



Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

(Affiliated to All India Federation of Power Diploma Engineers)

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PRESIDENT

Er. A.ANTONYPADOVARAJ

GENERAL SECRETARY

Er. V. ASHOKKUMAR

TREASURER

Er. R.BADRINARAYANAN

POINTS PRESENTED DURING THE DISCUSSION WITH THE CHIEF ENGINEER / PERSONNEL ON 26.11.2013.

Pending issues agreed during work load and wage revision settlement on 18.11.2009 to be implemented.

- a) Extending ratio of 2:3 to the entire areas of the Board.
- b) Extending Government scale of pay to the Technical Assistants of T.N.E.B.
- c) Revival of the Technical Assistant posts 2 Nos. each in MRT and Special Maintenance.
- d) Implementing the GCC Committee report by including restoration of the Surveyor posts unilaterally abolished by the Board.
- e) Implementing the Hydro & Civil committee report by sanctioning of Technical Assistant / Civil posts in Hydro areas and civil side of Board.
- f) New sections / sub division are to be created as per the terms of settlement along with required infrastructures.
- g) Implementing three promotions in the carrier of employees.

Part - A: Implementing agreed demands:

- a) We are thankful to the respected chairman cum managing director and the officials of the Board for having agreed to implement the assurance to order Assistant Executive Engineer (Non-Independent) to the Junior Engineers Grade-I. who have completed 14 years of service without promotion. We request the orders to be issued early.
- b) Implementing the Industrial Tribunal award and the orders of the Hon'ble High Court for common designation among Assistant Engineer and Junior Engineer grade-I.

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- c). Entering in to the Tripartite Agreement including creation of Pension Corpus fund with government guarantee as discussed and agreed with all unions.
- d). Adopting Government orders on:
- 6% on selection grade / special grade.
 - Revised option.
- e). Posting of Technical Assistant in all Distribution Sections.
- f). In project areas, the demarcation among Assistant Engineer and Junior Engineer are deliberately created to favour graduate engineers against the settlement. The posts which are sanctioned as Assistant Engineer in the above said areas are to be corrected as Assistant Engineer / Junior Engineer Grade-I.
- g). Framing uniform promotion policy for all employees of the Board irrespective of their level and influence in the Board.
- h). Preparing panels and issuing promotions following the crucial dates without deviation { Ex: JE Gr.II to JE Gr.I (Elect.) annual panel not prepared for the past 3 years (2011, 2012 & 2013) }.
- i). Filling up of all vacant posts (Particularly at the entry level).
- j). Issuing pending promotions / Internal selection:
- i) Technical Assistant to Junior Engineer Grade-II (Electrical).
 - ii) Junior Engineer Grade-II (Mechanical).
 - iii) Junior Engineer Grade-I (Electrical).
 - iv) Assistant Executive Engineer / Civil.
 - v) Internal Selections of Assistant Engineer & Technical Assistant.
 - vi) Including ECE, CS and IT candidates for the internal selection as a special case.
- k). Implementing the ratio of 3:1 in the promotions of Assistant Executive Engineer in all branches and clearing back logs.
- l). Implementing transfer guidelines in letter and spirit. Shifting of any person to accommodate another person and issuing indiscriminate transfer order in the middle of the year to be strictly avoided.
- m). The transfer powers of the Chief Engineers and Superintending Engineers has to be restored.
- n). Implementing request transfer (two years guidelines) for the employees working in Hydro Generating Station on special priority.

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- o). To include T.N.E.B. Engineers' Sangam in the Apex Level and Unit Level Joint Committees.
- p). To post of Assistant Engineer / Junior Engineer Grade-I for maintenance in all 110 KV (Non Grid) Sub-station.
- q). Re-back policy for Technical Assistants (Internal Selection)

Part - B: Issues involving policy decisions.

- i. Personnel Management to be headed only by persons qualified and trained in HRD.
- ii. Filling up of posts at higher levels are to be made based on the knowledge and experience required for the posts to enhance the performance of the board.
- iii. Special attention should be given to develop and improving the skills in special fields like MRT, GRT, TRB, GCC, Hot lines, Cables, etc.,
- iv. All employees who are trained for specific purpose / field must be utilized in that field only.
- v. Implementing uniform time bound promotions for all employees of the board.
- vi. Adopting uniform office timing for all employees working in all wings of the Board including assessment cadre.
- vii. Restoration of:
 - MRT / Lab in all distribution circles.
 - Construction posts in all divisions.
 - I.E. Rule posts in all divisions.
 - Pole casting yards.
 - Assistant Engineer / Junior Engineer Grade-I posts in H.Q.
 - Posts abolished / downgraded.
- viii. No regular post / function of the Board to be out sourced. All posts / functions so far out sourced are to be cancelled and board employees to be posted in that places.
- ix. Setting up of own network (connectivity) for T.N.E.B. for Project BEST and removing all hardships in this connectivity.
- x. Replacing all computers, printers used in Project BEST and offices once in five years in a cyclic manner (without waiting for procedure / proposal to replace).

