



# TAMILNADU ELECTRICITY ENGINEERS' FORUM

தமிழ்நாடு மின் பொறியாளர் குழுமம்

Reg.No. 3453/CNI

Affiliated with Tamilnadu Electricity Workers Federation

Email : rajkumar@taneef.org

Website : www.taneef.org

President

**M. Sundaramurthy B.E.,**  
9884770587

General Secretary

**B. Rajkumar B.E.,M.B.A.,**  
9442001722

Treasurer

**S. Anantha Narayanan A.M.I.E.,**  
9443416904

**Executive President**

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**Deputy General Secretaries**

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**S. Ananthi B.E.,**

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To  
The Chairman  
Wage Revision Committee,  
TANGEDCO,  
Chennai - 2.

Lr.No.GS/TANEED/F.WR/D.No.60 /17 Dt 23.10.2017.

Sir,

Sub: Wages & Revision of Work load effective from 01.12.2015  
- Proposal of Tamil Nadu Electricity Engineers' Forum -  
Presented - Regarding.

Ref: 1. Per. CMD/TANGEDCO Pro. No.26 (SB) Dt 04.02.2016.  
2. Board's Revised Proposal Dt 20.10.2017

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Kindly refer to the above.

On behalf of the Forum, sincere thanks for taking continued steps to arrive at a quick settlement in regard to the payment of new scale of pay and allowances to the employees of the Board.

We present the charter of demands for revision of pay and allowances, effective from 01.12.2015, as under:

1. We welcome and accept the fitment factor of 2.57 which shall be multiplied with the present Pay + Grade Pay, as on 01.01.2016 for the purpose of fixing the revised pay in the pay matrix. However, as the wage revision due date falls on 01-12-2015 for the Board employees, a lump sum grant of Rs.5000/- shall be granted to the employees those who are willing to exercise their option on the said date.
2. We insist that the revised pay fixation shall have monetary effect from the date of wage revision itself. That is with arrears from 01.12.2015 and if the Board feels the heat due to stringent finance position, the arrears can be paid in two or three equated installments, as the Board may decide.





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3. The 125% merger of Dearness allowance as on 01.01.2016 with the Pay + Grade Pay is acceptable to us and the merger of Personal Pay is also acceptable.
4. The proposed payment of Dearness allowance at the rate admissible to the Government employees is acceptable.
5. As regards the allowances, we accept the proposed hike of on par with the Government employees. This apart, the ceiling fixed to the officers for Travelling Allowance shall be relaxed and removed, as is being done in the case of RWE staff. With the increased pay putting a cap on the travelling allowance of the officers would be meaningless.
6. Service Weightage of one increment for the first 10 Years, and further one increment for the next every 10 Years.
7. The AEs/JEs Grade I are the immediate supervisory officers and take responsibility in all matters and especially of the specific functions of the section offices controlled by them. The Grade pay of AE/JE Gr.i which is presently Rs.5100/- will have to be raised to the next stage, that is to the level of AAO/Ad.O/CHD and the revised pay shall be fixed accordingly. In the previous years, the pay for both these cadres was one and the same. But, in the interregnum, the Board has disturbed the said parity by providing higher pay to the AAO/Ad.O/CHD. We consider this as an aberration which requires to be corrected. Keeping in mind the nature of duties performed by these ranks, it is necessary that the wage revision committee must set right this disparity.
8. The grade pay of AE/JE Gr.i those who moved to selection grade prior to the date of wage revision and in particular, getting the grade pay of Rs.5100/-, due to the introduction of Grade pay system last time, will also have to be taken as Rs.5400/-, in order that anomalies do not arise in future.
9. It is a matter of pride that the Board is celebrating its Diamond Jubilee this year and to mark the celebrations, as well as in official recognition to the hard work done since last six decades by the employees of the department, one





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increment shall be sanctioned to all the employees who were working on 01.07.2017.

10.The minimum pay of the employees shall be Rs.18000/- as against the proposed Rs.15700/-.

11.The field wireman and Foreman in the O&M area, shall be provided with CUG SIM cards in order to provide best customer service and to have better communication during breakdown/Emergency.

12.The committee formed by the TamilNadu Government for the purpose of bringing in the Old Pension Scheme to the employees who joined service on or after 01.04.2003 is in the process of finding a solution. The report as implemented to the Government employees shall also be made applicable to the Board employees similarly placed.

13.As regards the revision of work load, the posts sanctioned during 07.01.2014 work load settlement shall be filled up first.

14.There are almost 35 to 40% vacancies at workmen level and the employees are under unbearable work load. So, we request to fill up these posts by going for a mass recruitment and ease the work load.

15.As agreed upon during the previous wage revision settlements, the ways and means to implement minimum three promotions in service must be worked out. Time bound promotion is the best solution to this problem and every employee shall be promoted to the next cadre on completion of seven years of service in the present cadre.

16.At present, the service to the consumers is badly affected due to poor intranet connectivity. To enhance the quality of service to the consumers and to avoid delay in processing of applications, the intranet connection speed must be raised.

17.Formation of new Circles with Tenkasi from Tirunelveli Circle and Cheyyar from Tiruvannamalai Circle and Sattur Division in Virudhunagar Circle may be considered.





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18.To maintain the offices neat and clean to avoid dangerous diseases like Dengue, Contingency staff may be sanctioned to the new sections on an emergency basis.

19.The anomalies related to RWE cadre are kept pending for want of clarification from the Personnel department. And the payment of Additional Charge Allowances to the field officers is getting delayed as the required clarifications are not issued from the Secretariat branch. These issues may be sorted out to avoid distress among the workers and officers.

20.The Aliyar 230KV Sub Station is purely evacuating the power from generated from the Aliyar Power House and is located in remote location. And the payment of Remote Allowance to the Officers/Employees of 230KV Aliyar Sub Station is a long pending demand. The allowance may be granted immediately.

21.In the last wage revision, as per TANGEDCO Proceedings No.14 dated 27<sup>th</sup> February, 2015, one increment was granted notionally to the Officers/Employees who had retired on superannuation on the preceding day of increment due date. In a similar manner and as a gesture of goodwill, the Officers/Employees who have retired on superannuation on the preceding day of wage revision, that is 30.11.2015, may be allowed the wage revision benefit this time.

We request your good self to place our demands stated above before the Wage Revision Committee and consider the same with utmost favour and goodness please.

With Regards,

Yours faithfully,

(B.Raj Kumar)

General Secretary/TANEER

CC: The Chairman Cum Managing Director/TANGEDCO and TNEB Ltd.

CC; The General Secretary/TNEWF/Chennai.

CC: The Members/Wage Revision Committee.