

MEMORANDUM OF SETTLEMENT UNDER SECTION 12(3) OF
THE INDUSTRIAL DISPUTES ACT, 1947 REACHED BEFORE
THE COMMISSIONER OF LABOUR/CHENNAI

PRESENT: Dr. CHANDRA MOHAN.B, I.A.S.,
COMMISSIONER OF LABOUR.

Proceedings No.B2/799/2014.

Dated : 9.1.2014.

Parties to the Dispute : The Workmen and the Management of the
TANGEDCO.

Representing the Management:

1. Thiru K. Gnanadesikan, I.A.S.,
Chairman cum Managing Director/TANGEDCO,
TANTRANSO and T.N.E.B Limited.
2. Thiru. N. Sankar,
Director (Generation).
3. Thiru. P. Annadurai,
Director (Distribution).
4. Thiru. S. Arulsamy,
Director (Finance)/TANGEDCO. (Addl.Charge).
5. Thiru. S. Chinnarajalu,
Secretary.
6. Thiru. K. Muthu,
Chief Engineer/Personnel (Addl. charge.).

Representing the Workmen:

1. Tamil Nadu Electricity Workers' Federation:

- (1) Thiru V. Ramachandran, State General Secretary.
- (2) Thiru C. Veeraraghavan, State President.
- (3) Thiru A. Sekkizhar, Joint Secretary.

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2. Central Organisation of Tamil Nadu Electricity Employees:

- (1) Thiru K.Vijayan, President.
- (2) Thiru S.S.Subramanian, General Secretary.
- (3) Thiru E. Anthony, Treasurer.

3. Minsara Pirivu Anna Thozhir Sangam.

- (1) Thiru V. Sampathkumar, State President.
- (2) Thiru T.Vijayarangan, State Secretary.
- (3) Thiru P.L. Devarajan, State Treasurer.

4. Tamil Nadu Minvariya Janatha Thozhilalar Sangam:

- (1) Thiru S.Elango, President.
- (2) Thiru K.Selvaraj, General Secretary.
- (3) Thiru S.Pari, Joint Secretary.

5. Tamil Nadu National Electricity Workers' Federation (Xavier Group):

- (1) Thiru T.V.Xavier, General Secretary.
- (2) Thiru S.Ambinathan, Treasurer.
- (3) Thiru K. Manoharan, Deputy General Secretary.

6. Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group):

- (1) Thiru R.Swarnaraj, General Secretary.
- (2) Thiru A.Kalyan Raman, Vice President.
- (3) Thiru C. Kaliya Perumal, Organising Secretary.

7. Tamil Nadu Electricity Board Engineers' Sangam:

- (1) Thiru A. Antony Padovaraj, President.
- (2) Thiru V.Ashok Kumar, General Secretary.
- (3) Thiru R. Badrinarayanan, Treasurer.

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[Signature] [Signature]
[Signature] [Signature]
[Signature] [Signature]
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8. Tamil Nadu Electricity Employees Congress:

- (1) Thiru S. Solomon, General Secretary
- (2) Thiru K. Maharajan, Organising Secretary.
- (3) Thiru K. Selvaraj, Regional Secretary, Trichy.

9. Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam:

- (1) Thiru R. Manoharan, General Secretary.
- (2) Thiru M. Subramanian, State President.
- (3) Thiru S. Saravanan, State Treasurer.

10. Bharathiya Electricity Employees Federation:

- (1) Thiru N. Elangovan, State President.
- (2) Thiru N. Chandran, State General Secretary.
- (3) Thiru. D.V. Mani, State Treasurer.

11. Tamil Nadu Electricity Board Card Billing Staff Union:

- (1) Thiru D. Rathinavel, General Secretary.
- (2) Thiru K. Elangovan, State Vice President
- (3) Thiru M.S. Mohanraj, State Treasurer.

12. Tamil Nadu Electricity Board Dr. Ambedkar Employees Union:

- (1) Thiru K.R.M. Adhi Dravidar, President.
- (2) Thiru K.G. Samy, General Secretary.
- (3) Thiru G. Thaniga, Treasurer.

13. Tamil Nadu Electricity Board Engineers Union:-

- (1) Thiru S. Manoharan, President.
- (2) Thiru R. Govindharajan, General Secretary.
- (3) Thiru K. Kalyanasundaram, General Treasurer.

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- Top right: A signature and the number '3'.
- Middle left: A signature and the number '3'.
- Middle right: A signature and the number '3'.
- Bottom left: A signature and the number '3'.
- Bottom right: A signature and the number '3'.

14. Tamil Nadu Electricity Board Secretariat Association.

- (1) Thiru B.S. Muralidharan, President.
- (2) Thiru R. Narayanan, General Secretary.
- (3) Thiru A. Ravi, Treasurer.

15. Tamil Nadu Elec. Board Adm. Staff and Officers' Association.

- (1) Thiru C.Vellaikannu, General Secretary.
- (2) Thiru V.Kalyansundaram, Vice President.
- (3) Thiru P. Manivannan, Treasurer.

16. T.N.E.B. Draughtsman Union.

- (1) Thiru M. Kamalanathan, President.
- (2) Thiru S.Balaji Subramanian, General Secretary.
- (3) Thiru P. Hema Chandara Babu, Treasurer.

17. Agila India Minvariyaam Kanakeetalar Matrum Panam Vasulippavargal Sangam

- (1) Thiru P. Sukumar, President.
- (2) Thiru. Rama. Janardhanam, General Secretary.
- (3) Thiru K. Boominathan, Treasurer

18. Tamil Nadu Minvariyaam Assessor and Podhu Thozhilalar Sangam.

- (1) Thiru K.Veerasingam, General Secretary.
- (2) Thiru P.Velu, Deputy General Secretary.
- (3) Thiru P.Sadayan, Office Secretary.

19. T.N.E.B. Paattali Thozhir Sangam.

- (1) Thiru S.Velmurugan, General Secretary.
- (2) Thiru A.K.Moorthy, President.
- (3) Thiru R. Rajkumar, Treasurer.

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20. Tamil Nadu Minvariya Desiya Murpokku Thozhilalar Sangam

- (1) Thiru M.S.M.Rasheed, State President.
- (2) Thiru T.Elango, State Secretary.
- (3) Thiru L.Manikandan, Treasurer.

21. Tamil Nadu Power Engineers' Organisation.

- (1) Thiru T.Arivazhagan, President.
- (2) Thiru K. Arul Selvan, General Secretary.
- (3) Thiru K. Jeevanandam, Treasurer.

22. Tamil Nadu Electricity Board Assessment Staff Union.

- (1) Thiru R. Muthiah, President.
- (2) Thiru Joseph Doss, General Secretary.
- (3) Thiru R. Balasubramaniam, Treasurer.

23. Minvariya Anaithu Paniyalar Poriyalar Sangam

- (1) Thiru S. Shanmugam, President.
- (2) Thiru P. Uraniraj Pandi, General Secretary.
- (3) Thiru S. Selvaraj, Treasurer.

24. Tamil Nadu Electricity Engineers Forum

- (1) Thiru B. Rajkumar, General Secretary
- (2) Thiru M. Sundaramurthy, State President.
- (3) Thiru S. Anantha Narayanan, State Treasurer.

25. Minthurai Samattuva Thozir Sangam

- (1) Thiru D.N.D. Charles, State President
- (2) Thiru S. Jebaraj Deavid, General Secretary.
- (3) Thiru R. Rathinavel Pandian, Organising Secretary.

