

**1.12.2019 முதல்
மின்வாரிய
பொறியாளர்கள்
அலுவலர்கள்
ஊழியர்களுக்கான
ஊதிய உயர்வு
கோரிக்கைகள்**



TAMILNADU POWER ENGINEERS' ORGANISATION

Regd. No. 2998/CNI

Affiliated to COTEE&EEFI

To

Dated : 29/06/2021

Hon'ble SENTHIL BALAJI

Minister for Electricity, Prohibition and Excise
Tamil Nadu Government,
Chennai 600 009.

The Chairman & Managing Director

TANGEDCO
144, Anna Salai,
Chennai 600 002

and

- **JMD**
- **JMD (Finance)**
- **Director/ Finance/TANGEDCO**
- **Director / Generation/TANGEDCO**
- **Director / Distribution/TANGEDCO**
- **Director / TANTRANSCO**
- **Secretary, /TANGEDCO**
- **Chief Engineer / Personnel,/TANGEDCO**
- **Chief Financial Controller / General/TANGEDCO**

Sir,

Sub :- **Tamil Nadu Power Engineers Organisation- Wage Revision Proposal and Other Allowances effect from 01-12-2019 in respect of Engineers and officers from Technical Assistant to Chief Engineers Regarding.**

Our union namely "Tamil Nadu Power Engineers Organisation" representing the Engineers and Officers of various categories in all disciplines from the initial level category of Technical Assistant, middle level of categories of Junior Engineer II grade, Junior Engineer I Grade, Assistant Engineer and

Assistant Executive Engineer and higher level categories namely Executive Engineer, Superintending Engineer, Chief Engineer and all officers is presenting the Charter of Demands for revisions of scales of pay and allowances. (including certain new allowances and concessions)

2. Our demands include for the Officers in the Accounts, Internal Audit, Administrative cadre Officers and also the Officers in the Administration and Secretariat Branches of the Board.

3. We are proposing new wage-structure in respect of all Engineers and Officers of the Board with effect from 01-12-2019.

4. It is to be pertinently pointed out that we are reserving rights on these demands to revision and further to include certain demands in which decisions to be taken based on One man commission Recommendations of the Tamil Nadu State Government on par with Central Government pay scale structure .

5. In the last wage revision settlement our Organisation was one of the union signed on the settlement, so we request that our Organisation may be included in the list of negotiating unions so that our participation can be ensured in the discussions to be conducted with the Committee appointed by the Board in this regard.

Thanking you,

Yours faithfully,



(K. ARULSELVAN)
General Secretary/TNPEO

CHARTER OF DEMANDS ON BEHALF OF
TAMIL NADU POWER ENGINEERS' ORGANISATION
[TNPEO]

**Demand for negotiations on the revision of Scales of Pay,
Allowances and other Concessions
with effect from 01/12/2019
in respect of
Engineers at all levels, Administrative
and Accounts officers in TANGEDCO.**

PART - 1

1. Power Board with a single organisational structure with state government ownership and control:

The Engineers and the Employees of the Electricity industry is in a the firm view that the Electricity Supply Act 1948 was a time tested legislation one that has enabled to the growth and developments of the Electrical Power Supply Industry, We have a very strong reservations against working of the Electricity Act 2003, as it has miserably failed to address the core issues of the Power Sector such as the need to reduce the cost of electricity supply, consumer satisfaction, rural electrification with un-interrupted power supply and the necessity for electricity service to serve for a national obligation. The Act has not even facilitated the reduction of the subsidy burden on the state Government as it merely shifts the nature and content of the subsidy component.

2. Considering the importance of uninterrupted power supply as an essential input for economic development, there is a distinct advantage in integrating the activities within a single organizational structure which comprises of Generation, Transmission and Distribution. It is a sheer mockery and ridicule, has provisions of the Electricity Act 2003 aims at un-bundling, which not only allows freedom to private market forces, but also bestow interconnected activities on the big private investors with all freedom so as to cash in on the open access system, in many cases.

