



(ABSTRACT)

TANGEDCO – Workmen – Revision of Wages with effect from 1-12-2019 - Orders – Issued.

(SECRETARIAT BRANCH)

(Per.) FB TANGEDCO Proceedings No.13

Dated : 24.05.2023.

Vaigasi-10, Sobakiruthu Varudam,
Thiruvalluvar Aandu-2054.

Read:-

- 1) (Per) FB TANGEDCO Proceedings No.9 (SB) dated 02.03.2018.
- 2) (Per) CMD TANGEDCO Proceedings No.224 (SB), dated 07.12.2019.
- 3) Secretariat Branch Memo. (Per) No.52295/A16/A161/2019-11, dated 05.01.2023.
- 4) Secretariat Branch Memo.(Per) No.52295/ A16/ A161/2019-34, dated 18.04.2023.
- 5) From the Chairman, Wage Revision Committee, Letter dated 11.05.2023.
- 6) Secretariat Branch Letter No.52295/A16/A161/2019-39, dated 15.05.2023.
- 7) From the Additional Commissioner of Labour, O/o.the Commissioner of Labour, Chennai, Letter No.B2/39840/2023, dated 16.5.2023

PROCEEDINGS:-

In pursuance of the Memorandum of Settlement, dated 22.02.2018 reached under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947) between the TANGEDCO and its Workmen, orders were issued in the Proceedings first read above, revising the pay and also revising other allowances like House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances etc., with effect from 01.12.2015 and 01.10.2017 respectively. The Settlement, dated 22.02.2018 was effective for a period of four years with effect from 01.12.2015.

2. In the Proceedings 2nd read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the TANGEDCO/ TANTRANSCO to hold negotiations with the Trade Unions for Revision of Pay, Special pay, Allowances including work allocation and staff pattern. Based on the nominations received from the Government to include the representatives of the Finance and Energy Departments, orders were issued in the Memo. 3rd and 4th read above, including the Additional Secretary to Government, Finance Department and Additional Secretary to Government, Energy Department. Consequent on retirement of the Additional Secretary to Government, Energy Department, the Deputy Secretary to Government, Energy Department has been included as Member in the above said Committee.

3. The Wage Revision Committee has held several rounds of negotiations with the Trade Unions. On considering their demands, the said Committee submitted its recommendations with regard to the Revision of Wages with effect from 01.12.2019 to the Chairman-cum-Managing Director, TANGEDCO.

4. The Committee Report has been examined in detail and it has been decided to accept the same. Accordingly, the recommendations have been circulated to the Members of the Board of TANGEDCO and got their approval. Based on the approval of the Board, a draft Settlement has been prepared and sent to the Commissioner of Labour, Chennai for conducting the conciliation. In her letter 7th read above, the Additional Commissioner of Labour (C), has fixed the conciliation talks on 16.5.2023 at 5.00 pm in Auditorium, TANTRANSCO Building, Chennai-2 and requested both parties to attend the conciliation talks with relevant records. Accordingly, both the parties participated in the conciliation talks. After negotiations, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947), agreeing the proposals incorporated in the Settlement on Revision of Wages was signed on 16.05.2023 in between the Management of the TANGEDCO/ representatives of the Government and the representatives of the following Trade Unions in the presence of the Additional Commissioner of Labour, Office of the Commissioner of Labour, Chennai:-

1. Tamil Nadu Electricity Workers' Federation.
2. Tamil Nadu Electricity Board Accounts & Executive Staff Union.
3. Tamil Nadu Electricity Board Workers Progressive Union (LPF).
4. Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
5. Tamil Nadu National Electricity Workers' Federation (Xavier Group)
6. Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group).
7. Tamil Nadu Electricity Board Engineers' Sangam.
8. Tamil Nadu Electricity Employees Congress.
9. Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.
10. Bharathiya Electricity Employees Federation.
11. Tamil Nadu Electricity Board Card Billing Staff Union.
12. Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
13. Tamil Nadu Electricity Board Engineers Union.
14. Tamil Nadu Electricity Board Paatali Thozhir Sangam
and also other 19 Trade Unions.

5. In pursuance of the Settlement, dated 16.05.2023 referred to in para-4 above, the TANGEDCO, among others passed the following orders:-

(i) REVISION OF WAGES:

The existing Pay Matrix of the Workmen of TANGEDCO shall be continued as indicated in **ANNEXURE-I** of this order.

(ii) DEARNESS ALLOWANCE:

- (a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.
- (b) The existing procedure for sanction of Dearness Allowance shall be continued and the Dearness Allowance on the revised pay for the different periods from 01.12.2019 are as indicated below:-

Sl.No.	Date from which payable	Rate of Dearness Allowance (per month)
1.	01.12.2019 to 31.12.2021	17% of Basic Pay
2.	01.01.2022	31% of Basic Pay
3.	01.07.2022	34% of Basic Pay
4.	01.01.2023	38% of Basic Pay

- (c) The Dearness Allowance shall be calculated with reference to the Revised Pay granted to the Workmen. Other Special Pay (or) any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE, CITY COMPENSATORY ALLOWANCE, SPECIAL PAY AND OTHER ALLOWANCES:

- (a) The existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances as on 01.10.2017 shall be continued until further orders.
- (b) Wherever rent free quarters are provided to the Workmen (or) rent is charged for occupation of quarters provided by the Management, no House Rent Allowance shall be admissible.

(iv) PERSONAL PAY:

The personal pay drawn in the existing level of pay in the pay matrix as on 01.12.2019 or on the date of option shall be taken into account for fixing the pay in the revised pay and it will be discontinued after fixing the revised pay. The personal pay arising on or after 01.12.2019 shall be continued to be allowed as per the existing orders in force.