26. Tamil Nadu Minvariya Marumalarchi Munnetra Thozhilalar Sangam

- (1) Thiru K. Elangovan, State President
- (2) Thiru S. Manavalan, State Treasurer.
- (3) Thiru V. George, State Vice President.

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Number and broad description of the Workmen covered by the Settlement

} About 70,820 Workmen.
} Various categories of
} employees in Class-III
} and IV services.

The mere inclusion of any category of employees in this Settlement does not confer any right on any employee to claim to be a "Workman" within the meaning of the Industrial Disputes Act, 1947 when otherwise such employee is not a "Workman" as defined in the said Act.

SHORT RECITAL OF THE CASE:

Whereas the previous Wage Settlement made for a period of four years from 1st December 2007 expired on 30th November, 2011;

And whereas the employees of the Tamil Nadu Generation and Distribution Corporation Limited have been demanding the Wage Revision with effect from 1st December, 2011;

And whereas the Tamil Nadu Generation and Distribution Corporation Limited constituted a Wage Revision Committee with Director (Finance)/TANGEDCO, Managing Director/TANTRANSCO, (Addl. Charge), Director (Distribution), Director (Generation), Secretary, Chief Engineer/Personnel and Chief Financial Controller/ General of the TANGEDCO to negotiate with Unions for revision of work allocation and staff pattern and revision of Pay Scales and other allowances to be effective from 01.12.2011.

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And whereas, several rounds of negotiations were held by the Wage Revision Committee with the representatives of Workmen and finally, the Hon'ble Minister for Electricity, Prohibition and Excise met the representatives of the Unions on 27-12-2013 and discussed with them, their demands and the proposals relating to revision of Wages and revision of Work allocation and staff pattern in the following areas covered by the Settlement on work allocation and staff pattern now in vogue and arrived at a decision agreeable to the parties concerned.

- (i) Field Staff of O&M Distribution Circles;
- (ii) Revenue accounting staff in O&M Distribution Circles;
- (iii) Assessment and Collection Staff of O&M Distribution Circles &
- (iv) Stores Staff;

And whereas the parties, with a view to continue the cordial relationship existing between them, want to have an amicable settlement on both revision of work allocation and staff pattern and consequential revision of wages;

And whereas conciliation was held before the Commissioner of Labour on the above issues on 9.1.2014 and now in pursuance of the Conciliation held before the Commissioner of Labour, Chennai, this Settlement under Section 12 (3) of Industrial Disputes Act, 1947 is arrived at.

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TERMS OF SETTLEMENT

1. It is agreed that the existing work allocation and staff pattern in the areas of

- i. Field Staff of O&M Distribution Circles (RWE);
- ii. Revenue Accounting staff in Distribution Circles;
- iii. Assessment and Collection Staff in Distribution Circles &
- iv. Stores Staff

will be revised as mentioned in Part-I of the Appendix to this Settlement which will be part and parcel of this Settlement.

2. Consequent on the revision of work allocation and staff pattern referred to in para-1 above, it is also agreed that the scales of pay of the employees of the TANGEDCO will be revised with effect from 01.12.2011 as mentioned in Part-II of the Appendix to this Settlement, which will also be part and parcel of this Settlement.

3. It is agreed that based on the representations, to avoid hardships, the TANGEDCO agreed not to make any reversion/retrenchment consequent on the present revision of work allocation and staff pattern. Many demands raised by the Unions for creating promotional avenues and formulating staff pattern in non-workload areas will be examined separately.

4. Setting right anomalies, if any, will be made after due consideration by constituting a separate committee.

5. It is agreed that the award of Selection Grade / Special Grade ordered in the Government Order in G.O.Ms.No.237, Finance (Pay Cell) Department Dated : 22-7-2013 shall be implemented in TANGEDCO to its employees.

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6. It is agreed that all the existing maximum training period of more than one year shall be reduced to one year and on completion of training period, the employees shall also be given the applicable time scale of pay (Pay Band and Grade Pay) for the said post. The existing training period of less than one year for certain categories shall be continued. This will take effect from the date of Settlement.

7. It is agreed that the daily wages of the Contract labourers shall be enhanced from Rs.120/- to Rs.250/- with effect from the date of Settlement.

8. It is agreed that service condition for promotion to the posts of Helper, Helper-cum-Meter Reader and Assessor Gr.II be reduced to 2 years instead of 5 years with effect from the date of Settlement.

9. It is agreed that the pay scale of Part-time conservancy workers be modified as Rs.1300-3000 + Rs.300/- Grade Pay with notional effect from 1-12-2011 and monetary effect from the date of Settlement.

10. It is agreed that in respect of ratio among Junior Engineers Gr.II, Junior Engineers Gr.I and Assistant Engineers in the Settlement dt.15.10.2005, it has been indicated that

"the existing ratio of 2:3 between Assistant Engineers and Junior Engineers Ist Grade posted to Distribution Sections and existing ratio (2:2:1) adopted in other areas will also continue and it will be reviewed after due discussions. However, this will be subject to the outcome of the Writ Appeal pending on the file of the Hon'ble High Court, Madras"

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and in the Settlement dt.18-11-2009, the following is indicated:-

"The existing ratio adopted for promotion/appointment to various categories will be reviewed within a period of six months by constituting a separate Committee until then status-quo ante will continue."

Now, it is decided to form a Committee and resolve the issue in a time bound manner.

11. It is agreed to create one Special Grade Foreman post per Sub-division in all the Distribution and Construction areas (Rural and Hill) duly abolishing one post of Foreman Gr.I wherever Special Grade Foreman posts is not provided to the sections under the Sub-division. The Special Grade Foreman so created be utilized in Sections wherever necessary.

12. It is agreed that a Committee will be constituted to review the convergence of different cadres in various categories in the existing double channel promotion in Regular Work Establishment categories.