3. **Public ownership and control is desirable as electricity supply falls as a utility service and its control should not be left to the mercy of the market forces. The above facts along with enormous experience gained by us, in this regard have amply corroborated the views and desire of the power engineers and employees. The efficient and effective Tamil Nadu Electricity Board should be retained as in the form of the present structure it-self, as the past experiences in some of the other states, where Electricity Act 2003 was made operational have resulted in total disarray, dereliction of service by the private parties and desertion from they obligation in the field of distribution of electricity in some states.**

4. **We therefore suggest and request the State Government of Tamil Nadu and the TNEB to see that in the light of the commitment made by the central Government to review the Electricity Act 2003 on the concers expressed by the State Government, in the past occassions.**

“AN AMENDMENT TO ALLOW THE DESIROUS STATE GOVERNMENTS TO ENACT THEIR OWN LAW TO RETAIN THE RESPECTIVE STATE ELECTRICITY BOARDS IN THE PRESENT STRUCTURE ITSELF WITH THE PUBLIC OWNERSHIP” be urgently may bethought of as a concreat measure.

PART - 2

Imperative action and needs for urgent filling up of vacant posts:

1. **The TNEB has a stupendous task of ensuring better service to nearly 3 Crore of consumers with 1,75,730 Kilo meters of HT Lines and 6,27,723 Kilo meters of LT lines with 2416 Sub stations 3.96 Lakhs Transformers etc., in three areas of Generation, Transmission and Distribution with the increase of 6 to 7 lakhs consumers every year and at the same time an alarming facts authoritatively furnished by the TNEB recently, there are more number higher level post like Directors, Chief Engineer and Superintending Engineers and middle level post like Executive Engineers posts are vacant, thereby speaking out nearly 31 percent of sanctioned posts are still vacant for a long time.**

2. We urge and demand that the wage -revisions is inexorably linked to filling up of the following vacant pertaining to engineers at levels and this initial aspect must be part and parcel of the wage-revision.

Sl No	Categories	Post Sanction	Vacant
1	Technical Assistant/Elecmt.	2925	1338
2	Junior Engineer/Elect. II Gr	3234	929
3	Assistant Engineer/Junior Engineer Elec.	6068	772
4	Assistant Exe. Engineer/Elec.	2460	323
5	Technical Assistant/Mech	208	60
6	Junior Engineer/Mech. II Gr.-	124	21
7	Assistant Engineer/Junior Engineer-Mech	724	159
8	Assistant Exe. Engineer/Mech	360	14
9	Junior Engineer/Civil II Gr	16	13
10	Assistant Engineer/Junior Engineer Civil	379	216
11	Assistant Exe. Engineer/Civil	316	54

3. Apart from the Vacant posts in respect of the Engineers categories, and more particularly 1147 AE/JE I Grade, and 1338 posts of Technical Assistant are vacant in initial level categories.

4. In the above circumstances, along with the decisions with the union the revision of wages for engineers and officers, we urge the Board to fill up the initial level vacant posts like Technical Assistant and Assistant Engineer by Internal selection as well as Direct recruitment regularly every year with out compromise.

PART - 3

* Firstly the initial Proposal for Revision of Pay Scales in engineering categories such as Technical Assistant coming under the Workmen categories and the time scales of pay along with other categories of employees are given below:

S.No.	Pay Bay Band	Category	Existing Scale +GP	Consider as Govt. Scale of pay+GP
1.	PB-1	TechnicalAssistant	19500-62000	24,400-74,000

Revision of Scales of Pay in respect of Officers, namely Engineers, Accounts and Administrative Officers coming under Class I and Class II

