

**TAMIL NADU GENERATION AND DISTRIBUTION  
CORPORATION LIMITED**

(ABSTRACT)

TANGEDCO – Promotional avenues to the Regular Work Establishment Employees in General Construction Circles - Settlement with Unions Under Section 18(1) of the Industrial Disputes Act, 1947 – Implementation – Orders – Issued.

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(SECRETARIAT BRANCH)

(Per) FB TANGEDCO Proceedings No.10

Dated the 24<sup>th</sup> January, 2014.

Thai 11,

Thiruvalluvar Aandu-2045.

Read:

- 1) Minutes of 41<sup>st</sup> Meeting of the TANGEDCO held on 30-10-2013.
  - 2) Settlement under Section 18(1) of the Industrial Disputes Act secured with Unions dt.27-12-2013.
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PROCEEDINGS:-

Based on the clause made in the Wage Revision Settlement dated:18-11-2009, a Committee was constituted to study the issue of promotional avenues to the Regular Work Establishment employees working in all the General Construction Circles. The said Committee's report was examined by the Wage Revision Committee and based on this, the recommendations made by the Wage Revision Committee were given to the Unions through 9-A Notice and the views of the Unions obtained. The views expressed by various unions have been carefully considered and the matter was placed before the Board in its meeting held on 30-10-2013 and the TANGEDCO has approved the proposal.

2) Accordingly, a Settlement under Section 18(1) of the Industrial Disputes Act, 1947 was entered into on 27.12.2013 with the following Unions :-

- 1) Tamil Nadu Electricity Workers' Federation.
- 2) Tamil Nadu Electricity Board Workers Progressive Union.
- 3) Central Organisation of Tamil Nadu Electricity Employees.
- 4) Minsara Pirivu Anna Thozhir Sangam.
- 5) Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
- 6) Tamil Nadu National Electricity Workers' Federation (Xavier Group).
- 7) Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group).

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- 8) Tamil Nadu Electricity Board Engineers' Sangam.
- 9) Tamil Nadu Electricity Employees Congress.
- 10) Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam.
- 11) Bharathiya Electricity Employees Federation.
- 12) Tamil Nadu Electricity Board Card Billing Staff Union.
- 13) Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.
- 14) Tamil Nadu Electricity Board Engineer's Union

3) Consequent on the above Settlement, the following orders are issued which will take effect from the date of Settlement on 27.12.2013.

- i. The existing staff strength in all the General Construction Circles shall be revised as in Annexure-I of this order except the Regular Work Establishment employees having state seniority.
- ii. 318 posts are created and 457 posts are abolished in Regular Work Establishment cadre in various categories in all the General Construction Circles. The details of creation and abolition of posts are in Annexure-II & Annexure III.
- iii. The Lineman equivalent posts in Regular Work Establishment category (except Drivers) in General Construction Circles shall be abolished and Line Inspector equivalent posts shall be created on par with the Distribution Circles and Thermal Power Stations.
- iv. The Line Inspector equivalent posts in General Construction Circle shall be commonly termed as "FOREMAN Gr.II" and Wireman equivalent posts shall be commonly termed as "FITTER".
- v. Relaxation of educational qualification is permitted to the Regular Work Establishment employees covered in this Settlement in all General Construction Circles as a special case.

4) The receipt of the Board's Proceedings shall be acknowledged .

(BY ORDER OF THE BOARD)

S. CHINNARAJALU  
SECRETARY.

To

All Chief Engineers.

The Chief Financial Controller/General and Revenue/Accounts Branch / Chennai-2.

The Chief Financial Controller / TANTRANSO / Chennai-2.

The Chief Internal Audit Officer/Audit Branch/Chennai-2.

All Superintending Engineers.  
All Deputy Secretaries/Secretariat Branch.  
The Residential Audit Officer/TANGEDCO/Chennai-2.


Copy to:-

The Chairman cum Managing Director's Table.  
The Managing Director/TANTRANSCO. (Addl.Charge).  
All Directors/TANGEDCO and TANTRANSCO.  
The Director General of Police/Vigilance.  
The Secretary / TANGEDCO / Chennai-2.  
The Legal Adviser.  
The Executive Assistant/Chairman cum Managing Director's office.  
The Industrial Relations Adviser/TANGEDCO.  
The Deputy Chief Engineer/Administrative Branch.  
All Senior Personnel Officers/Administrative Branch.  
The Industrial Relations Officer/TANGEDCO.  
The Assistant Personnel Officer/Tamil Development – for Publication  
in the TNEB Bulletin (2 copies).