13. It is agreed to create 42 posts of Assessment officers in Distribution Circle offices.

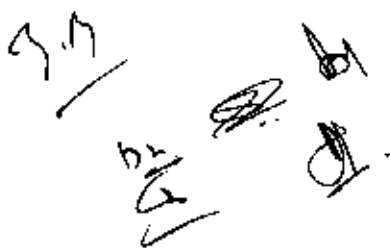
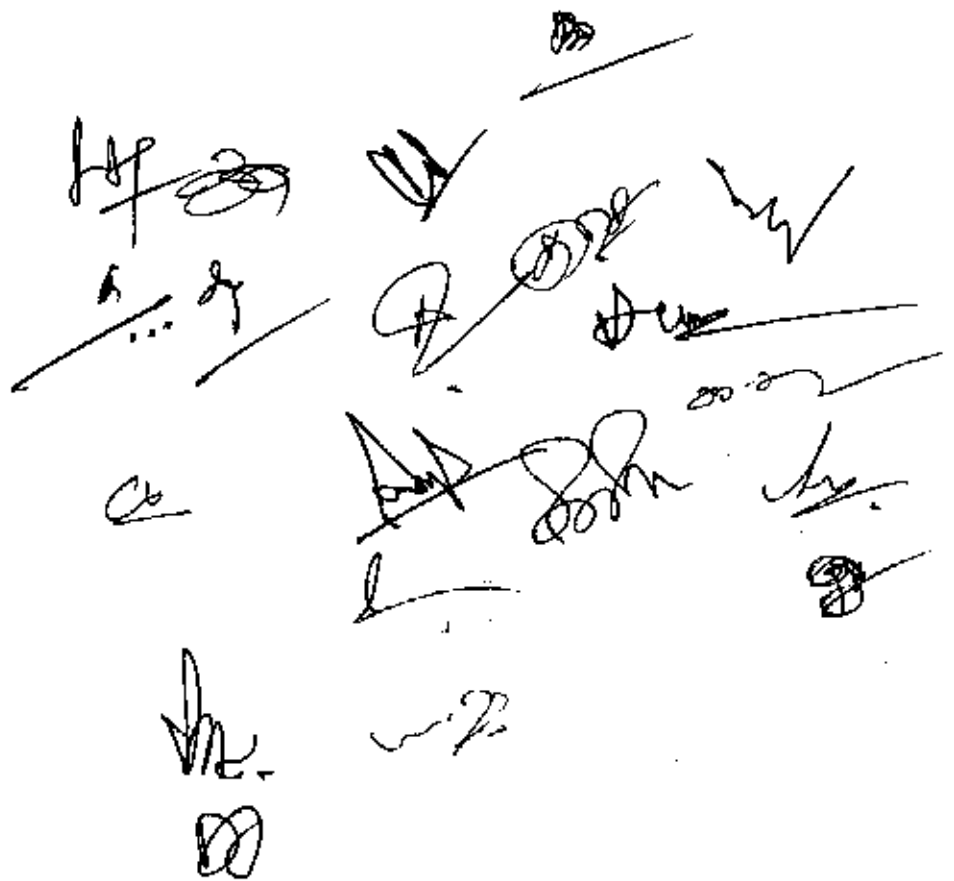
14. It is agreed that the other issues shall be decided on merits and on case to case basis.

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15. It is hereby agreed that all the Workmen represented by the Unions and the Management are bound by the provisions of this settlement and agreed to give their fullest support and co-operation for providing uninterrupted Quality Power Supply and ensure an efficient and satisfactory service to the consumers. Despite the heavy financial burden on the TANGEDCO by this settlement, the TANGEDCO has agreed to this settlement with the hope of keeping their employees contented and the employees will strive to increase production/productivity/ efficiency and thus enable the TANGEDCO to bear the additional commitment.

16. The Unions agree that during the period of the currency of this Settlement, they will not make any fresh demands in respect of matters covered under this Settlement.

17. In view of the above settlement, the Unions shall withdraw the Conciliation/Court cases if any on the issues covered under this Settlement.

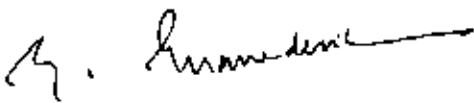
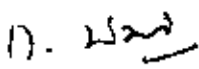
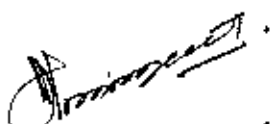

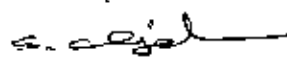




18. PERIOD OF SETTLEMENT:

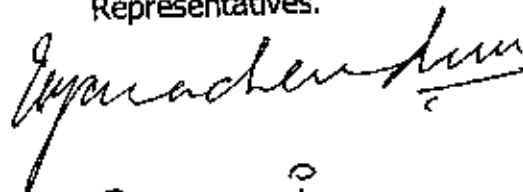
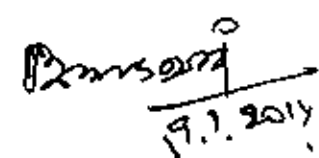
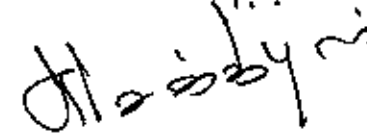


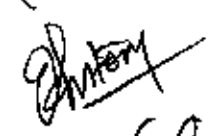

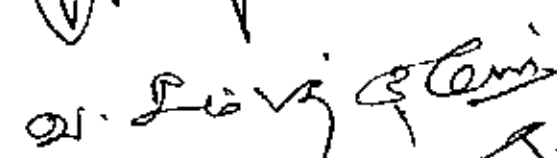

Unless otherwise indicated in specific clauses, this Settlement will be in force for a period of four years with effect from 01.12.2011 till 30.11.2015 or till such time a new settlement is reached on this subject, whichever is later.

Both the parties agreed to the above terms:

Signature of the TANGEDCO's
Representatives

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Signature of the Workmen's
Representatives.

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6. 
COFEE
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Suresh Suresh
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Suresh Suresh

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9/1/2014

J.S.
Tamil Nadu State Electricity Workers Union

~~Signature~~
9/1/2014
(P.V. XAVIER)

~~Signature~~
9/1/2014
S. AMALNATHAN

~~Signature~~
9/1/2014

Tamil Nadu State Electricity
workers Federation (Xavier,
(INDUC)

J.S.
~~Signature~~
9/1/2014

Tamil Nadu National workers union
Sewamariy Aarur

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Thiruvananthapuram

T.N.E.R ENGINEERS' SANGAM

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TAMIL NADU ELECTRICITY EMPLOYEES CONGRESS (NLO)

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T.N.E.E. PROGRESSIVE WORKERS SANGAM

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TNEB Secretariat Association.

B. S. Murali

R. Narayanan

W. S. Srinivasan

← VELLAKKUNTI, TNEB Adm Staff & Assoc. Association

Amey

TNEB Adm Staff

C. M. ...

TNEB Draughtsmen Union.

1. Prasanna

2. V. B. Y. ...

3. ...

செயல் திட்டம் தீர்மானம் போன்றவை குறித்து உறுப்பினர்களுக்கு உரிமை உண்டு.

1. ...

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3. ...

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1. R. சந்திரன், தலைவர்
2. AM
3. ஜி. வி. சிவசுந்தரன் உறு. ஜி. வி. சிவசுந்தரன்

தமிழ்நாடு மின்சாரக் கட்டுப்பாட்டு வாரியம்.

1) சென்னை தலைநகர்

2) கரையேல்

3) தமிழ்நாடு
09-05-14

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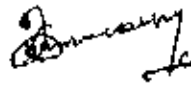
MINTHURAI SAMATHUVA THOZHIR SANGAM



1 - S. Jebasa's David.



2 - M. D. P. Chok,



3 -  J. S. U.

BEFORE ME



COMMISSIONER OF LABOUR,
CHENNAI

Copy to:

1. The Secretary to Government, Labour and Employment Department, Chennai-9.
2. The Joint Commissioner of Labour, Chennai, Trichy, Coimbatore, Madurai.
3. The Deputy Commissioner of Labour, Chennai-I & II, Trichy, Salem, Coimbatore, Conoor, Madurai, Tirunelveli, Vellore.
4. All Conciliation Officers.

APPENDIX

PART-I

WORK ALLOCATION AND STAFF PATTERN FOR FIELD WORKMEN (R.W.E.) IN DISTRIBUTION CIRCLES

1. The Distribution Sections shall be classified as follows:-

- i. Rural Section;
- ii. Urban Section;
- iii. City Section.

2. The Sections shall be defined as follows:-

- i. **RURAL SECTION:-** Rural Section is one which is located in the area other than Municipalities, Townships, Town Committees and Town Panchayats. Rural Section will normally consist of 126 Units.
- ii. Urban Sections will cover Municipalities, Townships, Town Committees and Town Panchayats. Urban Section will normally consist of 16100 Services.
- iii. City Section will normally have 15400 Services.