Pay Band	Categories	Existing Scale +GP	Proposed Scale of Pay +GP
PB-1	1. Technical Assistant and Equal categorys	21,100-67,100	26,400 - 59,400
PB-2a	1. Junior Engineer Gr II and Equal categorys	36,400 - 1,15,700	45,500 - 59,400
PB-2	1. Assistant Audit Officer 2. Assistant Engineer 3. Junior Engineer I G 4. Private Secretary 5. Section Officer	39,800 - 1,26,500	49,800 - 1,51,500
PB-3	1. Assessment Officer 2. Asst. Accounts Officer 3. Asst. Administrative Officer 4. Assistant Personnel Officer 5. Chief Head Draughtsman 6. Industrial Relations Officer 7. Labour Welfare Officer 8. Stores Officer	56,300-1,78,000	70,400 - 91,000
PB-3	1. Assistant Executive Engineer 2. Medical Officer 3. Senior Chemist	58,200 - 1,84,300	72,800 - 95,000
PB-3	1. Accounts Officer 2. Administrative Officer 3. Chief Stores Officer 4. Internal Audit Officer	58,500 - 1,85,800	73,200 - 95,600
PB-3	1. Deputy Chief chemist 2. Deputy Chief Internal Audit Officer 3. Deputy Financial Controller 4. Executive Engineer, 5. Personnel Officer 6. Senior Administrative Officer 7. Stores Controller 8. Under Secretary	60,600 - 1,91,800	75,800 - 99,000
PB-4	1. Chief Internal Audit Officer 2. Chief Medical Officer 3. Deputy Secretary 4. Finance Controller 5. Senior Personnel Officer 6. Superintending Engineer	1,25,200 - 2,19,800	1,56,500 - 2,04,200
PB-4	1. Chief Engineer 2. Chief Financial Controller,	1,27,400 - 2,23,300	1,59,300 - 2,07,900

PART-5

- * On 1.12.2019 with basic pay and increase 25% for New basic pay.
- * Annual Increment shall be 5% in the revised basic pay
- * The existing procedure for allowing selection grade on completion of 9 years of service shall be modified as 7 years. Similarly spl Gr as 14 years instead existing 20 years
- * Consider Two annual increment for promotion.
- * Stoppage of incentive increment for ME passed Engineers to be continued
- * Necessary alternative arrangements for night time O&M activities and avoid Night time CUG communication for regular O & M Engineers by creating FOC Centre with an Assistant Engineers.
- * Old pension scheme to be implemented for all employees and engineers including those who were are joined after 1.4.2003.

Ñ Now we aware about the theft of energy are huge loss to the board. The action taken by the board to form squads with ex-servicemen is not enough and hence we suggest to sanction the post such as AE/IE rules for better performance for each division and New AEE post may be created to monitor the theft cases and also to monitor the safety pre-condition to be followed to our accidents to workmen.

- * To form C&I section in all division and revoke all suppressed C & I Sub Divisions.
- * AE Maintenance post must be created all 110 KV SS.
- * Technical Assistant post must be created to all Section office with separate computer provision.

Ñ The maintenance of rent free quarters in all areas of TNEB were very poor due to shortage of funds and negligence of same while allocating budget which leads the quarters un-occupied thereby financial loss to the board. So we urge the board to sanction sufficient fund to maintain the quarters in Thermal/Hydro station.

Ñ New posts have been sanctioned for the on going projects with certain limitations. All the posts are to be filled up immediately to ensure the quantum/quality of work. Further there are no office accommodations and amenities such as canteen,

transport etc which leads to much difficulty to the field engineers. Hence we request that the basic amenities are to be arranged immediately.

* Provide man power for otherthan workload area O&M works and permite Chit agreement for Contract works.

* provision under conduct regulation 8A shall be scrapped since it is against human rights and natural justice.

Part-6

TIME BOUND PROMOTION

To avoid the stagnation of promotion Time Bound Promotion shall be given for each and every 4 years service to all categories without any limitations which certains promotion aveue

PART- 7

SERVICE WEIGHTAGE:

Service Weightage benefits shall be given to the employees as given below

- | | |
|--|----------------|
| 1. For up to 7 years of service | - 1 Increment |
| 2. For up to 14 years of service | - 2 Increments |
| 3. For up to 21 years of service | - 3 Increments |
| 4. For up to 28 years of service and above | - 4 Increments |

PART-8

DEARNESS ALLOWANCE

Dearness Allowance should be followed on par with based on the Central Government formula.

PART-9

HRA

There is a need for immediate change in the existing HRA scheme like central government employees to reduce the disparity between the rates obtaining at present and the rapid increase of house rent all over the state.

