

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-2,

12.06.2023.

To

The Chairman and Managing Director,
Tamil Nadu Generation and Distribution
Corporation Ltd,

144, Anna Salai, Chennai - 600 002.

Lr. No.TNEBEA/GS/D.32/2023

dt.12.06.2023

Respected Sir,

Sub: Proposed move for abolition of the post
of Assistant Engineers and reduction of
Assistant Executive Engineers in the
Regional Offices of Chief Engineers/
Distribution - Reconsideration
requested - Reg.

Ref: 1. (Per) FB TANGEDCO Proceedings
No.1 (Adm. Br) dt.25.01.2022.
2. (Per) FB TANGEDCO Proceedings
No.4 (Adm. Br) dt.20.01.2023.
3. (Per) FB TANGEDCO Proceedings
No.6 (Adm. Br) dt.10.02.2022.

Vanakkam.

The Proceedings 1st cited orders formation
of new Distribution Regions with Head Quarters
at Karur, Thanjavur and Tiruvannamalai was
ordered. With much pleasure, we are willing to
welcome and honour this policy decision of our
government.

2. The Proceeding 2nd cited orders redeployment
of certain posts for the newly formed Regional
offices from the existing Regional Offices. We
are duty bound to indicate that the process of
forming new Regions is not going to fetch any
benefit unless it is coupled with sanction of new
posts.

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3. The Proceedings 3rd cited claims that the posts in the Regional Offices are streamlined. Of course, there is an admission of a fact therein that the posts are reduced. The number of posts in the cadre of AEEs/ Electrical was drastically reduced to 6 from the existing strength of 8-10. All the posts of Assistant Engineers numbering 3 to 5 are completely washed out, with ZERO assistance left to the EEs/ AEEs there. Almost all the AEEs including women engineers are already overburdened, and they used to sit for extra hours in the evening after prescribed office hours. Their situation would become worse if there is no reversal of this retrograde step.

4. The Proceedings 3rd cited stipulates that there will be only 32 posts uniformly in all the Regional Offices of CEs/ Distribution. This new prescription mandates only 10 engineers to assist the CEs/ Distribution to handle technical activities of massive nature on multifaced issues, while it permits 11 officers and staff to assist the CEs/ Distribution on administration and accounts activities of minute nature. It is indeed a great fun to see that there are 3 Administrative Supervisors, 5 Assistants (Adm.), 2 Junior Assistants (Adm.), 2 Typists and 1 Record Clerk to assist the Senior Administrative Officer for administration activities. At the same time, not even a single Assistant Engineer is permitted to assist the EEs & AEEs for technical activities. It is sad to watch that the above Proceedings have been issued without any consideration for the quantum of technical activities and the need for disposal of all matters within stipulated timeframe. The above Proceedings is a clear exhibit to vouch the keen interest of the management to cut down and curtail only engineering posts.

5. In this regard, we respectfully submit the following pertinent points to the kind notice of the CMD.

- (a) It is pertinent to observe herein that every existing post available as on date in the Regional Office of CEs/ Distribution has been sanctioned only after thorough examination on the need and necessity of such post. Continuance of such posts is further reviewed and retained during every successive year. While so, it is unfortunate that such posts existing for many decades are now considered unnecessary without rhyme or reason and counted for abolition.

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- (b) A review of proposals towards sanction of such posts will indicate that many of them are considered for sanction at the Regional Offices, only abolishing many field posts.
- (c) It is imperative to compare the following features to assess the massive growth of TNEB over the period of 38 years from the year 1985 to 2023.

	Details	31.03.1987	31.03.2022	Times
1	Installed capacity (MW)	3887	33877	8.71
2	No. of Sub-Stations	475	1836	3.86
3	EHT & HT Lines (Lakh ckt. Kms)	0.919	2.24	2.43
4	LT Lines (Lakh Kms)	3.00	6.17	2.05
5	Distribution Transformers	68,828	3,73,162	5.42
6	Agricultural Pump-sets (Lakh)	11.16	22.87	2.04
7	Consumers (Lakhs)	64.86	324.54	5.00
8	Energy sales (MU)	11,999	97,465	8.12

- (d) When the giant growth of this consumer-oriented organization manifold as above is duly counted, it would be unfair and unjust to think of abolishing the posts of Assistant Engineers/Electrical and reducing the strength of AEEs/ Electrical.
- (e) Evidently the proposed reduction of necessary assistance to the CEs/ Distribution would hamper the performance of the Regional Offices, ultimately causing a dent on the consumers' satisfaction, the prime goal of this public-oriented organization.
- (f) The proposed move for abolition / reduction of posts in the Regional Offices of CEs/ Distribution is purely suicidal, particularly when we are far away from the prescribed set of norms towards "Standards of Performance in the Distribution of Electricity" published by the Hon'ble TNERC.
- (g) This proposed move for abolishing / reducing the essential manpower is certainly a clear case of arbitrariness. It appears to be a planned measure of victimisation. Only engineers are singled out and targeted to this form of harassment.

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(h) Twin reasons advanced in the Proceedings 3rd cited are to ease down (i) in balancing and (ii) in administration process. The number of circles for all the Regions is not uniform and hence balanced. While so, it is quite meaningless to prescribe uniform pattern of posts, ignoring the spectrum of configuration of the regions.

6. For all the reasons advanced above, it may kindly be seen that the proposed move towards abolition of the posts of Assistant Engineers and reduction of posts of AEEs in the Regional Offices would ultimately be a retrograde step, causing dip in the efficiency of administration. This sort of victimization is not seen in any other Government Department. The proposed move injects a sense of demoralization in the minds of every engineer. Abolition, reduction, redeployment, and outsourcing are the key words we hear every day. The Association is constrained to point out that it is imperative to put an end to this sort of isolated attack on the engineers' community and motivate them to concentrate on their job with undivided attention.

7. This Association files this fervent appeal that our respected CMD may be pleased to reconsider the move of abolishing/ redeploying the existing posts of Assistant Engineers and reducing the Assistant Executive Engineers in the Regional Offices of CEs of Distribution Circles and restore them early, duly considering the points enumerated as above.

Thanking You, Sir
With warm regards.

Yours sincerely,


(V. Shanmuga) 12/10/2023
General Secretary

Copy to D(D), D(G) & D(Projects) /TANGEDCO
Copy to MD, D(O) & D(TP)/ TANTRANSCO
Copy to the Chief Engineer/Personnel