3. HILL AREAS:-

(a) The work allocation and staff pattern in respect of Hill Towns like Ootacamund, Coonoor and Kodaikanal will be as detailed in the statement.

(b) JURISDICTION:- The Town in the Hill area plus the adjoining Rural Distribution will be fixed in consultation with the Superintending Engineer concerned.

4. The work allocation and staff pattern in respect of the above said Distribution Sections and also in respect of Sub-Stations, Line Sections, Meter and Relay Test and Special Maintenance will be as detailed in the Statement.
5. Formation of additional Section(s) in Circle will be taken up for review once in a year;

The review will be carried out before April every year. The review will be done for figures as on 1st January of each year.

6. The number of Transformers for the formation of Rural Sections will be reckoned as follows:-
 - i. Each distribution Transformer in Rural Section with 100 KVA capacity and less will be reckoned as ONE Transformer.
 - ii. Each distribution Transformer with more than 100 KVA capacity will be reckoned as the number arrived at by dividing the capacity of such Transformer by 100.
7. In cases where Sub-stations / H.T.Services are attached to distribution Sections, the equivalent number of Transformers / Services that can be reduced for formation of Section will be as follows:-

- | | |
|--|------------------------------------|
| 1) 66 KV SS | - 24 Transformers / 2400 Services; |
| 2) 33 KV SS | - 18 Transformers / 1800 Services. |
| 3) 22/11 KV SS 11 KV Indoor
Switching Station in Chennai City | - 12 Transformers / 1200 Services |
| 4) Line Tap SS / Booster | - 3 Transformers / 300 Services. |
| 5) H.T. Service | - 1 Transformer / 100 Services. |

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8. The Special Grade Foreman / Foreman / Line Inspectors in the Distribution Section will be primarily responsible for the maintenance of the Distribution Transformers, Lines and allied services In their areas and to assist the Assistant Engineers/Junior Engineers Gr.-I in overall duties in Operation and Maintenance and connected works.
9. The Mazdoor and Field Assistant shall be responsible to the Wireman and all other Regular Work Establishment staff are responsible to their immediate and other superiors for carrying out Operation and Maintenance, construction works and to provide uninterrupted power supply to consumers.

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- Various signatures and initials in the center and right, including a large signature with a horizontal line above it, and several other illegible marks.
- A signature at the bottom right that appears to read "BMS".
- A signature at the very bottom right.

THE EXISTING WORK NORMS FOR FIELD STAFF AND THE REVISED NORMS IN DISTRIBUTION CIRCLES

1) RURAL

Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (4)
1	Total No. of Transformers per section	105	126
2	No. of Groups per section	7	7 Workmen group
3	No. of Transformers per group	Each group of 15 Transformers	Each group of 18 Transformers
4	Staff per group	One WM and one Helper	One WM and one Field Assistant /Mazdoor
5	Staff admissible for fraction of group	1 st 10 Transformers - one WM; next 5 Transformers - one Helper	1 st 12 Transformers - one WM; next 6 Transformers - one Field Assistant
6	Common staff	FM I Gr. - 2 LI - 1 CI - 1 CA - 1	FM I Gr. - 2 LI - 1 CI - 1 CA - 1 (Commercial Assistant must have computer operation skills) Necessary training will be given.

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2) URBAN

Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (4)
1	Total No. of Services per section	13650	16100
2	No. of group per section	7	7 Workmen group
3	No. of Services per group	1950	2300
4	Staff per group	One Wireman and one Helper	One Wireman and one Field Assistant /Mazdoor
5	Staff admissible for fraction of group	1 st 1400 services-One Wireman; next 550 services-one Helper	1 st 1500 services-One Wireman; next 800 services-one Field Assistant
6	Common staff	Spl.Gr.FM - 1 FM I Gr. - 1 LI - 1 CI - 1 CA - 1	Spl.Gr.FM - 1 FM I Gr. - 1 LI - 1 CI - 1 CA - 1 (Commercial Assistant must have computer operation skills) Necessary training will be given.

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3) CITY

Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (4)
1	Total No. of Services per section	12950	15400
2	No.of group per section	7	7 Workmen group
3	No.of Services per group	1850	2200
4	Staff per group	One Wireman and one Helper	One Wireman and one Field Assistant / Mazdoor
5	Staff admissible for fraction of group	1 st 1100 services - one Wireman; next 750 services- one Helper	1 st 1300 services - one Wireman; next 900 services- one Field Assistant
6	Common staff	Sp.Gr.FM - 1 FM I Gr. - 1 LI - 1 LI(CJ) - 1 CI - 1 CA - 1 TA - 1	Sp.Gr.FM - 1 FM I Gr. - 1 LI - 1 LI(CJ) - 1 CI - 1 CA - 1 TA - 1 (Commercial Assistant must have computer operation skills) Necessary training will be given.

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OTHER THAN DISTRIBUTION SECTIONS

Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (5)
5	Distribution Sub Division	CI - 1 CA - 1	CI - 1 CA - 1
	Lines Sub Division	CI - 1	CI - 1
6	Distribution Division	TA - 2 CA - 1	TA - 2 CI/CA - 1
7	33 KVSS	TA/LI - 4 TA for indoor SS; LI for outdoor SS; Helper/WM - 2	TA/LI - 4 TA for indoor SS; LI for outdoor SS; Wireman - 2 Field Assistant - 2
8	66 KVSS	LI - 2 TA - 2 Helper/WM - 2 (for Night shift/ Maintenance)	TA/LI - 4 Wireman - 2 Field Assistant - 2 (for Night shift/ Maintenance)

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Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (5)
9	110 KVSS (Non grid)	JE (El.) Gr.II - 4 FM Gr.I - 1 LI - 1 (for Maintenance) Helper/WM - 4 (for Night shift/ Maintenance) (Establishment works attached to the nearest O&M Sub Dn.)	JE (El.) Gr.II - 4 FM Gr.I - 1 LI - 2 (for Maintenance) Wireman - 1 Field Assistant/Mazdoor - 2 (for Night shift/ Maintenance) (Establishment works attached to the nearest O&M Sub Dn.)
10	110 KVSS (Grid)	Spl. Gr. FM - 1 T.A. - 1 LI - 2 Helper/WM - 6 (for Shift/Maintenance) (Establishment works attached to the nearest O&M Sub Dn.)	Spl.Gr. FM - 1 T.A. - 1 LI - 2 Wireman - 2 }** Field Assistant /Mazdoor -4 }** ** (for Shift/Maintenance) (Establishment works attached to the nearest O&M Sub Dn.)
11	230 KVSS	Spl. Gr.FM - 1 LI - 2 TA (for shift) - 4 WM - 2 (for Maintenance) Helper/WM - 4 (Maintenance/ Shift)	Spl. Gr.FM - 1 LI - 2 TA (for shift) - 4 WM - 2 (for Maintenance) Field Assistant /Mazdoor - 4 (Maintenance/ Shift)

