



(ABSTRACT)

TANGEDCO – Officers – Revision of Pay to the Officers with effect from 1-12-2019 - Orders – Issued.

(SECRETARIAT BRANCH)

(Per.) FB TANGEDCO Proceedings No.14 Dated : 24.05.2023.

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

Read:-

- 1) (Per) FB TANGEDCO Proceedings No.10 (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.

PROCEEDINGS:-

In the proceedings first read above, orders were issued revising the pay of the Officers 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.

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 Wages/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 along with the Tamil Nadu Electricity Board Engineers' Association and Tamil Nadu Electricity Board Finance and Accounts Officers' Association. On considering their demands, the said Committee submitted its recommendations with regard to the Wage Revision to the workman and to the Class I and II Officers in TANGEDCO 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, the TANGEDCO passes the following orders:

(i) REVISION OF PAY:

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

(ii) DEARNESS ALLOWANCE:

- (a) The rate of Dearness Allowance shall 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 Officers. 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 Officers (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 shall 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 pay for the period from **01.04.2022 to 31.05.2023** shall be arrived and paid in two equal instalments in the years 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 Officer 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 years 2023 and 2024.

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

Explanation - The expressions "existing basic pay", in respect of a TANGEDCO Officer 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;

- (i) **"Pay Matrix"** means Matrix specified in Appendix, with Level of pay arranged in vertical cells as assigned to corresponding existing Pay level;
- (ii) **"Level"** in the Pay Matrix shall mean the Level corresponding to the existing Pay level in the Appendix.
- (iii) **"Pay in the Level"** means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;
- (iv) **"Pay structure"** in relation to a post means the Pay Matrix and the Levels specified therein.
- (v) **"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.
- (vi) **"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 an Officer 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 Officer 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 shall take effect from 01.04.2022.
 - (iv) The arrears accruing on account of Revision of pay for the period from **01.04.2022 to 31.05.2023** shall be arrived and paid in two equal instalments in the years 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 Officer from 01.12.2019 to 31.03.2022 (i.e 28 months) shall be sanctioned and disbursed to them in two instalments in the years 2023 and 2024.
- (vi) In the case of Officers absorbed by the Board 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 Officer, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered by an Officer as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.
- (viii) An Officer, who has been appointed to the service in the Board for the first time after 01.12.2019, is not eligible to get the benefits of Revision of Pay.

(2) If an Officer 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 an Officer 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 an Officer is on study leave on the first day of December, 2019, he will be entitled to the benefits under these Regulations from 01.12.2019 (or) on the date of option.

(5) An Officer 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 an Officer 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 an Officer's increment falling due on the 1st July, 2019 had been postponed for a year on the penalty of 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 an Officer 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) An Officer 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 an Officer gets fixed higher than the Officer senior to him, who have been promoted earlier to the same higher post in the same cadre, the pay of such senior Officer 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 Officer subject to the fulfillment of the following conditions namely:-

- (a) Both the junior and the senior Officers 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 Officer 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 Officer 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 officer.

(2) The order relating to re-fixation of the pay of the senior officer in accordance with sub regulation (1) shall be issued under the provisions of Tamil Nadu Electricity Board Service Regulations and the senior Officer 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 an Officer 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 an Officer 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 an Officer 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 Officers 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) An Officer 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, if an Officer 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 an Officer 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) rejoins duty in the TANGEDCO, as the case may be.

- (i) Where an Officer 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 an Officer 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: Officers 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.

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 Officers.

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.

6. The Revision of Wages is intended to the Regular Work Establishment employees who have been covered under the Industrial Disputes Act, 1947 and therefore, the said categories of employees of TANGEDCO in Class III and IV alone are eligible to get the Wage Revision for every 4 years. However, the Associations of the Class I and II Officers in TANGEDCO also participated in the Wage Revision discussion as one among the Trade Unions although they are not eligible under the Industrial Disputes Act, 1947. Hence, as the procedure of wage settlement is not applicable to the Officers of Class I and II Service in TANGEDCO, this will be the last revision of wages based on such settlement.

In future, pay revision negotiations shall not be conducted with the Class I and II Officers or their Associations. The Revision of pay for Class I and II Officers shall be considered only based on the recommendation of Pay Commission orders, issued by the Government of Tamil Nadu from time to time.

(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 Poriayar Aykkiya 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 Engineers Union.
Tamil Nadu Electricity Board Employees Federation.
Tamil Nadu Electricity Board Paatali Thozhir Sangam

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A. Sajeeth
24/5/2023

SECTION OFFICER

24/5/23.