According to the population in cities and other area's are to be classified into three categories. This mode of approach may tends to match the reality of getting housing accommodation, so that we propose the following rates below

- | | | |
|------|---|-----------------------|
| i. | Population above 50 lakhs (class A) | - 40 % of revised pay |
| ii. | Population between 20 lakhs to 50 lakhs (class B) | - 30 % of revised pay |
| iii. | Population between 20 lakhs (class C) | - 20 % of revised pay |
| iv. | For Hydro/Remote and Hill areas | - 30 % of revised pay |

PART - 10

CCA

As in the case of CCA may be granted as below taking into account the population criterion. The cost of living for the essential commodities for daily usage shall also be considered. Accordingly, we propose the following CCA rates:

- | | | |
|------|---|----------------------|
| i) | Population above 50 lakhs (A Class) | - 20% of Revised Pay |
| ii) | Population between 20 to 50 lakhs (B Class) | - 15% of Revised Pay |
| iii) | Population below 20 lakhs (C Class) | - 10% of Revised Pay |

PART - 11

RISK ALLOWANCE

Risk allowance shall be paid to the engineers who are exposed to continuous risk. In case of electricity works the risk is inherent and continues in the occupation itself with adverse effects on health. In consideration to the quantum of risk and extreme working conditions, the risk allowance shall be paid to TNEB Engineers as follows:

- * Rs 1500/-shall be paid to the engineers irrespective of catagories
- * Rs 1500/-shall be paid to the engineers those who are getting the Basic pay Rs.76,300 /- above.
- * Special risk allowance shall be paid to Field Engineers based on the work nature and resposblity ie, for Assistant Engineers/Junior Engineers working in distribution/generation circles shall be paid 10% basic pay as a special risk allowance.

PART - 12

SHIFT OPERATORS SPECIAL PAY

- * To have uniformity and reasonableness, all shall be paid 3% of revised basic pay.

PART - 13

THERMAL ALLOWANCE

Ñ The engineers and officers of thermal stations are working in a dusty environment and invariably their health condition is adversely affected. Therefore

The Revised Basic pay Below Rs.76,300/- 3% to all shall be paid.

PART - 14

THERMAL INCENTIVE

In the present power crisis scenario, the PLF of Thermal Station places a vital role hence the quantum of Thermal incentive shall be raised and paid in double of the present rate in view of motivating the engineers and officers of Thermal Stations.

Thermal incentive Bonus of one month salary shall be paid while achieving maximum generation, less than that proposed pay shall be paid.

PART - 15

CAVERN ALLOWANCE

This may be continued and paid with salary to the engineers and officers without any delay/ restrictions.

PART - 16

REMOTE HYDRO ALLOWANCE

As per vide (per) FB TANGEDCO Proceedings No-26 dt 3 rd May 2012 the remote hydro allowance cum performance incentive for the following categories shall be revised as under.

Category	Existing	Proposed
I	20% of Basic pay+GP	20% to all categories.
II	15% of Basic pay+GP	
III	10% of Basic pay+GP	
IV	Nil	

PART - 17

HYDRO AND WIND FARM ALLOWANCE

- * To have uniformity among hydro and wind farm employees, 3% of the revised basic pay shall be paid as hydro allowance and the existing method shall be dispensed with.

PART - 18

ISOLATED LOCALITY COMPENSATION ALLOWANCE (ILCA)

- * Existing ILCA shall be increased 100%.

PART - 19

WINTER ALLOWANCE

Winter Allowance shall be paid from November to February

₹ From 1000 to 1499 m-5% of the Revised Basic pay with out limitation

₹ From 1500 m and above 10 % of the Revised Basic pay with out limitation

PART - 20

HANDICAPPED ALLOWANCE

- ₹ In order to encourage the physically challenged Engineers and officers and for their well being, 5% of the revised basic pay shall be paid as handicapped allowance to the disabled Engineers and officers.

PART-21

EDUCATION ALLOWANCE TO THE PARENTS OF PHYSICALLY / MENTALLY CHALLENGED CHILDREN

This allowance shall be paid at the rate of Rs.1000/- pm for the all Engineers and Officers Children and at the rate of Rs. 3000/- pm for all physically /mentally challenged children are undergoing studies in special /general school.