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Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (4)
12	Line Section	LI - 2 Helper/WM - 1 <u>230/110 & 66KV either single or double circuit line for every 60km</u> Helper/WM - 2 <u>Single or Double Circuit line in Hill area for every 30km:</u> Helper/WM - 2 CA - 1 (for two sections)	LI - 2 Field Assistant/WM - 1 <u>230/110 & 66KV either single or double circuit line for every 60km</u> Field Assistant /WM - 2 <u>Single or Double Circuit line in Hill area for every 30km:</u> Field Assistant/WM - 2 CA - 1 (for two sections)
13	MRT outdoor/Indoor	TA - 3 (Protection) TA - 3 (Recalibration) Helper - 3 Driver - 1 Driver (S) - 1 (If Board vehicle is available)	TA - 4 (Protection) TA - 4 (Metering) Field Assistant/Mazdoor - 4 Driver - 1 (If Board vehicle is available)

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Sl.No. (1)	Subject (2)	Existing norms (3)	Revised norms (5)
15	Fuse of Call Centre	LI - 4 WM - 4 TO/CA - 4 Helper - 4	LI - 4 WM - 4 TO/CA - 4 Field Assistant - 4
16	Construction Section/Sub-Division	Construction Section and Sub-Division will be considered based on need basis. <u>Section</u> FM II Gr - 1 LI - 2 Helper/WM - 5 CA - 1 <u>Each Sub Dn.</u> TA - 1	<u>Construction Section</u> LI - 2 Field Assistant /Mazdoor - 8 CA - 1 (Commercial Assistant must have computer operation skills) Necessary training will be given. <u>Construction Sub Division</u> TA - 1

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30 DAYS ASSESSMENT AND 30 DAYS COLLECTION

Sl. No.	Areas	30 days Assessment and 30 days Collection					
		Existing Norms			Revised Norms		
		Services per day	Days in a month	Total Services in a month	Services per day	Days in a month	Total Services in a month
1	All Municipal Corporations (Chennai, Trichy, Salem, Coimbatore, Madurai, Tirunelveli)	180	24	4320	200	24	4800
2	All Recently converted Corporations, Municipal Towns	160	24	3840	180	24	4320
3	All Town Panchayats				180	24	4320
4	Rural	100	24	2400	110	24	2640
5	Hill	70	24	1680	80	24	1920

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EXISTING	Revised
<p>-----</p>	<p><u>1 (A) DUTIES OF ASSESSOR GR.II</u></p> <ol style="list-style-type: none"> 1) Taking reading and making assessment as per service norms and as per the route chart approved by the Section Officer. 2) Making entry of the defectiveness of meter in the defective Register and to ensure that average has been made for the service entered in the Defective Register. 3) Attending other works entrusted by the Inspector of Assessment / Revenue Supervisor/Section Officer relating to Assessment, Collection and Remittance.
<p>-----</p>	<p><u>1 (B) DUTIES OF ASSESSOR</u></p> <p>Each Section irrespective of services shall have one Assessor for Assessment/ collection of Current Consumption and Miscellaneous charges of the section.</p> <p>Ensuring the average billing for all the defective/No meter services.</p> <p>Attending other works entrusted by the Inspector of Assessment /Revenue Supervisor/Section Officer relating to Assessment, Collection and Remittance.</p>








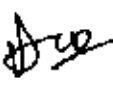



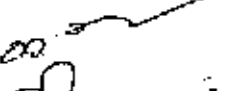
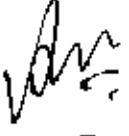

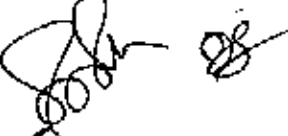



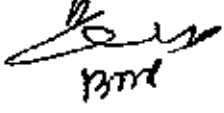

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EXISTING	Revised
4) Receiving Miscellaneous Collections.	4) Review of consumption and energy charges of the following services as shown in the GMC (Computer Report). a. Commercial Service 20%. b. Other service 10% by rotation.
5) Overseeing the work of Assessors in connection with assessment/Collection.	5) Overseeing the work of Assessor Gr.II and Assessors in connection with Assessment, Collection and remittance.
6) Maintaining records for the receipt of computer pre receipt, PCB, ARC.	6) Maintaining records for the receipt of computer receipt, Petty Cash Book, Assessor Remittance Challan.
7) The completed PCB, ARC should be arranged to be sent back to the Revenue Branch.	7) Arranging to send back the completed Petty Cash Book, Assessor Remittance Challan to the Revenue Branch.
8) Attending to the remittance work in the absence of Assessors and also attend the collection work on need basis.	8) Attending the remittance work on need basis.
9) Other works instructed by the Section Officer relating to Assessment, Collection and Remittance.	9) Reporting the defectiveness of the meter during the field verification.

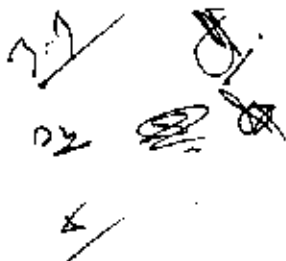


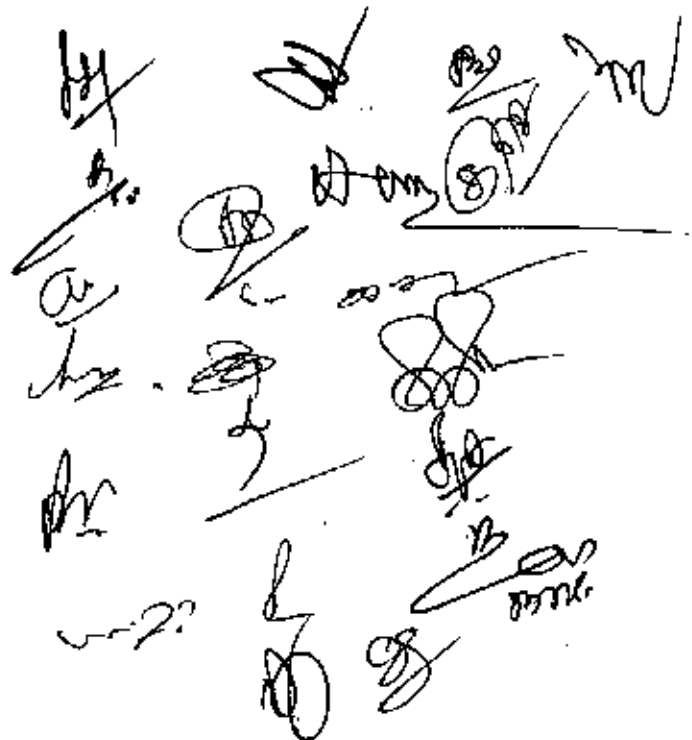


EXISTING	Revised
<p>10) Attending consumers enquiries/ Correspondences relating to Assessment and collection, if Revenue Supervisor is not posted or vacant.</p>	<p>10) Attending consumer's enquiries/ Correspondences relating to Assessment, and collection and receiving cash collection for safe custody from Assessors in the absence of Revenue Supervisor.</p> <p>11) Collection of the Current Consumption Charges and Miscellaneous Collections in the absence of the Assessor as per the need.</p> <p>12) Other works entrusted by the Revenue Supervisor/Section Officer relating to Assessment, Collection and Remittance.</p>

EXISTING	Revised
4) Receiving cash from Assessors and Inspector of Assessment daily for safe custody	5) Receiving cash from Assessors and Inspector of Assessment daily for safe custody.
5) For remittance of cash collected by Assessors/ Inspector of Assessment promptly as per the rules in force and verification of the remittance challan.	6) For remittance of cash collected by Assessors/Inspector of Assessment promptly as per the rules in force and verification of the remittance challan to ensure that there is no misappropriation of collection amount.
6) Watching the cheque realization and taking follow up action for the dishonored cheques. Sending the details of Dishonor to Revenue Branch and making reversal entry in the computer immediately on return of cheque by the bank.	7) Watching the cheque realization and taking follow up action for the dishonoured cheques and making reversal entry in the computer immediately on return of cheque by the bank.
7) Ensuring prompt dispatch of all the Bank Remittance Challan to Revenue Branch regularly.	8) Ensuring prompt dispatch of all the Bank Remittance Challan to Revenue Branch once in a week.
8) To ensure that assessment are made for all new services effected during the previous months.	9) Ensuring assessment of all new services effected during the previous months.





