TAMIL NADU POWER DISTRIBUTION CORPORATION LIMITED

SECRETARIAT BRANCH,
144, ANNA SALAI,
CHENNAI-2.

Memo.No.26231/A17/A171/2026-1, dated 06.11.2026.

Sub: Disciplinary Proceedings/Criminal cases–Avoidance of placing the employees under suspension on the date of superannuation – Amendments to TNEB Service Regulations/Leave Regulations - Release of terminal benefits – Instructions issued in the Government - Copy communicated–Certain Instructions–Issued.

Ref: i) (Per) FB TNPDCL Proceedings No.45(SB), dated 6.11.2025.

ii) Memo (Per) No.49935/A17/A171/2025-1 (SB), dated 26.11.2025

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Following the amendments issued to the Fundamental Rules by the Government of Tamil Nadu, amendments have been issued to the TNEB Service Regulations vide reference first cited, in which, among others, a new sub-regulation "1-A" has been inserted under regulation 17(1). According to the said sub-regulation, no employee shall be placed under suspension on the date of superannuation and all the employees shall be permitted to retire from service and the disciplinary proceedings shall be continued under clause (a) of sub-rule (2) of rule 9 of Tamil Nadu Pension Rules, 1978.

2. Consequent on the above, representations are being received to release the Death cum Retirement Gratuity payable to the employees who were permitted to retire on attaining the age of superannuation pending Disciplinary Proceedings/ Criminal cases initiated against them by withholding the specific calculated amount which is liable to be recovered from them, instead of withholding the entire sum of Death cum Retirement Gratuity. The issue has been examined in detail and it has been decided to give a suitable instructions/clarifications to all the Chief Engineers/Superintending Engineers in this regard.

3. As per the Government's clarificatory letter (Ms) No. 7399/FR-3.Spl/2025-1, dated 9.10.2025 as communicated in Memo (Per) No. 49935/A17/A171/2025-1, dated 26.11.2025:-

(a) DCRG shall be settled after the conclusion of Disciplinary Proceedings/ Criminal cases to the TNPDCL employees who are under suspension, on the date of their superannuation.

(i) on a charge of misconduct; or
(ii) against whom an enquiry into grave charges of criminal misconduct; or
(iii) allegations of criminal misconduct is pending; or
(iv) against whom an enquiry into grave charges is contemplated or is pending; or
(v) against whom a complaint of criminal offence is under investigation or trial

and whose suspension is revoked on the date of their superannuation, so as to enable them to retire from service, only.

(b) In respect of cases other than those mentioned above, DCRG shall be settled by deducting the maximum computed financial loss to the TNPDCL and unrecovered dues, if any.

Thus, it is clear that the circumstances under which the entire/reduced quantum of Death cum Retirement Gratuity could be settled to the retired officials, have been clearly defined and there is no ambiguity in it.

4. All the Pension sanctioning authorities are hereby instructed to strictly adhere to the above instructions without giving any room for complaints.

RAJESH LAKHONI
CHAIRMAN AND MANAGING DIRECTOR

To
All Chief Engineers.
All Chief Financial Controllers/TNPDCL/TNGECL/TNPGCL & TANTRANSCO.
The Chief Internal Audit Officer/Audit Branch.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
All Senior Personnel Officers/Administrative Branch.

Copy to:
The Chairman and Managing Director's Table.
The Director General of Police/Vigilance.
The Managing Director/TNGECL, TNPGCL and TANTRANSCO.
The Joint Managing Director (Finance)/TNPDCL & TANTRANSCO.
The Joint Managing Director/(Distribution)/TNPDCL.
All Directors/TNPDCL, TNPGCL, TNGECL & TANTRANSCO.
The Secretary/TNPDCL.
The Legal Adviser/TNPDCL.
The Industrial Relations Adviser.
The Company Secretary/TNPDCL & TANTRANSCO.
All Under Secretaries/Secretariat Branch.
The Under Secretary/TNGECL, TNPGCL & TANTRANSCO.
All Sections in Secretariat Branch.
The Vigilance Cell.

The Tamil Nadu Electricity Workers' Federation.
The Tamil Nadu Electricity Board Accounts and Executive Staffs' Union.
The Tamil Nadu Electricity Board Workers' Progressive Union.
The Central Organization of Tamil Nadu Electricity Employees' (COTEE).
The Minsara Pirivu Anna Thozhir Sangam.
The Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
The Tamil Nadu National Electricity workers' Federation (Xavier Group).
The Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group).
The Tamil Nadu Electricity Board Engineers' Sangam.
The Tamil Nadu Electricity Employees' Congress (NLO).
The Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkia Sangam.

The Tamil Nadu Electricity Board Engineers' Association.
The Tamil Nadu Electricity Board Finance & Accounts Officers' Association.
The Bharathiya Electricity Employees' Federation.
The Tamil Nadu Electricity Board card Billing staffs' Union.
The Tamil Nadu Electricity Board Dr.Ambedkar Employees' Union.
The Tamil Nadu Electricity Board Engineers' Union.
The Tamil Nadu Electricity Board Employees' Federation.
The Tamilnadu Minsara Variya Pattali Thozhir Sangam.
Bharathiya Electricity Engineers' Association.
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11/11/26
SECTION OFFICER

11/11/26