

To
The Chief Engineer/Personnel
TANGEDCO /Chennai-2
Sir,

24-03-2017

Sub : 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 Supernumerary posts of Line Inspector-Approval accorded
Instructions Issued – not implemented properly - intervention
requested.

Ref : 1.(Per) (FB) TANGEDCO Proceedings No.2, (Adm.Br) dt.01.02.2017.
2.Memo.No. 009162/38/G46/G462/2014-19, dt.07.02.2017.

3.மேற்பார்வை பொறியாளர் சேலம் அவர்களின்
குறிப்பாணை எண்.மேபொ/சேமிபவ/சே/நிபி/உ.2. /கோ.மி.பா.ஆ(பஉ)
த.எண்.193/17 நாள்.16.02.17.

4.மேற்பார்வை பொறியாளர் உடுமலை அவர்களின்
கு.ஆ.எண்.004626/220-2/நிபி2(1) /கோ.வஉ/2017-2 நாள்.22.02.2017

We would like to invite your kind attention to the above TANGEDCO
proceedings No.2 dated.01.02.2017 wherein the preamble for necessitating the
proceedings are stated as follows

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.***

From the above it is quite obvious that the very intention of issuing
Tangedco Proceedings No.2, Dated 1.2.2017 is to rectify the anomalous situation of
the seniors (Choosing W.M. line of promotion) getting lesser salary and juniors getting
more promotion and more salary (Choosing C.A. line of promotions) and thus eliminate
the disparity described in Para above.

The above order was issued as per the following recommendations of
RWE-Committee.

“ Supernumerary post of L.I. may be given to the senior employees based on the Helper post ***on Par with Juniors who were promoted as C.I.*** but without back wages with effect from the date of issue of Order”

As per the Committee’s recommendation, and as per the TANGEDCO Proceedings No. 2, dated 1.2.2017 the pay of the Supernumerary L.I. promotee should be fixed on par with his junior in the Helper post who was promoted as C.I , without back wages from the date of issue of orders.

But it is very unfortunate to note that the Chief Engineer / Personnel Memo.No. 009162/38/G46/G462/2014-19, dt.07.02.2017 has instructed to fix the pay of Supernumerary Line Inspector by adding 3% increment in the existing pay+Grade pay and then fix the pay in the Line Inspector Pay Band + Grade pay on the date of order.

Instead of identifying the junior in the Helper post who was promoted as C.I. and fixing the pay notionally on par with him from the date of his joining as C.I. but giving monetary benefit from the date of issue of Order, the Circle administration is fixing the pay in the promoted post only from the date of joining as Supernumerary L.I after 16.2.2017 in Salem/EDC and 22.2.2017 in Udumala/EDC , which is totally against the spirit of negotiations with the Unions, Committee report and further proceedings issued by the Board. This method of pay fixation is adversely affecting the employees. When the promotion is given to the senior Wireman on par with the Junior of the Commercial Inspector then the pay also should be fixed on par with the Junior of the Commercial Inspector.

Hence we request the Chief Engineer / Personnel may be pleased to intervene in the matter and issue revised instructions to the Superintending Engineer, Salem and Udumalpet / EDC to fix the salary of Supernumerary L.I. on the date of joining of his junior as C.I. without back wages, duly giving the monetary benefit from the date of joining in the post.

The copy of such instructions may be communicated to all Superintending Engineers for information and guidance.

Thanking you,

Yours faithfully,