EXISTING	Revised
<p>15) Sort out the issues relating to software and hardware of LT Billing and collection in co-ordination with maintenance contractor/Manager/Computer/ Assistant Engineer/ O&M.</p>	<p>15)Sort out the issues relating to software and hardware of LT Billing and collection in co-ordination with Maintenance contractor, Manager/Computer, Assistant Engineer/ O&M.</p>
<p>16) Other works instructed by the Section officer relating to Assessment Collection and Remittance.</p>	<p>16)Other works instructed by the Section officer relating to Assessment, Collection and Remittance.</p>
<p>17) Inclusion of short assessment pointed out by the Audit, APTS, etc. in the consumer account (Computer) and collect the amount by close follow up.</p>	<p>17)Inclusion of short assessment pointed out by the Audit, Enforcement, etc. in the consumer account (Computer) and collect the amount by close follow up.</p> <p>18)Attending the duties mentioned in Item No.3 to 11 for Inspector of Assessments, where the posts of Inspector of Assessments are vacant.</p>

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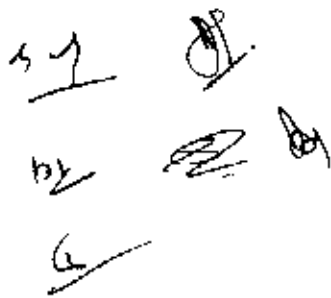
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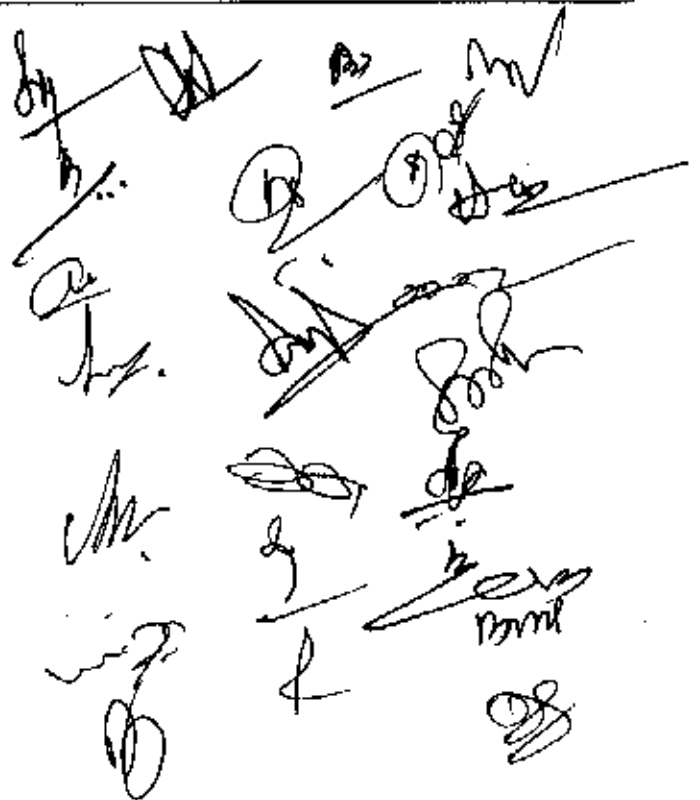
Existing Norms	Revised Norms
<p>There will be one General Section. The following staff will work in General Section under the control of AAO/Revenue Branch viz.</p>	<p>There shall be one General Section. The following staff shall work in General Section under the control of AAO/Revenue Branch, viz.</p>
<p>Accounts Supervisor -1, Assistant -2, Junior Assistant -2, Typist -1, Office Helper -1, Record Clerk -1.</p>	<p>Accounts Supervisor - 1, Accounts Assistant - 2, Junior Assistant -2, Office Helper/Record Clerk -1</p>
<p>Will attend the works such as preparation of cash book, Bank reconciliation, Budget, Cost statement, rendering accounts with the computer output statements. Circulars communication and maintenance. Local purchase, Stationery and stamp account. Maintenance of T&P Register.</p>	<p>shall attend the works such as, preparation of cash book, Bank reconciliation, Budget, Cost statement, rendering accounts with the computer output statements, Circulars communication and maintenance, Local purchase, Stationery and stamp account, Maintenance of T&P Register.</p>
<p>Final Assessment and verification, closing of accounts for the Temporary supply of entire division and sent to circle office for closing Accounting & Adjustment of EMD to Current Consumption Deposit Account on effecting new services. Maintenance of Meter Caution Deposit Register.</p>	<p>Final Assessment and verification, closing of accounts for the Temporary supply of entire division and sent to circle office for closing Accounting & Adjustment of EMD to Current Consumption Deposit Account on effecting new services. Maintenance of Meter Caution Deposit Register.</p>
<p>Reconciliation of amount outstanding with the local bodies & correspondence.</p>	<p>Reconciliation of amount outstanding with the local bodies & correspondence.</p>

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Existing Norms	Revised Norms
<p><u>Revenue Accounting work shall be attended by Accounts Supervisor:-</u></p> <p>1) Accounts Supervisor shall verify the correctness of assessment, Collection and remittance of cash with the computer generated reports.</p> <p>2) Updating the master data, verification and validating the master data and incorporating subsequent changes. Maintenance of service connection docket. Watching the receipt of Original Test reports from section offices and verification of correctness and maintenance of the same. Verification of correctness of Miscellaneous charges collection.</p> <p>3) Computer will workout the interest, Income Tax on the available security deposit. The same may be verified. The ACCD Demand notices and intimation notices arranged to be served to the consumers through section offices and watch the collection of ACCD amount.</p>	<p><u>Revenue Accounting work shall be attended by Accounts Supervisor:-</u></p> <p>1) Accounts Supervisor shall verify the correctness of assessment, Collection and remittance of cash with the computer generated reports.</p> <p>2) Updating the master data, verification and validating the master data and incorporating subsequent changes. Maintenance of service connection docket. Watching the receipt of Original Test reports from section offices and verification of correctness and maintenance of the same. Verification of correctness of Miscellaneous charges collection.</p> <p>3) Computers will work out the interest, Income Tax on the available security deposit. The same may be verified. The ACCD Demand notices and intimation notices arranged to be served to the consumers through section offices and watch the collection of ACCD amount.</p>





