

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

**(ABSTRACT)**

TANGEDCO – Grant of Advance Increment to the Board's Engineers upto the level of Executive Engineer who acquire P.G. and Ph.D in Engineering – Cancellation of the scheme of sanction of advance increment – Orders – Issued

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**(SECRETARIAT BRANCH)**

**(Per) FB TANGEDCO Proceedings No.10,**

**Dated :23.03.2020.**

Panguni - 10,  
Vihari varudam,  
Thiruvalluvar Aandu 2051.

**Read:-**

- i. Board's Proceedings Ms. (FB) No.78 (SB) dated:04.09.1985.
- ii. G.O. (Ms) No.97 Personnel and Administrative Reforms (FR.IV) Department,dated:05.07.2010.
- iii. Secretariat Branch Memo. (Per.) No.91974/A3/A32/2009-2, dated:07.10.2010.
- iv. (Per.) CMD TANGEDCO Proceedings No.198 (SB) dated:18.08.12.
- v. (Per.) CMD TANGEDCO Proceedings No.69 (SB) dated: 27.04.15.
- vi. Secretariat Branch Memo. (Per.) No.34199/A3/A32/2015 - 5, dated:07.09.2015.
- vii. (Per.) CMD TANGEDCO Proceedings No.151 (SB) Dated:06.08.19.

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**PROCEEDINGS:-**

In the Boards Proceedings first read above, based on the Government Orders, orders were issued for sanctioning two advance increment for P.G Degree and one increment for Ph.D in Engineering to the Board's Engineers upto and inclusive of the level of Executive Engineer. In the Board's Memo third read above, orders were issued for sanctioning of advance increment for the list of new courses for P.G and Ph.D in Engineering which are beneficial to Board.

2. In continuation of the above orders and based on the recommendation of the P.G/Ph.D committee, orders have been issued for new courses and stipulating some conditions for sanctioning of advance increment to the P.G and Ph.D Degree in Engineering in the Board's Proceedings fourth read above. Subsequently, orders were issued for sanctioning of advance increment for further new courses of P.G and Ph.D Degree in Engineering in the references fifth and sixth read above.



3. In mean time, TANGEDCO has constituted a committee to review the scheme of advance increment allowed to the Board's Engineers as well as non-Engineers in the Board's Proceedings sixth read above. Accordingly the committee has suggested that the employees who have been recruited with higher qualification discharging the same duties of the regular post and as per the Government Order in the reference second cited, if the higher qualification is prescribed as one of the requisite qualification for appointment to any post, the scheme of advance increment will not be applicable to those who acquiring higher qualifications. While conducting recruitment in TANGEDCO, in present days highly qualified persons who acquired M.E and Ph.D are entering into Board's service in Class – II service. Therefore, the recommendation of the committee has been placed before the Board of TANGEDCO.

4. After careful examination, the TANGEDCO have taken a decision to cancel the scheme of sanction of advance increment for acquiring P.G/Ph.D in Engineering to the Board's Engineers and also it is hereby ordered to cancel the orders issued in the Board's Proceedings/Memo. orders first to sixth read above. Accordingly, the TANGEDCO has issued the following orders:-

i. As a policy decision, the scheme of sanction of advance increment for acquiring higher qualification in P.G/Ph.D in Engineering and non-Engineering categories in TANGEDCO and all orders issued for sanction of advance increment for possessing higher qualification, as a whole, be cancelled/dispensed with immediate effect.

ii. The orders issued in the Board's Proceedings/Memo. first to sixth read above be cancelled with immediate effect.

iii. If the Board's Engineers who have been sanctioned advance increment for acquiring P.G/Ph.D in Engineering through Deemed Universities without approval of the competent authority (**Chairman cum Managing Director**) should be verified with the University Grants Commission for the recognition of the University for the said period studied by the Engineers after 18.08.2012 with the time frame of three months. If the university is not recognized by the University Grants Commission for the said period, the advance increments sanctioned to the Board's Engineers who have studied in that particular university shall be cancelled.

iv. If the advance increment has already been sanctioned to the employees who have studied P.G/Ph.D degree in Engineering through distance mode after 18.08.2012, the same shall be cancelled.



