

TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

(ABSTRACT)

PENSION – Revision of pension and pensionary benefits – Orders issued by the Government – Adoption to the pensioners/family pensioners of Tamil Nadu Generation and Distribution Corporation Limited – Orders – Issued.

(SECRETARIAT BRANCH)

(Per) CMD TANGEDCO Proceedings No. 52, Dated: - 02.03.2018

Maasi – 18
Heyvilambi Varudam
Thiruvalluvar Aandu-2049

READ:

- i) (Per) B.P. (Ch) No.235 (SB) dated 01.12.2009.
- ii) (Per) FB TANGEDCO Proceedings No.51 dated 06.09.2012.
- iii) G.O.Ms.No.313 Finance (Pay Cell) Department dt.25.10.17.
- iv) G.O.Ms.No.337 Finance (Pay Cell) Department dt.14.11.17.
- v) (Per) CMD TANGEDCO Proceedings No.27, (SB) dt. 01.02.18
- vi) Letter No.7277/Pension/2018 Finance (Pension) Department, dated 21.02.2018.
- vii) Settlement under Section 12(3) of the Industrial Disputes Act, 1947, dated 22.02.2018 on revision of Work Allocation/Wages

PROCEEDINGS

In the Government Order third read above, orders have been issued revising the pension and pensionary benefits to the pensioners of the Government. In the Government Order fourth read above, orders have been issued enhancing the income limit eligibility for family pension in respect of eligible sons/daughters below 25 years, Unmarried/ Widowed/Divorced daughters above 25 years and eligible parents. The Tamil Nadu Generation and Distribution Corporation is following the orders of the Government in respect of pension and pensionary benefits to its pensioners/family pensioners. The Trade Unions of the employees of TANGEDCO as well as various Pensioners' Associations have represented for adoption of the orders of the Government to the pensioners of the Corporation. Considering their request, the Corporation, in the settlement dated 22.02.2018 entered into with the Trade Unions of the Corporation under Section 12(3) of the Industrial Disputes Act, 1947 before the Commissioner of Labour, Chennai

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has incorporated a term to the effect that the recent orders on revision of pension issued by the Government to their pensioners will be implemented for the pensioners of the Corporation in toto. In pursuance of the terms of settlement referred to, to revise the pay of the employees/officers of TANGEDCO on 01.01.2016 taking into account the pay drawn by the employees/officers on 01.12.2015, and in deference to the request of the employees' unions and Retired Employees' Associations, the Corporation has decided to adopt the above orders of the Government to the pensioners/family pensioners of the Corporation.

PART A.

PENSION / FAMILY PENSION RELATING TO EMPLOYEES WHO RETIRED/ DIED WHILE IN SERVICE BEFORE 01-12-2015

2. Paragraphs **3 to 10** below shall apply in respect of employees who have retired or died before 01.12.2015.

REVISION OF PENSION / FAMILY PENSION:

3. **I.** The Pension or Family Pension, including enhanced family pension, relating to employees who retired or died while in service before 01.12.2015 shall, in the first instance, be revised in the following manner:

- i. The existing pension / family pension / enhanced family pension as on 30.11.2015, including the commuted portion but excluding additional pension applicable to pensioners / family pensioners of age 80 years and more, shall be multiplied by a factor of 2.57 and rounded off to the next higher ten rupee to arrive at the revised pension / family pension / enhanced family pension.
- ii. The ceiling limit for pension, family pension and enhanced family pension shall be revised from Rs.38,250/- to Rs.1,11,650/- (i.e. 50% of maximum pay in Pay Matrix of Rs.2,23,300/-), from Rs.22,950/- to Rs.66,990/- (i.e. 30% of maximum pay in Pay Matrix of Rs.2,23,300/-) and Rs.38,250/- to Rs.1,11,650/- respectively. Therefore, if the revised pension or family pension or enhanced family pension worked out as detailed in paragraph (i) above exceeds the applicable ceiling limit, it shall be restricted to Rs.1,11,650/-, Rs.66,990/- and Rs.1,11,650/- respectively.