APPENDIX
PAY MATRIX FOR OFFICERS

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Existing Pay Band	10100-34800	15700-39100				38200-67000	
Grade Pay	5100	5400	6100	6200	7000	8700	9500
Level	1	2	3	4	5	6	7
REVISED PAY							
1	39800	56300	58200	58500	60600	125200	127400
2	41000	58000	59900	60300	62400	129000	131200
3	42200	59700	61700	62100	64300	132900	135100
4	43500	61500	63600	64000	66200	136900	139200
5	44800	63300	65500	65900	68200	141000	143400
6	46100	65200	67500	67900	70200	145200	147700
7	47500	67200	69500	69900	72300	149600	152100
8	48900	69200	71600	72000	74500	154100	156700
9	50400	71300	73700	74200	76700	158700	161400
10	51900	73400	75900	76400	79000	163500	166200
11	53500	75600	78200	78700	81400	168400	171200
12	55100	77900	80500	81100	83800	173500	176300
13	56800	80200	82900	83500	86300	178700	181600
14	58500	82600	85400	86000	88900	184100	187000
15	60300	85100	88000	88600	91600	189600	192600
16	62100	87700	90600	91300	94300	195300	198400
17	64000	90300	93300	94000	97100	201200	204400
18	65900	93000	96100	96800	100000	207200	210500
19	67900	95800	99000	99700	103000	213400	216800
20	69900	98700	102000	102700	106100	219800	223300
21	72000	101700	105100	105800	109300		
22	74200	104800	108300	109000	112600		
23	76400	107900	111500	112300	116000		
24	78700	111100	114800	115700	119500		
25	81100	114400	118200	119200	123100		
26	83500	117800	121700	122800	126800		
27	86000	121300	125400	126500	130600		
28	88600	124900	129200	130300	134500		
29	91300	128600	133100	134200	138500		
30	94000	132500	137100	138200	142700		
31	96800	136500	141200	142300	147000		
32	99700	140600	145400	146600	151400		
33	102700	144800	149800	151000	155900		
34	105800	149100	154300	155500	160600		
35	109000	153600	158900	160200	165400		
36	112300	158200	163700	165000	170400		
37	115700	162900	168600	170000	175500		
38	119200	167800	173700	175100	180800		
39	122800	172800	178900	180400	186200		
40	126500	178000	184300	185800	191800		

:: TRUE COPY ::

A. Sajeev
24/5/2023
SECTION OFFICER

24/5/23

ANNEXURE-I
LEVELS OF PAY

SL. NO.	CATEGORY	LEVEL	LEVELS OF PAY
(1)	(2)	(3)	(4)
1 2 3 4 5 6 7	Assistant Audit Officer Assistant Engineer Junior Engineer Grade I Private Secretary Section Officer Superintendent Superintendent cum Steno	1	39800-126500
1 2 3 4 5 6 7 8	Assessment Officer Assistant Accounts Officer Assistant Administrative Officer Assistant Board Secretariat Officer Assistant Personnel Officer Chief Head Draughtsman Labour Welfare Officer Stores Officer	2	56300-178000
1 2 3	Assistant Executive Engineer Medical Officer Senior Chemist	3	58200-184300
1 2 3 4	Accounts Officer Administrative Officer Chief Stores Officer Internal Audit Officer	4	58500-185800
1 2 3 4 5 6 7 8 9 10	Additional Senior Private Secretary Deputy Chief Chemist Deputy Chief Internal Audit Officer Deputy Financial Controller Executive Engineer Personnel Officer Senior Administrative Officer Stores Controller Under Secretary Industrial Relations Officer	5	60600-191800
1 2 3 4 5 6 7	Sr. Deputy Chief Internal Audit Officer Chief Medical Officer Deputy Secretary Financial Controller Senior Personnel Officer Senior Private Secretary Superintending Engineer	6	125200-219800
1 2 3	Chief Engineer Chief Financial Controller Chief Internal Audit Officer	7	127400-223300

Note: If the designation of any category of Officer is not included in the Tables in Annexure-I above, the Officers in that category shall be allowed the revised Levels of pay corresponding to his existing pay drawn by him."

:: TRUE COPY ::

A. Sajeev
24/5/2023
SECTION OFFICER

24/5/23

ANNEXURE –II**Form for exercising option under the TANGEDCO Revision of Pay (OFFICERS) 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 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. Sajeev
 24/5/2023
SECTION OFFICER

24/5/23.