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v. If the employee is seeking study permission for P.G/Ph.D/any course through part time mode only, the permission to study any course shall be considered to the Board's employees for gaining knowledge without detriment to the departmental works. A specific clause shall be included that the above permission does not warrant any right for grant of advance increment.

vi. In the case of the Board's Engineers who have acquired higher qualification prior to issue of this order and have not been sanctioned with advance increment, the same may be examined separately as per the previous orders issued. As per the existing orders, the recognition of the deemed universities studied by the Engineers should be verified with the University Grants Commission and then only the sanction of advance increment shall be considered.

vii. In case of the employees who have completed P.G/Ph.D Course through distance mode before 18.08.2012 but delayed due to verification of the recognition of the Deemed University, and if the recognition of the deemed university is obtained from the University Grants Commission, then such employees shall be sanctioned incentive increment only if they have completed the course before 18.08.2012 on distance mode on par with their counterparts sanctioned during the said period.

viii. No fresh/further proposals on sanction of advance increment will be entertained hereinafter in respect of those employees of TANGEDCO who intend to study or have already obtained study permission.

5. This order shall take effect from the date of issue of this order.

**(BY ORDER OF THE BOARD)**

**S.VINEETH  
SECRETARY(A/c)**

To  
All Chief Engineers.  
The Chief Financial Controller/General and Revenue/TANGEDCO  
& TANTRANSCO.  
The Chief Internal Audit Officer/Audit Branch.  
All Superintending Engineers.  
All Deputy Secretaries/Secretariat Branch.

**Copy to:-**

The Chairman and Managing Director's Table.  
The Joint Managing Director's Table.  
The Director General of Police/Vigilance.  
The Managing Director/TANTRANSCO.  
All Directors/TANGEDCO & TANTRANSCO.

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The Secretary/TANGEDCO.  
The Legal Adviser/TANGEDCO.  
The Executive Assistant to Chairman and Managing Director.  
The Executive Assistant to Joint Managing Director.  
The Industrial Relations Adviser/TANGEDCO.  
The Chief Medical Officer/Head Quarters Dispensary/Chennai.2.  
The Deputy Chief Engineer/Administrative Branch.  
The Residential Manager/New Delhi.  
All Senior Personnel Officers/Administrative Branch.  
The Industrial Relations Officer/TANGEDCO.  
The Chief Engineer/Information Technology.  
The Assistant Personnel Officer/Tamil Development – for Publication  
in the TANGEDCO Bulletin (2 copies).  
The Director/TANGEDCO Printing Press.  
All Branches.  
All Officers/Sections/Cells in the Secretariat Branch .  
Tamil Nadu Electricity Workers' Federation.  
Tamil Nadu Electricity Board Accounts & Executive Staff Union.  
Tamil Nadu Electricity Board Workers Progressive Union (LPF).  
Central Organisation of Tamil Nadu Electricity Employees (COTEE).  
Minsara Pirivu Anna Thozhir Sangam.  
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.  
Tamil Nadu National Electricity Workers' Federation (2 Groups).  
Tamil Nadu Electricity Board Engineers' Sangam.  
Tamil Nadu Electricity Employees Congress.  
Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.  
Tamil Nadu Electricity Board Engineers' Association.  
Tamil Nadu Electricity Board Finance & Accounts Officers Association.  
Bharathiya Electricity Employees Federation.  
Tamil Nadu Electricity Board Card Billing Staff Union.  
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.  
Tamil Nadu Electricity Board Engineers Union.  
Tamil Nadu Electricity Board Employees Federation.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

*A. Jayalalitha*  
**SECTION OFFICER**

*J*  
23/03/2020