



# Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

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**14.03.2026**

To  
The Director Finance / TNPDC,  
Chairman of Wage Revision Committee.

Respected Madam,

Sub: Revision of Wage revision to the Officers w.e.f 01.12.2023 – draft proposal – Submission of our reply / comments– Reg.

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The proposal given by the Board with regards to extending of Wage revision for Class I and II Officers is an utter dismay to the hard working Officers and Engineers. The thought of the management to alienate Officers from Workmen is highly painful and will affect the Board in a long run.

The principle of wage revision to the workmen and the officers were extended in the past 12 (Twelve) wage settlements by TNEB i.e., during 01.12.1969, 01.12.1974, 01.12.1979, 01.12.1984, 01.12.1988, 01.12.1992, 01.12.1996, 01.12.2002 & 01.12.2007 and the TANGEDCO, its successor entity, continued this solemn convention and ordered wage revision to both workmen and officers during next three wage revisions as on 01.12.2011, 01.12.2015 & 01.12.2019 subsequently.

As per the provision in the IE Act 2003, in which Section 133 (2) mandates as below, "Provided that such terms and conditions on the transfer **shall not in any way be less favourable** than those which would have been applicable to them if there had been no such transfer under the transfer scheme."

The Government of Tamil Nadu has issued **G.O 100 dated 19.10.2010** ensuring the same with execution of Tripartite Agreement while restructuring TNEB into its successor entities as TANGEDCO and TANTRANSO.

- Subsequently the Tripartite Agreement has been signed among the Government of Tamil Nadu, Representatives of TANGEDCO (erstwhile TNEB) and representatives of Unions / Associations on **12.02.2024** and gazetted on 21.08.2024, wherein the Government of Tamil Nadu and the Board have tendered categorical guarantee therein as below:

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**“5(3)In view of re-organization of the Board in to TNEB Limited (as holding company) and two or as many subsidiary companies like Tamil Nadu Transmission Corporation Limited (TANTRANSCO) and TamilNadu Generation and Distribution Corporation Limited (TANGEDCO) as a separate Corporate entities, the State Government and the Successor entities hereby undertake that there shall be no retrenchment of existing Officers / Employees on account of such restructuring and **their status / service conditions shall not in any way be less favourable than those which would have been applicable to them if there had been no such re-organization and the transfer scheme.**”**

**“5(4)The terms and conditions of service of the existing Officers/Employees of the Board upon transfer to the Successor/Corporate entities **shall not be inferior to the present terms and conditions of service in the Board.**”**

**“5 (6) The existing wage settlement and work load settlement entered with the Unions / Associations shall be valid with full force and effective even after reorganization until its validity period or a new settlement is arrived at, whichever is later. With regard to pay revision, **the present system of Bipartite Negotiations shall continue by the Unions / Association with respective successor entities under the aegis of TNEB Ltd., The successor of TNEB shall enter into all future wage settlement with Unions / Associations.****

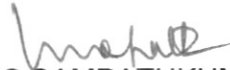
The proposal for Pay revision of Officers which was given by the management is entirely against all the precedence, legal validations and present scenario in the industry.

***Hence, with vehement protest on the Boards proposal, we offer the following points.***

**In Point No.2:** Additional of 3% of the current drawn for all the class I & II Officers.

**In Point No.3:** In respect of arrears, a consolidated amount of Rs.500/- per month shall be sanctioned from 1.12.2023 to 30.11.2024 (for 12 months) and Monetary benefits shall be extended from 01.12.2024 onwards and the total arrears shall be paid in one lumpsum.

In addition to the above two demands, the future Pay Revision to the Class I and II Officers, A committee shall be constituted and shall be considered based on the recommendation of the committee to examine the point of views expressed and shared by various associations on the issue of pay revision of Class I and II Officers and decision to be arrived in consultation with the Government and the stakeholders, duly maintaining the existing difference in Pay between TNPDC and Government Official.

  
(V.S.SAMPATHKUMAR)  
General Secretary