(v) SELECTION GRADE AND SPECIAL GRADE:-

The existing procedure of allowing two increments for movement to Selection Grade/Special Grade on completion of 9/20 years of service shall be continued.

(vi) PAYMENT OF ARREARS:-

- (a) The arrears accruing on account of Revision of Wages for the period from **01.04.2022 to 31.05.2023** shall be arrived and paid in two equal instalments in the year 2023 and 2024.
- (b) In respect of arrears with effect from 01.12.2019 to 31.03.2022, instead of sanctioning the arrears for the above said period, a consolidated lumpsum amount of Rs.500/- per month for each employee from 01.12.2019 to 31.03.2022 (i.e 28 months) shall be sanctioned and the arrears of this period will also be disbursed to them in two instalments in the year 2023 and 2024.

6. In G.O. (Ms) No.114, Energy (B2) Department, dated 08.10.2008, Government of Tamil Nadu in principle have accorded approval for the re-organisation of T.N.E.B. by the establishment of a holding company, by the name T.N.E.B. Limited and two subsidiary companies, namely Tamil Nadu Transmission Corporation Limited (TANTRANSCO) and Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) with the stipulation that the aforementioned companies shall be fully owned by Government. Subsequently, TANTRANSCO was incorporated on 15.06.2009 and TANGEDCO and T.N.E.B. Limited were incorporated on 01.12.2009. Further, the Government of Tamil Nadu have notified the provisional Transfer Scheme, transferring the assets, liabilities and personnel of erstwhile Tamil Nadu Electricity Board vide G.O. Ms. No.100, Energy Department dt. 19.10.2010 with the effective date of implementation with effect from 01.11.2010, as per the provisions of the Electricity Act 2003. Accordingly, the erstwhile T.N.E.B. has been re-organised with effect from 1-11-2010 and the successor entities have started functioning independently and all personnel of the Board (excluding Chairman and Directors of the Board) were transferred to and absorbed in TANGEDCO on a provisional basis till finalization of Employee Transfer Scheme.

The TANGEDCO hereby makes the following regulations:-

REGULATIONS**SHORT TITLE AND COMMENCEMENT.-**

- (1) These Regulations may be called as "the TANGEDCO Revision of Pay (Workmen) Regulations, 2019".
- (2) They shall be deemed to have come into force with effect from 1st December, 2019 and with monetary benefit from 01.04.2022.

2. Definition- In these Regulations, unless the context otherwise requires:

- (i) "**Basic Pay**" means the pay as defined in regulation 10 (19) (1) of the Tamil Nadu Electricity Board Service Regulations drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like Special Pay as defined in Regulation.

- (i) **"Present emoluments"** shall not include any Special Pay (or) Allowances.
- (ii) **"Post"** means any post as specified in Column (2) of Annexure-I.
- (iii) **"Pay Structure"** means the pay drawn in the present system level of Pay Matrix applicable to the post held by the TANGEDCO employee as on the date immediately whether in a substantive (or) officiating capacity.

Explanation- The expressions "existing basic pay", in respect of a TANGEDCO employee who on the 1st day of December, 2019 was on deputation (or) on leave (or) on foreign service (or) who would have on that date officiated in one (or) more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay level in the Pay Matrix in relation to the post which he would have held but for his being on deputation (or) on leave (or) on foreign service (or) officiating in higher post as the case may be;

- (ii) **"Pay Matrix"** means Matrix specified in Appendix, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay level;
- (iii) **"Level"** in the Pay Matrix shall mean the Level corresponding to the existing Pay level in the Appendix.
- (iv) **"Pay in the Level"** means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;
- (v) **"Pay structure"** in relation to a post means the Pay Matrix and the Levels specified therein.
- (vi) **"Basic pay in the Revised Pay"** means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like Special Pay.
- (vii) **"Appendix"** means Appendix annexed to these regulations.

3. Level of posts:-

The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing level of pay as specified in the Pay Matrix.

4. (i) Levels of Pay of Posts:-

The levels of pay for the existing Pay Matrix as in Col.(4) applicable in respect of such posts against in Col.(2) in Annexure-I.

(ii) Application of Level of Pay:-

Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive (or) in an officiating capacity (or) appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those on foreign service (or) on leave (or) suspended lien) pay calculated in the levels of pay.

5. Fixation of Pay in the revised pay:-

The initial pay of a Workman who have opted to be governed by the revised pay from 1st December 2019 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien (or) would have held a lien if he had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :-

- (1) Pay i.e basic pay including personal pay referred to in sub-clause (i) (b) below in the existing pay level of the pay matrix as on 01.12.2019 or on the date of option.
 - (i) 6% benefit shall be arrived (Pay + Personal pay) as on 01.12.2019 or on the date of option.
 - a) After arriving 6%, the revised pay of the employee shall be fitted in the same level of pay in the pay matrix (i.e. not exceeding two cells in the pay matrix).
 - b) After arriving 6% of revised pay, if no such cell available due to stagnation in the pay matrix in such case, the difference of amount shall be treated as personal pay.
 - (ii) After fitment, a Service Weightage of one increment @3% i.e., one cell in the pay matrix shall also be allowed to those who have completed 10 years of regular service as on 1.12.2019/during the period between 01.12.2019 and 16.05.2023 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised pay on the date of completion of 10 years of service during the above said period. In such cases, they have to forego the arrears upto the date of option to come over to the revised pay fixation.
 - (iii) The monetary benefit will take effect from 01.04.2022.
 - (iv) The arrears accruing on account of Revision of Wages for the period from **01.04.2022 to 31.05.2023** shall be arrived and paid in two equal instalments in the year 2023 and 2024.

