

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

SECRETARIAT BRANCH,

144, Anna Salai, Chennai-2.

Memorandum (Per) No.78706/A18/A181/2012-1, dated 23.11.2012.

Sub: Establishment - TANGEDCO - Preparation of panel for promotion and preparation of list of employees for Internal Selection - Punishment of stoppage of increment - Effect of currency - Further clarification - Issued.

Ref: 1. Memo.(Per) No.56501/A18/A181/2002-1, dated 04.06.2002.
2. (Per) B.P.(FB) No.38 (SB), dated 11.10.2010.

In the Memorandum cited, a copy of the Government Lr.No.28790/S/2001-1, Personnel & Administrative Reforms (S) Department, dated 05.07.2001 was communicated to all the Panel Preparing Authorities for guidance. As per the above letter, an order imposing any punishment including withholding of increment takes effect from the date on which the said order is communicated to the employee concerned. This does not mean that the punishment will be over after the expiry of the period reckoning from the date of receipt of the orders of punishment. The punishment will continue till the actual period of punishment is completed. The currency of punishment is, therefore, continued till the punishment is over. But, in the said Government's letter, the date of commencement of the punishment alone has been stated and the date on which the punishment to be completed, has not been specifically stated.

2. Due to non-availability of specific orders regarding the completion of punishment, different interpretations are given while drawing panels for promotion to various categories by the Departmental Promotion Committee Members or while making appointments to certain categories through Internal Selection. In order to avoid such interpretations, it is clarified that the currency of punishment (including withholding of increment) begins when the punishment order is communicated to the concerned officer/employee of TANGEDCO and concludes when the actual period of punishment is over.

"For example, an official was awarded with a punishment of stoppage of increment for one year on 10.04.2012 and the order was communicated to the individual on the same day. If his normal increment is first day of April, the punishment can be implemented only from 01.04.2013. He is eligible to attain his next increment only on 01.04.2014. However, the currency of punishment begins on 10.04.2012 and concludes on 31.03.2014".

Further, the above said clarification is also applicable to the proviso viz.CURRENCY OF PUNISHMENT ordered in (Per) B.P.(FB) No.38 (SB), dated 11.10.2010.

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3. All the Panel Preparing Authorities and the Appointing Authorities are instructed to follow the above said clarification uniformly, while preparing the panel for promotion and making appointment through Internal Selection, respectively, without giving any room for complaints. Any deviations in this regard will be viewed very seriously.

4. The receipt of this Memorandum shall be acknowledged in the slip enclosed.

(BY ORDER OF THE CHAIRMAN-CUM-MANAGING DIRECTOR)

**A.S.PASUPATHI,
SECRETARY.**

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