

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,
15.06.2023.

To

The Chairman cum Managing Director,
Tamil Nadu Generation and Distribution
Corporation Ltd,
144, Anna Salai,
Chennai - 600 002.

**Lr. No. TNEBEA/GS/D. 35/2023 dt.
15.06.2023**

Respected Sir,

Sub: Review of the posts of AEEs and AEs at
the HQ office - Reg.

Ref: Lr. No. PO/SS/G.7/G.72/2023,
dt.09.06.2023

Vanakkam.

A review meeting was held on
13.06.2023 vide CE/P's letter cited. It was
indicated therein that there is going to be a
review on all the existing posts of Assistant
Executive Engineers and Assistant Engineers
available at the Head Quarters Office.

2. An order was already passed vide (Per)
CMD TANGEDCO Proceedings No.6 (Adm. Br)
dated 10.02.2023, wherein the sanctioned posts
of AEEs have been slashed down to 6 from the
existing strength of 8-10 and all the sanctioned
posts of AEs have been squarely washed out in
each Region. It is surprising to see that a uniform
strength of 32 posts is prescribed therein, while
there is glaring imbalance in the number of
Circles among the Regions. It is not known when
this discrimination is going to be addressed.

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3. The 2nd one in the row of disastrous ideas is for reducing the number of posts of AEEs and for washing out all the posts of AEs in the Central Offices of all SEs/ Distribution. There is already acute shortage of engineering power in all Circle Offices and even women engineers are detained to stay for extra hours to the tune of around 2 hours beyond specified office hours. It is cautioned that any reduction would aggravate the situation for the worse and cast a dent on the consumers' satisfaction.

4. Now, a stage is set for review of all the sanctioned posts of AEEs and AEs at the Head Quarters Office. It is sure that there cannot be even ONE POST in the whole of TANGEDCO, which has been sanctioned CASUALLY, without looking into the aspect of justification of such post. Evidently there cannot be even one such technical post in the whole of the Board. Every post has been sanctioned only after detailed examination on the need for such post. Every proposal would have been returned many times seeking clarification and finally considered for sanction after all queries are answered suitably to the satisfaction of the sanctioning authority.

5. Recently, new words are coined and put into use in TANGEDCO. Right-sizing, Redeployment, outsourcing etc. are the words that are fiercely tossing all engineers today. Only engineers are singled out and subjected to attack. There is continuous review every day on the technical posts only, as if there is surplus manpower only in the technical branch. It is sad to note that this sort of review is not aimed at other branches.

6. Almost all engineers are kept under constant tension for 24x365 hours. Many are in the mood to opt for voluntary retirement to save their lives and their families. Such a precarious situation is not prevalent in any other Government Engineering Departments. It is the duty of TNEB Engineers' Association to convey the reality being faced by the engineering fraternity in the field. None is ready to spell a single word before our CMD; it does not mean that they are safe and secure, content and comfortable.

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7. We are ready to oblige to the tune of CMD in respect of all reasonable directives he issues everyday
- (a) faithful implementation of all Government Schemes with great vigour and sincerity within the targeted timeframe, as we committed in the earlier flagship schemes of the GOTN viz.
 - Historical achievement of 1 lakh agricultural services in record time during the year 2021-22 and
 - achievement of 50,000 agricultural services in record time during the year 2022-23.
 - (b) for speeding up all the ongoing power projects at NCTPS-3 and Udangudi STPP and their early commissioning,
 - (c) expeditious execution of other power projects at Ennore SEZ and Uppur STPP
 - (d) maximum generation at all Thermal/ Hydro/ Gas based Power Generating Stations,
 - (e) periodical Operation and maintenance of all equipments and EHT/HT/LT lines as per prescribed periodicity,
 - (f) Revenue augmentation etc.

But we are determined to oppose the isolated attack unleashed on the engineers' community and the arbitrary exercise of reducing the engineering manpower without rhyme or reason.

8. Young engineers are very much needed in the decision-making places such as Head Quarters Office, Regional Offices, Circle Offices etc. because they are capable of infusing innovative ideas to the betterment of this vast organization in view of their access and exposure to the latest technologies such as Information Technology, SCADA etc. Ministry of Power, Government of India introduces many Rules and Regulations regularly to revamp the Power Utilities. E-governance is the order of the day in every facet of administration. This can be accomplished only through utilizing the services of young blood at all decision-making centres at HQ Office/ Regional Offices/ Central Offices, since they are fit of adapting to the changes quickly under the guidance of senior engineers.

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9. Engineers are already working overtime for the upliftment of our organization and all of them are always ready to involve and execute all reasonable orders and directions of our CMD, but they expect only due respect from the management in return.

10. This Association, therefore, requests that the respected CMD may be pleased to annul the reduction of engineering manpower ordered under (Per) CMD TANGEDCO Proceedings No.6 (Adm. Br) dated 10.02.2023 and to drop the proposed move for reducing the sanctioned posts of AEEs and zeroing down all the posts of AEs in the Central Offices of SEs/ Distribution as well as Head Quarters Office.

Thanking you, sir.

With warm regards.

Yours sincerely,

(V. Shanmuga)
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