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- iii. The minimum revised pension / family pension / enhanced family pension shall be Rs.7,850/- per month. Therefore, if the revised pension / family pension/ enhanced family pension worked out as detailed in (i) is less than Rs.7,850/- per month, it shall be stepped upto Rs.7,850/-.

Illustration-I

The pension / family pension of a pensioner / family pensioner drawing Rs.6300/- shall be refixed as follows:

Sl.No.	Description	Amount
1.	Pension/Family Pension as on 30.11.2015	Rs.6,300/-
2.	Revised Pension/Family Pension fixed (using a multiplication factor of 2.57 i.e. Rs.16,191/- and rounded off to the next higher ten rupee i.e. Rs.16,200/-).	Rs.16,200/-
3.	Hence, Revised Pension/Family Pension fixed at	Rs.16,200/-

II. The revised pension / family pension / enhanced family pension shall not be lower than the additional floor limit set as follows:-

- (a) where the employee of TANGEDCO had, at the time of retirement/death, completed the minimum required qualifying service to receive full pension as per rules applicable at the time of retirement / death of the employee, the following percentage of the minimum of the pay (or the first cell) in the prescribed Level in the Pay Matrix corresponding to the pre-revised pay scale/pay band and grade pay from which the pensioner had retired.

(i)	For employee drawing Pension	:	50%
(ii)	For family member drawing Normal family pension	:	30%
(iii)	For family member drawing Enhanced family pension	:	50%

and

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(b) in the case of revised pension, where the Employee of TANGEDCO had, at the time of retirement, **NOT** completed the minimum required qualifying service to receive full pension as per rules applicable at the time of retirement/death of the employee, the amount determined in (a) above, reduced pro rata by multiplying it with the ratio of total qualifying service of the employee of TANGEDCO to the minimum required qualifying service for full pension.

III. Therefore, if the revised pension / family pension / enhanced family pension fixed as detailed in clause (a) above is less than the additional floor limit set in clause (b) above, it shall be revised to the additional floor limit. The procedure stated in paragraph 10 of this order shall be followed for giving effect to this revision.

Illustration-II:

Pensioner 'A' retired on 31st December 2004, in the pay scale of Rs.3370-100-6370 (with effect from 01.12.2002) after rendering full qualifying service. The corresponding Pay Band is Rs.5,400 – 20,200 plus Grade Pay Rs.2,200 with effect from 01.12.2007 and drawing a pension of Rs.4,035/- as on 30.11.2015. The revised pension shall be fixed as follows:

Sl.No.	Description	Amount
1.	Pension fixed as on 30.11.2015	Rs. 4,035/-
2.	Revised Pension fixed (using a multiplication factor of 2.57 and rounded off to the next higher ten rupee).	Rs.10,370/-
3.	Fifty percent of the minimum of the pay (or the first cell) in the prescribed Level in the Pay Matrix corresponding to the pre-revised pay scale/pay band and grade pay from which the pensioner had retired. (Level-3 – Rs.19,500 – 62,000 – Pay Matrix to employees of TANGEDCO)	Rs. 9,750/-
4.	Hence, the Revised Pension fixed at	Rs.10,370/-

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Illustration-III:

Pensioner 'B' retired on 31st December, 2007 in the Pay Band of Rs.15,700 – 39,100 plus Grade Pay Rs.6,100 with last pay drawn of Rs.21,800 after rendering full qualifying service:

Sl.No.	Description	Amount
1.	Pension fixed (i.e. 50% of Rs.21,800/-)	Rs.10,900/-
2.	Revised Pension fixed (using a multiplication factor of 2.57 i.e. Rs.28,013/- and rounded off to the next higher ten rupee i.e.Rs.28,020/-).	Rs.28,020/-
3.	Fifty percent of the minimum of the pay (or the first cell) in the prescribed Level in the Pay Matrix corresponding to the pre-revised pay scale/pay band and grade pay from which the pensioner had retired. (Level-3 – Pay Matrix of Officers of TANGEDCO - Rs.58,200 – 1,84,300)	Rs.29,100/-
4.	Hence, the Revised Pension fixed at	Rs.29,100/-

DEDUCTION OF COMMUTED PORTION OF PENSION :

4. Since the consolidated pension of a pensioner revised in accordance with provision in paragraph **3** above will be inclusive of commuted value of pension, if any, such pensioner shall not be entitled to commutation of pension on account of revision.