- (v) In respect of arrears with effect from 01.12.2019 to 31.03.2022, instead of sanctioning the arrears for the above said period, a consolidated lumpsum amount of Rs.500/- per month for each employee from 01.12.2019 to 31.03.2022 (i.e. 28 months) shall be sanctioned and disbursed to them in two instalments in the year 2023 and 2024.
- (vi) In the case of employees absorbed by the TANGEDCO from the Government Departments or other Organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised pay, if that service counts for increment in their parent department or organization as the case may be.
- (vii) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an employee, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered by an employee as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.
- (viii) An employee, who has been appointed to the service in the TANGEDCO for the first time after 01.12.2019, is not eligible to get the benefits of Revision of Wages.

(2) If a Workman is promoted to a higher post temporarily on 01.12.2019 and subsequently reverted to a lower post, his pay shall be fixed in the higher post on 01.12.2019 and subsequently re-fixed in the lower post by allowing Wage Revision benefit.

(3) If a Workman is on leave on 1st December 2019, he shall be entitled to the revised pay from that date, but the pay so fixed in the revised pay shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st December 2019 and ending with the date of such return will count for future increment in the revised pay depending on whether it will count for future increments in the existing pay.

(4) Similarly, where a Workman is on study leave on the first day of December, 2019, he shall be entitled to the benefits under these Regulations from 01.12.2019 (or) on the date of option.

(5) A Workman who was on preparatory leave to retirement on 1st December 2019, shall be entitled to choose his pay either in his substantive post (or) in the officiating post in the revised pay for the purpose of computing his gratuity and pension.

(6) (a) If a Workman was under reduction of pay (or) stoppage of increment on the 1st December 2019, his pay shall be fixed on the basis of emoluments he drew on the 1st December 2019 and he shall continue to draw the pay so fixed in the Pay Matrix till the expiry of the period of penalty. His pay shall be refixed immediately following the date of expiry of the period of penalty with reference to the emoluments which he would have drawn on the 1st December, 2019 taking the fact into consideration whether the penalty awarded is without cumulative effect.

(b) If a Workman's increment falling due on the 1st July, 2019 had been postponed for a year as punishment for stoppage of increment without cumulative effect, his actual present emoluments as on the 1st December 2019 would be the basis for determination to revise his pay with effect from the 1st December, 2019 and the pay so fixed shall be in force upto the 30th June 2020. However, for the purpose of determination of his pay with effect from 1st July 2020, his pay on the 1st December 2019 shall be refixed notionally based on the present emoluments which he would have received on the 1st December 2019 but for his penalty and he will get the next increment on the 1st July 2020 from that stage. However, the penalty of stoppage of increment due on the 1st July 2019 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual present emoluments as on the 1st December 2019. There shall be no re-fixation of pay in this case.

(7) If a Workman is under suspension on the 1st December 2019 (or) if he was discharged from service (or) reverted from a post before that date and is re-appointed to that post after that date, he shall be entitled to the revised pay only from the date on which he returns to duty in the post (or) from the date of his re-appointment to that post.

(8) A Workman who was promoted between 01.12.2019 and 16.05.2023 (or) promoted prior to 01.12.2019, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2019, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised pay.

6. RECTIFICATION OF PAY ANOMALY OF JUNIOR GETTING MORE PAY THAN SENIOR.-

(1) Wherein the fixation of pay in the revised pay in a post (or) promotion to a higher post, pay of a Workman gets fixed higher than the senior to him, who have been promoted earlier to the same higher post in the same cadre, the pay of such senior Workman shall be stepped up to the same cell as that of his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior employee subject to the fulfillment of the following conditions namely:-

(a) Both the junior and the senior Workmen shall belong to the same cadre and the posts in which they have been promoted are identical in the same cadre.

- (b) The existing pay and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) The senior Workman at the time of promotion shall have drawn equal or more pay than the junior.
- (d) The anomaly shall have arisen directly as a result of the application of the provisions of Tamil Nadu Electricity Board Service Regulations or any other rule or order regulating pay fixation on such promotion in the revised pay.

Provided that where the pay of the junior Workman is higher than that of the senior on account of any advance increments granted to him, the provisions of this sub regulation shall not be invoked to step up the pay of the senior Workman.

(2) The order relating to re-fixation of the pay of the senior Workman in accordance with sub regulation (1) shall be issued under the provisions of Tamil Nadu Electricity Board Service Regulations and the senior Workman shall be entitled to the next increment on completion of the required qualifying service of one year with effect from the date of re-fixation of pay.

(3) If a Workman draws his next increment in the revised pay and becomes eligible for higher pay than his senior whose next increment falls due on a later date, then the pay of such senior shall be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay, subject to satisfaction of usual conditions for rectification of Pay Anomaly and also subject to the condition that both the senior and junior should (or) should not have drawn service weightage.

NOTE: In case where the pay of a Workman is stepped up in terms of above regulations, the next increment shall be granted after completion of requisite qualifying service of one year.

7. ANNUAL INCREMENTS :-

- (i) Consequent on the revision of pay with effect from 1.12.2019, the date of next annual increment shall not be changed.
- (ii) In the case of a Workman who reaches the maximum of the level of pay, increments beyond the maximum of pay shall be allowed at the rate of 3% and the amount so arrived shall be treated as personal pay.
- (iii) In the case of Workmen who have opted to remain in the existing pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised pay on the normal date in which he would have drawn the increment had he continued in the existing pay.

