

TNEB ENGINEERS' SANGAM



Regd. No.124/MDS (Recognised)

REVISION OF WAGES & WORK LOAD SETTLEMENT AND BOARD PROCEEDINGS

- Settlement u/s 12(3) of ID Act : Dt. 18.11.2009.

Board Proceedings on

- Revision of Work Norms : (Permanent) B.P.(Ch) No.222 Dated the 21st November, 2009.
- Revision of wages : (Permanent) B.P.(Ch) No.223 Dated the 21st November, 2009.
WORKMEN
- Revision of wages : (Permanent) B.P.(Ch) No.224 Dated the 21st November, 2009.
OFFICERS

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(ABSTRACT)

Labour – Tamil Nadu Electricity Board – Revision of Work allocation and Staff Pattern for Field Workmen (Regular Work Establishment), Revenue Accounting Staff in Revenue Branch of Division in the Distribution Circles, Assessment and Collection Staff in Distribution Circles and Stores Staff – Orders – Issued.

(SECRETARIAT BRANCH)

(Permanent) B.P.(Ch) No.222

Dated the 21st November, 2009.

Karthigai-5,
Thiruvalluvar Aandu-2040.

READ:

1. (Per) B.P.(Ch) No.219 (Secretariat Branch) dated 16.10.2005.
2. (Per) B.P.(Ch) No.220 (Secretariat Branch) dated 16.10.2005.
3. (Per) B.P.(Ch) No.247 (Secretariat Branch) dated 17.10.2007.

PROCEEDINGS:

In pursuance of the Memorandum of Settlement, dated 15.10.2005, orders were issued in the Board's Proceedings first read above, revising the work allocation and staff pattern in the Tamil Nadu Electricity Board and the said settlement was in force upto 30.11.2007. In the Board's Proceedings third read above, the Board constituted a Committee consisting of certain Members and Officers of the Board to hold negotiations with the Unions for revision of wages and work norms.

2. After further negotiation, a Memorandum of Settlement under Section 12(3) of the Industrial Disputes Act, 1947 agreeing to certain proposals on work allocation and staff pattern and the consequential revision of wages was signed before the Commissioner of Labour/Chennai on 18.11.2009 by the Tamil Nadu Electricity Board with the representatives of the following Unions:-

- (1) Tamil Nadu Electricity Workers Federation;
 - (2) Tamil Nadu Electricity Board Accounts and Executive Staff Union;
 - (3) Tamil Nadu Electricity Board Workers Progressive Union (LPF);
 - (4) Central Organisation of Tamil Nadu Electricity Employees;
 - (5) Tamil Nadu Minvariya Janatha Thozhilalar Sangam;
 - (6) Tamil Nadu National Electricity Workers' Federation (INTUC) (2 Groups);
 - (7) Tamil Nadu Electricity Board Engineers' Sangam;
 - (8) Tamil Nadu Electricity Employees Congress (NLO);
 - (9) Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam;
 - (10) Tamil Nadu Electricity Board Card Billing Staff Union;
 - (11) Tamil Nadu Electricity Board Dr. Ambedkar Employees Union;
- and also other 15 Registered Unions.

3. In pursuance of the Settlement dated 18.11.2009 referred to in para-2 above, the Tamil Nadu Electricity Board passes the following orders:-

- (i) Revision of work allocation and Staff pattern of (a) field staff of O&M Distribution Circles; (b) Revenue Accounting Staff of O&M Distribution Circles; (c) Assessment and Collection Staff of Distribution Circles; and (d) Stores Staff shall be as indicated in Parts – I to IV of Annexure to this order.
- (ii) The existing ratio adopted for promotion/appointment to various categories will be reviewed within a period of six months by constituting a separate Committee until then status-quo ante will continue.
- (iii) The demands of the Unions for allowing two Record Clerks for Revenue Branch, providing Leave Reserve Assessor and two Commercial Inspectors in Sub-Division and providing additional Technical Assistant for MRT/Special Maintenance and Special Grade Foreman for other areas, shall be discussed and examined separately.
- (iv) Consequent on the present revision of work allocation and staff pattern and the introduction of computerization, there shall not be any retrenchment / reversion.
- (v) Consequent on the present revision of work allocation and staff pattern, the existing and arising supernumerary / surplus posts in Distribution Circles shall be adjusted in the earliest arising vacancies due to promotion / retirement / death.
- (vi) The review for sanction of posts shall be carried out before April every year. The review will be done on 1st January of each year.
- (vii) Consequent on the present revision of work allocation and staff pattern and due to the introduction of computerization, changes, if any, in the Duties and Responsibilities of Revenue Accounting and Assessment and Collection Staff to be made due to change in the pattern of billing and revenue collection to provide better service to consumers and also to make better use of personnel, shall be finalized after due discussion with Unions.
- (viii) The revision of work allocation and staff pattern shall be in force till 30.11.2011 or till such time a new settlement is reached on this subject whichever is later.

(BY ORDER OF THE CHAIRMAN)

R.KATHIRVEL,
SECRETARY.

To
The Secretary / Tamil Nadu Electricity Board / Chennai-2.
All Chief Engineers.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.

All Superintending Engineers.
All Deputy Secretaries/Board Office Secretariat Branch.
The Chief Internal Audit Officer/BOAB/Chennai-2.
The Residential Audit Officer/Tamil Nadu Electricity Board/Chennai-2.

Copy to:

The Principal Secretary to Government/Finance Department/Chennai-9.
The Principal Secretary to Government/Energy Department/Chennai-9.
The Commissioner of Labour/Chennai-18.
The Joint Commissioner of Labour (Conciliation)/Chennai-18.
The Accountant General/Chennai-18.
The Chairman's Table.
The Member (Distribution).
The Member (Generation).
The Additional Director General of Police/Vigilance.
The Legal Adviser.
The Chief Medical Officer/TNEB Dispensary/Chennai.2.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Director, Computer Centre.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
The Director/TNEB Printing Press.
The Resident Manager, T.N.E.B., New Delhi.
All Officers/Sections/Cells in the Board Office Secretariat Branch .

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).
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.
All other signatory Unions.

ANNEXURE

PART – I

WORK ALLOCATION AND STAFF PATTERN FOR FIELD WORKMEN (R.W.E.)
IN DISTRIBUTION CIRCLES

1. The Distribution Sections shall be classified as follows:-
 - i. Rural Section;
 - ii. Urban Section;
 - iii. City Section.
2. The Sections shall be defined as follows:-
 - i. **RURAL SECTION:-** Rural Section is one which is located in the area other than Municipalities, Townships, Town Committees and Town Panchayats. Rural Section shall normally consist of 105 Distribution Transformers.
 - ii. **URBAN SECTION:-** Urban Sections shall cover Municipalities, Townships, Town Committees and Town Panchayats. Urban Section shall normally consist of 13650 Services.
 - iii. **CITY SECTION:-** City Section shall normally have 12950 Services.
3. **HILL AREAS:-**
 - (a) The work allocation and staff pattern in respect of Hill Towns like Ootacamund, Coonoor and Kodaikanal shall be as detailed in the statement.
 - (b) **JURISDICTION:-** The Town in the Hill area plus the adjoining Rural Distribution shall be fixed in consultation with the Superintending Engineer concerned.
4. The work allocation and staff pattern in respect of the above Distribution Sections and also in respect of Sub-Stations, Line Sections, Meter and Relay Test and Special Maintenance shall be as detailed in the Statement.
5. Formation of additional Section(s) in a Circle shall be taken up for review once in a year.
6. The number of Transformers for the formation of Rural Sections shall be reckoned as follows:-
 - i. Each distribution Transformer in Rural Section with 100 KVA capacity and less shall be reckoned as ONE Transformer.
 - ii. Each distribution Transformer with more than 100 KVA capacity shall be reckoned as the number arrived at by dividing the capacity of such Transformer by 100.
7. In cases where Sub-stations / H.T.Services are attached to distribution Sections, the equivalent number of Transformers / Services that can be reduced for formation of Section shall be as follows:-

1) 66 KV SS	-	24 Transformers / 2400 Services;
2) 33 KV SS	-	18 Transformers / 1800 Services.
3) 22/11 KV SS 11 KV Indoor Switching Station in Chennai City	-	12 Transformers / 1200 Services
4) Line Tap SS / Booster	-	3 Transformers / 300 Services.
5) H.T. Service	-	1 Transformer / 100 Services.
8. The Special Grade Foreman / Foreman / Line Inspectors in the Distribution Sections shall be primarily responsible for the mainenance of the Distribution Transformers,

Lines and allied services in their areas and to assist the Assistant Engineers/ Junior Engineers in overall duties in Operation and Maintenance and connected works.

9. The Mazdoor and Helper shall be responsible to the Wireman and all other Regular Work Establishment staff are responsible to their immediate and other superiors for carrying out Operation and Maintenance, construction works and to provide uninterrupted power supply to consumers.

ALLOCATION AND STAFF PATTERN FOR FIELD WORKMEN IN O&M DISTRIBUTION CIRCLES

Sl. No	Nature of Section	No.of Transformers/ Services for Section	No.of Units per Section	No.of Transformers/ Services for 1 Unit	Staff for each Unit	Staff common to the Section	Staff admissible for fraction of Unit
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Rural	105 Transformers	7	Each group of 15 Transformers	Wireman -1 Helper -1	Foreman I Gr -2 Line Inspector -1 Comm.Inspector -1 CommI.Asst. -1	1 st 10 Transformers – One Wireman Next 5 Transformers – One Helper
2	Urban	13650 Services	7	Every 1950 Services	Wireman -1 Helper -1	Spl.Gr.F.M. -1 Foreman I Gr -1 Line Inspector -1 Comm.Inspector -1 CommI.Asst. -1	1 st 1400 Services – One Wireman. Next 550 Services – One Helper
3	City	12950 Services	7	For every 1850 Services	Wireman -1 Helper -1	Spl.Gr.F.M. -1 Foreman I Gr -1 Line Inspector -1 Line Inspector (CJ) -1 Comm.Inspector -1 CommI.Asst. -1 Technical Asst. -1	1 st 1100 Services – One Wireman. Next 750 Services – One Helper
4	Hill Areas	As suggested by the Suptdg. Engineer	-	Each group of 7 Transformers - 700 Services	Wireman -1 Helper -1	Foreman I Gr -2 Line Inspector -1 Comm.Inspector -1 CommI.Asst. -1	1 st 4 Transformers - One Wireman. Next 3 Transformers – One Helper

<p>5. <u>Distribution Sub-Division:</u> The RWE Staff for the Sub-division office shall be as follows:</p> <p style="text-align: right;">Commercial Inspector - 1 Commercial Assistant - 1</p> <p><u>Line Sub-Division</u> : Commercial Inspector - 1</p>				
<p>6. <u>Distribution Division</u> : The RWE Staff for the Division office shall be as follows:</p> <p style="text-align: right;">Technical Assistant - 2 (Two) Commercial Assistant - 1 (One)</p>				
	Capacity of Sub-stations	R.W.E. Staff		
7.	33 KV	1. Technical Assistant/ Line Inspector 2. Helper / Wireman	4 (Four) 2 (Two)	Technical Assistant for Indoor Substation. Line Inspector for Outdoor Substation.
8.	66 KV	1.Line Inspector 2. Technical Assistant 3. Helper / Wireman	2 (Two) 2 (Two) 2 (Two) -	(for night Shift/Mtce)
9.	110 KV (Non-grid)	1.Jr.Engineer (Elecl) Gr.II 2. Foreman Grade-I 3. Line Inspector 4. Helper / Wireman	4 (Four) 1 (One) 1 (One) - 4 (Four) -	(for Maintenance) (for night Shift/Mtce) (Establishment works attached to the nearest O&M Distribution Sub-division)
10	110 KV (Grid)	1. Special Grade Foreman 2. Line Inspector 3. Technical Assistant 4. Helper / Wireman	1 (One) 2 (Two) 1 (One) 6 (Six) -	(for Shift / Maintenance) (Establishment works attached to the nearest O&M Distribution Sub-division)
11	230 KVSS	1. Special Grade Foreman 2. Line Inspector 3. Technical Assistant 4. Wireman 5. Helper / Wireman	1 (One) 2 (Two) 4 (Four) – 2 (Two) – 4 (Four) –	(for Shift) (for Maintenance) (for Maintenance / Shift)

12. Line Section:-

1. Line Inspector - 2 (Two)
2. Helper / Wireman - 1 (One)
3. 230 KV, 110 KV & 66 KV either single or double circuit line for every 60 km:
Helper / Wireman - 2 (Two)

4. In Hill area, for every 30 km either single or double circuit line:
Helper / Wireman - 2 (Two)
5. Commercial Assistant - 1 (One) for Two Sections.

13. MRT OUTDOOR / INDOOR

Staff pattern

1. Technical Assistant (Protection) - 3 (Three)
2. Technical Assistant (RC) - 3 (Three)
3. Helper - 3 (Three)
4. Driver - 1 (One) } If Board vehicle is available.
5. Driver (Spare) - 1 (One) }

14. Special Maintenance:

The out-turn of repaired transformers is fixed at 50 with the staff detailed below. There will be two sections, one section for outdoor and miscellaneous works and one section for indoor works.

Staff Pattern (R.W.E.)

1. Special Grade Foreman - 1 (One)
2. Foreman Grade-II - 1 (One)
3. Winder - 2 (Two)
4. Line Inspector - 1 (One)
5. Technical Assistant - 4 (Four) – Two each for Indoor & Outdoor
6. Wireman - 6 (Six)
7. Helper - 6 (Six)
8. Driver - 2 (Two) – If Board vehicle is available.
9. Commercial Assistant - 1 (One)

15. Fuse-Off Call Centres:

1. Line Inspector - 4 (Four)
2. Wireman - 4 (Four)
3. Telephone Operator /
Commercial Assistant - 4 (Four)
4. Helper - 4 (Four)

16. Construction Section / Sub-Division shall be considered based on need basis.

- | | | |
|-------------------|-----------------------|------------|
| Each Sub-division | : Technical Assistant | - 1 (One) |
| Sections | : Foreman II Grade | - 1 (One) |
| | Line Inspector | - 2 (Two) |
| | Commercial Assistant | - 1 (One) |
| | Helper/Wireman | - 5 (Five) |

PART-II

WORK ALLOCATION AND STAFF PATTERN FOR ACCOUNTING STAFF IN REVENUE BRANCH OF DIVISION OFFICE IN DISTRIBUTION CIRCLES

One Revenue Branch for each O&M Division. AAO & Supporting staff (Accounts Supervisor - 1, Accounts Assistant - 2, Junior Assistant - 2, Record Clerk - 1, Typist-1, Office Helper - 1) will work in the General Section (Revenue Branch).

Norms for One Accounts Supervisor - 10000 effective services.

Effective services mentioned above shall be Computed as follows:

Effective services remaining disconnected for a period exceeding six months shall be excluded and each Agricultural service and each Hut service shall be reckoned as one fourth of a service.

There shall be one General Section. The following staff shall work in General Section under the control of AAO/Revenue Branch, viz.

Accounts Supervisor – 1, Accounts Assistant – 2, Junior Assistant -2, Typist -1, OH-1, Record Clerk-1; and

shall attend the works such as, preparation of cash book, Bank reconciliation, Budget, Cost statement, rendering accounts with the computer output statements, Circulars communication and maintenance, Local purchase, Stationery and stamp account, Maintenance of T&P Register.