ANNEXURE-III**STATEMENT OF FIXATION OF PAY OF INDIVIDUAL BOARD OFFICERS IN THE REVISED PAY**

- 1) Circle :
- 2) Office :
- 3) Name of the Officer :
- 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) :

13) Pay fixed in the revised pay as on :

Total

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

:: TRUE COPY ::

A. Sajeeth
24/12/2023
SECTION OFFICER

24/12/23

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

An Assistant Engineer who was initially appointed on 03.08.2016 is presently drawing a basic pay of Rs.42,200/- in the level-1 of the pay matrix. His annual increment is due on 1st July. He has opted for the revision of pay as on 1.12.2019. 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.42,200 x 6/100= Rs.2,532/-.

After arriving 6%, the pay should be fixed in the applicable level 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.44,800/- (Sl.No.5 of level-1) in the pay matrix as shown below: -

1.	Pay drawn in the existing level as on 01.12.2019 in the pay matrix level-1 (Rs.39,800-1,26,500)	= Rs.	42,200/-
2.	6% hike to be arrived in the basic pay	= Rs.	42,200 x 6% = 2,532/-
3.	Pay to be fixed in the revised pay as on 01.12.2019 after 6% hike in the pay matrix level-1 (Rs.39,800-1,26,500) which should not exceed two cells in the pay matrix.	= Rs.	44,800/- (Rs.39,800-1,26,500)
4.	<u>Service weightage:</u> ADD: One increment at 3% on basic pay after fitment 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.	Rs.44,800/-
6.	Next Annual increment		01.07.2020.

:: TRUE COPY ::

A. Sajeeth
24/5/2023

SECTION OFFICER

24/5/23.

ILLUSTRATION-II
OPTION FOR REVISED PAY AS ON 01.12.2019
WITH SERVICE WEIGHTAGE.

An Assistant Executive Engineer is presently drawing a basic pay of Rs.78,200/- in the level-3 of the pay matrix. He has put in 17 years of regular completed service on 01.12.2019. His annual increment is due on 1st April. He has opted for the revision of pay as on 1.12.2019. 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.78,200 x 6/100= Rs.4,692/-.

After arriving 6%, the pay should be fixed in the applicable level 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.85,400/- (Sl.No.14 in the 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.58,200-1,84,300)	= Rs.	78,200/-
2.	6% hike to be arrived in the basic pay	= Rs.	78,200 x 6% = 4,692/-
3.	Pay to be fixed in the revised pay as on 01.12.2019 after 6% hike in the pay matrix level-3 (Rs.58,200-1,84,300) which should not exceed two cells in the pay matrix.	= Rs.	82,900/- (Rs.58,200-1,84,300)
4.	<u>Service weightage:</u> ADD: One increment at 3% on basic pay after fitment for completion of 10 years of service.	= Rs.	85,400/-
5.	Pay to be fixed with effect from 01.12.2019 after adding service weightage.	= Rs.	85,400/- (Rs.58,200-1,84,300)
6.	Next Annual increment		01.04.2020.

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A. Sajeeth
24/5/23
SECTION OFFICER

24/5/23.

ILLUSTRATION –III**OPTED FOR REVISED PAY ON 17.8.2020 ON THE DATE OF MOVEMENT TO SELECTION GRADE.**

A Selection Grade Assistant Executive Engineer is drawing a pay of Rs.90,600/- on 17.08.2020 on the date of movement to Selection Grade in the level-3 of the pay matrix. His annual increment is on 01.10.2020. He has opted for the revision of pay on the date of movement to Selection Grade on 17.08.2020. He has put in **19 years** of regular completed service as on 01.12.2019

1.	Pay drawn in the Selection Grade as on 17.8.2020 in the Level-3 of the pay matrix [Rs.58,200-1,84,300]	=Rs.	90,600/-
2.	6% hike to be arrived in the pay	=Rs.	90,600 x 6% Rs.5,436/-
3.	Pay to be fixed in the revised pay as on 17.08.2020 after 6% hike in the pay matrix level-3 [Rs.58,200-1,84,300] should not exceed two cells in the pay matrix	=Rs.	96,100/- (2 Increments)
	<u>Service weightage:</u> ADD: One increment at 3% on basic pay after fitment for completion of 10 years of service.	=Rs.	99,000/-
4.	Pay to be fixed in the revised pay as on 17.08.2020.	=Rs.	99,000/- [Rs.58,200-1,84,300]
6.	Next Annual increment.	:	01.10.2020

NOTE: He is eligible to get consolidated lumpsum of Rs.500/- p.m. from the month of August 2020 and arrears from 1.4.2022.

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A. Sajeeth
24/5/23
SECTION OFFICER

24/5/23.