All Branches.  
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 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 Engineer's Union.

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SECTION OFFICER.

  
20/1/14

**ANNEXURE - I**  
**REVISED RWE STAFF STRENGTH IN THE**  
**GENERAL CONSTRUCTION CIRCLES**

Sl. No.	Name of the post	GCC - I & II / CHENNAI	GCC / TRICHY	GCC / MADURAI	GCC / SALEM	GCC/ CBE
1	Special Grade Foreman Spl.Gr.Foreman Driver Rs.10100-34800+4600 G.P. (Grade pay modified as Rs.5100/- with effect from 09.01.2014)	13 1	9 1	8 1	8 1	8 1
		14	10	9	9	9
2	Foreman Gr.I Foreman Driver Rs.9600-34800+ 4300 G.P.	34 7	31 3	35 4	21 2	25 3
		41	34	39	23	28
3	Line Inspector equivalent categories Senior Gr. Driver Rs.5400-20200 + 2700 G.P.	101 9	105 7	83 10	45 5	92 7
		110	112	93	50	99
4	LineMan equivalent Categories Driver Rs.5400-20200 + 2500 G.P.	0 5	0 4	0 6	0 4	0 3
		5	4	6	4	3
5	Wireman equivalent Categories Rs.5400-20200 + 2200 G.P.	35	48	39	12	25
6	Helper (Field Assistant) Rs.5400-20200 + 1900 G.P.	40	58	63	27	25
7	Mazdoor Rs.4900-10000 + 1400 G.P.	6	22	24	70	23
		<b>251</b>	<b>288</b>	<b>273</b>	<b>195</b>	<b>212</b>

**Total**

**1219**

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*A. Loganathan*  
25/1/14  
SECTION OFFICER.

*25/1/14*

**ANNEXURE - III**  
**ABOLITION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (RWE)**

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman (Modified with effect from 09.01.2014)	4600/- 5100/-	0	0	0	0	0	0
2	Foreman Gr.I	4,300/-	0	0	0	0	0	0
3	Line Inspector (equivalent)	2,700/-	0	0	0	0	0	0
4	Lineman (equivalent)	2,500/-	38	43	35	12	42	170
5	Wireman (equivalent)	2,200/-	24	10	0	0	8	42
6	Field Assistant	1,900/-	53	0	0	0	46	99
7	Mazdoor	1,400/-	36	38	42	0	0	116
	<b>TOTAL</b>		<b>151</b>	<b>91</b>	<b>77</b>	<b>12</b>	<b>96</b>	<b>427</b>

**ABOLITION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (DRIVERS)**

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman Driver (Modified with effect from 09.01.2014)	4600/- 5100/-	0	0	0	0	0	0
2	Foreman Driver	4,300/-	0	0	0	0	0	0
3	Senior Grade Driver	2,700/-	0	0	5	2	0	7
4	Driver	2,500/-	4	8	7	2	2	23
	<b>TOTAL</b>		<b>4</b>	<b>8</b>	<b>12</b>	<b>4</b>	<b>2</b>	<b>30</b>

**Abolition**

RWE	427
Driver	30
	<u>457</u>

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*A. Srinivasan*  
25/1/14  
SECTION OFFICER  
*20/1/14*

**ANNEXURE - II**  
**CREATION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (RWE)**

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman (Modified with effect from 09.01.2014)	4600/- 5100/-	10	7	6	7	6	36
2	Foreman Gr.I	4,300/-	11	20	23	9	15	78
3	Line Inspector (equivalent)	2,700/-	9	14	0	0	22	45
4	Lineman (equivalent)	2,500/-	0	0	0	0	0	0
5	Wireman (equivalent)	2,200/-	0	0	6	6	0	12
6	Field Assistant	1,900/-	0	19	54	14	0	87
7	Mazdoor	1,400/-	0	0	0	49	0	49
	<b>TOTAL</b>		<b>30</b>	<b>60</b>	<b>89</b>	<b>85</b>	<b>43</b>	<b>307</b>

**CREATION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (DRIVERS)**

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman Driver (Modified with effect from 09.01.2014)	4600/- 5100/-	0	0	0	0	0	0
2	Foreman Driver	4,300/-	4	2	3	1	1	11
3	Senior Grade Driver	2,700/-	0	0	0	0	0	0
4	Driver	2,500/-	0	0	0	0	0	0
	<b>TOTAL</b>		<b>4</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>11</b>

**Creation**

RWE 307  
Driver 11  

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318

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*A. Jeyaraj*  
SECTION OFFICER  
25/1/14