Final Assessment and verification, closing of accounts for the Temporary supply of entire division and sent to circle office for closing Accounting & Adjustment of EMD to Current Consumption Deposit Account on effecting new services. Maintenance of Meter Caution Deposit Register.

Reconciliation of amount outstanding with the local bodies & correspondence.

Revenue Accounting work shall be attended by Accounts Supervisor:-

1) Accounts Supervisor shall verify the correctness of assessment, Collection and remittance of cash with the computer generated reports.

2) Updating the master data, verification and validating the master data and incorporating subsequent changes. Maintenance of service connection docket. Watching the receipt of Original Test reports from section offices and verification of correctness and maintenance of the same. Verification of correctness of Miscellaneous charges collection.

3) Computer will workout the interest, Income Tax on the available security deposit. The same may be verified. The ACCD Demand notices and intimation notices arranged to be served to the consumers through section offices and watch the collection of ACCD amount.

4) Follow up of collection of Audit shortfall / RIS shortfall, assessment made by APTS, Mass raid.

5) Preparation & issue of termination of agreement notice and closing the account after 6 months. Maintaining the outstanding ledger and collection of the amount by enforcing RD & RR Act.

6) Review of Defaulters' List / CT & Non CT (MIS report) and correspond with the sections for prompt DC.

7) Review the DCB (MIS report) and find out the reason for short/excess collection in the Sections.

8) Review of Door Lock & Nil Consumption cases. Review of Defective Meter/Without meter services report and correspond with the Sections for immediate replacement with the healthy one.

9) All correspondence relating to his seat.

10) Attending name transfers.

11) Verification of section office records in order to ensure the following:-

i) Whether all the services have been Assessed.

ii) Ensure the Correctness of Assessment made by the Assessors by analyzing the consumption pattern with reference to the WMC/Computer output and GMC and the actual readings recorded in the meter by Inspecting the consumers premises at random by taking check readings (Power services-10, Non-power services-20)

iii) Whether correct application of Tariff is followed should be checked up on rotation basis.

iv) Identification of highest Current Consumption Consumers in the Section Offices from the Computer output and a thorough analysis of the details of the consumers, the collections, remittances, so as to ensure the correctness.

v) Whether the OTRs are closed intact & sent to the sub-division offices in complete shape monthly (e.g) in the case of CT meters correct multiplication factors are entered.

vi) Whether the dishonoured cheques are properly accounted for and the money collected along with the clerical charges from the consumers

vii) Whether the disconnection/ Reconnection register is maintained and whether 100% disconnection is effected in case of non-payment of Current Consumption charges except local bodies, Govt. Departments.

viii) Reasonable and lawful works connected with Revenue Accounting works entrusted by the higher authorities.

Each Accounts Supervisor will be provided with a computer and a printer. Necessary training will be given in the computer usage

PART - III

**WORK ALLOCATION AND STAFF PATTERN FOR ASSESSMENT AND
COLLECTION STAFF DISTRIBUTION SECTION / REVENUE BRANCH IN
DISTRIBUTION CIRCLES**

Sl. No.	Areas	15 days Assessment and 15 days collection		
		No. of services per day to assessed	No. of days	No. of services in a month to be assessed
1)	All Municipal Corporations	180	12	2160
2)	All Municipal Towns and Town Panchayats	160	12	1920
3)	Rural	100	12	1200
4)	Hill	70	12	840

30 days Assessment and 30 days collection is being implemented as a trial measure in consultation with the Unions. The same will be introduced in phased manner. On implementation of the 30 days Assessment and 30 days collection, the following shall be the work norms in respect of Assessment and Collection staff.

Sl. No.	Areas	30 days Assessment and 30 days Collection		
		No. of services per day to assessed	No. of days	No. of services in a month to be assessed
1)	All Municipal Corporations	180	24	4320
2)	All Municipal Towns and Town Panchayats	160	24	3840
3)	Rural	100	24	2400
4)	Hill	70	24	1680

DUTIES OF INSPECTOR OF ASSESSMENT

Each section shall have one or more Inspector of Assessment's. If the total services in a section exceeds 10,000 (other than Agricultural and Hut), one more Inspector of Assessment may be posted.

DUTIES:-

- 1) 10% of field verification of the correctness of the Assessment of Industrial and Commercial Services.
- 2) 50% of field verification of the final reading of the services remaining disconnected over three month by rotation.
- 3) Bringing the notice of the Section Officer/Assistant Divisional officer, if any defects were noticed during the verification by entering such defects in the defects register.
- 4) Receiving Miscellaneous Collections.
- 5) Overseeing the work of Assessors in connection with assessment/Collection.
- 6) Maintaining records for the receipt of computer pre receipt, PCB, ARC.
- 7) The completed PCB, ARC should be arranged to be sent back to the Revenue Branch.
- 8) Attending to the remittance work in the absence of Assessors and also attend the collection work on need basis.
- 9) Other works instructed by the Section Officer relating to Assessment, Collection and Remittance.
- 10) Attending consumers enquiries/Correspondences relating to Assessment and collection, if Revenue Supervisor is not posted or vacant.

DUTIES OF REVENUE SUPERVISOR

- 1) Review of consumption and energy charges as shown in the GMC (Computer Report) are as below:-
 - a. Industrial service
 - b. Commercial service 10%
 - c. Other service 5%, by rotation
- 2) Checking daily collection made by one Assessor and Inspector of Assessment with reference to collection statement (Computer generated).
- 3) Attending to collection of Miscellaneous charges and arrears of CC charges in the absence of Inspector of Assessment.
- 4) Receiving cash from Assessors and Inspector of Assessment daily for safe custody
- 5) For remittance of cash collected by Assessors/Inspector of Assessment promptly as per the rules in force and verification of the remittance challan.

- 6) Watching the cheque realization and taking follow up action to for the dishonored cheques. Sending the details of Dishonor to Revenue Branch and making reversal entry in the computer immediately on return of cheque by the bank.
- 7) Ensuring prompt dispatch of all the Bank Remittance Challan to Revenue Branch regularly.
- 8) To ensure that assessment are made for all new services effected during the previous months.
- 9) Overseeing the work of Inspector of Assessment and Assessors.
- 10) Attending consumers enquiries/Correspondences relating to Assessment and collection.
- 11) Arranging rotation of Assessors once in 2 years within the Section.
- 12) To be more vigil and to ensure that no misappropriation takes place in the section.
- 13) Review of 'Nil' consumption and Door locked cases.
- 14) Review of Meter defective cases.
- 15) Sort out the issues relating to software and hardware of LT Billing and collection in co-ordination with maintenance contractor/Manager/Computer/Assistant Engineer/O&M.
- 16) Other works instructed by the Section officer relating to Assessment Collection and Remittance.
- 17) One Revenue Supervisor may be sanctioned for each Section.
- 18) Inclusion of short assessment pointed out by the Audit, APTS, etc. in the consumer account (Computer) and collect the amount by close follow up.

PART – IV

WORK ALLOCATION AND STAFF PATTERN FOR STORES STAFF

1. Distribution Circles:-

(i) The number of Sections in the Central Stores shall not exceed 4 Nos. Each Section in the Central Stores shall have

Stores Supervisor	- 2 (Two)
Stores Custodian I Grade	- 1 (One)
Stores Custodian I Grade	- 1 (One) (for assisting Stores Officer & Chief Stores Officer)

The surplus Stores Custodian Grade II shall be utilized as Leave Reserve one in each Central Stores

(ii) **Sub-Stores:** The basis for formation of Sub-stores shall be as specified below:-

One sub-store shall be formed for each Distribution Division with the following staff:-

(i) Stores Supervisor	- 1 (One)
(ii) Stores Custodian I Grade	- 1 (One)

General: (i) The post of Stores Supervisor (Transport) in Chennai Electricity Distribution Circle shall continue.

(ii) There shall be one Stores Custodian I Grade (Stationery) in each Distribution Circle.

2. Thermal Stations:-

There shall be only five sections in the Thermal Power Stations. The different Sections in the Central Stores may be re-grouped as three sections exclusively for storing the inventory relating to Turbine, Generator and Boiler and another two sections for the maintenance of the inventory relating to other requirements.

The revised staff pattern for the following four Thermal Stations shall be as follows:-

Ennore Thermal Power Station:

Stores Supervisor	-	5
Stores Custodian Gr. I	-	12
Stores Custodian Gr. II	-	7

North Chennai Thermal Power Station:

Stores Supervisor	-	5
Stores Custodian Gr. I	-	13
Stores Custodian Gr. II	-	10

Mettur Thermal Power Station:

Stores Supervisor	–	6
Stores Custodian Gr. I	–	12
Stores Custodian Gr. II	–	10

Tuticorin Thermal Power Station:

Stores Supervisor	–	6
Stores Custodian Gr. I	–	14
Stores Custodian Gr. II	–	10

The existing PUSHEP Sub-store shall be attached to Singara Sub-store and the vacant posts in PUSHEP Sub-stores shall be abolished.

In General Construction Circles, there shall be Central Stores in Headquarters of each circle.

(v) In General Construction Circles, the staff pattern for the central and sub-stores be as applicable to the Central and Sub-stores of Distribution Circles. In addition one post of Checker shall be sanctioned in the General Construction Circles Central Stores.

(vi) In Chennai Development Circle, there shall be two sections with following staff:-

Stores Supervisor	- One
Stores Custodian I Grade	- Two; and
Stores Custodian II Grade	- One.

(vii) In view of special nature of work in Generation, Project and General Construction Circles, the existing arrangements for sanction of sub-stores on the merits of proposals of the respective Superintending Engineer shall continue.

(viii) Other Stores in Chennai Electricity Distribution Circle:- Stores attached to Printing Press: Stores Custodian I Grade – 1 (One).

Workshop Stores:- Mettur – Three Sections

For each PSC yard, one Stores Custodian -1 shall be allowed.



(ABSTRACT)

Tamil Nadu Electricity Board – Workmen – Revision of wages with effect from
01.12.2007 – Orders – Issued.

(SECRETARIAT BRANCH)

(Permanent) B.P.(Ch) No.223

Dated the 21st November, 2009.

Karthigai-5,
Thiruvalluvar Aandu-2040.

READ:

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2. (Per) B.P.(Ch) No.220 (Secretariat Branch) dated 16.10.2005.
3. (Per) B.P.(Ch) No.247 (Secretariat Branch) dated 17.10.2007.
4. (Per) B.P.(FB) No. 1 (Secretariat Branch) dated 13.02.2009.

PROCEEDINGS:

In pursuance of the Memorandum of Settlement, dated 15.10.2005 reached under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947), between the Tamil Nadu Electricity Board and its workmen, orders were issued in the Board's Proceedings second read above, revising the scales of pay and Dearness Allowance with effect from 01.12.2002 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances were ordered to be continued with effect from 01.12.2002 until further orders. The settlement, dated 15.10.2005 was effective for a period of five years with effect from 01.12.2002.

2. In the Board's Proceedings third read above, the Board constituted a Wage Revision Committee, consisting of certain Members and Officers of the Board to hold negotiations with the Unions for revision of scales of pay, special pays, allowances including work allocation and staff pattern. After negotiations, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947), agreeing to certain proposals on revision of wages and also on revision of work load was signed on 18.11.2009 by the Tamil Nadu Electricity Board with the representatives of the following Unions:-

- (1) Tamil Nadu Electricity Workers Federation;
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- (4) Central Organisation of Tamil Nadu Electricity Employees;
- (5) Tamil Nadu Minvariya Janatha Thozhilalar Sangam;
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- (10) Tamil Nadu Electricity Board Card Billing Staff Union;
(11) Tamil Nadu Electricity Board Dr.Ambedkar Employees Union; and also other 15 Registered Unions.

3. In pursuance of the Settlement, dated 18.11.2009 referred to in para-2 above, the Tamil Nadu Electricity Board passes the following orders:-

(i) REVISION OF WAGES:

The existing scales of pay of the employees of the Board will be revised with effect from 01.12.2007 as indicated in **ANNEXURE-I** of the Tamil Nadu Electricity Board Revised Scales of Pay (Workmen) Regulations, 2009, referred to in paragraph-4 below.

(ii) DEARNESS ALLOWANCE:

(a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.12.2007 are as indicated below:-

With effect from 1 st December, 2007	9% of Basic Pay + Grade Pay.
With effect from 1 st January, 2008	12% of Basic Pay + Grade Pay.
With effect from 1 st July, 2008	16% of Basic Pay + Grade Pay.
With effect from 1 st January, 2009	22% of Basic Pay + Grade Pay.
With effect from 1 st July, 2009	27% of Basic Pay + Grade Pay.

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised scales of pay granted to the employees. Other Special Pay or any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE:

(a) The revised rates of House Rent Allowance will be followed as in the Government of Tamil Nadu **with effect from 01.09.2009**. The rates currently prescribed by the Government are in **ANNEXURE-II**. Employees who are not getting double the rates of House Rent Allowance in the revised pay ranges, as compared to the House Rent Allowance drawn by them in the pre-revised pay ranges, **shall be permitted to draw double the rates of House Rent Allowance** in the revised pay scale.

(b) Wherever rent free quarters are provided to the employees or a rental is charged for occupation of quarters provided by the Board, no House Rent Allowance shall be admissible.

(iv) CITY COMPENSATORY ALLOWANCE:

The present rates of city compensatory allowance **shall be doubled with effect from 01.09.2009**. The revised rates of City Compensatory Allowance will be followed as in the Government of Tamil Nadu. The rates currently prescribed by the Government of Tamil Nadu are in **ANNEXURE-III**.

(v) SPECIAL PAYS AND ALLOWANCES:

The existing rates of Special Pays and other allowances paid on the basis of pay range or at flat rate to the employees will be revised with effect from 01.09.2009 as in **ANNEXURE-IV** and **ANNEXURE-V**. With regard to the Special Pay allowed on "Percentage basis", the existing quantum of amount in the pre-revised pay shall be continued. The allowances allowed on percentage basis in the pre-revised pay shall be allowed on Slab Rate basis, for which orders will be issued separately.

(vi) PERSONAL PAY:

The Personal Pay drawn in the existing scales of pay as on 01.12.2007 or on the date of option, shall be taken into account for fixing the pay in the revised scales of pay and it will be discontinued after the revised pay. The Personal Pay arising on or after 01.12.2007 shall continue to be allowed as per the existing orders in force.

(vii) SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY:

The existing procedure of allowing Selection Grade on completion of 9 years of service, be continued. The pay of such employees who have moved to Selection Grade on or after 01.12.2007 shall be fixed on the date of movement to Selection Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay. On and from 01.12.2007, the existing scheme of Special Grade shall be dispensed with and the employees who have completed 10 years of service in the Selection Grade post or 20 years of total service in a post, be moved to Special Grade. The pay of such employees who have moved to Special Grade on or after 01.12.2007 shall be fixed on the date of movement to Special Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay.

(viii) PAYMENT OF ARREARS:

The arrears accruing on account of pay revision for the period from 01.12.2007 to 31.10.2009 shall be arrived at after adjusting the Interim Adhoc of Rs.7,000/- already paid during February 2009 as per the orders in (Per) B.P.(FB) No.1 (SB) dated 13.02.2009 and the balance net arrears due for payment shall be arrived. The balance arrears so arrived shall be paid in **three equal installments** as shown below:-

- (i) 1st installment in December 2009;
- (ii) 2nd installment in April 2010;
- (iii) 3rd and final installment in April 2011.