PART-22

TRAVELLING ALLOWANCE

- Ñ **The rates adopted by TNEB at present is far below the standard of living and costliness of the cities. Therefore the rates are to be revised suitably, so as to meet the minimum requirements of the employees staying outside from the headquarters. We propose the rates as per the annexure enclosed.**
- Ñ **The classification of the employees of the Board under the new Pay Structure for determining the Traveling Allowance shall be as shown below:**

Grade	Classification of Employees
I (a)	Chairman, Members, ADGP/Vigilance, Secretary/TNEB and employees drawing Basic Pay of Rs.1,63,300/- and above.
I (b)	Employees drawing Basic Pay of Rs.50,000/- and above but below Rs.1,63,300/-
II	Employees drawing Basic Pay below Rs.50,000/-

GRADES	ELIGIBILITY
Grade—I	Air or Air-conditioned First Class by Rail.
1a) Chairman, Members, ADGP/ Vigilance, Secretary/TNEB and employees drawing Basic Pay of Rs.1,63,300/- or more.	
b) Employees drawing Basic Pay of Rs.50,000/- and below Rs.1,63,300/- per the choice.	
Grade-II	First Class / Air conditioned Rail journey. As the airfares are very less compare with Ist Class / IInd A/C in Train Air fare may be given to all depends our need
Employees drawing grade pay below Rs.50,000/-	

Lumpsum Grant payable under Transfer Traveling Allowance:

Shall be increased in double as shown below:-

Sl. No.	Grade	Transfer between station at a distance beyond 8 kms but below 60 kms.		Transfer between station at a distance beyond 60 kms.	
		Existing	Revised	Existing	Revised
		Rs.	Rs	Rs.	Rs.
1	I	900	1800	1800	3600
2	II	675	1350	1425	1950

Revised rates of Daily Allowance:

Grade	Revised Pay Range	Daily Allowance	
		Existing	Revised
		Rs.	Rs.
I(a)	Employees drawing Basic pay of Rs. 1,63,300/- & Above	200	500
I(b)	Employees drawing Basic Pay of Rs. 46,500/- & above but below Rs. 8,699/-	150	400
II	Employees drawing Basic Pay below Rs. 46,500/-	100	300

Revised rates of Boarding and Lodging Charges:

(i) For stay in New Delhi, Chennai and all other State Headquarters

Sl. No.	Grade	Hotel		Guest House	Private
		Lodging	Boarding		
1	Grade I (a)	Reimbursement of Three Star Hotels subject to a maximum of Rs. 3000 per day		2500	2500
2	Grade I (b)	2000	1000	1500	1500
3	Grade II	1000	1000	1000	1000

(ii) For stay in other places within and outside the State including Union Territories

Sl. No.	Grade	Hotel		Guest House	Private
		Lodging	Boarding		
1	Grade I (a)	Reimbursement of Three Star Hotels subject to a maximum of Rs. 3000 per day		1000	2000
2	Grade I (b)	1500	1000	500	1500
3	Grade II	1000	750	400	1000

TERMINAL CHARGES

For journey between residence, place of halt or work and Railway station or Bus Terminal or Air port, the actual expenses shall be paid in full.

INCIDENCIAL CHARGES

The incidencial charges shall be paid in full at the rate of Daily Allowance to compensate the expenses on portage etc.

LMP SUM GRANT PAYABLE UNDER TRANSFER TRAVELLING ALLOWANCE

Shall be increased as shown below

Sl No.	Grade	Transfer Between station at a distance beyond 8 Kms. but below 60 Kms		Transfer Between station at a distance beyond 60 Kms	
		Existing	Revised	Existing	Revised
		Rs.	Rs.	Rs.	Rs.
1	I	900	3000	1800	8000
2	II	675	2500	1425	6000
3	III	450	2000	975	5000

FIXED TRAVELLING ALLOWANCE

The existing monthly ceiling of Travelling Allowance(excluding Bus fare/Train fare) shall be increased in Double

MILEAGE ALLOWANCE

The existing rate of Rs.8/- per km for the journey performed by car and Rs4/- per km for journey performed by motorcycle/scooter/ moped shall be revised as Rs.15/per km and Rs.10/- per km respectively.

PART-23

DOUBLE WAGES

The benefit of double wages for attending shift duties on National / Festival Holidays shall also be extended to AE/JE Ist Grade and AEE. The office working hours in TANGEDCO is differ from office to office it should be uniform.

Second and 4th Saturday off should be allowed to all employees.

PART - 24

MATERNITY LEAVE

The grant of maternity leave to the women Engineers and officers shall be modified for 270 days and these period should be accounted as service period for all benefits.

