

**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**

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

Memo. No. 7372/A3/A31/2014-1, dated: 10.4.2014.

Sub: TANGEDCO – Wage Revision with effect from
1.12.2011 - Certain clarifications – Issued.

Ref: i) (Per) FB TANGEDCO Proceedings No.3 (SB)
dated: 11.1.2014.

ii) (Per) FB TANGEDCO Proceedings No.4 (SB)
dated: 11.1.2014.

iii) (Per) CMD TANGEDCO Proceedings No.16,
dated: 20.1.2014.

iv) (Per) CMD TANGEDCO Proceedings No.40,
dated: 5.2.2014.

The attention of the Chief Engineers / Superintending Engineers
and other Officers of the TANGEDCO is invited to the references cited.
The points raised are clarified as below:-

Sl.No.	Points Raised	Clarification Issued
1.	Whether the employees moved to Selection Grade / Special Grade after 1.12.2007 to till date and continue to draw the same Grade pay with an increment @ 3% and promoted subsequently with higher Grade pay are entitled for another 3% increment to the Selection Grade / Special Grade.	Orders have been issued in Per (FB) TANGEDCO Proceedings No.3 (SB) dated: 11.1.2014 for grant of additional 3% increment to the employees who have moved to Selection Grade / Special Grade after 1.12.2007 in the same pay band and Grade Pay. This will take notional effect from the date of Selection Grade / Special Grade after 1.12.2007 and monetary benefit with effect from 1.4.2013. An illustration of working for fixation of pay to the employees promoted subsequently, is annexed herewith.

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2.	Whether the employees opted for 2007 Wage Revision on the date of movement to Selection Grade / Special Grade and obtained higher Grade pay may be allowed, the additional 3% increment for movement to Selection Grade / Special Grade.	No, they are not entitled for additional 3% increment.
3.	Whether the employees / Officers promoted between 1.12.2011 & 9.1.2014, exercised wrong option for promotion may be permitted to exercise revised option for promotion fixation.	Employees promoted between 1.12.2011 and 9.1.2014 and have opted for Wage Revision fixation on 1.12.2011 may exercise revised option for promotion as per Regulation 9(i) of the TANGEDCO Revised Pay (Workman) / (Officers) Regulations 2011.
4.	Whether the Wage Revision benefit may be given to the employees / officers suspended between 1.12.2011 and 9.1.2014, after revocation and joined duty during that period.	The Employees/Officers on service on 1.12.2011 and suspended after 1.12.2011 may be allowed revision of pay 2011 as per Regulation 4(11) of the Revised Scales of Pay (Workmen) & (Officers) Regulations 2011 for the period they have served.
5.	Whether the Wage Revision benefit may be given to the employee/officer who have been suspended after 2011 and is still under suspension.	The Employees/Officers on service on 1.12.2011 and suspended after 1.12.2011 may be allowed revision of pay 2011 as per Regulation 4(11) of the Revised Scales of Pay (Workmen) & (Officers) Regulations 2011 for the period they have served.

6.	Whether the Contract Labourer who was absorbed into Boards service based on the Court Case with effect from 1.5.99 and joined duty on 1.12.2008 F.N. with notional seniority without back Wages is eligible for Service weightage for having completed 10 years of service.	The service of Contract Labour may be taken into account notionally for allowing service weightage, based on the orders of the Hon'ble Court and this has to be decided based on the facts and orders of the Court for each and every case. This will not be made applicable in general and may be decided on case to case basis.
7.	While allowing revised pay with effect from 1.12.2011, whether the pay of the employees may be fixed at the next available pay in the table or as per the actual working if his pay is not find place in the existing pay.	While allowing 3% increment after 1.12.2007, the pay of employees have been fixed in different pay ranges and fitment table could not be prepared for all pay ranges. Hence, pay shall be fixed with 7% increase taking into account the pay + Grade Pay including personal pay, the employees are drawing on 1.12.2011 or on the date of option. Next stage shown in the fitment table should not be allowed in any case.
8.	Whether the monetary benefit effected from 9.1.2014 in respect of Grade Pay change from Rs.2700/- to Rs.2800/- and from Rs.4600/- to Rs.5100/- to the employees can be taken into account for revised pensionary benefit if the employees retired before the date of monetary benefit.	In the case of employees in service on 1.12.2011 and retired before 9.1.2014, their pension and pensionary benefits may be allowed on the date of their retirement (before 9.1.2014) taking into account the actual pay drawn by them. Their pension and pensionary benefit may be revised and re-fixed with effect from 9.1.2014 taking into account the notional pay arrived on the date of their retirement. Notional effect of additional increment for Selection Grade / Special Grade after 1.12.2007 and monetary benefit with effect from 1.4.2013 shall also be allowed in the same manner.