5. The commuted portion, if any, shall be deducted from the pension while making monthly disbursements.

REFIXATION OF ENHANCED FAMILY PENSION :

6. (i) Enhanced family pension is payable under rule 49(3)(c) of the Tamil Nadu Pension Rules, 1978 for a period of **7 years** from the date of death of employee of TANGEDCO or pensioner or till such deceased employee/pensioner would have attained 65 years of age, whichever is earlier.

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(ii) Enhanced family pension in respect of an employee of TANGEDCO who retired or died before 01.12.2015 shall also be revised in the manner stated in paragraph 3 above.

(iii) On completion of the period of enhanced family pension, i.e. after 7 years from the death of employee of TANGEDCO or pensioner or date on which such deceased person would have attained 65 years of age, whichever is earlier, revised normal family pension shall be payable, as fixed in the manner stated in paragraph 3 above.

REVISION OF ADDITIONAL PENSION / FAMILY PENSION:

7. Additional Pension/Family Pension applicable to pensioners/ family pensioners of age of 80 years and above shall be distinct from pension / family pension. While revising pension / family pension in accordance with provision in paragraph 3 above, additional pension shall also be revised in accordance with paragraph 17 of this order.

FIXATION IN THE CASE OF ENTITLEMENT OF PENSION OR FAMILY PENSION FROM 01.12.2015 :

8. (i) A person retiring on 30th November, 2015, and becoming entitled to receive pension with effect from the 1st December, 2015, shall have his/her pension first fixed under the rules applicable on 1st December, 2015 and thereafter it shall be revised as per provision contained in paragraph 3 of this order.

(ii) Similarly, a family pensioner who became entitled to family pension with effect from 1st December, 2015 shall have his/her family pension first fixed under the rules applicable on 30th November, 2015 and thereafter it shall be revised as per provision contained in paragraph 3 of this order.

PROCEDURAL MATTERS

REFIXATION OF PENSION / FAMILY PENSION ON 01-12-2015 :

9. (i) The Chief Internal Audit Officer/Audit Branch is hereby authorized to pay pension/family pension to the existing pensioners/ family pensioners by re-fixing pension / family pension / enhanced family pension in the first instance with effect from 1-10-2017 in accordance with the provision in clause (I) of paragraph 3 of this order and fix the corresponding additional pension, if any, in accordance with the provision in paragraph 17 of this order without any further authorization

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from the Pension Sanctioning Authorities. However, before disbursement of the pension / family pension, the Chief Internal Audit Officer/Audit Branch shall authenticate that the fixation made is strictly in accordance with the provisions of this order.

(ii) Where a pensioner is in receipt of more than one pension, revision shall be done separately in terms of this order.

(iii) Wherever the age of pensioner/family pensioner is available in the Pension Payment Order, the additional pension/family pension shall also be paid by the Chief Internal Audit Officer/Audit Branch immediately without any further authorization from the Pension Sanctioning Authorities.

(iv) A suitable entry regarding the revised pension / family pension shall be recorded by the Chief Internal Audit Officer/ Audit Branch in both halves of the Pension Payment Order.

(v) An intimation regarding disbursement of revised pension / family pension shall be sent by the Chief Internal Audit Officer/ Audit Branch to the Pension Sanctioning Authority with a copy to the concerned pensioners / family pensioners.

