

**TAMILNADU GENERATION & DISTRIBUTION CORPORATION LTD
(ABSTRACT)**

Estt. – TANGEDCO – Promotions of Regular Work Establishment –Committee proposal to redress the grievances with existing double channel system in respect of RWE employees in Distribution circles - Approval accorded.

(ADMINISTRATIVE BRANCH)

(Per.) (FB) TANGEDCO Proceedings No.2

Dated : 01.02.2017.

Thai 19, Dhunmugi Aandu,

Thiruvalluvar Aandu 2048.

READ:

Minutes of the 68th Board Meeting of TANGEDCO held on
23.01.2017.(Item No.24)

PROCEEDINGS:-

The Double channel promotion system was re-introduced with effect from 12-12-2005 based on the 12 (3) settlement dt.15-10-2005 and followed by B.P.(Ch) No:256, (Adm.Br.), dt.12-12-2005. They can choose any one of line of promotion either Helper-Wireman-Line Inspector-Foreman I Grade (or) Helper-Commercial Assistant-Commercial Inspector-Foreman I Grade.

2) In the case of Helpers opting Wireman line of promotion, they require a service experience of 8 years including service of Helper to become Line Inspector, 12 years to get Foreman I Grade and 14 years to get Special Grade Foreman where as in the case of Helpers opting for Commercial Assistant line of promotion, they require 2 years of experience as Helper to get promotion as Commercial Assistant and from Commercial Assistant to Commercial Inspector no specific years of service in the post of Commercial Assistant is required. But 12 years of service experience is required to get promotion as Foreman I Grade and 14 years of service to get Special Grade Foreman. Due to this, the persons choosing Commercial Assistant line of promotions get quicker promotion than the persons choosing the Wireman line of promotion. As a result juniors are getting more promotion and more salary and seniors are getting lesser salary due to the above disparity.

3) In this regard, various unions represented to rectify the disparity and in the Memorandum of settlement under section 12(3) of the I.D.Act 1947 reached before the Commissioner of Labour, Chennai on 9-1-2014 and (Per) (CMD) TANGEDCO Proceedings No:26, (Adm.Branch), dt.04-03-2014 a Committee was constituted for reviewing the convergence of different cadres in various categories in the existing Double Channel Promotion in R.W.E.

4) The report of the Committee was discussed with the unions on different dates. After taking into account the views/suggestions/objection of the various Unions, and also considering the fact that large number of persons opted Wireman line of promotion retiring without further promotion. In this regard, 6 Nos. proposals were submitted.

5) After careful consideration, the Board of TANGEDCO hereby accorded approval for the following:-

- i) To create Supernumerary posts of Line Inspector to the extent required to give promotion to the Senior Wireman who was affected based on the Helper seniority without back wages with effect from the date of issue of order and no pay anomaly claim to be entertained on any account. The post of supernumerary will be abolished as and when the above person promoted to the regular post.
- ii) To delete the version of date of joining insisted in para 3 of the Memo.No.051836/555/ G.46/ G.462/2010-6, dt.05.11.2010 for considering promotion to the foreman I Grade from the post of Line Inspector/Commercial Inspector.
- i) Conversion as Commercial Assistant to Wireman/Wireman to Commercial Assistant, Commercial Inspector to Line Inspector, and Line Inspector to Commercial Inspector respectively will not be entertained.

(BY ORDER OF THE BOARD OF TANGEDCO)

A.V. RAVI,
CHIEF ENGINEER/PERSONNEL.

To

All Chief Engineers/Distribution Regions.

All Superintending Engineers/Electricity Distribution Circles - Guidelines for fixing pay will be issued separately.

Copy to:

The Chairman's Table.

The Director (Finance)/Tangedco/144, Anna Salai/Chennai-2.

The Director (Distribution)/Tangedco/144, Anna Salai/Chennai-2.

The Director (Generation)/Tangedco/144, Anna Salai/Chennai-2.

The Director (Projects)/Tangedco/144, Anna Salai/Chennai-2.

The Director (Operation)/Tangedco/144, Anna Salai/Chennai-2.

The Secretary/Secretariat Branch/Tangedco/144, Anna Salai/Chennai-2.

The Chief Financial Controller/Accounts Branch/Tangedco/144,Anna Salai/ Ch.-2.

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The Chief Internal Audit Officer/Audit Branch/Tangedco/144, Anna Salai/Chennai-2
The Deputy Secretary/Establishment/Secretariat Branch/Tangedco/Anna Salai/Ch.2
The Deputy Chief Engineer/Adm. Branch/Tangedco/144, Anna Salai/Chennai-2.
The Industrial Relations Adviser/Tangedco/144, Anna Salai/Chennai-2.

The Senior Personnel Officers/Recruitment, Labour & Inspection/Adm. Branch/
Tangedco/144, Anna Salai/Chennai-2.

All Personnel Officers in Adm. Branch/Technical Branch/Tangedco/144, Anna Salai/
Chennai-2.

The Executive Assistant to Chairman.

All Assistant Personnel Officers in Adm. Branch/Technical Branch/Tangedco/
144, Anna Salai/ Chennai-2. [APO/Tamil Development for publication in the
Tangedco Bulletin (2 copies)]

The Stock File.

// FORWARDED //

Sd/-***dt.01.02.2017
(P. RADHIKA),
SENIOR PERSONNEL OFFICER/LABOUR.