(ix) All the Head of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the employees in the revised scales of pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make

necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in three equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual employees, so that the employees on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

4. In Government Order (Ms) No.57, Energy (B2) Department, dated 15.07.2009, notification has been issued under the proviso to Clause (a) of Section 172 of the Electricity Act, 2003 (Central Act 36 of 2003) authorizing the Tamil Nadu Electricity Board to continue to function as the State Transmission Utility, and a Licensee under the provisions of the said Act for a further period of six months upto 15.12.2009 beyond the 9th day of June 2009. Therefore, the Board constituted by exercising the powers under the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) will continue to function as the State Transmission Utility and a Licensee and can exercise its administrative function as was done earlier. Accordingly, by virtue of the authorization given under the proviso to clause (a) of Section 172 of the Electricity Act, 2003 (Central Act, 36 of 2003) in terms of G.O.(Ms) No.57, Energy (B2) Department, dated 15.07.2009, read with section 185 of the said Act, the Tamil Nadu Electricity Board hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the Tamil Nadu Electricity Board Revised Scales of Pay (Workmen) Regulations, 2009.
- (2) They shall be deemed to have come into force on the 1st December, 2007.

2. DEFINITIONS.- In these Regulations, unless the context otherwise requires:-

- (i) "Basic Pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise -
 - (a) the Basic Pay and personal pay as on the 1st December, 2007 of an employee in the existing pay scale.

Note :- In the case of employees drawing personal pay on 01.12.2007 in the existing scales of pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" mean the sum of (i) existing Basic Pay + personal pay (if admissible), (ii) dearness pay with reference to the Basic Pay and (iii) dearness allowance appropriate to the Basic Pay plus dearness pay as on 01.12.2007.

- (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
- (d) "Grade Pay" means the fixed amount corresponding to the pre-revised pay scales / posts.
- (e) "Basic Pay " in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable Grade Pay but does not include any other type of pay like Special Pay.
- (iii) Present emoluments shall not include any Special Pay or allowances.
- (iv) "post" means any post as specified in Annexure-I.

3. (1) Revised Scale of Pay of Posts.- The revised scale of pay for the existing scale of pay as specified in Col.(4) in respect of such posts in Col.(3) in Annexure-I shall mean the revised pay and Grade Pay specified in Col.(5) thereon.

(2) Application of Revised Scales of Pay.- Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive or in an officiating capacity or appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised scales of pay.

4. Fixation of Pay in the revised pay structure.- The initial pay of an employee who elects to be governed by the revised pay structure from 1st December 2007 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

- (1)** (i) The pay in the pay band / pay scale shall be determined by multiplying the existing Basic Pay (including Personal Pay) as on 1.12.2007 or on the date of option, by a factor of 1.94 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band / pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band / pay scale.
- (iii) In addition to the pay in the pay band, Grade Pay corresponding to the existing scale will be payable.
- (2)** (a) Fitment Tables for the various stages of the existing scales of pay based on the above formula are given in Appendix.
- (b) Even when an employee exercised option for pay fixation in the revised scale on the date other than 01.12.2007, fixation of pay in the revised scale shall be allowed only in accordance with the Fitment Tables. However, in respect of employees drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.

- (3) After fitment, a Service Weightage of one increment shall be allowed to those who have completed 15 years of completed regular service as on 01.12.2007, which will count for normal increment.
- (a) The Service Weightage of one increment shall also be allowed to those who are completing 15 years of completed regular service during the period between 01.12.2007 and 18.11.2009 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised scale on the date of completion of 15 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
- (b) In the case of employees absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised scale if that service count for increment in their parent department or organization as the case may be.
- (c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an employee, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.
- (4) Where, in the fixation of pay, the pay of employee drawing pay at two or more consecutive stages in the existing scale gets bunched, that is to say gets fixed, in the revised pay structure at the same stage in the pay band, then for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band only and **Grade Pay should not be taken into account** for the purpose of granting increments to alleviate bunching.
- (5) The pay of an employee appointed to the service in the Board for the first time on or after 01.12.2007 and before 18.11.2009 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) with effect from the date of his joining service.
- (6) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.

NOTE: If an employee officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.

- (7)** If an employee is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2007, he shall be entitled to have his substantive pay in that post refixed on 01.12.2007 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2007 at the stage next above substantive pay.
- (8)** If an employee is on leave on 1st December 2007, he shall be entitled to the revised pay structure from that date, but the pay so fixed in the revised scale shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st December 2007 and ending with the date of such return will count for future increment in the revised pay scale depending on whether it will count for future increments in the existing scale.
- (9)** Similarly where an employee is on study leave on the first day of December, 2007 he will be entitled to the benefits under these Rules from 01.12.2007 or the date of option.
- (10)** An employee who on the 1st December 2007 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post or in the officiating post in the revised scale with effect from date for the purpose of computing his gratuity and pension.
- (11)(a)** If an employee was under reduction of pay or stoppage of increment as a punishment on the 1st December 2007, his pay shall be fixed in the revised pay scale on the basis of present emoluments he drew on the 1st December 2007 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of punishment. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1st December, 2007 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.
- (b)** If, for instance, an employee's increment falling due on the 1st July, 2007 had been postponed for a year without cumulative effect, his actual pay as on 1st December, 2007 would be the basis for determination of his revised pay with effect from 1st December, 2007 and the pay so fixed shall be in force upto the 30th June 2008. However, for purpose of determination of his pay with effect from 1st July 2008, his pay on the 1st December, 2007 shall be refixed notionally based on the pay which he would have received on the 1st December 2007 but for his punishment and he shall get the next increment on the 1st July 2008 from that stage.
- (c)** If, however, the penalty of stoppage of increment due on the 1st July, 2007 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1st December 2007. There shall be no refixation of pay in this case.

(12) If an employee is under suspension on the 1st December 2007, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised scales of pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

(13) An employee who was promoted between 01.12.2007 and 18.11.2009 or promoted prior to 01.12.2007, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2007, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised scale.

5. Rectification of anomaly of Junior getting more pay than Senior.-

(1) In cases where a senior employee appointed to a higher post before the 1st day of December, 2007 draws less pay in the revised pay structure than his junior who is appointed to the higher post on or after the 1st December, 2007, the pay in the pay band of the senior employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of appointment of the junior officer subject to the fulfillment of the following conditions, namely:--

- (a) both the junior and the senior employees shall belong to the same category and should have been promoted to the same post;
- (b) the pre-revised scales of pay and the revised scales of pay along with Grade Pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior employee at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

(3) In cases where an employee who had drawn incentive increments in the pre-revised scales and drawn more pay than his junior prior to 1st December 2007 draws less pay than his junior in the revised scales of pay consequent on the sanction of incentive increment in the revised scales of pay to the junior for acquiring same higher or special qualification after introduction of the revised scale of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

6. Rate of Increment in the Revised Pay Structure.-

The rate of increment in the revised pay structure shall be three per cent of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay structure, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.

7. Date of Annual Increments in the Revised Pay Structure.-

(i) The employees shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing scale of pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of an employee in the revised pay scale shall be granted on the date he would have drawn increment had he continued in the existing pay scale.

(iii) If an employee draws his next increment in the revised pay scale under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a latter date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of pay anomaly and also subject to the condition that both the senior and junior should or should not have drawn service weightage.

NOTE: In case where the pay of an employee is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

(iv) In the case of an employee who reaches the maximum of the Pay Band, stagnation increments beyond the maximum of Pay Band shall be allowed at the rate of increment (i.e.@ 3%) last drawn annually as per the existing orders in force and for this purpose the Pay Band will be considered as elongated personally for him.

(v) In the case of employees who have elected to remain in the existing scale of pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay Band on the normal date in which he would have drawn the increment had he continued in the existing scales.

8. Option.-

(1) An employee may exercise option to remain in the existing scales of pay until any of the following dates:

- (i) to remain in the existing scale of pay until the date on which he earns his next or any subsequent increments in the existing scale of pay;
- (ii) on the date of promotion or on the date of fixation on promotion;

- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.
- (v) on the date of completion of 15 years of regular service till 18.11.2009 (i.e.the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an employee does not exercise his option within the period specified below, he shall be deemed to have opted for the revised scales of pay with effect from the 1st December, 2007 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-VI within three months** from the date of issue of these Regulations.

Provided that in the case of an employee who was on leave on that date or who was discharged from service before that date and was not in the service on that date, or who was on deputation or on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the Board, as the case may be.

(i) Where an employee is under suspension on the 1st December 2007, the option shall be exercised within three months from the date of his return to duty if that date is later than the last date prescribed in this sub-regulation (2).

(ii) The **option once exercised shall be final.**

(iii) If an employee opts to remain in the existing scale of pay for a specified period, he shall be entitled to draw pay in the existing pay scale during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay scale at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Persons who have died on or after 1st December 2007, shall be deemed to have opted for the revised scales on and from the 1st day of December 2007 or such later date as is more beneficial to their dependent, if the revised pay scales are more favourable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office immediately.

9) Fixation of Pay on Promotion on or after 1.12.2007.-

In the case of promotion from one Grade Pay to another in the revised pay structure, the fixation shall be done in the manner given below:--

One increment equal to three per cent of the sum of the pay in the pay band and the existing Grade Pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in Grade Pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

The pay of an employee appointed or promoted to a post on or after 1st December, 2007, shall be fixed in the following manner:

(i) If he was holding a post on 1st December 2007 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1st December 2007 under Sub-regulation 4(1) of this regulation in the revised pay scale and then his pay in the post which he held subsequent to 1st December 2007 fixed in the appropriate revised scale as per orders in force. Such employees shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing scale within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2007 and opted to fix his pay in the revised pay scale after earning an increment in the lower post in the revised scale, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of Basic Pay including Grade Pay on the normal date of increment in the lower post and then another three percent of Basic Pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

10. DATE OF EFFECT.-

The revised pay scales shall take **effect from 1st December, 2007 and shall be in force for a period of Four years from 1st December, 2007.**

11. POWER TO REMOVE DIFFICULTIES.-

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

12. POWER TO AMEND REGULATIONS.-

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

13. EFFECT OF OTHER REGULATIONS.-

Save as otherwise provided in these Regulations, no provision of any other Regulations made or deemed to have been made under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) shall, in so far as it is inconsistent with any of the provision of these Regulations, have any effect.

5. The pay fixation statement may be prepared in the form in **ANNEXURE-VII** and got approved by the Head of Office and attached to the Service Book of the employees.

6. Illustrations relating to fixation of pay are in **ANNEXURE-VIII.**

7. As agreed to in the said Settlement dated 18.11.2009, the following issues raised by the Unions will be discussed and examined separately:

- (i) Upgrading the remaining posts of Lineman equivalent posts as Line Inspector equivalent in areas other than Distribution Circles and upgradation of Wireman in Distribution Circles. Promotional avenue in Thermal/ Hydro/GCC/Civil side employees will be decided separately within a period of three months.
- (ii) Pay parity on par with Government in categories of Draughtsman, Head Draughtsman, Staff Nurse, Technical Assistant, Steno-typist, Tester (Chemical), Section Officer/Secretariat Branch, upgradation of pay scales of certain categories such as Superintendents of Administrative/Technical Branches, Record Clerk etc., and setting right of pay anomaly pointed out by Unions/ individual employees will be decided by forming a separate Committee.
- (iii) Further sanction of posts of Assistant Administrative Officer for the remaining Divisions and for the newly formed Circles and also sanction of posts of Assessment Officer for the remaining left out 21 Distribution Divisions and Creation of posts of Assessment Officer in Central Offices of the Distribution Circles.
- (iv) Rectification of pay anomaly to certain seniors resulting in drawal of less pay than the junior arose and continue to exist, consequent on the introduction of Special Grade with effect from 01.12.2002 (i.e.before coming over to the revised scale of pay with effect from 01.12.2007) duly allowing the higher pay as allowed to the Junior in Special Grade scale of pay notionally from the date on which junior drew such higher pay with monetary benefit from 01.12.2007.
- (v) Adoption of G.O.Ms.No.408, dated 25.08.2009 regarding counting of Temporary Casual Labour service for pensionary benefits.
- (vi) To remove stagnation in promotion, the Board would like to evolve such promotion policy that every regular employee on time scale of pay, will be assured of three promotions in their entire service. The modalities on this will be discussed and finalized in consultation with the parties.
- (vii) Creating promotional avenues and formulating staff pattern in non-workload areas.
- (viii) Regularising the services of Assessors appointed during 1982 on contract basis for allowing pensionary benefits.
- (ix) Reducing the period of training to the Helpers, Office Helpers, I.T.I.Helpers, Assistant Engineers and other categories/Enhancing the consolidated wages of Trainees from Rs.2,500/- to Rs.4,000/- per month.
- (x) Allowing Isolated Locality Compensatory Allowance to the employees of Distribution Circles who are working in the remote area on par with their counterparts in the Project and Generation Circles.

- (xi) The feasibility of identification/regularization of left out/remaining Contract Labourers/Temporary Casual Labourers/Temporary Casual Labourers working in absorbed Rural Co-operative Societies, Wind Mills, Gas Turbine and G.C.C. etc/Part Time employees and the Contract Labourers who have obtained orders of various Courts.
- (xii) Redesignation of the existing category of Assistant in Board Office Secretariat Branch as Assistant Section Officer on par with Government Secretariat.
- (xiii) Promotional avenue in Board Office Secretariat Branch by creation of 15 posts of Senior Section Officer.
- (xiv) Allowing promotion post scale on movement to Selection Grade.
- (xv) Grant of Special Allowance to Audit Staff and the feasibility of increase of lodging expenses to Audit Staff.

8. Any doubts relating to the implementation(s) of any of the clauses / provisions of this order arises, the same shall be referred to the Secretary / Tamil Nadu Electricity Board for clarification.

9. The Chief Engineers, Chief Financial Controller, Superintending Engineers, Deputy Secretaries, Chief Internal Audit Officer and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE CHAIRMAN)

R.KATHIRVEL,
SECRETARY.

To
The Secretary / Tamil Nadu Electricity Board / Chennai-2.
All Chief Engineers.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.
All Superintending Engineers.
All Deputy Secretaries/Board Office Secretariat Branch.
The Chief Internal Audit Officer/BOAB/Chennai-2.
The Residential Audit Officer/Tamil Nadu Electricity Board/Chennai-2.

Copy to:

The Principal Secretary to Government/Finance Department/Chennai-9.
The Principal Secretary to Government/Energy Department/Chennai-9.
The Commissioner of Labour/Chennai-18.
The Joint Commissioner of Labour (Conciliation)/Chennai-18.
The Accountant General/Chennai-18.
The Chairman's Table.
The Member (Distribution).
The Member (Generation).
The Additional Director General of Police/Vigilance.
The Legal Adviser.
The Chief Medical Officer/TNEB Dispensary/Chennai-2.

The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Director, Computer Centre.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
The Director/TNEB Printing Press.
The Resident Manager, T.N.E.B., New Delhi.
All Officers/Sections/Cells in the Board Office Secretariat Branch .