Existing Norms	Revised Norms
<p>4) Follow up of collection of Audit shortfall/ Revenue Intelligence Squad shortfall, assessment made by APTS, Mass raid.</p> <p>5) Preparation & issue of termination of agreement notice and closing the account after 6 months. Maintaining the outstanding ledger and collection of the amount by enforcing RD & RR Act.</p> <p>6) Review of Defaulters' List / CT & Non CT (MIS report) and correspond with the sections for prompt DC.</p> <p>7) Review the DCB (MIS report) and find out the reason for short/excess collection in the Sections.</p> <p>8) Review of Door Lock & Nil Consumption cases. Review of Defective Meter/Without meter services report and correspond with the Sections for immediate replacement with the healthy one.</p> <p>9) All correspondence relating to his seat.</p>	<p>4) Follow up of collection of Audit shortfall / Revenue Intelligence Squad shortfall, assessment made by Enforcement, Mass raid.</p> <p>5) Preparation & issue of termination of agreement notice and closing the account after 6 months. Maintaining the outstanding ledger and collection of the amount by enforcing RD & RR Act.</p> <p>6) Review of Defaulters' List / CT & Non CT (MIS report) and correspond with the sections for prompt DC.</p> <p>7) Review the DCB (MIS report) and find out the reason for short/excess collection in the Sections.</p> <p>8) Review of Door Lock & Nil Consumption cases by physical verification. Review of Defective Meter/Without meter services report and correspond with the Sections for immediate replacement with the healthy one.</p> <p>9) All correspondence relating to his/her seat.</p>

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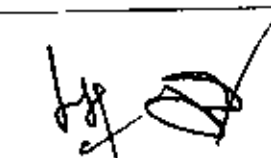

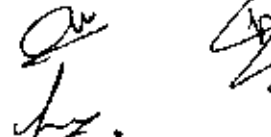

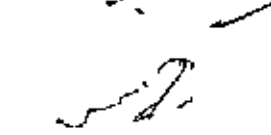

Existing Norms	Revised Norms
<p>10) Attending name transfers.</p> <p>11) <u>Verification of section office records in order to ensure the following:-</u> (i) Whether all the services have been Assessed. (ii) Ensure the Correctness of Assessment made by the Assessors by analyzing the consumption pattern with reference to the WMC/Computer output and GMC and the actual readings recorded in the meter by Inspecting the consumers premises at random by taking check readings (Power services-10, Non-power services-20)</p>	<p>10) Attending name transfers. (other than Domestic and commercial)</p> <p>11) <u>Verification of section office records in order to ensure the following:-</u> i) Whether all the services have been Assessed. ii) Ensure the Correctness of Assessment made by the Assessors by analyzing the consumption pattern with reference to the WMC/Computer output and GMC and the actual readings recorded in the meter by Inspecting the consumers premises at random by taking check readings (Power services-10, Non-power services-100)</p>
<p>(iii) Whether correct application of Tariff is followed should be checked up on rotation basis.</p> <p>(iv) Identification of highest Current Consumption consumers in the Section Offices from the Computer output and a thorough analysis of the details of the consumers, the collections, remittances, so as to ensure the correctness.</p> <p>(v) Whether the OTRs are closed intact & sent to the sub-division offices in complete shape monthly (e.g) in the case of CT meters correct multiplication factors are entered.</p>	<p>iii) Whether correct application of Tariff is followed should be checked up on rotation basis.</p> <p>iv) Identification of highest Current Consumption Consumers in the Section Offices from the Computer output and a thorough analysis of the details of the consumers, the collections, remittances, so as to ensure the correctness.</p> <p>v) Whether the OTRs are closed intact & sent to the sub-division offices in complete shape monthly (e.g) in the case of CT meters correct multiplication factors are entered.</p>

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Existing Norms	Revised Norms
<p>(vi) Whether the dishonoured cheques are properly accounted for and the money collected along with the clerical charges from the consumers.</p> <p>(vii) Whether the disconnection/ Reconnection register is maintained and whether 100% disconnection is effected in case of non-payment of Current Consumption charges except local bodies, Govt. Departments.</p> <p>(viii) Reasonable and lawful works connected with Revenue Accounting works entrusted by the higher authorities.</p> <p>Each Accounts Supervisor will be provided with a computer and a printer. Necessary training will be given in the computer usage.</p>	<p>vi) Whether the dishonoured cheques are properly accounted for and the money collected along with the clerical charges from the consumers.</p> <p>vii) Whether the disconnection/ Reconnection register is maintained and whether 100% disconnection is effected in case of non-payment of Current Consumption charges except local bodies, Govt. Departments.</p> <p>viii) Reasonable and lawful works connected with Revenue Accounting works entrusted by the higher authorities.</p>

**THE EXISTING WORK NORMS FOR STORES STAFF AND
THE REVISED NORMS**

Existing Norms	Revised Norms
<p><u>1. Distribution Circles</u></p> <p>The number of Sections in the Central Stores shall not exceed 4 Nos.</p> <p>Each Section in the Central Stores shall have one Stores Custodian I Grade. Stores Supervisor – 2 (Two) Stores Custodian I Gr – 1 (One) (for assisting Stores Officer, Chief Stores Officer.</p> <p>The surplus Stores Custodian Grade II shall be utilized as Leave Reserve one in each Central Stores</p> <p>(ii) <u>Sub-Stores</u> The basis for formation of Sub-stores shall be as specified below;</p> <p>One sub-store shall be formed for each Distribution Division.</p> <p>(i) Stores Supervisor – 1 (One) (ii) Stores Custodian I Gr – 1 (One)</p>	<p><u>1. Distribution Circles</u></p> <p>(i) The number of Sections in the Central Stores shall not exceed 4 Nos.</p> <p>Each Section in the Central Stores shall have one Stores Custodian I Grade. Stores Supervisor – 2 (Two)</p> <p>The surplus Stores Custodian Grade II shall be utilized as Leave Reserve one in each Central Stores.</p> <p>(ii) <u>Sub-Stores</u> The basis for formation of Sub-stores shall be as specified below;</p> <p>One sub-store shall be formed for each Distribution Division.</p> <p>(i) Stores Supervisor – 1 (One) (ii) Stores Custodian I Gr – 1 (One)</p>

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Existing Norms	Revised Norms
<p><u>General:</u> 1) The post of Stores Supervisor (Transport) in Madras Elec. Distn. Circle shall continue.</p> <p>There shall be one Stores Custodian I Grade (Stationery) in each Distribution Circle.</p>	<p>There shall be one Stores Custodian I Grade (Stationery) in each Distribution Circle.</p>
<p><u>2. Thermal Stations:-</u></p> <p>There shall be only five sections in the Thermal Power Stations. The different Sections in the Central Stores may be re-grouped as three sections exclusively for storing the inventory relating to Turbine, Generator and Boiler and another two sections for the maintenance of the inventory relating to other requirements.</p>	<p><u>2. Thermal Stations:-</u></p> <p>There shall be only five sections in the Thermal Power Stations. The different Sections in the Central Stores may be re-grouped as three sections exclusively for storing the inventory relating to Turbine, Generator and Boiler and another two sections for the maintenance of the inventory relating to other requirements.</p>
<p>The revised staff pattern for the following four Thermal Stations shall be as follows:-</p> <p><u>Ennore Thermal Power Station</u> Stores Supervisor - 5 Stores Custodian Gr. I - 12 Stores Custodian Gr. II - 7</p> <p><u>North Chennai Thermal Power Station</u> Stores Supervisor - 5 Stores Custodian Gr. I - 13 Stores Custodian Gr. II - 10</p>	<p>The revised staff pattern for the following four Thermal Stations shall be as follows:-</p> <p><u>Ennore Thermal Power Station</u> Stores Supervisor - 5 Stores Custodian Gr. I - 12 Stores Custodian Gr. II - 7</p> <p><u>North Chennai Thermal Power Station</u> Stores Supervisor - 5 Stores Custodian Gr. I - 13 Stores Custodian Gr. II - 10</p>

