

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)

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Er. V.S. SAMPATHKUMAR
98409 56783

GENERAL TREASURER
Er. N.R.SENTHIL
94990 14992

To

THE CHAIRMAN cum MANAGING DIRECTOR,
TNPDC,
Chennai-600 002.

Lr.No.GS/TNEBES/F1/D.04/ 2026, Dt. 07.07.2026.

Respected Sir,

Sub: Release of undisputed terminal benefits to retired Engineers with pending disciplinary proceedings by withholding only the specific impugned/estimated liability amount from the Gratuity – Regarding.

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We place this earnest representation for your kind consideration, with a sincere appeal regarding a matter that deeply affects the lively hood and dignity of our retired Engineers.

It is a matter of immense distress that several Engineers who have served over three decades with full dedication to this organization. They are currently facing severe financial crunch on / after retirement due to withholding entire Death-cum-Retirement Gratuity (DCRG) for the pending disciplinary proceedings / enquiries against the individuals on superannuation.

Normally the retired employees will plan for conducting Marriage of their wards, repaying the Loans to reduce the monthly burden, to meet the medical expenses etc., for their basic survival of living are left without resources after superannuation.

We respectfully submit the following suggestions in order to maintain balance between protecting the Management's financial interest and ensuring the survival of the retired Engineers fairly for your favorable consideration:

- In disciplinary cases, the alleged financial loss or disputed amount is identifiable and limited. For this the management is with holding the entire

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amount of Death-cum-Retirement Gratuity (DCRG) which will create more financial burden to the employees.

- Instead of withholding the entire amount of Death-cum-Retirement Gratuity (DCRG), we suggest to withhold the specific calculated amount which is liable to recover from the employee from the DCRG and to release the balance amount of DCRG to the affected Engineers.

Hence, we humbly request the Chairman-cum-Managing Director to kindly look into this matter with human approach and larger interest of the employees and to issue favorable orders please.

Thanking you, Sir,

Yours Sincerely,


(V.S.SAMPATH KUMAR)
General Secretary.

Copy to:

1. The Director (Distribution) /TNPDC.
2. The Secretary / TNPDC
3. The Chief Engineer / Personnel/TNPDC.