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).
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.
All other signatory Unions.

"EXISTING AND REVISED" SCALES OF PAY

Sl. No.	Pay Band No	Category	Existing Scale of Pay	Revised Scale of Pay + Grade Pay
(1)	(2)	(3)	(4)	(5)
1	PB-1A	Mazdoor	2570-60-3050-75-3950	4900-10000 + 1400
1	PB-1	Assessor Grade II	3050-75-3950-80-5070	5400-20200 + 1900
2		Assistant Cook-cum-Mate Helper		
3		Blacksmith Grade III		
4		Blue Printer Grade II		
5		Boiler House Attendant		
6		Carrier Assistant		
7		Cook-cum-Caretaker		
8		Copy Holder		
9		Duffadar		
10		Fitter Grade III		
11		Gardener		
12		Helper		
13		Helper-cum-Meter Reader		
14		Junior Binder		
15		Junior Compositor		
16		Lift Operator		
17		Machineman Grade III		
18		Male Nursing Assistant		
19		Marker		
20		Maternity Assistant		
21		Nursing Orderly		
22		Office Helper		
23		Packing Helper		
24		Pump House Attendant		
25		Sanitary Maistry		
26		Sanitary Worker		
27		Sanitary Worker-cum-Gardener		
28		Sweeper		
29		Sweeper-cum-Gardener		
30		Tool Keeper Grade II		
31		Vehicle Helper		
32		Watchman		
1	PB-1	Assessor	3370-100-6370	5400-20200 + 2200
2		Assistant Carrier Mechanic		
3		Assistant Draughtsman		
4		Assistant Liaison Officer		
5		Assistant Operator		
6		Assistant to Hydraulic Operator Grade I		
7		Auxiliary Nurse		

8		Blacksmith Grade II		
9		Blue Printer Grade I		
10		Boiler House Fireman		
11		Carpenter Grade II		
12		Caulker & Revitter		
13		Clearing Assistant		
14		Coal Maistry		
15		Commercial Assistant		
16		Compositor		
17		Electrician Grade II		
18		Fitter Grade II		
19		Fitter Slinger		
20		Gauge Reader		
21		Gurka Watchman		
22		Health Inspector		
23		Instrument Mechanic Grade III		
24		Junior Assistant		
25		Junior Auditor		
26		Laboratory Technician		
27		Mechanic Grade III		
28		Machineman Grade II		
29		Machineman / Machine Operator		
30		Maistry Grade III		
31		Mason		
32		Moulder		
33		Packer		
34		Plate Making Operator		
35		Plumber		
36		Proof Reader		
37		Pump Driver		
38	PB-1	Record Clerk	3370-100-	5400-20200 +
39		Roto Print Operator	6370	2200
40		Semi-skilled workmen		
41		Senior Attendant (Filter House)		
42		Senior Binder		
43		Senior Helper		
44		Senior Pipe Line Fitter		
45		Senior Sanitary Maistry		
46		Senior Vehicle Helper		
47		Senior Watchman		
48		Steno-Typist		
49		Stone Cutter		
50		Telephone Operator		
51		Time Keeper Grade II		
52		Trolley Guard		
53		Turbine Operator		
54		Tyndal		
55		Typist		
56		Valve House Attendant		

57	PB-1	Vehicle Helper (Transport)	3370-100- 6370	5400-20200 + 2200		
58		Warden				
59		Welder Grade II				
60		Wireman				
61		Personal Clerk				
1	PB-1	Blacksmith Grade I				
2		Calyx Drill Driver				
3		Carpenter Grade I				
4		Carrier Mechanic Grade II				
5		Compressor Driver				
6		Crane Driver				
7		Crane Driver-cum-Electrician				
8		Driver Power House				
9		Electrician Grade I				
10		Fitter Grade I				
11		Foreman Grade III				
12		Imposer				
13		Inspector of Records				
14		Instrument Mechanic Grade II				
15		Instrument Repairer				
16		Instrument Repairer / Telephone				
17		Jeep Driver				
18		Job Clerk				
19		Lineman				
20		Lineman Driver				
21		Lorry Driver				
22		Machineman Grade I				
23		Maistry Grade II				
24		Mechanic Grade II				
25		Mixer Driver				
26		Motor Cycle Messenger				
27		Painter			3795-110- 7095	5400-20200 + 2500
28		Road Roller Driver				
29		Senior Proof Reader				
30		Sergeant				
31		Senior Assistant Operator				
32		Senior Caulker & Revitter				
33		Senior Fitter Slinger				
34		Senior I.B.Warden				
35		Senior Maistry Grade III				
36		Senior Pump Driver				
37		Senior Telephone Operator				
38		Senior Trolley Guard				
39		Senior Valve House Attendant				
40		Senior Wireman				
41		Shop Assistant				
42		Switch Board Attendant (Non-Diploma Holder)				
43		Syrang Grade II				

44	PB-1	Stores Custodian Grade II	3795-110-7095	5400-20200 + 2500
45		Telephone Inspector Grade II		
46		Time Keeper Grade I		
47		Tinsmith		
48		Tool Keeper Grade I		
49		Welder Grade I		
50		Winch Driver		
1	PB-1	Assistant	4200-130-7840	5400-20200 + 2700
2		Assistant-cum-Steno Typist		
3		Assistant Librarian		
4		Assistant Sports Officer		
5		Auditor		
6		Carrier Mechanic Grade I		
7		Carrier Foreman Grade I		
8		Commercial Inspector		
9		Construction Foreman		
10		Draughtsman		
11		Driver (Tractor Trailers of Heavy Vehicles)		
12		Foreman Grade II		
13		Head Sergeant		
14		Inspector of Assessment		
15		Instrument Mechanic Grade I		
16		Junior Machine Operator		
17		Laboratory Tradesman		
18		Line Inspector		
19		Loco Driver (Transport)		
20		Maistry Grade I		
21		Mechanic Grade I		
22		Refractionist		
23		Senior Carpenter Grade I		
24		Senior Crane Operator		
25		Senior Electrician		
26		Senior Fitter		
27		Senior Foreman Grade III		
28		Senior Lineman		
29		Senior Maistry Grade II		
30		Senior Mechanic Grade II		
31		Senior Shop Assistant		
32		Senior Switch Board Attendant		
33		Senior Syrang Grade II		
34		Senior Winch Driver		
35		Senior Driver		
36		Staff Nurse		
37		Stores Custodian Grade I		
38		Syrang Grade I		
39	Technical Assistant			
40	Telephone Inspector Grade I			
41	Telephone Supervisor			
42	Teleprinter Mechanic Grade I			

43 44 45	PB-1	Tester Chemical Winder Personal Assistant	4200-130- 7840	5400-20200 + 2700
1 2	PB-1	Heavy Vehicle Driver (Workshop) Pharmacist	4450-130- 8350	5400-20200 + 2900
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	PB- 2A	Accounts Supervisor Administrative Supervisor Assistant Special Winder Assistant Welfare Officer Carrier Foreman Grade I Driver / Heavy Vehicle Foreman Grade I Junior Chageman Junior Engineer Grade II Librarian Operator Water Treatment Plant Photographer Revenue Supervisor Senior Construction Foreman Senior Draughtsman Senior Machine Operator Stores Supervisor Surveyor (Qualified)	5600-175- 10150	9600-34800 + 4300
1 2 3 4 5 6 7 8	PB- 2A	Chageman Head Draughtsman Junior Chemist Senior Pharmacist Superintendent Superintendent-cum-Steno Superintendent-Medical Store Superintendent-Nursing	5850-200- 11050	9600-34800 + 4400
1 2 3 4	PB-2	Assistant Press Superintendent Carrier Special Grade Foreman Special Grade Foreman Special Grade Foreman Driver	7225-225- 13525	10100-34800 + 4600

ANNEXURE - II

HOUSE RENT ALLOWANCE IN THE REVISED PAY RANGES FROM 01.09.2009

Sl. No.	Pay Range (Pay Band + Grade Pay)	Amount of House Rent Allowance (Rupees per Mensem)			
		Grade 1(a) Chennai City and places around the City at a distance not exceeding 32 Kms from the city limits	Grade 1(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Places in Grade-II and places around 8 Kms from town limits	Places in Grade-III
(1)	(2)	(3)	(4)	(5)	(6)
	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 5299	500	300	240	160
2	5300 - 6699	560	400	300	200
3	6700 - 8189	680	500	360	240
4	8190 - 9299	800	600	440	300
5	9300 - 10599	1000	720	540	380
6	10600 - 11899	1200	840	640	460
7	11900 - 13769	1400	960	760	560
8	13770 - 14509	1600	1100	880	660
9	14510 - 15999	1800	1240	1000	760
10	16000 - 17299	2000	1380	1120	860
11	17300 - 19529	2200	1480	1240	900
12	19530 - 20089	2400	1600	1360	1000
13	20090 - 21019	2600	1700	1400	1000
14	21020 - 21579	2800	1800	1400	1000
15	21580 - 22139	2900	1800	1400	1000
16	22140 - 24999	3000	1800	1400	1000
17	25000 and above	3200	1800	1400	1000

NOTE: In cases where the revised rate of House Rent Allowance falls short of double the rate in the existing quantum of HRA due to revised Pay Ranges, in such cases the quantum of HRA shall be actually doubled.

ANNEXURE - III

CITY COMPENSATORY ALLOWANCE IN THE REVISED PAY RANGES

FROM 01.09.2009

(Rupees per month)

Sl No.	Pay Range (Pay Band + Grade Pay)	Chennai City and areas around the City at a distance not exceeding 32 Kms. from the City limits	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli areas around them at a distance not exceeding 16 Kms. From the City limits.
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1	Below 8000	180	90
2	8001 - 12000	250	130
3	12001 - 16000	400	200
4	16001 and above	600	360

NOTE: In cases where the revised rate of City Compensatory Allowance falls short of double the rate in the existing quantum of CCA due to revised Pay Ranges, in such cases the quantum of CCA shall be actually doubled.

ANNEXURE - IV

REVISED RATES OF SPECIAL PAYS WITH EFFECT FROM 01.09.2009

(Rupees per month)

Sl. No.	Pay Range (Pay Band + Grade Pay)	Project Special Pay	TE, TLC, SSE, PLCC & MDCC Special Pay	Hotline Special Pay	Special Pay to eligible employees of Vigilance Cell & Enforcement	VIP Vehicle Drivers' under the control of CPRO & Spl.Gr Duffadars in BOSB.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 7649	100	150	250	170	170
2	7650-9399	110	170	320	180	180
3	9400-10699	110	180	320	190	190
4	10700-11999	130	190	320	200	200
5	12000-13299	140	200	380	220	220
6	13300-14599	150	230	380	240	240
7	14600-15899	170	250	440	280	280
8	15900-17399	180	280	440	290	290
9	17400-19199	190	290	440	290	290
10	19200-21699	230	320	440	320	320
11	21700-25599	280	350	440	350	350
12	25600-29799	300	380	440	380	380
13	29800 & above	350	440	500	440	440

NOTE: In cases where the revised rate of Special Pay falls short of double the rate in the existing quantum of Special Pay due to revised Pay Ranges, in such cases the quantum of Special Pay shall be actually doubled.

REVISED RATES OF SPECIAL PAYS ON FLAT RATE BASIS WITH EFFECT FROM 01.09.2009

Sl.No.	Description	Revised Rate
		Rs.
1	<u>Shift Operation Special Pay</u> SBO/TA/LI/LMO Junior Chemist/JE II Grade/Supervisor (Thermal)	110 P.M. 150 P.M.
2	Special Pay to Duffadars in Head Quarters Office	200 P.M.
3	Special Pay to Record Clerks of BOSB/Adm.Br. (Xerox work)	60 P.M.
4	Special Pay to Office Helper of Top Level Officers at BOSB.	150 P.M.
5	Welding Special Pay to eligible Welders	90 P.M.
6	TTC Instructor's Special Pay	100 P.M.
7	Cable Jointing Special Pay	100 P.M.
8	Typewriting and Steno Special Pay	80 P.M. 140 P.M. 160 P.M. 180 P.M. 200 P.M. 240 P.M. 280 P.M.
9	Pharmacist Special Pay	100 P.M.
10	O/o.Resident Manager/New Delhi Special Pay	Quantum of amount of 20% in the Pre-revised Basic Pay

ANNEXURE - V

REVISED RATES OF ALLOWANCES WITH EFFECT FROM 01.09.200

(Rupees per month)

Sl. No.	Pay Range (Pay Band + Grade Pay)	ILC Allowance	Project Allowance		Investigation Allowance		Thermal Allowance	Thermal Incentive Bonus
			Before Qtrs.	After Qtrs.	Before Qtrs.	After Qtrs.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 7649	100	200	110	190	90	110	110
2	7650-9399	100	230	120	190	90	110	130
3	9400-10699	110	230	120	210	100	130	140
4	10700-11999	110	250	130	230	100	130	150
5	12000-13299	130	280	140	250	110	150	160
6	13300-14599	140	300	150	280	130	150	170
7	14600-15899	140	300	150	280	130	160	190
8	15900-17399	150	330	160	300	140	160	200
9	17400-19199	150	350	180	310	140	180	210
10	19200-21699	200	410	230	380	150	200	250
11	21700-25599	280	440	250	380	150	230	250
12	25600-29799	300	470	270	410	170	250	250
13	29800 & above	330	500	300	440	190	280	300

NOTE: In cases where the revised rate of Allowance falls short of double the rate in the existing quantum of Allowance due to revised Pay Ranges, in such cases the quantum of Allowance shall be actually doubled.

REVISED RATES OF HYDRO AND WIND FARM ALLOWANCES
WITH EFFECT FROM 01.09.2009
(Rupees per month)

Sl. No.	Description	Revised Rate	
		Upto Rs.24199	Rs.24200 & above
		Rs.	Rs.
1	Upto and inclusive of 300m MSL	450	600
2	Above 301m MSL	600	750

REVISED RATES OF ALLOWANCES ON FLAT RATES WITH EFFECT FROM 01.09.2009

Sl.No.	Description	Revised Rate
		Rs.
1	Cycle Allowance	100 P.M.
2	Night Shift Allowance	20 per day
3	Washing Allowance (50% increase as in Govt.)	75 per set
4	<u>Stores Keeper Allowance:</u> Stores Custodian II Grade	180 P.M.
	Stores Custodian I Grade	230 P.M.
	Stores Supervisor	240 P.M.
5	<u>Assessment Allowance</u> Assessor	120 P.M.
	Inspector of Assessment	180 P.M.
6	<u>Allowance to Legal Cell Staff in Board Office Secretariat Branch:</u> Junior Assistant	80 P.M.
	Assistant	120 P.M.
7	Hill Allowance (20% of Pay subject to maximum of Rs.900/-)	900 P.M.
8	<u>Winter Allowance</u> (November to February - 4 months only) From 1000 to 1499m (5% of Basic Pay subject to the maximum of Rs.250)	250 P.M.
	1500m and above (10% of Basic Pay subject to the maximum of Rs.350) (Percentage/Maximum limit as in Government)	350 P.M.
9	Conveyance Allowance for Blind and Orthopedic	300 P.M.
10	Medical Allowance	100 P.M.
11	Remote Hydro and Cavern Allowance	Slab Rate (Orders will be issued separately)

ANNEXURE - VI

I _____,
holding the post of _____ in the Pay
Scale of Rs. _____ do
hereby elect (*) to come under the revised Pay Band with effect from 1st
December 2007 / to retain the existing scale of pay for the period upto
_____ and come under the revised scale with effect from
_____.