8. OPTION:-

(1) A Workman may exercise option for fixation of pay to remain in the existing pay until any of the following dates falling between 1.12.2019 and 16.05.2023 (i.e. Settlement date) :-

- (i) to remain in the existing pay until the date on which he earns his next (or) any subsequent increments in the existing pay;
- (ii) on the date of promotion (or) on the date of accrual of increment in the lower post;
- (iii) on the date of movement to Selection Grade / Special Grade.
- (iv) on the date of completion of 10 years of service between 01.12.2019 and 16.05.2023 (i.e. Settlement date)
- (v) on the date of appointment to a post by internal selection.

Provided, that if a Workman does not exercise his option within the period specified above, he shall be deemed to have opted for the revised pay with effect from the 1st December, 2019 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-II within three months** from the date of issue of these Regulations.

Provided that in the case of a Workman who was on leave on 1st December 2019 (or) who was discharged from service before that date and was not in the service on that date (or) who was on deputation (or) on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave (or) is reappointed to the post (or) rejoin duty in the TANGEDCO, as the case may be.

(i) Where a Workman is under suspension, the option shall be exercised within three months from the date of his return to duty.

(ii) The option once exercised shall be final.

(iii) If a Workman opts to remain in the existing pay for a specified period, he shall be entitled to draw pay in the existing pay during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Workmen who have died on or after 01.12.2019, shall be deemed to have opted for the revised pay on and from 01.12.2019 (or) such later date as is more beneficial to their dependent, if the revised pay is more favourable and in such cases, necessary action for payment of arrears from 01.04.2022 shall be taken by the Head of Office immediately.

9. DATE OF EFFECT:-

The revised Pay shall take **effect from** 1st December 2019 and with monetary benefit from 01.04.2022 and shall be in force for a period of four years from 1st December 2019.

10. POWER TO REMOVE HARDSHIPS:-

The Board may, by order, remove any hardship that may arise in giving effect to the provisions of these Regulations.

11. POWER TO AMEND REGULATIONS:-

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All reference made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

12. EFFECT OF OTHER REGULATIONS:-

Save as otherwise provided in these Regulations, no provision of any other Regulations made (or) deemed to have been made under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) shall, in so far as it is inconsistent with any of the provision of these Regulations, have any effect.

- 13.** The pay fixation statement may be prepared as in the Form in ANNEXURE-III, got approved by the Head of Office and attached to the Service Book of the Workmen.
- 14.** Illustrations relating to fixation of pay are in ANNEXURE-IV.
- 15.** Any clarification relating to the implementation of any of the clauses/provisions of this order, the same shall be referred to the Secretary / TANGEDCO.
- 16.** The Chief Engineers, Chief Internal Audit Officer, Chief Financial Controller, Superintending Engineers, Deputy Secretary and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Board of the offices under their control.

(BY ORDER OF THE BOARD)

**A.MANIKKANNAN
SECRETARY**

To

The Secretary/TANGEDCO/Chennai-2.

All Chief Engineers

The Chief Financial Controller/General & Revenue/Accounts Branch/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 Additional Chief Secretary to Government/Finance Department/Chennai-9.

The Additional Chief Secretary to Government/Energy Department/ Chennai-9.

The Commissioner of Labour/Chennai-18.

The Additional Commissioner of Labour (Conciliation)/Chennai-18.

The Accountant General/Chennai-18.

The Personal Assistant to Chairman-cum-Managing Director.

The Managing Director/TANTRANSCO.

All Directors/TANGEDCO and TANTRANSCO.

The Deputy General of Police/Vigilance.

The Legal Adviser.

The Industrial Relation Adviser .

The Chief Medical Officer/Head Quarters Dispensary/Chennai-2.

The Deputy Chief Engineer/Administrative Branch.

All Senior Personnel Officers /Administrative Branch.

The Industrial Relation Officer/TANGEDCO.

The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).

The Director/TNEB Printing Press.

The Residential Manager, T.N.E.B., Limited New Delhi.

All Officers/Sections/Cells in the Secretariat Branch.

Tamil Nadu Electricity Workers Federation.

Tamil Nadu Electricity Board Accounts and Executive Staff Union.

Tamil Nadu Electricity Board Workers Progressive Union (LPF).

Central Organisation of Tamil Nadu Electricity Employees.

Minsara Pirivu Anna Thozhir Sangam.

Tamil Nadu Minvariya Janatha Thozhilalar Sangam.

Tamil Nadu National Electricity Workers Federation. (Xavier group)

Tamil Nadu National Electricity Workers Federation. (Swarnaraj group)

Tamil Nadu Electricity Board Engineers Sangam.

Tamil Nadu Electricity Employees Congress.

Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.

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.

Tamil Nadu Electricity Board Paatali Thozhir Sangam.

:: TRUE COPY :: FORWARDED BY ORDER ::

A. Sajeeth
24/5/23

SECTION OFFICER

24/5/23.

