



Tamil Nadu Electricity Board Engineers' Association

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

Regn. No. 217/94

Chennai -02.

24.07.2020.

President

Er. **K. INDIRANI**, B.E., M.C.A., F.I.E.,
(M) +91 87785 38236

Vice President - I

Er. **BYRON STEPHEN**, B.E., M.B.A., LL.M.,

Vice President - II

Er. **G. JAYARAJAN**, M.Tech., M.B.A., F.I.E.,

General Secretary

Er. **T. JAYANTHI**, M.Tech., M.B.A.(HR),
(M) +91 97106 22185 / +91 94422 21794

Organising Secretary

Er. **G. RAMADOSS**, B.E.,

Secretary (Publication)

Er. **V.P. MUTHUKUMAR**, M.E.,

Secretary (Administration)

Er. **N. ARUNACHALAM**, B.E., PGDCA, CEA,

Secretary (Minnagam)

Er. **D. ANAND KUMAR**, M.Tech.,

Secretary (Legal)

Er. **V. SAMPATH KUMAR**, M.Tech.(Hons.) M.I.E.,

Secretary (Personnel Affairs)

Er. **A. MURUGAN**, B.E.,

Treasurer

Er. **N. SENTHIL KUMAR**, M.Tech., PGDPM, M.I.E.,
(M) +91 94980 38894

Secretary / EBF

Er. **S. PALANIRAJU**, B.E., PGDOR, M.B.A., M.I.E.,

Treasurer / EBF

Er. **C. RAJA SEKCHAR**, M.Tech., M.B.A.,
(M) +91 94435 58840

To

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

Lr.No.TNEBEA/GS/D.105/2020, dt. 24.07.2020.

Dear Sir,

Sub: TNEBEA - Chief Engineer/El - Career prospects affected - Statutory rights delayed - Natural Justice - Urgent action requested □ Reg.

Vanakkam!

TNEB Engineers Association making this earnest requests to the respected Chairman & Managing Director /TANGEDCO to specially look into this , which is a matter of concern depriving the career prospects of hard working Engineering community leading to distress causing mental anxiety and stress even at the stage of their promotion, retirement etc...

It is needless to state that Engineers in TANGEDCO/ TanTransco are working to their best even at the crucial junctures of natural calamities in front line least bothered taking risk to their lives. In such a situation the Association has been compelled to bring it to the notice of the CMD the possible Un-certainty in the mind of an Engineer who is indeed senior and eligible to become Chief Engineer but deprived of his opportunity for want of vacancy.

"Electricity Avenue", 144, Anna Salai, Chennai - 600 002. ☎ 044 28520731

Email: tnebea@gmail.com Web: www.tnebengineers.in

"Energy conservation is the foundation of energy independence"



Tamil Nadu Electricity Board Engineers' Association

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

Regn. No. 217/94

Indeed Association would not come before the Board for individual grievance except in extra ordinary circumstances which really need the immediate interference and one such is brought below.

Its hereby to state that Er.Seralathan, Addl. Chief Engineer at present working in GCC circle .Though he is the first man eligible in the panel of Chief Engineers/El approved vide BP No.1 dt 10.02.2020. But unfortunately because of the rules which are in vogue , prescribing the eligibility of one year remaining service on the date of issuing posting order ,the individual was deprived with the oppurtunity to become a Chief Engineer /El. But was promoted as Addl. Chief Engineer from the date of his junior assuming charge as regular Chief Engineer. Accordingly the individual was serving as Addl. Chief Engineer in GCC Circle in the cadre of SE hitherto.

In the mean while following the GO No.51 dated 07.05.2020 issued by the Govt. Of Tamilnadu, extending the retirement age limit from 58 to 59 from 31.05.2020, the TANGEDCO also adopted the same vide BP No.13 dated 28.05.2020 without any variation being a quasi-government organization. Because of such adoption of the government orders, 5 Nos. of Addl. Chief Engineers who were still then discharging subordinate to the regular Chief Engineers have automatically become eligible to be promoted as regular Chief Engineers from the date of adoption of the said G.O.

It is needless to state that it is the bounden duty of the Board , while adopting the G.O ought to have promoted all these Addl. Chief Engineers as regular Chief Engineers with retrospective effect from the date of their junior becoming the regular Chief Engineer. However considering the available vacancies on the date of adoption of G.O, the board has promoted 4 Nos. of Addl. Chief Engineers as Chief Engineers in regular post leaving behind one candidate who is indeed otherwise eligible but for want of vacancy. The Board should have appointed him as regular Chief Engineer on the date of adoption of G.O as his juniors as officiating as regular Chief Engineers by **Creating a Temporary Chief Engineer/El post** or



Tamil Nadu Electricity Board Engineers' Association

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

Regn. No. 217/94

Atleast **upgrading the present post held by the individual from Addl. Chief Engineer to Chief Engineer** till a regular vacancy arises by virtue of promotion , retirement etc.

By not doing so, the individual is being deprived of the opportunity so far for the past 3 months to become a regular Chief Engineer though otherwise eligible. Though in the interest of natural justice and equity, the individual Er. Seralathan should have been accommodated in any one of the Chief Engineer/El posts right from the date of becoming eligibility. The delay has created extra ordinary pressure, stress & anxiety in the individual.

The affected Engineer is indeed have an exemplary service of more than 35 years of service in the Board involved himself in various infrastructure improvements and maintenance works without any remarks.. The individual being deprived of his rights to become Chief Engineer till date is against principle of natural justice & fair play.

It is specific to state that, if the individual is not promoted by the end of July 2020 as Chief Engineer, he may not have a left out service of one year from the date of appointment of regular Chief Engineer.

Because of the abnormal delay on the part of the management to take a wise decision in this regard, the individual may lost his career benefits, apart from earning mental agony & anxiety till his retirement working under his junior which is absolutely not fair.

The Association would also understand that there is no regular vacancy and the vacancy may arise on the eligible candidate being appointed as Director/operation which is also not expected within few days, and the eligible individual may lose a chance of becoming Chief Engineer on no fault on his part.

The Association suggests that to resolve this peculiar issue the Board may create a temporary Chief Engineer post by upgrading the existing post held by the individual so that no financial implication is met out by the board at this juncture.

The Association therefore requests the respected Chairman & Managing Director/TANGEDCO and the Joint Managing Director /TANGEDCO who



Tamil Nadu Electricity Board Engineers' Association

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

Regn. No. 217/94

is also the Secretary in-charge to look specifically into this issue in an urgent manner to facilitate the smoothful transition for the above Engineer to become a regular Chief Engineer well before July 2020 and thereby to establish Natural Justice is always prevailed and for which Association is always much grateful.

With warm regards,

Yours sincerely,

J. Jayanthi
24/07/20

(Er.T.JAYANTHI)
General Secretary

- Copy to JMD/TANGEDCO Ltd.,
- Copy to MD/TANTRANSCO Ltd.,
- Copy to Directors of TANGEDCO & TANTRANSCO Ltd.,