

# Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்



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**05.12.2025**

To

The Director Finance / TNPDCI,  
Chairman of Wage Revision Committee.

Respected Madam,

Sub: Revision of Work Allocation and Staff Pattern effective from 01.12.2023  
– WLWR Committee's draft proposal – Submission of our reply /  
comments– Reg.

Ref: Letter No. 20963 / A16 / A161/2019-11, Dated 21.11.2025

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TNEB Engineers' Sangam whole heartedly thanks the Management and the Wage Revision Committee for initiating the talks on Work Load to be implemented with effect from 01.12.2023.

We submit our reply / comments and also the demands of our Sangam for kind consideration.

## **A. Comments on Proposed Work Load:**

**The proposed Work Load cited under reference, inviting the opinions and comments is totally unacceptable as the envisaged Work Load is quite huge and impossible to comply with.**

Our concerns on the proposed Work Load are listed below.....

- When we are even struggling to meet the norms fixed in the current Work Load – 2018, it is not at all possible to meet the proposed Work Load – 2023.

Notably the reason for our refusal is, there isn't any significant change in the working pattern or the working style and also no advanced machinery is being supplied to the field to reduce the manual work.

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Huge vacancies too piles up the misery. Hence the proposed Work Load is practically impossible.

- LT / CT services should be taken into account while fixing the norms for the Distribution Sections which hasn't been accounted in the proposed Work Load.
- NCES services comprising Solar Power and Wind Power should also be accounted in the Work Load which hasn't been taken into consideration presently.
- Formation of the envisaged norms of Greater Chennai Corporation – GCC City is not at all essential in the present circumstances and needs to be dropped in toto.

**Hence we TNEB Engineers' Sangam firmly comment / suggest that there should be no increase in the Work Load for Distribution Section and also for the Assessment cadre and the existing norms should continue.**

### **B. Pending Demands to be fulfilled:**

#### **i. Sanctioning of Posts as per Settlement:**

The existing Work Load settlement was signed on 22.02.2018. Based on the agreed norms post sanctions were issued to all circles during the year 2019. There after review should have been conducted annually and post sanctions should have been revised based on the increased Work Load which hasn't taken place.

We would like to highlight the points on this subject disclosed in (Per.) FB TANGEDCO Proceedings No.8, Dated: 02.03.2018 which should have been followed scrupulously.

***"This review for sanction of posts shall be carried out before April every year. The review will be done on 1st January of each year."***

Work Load is always on the rising trend at the rate of approximately 10 lakh services per year which is quite enormous. To meet out the increased Power demand numerous Distribution Transformers and more number of Substations of various capacities ranging from 33 KV to 765 KV have been newly installed and commissioned.

Considering the increase in the Consumers, Distribution Transformers, Sub Stations, the relevant posts should have been sanctioned then and there.

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Unfortunately, for the past 6 years such new post sanctions weren't made which is a matter of concern.

It is pertinent to note that, even the Section Officer Post for the newly formed Sections – 61 Nos. created under the existing Work Load were sanctioned just few months ago (after 7 years) after much insistence by our Sangam.

**Hence periodical revision of Work Load and creation of new posts based on increased Work Load is highly mandatory and needs to be followed in the immediate future at least, scrupulously.**

### ii. Filling up of Entry Level Posts:

Even well before the revision of Work Load and revised sanctioning of Posts huge number of vacancies exists in almost all categories, particularly in the entry level posts.

The table below depicts the same and is self-explanatory.

S.No.	Name of the Post	Sanctioned Strength	Vacancy	Vacancy Percentage
1	Field Assistant	29,750	27,100	91%
2	Wireman	21,500	13,600	63%
3	Commercial Assistant	4,000	1,700	42%
4	Assessor	7,500	4,500	60%
5	Inspector of Assessment	3,950	1,500	38%
6	Technical Assistant	3,450	1,100	32%

All the above said posts are initial and second level staff in the field. Vacancies of such huge numbers doesn't augment well as it directly reflects on the progress of work and the quality of work. It is needless to mention that much difficulty is faced in carrying out the day today works and delivering services to the consumers.

