

**:: TAMIL NADU GENERATION & DISTRIBUTION CORPORATION ::  
(ABSTRACT)**

**Mazdoor – Promotion to the post of Helper – Relaxation of qualification – Approval accorded – Orders – Issued.**

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**(Administrative Branch)**

**(Per.) (FB) TANGEDCO  
Proceedings No. : 21**

**Dated : 03.09.2016  
Shree Dhurmugi Aandu,  
Aavani : 18  
Thiruvalluvar Aandu : 2047**

**READ :**

- Ref: 1) Per B.P. (FB) No.44 (Adm. Br.) dt.06.09.2007.  
2) Per B.P. (FB) No.45 (Adm. Br.) dt.06.09.2007.  
3) Per B.P. (CH) No.9 (Adm. Br.) dt.09.01.2008.  
4) (Per.) FB TANGEDCO Proceedings No.9 (Adm. Br.)  
dated 23.05.2012.  
5) (Per.) FB TANGEDCO Proceedings No.22 (Adm. Br.)  
dated 25.10.2012.  
6) CE/ Personnel's Memo. No.012267/G.58/G.582/2010-8,  
dated 25.10.2012.  
7) (Per.) FB TANGEDCO Proceedings No.25 (Adm. Br.)  
dated 05.03.2014.  
8) (Per.) FB TANGEDCO Proceedings No.142 (Adm. Br.)  
dated 10.09.2014.  
9) Item No. 27 – Extract of the Minutes of the 63<sup>rd</sup>  
Meeting of the TANGEDCO held on 23.08.2016.

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**PROCEEDINGS :**

(1) Based on the 12(3) settlement dt.10.08.2007, signed before the Commissioner of Labour, the TNEB issued orders for revival of the post of Mazdoor and for absorption of Contract Labourers who have worked continuously in Distribution Circles, General Construction Circles and Wind Energy Development Circles as Mazdoor, Helper cum Meter Reader and Assessor Grade – II in a phased manner vide Board Proceeding 1<sup>st</sup> read above. As per these orders, the Contract Labourers whose qualification was below 10<sup>th</sup> standard and 'nil' qualification have been appointed to the post of Mazdoor.

(2) Further, based on the various demands from the unions, TANGEDCO considered the promotion of the Mazdoors absorbed vide 12(3) settlement in its 22<sup>nd</sup> Board meeting held on 06.03.12 and approved the proposal for the relaxation of rules relating to qualification of NTC/ NAC for promotion to the post of Helper in a phased manner and accordingly all the Mazdoors were promoted as Helper (Field Assistant).

(3) In the TANGEDCO Proceeding 5<sup>th</sup> read above, orders were issued for absorption of 4,037 Contract Labourers who were not covered in the 12(3) settlement dt.10.08.2007 but were engaged prior to 05.01.1998 and were continuously engaged as per Memo dated 20.02.2008 and 04.03.2008 (+) 236 TCLs. (covered in the Honorable High Court order dt.08.09.2009 made in Writ Petition No. 12960 / 2009) as Mazdoor (Trainee) on consolidated wages for 3 years at the rate of Rs.3,100/-, Rs.3,200/- and Rs.4,000/- respectively. After adhering to the instructions issued in this regard, the said training period of 3 years was later reduced to one year vide Per (FB) TANGEDCO Proceeding No.5 dt.23.01.2014 in terms of 12(3) settlement dt.09.01.2014. Besides, the 24 Mazdoors absorbed on various court orders are working as Mazdoor for more than 2 years as mentioned in Annexure – A enclosed.

(4) Various Unions representing the workmen of TANGEDCO/TANTRANSCO have been frequently representing for the promotion of the above said Mazdoors as Helpers by relaxing the pre-requisite qualification viz. a pass in ITI with a NTC/NAC.

(5) In the 63<sup>rd</sup> Board meeting of TANGEDCO Ltd., held on 23.08.2016, the Board has considered the representation of the unions sympathetically and approved the proposal by relaxing the rules relating to qualification of NTC/ NAC and hereby passes the following orders:-

(i) To promote 4297 Mazdoors to the post of Helper (Field Assistant) (i.e.) (i) 4273 Mazdoors absorbed vide (Per.) FB TANGEDCO Proceedings No.22 dated 25.10.2012 and (ii) 24 Mazdoors absorbed based on various Court Orders and who have completed 2 years of service as Mazdoor by relaxing the pre-requisite Educational Qualification (i.e.) pass in ITI with a NTC/NAC.