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

An Assistant Engineer is drawing a pay Rs.48,900/- as on 01.12.2019 in the Level-1 of pay matrix. He was promoted as Assistant Executive Engineer on 09.11.2020 F.N. and opted for fixation on the date of promotion in the promoted post of Assistant Executive Engineer. His annual increment in the post of Assistant Engineer was on 01.10.2021. He has opted for the revised pay as on 09.11.2020. He has put in **21 years** of regular completed service on 01.12.2019.

1.	Pay drawn in the post of Assistant Engineer in the existing level-1 [Rs.39,800 – 1,26,500]	=Rs.	48,900/-
2.	Date of promotion	:	09.11.2020
3.	ADD: One increment in the lower post of Assistant Engineer as on 09.11.2020	=Rs.	50,400/-
4.	Fixation of pay in the promoted post of Assistant Executive Engineer as on 09.11.2020	=Rs.	58,200/-
5.	6% hike to be arrived in the Fixation of pay in the promoted post of Assistant Executive Engineer.	=Rs.	58,200 x 6% 3,492/-
6.	Pay to be fixed in the revised pay as on 09.11.2020 after 6% hike in the pay matrix Level-3 [Rs.58,200 – 1,84,300] should not exceeds two cells in the pay matrix.	=Rs.	61,700/-
7.	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service.	=Rs.	63,600/- [Rs.58,200– 1,84,300]
8.	Pay to be fixed with effect from 09.11.2020	=Rs.	63,600/-
9.	Next Annual increment.		01.10.2021

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A. Sajeeth
24/5/23
SECTION OFFICER

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24/5/23.

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

A Stores Officer is drawing a pay Rs.93,000/- as on 01.12.2019 in the Level-2 of the pay matrix. He was promoted as Chief Stores Officer on 15.07.2020 F.N. and opted for fixation on the date of accrual of increment in the lower post. His annual increment in the post of Stores Officer is on 1st October. He has put in **20 years** of regular completed service on 01.12.2019.

1.	Pay drawn in the post of Stores Officer in the existing level-2 [Rs.56,300–1,78,000]	=Rs.	93,000/-
2.	Date of promotion	:	15.07.2020
3.	Initial fixation in the promoted post of Chief Stores Officer as on 15.07.2020 F.N.	=Rs.	94,000/-
4.	ADD: Two increments in the lower post of Stores Officer as on 1.10.2020.	=Rs.	98,700/-
5.	Fixation of pay in the promoted post of Chief Stores Officer as on 1.10.2020 in Level 4 [Rs.58,500 – 1,85,800]	=Rs.	99,700/-
6.	6% hike to be arrived in the Fixation of pay in the promoted post of Chief Stores Officer.	=Rs.	99,700/- x 6% 5,982/-
7.	Pay to be fixed in the revised pay as on 1.10.2020 after 6% hike in the pay matrix Level-4 [Rs.58,500 – 1,85,800] should not exceeds two cells in the pay matrix.	=Rs.	1,05,800/-
8.	<u>Service weightage:</u> ADD: One increment at 3% on Basic Pay after fixation for completion of 10 years of service.	=Rs.	1,09,000/- [Rs.58,500– 1,85,800]
9.	Pay to be fixed with effect from 1.10.2020	=Rs.	1,09,000/-
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 Technical Assistant is drawing a pay Rs.61,400/- as on 01.07.2019 in the Level-5 of the pay matrix of Workmen. He was selected to the post of Assistant Engineer through internal selection and appointed to the said post and he joined on 05.12.2019 F.N. His pay has been fixed in the post of Assistant Engineer at Rs.39,800/- + Rs.21,600/- PP. He has opted for the revision of pay as on 5.12.2019. He has put in **20 years** of regular completed service on 01.12.2019.

1.	Pay drawn in the post of Assistant Engineer on 5.12.2019 in the existing Level-1 [Rs.39,800 – 1,26,500]	=Rs.	39,800 + 21,600 PP (Rs.61,400/-)
2.	6% hike to be arrived in the Fixation of pay in the post of Assistant Engineer.	=Rs.	61,400 x 6% 3,684/- 65,900/-
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-1 of [Rs.39,800 – 1,26,500] should not exceed two cells in the pay matrix. (The personal pay will be discontinued after fixing the revised pay).	=Rs.	65,900/-
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.	67,900/- [Rs.39,800– 1,26,500]
5.	Pay to be fixed with effect from 5.12.2019	=Rs.	67,900/-
6.	Next Annual increment	=Rs.	1.10.2020

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A. Sajedh
24/5/23
SECTION OFFICER

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