APPENDIX
PAY MATRIX FOR WORKMEN

Pay Band	4900 - 10000	5400-20200					9600-34800		10100-34800
	1400	1900	2200	2500	2800	2900	4300	4400	5100
	1	2	3	4	5	6	7	8	9
1	16200	18800	19500	20300	21100	21300	36400	36700	39800
2	16700	19400	20100	20900	21700	21900	37500	37800	41000
3	17200	20000	20700	21500	22400	22600	38600	38900	42200
4	17700	20600	21300	22100	23100	23300	39800	40100	43500
5	18200	21200	21900	22800	23800	24000	41000	41300	44800
6	18700	21800	22600	23500	24500	24700	42200	42500	46100
7	19300	22500	23300	24200	25200	25400	43500	43800	47500
8	19900	23200	24000	24900	26000	26200	44800	45100	48900
9	20500	23900	24700	25600	26800	27000	46100	46500	50400
10	21100	24600	25400	26400	27600	27800	47500	47900	51900
11	21700	25300	26200	27200	28400	28600	48900	49300	53500
12	22400	26100	27000	28000	29300	29500	50400	50800	55100
13	23100	26900	27800	28800	30200	30400	51900	52300	56800
14	23800	27700	28600	29700	31100	31300	53500	53900	58500
15	24500	28500	29500	30600	32000	32200	55100	55500	60300
16	25200	29400	30400	31500	33000	33200	56800	57200	62100
17	26000	30300	31300	32400	34000	34200	58500	58900	64000
18	26800	31200	32200	33400	35000	35200	60300	60700	65900
19	27600	32100	33200	34400	36100	36300	62100	62500	67900
20	28400	33100	34200	35400	37200	37400	64000	64400	69900
21	29300	34100	35200	36500	38300	38500	65900	66300	72000
22	30200	35100	36300	37600	39400	39700	67900	68300	74200
23	31100	36200	37400	38700	40600	40900	69900	70300	76400
24	32000	37300	38500	39900	41800	42100	72000	72400	78700
25	33000	38400	39700	41100	43100	43400	74200	74600	81100
26	34000	39600	40900	42300	44400	44700	76400	76800	83500
27	35000	40800	42100	43600	45700	46000	78700	79100	86000
28	36100	42000	43400	44900	47100	47400	81100	81500	88600
29	37200	43300	44700	46200	48500	48800	83500	83900	91300
30	38300	44600	46000	47600	50000	50300	86000	86400	94000
31	39400	45900	47400	49000	51500	51800	88600	89000	96800
32	40600	47300	48800	50500	53000	53400	91300	91700	99700
33	41800	48700	50300	52000	54600	55000	94000	94500	102700
34	43100	50200	51800	53600	56200	56700	96800	97300	105800
35	44400	51700	53400	55200	57900	58400	99700	100200	109000
36	45700	53300	55000	56900	59600	60200	102700	103200	112300
37	47100	54900	56700	58600	61400	62000	105800	106300	115700
38	48500	56500	58400	60400	63200	63900	109000	109500	119200
39	50000	58200	60200	62200	65100	65800	112300	112800	122800
40	51500	59900	62000	64100	67100	67800	115700	116200	126500

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A. Sajeeth
24/5/2023
SECTION OFFICER

OK
24/5/23

ANNEXURE - I
LEVELS OF PAY

Sl. No.	CATEGORY	LEVEL	LEVEL OF PAY
(1)	(2)	(3)	(4)
1	Mazdoor	1	16200-51500
1	Assessor Grade II	2	18800-59900
2	Assistant Cook-cum-Mater		
3	Blacksmith Grade III		
4	Blue Printer Grade II		
5	Boiler House Attendant		
6	Carrier Assistant		
7	Cook-cum-Caretaker		
8	Copy Holder		
9	Duffadar		
10	Field Assistant		
11	Fitter Grade III		
12	Gardener		
13	Helper-cum-Meter Reader		
14	Junior Binder		
15	Junior Compositor		
16	Lift Operator		
17	Machineman Grade III		
18	Male Nursing Assistant		
19	Marker		
20	Maternity Assistant		
21	Nursing Orderly		
22	Office Helper		
23	Packing Helper		
24	Pump House Attendant		
25	Sanitary Maistry		
26	Sanitary Worker		
27	Sanitary Worker-cum-Gardener		
28	Sweeper		
29	Sweeper-cum-Gardener		
30	Tool Keeper Grade II		
31	Vehicle Helper		
32	Watchman		

1	Assessor		
2	Assistant Carrier Mechanic		
3	Assistant Draughtsman		
4	Assistant Liaison Officer		
5	Assistant Operator		
6	Asst. to Hydraulic Operator Gr.I		
7	Auxiliary Nurse		
8	Blacksmith Grade II		
9	Blue Printer Grade I		
10	Boiler House Fireman		
11	Carpenter Grade II	3	19500-62000
12	Caulker & Revitter		
13	Clearing Assistant		
14	Coal Maistry		
15	Commercial Assistant		
16	Compositor		
17	Electrician Grade II		
18	Fitter Grade II		
19	Fitter Slinger		
20	Gauge Reader		
21	Gurka Watchman		
22	Health Inspector		
23	Instrument Mechanic Grade III		
24	Junior Assistant		
25	Junior Auditor		
26	Laboratory Technician		
27	Mechanic Grade III		
28	Machineman Grade II		
29	Machineman /Machine Optr.		
30	Maistry Grade III		
31	Mason		
32	Moulder		
33	Packer		
34	Personal Clerk		
35	Plate Making Operator		
36	Plumber		
37	Proof Reader		
38	Pump Driver		
39	Record Clerk		
40	Roto Print Operator		
41	Semi-skilled workmen		
42	Senior Attendant (Filter House)		
43	Senior Binder		
44	Senior Helper		

