



# Tamil Nadu Electricity Board Engineers' Sangam

தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

(Affiliated to All India Federation of Power Diploma Engineers)

144, Electricity Avenue, Anna Salai, Chennai - 600 002.

44, Ramasamy Garden Street, Royapettah, Chennai - 600 014.

Phone : 28521968, E-mail: tnebes@yahoo.co.in



**PRESIDENT**  
**Er. A. ANTONY PADOVARAJ**  
94438 72166

**GENERAL SECRETARY**  
**Er. V.S.SAMPATH KUMAR**  
98409 56783

**GENERAL TREASURER**  
**Er. G. MURALIKRISHNAN**  
94434 53503

To

**THE CHAIRMAN cum MANAGING DIRECTOR,**  
**TANGEDCO,**  
Chennai-600 002.

Lr.No.GS/TNEBES/F1/ D17 /2018, Dt.03.08.2018.

Sir,

Sub: Deliberate delay in calling particulars for promotion for the post of Junior Engineer / Electrical Grade-I – Kind intervention of Respected CMD requested – Reg.

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Assistant Engineers and Junior Engineers Grade-I are the back bone of this organization. These Engineers occupy the vital Section Offices which not only generates the revenue for the Board but also caters the need of the public. Also they are the persons who implement the schemes of the Government and the Board.

Assistant Engineer posts are the entry level posts for the Graduate Engineers whereas Junior Engineer Grade-I posts are the promotion posts for the Diploma Engineers. Junior Engineer Grade-I post is the second promotion for the Diploma Engineers whose entry level post to the Board is Technical Assistant.

Apportioning of the posts between these AE and JE Gr.-I categories is carried out as per the terms of the Work load settlement which is in force for more than 4 decades. It stipulates the ratio of 2:3 for Distribution Section and 2:2:1 for other areas among the Assistant Engineer and Junior Engineer Grade-I categories. Based on this the recruitment and promotion processes are carried out in the Board.

As per the above there shouldn't be any confusion in carrying out the process by the administration. But time and again due to the biased attitude of the Personnel management, the Diploma category are always put into hardship and presently the situation has gone from bad to worse.

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We hereby submit the following points to the respected Chairman cum Managing Director for kind consideration.

- The crucial date for preparation of Junior Engineer I Grade panel is 25<sup>th</sup> March of every year.
- The panel for the Junior Engineer Grade-I has not been operated for the past 5 years vice. (2014, 2015, 2016, 2017 & 2018).
- The legitimate share of the Junior Engineer Grade-I is **3419 posts** out of the total sanctioned posts. (As per the ratios of 2:3 and 2:2:1)
- Presently only **2068 Junior Engineer Grade-I are available.**
- So there is a **shortfall of 1351 Junior Engineer Grade-I posts.**
- Board is already in the process of recruiting 300 Nos. Assistant Engineer / Electrical.
- This is apart from the 272 Nos. of Assistant Engineer / Electrical to be promoted through internal selection shortly.
- Presently process for Direct Recruitment of another 150 Assistant Engineers is in the anvil.
- On the other hand Personnel Management has showed scant attention in clearing the legal hurdle at Honourable Madurai Bench of Madras High Court.

This clearly shows the step motherly treatment being meted out to the Diploma community. **Encroachment of posts earmarked for the Diploma community by the Graduate Engineers is totally unacceptable. It not only clips the wings of the Diploma Community but also leads to violation of settlement.**

Hence instead of rubbing salt in our wound let the Board take some initiative for at least healing it if not curing it.

We request the Respected Chairman cum Managing Director to settle this grave situation by directing the Personnel Management to;

- i. Expedite the legal process in the Honourable High Court of Madurai Bench.
- ii. Expedite the process for calling of particulars for the promotions of Junior Engineer Grade-I / Electrical as per backlog.

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- iii. Issue Junior Engineer Grade-I / Electrical promotions to all eligible persons.
- iv. Stall the Direct Recruitment process of additional 150 Nos. Assistant Engineers until such time.

and thus render justice please.

Thanking you, Sir,

Yours sincerely,

  
( V.S. SAMPATHKUMAR )  
General Secretary.

Copy to:

The Joint Managing Director / TANGEDCO.  
The Chief Engineer / Personnel / TANGEDCO.