FURTHER REVISION WITH RESPECT TO CLAUSE (II) OF PARAGRAPH:3 :

10. (i) Pensioners/ Family Pensioners up to 30th November, 2015 entitled to revision of Pension / Family Pension in terms of clause (II) of paragraph **3**, such Pensioner/ Family Pensioner after re-fixation of Pension/Family Pension with reference to clause (I) of paragraph **3** of this order may apply to the Pension Sanctioning Authority concerned in the office in which the employee of TANGEDCO last served who is competent to process and forward pension proposal to the Chief Internal Audit Officer / Audit Branch in the prescribed form as at **Annexure-I** appended to this order in triplicate. The Pension Sanctioning Authority concerned shall revise both the Pension and Family Pension of the existing pensioner / family pensioner with reference to paragraph **3** of this order.

(ii) In respect of Family Pensioners, even if they are unable to furnish all the particulars in the application form, the Pension Sanctioning Authorities shall accept such applications and process with the available data.

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(iii) On receipt of application in triplicate, the competent authority shall verify the net qualifying service already certified at the time of initial sanction of pension. He shall fix the revised pension admissible with reference to minimum of the level pay or first Cell in the Pay Matrix relating to the post held by the pensioner at the time of retirement and net qualifying service in the application form itself. He shall also communicate copy of the statement to the pensioner/family pensioner. The Chief Internal Audit Officer/Audit Branch shall verify the correctness of the revised pension and make payment as specified in paragraph-3 above after making necessary entries in records maintained in his office.

(iv) All other conditions in the Tamil Nadu Pension Rules, 1978, as amended from time to time shall remain unchanged.

(v) A concordance table (ready reckoner) of the pre-revised scales of pay with effect from 01.12.2002, 01.12.2007 / Pay Bands plus Grade Pay / Pay Level in the Pay Matrix indicating the pension / family pension (at ordinary rates) payable under clause (II) of paragraph 3 above is appended to this order at **Annexure-II** to facilitate payment of revised pension / family pension.

PART B.

PENSION / FAMILY PENSION RELATING TO EMPLOYEES WHO RETIRE/DIE WHILE IN SERVICE ON OR AFTER 01-12-2015

11. Paragraphs **12 to 23** below shall apply in respect of employees who retire or die on or after 01.12.2015.

FIXATION OF SUPERANNUATION/RETIREE PENSION :

12. (i) Pension of an employee of TANGEDCO retiring after 01.12.2015 shall continue to be regulated by Rule 43(2A) of the Tamil Nadu Pension Rules, 1978. There shall be no change in the minimum qualifying service of 30 years required for full pension.

(ii) Pension of an employee of TANGEDCO retiring on or after 01.12.2015 shall be determined as follows:

- a) Full pension shall be 50% of the pay last drawn in applicable level in the revised pay structure (excluding Dearness Allowance, but including dearness pay, if applicable) by the employee of TANGEDCO **OR** 50% of the average emoluments drawn during the last ten months of service rendered, whichever is higher.

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- b) Where an employee of TANGEDCO has, at the time of retirement, completed the minimum required qualifying service of 30 years for being eligible for full pension, his Pension shall be fixed at full pension determined in (a) above.
- c) Where the employee of TANGEDCO has, at the time of retirement, **NOT** completed the minimum qualifying service of 30 years required to receive full pension but has completed qualifying service of 10 years, his Pension shall be fixed by with pro rata reduction of pension from the amount of full pension determined in (a) above by multiplying it by a factor equal to the ratio of total qualifying service of the employee of TANGEDCO to the minimum qualifying service required for full pension.
- d) The maximum pension permissible shall be Rs.1,11,650/-. Therefore, if the Pension arrived at in (b) or (c) above exceeds this ceiling limit, it shall be restricted to Rs.1,11,650/-.
- e) The minimum pension shall be Rs.7,850/- per month. Therefore, if the Pension arrived at in (b) or (c) above is less than this amount, it shall be increased to Rs.7,850/-.