2. The working for the notional fixation of Grade Pay increase from Rs.4600/- to Rs.5100/- and applicability of notional Grade Pay to the Assistant Engineer promoted as Assistant Executive Engineer before getting monetary benefit and the notional fixation of Selection Grade with illustration is in the Annexure. Similar method of fixation shall also be followed in the case of modification of Grade Pay from Rs.2700/- to Rs.2800/-.

S.CHINNARAJALU
SECRETARY.

To

All Chief Engineers.

The Chief Financial Controller/General and Revenue.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

The Chief Internal Audit Officer/Audit Branch.

The Residential Audit Officer /TANGEDCO.

Copy to:-

The Chairman cum Managing Director's Table.

The Managing Director/TANTRANSCO. (Addl. Charge).

All Directors/TANGEDCO and TANTRANSCO.

The Director General of Police/Vigilance.

The Secretary / TANGEDCO / Chennai-2.

The Legal Adviser.

The Executive Assistant /Chairman cum Managing Director's office.

The Industrial Relations Adviser/TANGEDCO.

The Chief Medical Officer/Head Quarters Dispensary/Chennai.2.

The Deputy Chief Engineer/Administrative Branch.

All Senior Personnel Officers/Administrative Branch.

The Industrial Relations Officer/TANGEDCO.

The Director, Computer Centre.

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

The Director/Tamil Nadu Electricity Board Printing Press.

All Branches.

All Officers/Sections/Cells in the 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.

:: 5 ::

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.
Tamil Nadu Electricity Board Engineer's Union.
All other signatory Unions.

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A. Jaganathan
SECTION OFFICER. 11/11/14
8
11/11/14

ANNEXURE
ILLUSTRATION

An Assistant Engineer drawing a pay of Rs.19700+4600 Grade Pay as on 1.10.2010 was moved to Selection Grade on 15.6.2011. On movement to Selection Grade his pay was fixed at Rs.20430+4600/- G.P. His date of increment was on 1st October. He was promoted as Assistant Executive Engineer on 12.10.2012 and has opted for fixation on the date of promotion. His pay in the revised pay during 2011 Wage Revision has to be fixed as follows:-

One additional increment shall be granted notionally with effect from 15.6.2011 and monetary benefit with effect from 1.4.2013. Assistant Engineer Grade Pay modified notionally with effect from 1.12.2011 and monetary benefit with effect from 9.1.2014.

Selection Grade:

<u>Working for Notional pay fixation</u>	<u>Rs.</u>
Pay already drawn on 01.10.2010	: 19700+4600 G.P.
Selection Grade 3% 15.06.2011	: 20430+4600 G.P.
Additional increment for Selection Grade 3% on 15.06.2011	: 21160+4600 G.P.
Increment 3% 01.10.2011 (780)	: 21940+4600 G.P.
Wage Revision 7% 01.12.2011 (1860)	: 23800+4600 G.P.
Service Weightage 3% 01.12.2011 (860)	: 24660+4600 G.P.
Increment 3% 01.10.2012 (880)	: 25540+4600 G.P.
Promotion 3% 12.10.2012 (910)	: 26450+6100 G.P.
01.04.2013	: 26450+6100 G.P.

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Grade Pay

Working for Notional pay fixation

Rs.

Pay already drawn on 01.10.2010	:	19700+4600 G.P.
Selection Grade 3% 15.6.2011 (730)	:	20430+4600 G.P.
Additional Selection Grade 3% (730)	:	21160+4600 G.P.
Increment 3% 01.10.2011 (780)	:	21940+4600 G.P.
Wage Revision 7% 01.12.2011 (1860)	:	23800+5100 G.P.
Service Weightage 3% 01.12.2011 (870)	:	24670+5100 G.P.
Increment 3% 01.10.2012 (900)	:	25570+5100 G.P.
Promotion 3% 12.10.2012 (920)	:	26490+6100 G.P.
Increment 3% 01.10.2013 (980)	:	27470+6100 G.P.
09.01.2014		27470+6100 G.P.

Working for actual pay fixation

Rs.

Pay already drawn on 01.10.2010	:	19700+4600 G.P.
Selection Grade 3% 15.06.2011	:	20430+4600 G.P.
Increment 3% 01.10.2011 (750)	:	21180+4600 G.P.
Wage Revision 7% 01.12.2011 (1810)	:	22990+4600 G.P.
Service Weightage 3% 01.12.2011 (830)	:	23820+4600 G.P.
Increment 3% 01.10.2012 (860)	:	24680+4600 G.P.
Promotion 3% 12.10.2012 (880)	:	25560+6100 G.P.
01.04.2013 (As per notional fixation)	:	26450+6100 G.P.
Increment 3% 01.10.2013 (980)	:	27430+6100 G.P.
09.01.2014 (As per notional fixation)		27470+6100 G.P.

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A. Jyotsna Kumar Sharma
SECTION OFFICER.
11/1/14