Above all accidents occurs frequently due to in adequate number of Staff which at times results in fatal the loss which could never be compensated.

Recruitment process is in the anvil for filling of few entry level posts presently which is a welcome sign, yet we feel the road map for filling up of the vital entry level posts of Field Assistants, Assessors and Technical Assistants has to be prepared and recruitment to be made in the phased manner at least.

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**Clear picture on the recruitment process mentioning the numbers and period, category wise needs to be incorporated in the settlement for accountability and wellbeing of the Board and its Employees.**

**iii. Sanctioning of Technical Assistant Posts for each Distribution Section:**

In the earlier Work Load and Wage Revision Settlement, the Technical Assistant posts were sanctioned in all city sections all over the state and in each Urban Section of Chennai Electricity Distribution Circles / South, North, West, Coimbatore Electricity Distribution Circle / Metro, South and 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 need 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 computer based works, notably GIS Mapping, ERP, Online application, Defective Meters replacement entry works etc. Having a Technical Assistant who has a qualification of Diploma eases the work load of the Section Officer where he will be able to cater and concentrate the need of the consumers, thereby earning a good name for the Board and the Govt. among the Public. Moreover these Technical Assistants are going to be the future Section Officers.

Having all the above factors in mind, sanctioning of Technical Assistant Posts for Distribution Sections has been formulated and been inducted in a phased manner from City, Urban Sections in the existing Work Load and insisted for the Rural and Hill Sections in the forthcoming Work Load.

But it is perplexing to find the posts of Technical Assistant for the City and Urban Sections which were agreed and implemented in the previous settlement missing in the proposed Work Load which we see it as a step going backwards. The committee should bear it in mind that we are insisting for Technical Assistants in all Distribution Sections not for the benefit of our category but purely for the benefit of the Board.

**Considering the essentiality of Technical Assistants, we insist continuing of the Technical Assistant posts in Distribution Sections of City and Urban Sections and insist sanctioning in the Distribution Sections of Rural and Hill Sections also thereby allowing Technical**

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**Assistant to assist the Section Officers in all Distribution Sections irrespective of their category.**

**iv. Formation of Infra Development Wing:**

Distribution Sections are the heart of our Board as it is 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 RDSS, UDAY also needs to be carried out.

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 today maintenance activities affecting the Public and inviting the wrath of the consumers.

Formation of separate wing akin to Construction wing will put an end to this ordeal as they can be utilized effectively for executing such additional improvement works and special works.

**Hence, we insist formation of separate wing in the name of *Infra Development Wing* similar to the construction wing for better functioning of the Section Offices and also fast execution and implementation of the improvement works including those of the new schemes.**

**v. Work Norms for Gangman:**

Gangman are presently the live wire of the Distribution Sections attending to breakdown works in Distribution Sections. We are flabbergasted to note that nothing has been mentioned about them in this Work Load proposal. It is needless to mention that lot of doubts keep cropping up day in and day out on their nature of work and responsibilities.

We suggest to re-designate the Gangman posts to that of the Field Assistant posts for better utilization and recognition for their services and specify the same in the proposal.

**vi. Revenue consisting of Assessment and Collection needs to be delinked from Section Officer which is a burden for Section Officers which doesn't allows them to perform maintenance works freely and effectively.**

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### C. Other General Matters pertaining to Distribution & Non Distribution areas:

- i. In line with the proposed Staff pattern for 400 KV Substations, Staff pattern for 765 KV Substations also need to be specified as they are in existence in **4 places**.  
Upgradation of Substations due to Technical reasons is not going to stop here and would keep changing periodically. It's the bounden duty of the Board to take these Upgradation into account while giving its proposal on Staff Pattern. (S.No. 13)
- ii. Considering the nature of Maintenance works involved in the 230 / 400 / 765 KV Substations, 1 No. Technical Assistant / Electrical post shall be allowed for Maintenance, in addition to the present shift posts.
- iii. For Lines Section, 1 No. Foreman I Grade & 1 No. Technical Assistant / Electrical Post need to be sanctioned for supervision of the Lines, fault rectification and maintenance works.
- iv. For Lines Sub Division, 1 No. Commercial Inspector Post shall be allowed instead of 1 No. Commercial Assistant Post.
- v. For MRT Protection, 1 team comprising (TA – 1 No., JE2 – 1 No., FA – 1 No., WM – 1 No.) has been proposed for 20 Substations. An additional team comprising (TA – 1 No. & FA – 1 No.) needs to be provided for Substations exceeding 20 Nos. and 30 Nos. each and a new team comprising (TA – 1 No., JE2 – 1 No., FA – 1 No., WM – 1 No.) needs to be provided for Substations exceeding 40 Nos. and so on. (S.No. 15).
- vi. In MRT Metering, for receiving the defective meter, accounting and testing, the team comprising (TA – 1 No., JE2 – 1 No., FA – 1 No., WM – 1 No.) has been proposed.  
Apart, the works which fetches revenue to the Board, such as testing of Defective Meters, Downloading the Reading details, Updating necessary correction in the billing software, Devolution of meters to store has been additionally entrusted to the MRT Wing, Hence to handle the above said tedious procedures and works, the above said team has to be doubled. (S.No. 15).
- vii. It is pertinent to note that the staff pattern for the few special areas of Non Distribution namely, GRT, Gas Insulated Switch Gear Substation (GIS) Maintenance wing, SF6 and Hot lines wing is missing in the proposal given. Hence we insist the work load committee to arrive the suitable staff pattern for these special areas also. .

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- viii. Considering the enhanced Works Contract and Procurement Powers being delegated to the Executive Engineers / Distribution, 1 No. Post of Junior Engineer / Electrical II Grade may be allowed to assist the Executive Engineer in the tender procedures.
- ix. The Town Panchayats are in a rapid development due to Urbanization. The Service connections have increased considerably, on par with Municipality and are fetching considerable increased revenue. The work load in the Town Panchayats area (Semi Urban) shall be decided in terms of Service connections instead of Distribution Transformers.
- x. The equivalent number of Transformers / Services in arriving the work norms in the Distribution Sections where Sub Stations / HT Services are attached shall be counted as follows.
1. **66 KV SS:** For 1 Power Transformer – 12 Distribution Transformer / 1200 Service Connections.
  2. **33 KV SS:** For 1 Power Transformer – 9 Distribution Transformer / 900 Service Connections.
  3. **22 KV SS and 11 KV Indoor Switching Stations** are equivalent to 12 Distribution Transformer / 1200 Service Connections.
- xi. The Winder post mentioned in Special Maintenance / SCADA needs to be replaced with Line Inspector. (S.No. 16)
- xii. **Creation of Fuse Off Call Centers:**

Fuse Off Call Centers are the face of the Board as they help to offer better services to the consumers in quick time. This is a proven one and is of immense help in catering the needs of the consumers in the Metro and Urban areas.

While Staff pattern has been given for the FOC there isn't a mention on the norms for Fuse Off Call centers in the proposed Work Load and hence we propose the following.

**One Fuse Off Call Center needs to be allowed in each of the subdivisions of City and Urban areas having Services upto 50,000. Additional Fuse Off Call Centre need to be allowed for the subdivisions for where the Services exceeding 50,000 for effective service to the consumers. (S.No. 17)**

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### Conclusion:

On a whole the comments, points and demands put forth by our Sangam has been made after deep analysis taking into account the field conditions and also envisaging the future. Our Sangam has been the frontrunner and has a lengthy history in submitting the views for the wellbeing of the Board.

Similarly the points put forth above are purely for the wellbeing of the Board in a longer run particularly the Section Offices which are the face of the Board. It is needless to mention most of the Section Officers belong to our Sangam and hence there can't be a better person to suggest on its good functioning.

We feel that the Work Load Committee too will look into the points presented by us deeply and don't pass it as a ritual. Comprehensively the proposed Work Load is not at all practical and hence cannot be implemented the point which we are very much firm.

**Our Sangam insists to follow the same existing Work Load signed by Unions on 22.02.2018 for the forthcoming period too, which is to be implemented with effect from 01.12.2023.**

Expecting a favorable and practically implementable norms in the next draft proposal.

  
(V.S.SAMPATHKUMAR)  
General Secretary