(ii) 254 Mazdoors/ Mazdoor (Trainees), Temporary / Permanent Casual Labourers / Contract Labourers working in various circles as on 31.01.2016 furnished in the Annexure – B based on various court orders and left out cases in 12(3) settlement dt.10.08.2007 may be considered for promotion as Helpers (Field Assistant) taking into consideration their eligibility (i.e.) after completion of 2 years in the post of Mazdoor based on the vacancy position of Helper (Field Assistant) existing at that time by relaxing the pre-requisite Educational Qualification (i.e.) pass in ITI with a NTC/NAC.

(iii) All the Contract Labourers who have been absorbed as Mazdoors will be covered and promoted as Field Assistant and no such proposal will arise in future and except those who will be absorbed based on the court case in future.

: 3 :

(6) Consequent on promotion of the above Mazdoors the post of 4297 Mazdoors shall be abolished.

(7) The receipt of the Proceedings should be acknowledged.

**(BY ORDER OF THE BOARD OF TANGEDCO)**

Sd/- 03.09.2016  
(A.V. RAVI)  
CHIEF ENGINEER/ PERSONNEL

To

The Chief Engineer/Personnel, Adm. Branch/Chennai-2.  
The Chief Engineers concerned.  
The Superintending Engineers (As per the Annexure enclosed)  
The Chief Internal Audit Officer/Board Office Audit Branch/Chennai-2.  
The Chief Financial Controllers/General & Revenue.  
The Residential Audit Officer/TNEB/Chennai-2.

Copy to :

The Chairman's Table.  
The Managing Director / TANTRANSCO  
The Director (Finance)  
The Director (Distribution)  
The Director (Generation)  
The Director (Transmission)  
The Secretary  
The Director General of Police/Vigilance/Chennai-2.  
The Legal Advisor/Chennai-2.  
The Industrial Relations Advisor/Chennai-2.

All Deputy Secretaries/BOSB/Chennai-2.  
The Deputy Chief Engineer/Adm.Branch/Chennai-2.  
The Senior Personnel Officer/Labour/Adm.Branch.  
The Senior Personnel Officer/Recruitment/Adm.Branch.  
The Senior Personnel Officer/Inspection/Adm.Branch.  
The Asst. Legal Advisor/TNEB/Chennai-2.  
The Personnel Officer/Court Case/Adm.Branch/Chennai-2.  
The Personnel Officer/ Staff Sanction/ Adm.Branch/Chennai-2.  
The Asst. Personnel Officer/Tamil Development - for publication in  
TNEB Bulletin (2) copies.  
The Asst. Personnel Officer/Labour/Adm.Branch/Chennai-2.

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Tamil Nadu Electricity Workers Federation.  
Tamil Nadu Electricity Board Accounts and Executive Staff Union.  
Tamil Nadu Electricity Board Workers Progressive Union (LPF).  
Central Organization of Tamil Nadu Electricity Employees (C.I.T.U.).  
Minsara Pirivu Anna Thozhil Sangam.  
Tamil Nadu Electricity Board Janatha Thozhilalar Sangam.  
Tamil Nadu National Electricity Workers Federation (INTUC) - 2 Groups.  
Tamil Nadu Electricity Board Engineers Sangam.  
Tamil Nadu Electricity Employees Congress (NLO)  
Tamil Nadu Electricity Board Thozhilalar Aykkia Sangam (HMS).  
Tamil Nadu Electricity Board Engineers Association.  
Tamil Nadu Electricity Board Finance and Accounts Officers Association.  
Bharathiya Electricity Employees Federation.  
TNEB Card Billing Staff Union.  
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.  
Tamil Nadu Electricity Board Engineers Union.  
Stock File.