PART - 25

VEHICLE ADVANCE

The entire cost of the vehicle shall be sanctioned to the Engineers and officers those who apply for Vehicle Advance.

PART - 26

CONVEYANCE / FUEL ALLOWANCE

The work nature of the field Engineers involves movement to different sites especially in O & M areas are spending more money towards

Transport/ fuel charges. Considering the fact fuel charges or conveyance allowance shall be paid to the field Engineers/Officers as per the choice in lump sum of Rs.2000/- per month .

PART - 27

MOBILE PHONE ALLOWANCE

In the present stringent work norms, the field Engineers spend much amount for communication (mobile phone charges) for day to day works, break down works This creates displeasure among Engineers and they are to be paid reasonably for the calls made from their cell phone towards official works. Therefore an amount of Rs.1000 per month for all the field Engineers shall be paid also it should be extended to All AE/JEs in Thermal station and Hydro stations.

PART - 28

ADDITIONAL CHARGE ALLOWANCE

We feel that the Engineers and officers who look after additional charge are to be paid suitably. At present 20% basic pay has been paid as Additional Charge Allowance. This shall be modified and the Additional Charge Allowance to be paid as 50 % basic pay for full period till the termination of Additional Charge arrangement. During the Additional Charge period, the traveling allowance shall also be admitted without ceiling limits. Pay claiming proposl submission time is allowed to 60 days.

PART - 29

MEDICAL ALLOWANCE

- * The medical expenses paid by the employees currently are in the increasing trend and therefore they are to be compensated to some more extent as follows:**

- Ñ **New scheme of cash less treatment for any disease shall be introduced for TANGEDCO Employees, irrespective of categorie**
- Ñ **Rs.500 per month shall be paid as Medical Allowance to all the employees.**
It shall be renamed as Medical Compensatory Allowance so as to bring it under Non-taxable head.
- Ñ **The existing medical reimbursement (MRI) Scheme shall be modified and the amount of reimbursement shall be increased to 100% of the revised scale of pay.**
- Ñ **The option for getting MRI shall be extended to all employees.**

PART - 30

EARNED LEAVE SURRENDER

The encashment of surrender of earned leave at the time of retirement of an Engineers and officers shall be increased from 240 days to 300 days as per State Government. The encashment of earned leave in each calendar year shall be increased from 15 days to 30 days for the better utilization of human resources.

PART - 31

DISTURBANCE COMPENSATORY ALLOWANCE

An amount of 30% of revised basic pay subject to a maximum of Rs.10,000/- may be granted as disturbance compensatory allowance in case of Engineers those who are administratively transferred during the academic year.

PART - 33

ACCIDENTAL AID

The medical expenses of the Engineer who met with an accident while duty shall be fully borne by the Board. The treatment period shall be considered as duty period and salary. Paid in full.

PART - 34

FESTIVAL ADVANCE

The festival advance shall be increased from 10,000 to 25,000 with a monthly deduction of Rs.2,500/- comprising 10 installments.

PART - 35

NIGHT SHIFT ALLOWANCE

The Night Shift Allowance shall be paid Rs.100 per night shift duty for all the Engineers attending night shift.

PART - 36

MARRIAGE ADVANCE

The gender-wise differentiation in granting marriage advance shall be dispensed with and Rs.3,00,000/- may be granted as marriage advance in respect of all categories and the amount shall be recovered in 100 equal installments applicable without interest.

PART - 37

EDUCATIONAL LOAN

The method of granting interest free educational loan for Class III and IV employees shall also be extended for Class I & II Officers.

PART - 38

HOUSE BUILDING ADVANCE

The Existing quantum HBA shall be continued on par with state Government. If an officer wishes to avail HBA second time to construct or to purchase another building in other area shall be permitted.

PART - 39

LEAVE TRAVEL CONCESSION

1. The leave travel concession shall be permitted for All India Tour without any limitation of kilo meters once in 2 years for the actual expenses. Those who are willing to avail LTC shall be permitted to travel by flight also.

or

Rs.10,000/- shall be granted as lump sum payment for the employees those who are not willing to perform LTC Tour for the particular block of 2 years.