2. The option hereby exercised is final and will not be modified at any
subsequent date.

3. I also hereby agree to abide by all the terms and conditions of the
Settlement entered into with Unions under Section 12(3) of the Industrial
Disputes Act, 1947 on 18.11.2009.

4. I hereby also undertake that any excess payment that may be found to
have been made as a result of incorrect fixation of pay or any excess payment
detected in the light of discrepancies noticed subsequently will be refunded by
me to the Board either by adjustment against future payments due to me or
otherwise without insisting for any prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature
Head of the Office.

(*) Strike out whichever is not applicable.

ANNEXURE-VII

Statement of fixation of pay of individual Board Employee in the Revised Scale of Pay

- (a) Circle :
- (b) Office :
- (c) Name of Employee :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Scale :
- From to Y.M.D.
- (g) Total period of service as per para _____ of B.P. :
- Substantive/Officiating
or Temporary
1. Name of post :
2. Existing Scale of pay :
3. Present emoluments on the 1st December 2007 or on the date of the employee joining the service after 01.12.2007 :
- (i) Pay :
- (ii) Personal Pay, if any :
- (iii) Dearness Pay :
- (iv) Dearness Allowance as on 01.12.2007 on Pay + Dearness Pay + Personal Pay :
-
- Total (i to IV) above :
-
4. Revised Scale of pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised scale of pay shall be determined by multiplying the existing Basic Pay as per 3(1) above by a factor of 1.94 and rounding off the resultant figure to the next multiple of 10 as indicated in the Fitment Table :
- 5(ii) Fitment Table No. :

6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised scale of pay at :
8. If the employee is officiating in a post and his revised pay: in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation
9. Is this a case in which the revised pay cannot be refixed with reference to the Fitment Table? If so, why? :
10. If the Answer to the Question under Sl.No.9 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
11. Date of next increment in the revised scale :

Head of Office.

ANNEXURE - VIII

ILLUSTRATION - I

A Helper, who joined in the Board's service in July 2000, is drawing a basic pay of Rs.3425/- as on 1-12-2007 in the existing scale of pay of Rs.3050-75-3950-80-5070 Revised Pay band applicable to the post of Helper is Rs.5400-20200 + Grade Pay of Rs.1900/-. His pay in the revised Pay band will be fixed as follows:-

1. Existing scale of pay : Rs.3050-75-3950-80-5070.
2. Pay Band applicable : PB-1 Rs.5400-20200 + Rs.1900/- (G.P)
3. Existing Basic Pay as on 01.12.2007 : Rs.3425/-
4. Pay after Multiplication by the factor
1.94 (Rounded off to next multiple
of 10) : Rs.6650/-
5. Pay in the Pay Band - PB-1
w.e.f.1.12.2007 : Rs.6650/-
6. Grade Pay(attached to the Pay Band) : Rs. 1900/-
7. Revised Basic Pay w.e.f.1.12.2007 : Rs.8550/-
(Total of Pay in the Pay Band and
Grade Pay 5 + 6)
8. Date of Next increment
(Next increment shall be granted }
on the date he would have drawn } 1-7-2008.
the increment had he continued in }
the existing scale of pay) }
9. Increment amount : Rs.260/-
(3% on Revised Pay + Grade Pay and
rounded off to next multiple of 10)
10. Pay with effect from 1.7.2008 (5+9) : Rs.6910/- (Rs.6650+260)
11. Grade Pay : Rs.1900/-
12. Basic pay w.e.f. 1.7.2008 (10+11) : Rs.8810/-

ILLUSTRATION - II

A Junior Assistant is drawing a basic pay of Rs.3570/- as on 1-12-2007 in the existing scale of pay of Rs.3370-100-6370. Revised Pay band applicable to the post of Junior Assistant is Rs.5400-20200 + Grade Pay of Rs.2200/-. His pay in the revised Pay band will be fixed as follows:-

1. Existing scale of pay : Rs. 3370-100-6370.
2. Pay Band applicable : PB-1 Rs.5400-20200 + Rs.2200/- (G.P)
3. Existing Basic Pay as on 01.12.2007 : Rs.3,570/-
4. Pay after Multiplication by the factor
1.94 (Rounded off to next multiple
of 10) : Rs.6,930/-
5. Pay in the Pay Band - PB-1
w.e.f.1.12.2007 : Rs.6,930/-
6. Grade Pay(attached to the Pay Band) : Rs.2,200/-
7. Revised Basic Pay w.e.f.1.12.2007 : Rs.9,130/-
(Total of Pay in the Pay Band and
Grade Pay 5 + 6)
8. Date of Next increment
(Next increment shall be granted }
on the date he would have drawn } 1-10-2008.
the increment had he continued in }
the existing scale of pay) }
9. Increment amount : Rs. 280/-
(3% on Revised Pay + Grade Pay and
rounded off to next multiple of 10)
10. Pay with effect from 1.10.2008 (5+9) : Rs.7,210/- (Rs.6930 + Rs.280)
11. Grade Pay : Rs.2,200/-
12. Basic pay w.e.f. 1.7.2008 (10+11) : Rs.9,410/-

ILLUSTRATION - III

A Selection Grade Assistant (Accounts) is drawing a Basic pay of Rs.6825/- and a Personal Pay of Rs.105/- as on 1.12.2007 in the existing scale of pay of Rs.5600-175-10150. The revised Pay applicable to the above pre-revised scale of pay is Rs.9600-34800 + Grade Pay of Rs.4300/-. He has put in 17 years of regular completed service as on 1.12.2007. His normal date of increment is 1st October. His pay in the revised scale will be fixed as follows:-

1. Existing scale of pay : Rs. 5600-175-10150.
2. Pay Band applicable : PB-2A Rs.9600-34800 + Rs.4300/-(GP)
3. Existing Basic Pay as on 01.12.2007 : Rs.6825/- + 105 (Personal Pay)
= Rs.6930/-
4. Pay after Multiplication by the factor
1.94 (Rounded off to next multiple
of 10) : Rs.13,450/-
5. Pay in the Pay Band - PB-2A
w.e.f.1.12.2007 : Rs.13,450/-
6. Grade Pay (attached to the Pay Band): Rs. 4,300/-
7. Revised Basic Pay w.e.f.1.12.2007 : Rs.17,750/-
(Total of Pay in the Pay Band and
Grade Pay 5 + 6)
8. For completion of 15 years of service (Total service as on 1.12.2007 is 17
years) one increment should be granted as service weightage after fitment in
the revised scale as per Regulation 4(2)
One increment on 1.12.2007 as
service weightage : Rs. 540/-
(3% on Rs.17750/- and rounded off to
next multiple of 10)
9. Pay with effect from 1.12.2007 (after
adding service weightage (5 + 8) : Rs.13,990/- (Rs.13,450 + Rs.540)
10. Grade Pay : Rs. 4,300/-
11. Basic pay w.e.f. 1.12.2007 (9+10) : Rs.18,290/-
12. Date of next increment : 1-10-2008.
13. Increment amount : Rs. 550/-
(3% on Rs.18290/- and rounded off
to next multiple of 10)
14. Pay w.e.f. 1.10.2008 (9+13) : Rs.14,540/- (Rs.13,990 + Rs.550)
15. Grade Pay : Rs. 4,300/-
16. Basic Pay w.e.f.1.10.2008. (14+15) : Rs.18,840/-

ILLUSTRATION-IV

A Line Inspector is drawing a basic pay of Rs.5,110/- as on 1-12-2007 in the existing scale of pay of Rs.4200-130-7840. Revised scale of pay applicable in the Post of Line Inspector is Rs.5400 -20200 + Grade Pay 2700. Subsequently, the employee has been promoted as Foreman Grade I with effect from 5.3.2008. His date of increment in the lower post is 1st October. He has opted on the date of promotion. The revised scale of pay applicable to the post of Foreman Grade I is Rs.9600-34800 with Grade Pay of Rs.4300/-. His pay in the revised scale shall be fixed as follows:

1. Existing Scale of pay : Rs.4200-130-7840.
2. Pay Band applicable : PB1 - Rs.5400-20200 + 2700.
3. Existing Basic pay as on 1.12.2007. : Rs. 5,110/-
4. Pay after multiplication by a factor of 1.94 : Rs. 9,920/-
5. Pay in the Pay Band PB-3 : Rs. 9,920/-
6. Grade Pay (attached to the scale) : Rs. 2,700/-
7. Revised Basic pay – Total of Pay in the Pay Band and Grade Pay (5+6) : Rs.12,620/-

Promotion as Foreman Gr.I with effect from 5.3.2008

8. Pay in the post of Line Inspector as on 1.12.2007 :Rs.12,620/-

**Foreman Gr.I with effect from 5.3.2008 in the PB-2(A)
Rs.9600-34800 with Grade Pay Rs.4300/-**

9. One increment equal to 3% of the sum of the pay in the existing pay band and Grade Pay (i.e., 3% of Rs.12620/-) : Rs. 380/-
10. Pay to be fixed in the post of Foreman I Grade with effect from 5.3.2008 (5+9+Grade Pay in the higher post) : Rs.10,300/- + Rs.4300/-
11. Date of next increment : 1.1.2009.

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SECTION OFFICER.

APPENDIX-I

TABLE NO.1

Existing Scale
Rs.2570-60-3050-75-3950

Revised Pay Band + Grade Pay
PB-1A Rs.4900-10000 +
1400

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	2570	4990	1400	6390
2	2630	5110	1400	6510
3	2690	5220	1400	6620
4	2750	5340	1400	6740
5	2810	5460	1400	6860
6	2870	5570	1400	6970
7	2930	5690	1400	7090
8	2990	5810	1400	7210
9	3050	5920	1400	7320
10	3125	6070	1400	7470
11	3200	6210	1400	7610
12	3275	6360	1400	7760
13	3350	6500	1400	7900
14	3425	6650	1400	8050
15	3500	6790	1400	8190
16	3575	6940	1400	8340
17	3650	7090	1400	8490
18	3725	7230	1400	8630
19	3800	7380	1400	8780
20	3875	7520	1400	8920
21	3950	7670	1400	9070

TABLE NO.2

Existing Scale
Rs.3050-75-3950-
80-5070

Revised Pay Band + Grade Pay
PB1 - Rs.5400-20200 +
1900

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	3050	5920	1900	7820
2	3125	6070	1900	7970
3	3200	6210	1900	8110
4	3275	6360	1900	8260
5	3350	6500	1900	8400
6	3425	6650	1900	8550
7	3500	6790	1900	8690
8	3575	6940	1900	8840
9	3650	7090	1900	8990
10	3725	7230	1900	9130
11	3800	7380	1900	9280
12	3875	7520	1900	9420
13	3950	7670	1900	9570
14	4030	7820	1900	9720
15	4110	7980	1900	9880
16	4190	8130	1900	10030
17	4270	8290	1900	10190
18	4350	8440	1900	10340
19	4430	8600	1900	10500
20	4510	8750	1900	10650
21	4590	8910	1900	10810
22	4670	9060	1900	10960
23	4750	9220	1900	11120
24	4830	9380	1900	11280
25	4910	9530	1900	11430
26	4990	9690	1900	11590
27	5070	9840	1900	11740

TABLE NO.3

Existing Scale
Rs.3370-100-6370

Revised Pay Band + Grade Pay
PB1 - Rs.5400-20200 +
2200

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	3370	6540	2200	8740
2	3470	6740	2200	8940
3	3570	6930	2200	9130
4	3670	7120	2200	9320
5	3770	7320	2200	9520
6	3870	7510	2200	9710
7	3970	7710	2200	9910
8	4070	7900	2200	10100
9	4170	8090	2200	10290
10	4270	8290	2200	10490
11	4370	8480	2200	10680
12	4470	8680	2200	10880
13	4570	8870	2200	11070
14	4670	9060	2200	11260
15	4770	9260	2200	11460
16	4870	9450	2200	11650
17	4970	9650	2200	11850
18	5070	9840	2200	12040
19	5170	10030	2200	12230
20	5270	10230	2200	12430
21	5370	10420	2200	12620
22	5470	10620	2200	12820
23	5570	10810	2200	13010
24	5670	11000	2200	13200
25	5770	11200	2200	13400
26	5870	11390	2200	13590
27	5970	11590	2200	13790
28	6070	11780	2200	13980
29	6170	11970	2200	14170
30	6270	12170	2200	14370
31	6370	12360	2200	14560

TABLE NO.4

Existing Scale
Rs.3795-110-7095

Revised Pay Band +
Grade Pay
PB1 - Rs.5400-20200 +
2500

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	3795	7370	2500	9870
2	3905	7580	2500	10080
3	4015	7790	2500	10290
4	4125	8010	2500	10510
5	4235	8220	2500	10720
6	4345	8430	2500	10930
7	4455	8650	2500	11150
8	4565	8860	2500	11360
9	4675	9070	2500	11570
10	4785	9290	2500	11790
11	4895	9500	2500	12000
12	5005	9710	2500	12210
13	5115	9930	2500	12430
14	5225	10140	2500	12640
15	5335	10350	2500	12850
16	5445	10570	2500	13070
17	5555	10780	2500	13280
18	5665	11000	2500	13500
19	5775	11210	2500	13710
20	5885	11420	2500	13920
21	5995	11640	2500	14140
22	6105	11850	2500	14350
23	6215	12060	2500	14560
24	6325	12280	2500	14780
25	6435	12490	2500	14990
26	6545	12700	2500	15200
27	6655	12920	2500	15420
28	6765	13130	2500	15630
29	6875	13340	2500	15840
30	6985	13560	2500	16060
31	7095	13770	2500	16270

TABLE NO.5

Existing Scale
Rs.4200-130-7840

Revised Pay Band +
Grade Pay
PB1 - Rs.5400-20200 +
2700

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	4200	8150	2700	10850
2	4330	8410	2700	11110
3	4460	8660	2700	11360
4	4590	8910	2700	11610
5	4720	9160	2700	11860
6	4850	9410	2700	12110
7	4980	9670	2700	12370
8	5110	9920	2700	12620
9	5240	10170	2700	12870
10	5370	10420	2700	13120
11	5500	10670	2700	13370
12	5630	10930	2700	13630
13	5760	11180	2700	13880
14	5890	11430	2700	14130
15	6020	11680	2700	14380
16	6150	11940	2700	14640
17	6280	12190	2700	14890
18	6410	12440	2700	15140
19	6540	12690	2700	15390
20	6670	12940	2700	15640
21	6800	13200	2700	15900
22	6930	13450	2700	16150
23	7060	13700	2700	16400
24	7190	13950	2700	16650
25	7320	14210	2700	16910
26	7450	14460	2700	17160
27	7580	14710	2700	17410
28	7710	14960	2700	17660
29	7840	15210	2700	17910