// FORWARDED //

Sd/-03.09.2016  
(P. RADHIKA)  
SENIOR PERSONNEL OFFICER/ LABOUR

## **ANNEXURE – A**

### **Details of Mazdoors to be promoted as Helpers (Field Assistant)** **based on eligibility and completion of 2 years of service as Mazdoor)**

Sl. No.	Details of Contract Labourers / TCLs. and absorption orders issued	Total No. of Mazdoors
1	The left out Contract Labourers who were absorbed vide (Per.) FB TANGEDCO Proceedings No.22 dt.25.10.12.	<b>4037</b>
2	Temporary Casual Labourers joined as per court orders made in Writ Petition Nos.12960 of 2009, 22667 of 2008 and 18402 to 18405 of 2008 and absorbed vide (Per.) FB TANGEDCO Proceedings No.22 dt.25.10.12.	<b>236</b>
3	A.P.Sekar, C.Sekar, C.Aathan, V.Poompandi, K.Velmurugan, G.Alagarsamy, C.Alagarsamy, V.Veerannan, P.M.Sundaramoorthi, T.Karuppasamy, R.Thirumalai Mannan of Madurai EDC. Absorbed vide Memo No.105414/ 208/ G.58/ G.582/ 2004-58 dt.12.08.11.	<b>11</b>
4	K.Thiruppathy & R.Arumugam off Madurai EDC. Absorbed vide Memo. No.080721/ 465/G.58/ G.582/2014-2, dated 16.06.15.	<b>2</b>
5	V.Pitchaipandi of Madurai EDC. Absorbed vide Memo No.618/SE/MDU/AAO/ Adm.S/ Adm.2/A.2/ 2013 dated 18.06.2013.	<b>1</b>
6	S. Syed Salem Basha, T.Palanisamy, C.Marimuthu, K.Murugan, P.Devarasan, P.Prakasam, M.Nainamalai, M.Saravanan of Salem EDC. Absorbed vide 030298/166/G.65/G.651/ 11-2 dt.08.12.11.	<b>8</b>
7	S. Rajan of Kanyakumari EDC. Absorbed vide 072981/364/G.65/G.651/ 11-2 dt.30.06.12.	<b>1</b>
8	L.Murugesan of Kanyakumari EDC. Absorbed vide 072981/364/G.65/ G.651/ 11-2 dt.30.06.12.	<b>1</b>
	<b>Grand Total</b>	<b>4297</b>

Sd/-03.09.2016

(P. RADHIKA)

SENIOR PERSONNEL OFFICER/ LABOUR

## **ANNEXURE – B**

**Details of 254 Mazdoors/ Mazdoors (Trainees), Temporary/  
Permanent Casual Labourers / Contract Labourers as on 31.01.2016  
to be promoted as Helpers (Field Assistant) by the O/o the CE/ Personnel  
after completion of 2 years of service in the post of Mazdoor by relaxing  
the educational qualification based on eligibility and vacancy**

Sl. No.	Details of individuals	Covered under Case No.	Working as CL/ TCL/ CL (Per.)/ Mazdoor (Tr.)/ Mazdoor	Absorption orders issued on	Total No. of Mazdoors
1	K. Ramanjulu	Cont.308/2012	Mazdoor	14.07.14	<b>1</b>
2	N.Natarajan & 8 others	Left out C.Ls.	Mazdoor	21.08.15	<b>9</b>
3	D.R.Murugesan & 30 others	W.P.4866/ 2011	Mazdoor	14.09.15	<b>31</b>
4	K.Sikkandharbasha	W.A.3856/ 2004	Mazdoor		<b>1</b>
5	A. Subramani	W.A. No.1916/ 2013	Mazdoor	28.12.15	<b>1</b>
6	V.Dhanasekaran	As per 12(3) Settlement	Mazdoor	08.02.16	<b>1</b>
7	K.Ravi & 9 others	W.P.4866/ 2011	Mazdoor (Trainee)	06.03.15	<b>10</b>
8	M.Tirupathi	Cont.640/2012	Mazdoor (Trainee)	08.06.15	<b>1</b>
9	P.Suruli & 3 others	W.P. (MD) No.6625/ 2010	Mazdoor (Trainee)	10.08.15	<b>4</b>
10	B.Anbalagan	Memo No. 20.02.2008	Mazdoor (Trainee)	10.08.15	<b>1</b>
11	A. Sasikumar	Memo No. 20.02.2008	Mazdoor (Trainee)	10.08.15	<b>1</b>
12	P.Raja	Memo No. 20.02.2008	Mazdoor (Trainee)	10.08.15	<b>1</b>
13	K.Prakasam	W.P.7392/ 2010	Mazdoor (Trainee)	10.08.15	<b>1</b>
14	S.Gopinath	Memo No. 20.02.2008	Mazdoor (Trainee)	10.08.15	<b>1</b>
Page Total – A					<b>64</b>