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Existing Norms	Revised Norms
<p><u>Mettur Thermal Power Station</u> Stores Supervisor - 6 Stores Custodian Gr. I - 12 Stores Custodian Gr. II - 10</p> <p><u>Tuticorin Thermal Power Station</u> Stores Supervisor - 6 Stores Custodian Gr. I - 14 Stores Custodian Gr. II - 10</p> <p>The existing PUSHEP Sub-store shall be attached to Singara Sub-store and the vacant posts in PUSHEP Sub-stores shall be abolished.</p> <p>In General Construction Circles, there shall be Central Stores in Headquarters of each circle.</p>	<p><u>Mettur Thermal Power Station</u> Stores Supervisor - 6 Stores Custodian Gr. I - 12 Stores Custodian Gr. II - 10</p> <p><u>Tuticorin Thermal Power Station</u> Stores Supervisor - 6 Stores Custodian Gr. I - 14 Stores Custodian Gr. II - 10</p> <p>In General Construction Circles, there shall be Central Stores in Headquarters of each circle.</p> <p><u>General Construction Circle:-</u> Stores Controller - 1 Stores Supervisor - 3 Store Custodian Gr.I/Gr.II - 6</p>

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Existing Norms	Revised Norms
<p>v) In General Construction Circles, the staff pattern for the central and substores be as applicable to the Central and Sub-stores of Distribution Circles. In addition one post of Checker shall be sanctioned in the General Construction Circles Central Stores.</p> <p>vi) In Chennai Development Circle there shall be two sections with following staff:-</p> <p>Stores Officer - One. Stores Supervisor - One. Stores Custodian I Gr. - Two and Stores Custodian II Gr. - One.</p> <p>vii) In view of special nature of work in Generation, Project and General Construction Circles, the existing arrangements for sanction of sub-stores on the merits of proposals of the respective Superintending Engineer shall continue.</p>	<p>In General Construction Circles, the staff pattern for the substores be as applicable to the Sub-stores of Distribution Circles.</p> <p>vi) In Chennai Development Circle there shall be two sections with following staff:-</p> <p>Stores Supervisor - One. Stores Custodian I Gr. - Two and Stores Custodian II Gr. - One.</p> <p>vii) In view of special nature of work in Generation, Project and General Construction Circles, the existing arrangements for sanction of sub-stores on the merits of proposals of the respective Superintending Engineer shall continue.</p>

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Existing Norms	Revised Norms
<p>viii) Other Stores in Madras Elec. Distr. Circle:- Stores attached to Printing Press Stores Custodian I Grade - 1 (One).</p> <p><u>Workshop Stores:-</u> Mettur - Three Sections</p> <p>For each PSC yard one Stores Custodian - 1 shall be allowed.</p>	<p>viii) Other Stores in Chennai Elec. Distr. Circle:- Stores attached to Printing Press Stores Custodian I Grade - 1 (One).</p> <p><u>Mettur Workshop:-</u> Stores Supervisor - 2 Stores Custodian Gr.I - 3</p> <p>For each PSC yard one Stores Custodian - Grade I / II shall be allowed.</p>

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APPENDIX

PART - II

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

REVISED PAY BAND WITH GRADE PAY WITH EFFECT FROM 01.12.2011

FOR WORKMEN

The existing pay of the employees of the Tamil Nadu Generation and Distribution Corporation Limited covered by the Wage Revision Settlement are revised with effect from 01.12.2011, as Indicated below and the said revised Pay shall be given with monetary benefit from 01.12.2011:-

FITMENT BENEFIT:

The formula for fixing the Pay in the revised Pay Bands is as below:-

A fitment benefit of 7% on the existing Pay (Basic Pay + Grade Pay) as on 01.12.2011 (including Personal Pay), shall be allowed with a minimum benefit of Rs.700/-. Wherever the difference between the pay and Dearness Allowance in the Revised Scale fixed and the Pay and Dearness Allowance in the existing scale is less than Rs.700/- the pay in the revised pay be stepped to that extent by rounding off the resultant figure to the next multiple of Rs.10/- so that the difference is not less than Rs.700/-.

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2. SERVICE WEIGHTAGE:

A service weightage of one increment @ 3% of Basic Pay plus Grade Pay shall be allowed to those who are completing 10 years of regular service and above only, during the period between 1.12.2011 and 9.1.2014 (i.e. date of this settlement) which will count for normal increment. The service weightage will be allowed after fitment in the revised Pay.

3. INCREMENT:

The annual increment shall be @ 3% of the Pay + Grade Pay in the revised pay scales. The amount of increment shall be rounded off to the next multiple of Rs.10/- and It shall be added to the existing pay in the Pay Band.

4. STAGNATION INCREMENT:

Stagnation increment beyond the maximum of the existing Pay Band will be allowed every year without limit.

5. DEARNESS ALLOWANCE:

The existing arrangement for sanction of Dearness Allowance to the employees of the TANGEDCO at the same rate and from the same date as granted by the State Government to their employees will continue. The Dearness Allowance with effect from 01.12.2011 will be 58% on the revised pay.

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6. REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES:-

The existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances shall be continued in the revised Pay.

7. PAYMENT OF ARREARS:

The arrears accruing on account of pay revision for the period from 01.12.2011 to 31.12.2013 shall be arrived at and arrears due for payment shall be paid in two equal instalments as shown below:-

- (i) 1st installment In January 2014
- (ii) 2nd installment in April 2014

8. SETTLEMENT ON REVISION OF WORK ALLOCATION AND STAFF PATTERN:

The Settlement on Revision of work allocation and staff pattern relating to

- (i) Field Staff in Distribution Circles;
- (ii) Accounting Staff in Revenue Branches of Distribution Circles;
- (iii) Assessment and Collection Staff in Distribution Circles; and
- (iv) Stores Staff

will be arrived at along with the Wage Revision Settlement.

9. PERIOD OF SETTLEMENT:

Unless otherwise indicated in specific clauses, this Settlement will be in force for a period of four years with effect from 01.12.2011 till 30.11.2015 or till such time a new settlement is reached on this subject, whichever is later.

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ANNEXURE - I
WAGE REVISION 2011
PAY BAND AND GRADE PAY FOR WORKMEN

Sl.No.	Pay Band		Category	Pay Band + Grade Pay
1.	PB-1A	W1	Mazdoor	Rs. 4900-10000+1400
2.	PB-1	W2	Helper, Officer Helper, Sweeper, Watchman	5400-20200+1900
3.	PB-1	W3	Typist, Steno-Typist, Junior Assistant, Assessor, Wireman, Commercial Assistant	5400-20200+2200
4.	PB-1	W4	Lineman, Driver, Stores Custodian Grade-II	5400-20200+2500
5.	PB-1	W5	Assistant, Technical Assistant, Line Inspector, Auditor	5400-20200+2700
6.	PB-1	W6	Heavy Vehicle Driver (Workshop)	5400-20200+2900
7.	PB-2A	W7	Accounts Supervisor, Administrative Supervisor, Revenue Supervisor, Stores Supervisor, Surveyor, Junior Engineer Grade-II	9600-34800+4300
8.	PB-2A	W8	Junior Chemist, Chargeman, Head Draughtsman	9600-34800+4400
9.	PB-2	W9	Special Grade Foreman, Assistant Press Superintendent	10100-34800+4600

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