

# 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)

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To

**THE CHAIRMAN cum MANAGING DIRECTOR**  
TNPDC,  
Chennai-600 002.

Lr.No.GS/TNEBES/F1/ D72 /2025, Dt. 10.06.2025

Respected Sir,

Sub: Gross injustice being meted out to the Class – I & II Officers of the Board–Wage Revision entitled to them since 01.12.2023 has been denied citing sinister clause – Withdrawing of clause cited in disputed order and allowing of Wage Revision to Officers as ever necessitated – Praying intervention of respected Chairman cum Managing Director - requested regarding.

Ref: (Per) FB TANGEDCO Proceedings No. 14, Dated: 24.05.2023

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TamilNadu Electricity Board was formed during the year 1957 according to the Electricity Supply Act of 1948. Ever since its formation, its growth has been steadfast and has been one of the indispensable organization not just in the State but the entire Nation. Its progress reflects directly on the growth of the State and in turn the Nation. Also it has its direct impact on the growth of Industries and the General Public.

This has been possible due to the diligent work of the Staff, Officers and Engineers throughout. The organization has been headed by different Chairman from time to time and luckily all of them have been tenacious, recognizing the hard work of their Employees and Officers. This quality of recognizing their team made them to fulfill their demands either by themselves or by duly getting the nod from the State Government whenever necessitated.

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One such feature extended to them was revision of Wages linked up with revision of Work Load too. The periodicity of this revision of Work Load and Wages has been currently fixed as 4 years which was 5 years earlier.

This feature came into force during the year 1969. So far 12 settlements have been made till date and the benefits have been extended to all working in the Board belonging to the categories of Class – I, II, III and IV under Regular Work Establishment and the Provincial Establishments.

While Boards enters into 12 (3) Settlement in presence of the Labour Department Officials before executing a Board order for implementing the revision of Wages for its Class – III and IV Employees it straightaway promulgates an Executive Order for implementing the revision of Wages for Class – I and II Officers. This has been the custom throughout these 5 decades.

During the past 2 settlements doubts and queries cropped up from the Government side whetherto award Wage Revision benefits to Class – I and II Officers on par with the Class – III and IV Employees every 4 years as their counterparts in State Government are entitled to it once in 10 years only.

The respected Chairman at the helm took up this matter with the Hon'ble Electricity Minister and in turn to the Government Officials concerned, justifying the need for extending the Wage Revision to Class – I and II Officers also and got it done.

Unfortunately they dropped a bombshell during the last Wage Revision through the order cited under reference by specifically mentioning that "Henceforth Class – I and II Officers in the Board would be entitled for revision once in 10 years only on par with their counterparts in the State Government".

This is gross injustice to the sincerely working Class – I and II Officers 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.

When the matter was raised by us and others to the concerned after seeing the sinister clause in the disputed order cited under reference there was no reply justifying the action. But we understand that the Board wants to treat the Class – I and II Officers in the Board on par with their counterparts in the State Government which is not at all justifiable.

The next Wage Revision is due from 01.12.2023 and committee has been constituted and talks towards this are going to commence shortly. Class – I and II Officers are totally demoralized expecting justice anxiously. Hence our plea to include Class – I and II Officers also in the forthcoming Wage Revision.

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### Justification enumerating Wage Revision for Class – I and II Officers:

- First of all the life of an Electricity Employee is always at stake. Employees including Officers up to the level of Executive Engineers are directly involved in live wire operation. An Electricity Employee including Officer is not guaranteed to return home by the time he steps out of it for Official duties. Workmen and Officers in Board are inseparable.

This is a fact and not exaggeration. We can give umpteen examples for this.

- Considering their vulnerable condition and nature of duties they have been given this special treatment and delinked from other Departments awarding them of separate Wage Revision for both Workmen and Officers periodically.

**This magnanimous gesture had been made by one of the Chief Ministers long ago and followed scrupulously since then.**

- In their day to day activities, the Class – I and II Officers in the Board work 24 x 7 on all days throughout whereas it's not the case of their counterparts in the State Government who have their free hours after Office and keep away from work on holidays.
- Most of these Classes – I and II Officers working in Distribution, Generation and Transmission wings risk their lives at stake while carrying out their duties which isn't the case with other Departments.
- In the aftermath of natural disaster like Torrential Rain, Flood and Cyclone the Electricity network takes a hit and the total manpower from Staff to Directors at the helm are pressed to the field for restoration work which isn't the case with other Departments.
- During the restoration works, Class – I and II Officers including those in the rank of Directors of the Board along with their team roam around the area, sleep in open field without proper food or conveyance and yet put up their fullest efforts in the restoration work which cannot be ignored.

The Hon'ble Ministers too have witnessed these activities and praised the work of the Staff and the Officers during such restoration works. The situation is not such in other Departments, then how come these justification. The matter should end here itself.

- Above all the Highest Scale of Class – III and IV Workmen and the Lowest Scale of the Class – I and II Officers are kept equal in convention and followed throughout these years.

(i.e) The Scale of Pay of Special Grade Foreman in Workmen and that of an Assistant Engineer / Junior Engineer I Grade are equal and one and the same.

**If and when Wage Revision is effected for Class III and IV Workmen alone, the Pay Scale of the Special Grade Foreman will be more than**

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that of the Assistant Engineer / Junior Engineer I Grade which would not only be comical but would result in chaos.

- Moreover taking away the benefits extended to these Class – I and II Officers will definitely reflect on their commitment towards their work which would naturally affect the consumers, causing dent on the image of the Board and the Government.
- Even if it is understood to be an austerity measure it is not at all justifiable as this rule would be totally detrimental to the Board in many ways.

Hence we pray the intervention of the respected Chairman cum Managing Director requesting to take up this matter to the Government and other Officials concerned and restore the 5 decade old practice of allowing Wage Revision for Class – I and II Officers on par with Class – III and IV Employees, as on 01.12.2023 and continue for every 4 years and thereby render justice and industrial harmony please.

Thanking You, Sir,

Yours Sincerely,

  
(V.S. SAMPATHKUMAR)  
General Secretary.