

**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**

SECRETARIAT BRANCH
144, ANNA SALAI,
CHENNAI-600 002.

Memo. No. 15602/A3/A31/2018-1, dated: 08.05.2018.

Sub: TANGEDCO – Wage Revision with effect from
01.12.2015 – Certain - Clarifications – Issued.

- Ref: i. (Per.) FB TANGEDCO Proceedings No.9 (SB),
Dated :02.03.2018.
- ii. (Per.) FB TANGEDCO Proceedings No.10 (SB),
Dated :02.03.2018.
- iii. (Per.) FB TANGEDCO Proceedings No.53 (SB),
Dated :02.03.2018.
- iv. From the Superintending Engineer/Kundah/Generation
Circle Letter No.767/ Adm.1/A1/F.WR/18, dt.12.3.2018.
- v. From the Financial Controller, Ennore SEZ Supercritical
Thermal Power Project Letter No.140/ FC/ Adm.O/
En.SEZ STPP/ADS/A1/F.WR/2018, dated 15.03.2018.
- vi. From the Chief Internal Audit Officer U.O. Note
No.6093/344/F.1/F.13/2018, dated 14.03.2018 &
19.03.2018.

The attention of the Chief Engineers/Superintending Engineers and other Officers of the TANGEDCO is invited to the references cited. The points raised are clarified as below:-

S.No.	Points Raised	Clarification Issued
1.	Whether the pay of the employees in their revised pay exceeding the final cell in their applicable level of pay in the pay matrix and stagnated may be allowed next increment by allowing 3% of pay and rounding off to next hundred.	Presumption confirmed. Where the last level of pay matrix is exceeding to an employee/officer, and stagnated, they shall be allowed increment annually by arriving 3% to the last level duly rounded off to next hundred (ignore if less than Rs.49/-) and the amount exceeding the last level shall be shown as personal pay.

2.	Whether the Workmen/Officers who have joined in Board's Service through Direct Recruitment(or)compassionate appointment on trainee basis for three months (or) one year who are on service in 01.07.2017 as trainee may be allowed Diamond Jubilee Increment.	The trainees joined before 01.07.2017 and are in service as trainee on 01.07.2017 shall be allowed the said increment on their completion of training and coming over to the revised pay.
3.	Whether the regular employees who are in service on 01.07.2017 and opted for revised fixation as on 01.01.2018 may be given the Diamond Jubilee Increment after Wage Revision fixation effected with effect from 01.01.2018.	The employees in service in the scale of pay on 01.07.2017 and opted for revised pay after 01.07.2017 i.e., on 01.01.2018 shall be allowed one increment in commemoration of 60 years of formation of Board on the date of coming over to the Revised Level of pay.
4.	Whether the employees who are on EOL without MC (or) undergoing punishment and under suspension as on 01.07.2017 may be allowed the Diamond Jubilee Increment (or) after rejoining duty.	The employees on EOL without MC (or) undergoing punishment and under suspension as on 01.07.2017 shall be allowed one increment in commemoration of 60 years of formation of Board (in lieu of service weightage) only after rejoining duty on completion of punishment/ revocation of suspension, in the revised level of pay.
5.	Whether the option exercised by the employees suspended on 18.12.2017 and is drawing Subsistence Allowance and is still under suspension may be accepted and they may be allowed revision of wages, arrears and the revision of Subsistence Allowance may also be allowed based on the revised pay.	The employees placed under suspension after 01.12.2015, pay fixation shall be done in the revised pay with effect from 01.12.2015/ 01.01.2016 (or) on a subsequent date opted by him prior to the date of placing of suspension. The arrears of pay and subsistence allowance shall be claimed and disbursed as ordered in para (viii) of (Per.) FB TANGEDCO Proceedings No.9 &10 (SB), Dated :02.03.2018.

6.	Whether the revised pay fixation to the Part-time Conservancy Workers shall be allowed by a factor of 2.57 and also one increment shall be allowed in commemoration of 60 years of formation of Board (in lieu of Service Weightage) to the Part-time Conservancy Workers.	The existing Pay + Grade Pay of the Part-time Conservancy Workers shall be multiplied by a factor of 2.57 and the revised pay shall be arrived as per the pay matrix as ordered in (Per.) (FB) TANGEDCO Proceedings No.6 (Adm.Br.), dated 19.03.2018. Those who are in service on 01.07.2017 shall also be allowed one increment in commemoration of 60 years of formation of Board (in lieu of Service Weightage).
7.	Whether the notional increment in commemoration of 60 years of formation of Board can be taken for calculating family pension, for those employees expired between 01.12.2015 and 30.06.2017.	The employees expired between 01.12.2015 and 30.06.2017 are also eligible for the notional increment in commemoration of 60 years of formation of Board and the same shall also be taken into account for calculating family pension with monetary benefit from 01.10.2017.

2. The Receipt of the Memo. shall be acknowledged.

(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)

**R.BALAJI,
SECRETARY.**

To

All Chief Engineers.
The Chief Financial Controller/General and Revenue/Accounts Branch.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
The Residential Audit Officer.

Copy to:

The Chairman cum Managing Director's Table.
The Joint Managing Director/TANGEDCO.
The Additional Director General of Police/Vigilance.
The Managing Director/TANTRANSCO.
All Directors/TANGEDCO & TANTRANSCO.
The Secretary.
The Legal Adviser.

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The Executive Assistant to Chairman cum Managing Director.
The Industrial Relations Adviser/Chennai – 2.
The Chief Medical Officer/T.N.E. B Dispensary/Chennai.2.
The Deputy Chief Engineer/Administrative Branch.
The Director/Computer Centre.
The Industrial Relations Officer.
The Assistant Personnel Officer/Tamil Development - for Publication
in the Tamil Nadu Electricity Board Bulletin (2 copies).
The Director/Tamil Nadu Electricity Board Printing Press.
The Resident Manager, T.N.E.B., New Delhi.
All Officers/Sections/Cells in the Board office Secretariat Branch .
"A-2" "A-8", "A-9", "A-10", "A-11", "A-12" & "A-13" sections/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 Aykiyya 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.

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

A. Immanuel Arundel

SECTION OFFICER.

8/5/18