TAMILNADU POWER DISTRIBUTION CORPORATION LIMITED
(erstwhile TANGEDCO)
(ABSTRACT)

TNPDCL - Bonus and Ex-gratia to Workmen of Tamilnadu Power Distribution Corporation Limited (TNPDCL), Tamilnadu Power Generation Corporation Limited (TNPGCL), Tamilnadu Green Energy Corporation Limited (TNGECL) and Tamilnadu Transmission Corporation (TANTRANSCO) for the year **2025-2026** - Orders - Issued.

(SECRETARIAT BRANCH)

(Per) FB TNPDCL Proceedings No.23, **Dated 29.10.2026**
Parabhava Varudam- Iyppasi -12,
Thiruvalluvar Aandu 2057.

Read:-

1. (Per) FB TNPDCL Proceedings No.7 (SB), dated:14.03.2026.
2. G.O.(Ms).No.231, Finance (BPE) Department, dated: 27.10.2026.

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PROCEEDINGS:-

In the Government Order second read above, the Government have accorded sanction for payment of Bonus and Ex-gratia to the employees of the State Public Sector Undertakings.

2. In pursuance of the above Government Order, it is hereby ordered that the Workmen of the Tamilnadu Power Distribution Corporation Limited (TNPDCL), Tamilnadu Power Generation Corporation Limited (TNPGCL), Tamilnadu Green Energy Corporation Limited (TNGECL) and Tamilnadu Transmission Corporation (TANTRANSCO) covered by the Wage Settlement (Class III and IV), be paid a Bonus calculated at the rate of 8.33% of the salary (or) wage earned by them during the financial year 2025-2026, subject to and in accordance with the provisions of the Payment of Bonus Act, 1965 and as amended under the revised Bonus Act, 2015.

3. The Workmen of the Tamilnadu Power Distribution Corporation Limited (TNPDCL), Tamilnadu Power Generation Corporation Limited (TNPGCL), Tamilnadu Green Energy Corporation Limited (TNGECL) and Tamilnadu Transmission Corporation (TANTRANSCO) (monthly paid and full-time workmen), Field Assistant (Trainees), Office Helper (Trainees), Assessor (Trainees) and Gangman appointed with time scale of pay, Gangman (Trainees) drawing consolidated wages and also the workmen of the State Government, Central Government and other organizations, who had worked with Board on deputation during the financial year 2025-2026 drawing a salary (or) wage, including those drawing pay exceeding Rs.21,000/- per month, will be eligible for the Bonus sanctioned in para-2 above.

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4. The Part-time Sweepers and Sanitary workers who are getting the time scale of pay during the financial year 2025-2026, drawing the salary (or) wage, are also eligible for the Bonus sanctioned in para-2 above.

5. It is also ordered that the workmen of the Tamilnadu Power Distribution Corporation Limited (TNPDCL), Tamilnadu Power Generation Corporation Limited (TNPGCL), Tamilnadu Green Energy Corporation Limited (TNGECL) and Tamilnadu Transmission Corporation (TANTRANSCO) covered by the Wage Settlement (Class III and IV) and the deputationists, entitled to get Bonus with reference to the orders in paras 2, 3 and 4 above, shall also be paid an Ex-gratia at the rate of 11.67% of the salary (or) wage earned by them, during the financial year 2025-2026.

6. Further, where the salary (or) wage of a workman entitled to Bonus exceeds Rs.7,000/- (Rupees Seven thousand only) per mensem, the Bonus payable to such workman shall be calculated as if his salary (or) wage is Rs.7,000/- (Rupees Seven thousand only). The maximum Bonus amount payable shall be Rs.6,997/- (Rupees Six thousand Nine hundred and ninety seven only).

7. Salary (or) wage for the purpose of payment of Bonus will include the following:-

(a) Basic Pay-Leave Salary;
(b) Dearness Pay;
(c) All classes of special pay (including Short hand and Typewriting Special Pay);
(d) Personal Pay;
(e) Additional Pay for additional charge;
(f) Additional days wage paid for work on National Holidays and Festival Holidays;
(g) Dearness Allowance;
(h) Personal Compensatory Allowance given for protecting loss of pay; and
(i) Deputation Allowance.

