



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

To

THE CHIEF ENGINEER / PERSONNEL,
TANGEDCO,
Chennai-600 002.

Lr.No.GS/TNEBES/F3/ D212 /2014,Dt.05.06.2014.

Sir,

Sub: Completion of probation – declaration by the Superintending Engineer –
Represented - Reg.

Ref: Service regulation (95) (a) (ii) & f(2).

As per regulation 95 (a) (ii). – “The period of probation for the post of Assistant Engineer is fixed as “Two years on duty with in a continuous period of Three years”.

Service Regulation 95 f(2) states as follows- “The appointing authority (i.e.) the Superintending Engineers in the case of Assistant Engineer should declare the completion of probation after two years unless (or) otherwise extended”.

“If the **appointing authority** decides that probationer is suitable for such full membership if shall, as soon as possible issue an order declaring the probationer to have satisfactorily completed his probation. **If no such order is issued within six months from the date on which he is eligible for such declaration, the probationer shall be deemed to have satisfactory completed his probation on the date of expiry of the prescribed or extended period of probation a formal order declaring the completion of probation shall, however be issued by the competent authority**”

From the above; it is clear that the Superintending Engineer must declare the completion of probation for the Assistant Engineer. If the completion of probation is not declared in time, it is deemed to have been satisfactorily completed the probation.

We learn that, many Superintending Engineers have not properly discharged their duties in declaring the completion of probation in time. Even after years together, it is still pending.

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Now, the suitability was called from the Assistant Engineers for the post of Assistant Executive Engineer. The suitability is delayed in many circles saying that the completion of probation is not declared for the individuals, after 8-10 years.

It is the failure on the part of the circle administrations, the then Superintending Engineers, in declaring the completion of probation. For the fault on the administration, the promotions of the employees are unfairly delayed.

As per Service Regulation if the completion of probation is not declared within six months from the date of expiry of completion of probation it is deemed to have been satisfactorily completed the probation.

Under such circumstances, without following the Service Regulation, the circle administration is now sending the S.R. book of the individuals to the circle where they have been appointed many years back and request them to issue the completion of probation. This is unwarranted as it will delay the promotions.

Hence, we suggest the Chief Engineer / Personnel to;

- i) treat such cases as "deem to have been completed probation" and approve panel.

(or)

direct the Superintending Engineers to treat such cases as "deemed to have been completed their probation satisfactorily" and to write the suitability report as "deemed to have completed probation and send the reports without fail"

(or)

direct the Superintending Engineers, to issue the completion of probation where the S.R. book is available instead of sending the S.R. book to other circle where he/she was appointed first many years ago. As per service regulation any Superintending Engineer is a competent person. He need not be a person under whom the individual was first appointed.

- ii) Direct the all Superintending Engineers to issue order of completion of probation to all employees who have successfully completed the probation period as on date and to send action taken report in a time bound manner.

Thanking you, Sir,

Yours sincerely,

(V. ASHOK KUMAR)
General Secretary.

5/6/14

Copy to:
All Chief Engineers.
All Superintending Engineers.