Sl. No.	Details of individuals	Covered under Case No.	Working as CL/ TCL/ CL (Per.)/ Mazdoor (Tr.)/ Mazdoor	Absorption orders issued on	Total No. of Mazdoors
15	Lakshmanan	W.P.16436/2009	Mazdoor (Trainee)	10.08.15	<b>1</b>
16	Sugavanam	W.P.16436/2009	Mazdoor (Trainee)	10.08.15	<b>1</b>
17	K.Raja & 28 others	Cont.1680 & 1681/2011	Mazdoor (Trainee)	21.08.15	<b>29</b>
18	K.Natarajan & 3 others	Cont.697/2012	Mazdoor (Trainee)	18.12.15	<b>4</b>
19	K.Annadurai & 45 others	Cont.04/2012	Mazdoor (Trainee)	22.12.15	<b>46</b>
20	M.Prabhakaran & 3 others	Cont.962/2014	Mazdoor (Trainee)	12.01.16	<b>4</b>
	M. Baskar		Temporary Casual Labourer	16.07.14	<b>1</b>
	K. Manoraj		Temporary Casual Labourer	16.06.14	<b>1</b>
21	K.Velusamy	Cont.956/2013	Temporary Casual Labourer	09.10.13	<b>1</b>
22	V.Mayandi	W.P.9579/2008	Temporary Casual Labourer	16.11.13	<b>1</b>
23	Umashankar & 11 others	SE/C/HP/Erode 11.03.2013	Temporary Casual Labourer	09.05.14	<b>12</b>
24	Kalimuthu	24.10.2008	Temporary Casual Labourer	12.06.14	<b>1</b>
25	Pakiaraj	24.10.2008	Temporary Casual Labourer	12.06.14	<b>1</b>
26	R.Kannan	Cont.2133/2014	Temporary Casual Labourer	08.09.14	<b>1</b>
27	M.Munuathi & 2 others	W.P. No.12053, 12054/2012, 26780/2011	Temporary Casual Labourer	05.12.14	<b>3</b>
28	G.Sivakumar & 2 others	24.10.2008	Temporary Casual Labourer	05.12.14	<b>3</b>
29	Bramanayagam	24.10.2008	Temporary Casual Labourer	05.12.14	<b>1</b>
Page Total – B					<b>111</b>

Sl. No.	Details of individuals	Covered under Case No.	Working as CL/ TCL/ CL (Per.)/ Mazdoor (Tr.)/ Mazdoor	Absorption orders issued on	Total No. of Mazdoors
30	C.Mathiyazhagan	W.P.22003/2010	Temporary Casual Labourer	01.03.15	<b>1</b>
31	R. Ashok & 17 others	Cont. No. 1505/2014	Temporary Casual Labourer	29.04.15	<b>18</b>
32	K.Maliappan & 9 others	24.10.2008	Temporary Casual Labourer	05.05.15	<b>10</b>
33	S.Murugan	20.02.08 and IL No.E.5042/2003	Temporary Casual Labourer	26.05.15	<b>1</b>
34	N.Subramanian & 9 others	24.10.2008	Temporary Casual Labourer	30.05.15	<b>10</b>
35	M.Kalirathinam & 4 others	24.10.2008	Temporary Casual Labourer	11.09.15	<b>5</b>
36	G.Karthikeyan & 6 others	Left out cases	Temporary Casual Labourer	14.09.15	<b>7</b>
37	T.Arinjar	Left out C.L.	Temporary Casual Labourer	21.11.15	<b>1</b>
38	G.Ramesh	As per 12(3) Settlement	Temporary Casual Labourer	28.12.15	<b>1</b>
39	M. Mathiyalagan	24.10.2008	Temporary Casual Labourer	14.01.16	<b>1</b>
40	R.Murugan & 6 others	W.P. Nos. 13150/2014, 15847/2012	Casual Labourer Permanently	24.03.15	<b>7</b>
41	P.Ramesh	Memo No. 20.02.2008	Contract Labourer	23.04.13	<b>1</b>
42	H.Ramamoorthy	I.D. No.252/2010	Contract Labourer	06.06.15	<b>1</b>
43	M.Anandasekaran & 14 others	W.P. Nos. 28808 to 28814, 28865 to 28872/2013	Contract Labourer	03.08.15	<b>15</b>
Page Total – C					<b>79</b>
<b>Grand Total = 64 + 111 + 79</b>					<b>254</b>

Sd/-03.09.2016  
(P. RADHIKA)  
SENIOR PERSONNEL OFFICER/ LABOUR