45	Senior Pipe Line Fitter		19500-62000
46	Senior Sanitary Maistry		
47	Senior Vehicle Helper		
48	Senior Watchman		
49	Steno-Typist		
50	Stone Cutter		
51	Telephone Operator		
52	Time Keeper Grade II		
53	Trolley Guard		
54	Turbine Operator		
55	Tyndal		
56	Typist		
57	Valve House Attendant		
58	Vehicle Helper (Transport)		
59	Warden		
60	Welder Grade II		
61	Wireman		
1	Blacksmith Grade I	4	20300-64100
2	Calyx Drill Driver		
3	Carpenter Grade I		
4	Carrier Mechanic Grade II		
5	Compressor Driver		
6	Crane Driver		
7	Crane Driver-cum-Electrician		
8	Driver Power House		
9	Electrician Grade I		
10	Fitter Grade I		
11	Foreman Grade III		
12	Imposer		
13	Inspector of Records		
14	Instrument Mechanic Grade II		
15	Instrument Repairer		
16	Instrument Repairer/Telephone		
17	Jeep Driver		
18	Job Clerk		
19	Lineman		
20	Lineman Driver		
21	Lorry Driver		
22	Machineman Grade I		
23	Maistry Grade II		
24	Mechanic Grade II		
25	Mixer Driver		
26	Motor Cycle Messenger		
27	Painter		

28	Road Roller Driver		
29	Senior Proof Reader		
30	Sergeant		
31	Senior Assistant Operator		
32	Senior Caulker & Revitter		
33	Senior Fitter Slinger		
34	Senior I.B.Warden		
35	Senior Maistry Grade III		
36	Senior Pump Driver		20300-64100
37	Senior Telephone Operator		
38	Senior Trolley Guard		
39	Senior Valve House Attendant		
40	Senior Wireman		
41	Shop Assistant		
42	Switch Board Attendant (Non-Diploma Holder)		
43	Syrang Grade II		
44	Stores Custodian Grade II		
45	Telephone Inspector Grade II		
46	Time Keeper Grade I		
47	Tinsmith		
48	Tool Keeper Grade I		
49	Welder Grade I		
50	Winch Driver		
1	Assistant Section Officer		
2	Assistant		
3	Assistant-cum-Steno Typist		
4	Assistant Librarian		
5	Assistant Sports Officer		
6	Auditor		
7	Carrier Mechanic Grade I		
8	Carrier Foreman Grade I		
9	Commercial Inspector	5	21100-67100
10	Construction Foreman		
11	Draughtsman		
12	Driver (Tractor Trailers of Heavy Vehicles)		
13	Foreman Grade II		
14	Head Sergeant		
15	Inspector of Assessment		
16	Instrument Mechanic Grade I		
17	Junior Machine Operator		
18	Laboratory Tradesman		
19	Line Inspector		

20	Loco Driver (Transport)	5	21100-67100
21	Maistry Grade I		
22	Mechanic Grade I		
23	Personal Assistant		
24	Refractionist		
25	Senior Carpenter Grade I		
26	Senior Crane Operator		
27	Senior Electrician		
28	Senior Fitter		
29	Senior Foreman Grade III		
30	Senior Lineman		
31	Senior Maistry Grade II		
32	Senior Mechanic Grade II		
33	Senior Shop Assistant		
34	Senior Switch Board Attendant		
35	Senior Syrang Grade II		
36	Senior Winch Driver		
37	Senior Driver		
38	Staff Nurse		
39	Stores Custodian Grade I		
40	Syrang Grade I		
41	Technical Assistant		
42	Telephone Inspector Grade I		
43	Telephone Supervisor		
44	Teleprinter Mechanic Grade I		
45	Tester Chemical		
46	Winder		
1	Heavy Vehicle Driver (Workshop)	6	21300-67800
2	Pharmacist		
1	Accounts Supervisor	7	36400-115700
2	Administrative Supervisor		
3	Assistant Special Winder		
4	Assistant Welfare Officer		
5	Carrier Foreman Grade I		
6	Driver/Heavy Vehicle		
7	Foreman Grade I		
8	Junior Chageman		
9	Junior Engineer Grade II		
10	Librarian		
11	Operator Water Treatment Plant		
12	Photographer		
13	Revenue Supervisor		

14	Senior Construction Foreman		36400-115700
15	Senior Draughtsman		
16	Senior Machine Operator		
17	Stores Supervisor		
18	Surveyor (Qualified)		
1	Chargeman	8	36700-116200
2	Head Draughtsman		
3	Junior Chemist		
4	Senior Pharmacist		
5	Superintendent-Medical Store		
6	Superintendent-Nursing		
1	Assistant Press Suptd.	9	39800-126500
2	Carrier Spl.Gr. Foreman		
3	Special Gr. Foreman		
4	Special Grade Foreman Driver		

"Note: If the designation of any category of Workmen is not included in the above Table in Annexure-I above, the workmen in that category shall be allowed the revised Level of pay corresponding to his existing pay drawn by him, with the consent of the Secretary/TANGEDCO."

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A. Sajeeth
24/5/2023

SECTION OFFICER

24/5/23.

ANNEXURE –II**Form for exercising option under the TANGEDCO Revised Pay
(Workmen) Regulations 2019**

I _____, holding the post of _____ in the Pay Matrix of Rs. _____ do hereby opt (*) for revision of pay with effect from 1st December 2019/ to retain the existing Pay Matrix for the period upto _____ and come under the revised pay with effect from _____.

2. The option hereby exercised is final and will not be modified at any subsequent date.

3. I also hereby agree to abide by all the terms and conditions of the Settlement entered into with Trade Unions under Section 12(3) of the Industrial Disputes Act, 1947 on 16.05.2023.

4. I hereby also undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay (or) any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the TANGEDCO either by adjustment against future payments due to me (or) otherwise without insisting for any prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Head of the Office.

(*) Strike out whichever is not applicable.

