



Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

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TNEBES PROPOSAL ON WAGE REVISION SUBMITTED ON 24.07.2025

TNEB Engineers' Sangam wholeheartedly thanks the Management and the Wage Revision Committee for initiating the talks on Wage Revision which is due since 01.12.2023.

We put forth the demands of our Sangam for kind consideration.

Demands on Wage Revision:

➤ Extending of Wage Revision to Class I & II Officers:

In view of recognizing the sincere Staff and Officers of the Board, since 1969 separate Wage Revision has been rewarded to them to all Employees working in the Board belonging to the categories of Class – I, II, III and IV under Regular Work Establishment and the Provincial Establishments. The periodicity of this has been fixed as 4 years and followed scrupulously, till the recently extended Wage Revision during 2023.

So far 12 settlements have been made till date and the benefits have been extended to all Employees working in the Board belonging to the categories of Class – I, II, III and IV under Regular Work Establishment and the Provincial Establishments.

Unfortunately during the last Wage Revision order, Board had specifically mentioned that "*The Revision of pay for Class I and II Officers shall be considered only based on the recommendation of Pay Commission orders, issued by the Government of Tamil Nadu from time to time*".

This is gross injustice to the sincerely working Class – I and II Officers of the Board who toil day in and day out tirelessly for the wellbeing of the Board. The pathetic condition is none of the Unions or the Associations representing Class – I and II Officers were informed in advance by the Board of its decision to withdraw this feature to its Class – I and II Officers.

Treating the Class – I and II Officers in the Board on par with their counterparts in the State Government which is not at all justifiable. We have represented the Board and the Government in this regard substantiating our claim in this matter.

Tamil Nadu Electricity Board Engineers' Sangam

Hence the sinister clause in the earlier Wage Revision Orders for Officers be withdrawn and Wage Revision be extended to Class I & II Officers also from 01.12.2023 to maintain Industrial Peace and Harmony.

- Extending of Wage Revision to all Existing Employees:
Wage Revision benefits denied to the Employees who had joined between 01.12.2019 and 16.05.2023 i.e. *Employees who joined the Board, between date of Wage Revision (01.12.2019) and date of settlement (16.05.2023)*, need to be reconsidered and benefits extended to all Employees as agreed already, as followed and implemented during the earlier Wage Revision Settlements,
- A wage hike of minimum 20% to be allowed for all scales to match the norms stipulated by the Central Government.
- Interim relief of Rs. 5000/- to be allowed for all until the day of forth coming new settlement.
- Annual increment to be enhanced from the present rate of 3% to 5%.
- One increment as Service weightage per 8 years of service to be allowed throughout, vice 8 – 16 – 24 and 32 years of service.
- Double increment for Selection Grade on completion of 9 years of service to be continued and double increment for Special Grade to be brought up from 20 years to 15 years of service, so as to compensate the affected who are starved of promotions even after a period of one and half decades.
- HRA and CCA to be allowed on par with Central Govt. Pay Commission.
- Medical Allowance to be enhanced from present amount of Rs. 300/- to Rs.1000/- per month.
- All other 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.
- Hot line 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, Special Maintenance, GRT, GIS, Cables and other important fields.

MATTERS OF IMPORTANCE

1. Filling up of Entry Level posts.:

- Out of **29,700** sanctioned posts in the cadre of Field Assistant, **27,100** Posts are vacant (91 % vacant).
- Out of **21,500** sanctioned posts in the cadre of Wireman, **13,600** Posts are vacant (63 % vacant).
- Out of **7,500** sanctioned posts in the cadre of Assessor, **4,400** Posts are vacant (58 % vacant).

The above three categories are very vital and are utilized in the Section Offices, which are in direct contact with the public. More number of vacancies in these cadres will affect the services to the Public which in turn the image of the Board and Government.

Hence it is very essential to fill up the above said vacant posts immediately.

2. Creation of New Posts in Generating Stations and Substations:

To meet out the Power demand, sizeable number of Generating Stations have been erected and in the process of commissioning and numerous Substations (275 Nos.) of various voltage levels have been erected and commissioned.

