

**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**

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

Memo. (Per) No.83531/A3/A32/2012-2, Dated : 5-3-2013.

Sub: Remote Hydro/Cavern Allowance-cum-Performance Incentive for employees working in Remote Hydro Stations – Release of the remaining 25% of Performance Linked Incentive for the financial year 2009-2010, 2010-11 and 2011-12 – Regarding.

- Ref: 1) (Per) B.P. (FB) No.23 (SB) Dated : 20-3-2002.
2) Memorandum (Permanent) No.40617/A3/A32/2008-2, Dated : 5-8-2008.
3) (Per) FB TANGEDCO Proceedings No.26 (SB) Dated : 3-5-2012.
4) Note from Chief Engineer/Hydro No.4513/1193/M18/M184/2012.

In the Board's Proceedings first cited orders were issued, sanctioning Remote Hydro/Cavern Allowance-cum-Performance Incentive to the employees working in Remote Hydro Stations/ Kadamparai Power House as mentioned below:-

"75% of the rate of both Remote Hydro Allowance/Cavern Allowance sanctioned shall be paid every month and the remaining 25% shall be linked to the performance of the respective Hydro Stations to be reviewed by a Committee consisting of Accounts Member and Member (Generation) at the end of each financial year."

In the reference fourth cited, the Chief Engineer (Hydro), Chennai has requested sanction for releasing the remaining 25% of Performance Linked Remote Hydro/Cavern Allowance-cum-Performance Incentive for the year 2009-10, 2010-11, 2011-12 based on the performance of the Hydro Stations. The request has been examined by the Committee and it has been decided to sanction for payment of the balance 25% Performance Linked incentive that the guidelines prescribed for the financial year 2008-09 last year may be followed in toto for the financial year 2009-10, 2010-11 and 2011-12 also.

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2) . In pursuance of the above decision, it is hereby ordered that the employees who have been paid 75% of the Remote Hydro/Cavern Allowance cum Performance Incentive under reference third cited be paid 25% of the remaining Performance Linked Incentive. The following guidelines/instructions shall be adhered to in working out the performance of each station for releasing the balance 25% of the Performance Linked Incentive for 2009-10, 2010-11, 2011-12.

THE PLANT AVAILABILITY FACTOR:-

- i. This factor is based on availability of the machine i.e., running or standby condition. As outage hours increases, this factor reduces. This factor will reflect the performance of the station.
- ii. Annual overhaul is a statutory requirement. This period may be excluded for calculating the Plant Availability Factor for incentive purpose. Since R&M is undertaken for life extension, and performance improvement, the machine under shutdown for R&M need not be considered for arriving Plant Availability Factor of the respective station. After R&M, the Machine shall be taken as new one.
- iii. Balance 25% incentive shall be considered for the stations that maintain minimum of 80% availability factor. Proportionate incentive (Reduction) shall be given for the stations that have less than 80% Plant Availability Factor. Average availability factor of all units (whether running or ready standby) in a station shall be considered as station availability factor, based on which incentive is to be worked out.
- iv. The 25% incentive shall be given in full for the employees who have served more than 200 days at a particular Hydro Station during the financial year 2009-2010, 2010-11, 2011-12. Proportionate working days shall be calculated for those who join or leave in the middle of the year due to promotion or transfer and they shall be paid proportionately for their duration of service.
- v. For those officers and staff working in Superintending Engineer/ Generation Circle Offices, Stores etc., common to Generation Circle, the Average Availability Factor of all the Stations shall be calculated proportionately for considering the payment of this incentive. The Sample working sheet already prescribed in Board's Memo. No.59508/A3/ A32/2003-1, Dated : 4-9-2003 shall be followed for the payment of incentive 2009-10, 2010-11 and 2011-12.

3) The Superintending Engineers/Hydro Generation Circles, Kundah, Erode, Tirunelveli and Kadamparai are hereby instructed to work out and effect, the payment of 25% Performance Linked incentive for the financial year 2009-10, 2010-11 and 2011-12 to the employees who have been paid 75% of the said allowance as per the instructions mentioned above and submit a report on the financial commitment, the number of Officers and Workmen covered, after making the payment.

4) The receipt of the Memorandum shall be acknowledged.

(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)

R. KRISHNAN
SECRETARY (ADDL. CHARGE).

To
The Superintending Engineer/Generation Circle/Kunah.
The Superintending Engineer/Generation Circle/Erode.
The Superintending Engineer/Generation Circle/Tirunelveli.
The Superintending Engineer/Generation Circle/Kadamparai.
The Chief Engineer/Hydro, Chennai - 2.
The Chief Engineer/Personnel/Administrative Branch/Chennai-2.
The Chief Financial Controllers/General & Revenue/Accounts Branch,
Chennai-2.
The Chief Internal Audit Officer/Board Officer Audit Branch, Chennai-2.

Copy to:

The Chairman cum Managing Director's Table.
All Directors/TANGEDCO and TANTRANSO.
The Secretary.
The Legal Adviser.
The Industrial Relations Adviser.
The Deputy Chief Engineer/Administrative Branch.
The Senior Personnel Officers/Administrative Branch.
The Assistant Personnel Officer/Tamil Development for Publication
in the TNEB Bulletin (2 copies).
Tamil Nadu Electricity Workers' Federation.
Tamil Nadu Electricity Board Accounts & Executive Staff Union.
Tamil Nadu Electricity Board Workers Progressive Union (LPF).
Central Organisation of Tamil Nadu Electricity Employees (COTEE).
Minsara Pirivu Anna Thozhir Sangam.
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
Tamil Nadu National Electricity Workers' Federation (2 Groups).

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Tamil Nadu Electricity Board Engineers' Sangam.
Tamil Nadu Electricity Employees Congress.
Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
Tamil Nadu Electricity Board Engineers' Association.
Tamil Nadu Electricity Board Finance & Accounts Officers Association.
Bharathiya Electricity Employees Federation.
Tamil Nadu Electricity Board Card Billing Staff Union.
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union

// TRUE COPY // FORWARDED // BY ORDER //

A. *Singh* *Abhinav* *Bal*
SECTION OFFICER. 6/3/13

[Signature]
5/3/13

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