



Tamil Nadu Electricity Board Engineers' Association

(Recognized in G.O. No.854 dated 06-04-1946)

Regn. No.217/94

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Chennai – 02.
11.01.2021.

To

Hon'ble Minister for Electricity,
Chennai.

Lr.No.TNEBEA/GS/D. **11** /2020 dt 11.01.2020

Dear Sir,

Sub: TNEBEA- Restructuring of the TNEB – Long Pending and Genuine Plea of Time Bound Promotion – Kind appeal for immediate intervention for necessaiting steps favouring the Time bound Promotion with Assured Career Progression Program"– Reg.

Ref: Presentation to CMD on 09.12.2020

Vanakkam !!

On behalf of TNEB Engineers' Association, We extend our heartfelt New year 2021 Wishes Sir.

We would like to bring to submit the below proposal to your kind knowledge and request immediate intervention towards favourable consideration of implementation of Time bound Promotion with the Assured career Progression Program, a long pending demand of the Direct Recruit Assistant Engineers in their work career right from 2007 wage revision.

It is noteworthy to kindly mention that our Hon'ble Minister has already given assurance for the said proposal during his august presence and in his thanksgiving speech in the recent TNEBEA Annual General Body meeting held on 08.02.2020. Also, in this regard, Representation was made to CMD/TANGEDCO during the meet on 09.12.2020.

1. SCOPE:-

The Proposal is intended to seek reasonable relief from the wild clutches of stifing stagnation in promotion to the TNEB Engineers.

2. HISTORY OF TIME BOUND PROMOTION PROPOSAL :

We like to submit the kind representation for the implementation of "Assured Career Progression Program (ACPP)" ensuring a MINIMUM OF THREE PROMOTIONS in the career of all

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"Energy conservation is the foundation of energy independence"



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graduate hardworking engineers of TNEB, a long pending dream of the TNEBEA being represented from 1995 onwards.

The Board has resolved in principle to approve Time Bound Promotion to the graduate engineers in its 735th meeting held on 27.10.1996 and not implemented till date.

Later, during the 1996 Wage Revision discussion, TNEBEA emphasized this demand and during 1998, The Hon'ble Minister for Electricity assured a minimum of three promotions to all employees which were duly incorporated in the Wage Revision Settlement dated 08.07.1998.

Then, during Wage Revision Discussion in 2005, this Association again emphasized for implementation of this demand and then **Hon'ble Minister for Electricity** has agreed and advised board to pass relevant orders in accordance with the proposal of the Association. But the Board diluted **Hon'ble Minister for Electricity** assured wordings and passed orders for providing only Selection Grade & Special Grade. These orders did not assuage the sufferings of the graduate engineers.

Earlier, TNEB after incorporated as limited company and formed the TANGEDCO and TANTRANSO as their subsidiaries, the organization structure for the TANTRANSO released (B.P.No 31 dated during 2011. This contained the essential time bound promotive options for both the Engineers and staff cadre. But it is not yet implemented and kept in abeyance .

Even, our repeated representations during the discussion on the next four Wage Revisions as on 2007 to 2015 are unheard. It is really unfortunate that primary players for the enrichment of this organization still remain neglected.

3. PRESENT SCENARIO IN ERSTWHILE TNEB:

A graduate engineer, who is appointed as Assistant Engineer, has to wait for 12 to 15 years to secure the **first promotion** as Assistant Executive Engineers. There will be another long wait for 15-17 years to secure the **second promotion** as Executive Engineers.

Only around 20% are fortunate to rise up in the ladder as SEs/CEs, availing the **third promotion in their career**.

In the present scenario, most of the TNEB Engineers, who are mainly instrumental for the better functioning of TNEB / TANGEDCO putting up their unblemished services for nearly 30 years dedicated for TNEB, are **very unfortunate to retire with two promotions only** . Even, some among them may not move to "Selection Grade" before their retirement.



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At the same time, TNEB Employees other than Engineer cadre getting more than three promotions in their work career and taking up to five or six promotions in their work career.

Thus, the worst affected is the Graduate Engineers only and minimum of three promotions is not assured in this organization till date.

4. PRESENT SCENARIO IN SIMILAR STATE POWER UTILITIES:

The concept of "Assured Career Progression Program" is being practiced in all public-sector power enterprises under the control of Government of India like NLC, NTPC, NHPC, PGCIL, BHEL, Coal India, ONGC etc.