:: TRUE COPY ::

A. Sajeeth
24/5/2023
SECTION OFFICER

24/5/23

ANNEXURE-III**Statement of fixation of pay of individual Board****Employee in the Revised Pay.**

- 1) Circle :
- 2) Office :
- 3) Name of the employee :
- 4) Date of
- (i) Exercising option :
- (ii) Receipt of option by Head Of Office :
- 5) Whether option has been attached to the Service Book :
- 6) Date he opted to come over to Revised Pay :
- Substantive/Officiating (or)
Temporary
- 7) Name of the post :
- 8) Existing Level of Pay :
- 9) Present emoluments on the 1st December 2019 (or) on the date of option. :
- (i) Pay :
- (ii) Personal Pay, if any :
- TOTAL** : _____
- 10) Amount arrived by adding 6% of pay (two cells in the same level of pay) : _____
- Total** : _____
- 11) Whether eligible for one Service weightage increment @3% on completion of 10 years of service as on 01.12.2019. : Yes/No
- 12) If yes, amount arrived by adding 3% of pay (the next cell in the same level of pay) : _____
- Total** : _____

13) Pay fixed in the revised pay as :
on _____

14) Date of next increment in the Level of :
Pay

Sl.No.	Date of Increment	Pay after increment in applicable Level of Pay in the Pay Matrix

15) Any other relevant information :

Date:

Office:

Head of Office.

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A. Sajeev
24/5/2023
SECTION OFFICER

24/5/23.

ANNEXURE-IV**ILLUSTRATION -I****OPTION FOR REVISED PAY AS ON 01.12.2019**

A Junior Assistant was first appointed on 15.07.2016 and he drawn a basic pay of Rs.21,300/- in the Level-3 of the pay matrix on 01.7.2019. His annual increment due on 1st July. He has opted for the revision of pay as on 01.12.2019. For fixation of his pay, as per the Revision of pay, the basic pay of the individual will be multiplied by 6% in basic pay, i.e. Rs.21,300 x 6/100 =Rs.1,278/-.

After arriving 6%, the pay should be fixed in the applicable level of in the pay matrix which should not exceed two cells in the pay matrix in the same Level of pay.

Accordingly, his pay will be fixed at Rs.22,600/- [Sl.No.6 of Level -3] in the pay matrix as shown below:-

1.	Pay drawn in the existing level as on 01.12.2019 in the pay matrix level-3 [Rs.19,500-62,000]	=Rs.	21,300/-
2.	6% hike to be arrived in the basic pay	=Rs. =Rs.	21,300/- x 6% 1,278/-
3.	Pay to be fixed in the revised pay as on 01.12.2019 after 6% hike in the pay matrix level-3 [19,500-62,000] which should not exceeds two cells in the pay matrix.	=Rs.	22,600/- [19,500 - 62,000]
4.	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service.	=Rs.	Nil (Since he has not completed 10 years of service, neither on 1.12.2019 nor on the date of settlement i.e. 16.5.2023)
5.	Pay to be fixed with effect from 01.12.2019.	=Rs.	22,600/- [19,500 - 62,000]
6.	Next Annual increment		01.07.2020

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A. Sajeeth
24/5/2023

SECTION OFFICER

24/5/23.

ILLUSTRATION –II**OPTION FOR REVISED PAY AS ON 01.12.2019
WITH SERVICE WEIGHTAGE**

A Selection Grade Assistant was drawing a basic pay of Rs.31,100/- in the level-5 of the pay matrix as on 1.4.2019. She has put in **17 years** of regular completed service on 01.12.2019. Her annual increment due on 1st April. She has opted for the revision of pay as on 1.12.2019. For fixation of her pay, as per the Revision of pay, the basic pay of the individual will be multiplied by 6% in basic pay, i.e. Rs.31,100/- X 6/100 =Rs.1,866/-.

After arriving 6%, the pay should be fixed in the applicable level of pay matrix which should not exceed two cells in the pay matrix in the same Level of pay.

Accordingly, her pay will be fixed at Rs.34,000- [Sl.No.17 of level -5] in the pay matrix as shown below:-

1.	Pay drawn in the existing level as on 01.12.2019 in the pay matrix level-5 [Rs.21,100-67,100]	=Rs.	31,100/-
2.	6% hike to be arrived in the basic pay	=Rs. =Rs.	31,100- x 6% 1,866/-
3.	Pay to be fixed in the revised pay as on 01.12.2019 after 6% hike in the pay matrix level-5 [Rs.21,100-67,100] which should not exceeds two cells in the pay matrix.	=Rs.	33,000/- [Rs.21,100 - 67,100]
4.	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service as on 01.12.2019.	=Rs.	34,000/- [Rs.21,100 - 67,100]
5.	Pay to be fixed with effect from 01.12.2019.	=Rs.	34,000/- [Rs.21,100 - 67,100]
6.	Next Annual increment.		01.04.2020

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A. Jayesh
24/12/2023

SECTION OFFICER

[Signature]
24/12/23.

ILLUSTRATION –III**OPTED FOR REVISED PAY ON 7.7.2020 ON THE DATE OF MOVEMENT TO SELECTION GRADE.**

A Selection Grade Assistant is drawing a basic pay of Rs.35,000/- on 07.07.2020 on the date of movement to Selection Grade in the Level-5 of the pay matrix. His annual increment is on 1st October. He has opted for the revision of pay on the date of movement to Selection Grade on 07.07.2020. He has put in **19 years** of regular completed service as on 01.12.2019.

1.	Pay drawn in the Selection Grade Assistant as on 7.7.2020 in the Level-5 of the pay matrix. [Rs.21,100 - 67,100]	=Rs.	35,000/-
2.	6% hike to be arrived in the pay	=Rs.	35,000 x 6% 2,100/-
3.	Pay to be fixed in the revised pay as on 07.07.2020 after 6% hike in the pay matrix Level-5 [21,100-67,100] should not exceed two cells in the pay matrix.	=Rs.	37,200/-
	<u>Service weightage</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service.	=Rs.	38,300/- [Rs.21,100 - 67,100]
4.	Pay to be fixed with effect from 07.07.2020.	=Rs.	38,300/- [Rs.21,100 - 67,100]
6.	Next Annual increment.	=Rs.	01.10.2020

NOTE: He is eligible to get consolidated lumpsum of Rs.500/- p.m. from the month of July 2020 and arrears from 01.04.2022.