TABLE NO.6

<u>Existing Scale</u> Rs.4450-130-8350	<u>Revised Pay Band + Grade Pay</u> PB1 - Rs.5400-20200 + 2900
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Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	4450	8640	2900	11540
2	4580	8890	2900	11790
3	4710	9140	2900	12040
4	4840	9390	2900	12290
5	4970	9650	2900	12550
6	5100	9900	2900	12800
7	5230	10150	2900	13050
8	5360	10400	2900	13300
9	5490	10660	2900	13560
10	5620	10910	2900	13810
11	5750	11160	2900	14060
12	5880	11410	2900	14310
13	6010	11660	2900	14560
14	6140	11920	2900	14820
15	6270	12170	2900	15070
16	6400	12420	2900	15320
17	6530	12670	2900	15570
18	6660	12930	2900	15830
19	6790	13180	2900	16080
20	6920	13430	2900	16330
21	7050	13680	2900	16580
22	7180	13930	2900	16830
23	7310	14190	2900	17090
24	7440	14440	2900	17340
25	7570	14690	2900	17590
26	7700	14940	2900	17840
27	7830	15200	2900	18100
28	7960	15450	2900	18350
29	8090	15700	2900	18600
30	8220	15950	2900	18850
31	8350	16200	2900	19100

TABLE NO.7

<p><u>Existing Scale</u> Rs.5600-175-10150</p>	<p><u>Revised Pay Band + Grade Pay</u> PB-2(A) - Rs.9600-34800 + 4300</p>
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Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	5600	10870	4300	15170
2	5775	11210	4300	15510
3	5950	11550	4300	15850
4	6125	11890	4300	16190
5	6300	12230	4300	16530
6	6475	12570	4300	16870
7	6650	12910	4300	17210
8	6825	13250	4300	17550
9	7000	13580	4300	17880
10	7175	13920	4300	18220
11	7350	14260	4300	18560
12	7525	14600	4300	18900
13	7700	14940	4300	19240
14	7875	15280	4300	19580
15	8050	15620	4300	19920
16	8225	15960	4300	20260
17	8400	16300	4300	20600
18	8575	16640	4300	20940
19	8750	16980	4300	21280
20	8925	17320	4300	21620
21	9100	17660	4300	21960
22	9275	18000	4300	22300
23	9450	18340	4300	22640
24	9625	18680	4300	22980
25	9800	19020	4300	23320
26	9975	19360	4300	23660
27	10150	19700	4300	24000

TABLE NO.8

<p><u>Existing Scale</u> Rs.5850-200-11050 </p>	<p><u>Revised Pay Band + Grade</u> <u>Pay</u> PB-2(A) - Rs.9600-34800 + 4400</p>
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Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	5850	11350	4400	15750
2	6050	11740	4400	16140
3	6250	12130	4400	16530
4	6450	12520	4400	16920
5	6650	12910	4400	17310
6	6850	13290	4400	17690
7	7050	13680	4400	18080
8	7250	14070	4400	18470
9	7450	14460	4400	18860
10	7650	14850	4400	19250
11	7850	15230	4400	19630
12	8050	15620	4400	20020
13	8250	16010	4400	20410
14	8450	16400	4400	20800
15	8650	16790	4400	21190
16	8850	17170	4400	21570
17	9050	17560	4400	21960
18	9250	17950	4400	22350
19	9450	18340	4400	22740
20	9650	18730	4400	23130
21	9850	19110	4400	23510
22	10050	19500	4400	23900
23	10250	19890	4400	24290
24	10450	20280	4400	24680
25	10650	20670	4400	25070
26	10850	21050	4400	25450
27	11050	21440	4400	25840

TABLE NO.9

Existing Scale
|Rs.7225-225-13525|

Revised Pay Band + Grade
Pay
PB-2 - Rs.10100-34800
4600

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	7225	14020	4600	18620
2	7450	14460	4600	19060
3	7675	14890	4600	19490
4	7900	15330	4600	19930
5	8125	15770	4600	20370
6	8350	16200	4600	20800
7	8575	16640	4600	21240
8	8800	17080	4600	21680
9	9025	17510	4600	22110
10	9250	17950	4600	22550
11	9475	18390	4600	22990
12	9700	18820	4600	23420
13	9925	19260	4600	23860
14	10150	19700	4600	24300
15	10375	20130	4600	24730
16	10600	20570	4600	25170
17	10825	21010	4600	25610
18	11050	21440	4600	26040
19	11275	21880	4600	26480
20	11500	22310	4600	26910
21	11725	22750	4600	27350
22	11950	23190	4600	27790
23	12175	23620	4600	28220
24	12400	24060	4600	28660
25	12625	24500	4600	29100
26	12850	24930	4600	29530
27	13075	25370	4600	29970
28	13300	25810	4600	30410
29	13525	26240	4600	30840



(ABSTRACT)

Tamil Nadu Electricity Board – Officers – Revision of wages with effect from 01.12.2007 - Orders – Issued.

(SECRETARIAT BRANCH)

(Permanent) B.P.(Ch) No.224

Dated the 21st November, 2009.

Karthigai-5,
Thiruvalluvar Aandu-2040.

READ:

1. (Per) B.P.(Ch) No.221 (Secretariat Branch) dated 16.10.2005.
2. (Per) B.P.(Ch) No.247 (Secretariat Branch) dated 17.10.2007.
3. (Per) B.P.(FB) No. 2 (Secretariat Branch) dated 13.02.2009.

PROCEEDINGS:

In the Board's Proceedings first read above, orders were issued revising the scales of pay and rates of Dearness Allowance of the officers of the Board with effect from 01.12.2002 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances were ordered to be continued with effect from 01.12.2002 until further orders. In the Board's Proceedings second read above, the Board constituted a Wage Revision Committee, consisting of certain Members and Officers of the Board to hold negotiations with the Officers' Associations for revision of scales of pay, special pays and allowances for the officers with effect from 01.12.2007. After holding discussions with the Tamil Nadu Electricity Board Engineers' Association and Tamil Nadu Electricity Board Finance and Accounts Officers' Association, the Board passes the following orders:

(i) REVISION OF WAGES:

The existing scales of pay of the officers of the Board will be revised with effect from 01.12.2007 as indicated in **ANNEXURE-I** of the Tamil Nadu Electricity Board Revised Scales of Pay (Officers) Regulations, 2009, referred to in paragraph 2 below.

(ii) DEARNESS ALLOWANCE:

(a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.12.2007 are as indicated below:-

With effect from 1 st December, 2007	9% of Basic Pay + Grade Pay.
With effect from 1 st January, 2008	12% of Basic Pay + Grade Pay.
With effect from 1 st July, 2008	16% of Basic Pay + Grade Pay.
With effect from 1 st January, 2009	22% of Basic Pay + Grade Pay.
With effect from 1 st July, 2009	27% of Basic Pay + Grade Pay.

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised scales of pay granted to the officers. Other Special Pay or any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE:

(a) The revised rates of House Rent Allowance will be followed as in the Government of Tamil Nadu **with effect from 01.09.2009**. The rates currently prescribed by the Government are in **ANNEXURE-II**. Officers who are not getting double the rates of House Rent Allowance in the revised pay ranges, as compared to the House Rent Allowance drawn by them in the pre-revised pay ranges, **shall be permitted to draw double the rates of House Rent Allowance** in the revised pay scale.

(b) Wherever rent free quarters are provided to the officers or a rental is charged for occupation of quarters provided by the Board, no House Rent Allowance shall be admissible.

(iv) CITY COMPENSATORY ALLOWANCE:

The present rates of city compensatory allowance **shall be doubled with effect from 01.09.2009**. The revised rates of City Compensatory Allowance will be followed as in the Government of Tamil Nadu. The rates currently prescribed by the Government of Tamil Nadu are in **ANNEXURE-III**.

(v) SPECIAL PAYS AND ALLOWANCES:

(a) The existing rates of Special Pays and other allowances paid on the basis of pay range or at flat rate to the employees will be revised with effect from 01.09.2009 as in **ANNEXURE-IV** and **ANNEXURE-V**. With regard to the Special Pay allowed on "Percentage basis", the existing quantum of amount in the pre-revised pay shall be continued. The allowances allowed on percentage basis in the pre-revised pay shall be allowed on Slab Rate basis, for which orders will be issued separately.

(b) The Cash Allowance in lieu of surrender of Office Helper be revived in respect of Class-I Officers of the Board at the same rate as prescribed by the Government with effect from 01.09.2009 @ Rs.500/- per month in lieu of one post of Residential Office Helper and there shall be no change in the other conditions already prescribed in (Per) B.P.(FB) No.53 (SB) dated 26.04.1993, as amended from time to time.

(vi) PERSONAL PAY:

The Personal Pay drawn in the existing scales of pay as on 01.12.2007 or on the date of option, shall be taken into account for fixing the pay in the revised scales of pay and it will be discontinued after the revised pay. The Personal Pay arising on or after 01.12.2007 shall continue to be allowed as per the existing orders in force.

(vii) SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY:

The existing procedure of allowing Selection Grade on completion of 9 years of service be continued. The pay of such officers who have moved to

Selection Grade on or after 01.12.2007 shall be fixed on the date of movement to Selection Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay. On and from 01.12.2007, the existing scheme of Special Grade shall be dispensed with and the officers who have completed 10 years of service in the Selection Grade post or 20 years of total service in a post, be moved to Special Grade. The pay of such officers who have moved to Special Grade on or after 01.12.2007 shall be fixed on the date of movement to Special Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay.

(viii) PAYMENT OF ARREARS:

The arrears accruing on account of pay revision for the period from 01.12.2007 to 31.10.2009 shall be arrived at after adjusting the Interim Adhoc of Rs.7,000/- already paid during February 2009 as per the orders in (Per) B.P.(FB) No.2 (SB) dated 13.02.2009 and the balance net arrears due for payment shall be arrived. The balance arrears so arrived shall be paid in **three equal installments** as shown below:-

- (i) 1st installment in December 2009;
- (ii) 2nd installment in April 2010;
- (iii) 3rd and final installment in April 2011.

(ix) All the Head of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the officers in the revised scales of pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual officer duly indicating the amount to be paid in three equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual officers, so that the officers on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

2. In Government Order (Ms) No.57, Energy (B2) Department, dated 15.07.2009, notification has been issued under the proviso to Clause (a) of Section 172 of the Electricity Act, 2003 (Central Act 36 of 2003) authorizing the Tamil Nadu Electricity Board to continue to function as the State Transmission Utility, and a Licensee under the provisions of the said Act for a further period of six months upto 15.12.2009 beyond the 9th day of June 2009. Therefore, the Board constituted by exercising the powers under the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) will continue to function as the State Transmission Utility and a Licensee and can exercise its administrative function as was done earlier. Accordingly, by virtue of the authorization given under the proviso to clause (a) of Section 172 of the Electricity Act, 2003 (Central Act, 36 of 2003) in terms of G.O.(Ms) No.57, Energy (B2) Department, dated 15.07.2009, read with

section 185 of the said Act, the Tamil Nadu Electricity Board hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the Tamil Nadu Electricity Board Revised Scales of Pay (Officers) Regulations, 2009.
- (2) They shall be deemed to have come into force on the 1st December, 2007.

2. DEFINITIONS.- In these Regulations, unless the context otherwise requires:-

- (i) "basic pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise_
 - (a) the basic pay and personal pay as on the 1st December, 2007 of an officer in the existing pay scale.

Note :- In the case of officers drawing personal pay on 01.12.2007 in the existing scales of pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" mean the sum of (i) existing basic pay + personal pay (if admissible), (ii) dearness pay with reference to the basic pay and (iii) dearness allowance appropriate to the basic pay plus dearness pay as on 01.12.2007.
 - (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
 - (d) "Grade pay" means the fixed amount corresponding to the pre-revised pay scales / posts.
 - (e) "Basic pay " in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like Special Pay.
- (iii) Present emoluments shall not include any Special Pay or allowances.
 - (iv) "post" means any post as specified in Annexure-I.

3. (1) Revised Scale of Pay of Posts.- The revised scale of pay for the existing scale of pay as specified in Col.(4) in respect of such posts in Col.(3) in Annexure-I shall mean the revised pay and Grade Pay specified in Col.(5) thereon.

(2) Application of Revised Scales of Pay.- Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive or in an officialing capacity or appointed temporarily

under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised scales of pay.

4. Fixation of Pay in the revised pay structure.- The initial pay of an officer who elects to be governed by the revised pay structure from 1st December 2007 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

- (1) (i) The pay in the pay band / pay scale shall be determined by multiplying the existing Basic Pay (including Personal Pay) as on 1.12.2007 or on the date of option, by a factor of 1.94 and rounding off the resultant figure to the next multiple of 10.
 - (ii) If the minimum of the revised pay band / pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band / pay scale.
 - (iii) In addition to the pay in the pay band, Grade Pay corresponding to the existing scale will be payable.
- (2) (a) Fitment Tables for the various stages of the existing scales of pay based on the above formula are given in Appendix.
 - (b) Even when an officer exercised option for pay fixation in the revised scale on the date other than 01.12.2007, fixation of pay in the revised scale shall be allowed only in accordance with the Fitment Tables. However, in respect of officers drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.
- (3) After fitment, a Service Weightage of one increment shall be allowed to those who have completed 15 years of completed regular service as on 01.12.2007, which will count for normal increment.
 - (a) The Service Weightage of one increment shall also be allowed to those who are completing 15 years of completed regular service during the period between 01.12.2007 and 18.11.2009 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised scale on the date of completion of 15 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
 - (b) In the case of officers absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised scale if that service count for increment in their parent department or organization as the case may be.

(c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an officer, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.

- (4) Where, in the fixation of pay, the pay of officer drawing pay at two or more consecutive stages in the existing scale gets bunched, that is to say gets fixed, in the revised pay structure at the same stage in the pay band, then for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band only and **Grade Pay should not be taken into account** for the purpose of granting increments to alleviate bunching.
- (5) The pay of an officer appointed to the service in the Board for the first time on or after 01.12.2007 and before 18.11.2009 (i.e.the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) with effect from the date of his joining service.
- (6) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.

NOTE: If an officer officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.

- (7) If an officer is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2007, he shall be entitled to have his substantive pay in that post refixed on 01.12.2007 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2007 at the stage next above substantive pay.
- (8) If an officer is on leave on 1st December 2007, he shall be entitled to the revised pay structure from that date, but the pay so fixed in the revised scale shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st December 2007 and ending with the date of such return will count for future increment in the revised pay scale depending on whether it will count for future increments in the existing scale.
- (9) Similarly where an officer is on study leave on the first day of December, 2007 he will be entitled to the benefits under these Rules from 01.12.2007 or the date of option.

(10) An officer who on the 1st December 2007 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post or in the officiating post in the revised scale with effect from date for the purpose of computing his gratuity and pension.

(11)(a) If an officer was under reduction of pay or stoppage of increment as a punishment on the 1st December 2007, his pay shall be fixed in the revised pay scale on the basis of present emoluments he drew on the 1st December 2007 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of punishment. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1st December, 2007 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.

(b) If, for instance, an officer's increment falling due on the 1st July, 2007 had been postponed for a year without cumulative effect, his actual pay as on 1st December, 2007 would be the basis for determination of his revised pay with effect from 1st December, 2007 and the pay so fixed shall be in force upto the 30th June 2008. However, for purpose of determination of his pay with effect from 1st July 2008, his pay on the 1st December, 2007 shall be refixed notionally based on the pay which he would have received on the 1st December 2007 but for his punishment and he shall get the next increment on the 1st July 2008 from that stage.