FIXATION OF NORMAL FAMILY PENSION ON DEATH OF PENSIONER:

13. There shall be no change in provision regarding fixation of normal family pension on death of a pensioner and shall continue to be regulated by Rule 49(2A) of the Tamil Nadu Pension Rules, 1978 as follows:

- a) Upon death of a pensioner, Family Pension shall be fixed at 30 percent of the last pay drawn in the revised pay structure by the pensioner at the time of superannuation or the uncommuted value of superannuation pension as determined in paragraph 12 of this order, whichever is lower.
- b) The maximum family pension permissible shall be Rs.66,990/-. Therefore, if the Family Pension arrived at in (a) above exceeds this ceiling limit, it shall be restricted to Rs.66,990/-.

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- c) The minimum family pension shall be Rs.7,850/- per month. Therefore, if the Family Pension arrived at in (a) is less than this amount, it shall be increased to Rs.7,850/-.

ENHANCED FAMILY PENSION ON DEATH OF A PENSIONER BEFORE ATTAINING AGE OF 65 YEARS :

14. Presently, enhanced family pension is payable under rule 49(3)(c) of the Tamil Nadu Pension Rules, 1978 for a period of **7 years** from the death of the deceased employee of TANGEDCO or pensioner or till such deceased person would have attained 65 years of age, whichever is earlier. The period of 7 years in this clause shall be increased to **10 years**. This enhanced period shall apply **only** to employees of TANGEDCO who retire or die while in service on or after 01.01.2016.

15. (i) In case a pensioner, who retired on or after 01.01.2016, dies before attaining age of 65 years, enhanced family pension shall be permissible at 50% of the last pay drawn by the employee of TANGEDCO at the time of superannuation or uncommuted value of superannuation pension or Rs.1,11,650/- whichever is less, rounded off to nearest higher ten rupee. If the enhanced family pension so arrived is less than Rs.7,850/-, it shall be increased to Rs.7,850/-. This enhanced family pension shall be payable for a period of **10 years** or till the year the deceased pensioner would have attained 65 years of age, whichever is earlier.

(ii) When the period of payment of enhanced family pension ends, normal family pension as determined in paragraph **13** above shall be paid.

FIXATION OF ENHANCED FAMILY PENSION ON DEATH OF EMPLOYEE WHILE IN SERVICE ON OR AFTER 01.01.2016 :

16. (i) In the event of death while in service, of an employee of TANGEDCO who has rendered not less than 7 years continuous service enhanced family pension shall be permissible at 50% of the last pay drawn in the revised pay structure or Rs.1,11,650/- whichever is less, rounded off to nearest higher ten rupee. If the enhanced family pension so arrived is less than Rs.7,850/-, it shall be increased to Rs.7,850/-. This enhanced family pension shall be payable for a period of **10 years** or till the year the deceased employee would have attained 65 years of age, whichever is earlier.

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(ii) When the period of payment of enhanced family pension ends, family pension payable shall be 30 percent of the last pay drawn in the revised pay structure by the deceased employee or Rs.66,990/- whichever is less, rounded off to nearest higher ten rupee. If the pension so arrived is less than Rs.7,850/- , it shall be increased to Rs.7,850/-.

ADDITIONAL PENSION / FAMILY PENSION

17. (i) The quantum of additional pension/family pension shall continue to be as specified in the table given below: -

Sl.No.	Age of Pensioner / Family Pensioner	Additional quantum of pension/family pension
(1)	(2)	(3)
1.	From 80 years to 84 Years	20% of revised pension/ family pension
2.	From 85 years to 89 Years	30% of revised pension/ family pension
3.	From 90 years to 94 Years	40% of revised pension/ family pension
4.	From 95 years to 99 Years	50% of revised pension/ family pension
5.	100 years or more	100% of revised pension/ family pension

(ii) The Chief Internal Audit Officer shall ensure that the date of birth and the age of the pensioners/family pensioners is invariably indicated in the Pension Payment Order to facilitate payment of additional pension/family pension by them as soon as it becomes due. If the requisite information is not available in the Pension Payment Order (PPO), in those cases the requisite information may be obtained from the Pensioners/Family Pensioners before adding the additional pension/family pension in the existing pension/family pension. The amount of additional pension/family pension shall be shown distinctly in the pension/family pension payment order.