PART - 40

HIGHER STUDIES INCREMENT

- Ñ **Two Incentive Increments shall be granted to the employees those who have passed MBA. So as to enhance the performance of the Engineers and Officers**

PART - 41

OTHER BENEFITS AND ALLOWANCES

- Ñ **Seniority list has to be prepared for all Engineers and to be given to avail such huge formalities and limitations time and promotion shall be introduced every years without delay.**
- Ñ **However Filling up of vacancies during promotion/request transfers seniority should be maintained with out any deviation further transfer policy should be strictly followed with out any political intervention.**
- Ñ **The ratio among engineers in the cadre of Diploma/non-diploma, AE internal/external, AEE – AE/JEs are to be followed without compromise.**
- Ñ **Seniority should be given for employees Childrens in direct requirements.**
- Ñ **While preparing panel/court case judgments the existing ratios should be followed strictly.**
- Ñ **For Engineers and officials those who are not provided with departmental rent free quarters the electricity cost towards 200 units amount shall be paid as Electricity special officer should be**

appointed in all working areas.

- Ñ **New Engineering and Medical Colleges may be opened by TNEB on its own management for the welfare of TNEB employees. allowance.**
- Ñ **The employees those who are willing to study part time diploma and degree courses shall be permitted to study without any conditions.**
- Ñ **Canteen facility shall be provided to all the Thermal, Hydro, Gas Turbine Power Stations, Circle and regional offices with subsidiary price of food.**
- Ñ **Rain coats, Shoes and Safety equipment shall be given to all the Engineers.**
- Ñ **Assistant Executive Engineer(Civil) and Junior Engineer II Gr./ Civil, TA (Civil) posts shall be created newly to avoid stagnation of promotion in civil department.**
- Ñ **For keeping the statistical records of the section offices and to maintaining the records meticulously one number Laptop shall be provided to all Assistant Engineers/Junior Engineers.**
- Ñ **For each Distribution Division Offices one Assistant Engineer shall newly be created they shall be posted as AE/Computer has to look after Computer maintenance and Computer related works.**
- Ñ **The legal heir of the employee those who possess BE degree in First class are absorbed as Technical Assistant on compassionate grounds. This method shall be modified and the legal heir shall be appointed as AE/Trainee as was done earlier.**

- Ñ **Safety rules shall be strictly implemented to avoid fatal accidents also a special officer should be appointed in all working areas.**
- Ñ **e-procurement system may be introduced to get competitive price.**
- Ñ **Speed up the implementation of ERP/SAP already purchased by TANGEDCO in order to maintain employee data base, transferency in purchase of power, coal and all other equipments / Materials, Fund/Butget control & reconsilation and other Administrative rules & Technical rules and regulations.**

Revision of Scales of Pay in respect of Officers, namely Engineers, Accounts and Administrative Officers coming under Class I and Class II

BASIC	GRADE PAY	119% DA 01.12.15	50% HIKE	NEW BASIC PAY ON 01.12.15	6% DA ON 01.12.15	NEW PAY ON 01.12.2015	OLD PAY ON 01.12.15	WAGE HIKE	NEW SCALE OF PAY
10100	5100	18088	16644	49932	2995.92	52927.92	33288	19639.92	50000-2500-62500-3150-78250-3900-97750
15700	5400	25109	23104.5	69313.5	4158.81	73472.31	46209	27263.31	73500-3700-92000-4600-115000-5750-143750
15700	6100	25942	23871	71613	4296.78	75909.78	47742	28167.78	75900-3800-94900-4750-118650-5950-148400
15700	6200	26061	23980.5	71941.5	4316.49	76257.99	47961	28296.99	76300-3900-95800-4800-119800-6000-149800
15700	7000	27013	24856.5	74569.5	4474.17	79043.67	49713	29330.67	79000-4000-99000-4950-123750-6200-154750
38200	8700	55811	51355.5	154066.5	9243.99	163310.49	102711	60599.49	163300-8150-204050-10200-255050-12750-318800
38200	9500	56763	52231.5	156694.5	9401.67	166096.17	104463	61633.17	166100-8300-207600-10400-259600-13000-324600



வெளிச்சிட்டு
தமிழ்நாடு யின்ஊழியர் மத்திய அமைப்பு
தமிழ்நாடு பவர் இன்ஜினியர்ஸ் ஆர்கனைசேஷன்
27, மசூதி தெரு, சேப்பாக்கம், சென்னை 5.