for movement to the selection grade. It is therefore clarified that in cases as above normal date of eligibility for movement to the selection grade should be arrived at by reckoning the entire period of ten years including the spells of non-qualifying service, (in the case referred to above, the normal date of eligibility is 29-10-1982 F.N) and then the period of non-qualifying service should be added and the date of eligibility fixed. In the case referred to above, the date of eligibility will be 30-10-82. F N.

3. The above clarification is communicated to all the Chief Engineers, Superintending Engineers and other officers of the Board for their guidance.

S. Shanmugam,  
 Secretary.

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**HOLIDAYS—Tamil Nadu Electricity Board—Offices of the Chief Engineers in Muffasal to work on Second Saturday of a month when Tamil Nadu Legislative Assembly/Council is on Session—Orders Issued.**

B. P. Ms. (Ch.) No. 427

(Sectt. Branch)

Dated 8-11-1983

Iyppasi 22, Rudhrothkaari,  
 Thiruvalluvar Aandu 2014

Read :

B. P. Ms. No. 437 (Sectt. Branch) dt. 25-8-80.

**Proceedings :**

In the B. P. cited, Board has ordered that whenever the Tamil Nadu Legislative Assembly/Council is in session on a holiday (Second Saturday), all branches of the Board Office in Madras City should work on such day and compensation holiday should be given for working on such day.

2. The Tamil Nadu Electricity Board hereby directs that whenever the Tamil Nadu Legislative Assembly/Council is in session on a holiday (Second Saturday), in addition to all branches of the Board Offices in Madras City, the office of the Regional Chief Engineer, Madras and also the offices of all other Chief Engineers viz Regional Chief Engineers/Trichy, Madurai and Coimbatore, Chief Engineer/Ennore Thermal Power Station and Basin Bridge Power House, Chief Engineer/Tuticorin Thermal Power Station, Tuticorin, Chief Engineer/Mettur Thermal, Mettur Dam, Chief Engineer/Lower Mettur, Hydro Electric Project, Bhavani, Chief Engineer (Hydro), Pollachy will also work on such day and compensation holiday be given for working on such day.

(By Order of the Chairman)

S. Shanmugam,  
 Secretary.

**Mettur Thermal Power Project—Construction of New Inspection Bungalow at Mettur Dam—Providing amenities—Approval accorded.**

(Permanent) B P. (F.B.) No. 254

(Technical Branch)

Dated 4—7—89.  
Aani 20, Sukkila,  
Thiruvalluvar Aandu 2020.

READ :

Minutes of the 571st meeting of the Tamil Nadu Electricity Board held on 19—6—89  
(Item No. 11)

14

1. The Tamil Nadu Electricity Board accords administrative approval for incurring an expenditure of Rs 4,74,000/- (Rupees four Lakhs and seventy four thousands only) towards provision of the following amenities to the New Inspection Bungalow at Mettur Dam.

(a) Furniture	: Rs. 3,00,000/-
(b) Airconditioning and electrical appliances	: Rs. 87,000/-
(c) Linen	: Rs. 50,000/-
(d) Kitchen appliances and Utensils	: Rs. 37,000/-
<b>Total</b>	<b>Rs. 4,74,000/-</b>

2. The action of Chief Engineer/Mettur Thermal Power Project in having proceeded with the work of providing the above amenities to the Inspection Bungalow in anticipation of approval is also approved and ratified.

(By Order of the Board)

K. Krishnaswamy Rao,  
Member (Generation).



Memo. No 066958/749/E7 (2)/89 -1 (Administrative Branch) dated 4—7—1989.

**Sub :** Establishment—Class II and III Service—Powers of Chief Engineers/Superintending Engineers to sanction additional charge allowance and to order movement to Selection Grade posts—Ordered.

- Ref :** 1. B. P. Ms. (F. B.) No. 16 (S. B.) dt. 11—2—88.  
2. B. P. Ms. (F. B.) No. 61 (S. B.) dt. 1—8—88.  
3. (Permt) B. P. (F.B.) No. 46 (S. B.) dt. 5—6—89.

In B. P. Ms. (F.B.) No. 16 (Sectt. Branch) dt. 11—2—88 Board has issued orders empowering Superintending Engineers to make additional charge appointments and also to sanction the additional charge allowance for 3 months only upto and inclusive of the rank of Assistant Engineers/Junior Engineers I Grade for whom the Superintending Engineers were not appointing authorities then.

2. In B. P. Ms. No. (F.B.) 61 (Sectt. Br.) dt. 1—8—88 orders have been issued that Superintending Engineers will be the appointing authorities upto and inclusive of the rank of Asst. Engineers and Chief Engineers upto and inclusive of the rank of Assistant Executive Engineers in Class II Service.

3. In (Permanent) B. P. (F.B.) No. 46 (S.B.) dt. 5—6—89 amendment has been issued to the effect that the Superintending Engineers will be the appointing authorities to certain other categories also.

4. Based on the orders issued in the references cited all Chief Engineers/Superintending Engineers may issue orders for the following :—

S. No. (1)	Name of the Category (2)	Authorities (3)	Subjects (4)
1.	Asst. Exe. Engineers	CEs. (Distn) & All other C. Es.	1. to order movement to Selection Grade post. 2. (a) to sanction additional charge allowance for the entire period of 5 months. 15 (b) to sanction additional charge allowance for the 4th and 5th months.
	A.E./J. E. I Gr. and J.E. II Grade	— do —	
2	A Es/J. Es. I Grade Chief Head D'man J.E. II Gr.	S. Es.	(a) to order for movement to Selection Grade Post. (b) to sanction additional charge allowance for a period of 3 months.
3.	Senior Chemists	C. Es. (Distn.) and all other C. Es.	to order for movement to Selection Grade Post.
4.	Head D'man		
5.	Senior D'man		
6.	Draughtsman	S. Es.	to order for movement to
7.	Asst. D'man		Selection Grade Posts.
8.	Junior Chemists		

5. Approval of Chairman should be obtained through Chief Engineer/Personnel for condonation of administrative delays if any for according sanction of additional charge allowance.

(By Order of the Chairman)

M. Chinnakkannu,  
Chief Engineer/Personnel.