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A. Sajeeth
24/5/2023
SECTION OFFICER

24/5/23.

ILLUSTRATION –IV**WAGE REVISION OPTION ON THE DATE OF PROMOTION**

A Line Inspector is drawing a pay Rs.43,100/- as on 01.12.2019 in the Level-5 of pay matrix. He was promoted as Foreman I Grade on 05.05.2020 and opted for fixation on the date of promotion in the promoted post of Foreman I Grade. His annual increment in the post of Line Inspector was on 1st January. He has opted for the revision of pay as on 05.05.2020. He has put in **21 years** of regular completed service as on 01.12.2019.

1.	Pay drawn in the post of Line Inspector in the existing Level-5 [Rs.21,100 – 67,100]	=Rs.	43,100/-
2.	Date of promotion	:	05.05.2020
3.	ADD: One increment in the lower post of Line Inspector on 5.5.2020	=Rs.	44,400/-
4.	Fixation of pay in the promoted post of Foremen I Grade as on 5.5.2020	=Rs.	44,800/-
5.	6% hike to be arrived in the Fixation of pay in the promoted post of Foreman I Grade.	=Rs.	44,800 x 6% 2,688/-
6.	Pay to be fixed in the revised pay as on 5.5.2020 after 6% hike in the pay matrix Level-7 [Rs.36,400 – 1,15,700] should not exceeds two cells in the pay matrix.	=Rs.	47,500/-
7.	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service.	=Rs.	48,900/- [Rs.36,400– 1,15,700]
8.	Pay to be fixed with effect from 5.5.2020	=Rs.	48,900/-
9.	Next Annual increment.		01.04.2021

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A. Sajeeth
24/5/2023

SECTION OFFICER

24/5/23.

ILLUSTRATION –V**WAGE REVISION OPTION ON PROMOTION ON THE DATE OF ACCRUAL OF INCREMENT IN THE LOWER POST**

An Assistant (Accounts) is drawing a pay Rs.50,000/- as on 01.12.2019 in the Level-5 of the pay matrix. He was promoted as Accounts Supervisor on 15.07.2020 F.N. and opted for fixation pay on the date of accrual of increment in the lower post. His annual increment in the post of Assistant (Accounts) was on 1st October. He has opted for the revision of pay as on 01.10.2020. He has put in **20 years** of regular completed service as on 01.12.2019.

1.	Pay drawn in the post of Assistant (Accounts) in the existing Level-5 [Rs.21,100 – 67,100]	=Rs.	50,000/-
2.	Date of promotion	:	15.07.2020
3.	Initial fixation in the promoted post of Accounts Supervisor as on 15.07.2020 F.N.	=Rs.	50,400/-
4.	ADD: Two increments in the lower post of Assistant (Accounts) on 1.10.2020.	=Rs.	53,000/-
5.	Fixation of pay in the promoted post of Accounts Supervisor as on 1.10.2020 in Level 7 [Rs.36,400 – 1,15,700]	=Rs.	53,500/-
6.	6% hike to be arrived in the Fixation of pay in the promoted post of Accounts Supervisor.	=Rs.	53,500 x 6% 3,210/-
7.	Pay to be fixed in the revised pay as on 1.10.2020 after 6% hike in the pay matrix Level-7 [Rs.36,400 – 1,15,700] should not exceeds two cells in the pay matrix.	=Rs.	56,800/-
8.	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service.	=Rs.	58,500/- [Rs.36,400- 1,15,700]
9.	Pay to be fixed with effect from 1.10.2020	=Rs.	58,500/-
10.	Next Annual increment.		1.10.2021

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A. Sajeeth
24/5/2023

SECTION OFFICER

24/5/23

ILLUSTRATION –VI**WAGE REVISION OPTION ON THE DATE OF APPOINTMENT ON
INTERNAL SELECTION**

A Junior Assistant is drawing a pay Rs.53,400/- as on 01.07.2019 in the Level-3 of the pay matrix. He was selected to the post of Technical Assistant through internal selection and appointed to the said post and he joined on 5.12.2019 F.N. His pay has been fixed in the post of Technical Assistant at Rs.21,100/- + PP.32,300/- as on 05.12.2019. He has opted for the revision of pay on 5.12.2019. He has put in **20 years** of regular completed service as on 01.12.2019.

1.	Pay drawn in the post of Technical Assistant on 5.12.2019 in the existing Level-5 [Rs.21,100 – 67,100]	=Rs.	21,100/- + PP.32,300
2.	6% hike to be arrived in the Fixation of pay in the post of Technical Assistant.	=Rs.	53,400 x 6% 3,204/- 56,604/-
3.	Pay to be fixed in the revised pay as on 5.12.2019 by merging the basic pay and personal pay after 6% hike in the pay matrix Level-5 [Rs.21,100 – 67,100] should not exceeds two cells in the pay matrix. (The personal pay will be discontinued after fixing the revised pay).	=Rs.	57,900/-
4	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service on 5.12.20219.	=Rs.	59,600/- [Rs.21,100 – 67,100]
5.	Pay to be fixed with effect from 5.12.2019	=Rs.	59,600/-
6.	Next Annual increment	=Rs.	1.10.2020

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A. Sajeeth
24/5/2023
SECTION OFFICER

24/5/23.