



**TAMIL NADU GENERATION AND DISTRIBUTION  
CORPORATION LIMITED**

*Revised Proposal*  
*on*  
*Revision of Wages*  
*Effective from 01.12.2015*

TANGEDCO's REVISED PROPOSAL ON REVISION OF PAY BAND AND ALLOWANCES  
TO THE EMPLOYEES ALONG WITH AND SUBJECT TO REVISION OF  
WORK ALLOCATION AND STAFF PATTERN IN AREAS WHICH ARE ALREADY  
COVERED BY SETTLEMENT

In continuation of the earlier proposal on Revision of Wages to the employees of TANGEDCO the following revised proposal is given.

The Wage Revision Committee proposes to revise the Pay by a Fitment factor of 2.57 uniformly applied to all employees while fixing pay of existing employees in the pay matrix, irrespective of their present Grade Pay or Corresponding to the new levels. Pay + Grade Pay of an employee at any level as on 01.01.2016 (Pay in the Pay Band + Grade Pay) shall be multiplied by a factor of 2.57 for the purpose of fixing the pay in the Pay Matrix. Consequent on the Wage Revision the date of next annual increment will not be changed.

ii) FITMENT AND MINIMUM BENEFIT: -

The Pay and Grade Pay drawn by the employees as on 01.01.2016 will be multiplied by a factor of 2.57 and fitted in the Pay Matrix notionally and monetary benefit with effect from 1<sup>st</sup> October 2017 (without arrears). Fixation of Wage Revision will be made on 01.01.2016 after merging the Dearness Allowance @ 125% and Grade Pay.

iii) MERGER OF PERSONAL PAY:-

The Personal pay drawn by the employees while in the pre-revised scale of pay will be taken into account while fixing the pay in the revised pay.

**iv) DEARNESS ALLOWANCE PATTERN:-**

The Dearness Allowance as on 01.01.2016 @ 125% will be merged with the Pay. After merging Dearness Allowance on 01.01.2016 the Dearness Allowance will be 0%. The Dearness Allowance in the revised pay will be sanctioned to the employees of the Board at the same rate and from the same date as granted by the State Government to their employees in the Revised Pay.

**v) REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES:-**

It is proposed to revise the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances in TANGEDCO as ordered by the State Government to its employees.

**:: TRUE COPY ::**

*A. Lujahwan Ahmad Sah*  
**SECTION OFFICER.**