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Illustration:- In case where a pensioner/family pensioner is more than 80 years of age and his pension/family pension is Rs.10,000/- per month, the pension/family pension shall be shown as (i)pension / family pension = Rs.10,000/-and (ii)additional pension / family pension = Rs.2,000/- per month. The pension / family pension on his attaining the age of 85 years shall be shown as (i)Pension / family pension = Rs.10,000/ - and (ii)additional pension / family pension = Rs.3,000/- per month.

(iii) The additional pension/family pension on attaining the age of 80 years and above shall be admissible from the first day of the month in which his date of birth falls.

Illustration:- If a pensioner/family pensioner completes age of 80 years on any date in the month of July 2016, he shall become entitled to additional pension/family pension with effect from 1st July, 2016.

(iv) If there is any difference between the age and the date of birth furnished by the family pensioner for sanction of additional family pension, the documentary evidence establishes the later age be considered for acceptance. The family pensioner shall also certify that he/she would not undertake to alter the said date of birth in future.

(v) Dearness allowance shall also be admissible on the additional pension/family pension in accordance with the orders issued by the Government from time to time.

18. The income limit for the eligibility of family pension other than spouse in respect of eligible children below 25 years of age in the order of their age (unmarried son/unmarried daughter including widowed/divorced daughters wholly dependent on the employee of TANGEDCO / Pensioner below 25 years), eligible unmarried / widowed/ divorced daughters even after attaining the age limit of 25 years and eligible parents (who were wholly dependent on the employee of TANGEDCO/pensioner when he/she was alive) shall be fixed at the level of minimum pension i.e. Rs.7,850/- per month with effect from 01.10.2017 subject to fulfillment of other conditions stipulated in Proceedings second read above.

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GRATUITY

RETIREMENT / DEATH GRATUITY :

19. (i) The rates for payment of death gratuity shall be revised with effect from 01.01.2016 as follows:-

Sl.No.	Length of Service	Rate of Gratuity
(1)	(2)	(3)
1.	Less than one year	Two times of monthly emoluments
2.	One year or more but less than five years	Six times of monthly emoluments
3.	Five years or more but less than eleven years	Twelve times of monthly emoluments
4.	Eleven years or more but less than twenty years	Fifteen times of monthly emoluments
5.	Twenty years or more	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of monthly emoluments

(ii) The maximum limit of Retirement Gratuity and Death Gratuity shall be enhanced from the existing Rs.10 lakh to **Rs.20 lakh** with effect from 01.01.2016. The ceiling on gratuity shall increase by 25% of Rs.20 lakh, i.e. Rs.5 lakh each time the rate of dearness allowance crosses a multiple of 50 percentage points.

(iii) Retirement Gratuity for employees who have retired between 01.01.2016 and 30.09.2017 and Death Gratuity in respect of employees who have died between 01.01.2016 and 30.09.2017 shall also be reworked in accordance to clauses (i) and (ii). In such cases, pensioners / family pensioners shall be entitled to payment of differential amount between the gratuity thus worked out and that has been paid earlier.

COMMUTATION OF PENSION

20. (i) There shall be no change in the provision relating to commutation values, the limit upto which the pension can be commuted

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or the period after which the commuted pension is to be restored. Commutation of pension shall accordingly be calculated on pension determined as per provision in paragraph **12** above for employees who retire after 01.12.2015. The commuted portion of pension, wherever applicable, shall be deducted from the pension while making monthly disbursements.

(ii) Pensioners who have retired between 01.12.2015 and 30.09.2017 and have commuted their pre-revised pension as per the Tamil Nadu Civil Pension (Commutation) Rules, 1944 shall be entitled to commute the additional amount of pension consequent to revision of pension. Such pensioners shall be allowed to file a revised option, to be exercised within 3 months from the date of issue of this order, for commutation of the additional amount of pension consequent on revision of pension. They shall also be permitted to exercise option to not to commute the difference in pension consequent on revision of pay / pension. In case of failure to exercise the option, the default option shall be to not to commute the additional amount of pension.