Many Power Corporations/ Companies carved out from the erstwhile SEBs and reorganized consequent to the provisions of Electricity Act, 2003 in the States of Uttar Pradesh, Haryana, Karnataka, Punjab etc. are implementing " Modified Assured Career Progression Program".

In West Bengal state Electricity Distribution Company (WBSEDCL), Assured career promotion scheme is existing. This assured career promotion scheme provides two time bound promotion for Class-I Officers within a span of 16 years and three assured promotions for Officials below Class-I in a span of 25 years. This is again ensured as per revision of pay & allowances of Employees of WBSEDCL office order no,1782 dated 22.02.2020.

Similarly, in the other states, the present career assured promotion is given as below.

SEBs	First Promotion on completion of	Second Promotion on completion of	Third Promotion on completion of
Uttar Pradesh	9 years with EE Pay scale	14 years with SE pay scale in PB4	19 years with CE pay scale
Haryana	5 years with EE Pay scale	12 years with SE pay scale in PB4	20 years with CE pay scale
Punjab	9 years with EE Pay scale	16 years with SE pay scale in PB4	23 years with CE pay scale



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5. PRESENT SCENARIO IN TAMILNADU STATE GOVT DEPARTMENT:

It is relatable to annotate in particular that the Government of Tamil Nadu is extending **four assured promotions to the government doctors since 2009**. This scheme now stands modified as below vide G.O. Ms. No. 245 dated 30.10.2013 of Health and Family Welfare (A2) Department:

- Assistant Surgeon as Senior Assistant Surgeon **after completion of 8 years** of service.
- Senior Assistant Surgeon as Civil Surgeon as **after completion of 7 years** of service
- Civil Surgeon as Senior Civil Surgeon **after completion of 2 years** of service
- Senior Civil Surgeon as Chief Senior Civil Surgeon after completion of 3 years of service in the Scale of Pay Rs.125200-219800.

The Government Doctors, thus, attain four assured promotions and reach the Scale of Pay Rs.125200-219800 applicable to the SEs on completion of 20 years of service. The demand of this Association is to extend three assured promotions for a span of 25 years.

6. KEY ATTRIBUTES OF THE PROPOSAL:

Implementation of Assured Career Progression Program (ACPP) for our Engineers on par with our Joint Venture company NTECL which is also being followed in other power sector companies in Andhra Pradesh, Maharashtra Electricity Corporation and Central Public Sector Enterprises (E1 to E9). This method is vogue in APTRANSCO & its associate companies since 2009.

This Association proposes the following format of "**RELIEF PACKAGE**" providing a **minimum of three promotions in the career of all graduate engineers based on the length of service:**

- Additional AEE after completion of 9 years of service from the date of joining as AE.
- Additional EE after completion of 18 years of service from the date of joining as AE.
- Additional SE after completion of 25 years of service.
- The officers elevated as additional AEEs/ EEs/ SEs will be discharging the duties and responsibilities attached to the lower level posts only.



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- e) The pay of such additional AEEs/ EEs/ SEs will be fixed in the Scale of Pay applicable to the respective higher posts.
- f) Date of joining as AE shall be criterion, whether the appointment is by direct recruitment or internal selection.
- g) Fourth promotion to the post of CE may be vacancy based.

The present and the proposed promotion ladder is tabulated as below in a nutshell:

Post	Present Promotion Scenario			Proposed Promotion Scenario			Comparison
	Time bound	Designation	Financial commitment	Time bound	Period	Financial commitment	
Assistant Engineer(AE)	9 years from the Date of Joining in Board.	Selection Grade AE	Two increment	9 years for the Date of Joining in Board.	Additional Assistant Executive Engineer (Addl.AEE)	Two increment.	No addl financial requirement. Only Name change. Work as AE only.
Assistant Engineer(AE) Selection Grade	13/14 years from the Date of joining as AE	Assistant Executive Engineer (AEE)	One Increment	13/14 years from the Date of joining as AE	Assistant Executive Engineer (AEE)	One increment.	No addl financial requirement. Work as AEE.
Assistant Executive Engineer (AEE)	9 years from the Date of joining as AEE	Selection Grade AEE	Two Increment	18 years (2 X 9 years) from the Date of Joining in Board.	Additional Executive Engineer (Addl.EE)	Two increment.	No addl financial requirement. Only Name change. Work as AEE only. Advancemnt of 4 years.
Assistant Executive Engineer(AE) Selection Grade	25/28 years from the Date of joining as AE	Executive Engineer (AEE)	One Increment	25/30 years from the Date of joining as AE	Executive Engineer (AEE)	One increment.	No addl financial requirement. Work as EE.
Executive Engineer (AEE)	9 years from the Date of joining as EE	Selection Grade EE	Two Increment	27 years (3 X 9 years) from the Date of Joining in Board.	Additional Superintending Engineer (Addl. SE)	Two increment.	No addl financial requirement. Only Name change. Work as EE only. Advancemen of 6/7 years.