(c) If, however, the penalty of stoppage of increment due on the 1st July, 2007 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1st December 2007. There shall be no refixation of pay in this case.

(12) If an officer is under suspension on 1st December 2007, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised scales of pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

(13) An officer who was promoted between 01.12.2007 and 18.11.2009 or promoted prior to 01.12.2007, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2007, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised scale.

5. Rectification of anomaly of Junior getting more pay than Senior.-

(1) In cases where a senior officer appointed to a higher post before the 1st day of December, 2007 draws less pay in the revised pay structure than his junior who is appointed to the higher post on or after the 1st December, 2007, the pay in the pay band of the senior officer shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The

stepping up should be done with effect from the date of appointment of the junior officer subject to the fulfillment of the following conditions, namely :--

- (a) both the junior and the senior officers shall belong to the same category and should have been promoted to the same post;
- (b) the pre-revised scale of pay and the revised scale of pay along with grade pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior officer at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

(3) In cases where an officer who had drawn incentive increments in the pre-revised scales and drawn more pay than his junior prior to 1st December 2007 draws less pay than his junior in the revised scales of pay consequent on the sanction of incentive increment in the revised scales of pay to the junior for acquiring same higher or special qualification after introduction of the revised scale of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

6. Rate of Increment in the Revised Pay Structure.-

The rate of increment in the revised pay structure shall be three per cent of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay structure, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.

7. Date of Annual Increments in the Revised Pay Structure.-

(i) The officers shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing scale of pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of an officer in the revised pay scale shall be granted on the date he would have drawn increment had he continued in the existing pay scale.

(iii) If an officer draws his next increment in the revised pay scale under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a latter date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the

junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of pay anomaly and also subject to the condition that both the senior and junior should or should not have drawn service weightage.

NOTE: In case where the pay of an officer is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

(iv) In the case of an officer who had been drawing stagnation increment beyond the maximum of the existing scale of pay and stagnating at the maximum in the existing scales for more than a year on 1st December 2007, the next increment in the revised scale shall be allowed on 01.12.2007 and subsequently sanctioned biennial increments. In respect of officer who reached the maximum of the revised pay scale, he shall be allowed biennial increment at the rate of three percent of basic pay including Grade Pay as stagnation increment.

(v) In the case of officers who have elected to remain in the existing scale of pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay Band on the normal date in which he would have drawn the increment had he continued in the existing scales.

8. Option.-

(1) An officer may exercise option to remain in the existing scales of pay until any of the following dates:

- (i) to remain in the existing scale of pay until the date on which he earns his next or any subsequent increments in the existing scale of pay;
- (ii) on the date of promotion or on the date of fixation on promotion;
- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.
- (v) on the date of completion of 15 years of regular service till 18.11.2009 (i.e.the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an officer does not exercise his option within the period specified below he shall be deemed to have opted for the revised scales of pay with effect from the 1st December, 2007 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-VI within three months** from the date of issue of these Regulations.

Provided that in the case of an officer who was on leave on that date or who was discharged from service before that date or was not in the service on that date, or who was on deputation or on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the Board, as the case may be.

(i) Where an officer is under suspension on the 1st December 2007, the option may be exercised within three months from the date on his return to duty if that date is later than the last date prescribed in this sub-regulation (2).

(ii) The **option once exercised shall be final.**

(iii) If an officer opts to remain in the existing scale of pay for a specified period, he shall be entitled to draw pay in the existing pay scale during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay scale at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Persons who have died on or after 1st December 2007, shall be deemed to have opted for the revised scales on and from the 1st day of December 2007 or such later date as is more beneficial to their dependent, if the revised pay scales are more favourable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office immediately.

9. Fixation of Pay on Promotion on or after 1.12.2007.-

In the case of promotion from one grade pay to another in the revised pay structure, the fixation shall be done in the manner given below:--

One increment equal to three per cent of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in grade pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

The pay of an officer appointed or promoted to a post on or after 1st December, 2007, shall be fixed in the following manner:

(i) If he was holding a post on 1st December 2007 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1st December 2007 under Sub-regulation 4(1) of this regulation in the revised pay scale and then his pay in the post which he held subsequent to 1st December 2007 fixed in the appropriate revised scale as per orders in force. Such officers shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing scale within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2007 and opted to fix his pay in the revised pay scale after earning an increment in the lower post in the revised scale, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of basic pay including Grade Pay on the normal date of increment in the lower post and then another three percent of basic pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

10. DATE OF EFFECT.-

The revised pay scales shall take **effect from 1st December, 2007 and shall be in force for a period of Four years from 1st December, 2007.**

11. POWER TO REMOVE DIFFICULTIES.-

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

12. POWER TO AMEND REGULATIONS.-

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

13. EFFECT OF OTHER REGULATIONS.-

Save as otherwise provided in these Regulations, no provision of any other Regulations made or deemed to have been made under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) shall, in so far as it is inconsistent with any of the provision of these Regulations, have any effect.

3. The pay fixation statement may be prepared in the form in **ANNEXURE-VII** and got approved by the Head of Office and attached to the Service Book of the officers.

4. Illustrations relating to fixation of pay are in **ANNEXURE-VIII**.

5. Any doubts relating to the implementation(s) of any of the clauses/provisions of this order arises, the same shall be referred to the Secretary/Tamil Nadu Electricity Board for clarification.

6. The Chief Engineers, Chief Financial Controller, Superintending Engineers, Deputy Secretaries, Chief Internal Audit Officer and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE CHAIRMAN)

R.KATHIRVEL,
SECRETARY.

To

The Secretary / Tamil Nadu Electricity Board / Chennai-2.

All Chief Engineers.

The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.

All Superintending Engineers.

All Deputy Secretaries/Board Office Secretariat Branch.

The Chief Internal Audit Officer/BOAB/Chennai-2.

The Residential Audit Officer/Tamil Nadu Electricity Board/Chennai-2.

Copy to:

The Principal Secretary to Government/Finance Department/Chennai-9.

The Principal Secretary to Government/Energy Department/Chennai-9.

The Commissioner of Labour/Chennai-18.

The Joint Commissioner of Labour (Conciliation)/Chennai-18.

The Accountant General/Chennai-18.

The Chairman's Table.

The Member (Distribution).

The Member (Generation).

The Additional Director General of Police/Vigilance.

The Legal Adviser.

The Chief Medical Officer/TNEB Dispensary/Chennai.2.

The Deputy Chief Engineer/Administrative Branch.

All Senior Personnel Officers/Administrative Branch.

The Director, Computer Centre.

The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).

The Director/TNEB Printing Press.

The Resident Manager, T.N.E.B., New Delhi.

All Officers/Sections/Cells in the Board Office Secretariat Branch .

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).

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.

All other signatory Unions.

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ANNEXURE-I

"EXISTING AND REVISED" SCALES OF PAY

Sl. No.	Pay Band No	Category	Existing Scale of Pay	Revised Scale of Pay + Grade Pay
(1)	(2)	(3)	(4)	(5)
1 2 3 4 5	PB-2	Assistant Audit Officer Assistant Engineer Junior Engineer Grade I Private Secretary Section Officer	7225-225- 13525	10100-34800 + 4600
1 2 3 4 5 6 7	PB-3	Assessment Officer Assistant Accounts Officer Assistant Administrative Officer Assistant Personnel Officer Chief Head Draughtsman Industrial Relations Officer/ Labour Welfare Officer Stores Officer	8100-275- 15525	15700-39100 + 5400
1 2 3	PB-3	Assistant Executive Engineer Medical Officer Senior Chemist	9275-300- 17375	15700-39100 + 6100
1 2 3 4	PB-3	Accounts Officer Administrative Officer Chief Stores Officer Internal Audit Officer	9500-300- 17600	15700-39100 + 6200
1 2 3 4 5 6 7 8	PB-3	Deputy Chief Chemist Deputy Chief Internal Audit Officer Deputy Financial Controller Executive Engineer Personnel Officer Senior Administrative Officer Stores Controller Under Secretary	11000-350- 20450	15700-39100 + 7000
1 2 3 4 5 6	PB-4	Chief Internal Audit Officer Chief Medical Officer Deputy Secretary Financial Controller Senior Personnel Officer Superintending Engineer	15100-425- 21900	38200-67000 + 8700
1 2	PB-4	Chief Engineer Chief Financial Controller	17600-500- 25100	38200-67000 + 9500

ANNEXURE - II

HOUSE RENT ALLOWANCE IN THE REVISED PAY RANGES FROM 01.09.2009

Sl. No.	Pay Range (Pay Band + Grade Pay)	Amount of House Rent Allowance (Rupees per Mensem)			
		Grade 1(a) Chennai City and places around the City at a distance not exceeding 32 Kms from the city limits	Grade 1(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Places in Grade-II and places around 8 Kms from town limits	Places in Grade-III
(1)	(2)	(3)	(4)	(5)	(6)
	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 20089	2400	1600	1360	1000
2	20090 - 21019	2600	1700	1400	1000
3	21020 - 21579	2800	1800	1400	1000
4	21580 - 22139	2900	1800	1400	1000
5	22140 - 24999	3000	1800	1400	1000
6	25000 and above	3200	1800	1400	1000

NOTE: In cases where the revised rate of House Rent Allowance falls short of double the rate in the existing quantum of HRA due to revised Pay Ranges, in such cases the quantum of HRA shall be actually doubled.

ANNEXURE - III

CITY COMPENSATORY ALLOWANCE IN THE REVISED PAY RANGES

FROM 01.09.2009

(Rupees per month)

SI No.	EMPLOYEES IN THE PAY RANGE	Chennai City and areas around the City at a distance not exceeding 32 Kms. from the City limits	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli areas around them at a distance not exceeding 16 Kms. From the City limits.
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1	Upto 19600	400	200
2	19601 and above	600	360

NOTE: In cases where the revised rate of City Compensatory Allowance falls short of double the rate in the existing quantum of CCA due to revised Pay Ranges, in such cases the quantum of CCA shall be actually doubled.

ANNEXURE - IV

REVISED RATES OF SPECIAL PAYS WITH EFFECT FROM 01.09.2009

(Rupees per month)

Sl. No.	Pay Range (Pay Band + Grade Pay)	Project Special Pay	TE, TLC, SSE, PLCC & MDCC Special Pay	Hotline Special Pay	Special Pay to eligible employees of Vigilance Cell & Enforcement	Special Pay to P.R.O. (A.E.E.) working under the control of C.P.R.O.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	19600-29799	300	380	440	380	300
2	29800 & above	350	440	500	440	350

NOTE: In cases where the revised rate of Special Pay falls short of double the rate in the existing quantum of Special Pay due to revised Pay Ranges, in such cases the quantum of Special Pay shall be actually doubled.

REVISED RATES OF SPECIAL PAYS ON FLAT RATE BASIS WITH EFFECT FROM 01.09.2009

Sl.No.	Description	Revised Rate
1	<u>Shift Operation Special Pay</u>	Rs.
	Junior Engineer I Grade/Assistant Engineer	230 P.M.
	Assistant Executive Engineer	310 P.M.
	Executive Engineer	450 P.M.
2	Special Pay to SE/Chairman's Office	300 P.M.
3	Special Pay to Members of the Board	2000 P.M.
4	Resident Manager/New Delhi Special Pay	Quantum of amount of 20% in the Pre-revised Basic Pay

ANNEXURE - V

REVISED RATES OF ALLOWANCES WITH EFFECT FROM 01.09.2009

(Rupees per month)

Sl. No.	Pay Range (Pay Band + Grade Pay)	ILC Allowance	Project Allowance		Investigation Allowance		Thermal Allowance	Thermal Incentive Bonus
			Before Qtrs.	After Qtrs.	Before Qtrs.	After Qtrs.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	19600-29799	300	470	270	410	170	250	250
2	29800 & above	330	500	300	440	190	280	300

NOTE: In cases where the revised rate of Allowance falls short of double the rate in the existing quantum of Allowance due to revised Pay Ranges, in such cases the quantum of Allowance shall be actually doubled.

REVISED RATES OF HYDRO AND WIND FARM ALLOWANCES

WITH EFFECT FROM 01.09.2009

(Rupees per month)

Sl. No.	Description	Revised Rate	
		Upto Rs.24199	Rs.24200 & above
		Rs.	Rs.
1	Upto and inclusive of 300m MSL	450	600
2	Above 301m MSL	600	750

REVISED RATES OF ALLOWANCES ON FLAT RATES WITH EFFECT FROM 01.09.2009

Sl.No.	Description	Revised Rate
		Rs.
1	<u>Allowance to Legal Cell Staff in Board Office Secretariat Branch:</u>	
	Section Officer	150 P.M.
	Legal Officer	450 P.M.
2	<u>Annual Thermal Incentive Bonus for officials at T.P.Ss.</u>	
	1. Administrative Officer Assistant Accounts Officer Stores Officer	125 per slab
	2. Accounts Officer Assistant Executive Engineer Chief Stores Officer Labour Welfare Officer Medical Officer Senior Chemist	190 per slab
	3. Deputy Financial Controller Executive Engineer	240 per slab
	4. Superintending Engineer	280 per slab
	5. Officers above the level of Superintending Engineer	310 per slab
3	Hill Allowance (20% of Pay subject to maximum of Rs.900/-)	900 P.M.
4	<u>Winter Allowance</u> (November to February - 4 months only)	
	From 1000 to 1499m (5% of Basic Pay subject to the maximum of Rs.250)	250 P.M.
	1500m and above (10% of Basic Pay subject to the maximum of Rs.350)	350 P.M.
	(Percentage/Maximum limit as in Government)	
5	Conveyance Allowance for Blind and Orthopedic	300 P.M.
6	Medical Allowance	100 P.M.
7	Office Helper Surrender Allowance	500 per O.H.
8	Remote Hydro and Cavern Allowance	Slab Rate (Orders will be issued separately)

ANNEXURE-VI

Form for exercising option under the Tamil Nadu Electricity Board Revised Scales of Pay (Officers) Regulations 2009

I, _____, holding the post of _____ in the scale of Rs. _____, do hereby elect* to come under the revised scale of pay before/after earning increment in the existing scale of pay with effect from 1st December 2007 / to retain the existing scale of pay and the rate of Dearness Allowance for the period upto _____ and come under the revised scale with effect from _____.

2. The option hereby exercised is final and will not be modified at any subsequent date.

3. I hereby also undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Board either by adjustment against future payments due to me or otherwise without insisting for any prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature

Head of the Office.

(*) Strike out whichever is not applicable.

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ANNEXURE - VII

Statement of fixation of pay of individual Board Officer in the Revised Scale of Pay

- (a) Circle :
- (b) Office :
- (c) Name of Officer :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Scale :
- From to Y.M.D.
- (g) Total period of service as per para_____of B.P. :
- Substantive/Officiating
or Temporary
1. Name of post :
2. Existing Scale of pay :
3. Present emoluments on the 1st December 2007 or on the date of the officer joining the service after 01.12.2007 :
- (i) Pay :
- (ii) Personal Pay, if any :
- (iii) Dearness Pay :
- (iv) Dearness Allowance as on 01.12.2007 on Pay + Dearness Pay + Personal Pay :
-
- Total (i to IV) above :
-
4. Revised Scale of pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised scale of pay shall be determined by multiplying the existing Basic Pay as per 3(1) above by a factor of 1.94 and rounding off the resultant figure to the next multiple of 10 as indicated in the Fitment Table :
- 5(ii) Fitment Table No. :

6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised scale of pay at :
8. If the employee is officiating in a post and his revised pay: in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation
9. Is this a case in which the revised pay cannot be refixed with reference to the Fitment Table? If so, why? :
10. If the Answer to the Question under Sl.No.9 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
11. Date of next increment in the revised scale :

Head of Office.