(iii) In respect of pensioners who have retired between 01.12.2015 and 30.09.2017, the age reckoned for calculation of commuted value of pension at the time of original application for commutation of pension shall apply for additional commutation of pension.

(iv) In respect of pensioners who have retired between 01.12.2015 and 30.09.2017 but have died before issue of this order, commutation of additional amount of pension consequent to revision shall not be permissible since option cannot be exercised in such cases.

21. As the entitlement of revised pension shall be inclusive of commuted portion of pension, the commuted portion, wherever applicable, shall be deducted from the pension while making monthly disbursement.

ENCASHMENT OF LEAVE SALARY

ENCASHMENT OF LEAVE SALARY OF EMPLOYEE OF TANGEDCO AT THE TIME OF RETIREMENT / DEATH :

22. (i) At the time of retirement, encashment of leave upto a maximum of 330 days shall be allowed. This shall include encashment of upto 240 days of accumulated Earned Leave and 180 days of Unearned Leave on Private Affairs, convertible into 90 days for full pay.

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(ii) Consequent on revision of pay notionally with effect from 01.12.2015 to 30.09.2017, pensioners / family pensioners who have availed leave encashment calculated based on pre-revised scale of pay due to retirement/death of employee of TANGEDCO between 01.12.2015 and 30.09.2017 shall be paid the difference between leave encashment entitled based on revised pay structure and leave encashment already sanctioned based on pre-revised scale of pay.

ARREARS ON RETIREMENT BENEFITS IN RESPECT OF EMPLOYEES WHO RETIRED BETWEEN 01-12-2015 AND 30-09-2017 :

23. (i) The arrears on retirement benefits i.e. Commutation of pension including encashment of leave surrendered at the time of retirement consequent on pay revision in respect of the employees of TANGEDCO who retired between 01.12.2015 and 30.09.2017 and the difference in Retirement Gratuity/Death Gratuity of the employees retired between 01.01.2016 and 30.09.2017 shall be paid in two installments i.e. first installment in the in the month of April, 2018 and second installment in the month of April, 2019.

(ii) The arrears due to revision of Pension/Family Pension be paid for the period from 01.10.2017 to 28.02.2018 after adjusting the interim relief already paid.

(iii) The procedure to be followed in such cases is given in the Annexure-III to this order.

PART C.

**ALLOWANCES APPLICABLE TO ALL PENSIONERS:
DEARNESS ALLOWANCE :**

24. (i) The Dearness Allowance shall be granted to the Pensioners/Family Pensioners at the same rate and from the same date as given to serving employees. The Dearness Allowance applicable on pension/family pension/enhanced family pension including additional pension / family pension shall be as follows:

Sl.No.	With effect from	Rate of D.A. (Per month)
(1)	(2)	(3)
1.	1.1.2016	0 (zero)
2.	1.7.2016	2%
3.	1.1.2017	4%
4.	1.7.2017	5%

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(ii) The Dearness Allowance as above shall be payable from 01.10.2017.

MEDICAL ALLOWANCE:

25. (i) The existing quantum of Medical Allowance to the Pensioners / Family Pensioners shall be enhanced from Rs.100/- to **Rs.300/-** per month with effect from 01.10.2017.

(ii) In case a pensioner or family pensioner is in receipt of two pensions viz. service pension and another family pension or military pension and another civil pension or military family pension and another civil family pension, only single medical allowance shall be admissible.

26. These orders shall not apply to Employees of TANGEDCO recruited on or after 01.04.2003 who are presently covered under New Contributory Pension Scheme.

DATE OF TAKING EFFECT OF CHANGES IN PENSION/FAMILY PENSION/PENSIONARY BENEFITS:

27. (i) Revision of pension and family pension as per this order shall take notional effect from 01.12.2015 or date of entitlement to pension / family pension whichever is later, and shall have monetary effect only from 01.10.2017.