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- xi. sanctioning posts of Assistant Engineer/Junior engineer grade-I instead of redeployment for R-APDRP Schemes.
- xii. Sanctioning of posts for Sub-stations is to be made while awarding the administrative approval itself. Actual utilization may be effected as per the field conditions but before energizing the sub-stations.
- xiii. Fixing norms for sanctioning of posts for 400 KV substations.
- xiv. Creating FOC centre in all sub-divisions of Metro / Urban areas.
- xv. Fixing and implementing duties and responsibilities for all employees including RWE cadres.
- xvi. General directions to use RWE staff in night shift (other than SS, Generating stations, Projects etc., where they are bound to attend shift duty) to meet urgent conditions.
- xvii. General directions to use Mazdoor / TCL in normal O&M works including attending faults, breakdown, improvement works etc.,
- xviii. Uniform distribution of staff to all sections irrespective of classification like city, urban, rural and hills must be made. Minimum ten working staff required to maintain uninterrupted power must be ensured to all sections.
- xix. C.U.G. mobile facility to be extended to all employees of the Board.
- xx. The working environment of distribution section officers has deteriorated by the abnormal pressure created by the higher officials to attend their mobile phones throughout the day, even in midnight. This spoils not only the health of the individuals but the family members too. To avoid such unhealthy practices, under normal circumstances, Section officers should not be insisted to attend mobile phones between 22.00 hrs and 06.00 hrs.
- xxi. All major extension schemes must be carried out by construction wing only.
- xxii. Adopting uniform policy for claiming works contract bill under K2 agreement / chit agreement. (Presently chit agreement is adopted only in Chennai distributions; it should be extended to all distribution circles).
- xxiii. Imprest amount for Distribution section officers must be enhanced to Rs 4000/ for section. Recoupment must be ensured within 15 days from the date of closing.

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- xxiv. Materials status such as:
- Requirement
 - Availability
 - Order placed
 - Materials in the pipe line.
 - P.O. to be processed - are to be published in Department Network facilitating access to all engineers.
- xxv. Quality of the materials to be ensured and the check measuring agencies should be made free from pressures and to be made accountable for the quality of the materials.
- xxvi. Materials required for Distribution circles must be supplied without shortage and for all materials a minimum stock of 3 month must be available at all times.
- xxvii. All meters and materials used in T.N.E.B. must be standardised. Unwanted parameters in meters must be avoided. Powers and responsibilities to be fixed on the agencies placing purchase orders to confirm unique standard / requirements for the Board.
- xxviii. Major materials like poles, cable, conductor are to be supplied to site (work spot) as specified by the field engineer.
- xxix. All materials are to be transported only by the agencies of stores and the section offices are not to be insisted for transporting of materials.
- xxx. Inventory level to be minimized. All materials stored / kept idle for years together at sub stations, generating stations etc., re to be devoluated to stores immediately within specified time limit.
- xxxi. All D.T. repairs must be made at Board's Special Maintenance wing only, instead of sending to private companies (officially / unofficially).
- xxxii. the concept of functioning of TNEB has changed from service organization to commercial organization. Under such circumstances, supply to new service connections are to be effected without binding on the orders of the other departments like CMDA etc.,
- xxxiii. Clarification wherever necessary to be issued to plug revenue loss and to increase the revenue of the Board must be issued immediately without delay. Loss due to delayed action must be treated as willful negligence of the concerned authority and suitable action to be taken to avoid revenue loss to the board. { Ex:- Clarification on public road / private road while effecting new S/C}.

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- xxxiv. Retrieval of materials to be done as in where condition and to be devoluted to the stores. Separate committee to be formed for the revival of high cost materials.
Ex: Retrieval of 110 KV oil filled cables.
Retrieval of materials in BBPH - old thermal station.
- xxxv. Ensuring safe drinking water, medical facilities in all hydro generating stations, residential Quarters with immediate effect.
- xxxvi. All damaged residential quarters of the Board are to be repaired immediately and to be made worthy for the human habitation. Officials responsible must certify the healthiness of the quarters to encourage staff who are living in most isolated localities to concentrate more on departmental works than worrying about the living conditions.
- xxxvii. All Board properties – Lands, Buildings, Plants, Quarters and Sub-stations etc. are to be properly protected by providing compound wall / fence to protect from other agencies and to protect from wild animals. A separate committee to be formed under the control of Chief Engineers of the Distribution regions and Generations to investigate and identify where ever the properties of the board are encroached by outsiders and to take suitable action to restore the properties of the board
- xxxviii. Arranging for police protection for night peak hours during summer seasons for highly sensitive sub stations / FOC centres to avoid untoward incidents and to protect men, machinery and properties of the Board.
- xxxix. To assist field Engineers in court cases legal wing at regional wise with good reputed advocates to be formed and all the cases must be properly handled to avoid unnecessary loss to the board and to avoid unwanted embracement in the court.


GENERAL SECRETARY.