



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. SAMPATHKUMAR

98409 56783

GENERAL TREASURER

Er. N.R.SENTHIL

94990 14992

To
The Director Finance / TNPDC
Chairman / Wage Revision Committee
Chennai – 2

Respected Madam,

Sub: Wage Revision 2023 Proposal given by Board – Reply of our Sangam –
Submission - Regarding.

Ref: Letter No. 37863 / A16 / A161 / 2023 – 16, Dated: 25.02.2026

Wage Revision for Employees of the Board is due from 01.12.2023. Till date multiple discussions on various levels have been held with the Unions. As insisted by the Unions, Board has given its written proposal on Wage Revision vide reference cited above.

As specified in that proposal we are herewith submitting our reply for earnest consideration.

➤ **FREQUENCY OF WAGE REVISION FOR OFFICERS:**

We vehemently oppose the move of the Management in deviating from the 7 decade old practice on Revision of wages of Officers along with Workmen. The sinister Clause - 6 delinking Class I and II Officers from Wage Revision in (Per.) FB (TANGEDCO) Proceedings No. 14 (SB), dated 24.05.2023 needs to be withdrawn with immediate effect.

Alienating the Officers from the Workers and discontinuing the seven - decade old practice of issuing Wage Revision to all (Class I to IV) would be quite disastrous. As explained in detail during our discussions on this subject, Engineers and Officers are directly involved in field work on 24 x 7 basis.

Belittling their great work would end chaotic and have its impact on the Power network thereby affecting the public and image of the Board / Government. Hence the existing practice of allowing Wage Revision to all categories including Class – I and II Officers every 4 years needs to be followed scrupulously.

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Mere sharing of Unions' demands on this subject to Govt. is not enough and Board is duty bound in getting the nod from the State Govt. for allowing Wage Revision for Class – I and II Officers also on par with Class III and IV Employees, for better functioning of the Board and also to maintain Industrial Peace and Harmony.

Hence we insist the Management to redraw the given proposal by including the Class – I & II Officers also in the Wage Revision along with Workmen thereby restoring the 7 decade old practice.

➤ **PAY:**

We welcome and thank the decision of the Board to implement the wage hike with effect from 01.12.2023. We strongly oppose the meager rise of 6% pay and demand at least a minimum rise of 9% considering the hardship faced by the Employees due to huge vacancies and also to reward the good work being rendered by the Electricity Employees.

➤ **SERVICE WEIGHTAGE:**

While we welcome and thank the decision of the Board to permit one Service Weightage increment @ 3% to the Employees who have completed 10 years of service on 01.12.2023. To benefit the Employees who have rendered a sincere work to the Board.

We insist that the one Service Weightage increment be given to Employees who have completed 9 years instead of 10 years.

We also insist an additional 3% of Service Weightage to Employees who have completed 30 years of service and on the verge of retirement.

➤ **WORK LOAD:**

It is perplexing to note the decision of the Board to discuss the Work Load separately. The work norms agreed with the Unions earlier during 2018 is yet to be honoured by the Board as quite huge number of new posts are yet to be sanctioned. Employees are heavily loaded due to this and moreover they are also shouldering the additional works arising out of the numerous vacancies.

Board should desist from post retrenchment in toto in the form of redeployment, rightsizing etc and go in for new post sanction based on needs alone without reduction of posts. Based on the field necessity all essential entry level posts need to be filled up immediately.

Hence, we insist Board to hold the Work Load talks within a specified period and enter into a settlement at the earliest. The tentative date of Work Load settlement needs to be specified in the current Wage Revision settlement.

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➤ **DEARNESS ALLOWANCE PATTERN:**

While we welcome decision of sanctioning Dearness Allowance to Employees of Board on par with the Employees of the State Government, we insist to sanction the same to the Board Employees also then and there **on the same day** without delay instead of citing various reasons including clearance from the State Govt.

In short we insist withdrawal of BP 2, dated: 12.04.2022 which is sinister in nature affecting the prospects of the Board and its Employees quite extensively.

➤ **REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES:**

While it is pertinent for revision of allowances to happen during pay revision in State Government it is needless to mention that except HRA and CCA all other allowances are independent for the Employees working in the Board.

Hence all allowances other than HRA and CCA permissible to the Board Employees and paid in lumpsum needs to be doubled immediately without further delay.

The cap, restrictions and limits fixed on various other allowances including travelling allowances paid in percentage of Pay needs to be removed with immediate effect.

➤ **FIXATION:**

1. Fixation of Pay with effect from 01.12.2023 / on the date of option is acceptable.
2. The Monetary benefit should be implemented from 01.12.2023 instead of 01.12.2025.
3. The Monetary benefit for the back period from 01.12.2023 should be paid as arrears in one lump sum.

➤ **SELECTION GRADE AND SPECIAL GRADE:**

The existing scheme of allowing 2 increments for Selection Grade / Special Grade needs to be continued but we insist that the periodicity of 9/20 years be reduced to 9/15 years.

The benefits extended for Employees to avail Selection grade on relinquishment of Promotion needs to be extended to the Employees to avail Special grade also on relinquishment of Promotion.

Employees who attain Selection Grade / Special Grade on their last date of superannuation needs to be considered and the benefits extended as being followed in awarding of annual increment on superannuation.

➤ **CONVERSION OF GANGMAN AS FIELD ASSISTANT:**

Considering the field conditions conversion of Gangman as Field Assistant is highly necessary and should be implemented immediately without further delay.

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➤ **EXTENSION OF WAGE REVISION BENEFITS TO THOSE WHO WERE APPOINTED IN BETWEEN THE DATE OF WAGE REVISION AND SETTLEMENT DATE:**

Extending of Wage Revision Benefits – 2023 to those who joined between 01.12.2019 to 16.05.2023 is pending consideration for quite long which needs to be settled and implemented immediately as being done in all previous settlements and be implemented during the forthcoming settlement also.

We hope that the demands and concerns raised by us will be duly considered in discussion with our Sangam and amicably settled please.

Thanking You, Sir,

Yours Sincerely,


(V.S. SAMPATHKUMAR)
General Secretary.