

# 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 DIRECTOR / GENERATION,  
TANGEDCO,  
Chennai-600 002.

Lr.No.GS/TNEBES/F6/D182 /2014,Dt.16.04.2014.

Sir,

Sub: Gas Turbine Schemes – policy for posting staff to GTS and revising minimum years of service for issuing NOC – represented – Reg.

Ref: (Per.) CMD – TANGEDCO Proceedings No.13 (Adm.Br.) dt.1.3.2011.

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Gas Turbine Schemes are functioning in TNEB and the experience gained in these schemes is highly rated. Due to more demand in the field of Gas Turbine Schemes, the engineers experienced in GTS are better offered to serve in abroad.

The Engineers working in these GTS are frequently going to abroad. To avoid such situation, Board made restriction by imposing minimum period of 10 years to issue NOC for foreign employment vide reference cited above.

The situation has now changed and there is huge vacancy in these GTS stations. We present the following for the kind attention of the Director / Generation;

- As the minimum service prescribed for issuing NOC to engineers to seek foreign employees is fixed as 10 years, this naturally curtails the scope of engineers and **most of the individual are not willing to join in GTS stations on their own interest**. Therefore more vacancies exist in these stations and works got affected.
- While awarding promotions, if the individual working in O&M area, finds no vacancy in their distribution circle / region, then as a stop-gap arrangement such individuals gets posting to the GTS stations.

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- Within a short span of 6 months to one year, whenever vacancy arises in Distribution areas, they again manage to get transfer order and leave the GTS station.
- Having known well that, they are like migrating birds in the GTS station, most of them took it so casual and pay little attention to their works.

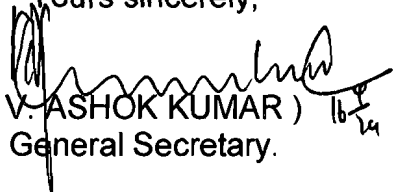
**Hence the aim of the management for creating, developing, retaining knowledge base in the GTS station is defeated.**

Hence, we suggest the following;

- The period of service to be rendered in GTS stations for permitting engineers to seek foreign employment to be reduced from 10 years to 3 years.
- If vacancy exists, the existing employees must be retained in the same GTS station on their promotion.
- If not, preference should be given to them to post them back whenever vacancy arises in the GTS stations.
- Others if they posted to GTS, they must be retained in the GTS station for a minimum period of 3 years.

We sincerely hope, if our suggestions are considered on merits more and more self interested engineers will join in GTS stations and a pool of rich experience / knowledge team will be available. Ultimately the Board will get maximum benefit and improve the generation.

Thanking you, Sir,

Yours sincerely,  
  
( V. ASHOK KUMAR )  
General Secretary.

Encl: B.P. No.13 dt 1.3.2011.

Copy to:  
The Chief Engineer / Personnel / TANGEDCO.  
The Chief Engineer / GTS.  
The Superintending Engineer / GTS-stations.

T.N.E.B. Employees Conduct Regulations – Issuing of No Objection Certificate to the Officers / Staff working in Gas Turbine Schemes for foreign employment – minimum of 10 years of service to be rendered – orders – issued.

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(Administrative Branch)

(Per.) CMD TANGEDCO Proceedings No.13

Dated the 1<sup>st</sup> March, 2011  
Masi 17, Vikruthi Varudam,  
Thiruvalluvar Aandu 2042.

Read:

D(G)/Chennai-2 – U.O. Nate No.23/DG/EA/F.Estt./2011,Dt.27.01.2011.

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Proceedings:

The Director / Generation has reported that certain Engineers / Staffs working in Gas Turbine Schemes are obtaining NOC for taking up foreign employment, due to which the experienced operators and maintenance engineers, are becoming short in Gas Turbine Stations, which results difficulty in operating the plant, and in many cases long time is taken to bring the machine back to Grid. Therefore, it has been suggested to stipulate a condition that the individuals who are working in Gas Turbine Schemes and applying for NOC, should have worked for a minimum period of 10 years in Gas Turbine Schemes.

2. After careful consideration, it is hereby ordered that those who are working in Gas Turbine Scheme plants and applying for NOC for foreign employment should have worked for a minimum period of 10 years in that Gas Turbine Schemes plant.

3. The above orders will take immediate effect.

(By order of the Chairman cum Managing Director)

V. Manoharan,  
Chief Engineer / Personnel.