The term 'Salary' or 'Wage' will not include Interim Relief, over-time pay and allowances and any pay and allowance other than those mentioned from (a) to (i) above.

8. All the workmen, who had worked in the establishment for not less than thirty working days in the financial year 2025-2026, are entitled to the payment of Bonus.

9. The Ex-gratia amount payable shall be Rs.9,803/-(Rupees Nine thousand Eight hundred and three only). This Ex-gratia will be reduced on actual basis if a workman had not worked on all the working days in the financial year 2025-2026 as per the provisions of Section 13 of the Payment of Bonus Act, 1965 and as amended in Revised Bonus Act, 2015.

10. The Bonus and Ex-gratia payable to Workman shall also be calculated, as if his/her salary (or) wage is Rs.7,000/- (Rupees Seven thousand only) per mensem. Under this method, the Bonus and Ex-gratia amount payable shall be Rs.6,997/- and Rs.9,803/- respectively. The Bonus and Ex-gratia payable to a Workman shall not exceed Rs.16,800/- (Rupees Sixteen thousand and Eight hundred only) for the full year.

11. The Tamilnadu Power Distribution Corporation Limited (TNPDCL) (erstwhile TNEB/TANGEDCO) also directs that the workman, who is now under suspension, but was on duty during the financial year 2025-2026, also be paid Bonus for the year 2025-2026, subject to the conditions mentioned above.

12. If, during any part of the financial year 2025-2026, a workman covered by the Wage Settlement was promoted to officer category, he/she shall also be paid the Bonus in a proportionate manner for the period he/she had worked in the workmen category.

13. The workman covered by the Wage Settlement, who had worked in the financial year 2025-2026 fully (or) partly, but had retired (or) died subsequently shall be paid the Bonus fully (or) proportionately, as the case may be to the legal heir of the deceased.

14. The expenditure on the payment of Bonus shall be debitable to the following head of account:"TNPDCL Funds - Revenue Expenses - Account No.4030130" and the expenditure on the payment of Ex-gratia shall be debitable to "Account No.4030131".

15. The Tamilnadu Power Distribution Corporation Limited (TNPDCL) (erstwhile TNEB/TANGEDCO) also directs that the Bonus payment for the year 2025-2026 payable during 2026-2027 should be disbursed by cashless mode of Electronic Clearance System (ECS) to all the eligible employees of Tamilnadu Power Distribution Corporation Limited (TNPDCL), Tamilnadu Power Generation Corporation Limited (TNPGCL), Tamilnadu Green Energy Corporation Limited (TNGECL) and Tamilnadu Transmission Corporation (TANTRANSCO) on 04.11.2026.

(BY ORDER OF THE BOARD)

RAJESH LAKHONI
CHAIRMAN AND MANAGING DIRECTOR

To
All Chief Engineers.
All Chief Financial Controllers/TNPDCL, TNPGCL, TNGECL & TANTRANSCO.
The Chief Internal Audit Officer/Audit Branch.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.

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Copy to:-

The Chairman and Managing Director's Table.
The Additional Director General of Police/Vigilance.
The Managing Director/TNGECL.
The Managing Director/TNPGCL.
The Joint Managing Director/Distribution/TNPDCL
The Joint Managing Director (Finance)/ TNPDCL, TNPGCL, TNGECL & TANTRANSCO.
The Managing Director/TANTRANSCO.
All Directors/TNPDCL, TNPGCL, TNGECL & TANTRANSCO.
The Secretary (FAC)/TNPDCL.
The Legal Adviser/TNPDCL.
The Industrial Relations Adviser.
The Company Secretary/ TNPDCL, TNPGCL, TNGECL & TANTRANSCO.
The Medical Officer/Head Quarters Dispensary/Chennai.2.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Assistant Personnel Officer/Tamil Development – for Publication in the TNEB Bulletin (2 copies).
All Officers/Sections/Cells in the 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 Aykkiya 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.
Tamil Nadu Electricity Board Employees Federation.
Tamilnadu Minsara Variya Pattali Thozhir Sangam.
Bharathiya Electricity Engineers Association.
Tamizhaga Minvariya Vetri Sangam.

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UNDER SECRETARY/WAGE REVISION AND REGULATIONS

29/10/26