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7. FINANCIAL COMMITMENT TO THE BOARD:

It is also necessary to put forth the subjective financial Commitment that will arise due to the abovesaid implications to the TANGEDCO due to advancement of years in giving the promotion which is tabulated as below.

Post	Proposed financial committment		
	Benefitted	Designation	Financial commitment
Additional Assistant Executive Engineer (Addl.AEE). Pay band (39800-126500)	2000 engineers	Two increment. (3+3 %)	2000 X 2400 = 48,00,000 i.e approx.. 48 lakhs per annum.
Additional Executive Engineer (Addl.EE) Pay band (58200-184300)	600 Engineers	One increment. (3+3 %)	600 X 3600 = 21,60,000 i.e Approx. 22 lakhs per annum.
Additional Superintending Engineer (Addl.SE) Pay band (60600-191800)	350 Engineers	One increment. (3 + 3 %)	350 X 3700 = 12,95,000 i.e Approx.13 lakhs per annum.
Total			Rs.80 lakhs per annum

It is also highlighted that, even this is just an advancement of the monetary benefits only which will be acquired later while the present period of selection/ grade and get benefitted with the same monetary benefit.

8. BENEFIT TO THE BOARD:

The Graduate Direct recruited Engineers in TNEB are the real warriors of this organization which they put up their excellent academic knowledge combined with their experience. The efficiency and achievement of this organization depends certainly on the Engineers and with the stupendous works, the engineers with dedication works for the organization as a successful entity to provide uninterrupted quality and reliable power at an affordable rate to the public which is the prime moto of this organization.

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It is needless to emphasize that the graduate engineers are the kingpin of this on-line industry. They are toiling day and night for building up the great entity and better functioning of this vital organization committed to the cause of common people. They are volunteering their stupendous service amid all onerous hurdles in the field of generation, transmission and distribution in order to extend uninterrupted quality power to all classes of consumers' lot.

The demand of the career progression for the Graduate Engineers will be the morale boost and also will enhance their direction towards the development of the organization with their unparalleled skills.

The long pending demand of getting their genuine minimum three promotions is a essential need for the Graduate Engineers who have been only left in the organisation without the perspective of regular time bound promotions.

In practice, the promotion ladder has a very long period between the successive levels and draws their major career and leaving them in highly dejected mood for the past 25 years. Even though, with the ray of hope, the graduate engineers are working hard day by day that the timebound promotion will hit their caps one day.

Earlier, the stagnation in the Executive Engineer in the elongation of pay scale in the earlier wage revision suffered a lot for them and only this was dissolved during the last wage revision.

During this COVID 19 pandemic, it is needless to say that Our Engineers worked with their life risks and attended the day to day breakdowns and also ensured the uninterrupted power supply for the needy public. Due to this, several TNEB Engineers and staff endangered with the covid 19 infection and some of them have succumbed. Even though, our TNEB Engineers are working relentlessly for providing the services to the public in need without fail.

Moreover, various posts are being streamlined and either redeployed or abolished nowadays as a cost cutting measure mainly in the Engineer cadre leaving meagre promotional opportunities for the budding graduate engineers and also to the middle level engineers who are waiting for their genuine promotions.

This long pending demand is, thus a genuine proposal of the grievance of the Graduate Direct recruited Engineers and require immediate implementation for the better perspective of both TNEB and the Engineers as the WIN WIN case.



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This demand, if it is studied in the proper perspective and implemented at the earliest, would boost their morale and yield better results in terms of performance of this industry.

9. LONG PENDING APPEAL :

Thus, TNEBEA kindly requests our Chairman cum Managing Director for his immediate and kind intervention towards favourable action on the genuine plea of the graduate direct recruited engineers of their long pending demand of assurance of minimum three promotions in their work career by the implementation of the Assured Career Progression Program as followed in various Central/State Govt Utilities/ Entities with a meagre financial commitment to the board. Also, It is kindly requested to allot us time for the detailed appraisal in this regard at the earliest please.

Thanking you Sir,

Place: Chennai

Date: 11.01.2020

Yours truly,

General Secretary/TNEBEA

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Copy to all the Directors/TANGEDCO/TANTRANSCO Ltd.