ANNEXURE - VIII

ILLUSTRATION -I

An Assistant Engineer who joined in the Board's service in July 2000 is drawing a basic pay of Rs.8,800/- as on 1.12.2007 in the existing scale of pay of Rs.7225-225-13525. The revised Pay Band applicable to the post of Assistant Engineer is Rs.10100-34800 with Grade Pay of Rs.4600/-. His pay in the revised scale of pay will be fixed as follows:-

1. Existing scale of pay : Rs.7225-225-13525
2. Pay Band applicable : PB-2 - Rs.10100-34800 + 4600 (G.P)
3. Existing Basic Pay as on 01.12.2007 : Rs. 8,800/-
4. Pay after Multiplication Factor of 1.94 : Rs.17,080/-
5. Pay in the Pay Band : Rs.17,080/-
6. Grade Pay attached to the Pay Band : Rs. 4,600/-
7. Revised Basic Pay : Rs.21,680/-
(Total of Pay in the Pay Band and Grade Pay) (5 + 6)
8. Date of Next increment
(Next increment shall be granted }
on the date he would have drawn } 1-7-2008.
the increment had he continued in }
the existing scale of pay) }
9. Increment amount : Rs. 650/-
(3% on Revised Pay + Grade Pay and rounded off to next multiple of 10)
10. Pay with effect from 1.7.2008 (5+9) : Rs.17,730/- (Rs.17,080 + Rs.650)
11. Grade Pay : Rs. 4,600/-
12. Basic pay w.e.f. 1.7.2008 (10+11) : Rs.22,330/-

ILLUSTRATION - II

A Selection Grade Assistant Executive Engineer who is drawing a pay of Rs.14,500/- in the existing scale of Rs.11000-350-20450 and a Personal Pay Rs.175/- as on 01.04.2007, opted for fixation in the revised scale of pay on the date of increment viz.01.04.2008. The revised Pay Band for the above pre-revised scale is Rs.15700-39100 + Rs.7000 Grade Pay. He has put in 17 years of regular completed service as on 1.12.2007. His pay in the revised Pay band shall be fixed as follows:-

1. Existing scale of pay : Rs.11000-350-20450
2. Pay Band applicable : PB-3 - Rs.15700-39100 +7000 (G.P)
3. Existing Basic Pay as on 01.04.2008 : Rs.14,850 + 175 P.P.
4. Pay after Multiplication Factor of 1.94 : Rs.29,150/-
5. Pay in the Pay Band w.e.f.1.4.2008 : Rs.29,150/-
6. Grade Pay attached to the Pay Band : Rs. 7,000/-
7. Revised Basic Pay w.e.f.1.4.2008 : Rs.36,150/-
8. For completion of 15 years of service (Total service as on 1.4.2008 is 17 years) one increment should be granted as service weightage after fitment in the revised scale as per Regulation 4(2)
One increment on 1.4.2008 as service weightage : Rs. 1,090/-
(3% on Rs.36150/- and rounded off to next multiple of 10)
9. Pay with effect from 1.4.2008 (after adding service weightage) (5 + 8) : Rs.30,240/- (Rs.29,150 + Rs.1,090)
10. Grade Pay : Rs. 7,000/-
11. Basic pay w.e.f. 1.4.2008 (9+10) : Rs.37,240/-
12. Date of next increment : 1-4-2009.
13. Increment amount : Rs. 1,120/-
(3% on Rs.37240/- and rounded off to next multiple of 10)
14. Pay w.e.f. 1.4.2009 (9+13) : Rs.31,360/- (Rs.30,240 + Rs.1,120)
15. Grade Pay : Rs. 7,000/-
16. Basic w.e.f.1.10.2009 (14+15) : Rs.38,360/-

ILLUSTRATION-III

An employee who joined in the Board's service in 10th February 1993, now working as Assistant Engineer is drawing a basic pay of Rs.8,800/- as on 1.12.2007 in the existing scale of pay of Rs.7225-225-13525. His date of increment is 1st October. The revised Pay Band applicable to the post of Assistant Engineer is Rs.10100-34800 with Grade Pay of Rs.4600/-. He has opted for fixation of pay on the date of completion of 15 years of service to avail service weightage benefit. His pay in the revised Pay band shall be fixed as follows:-

1. Existing scale of pay : Rs.7225-225-13525
2. Pay Band applicable : PB-2 - Rs.10100-34800+4600 (G.P)
3. Pay on completion of 15 years of service on 10.02.2008 : Rs. 8,800/-
4. Pay after Multiplication Factor of 1.94 : Rs.17,080/-
5. Pay in the Pay Band : Rs.17,080/-
6. Grade Pay attached to the Pay Band : Rs. 4,600/-
7. Revised Basic Pay as on 10.02.2008 : Rs.21,680/-
[Total of Pay in the Pay Band and Grade Pay (5 + 6)]
8. For completion of 15 years of service (Total service as on 10.02.2008 is 15 years) one increment should be granted as service weightage after fitment in the revised scale as per Regulation 4(2).
One increment on 10.02.2008 as service weightage : Rs. 650/-
(3% on Rs.21680/- and rounded off to next multiple of 10)
9. Pay with effect from 10.2.2008 (after adding service weightage) (5 + 8) : Rs.17,730/- (Rs.17,080 + Rs.650)
10. Grade Pay : Rs. 4,600/-
11. Basic pay w.e.f.10.02.2008 (9+10) : Rs.22,330/-
12. Date of next increment : 1-10-2008.
13. Increment amount : Rs. 670/-
(3% on Rs.22330/- and rounded off to next multiple of 10)
14. Pay w.e.f. 1.10.2008 (9+13) : Rs.18,400/- (Rs.17,730 + Rs.670)
15. Grade Pay : Rs. 4,600/-
16. Basic w.e.f.1.10.2008. (14+15) : Rs.23,000/-

ILLUSTRATION - IV

An Assistant Executive Engineer is drawing a basic pay of Rs.11,075/- as on 1-12-2007 in the existing scale of pay of Rs.9275-300-17375. Revised scale of pay applicable in the Post of Assistant Executive Engineer is Rs.15700-39100 + Grade Pay 6100. Subsequently, the Officer has been promoted as Executive Engineer with effect from 5.4.2008. The revised scale of pay applicable to the post of Executive Engineer is Rs.15700-39100 with Grade Pay of Rs.7000/-. His pay in the revised scale shall be fixed as follows:

- | | |
|--|------------------------------|
| 1. Existing Scale of pay | : Rs.9275-300-17375. |
| 2. Pay Band applicable | : PB3. Rs.15700-39100 +6100. |
| 3. Existing Basic pay as on 1.12.1007. | : Rs.11,075/- |
| 4. Pay after multiplication by a factor of 1.94 | : Rs.21,490/- |
| 5. Pay in the Pay Band PB-3 | : Rs.21,490/- |
| 6. Grade Pay (attached to the scale) | : Rs. 6,100/- |
| 7. Revised Basic pay – Total of Pay in the Pay Band and Grade Pay (5+6) | : Rs.27,590/- |

Promotion as Executive Engineer with effect from 5.4.2008

- | | |
|--|---------------|
| 8. Pay in the post of Assistant Executive Engineer as on 1.12.2007 | : Rs.27,590/- |
|--|---------------|

Executive Engineer with effect from 5.4.2008 in the PB-3 Rs.15700-39100 with Grade Pay Rs.7000/-

- | | |
|---|------------------------------|
| 9. One increment equal to 3% of the sum of the pay in the existing pay band and Grade Pay (i.e., 3% of Rs.27590/-) | : Rs. 830/- |
| 10. Pay to be fixed in the post of Executive Engineer with effect from 5.4.2008. (5+9+Grade Pay in the higher post) | : Rs.22,320 + Rs.7,000 (G.P) |
| 11. Date of next increment. | : 1.4.2009. |

APPENDIX-I

TABLE NO.1

Existing Scale
|Rs.7225-225-13525|

Revised Pay Band + Grade
Pay
PB-2 - Rs.10100-34800 +
4600

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	7225	14020	4600	18620
2	7450	14460	4600	19060
3	7675	14890	4600	19490
4	7900	15330	4600	19930
5	8125	15770	4600	20370
6	8350	16200	4600	20800
7	8575	16640	4600	21240
8	8800	17080	4600	21680
9	9025	17510	4600	22110
10	9250	17950	4600	22550
11	9475	18390	4600	22990
12	9700	18820	4600	23420
13	9925	19260	4600	23860
14	10150	19700	4600	24300
15	10375	20130	4600	24730
16	10600	20570	4600	25170
17	10825	21010	4600	25610
18	11050	21440	4600	26040
19	11275	21880	4600	26480
20	11500	22310	4600	26910
21	11725	22750	4600	27350
22	11950	23190	4600	27790
23	12175	23620	4600	28220
24	12400	24060	4600	28660
25	12625	24500	4600	29100
26	12850	24930	4600	29530
27	13075	25370	4600	29970
28	13300	25810	4600	30410
29	13525	26240	4600	30840

TABLE NO.2

Existing Scale
Rs.8100-275-15525

Revised Pay Band + Grade Pay
PB-3 - Rs.15700-39100 +
5400

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	8100	15720	5400	21120
2	8375	16250	5400	21650
3	8650	16790	5400	22190
4	8925	17320	5400	22720
5	9200	17850	5400	23250
6	9475	18390	5400	23790
7	9750	18920	5400	24320
8	10025	19450	5400	24850
9	10300	19990	5400	25390
10	10575	20520	5400	25920
11	10850	21050	5400	26450
12	11125	21590	5400	26990
13	11400	22120	5400	27520
14	11675	22650	5400	28050
15	11950	23190	5400	28590
16	12225	23720	5400	29120
17	12500	24250	5400	29650
18	12775	24790	5400	30190
19	13050	25320	5400	30720
20	13325	25860	5400	31260
21	13600	26390	5400	31790
22	13875	26920	5400	32320
23	14150	27460	5400	32860
24	14425	27990	5400	33390
25	14700	28520	5400	33920
26	14975	29060	5400	34460
27	15250	29590	5400	34990
28	15525	30120	5400	35520

TABLE NO.3

Existing Scale
Rs.9275-300-17375

Revised Pay Band + Grade Pay
PB-3 - Rs.15700-39100 + 6100

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	9275	18000	6100	24100
2	9575	18580	6100	24680
3	9875	19160	6100	25260
4	10175	19740	6100	25840
5	10475	20330	6100	26430
6	10775	20910	6100	27010
7	11075	21490	6100	27590
8	11375	22070	6100	28170
9	11675	22650	6100	28750
10	11975	23240	6100	29340
11	12275	23820	6100	29920
12	12575	24400	6100	30500
13	12875	24980	6100	31080
14	13175	25560	6100	31660
15	13475	26150	6100	32250
16	13775	26730	6100	32830
17	14075	27310	6100	33410
18	14375	27890	6100	33990
19	14675	28470	6100	34570
20	14975	29060	6100	35160
21	15275	29640	6100	35740
22	15575	30220	6100	36320
23	15875	30800	6100	36900
24	16175	31380	6100	37480
25	16475	31970	6100	38070
26	16775	32550	6100	38650
27	17075	33130	6100	39230
28	17375	33710	6100	39810

TABLE NO.4

Existing Scale
Rs.9500-300-17600

Revised Pay Band + Grade Pay
PB-3 - Rs.15700-39100 + 6200

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	9500	18430	6200	24630
2	9800	19020	6200	25220
3	10100	19600	6200	25800
4	10400	20180	6200	26380
5	10700	20760	6200	26960
6	11000	21340	6200	27540
7	11300	21930	6200	28130
8	11600	22510	6200	28710
9	11900	23090	6200	29290
10	12200	23670	6200	29870
11	12500	24250	6200	30450
12	12800	24840	6200	31040
13	13100	25420	6200	31620
14	13400	26000	6200	32200
15	13700	26580	6200	32780
16	14000	27160	6200	33360
17	14300	27750	6200	33950
18	14600	28330	6200	34530
19	14900	28910	6200	35110
20	15200	29490	6200	35690
21	15500	30070	6200	36270
22	15800	30660	6200	36860
23	16100	31240	6200	37440
24	16400	31820	6200	38020
25	16700	32400	6200	38600
26	17000	32980	6200	39180
27	17300	33570	6200	39770
28	17600	34150	6200	40350

TABLE NO.5

Existing Scale
Rs.11000-350-
20450

Revised Pay Band + Grade
Pay

PB-3 - Rs.15700-39100 +
7000

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	11000	21340	7000	28340
2	11350	22020	7000	29020
3	11700	22700	7000	29700
4	12050	23380	7000	30380
5	12400	24060	7000	31060
6	12750	24740	7000	31740
7	13100	25420	7000	32420
8	13450	26100	7000	33100
9	13800	26780	7000	33780
10	14150	27460	7000	34460
11	14500	28130	7000	35130
12	14850	28810	7000	35810
13	15200	29490	7000	36490
14	15550	30170	7000	37170
15	15900	30850	7000	37850
16	16250	31530	7000	38530
17	16600	32210	7000	39210
18	16950	32890	7000	39890
19	17300	33570	7000	40570
20	17650	34250	7000	41250
21	18000	34920	7000	41920
22	18350	35600	7000	42600
23	18700	36280	7000	43280
24	19050	36960	7000	43960
25	19400	37640	7000	44640
26	19750	38320	7000	45320
27	20100	39000	7000	46000
28	20450	39100 + 580 PP	7000	46100 + 580 PP

TABLE NO.6

Existing Scale
Rs.15100-425-
21900

Revised Pay Band + Grade
Pay

PB-4 - Rs.38200-67000 +
8700

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	15100	38200	8700	46900
2	15525	38200	8700	46900
3	15950	39350	8700	48050
4	16375	39350	8700	48050
5	16800	40540	8700	49240
6	17225	40540	8700	49240
7	17650	41760	8700	50460
8	18075	41760	8700	50460
9	18500	43020	8700	51720
10	18925	43020	8700	51720
11	19350	44320	8700	53020
12	19775	44320	8700	53020
13	20200	45650	8700	54350
14	20625	45650	8700	54350
15	21050	47020	8700	55720
16	21475	47020	8700	55720
17	21900	48440	8700	57140

TABLE NO.7

Existing Scale
Rs.17600-500-
25100

Revised Pay Band + Grade
Pay

PB-4 - Rs.38200-67000 +
9500

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	17600	41760	9500	51260
2	18100	43020	9500	52520
3	18600	43020	9500	52520
4	19100	44320	9500	53820
5	19600	44320	9500	53820
6	20100	45650	9500	55150
7	20600	45650	9500	55150
8	21100	47020	9500	56520
9	21600	47020	9500	56520
10	22100	48440	9500	57940
11	22600	48440	9500	57940
12	23100	49900	9500	59400
13	23600	49900	9500	59400
14	24100	51400	9500	60900
15	24600	51400	9500	60900
16	25100	52950	9500	62450