



Tamil Nadu Electricity Board Engineers' Association

(Recognized in G.O No. 854 dated 6-4-1946)

Regn. No. 217/94

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To

The Chairman cum Managing Director,
TANGEDCO,
144, Anna Salai,
Chennai-600 002.

Lr.No.TNEBEA/GS/D.103/2020 dt 17.07.2020

Dear Sir,

Sub: TNEBEA – Review of Staff Pattern in Non workload areas – Suppression of Posts – Expressing its Strong Objection and not to be recommended – Reg.

Vanakkam !!

At the outset, **TNEB ENGINEERS' ASSOCIATION** extend our wishes to our beloved Newly joined Respected Chairman cum Managing Director for the assumption of the post.

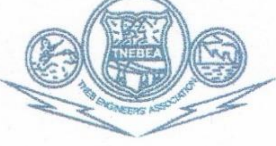
Earlier, Various committees were constituted to review the pattern in Non workload areas like Expenditure side, Secretariat Branch, Administrative Branch, Accounts Branch, Audit Branch and Technical Branch in Head Quarters Offices and TANTRANSCO offices (110KV,230KV,400KV Substations etc.,) on 05.05.2020. In continuation to that, an another committee is formed to review the staff pattern in Non workload area of Vigilance cell/Enforcement wing in Secretariat Branch,HQ Office and Circle Offices under the control of DGP/TANGEDCO recently on 03.06.2020.

It is known that the review committees examining the various posts in all cadres of the TNEB and arriving the quantum of the posts to be suppressed / redeployed. We are very much displeased to know that there is a proposal to suppress the some of the existing Engineers post across the various offices of the TNEB based on their certain key motives.

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"Energy conservation is the foundation of energy independence"



In view of the above, TNEBEA is worried about the major setbacks that would arise due to the suppression of the posts and also would like to put forth certain facts that are presently in vogue as follows.

1. The Engineer cadre in the TNEB viz Assistant Engineer to Chief Engineer is the most affected promotion ladder whereas in other cadres, there are ample no of posts for the entrants. In this scenario, the first promotion as AEE for the entry level AE generally arrive after 12-15 years and for the next EE post in Class-I category takes another 12-15 years. Even, nowadays, the third promotion will take another 8-10 years. Thus, for the Engineer cadre, it takes almost 25-30 years of service to put in for getting the third promotion and many of the engineers retire without even getting their third promotion after putting up unblemished services. Whereas comparing with the other cadres such as Finance, Audit, Administration side, the promotion opportunities is higher with quicker promotions. For example, an accounts assistant, after entry into board gets the first promotion in mere 4-5 years, and arrive higher post as CFC in 30 years with the intermediate 6 promotions.
2. The Class-I& II Engineer cadre posts that are in principally approved by the Board in various circles are formed based on the actual workload assigned to the respective posts. These posts are assigned with the specific duties and responsibilities catering the specific nature of job profile. For example, Operation circle involves round the clock monitoring and Maintenance of the Substations in grid SS and in Distribution circles, the EEs are heading O&M of the division offices, Addressing the HT / LT Consumers etc. They are also the intermediary between the Top management and the Middle level management.
3. As stipulated in the TNEB service regulations, the nature of the job is 24 X 7 X 365 days. Hence, the Class-I & II Engineer Posts are vital to the day to day execution of works in TNEB.
4. Already the technical wing posts are very much reduced with lot of redeployment and suppression of the posts. Hence, minimum no of promotion prospects are available compared to their genuine expectations and also in judicially whereas in other cadres, the promotions are about minimum 4 to 5 in their work career.



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5. In spite of this, various non technical posts are abuntantly created in this major technical organisation instead of addressing the posts required for technical job requirements and its expertise.
6. Recently, Our GoTN declared that there is ban on creation of new posts as a cost cutting measure in TN Govt vide TN Go Ms.No.248 dt 22.05.2020. It is learnt that, furthermore new district formations are in pipeline by bifurcation of existing some districts paving way for new administrative posts right from district collector to other administrative posts in all TN departments applicable to that new district in contrary to the new ban. It is always acceptable that expansion and associated development are an inevitable process in every field. While it is so, refusing such same developments in TNEB and instead of creating new posts to adhere the development, it is being reviewed to suppress the technical posts. This will defeinitely hamper the TNEB overall progress which is to be fairly thought of serious concern.
7. Meanwhile, in TNEB, the present demand stood at 16151 MW as on date. Further, the rapid developments that are in the close vicinity of Electricity sectors have seeded the necessity for creation of more technical posts.

Key parameters	2009	2019	Difference
Installed Capacity (MW)	10214	18299.66	79.16%
Substations (Nos.)	1309	1682	28.50%
EHT & HT / LT Lines (Lakh Kms.)	1.69/5.39	2.11/6.28	24.85% / 16.5%
DTs (Nos.)	192632	309468	60.65%
Consumers (Lakhs)	212.76	295.98	39.11%
Staff strength – Provincial Class-I&II as of 2013/2019 (Sanctioned/vacant)	10597/518	14506/2923	36.89%/ 464.28%

The statistics from 2009 - 2019 stated above clearly depicts the vacancy in provincial posts is increased multifold creating the huge onus on the existing Engineers to meet out the rapid growth of the TNEB. But, it is asked to provide the uninterrupted power supply to meet out the demand with the present manpower only.



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Our TNEB Engineers are working hard to ensure 24 X 7 uninterrupted power supply to the public in this present COVID 19 pandemic period. Instead of securing the welfare of the Board Employees and Engineers, just for the sake of the electricity reforms and to curtail the financial losses occurring to the board, the implication of the suppression of the posts and redeployment will not be the equitable solution to overcome the same.

It is learnt that the staff pattern is being reviewed for all the non workload posts in all cadres by the committees. It is noteworthy to inform that reviews were done during the past financial crisis periods and lot of Engineer cadre posts are redeployed and suppressed and thus adding the workload to the prevailing equivalent posts. Also, various Engineer cadre posts in Class-II level (i.e AE & AEE) are now vacant to the tune of more than 1000 and 200 posts respectively. These are at present looked after by the Engineers as full additional charge creating full burden and mental stress. As already there is a huge appeal by the Engineers for their genuine promotions, their dreams will be burnt owing to such suppression proposals.

Hence, TNEBEA strongly records its objection on any proposal affecting the existing strength and of the Engineers cadres and thus, requests the respected CMD to reconsider the review of the staff pattern of the Non workload posts in Engineer cadre and also request time to allot us time for the detailed discussion at the earliest, please.

Thanking you,

Yours sincerely,

Place : Chennai

Date : 16.07.2020

General Secretary
TNEBEA

Copy to the MD/TRANSCO LTD.

Copy to the JMD/TANGEDCO LTD.

Copy to all the Directors of TANGEDCO/TANTRANSCO LTD.