New Posts haven't been sanctioned for these Generating Stations and Substations affecting the Board and its Employees, in turn the General Public. Present arrangements are only temporary and wouldn't solve the purpose on long term. Delay in sanctioning of these new posts is totally stalling or slowing the work progress which needs to be set right immediately as it is already late.

Few new posts have been sanctioned a couple of days ago which is a welcome one. This should be followed scrupulously in all remaining Generating Stations and Sub stations on war footing for the well being of the Board please.

3. Withdrawal of BP 2:

TamilNadu Electricity Board is a statutory body with monstrous power having its own Board of Directors. This is the reason for its successful sailing all along these 6 decades spearheaded by its own Skipper, having numerous Generating Stations, Dams, Sub Stations, Miles of Electricity Network as assets, whose estimated value is around 1.50L Crores.

Tamil Nadu Electricity Board Engineers' Sangam

Issuing and implementation of BP 2, dated: 12.04.2022, has totally shrunk the power and size of the Board to that of a dwarf which is a pity. The repercussions and sufferings due to this order is unbound having its impact on the Board and its employees at all levels.

Succumbing to the vehement protests by all Unions, few clauses of BP 2 which were against extending financial benefits to Employees have been muted, yet the controversial clauses which is hindering the prospects of new post sanction for the newly erected Generating Stations and newly commissioned Substations is still in vogue and needs to be withdrawn.

Hence withdrawal of this draconian order is imminent for the wellbeing of the Board and its Employees and thereby to maintain industrial peace and harmony.

4. 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.

When this matter was brought up by us during the earlier Discussion on Wage Revision, we were assured with a sugar coated reply that "Board is studying the possibility of extending this feature with an alternative one existing in the State Government called as **Promotion by Transfer Method** which will be implemented at the earliest".

The assurance is yet to be implemented. More over in a case filed by individuals against this order, Board has reiterated the same terms in the Hon'ble High Court of Chennai that, Board will implement an alternative method to Internal Selection similar to the one existing in the State Government of Tamil Nadu.

Hence the controversial order crushing the aspirant employees needs to be withdrawn or alternative method to be implemented as assured, bringing light upon the individuals and their families.

5. 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.

Tamil Nadu Electricity Board Engineers' Sangam

The said Proceedings have increased the minimum service period from Two years to Three years for the first level promotion of Technical Assistant i.e as Junior Engineer Grade – II.

For the second level promotion of Technical Assistant i.e as Junior Engineer Grade – I, three years of minimum service period of 3 years was newly introduced.

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 Tamil Nadu Electricity Board may be done immediately allowing the 6 decade old practice to continue, in the Board forever.

6. Enhancement of Gratuity:

Orders has been issued by the Government of Tamil Nadu enhancing gratuity of retiring Employees from rupees 20 lakhs to 25 lakhs. The same needs to be implemented to the Employees of the Board.

Even though the matter is under progress the delay in its implementation is causing anxiety among the beneficiaries. Matter to be expedited and orders to be issued enhancing the gratuity at the earliest, to instill peace among the Employees please.

7. Restoration of Periodical Surrender of Earned Leave:

The periodical surrender of earned leave, which was withheld during the Covid restrictions, has been restored for TamilNadu Government Employees vide GO.(Ms.) No.35.,Dated 30.06.2025. The same needs to be adopted in our Board through suitable orders.

While issuing the orders, the status of non-payment of SLS amount to certain employees due to shortage of funds, prior to the restrictions may be taken into account please.

8. Enhancement of FSFS :

The fund eligible to families of the deceased employees under Family Security Fund Scheme (FSFS) was enhanced in the Board vide orders (Per) FB TNPDC Proceedings No: 8 dt 20.12.2024 from Rs. 3Lakhs to Rs. 5Lakhs with effect from 20.12.2024.

Tamil Nadu Electricity Board Engineers' Sangam

The enhancement of this FSFS amount in the Board was based on the G.O. (MS) No. 197 Dated: 01.09.2021, for the Employees of the State Government w.e.f. 01.09.2021.

Hence the date of enhancement of this FSFS amount needs to be effected from the date of G.O. 01.09.2021 itself for the Board Employees also on par with the Employees of the State Government.



(V.S. SAMPATHKUMAR)
General Secretary.