(ii) Revision of encashment of leave shall take effect from 01.12.2015.

(iii) **Revision of gratuity shall take effect from 01.01.2016.**

**M. SAIKUMAR,
CHAIRMAN CUM MANAGING DIRECTOR**

To

All Chief Engineers.

All Chief Financial Controllers/TANGEDCO & TANTRANSCO.

The Chief Internal Audit Officer/Audit Branch.

All Superintending Engineers.

The Residential Audit Officer/Chennai-2.

Copy to:

The Chairman-cum-Managing Director's Table.

All Directors of TANGEDCO & TANTRANSCO.

The Secretary/TANGEDCO/Chennai-2.

The Legal Adviser/TANGEDCO/Chennai-2.

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The Superintending Engineer/Chairman-cum-Managing Director's Office.
All Officers/Sections in Secretariat Branch.
All Asst. Personnel Officers/Adm. Branch/Chennai-2.
The Asst. Personnel Officer/Tamil Dev. – for publication in the Bulletin
(2 copies).
The President/TNEB Retired Officials Association,
No.14 (Old No.7), 2nd Main Road, Ram Nagar, Chennai-600 082.
The General Secretary/Federation of TNEB Pensioners Associations,
G2, Plot No.87, Door No.31, Ramyam Apt., Nehru St, Alwarthirunagar,
Chennai-87.
The General Secretary/TNEB Pensioners' Progressive Union,
No.33, Bootha Perumal Street, Anna Salai, Chennai-600 002.
The General Secretary/Electricity Board Pensioners' Welfare Association,
No.27, Mosque Street, Chepauk, Chennai-600 005.
The General Secretary/Tamil Nadu Electricity Retired Workers' Association,
No.16, 10th East Main Road, Gandhi Nagar, Vellore-6.
The General Secretary/TNEB Retired Employees & Officers Association,
No.18, Ellaiyamman Koil Street, West Mambalam, Chennai-600033.
Notice Board.

:: TRUE COPY :: FORWARDED :: BY ORDER ::


SECTION OFFICER.


2.3.18

ANNEXURE-I

To

Sir/Madam,

Sub: Application for revision of Pension/Family Pension notionally with effect from 1st December, 2015 and with monetary benefits from 1st October, 2017 – Request – Regarding.

Kindly revise my pension/family pension in terms of para-3 (II) of (Per.) CMD TANGEDCO Proceedings No. 52 (SB) dated 02.03.2018.

Requisite particulars are given below:

1. Name of the Applicant (in **Block** Letters) :
2. Postal Address (in **Block** Letters) :
(Duly furnish the District)
PIN Code
3. (a) Name of the Pensioner/ Deceased Employee of TANGEDCO (Pensioner) In case of Family Pensioner. (in **Block** Letters) :
(b) Relationship in case of Family Pensioner. :
4. (a) Designation/Post held (Selection Grade/Special Grade. if applicable prior to 31.05.2009) :
(b) Office/Department from which retired :
5. (a) Date of Retirement
(b) Date of Death of Employee of TANGEDCO in case of Family Pensioner. :
6. Pension Payment Order (PPO) No. :
(Copy of relevant pages containing pensioner/family pensioner details to be enclosed)

7. Scale of Pay/Pay Band + G.P. at the time of retirement :
8. (a) Original Pension at the time of Retirement or Family Pension in case of Death of Employee of TANGEDCO while in service.
(b) Amount of pension commuted (if any) :
(c) Date from which it was commuted :
9. Name of the Bank, Branch with Account No. to which the pension/family pension is credited by the Chief Internal Audit Officer
(a) Name of the Bank
(b) Branch Name
(c) Account No. with IFSC Code.
10. Documentary evidence, if any, in support of the claim :

Place : _____ Signature of the Pensioner/
Family Pensioner
Date : _____ Name :
PPO.No : _____

(To be filled by the Pension Sanctioning Authority and sent to the Chief Internal Audit Officer, Audit Branch.

Particulars verified:

1. Level in the Pay Matrix :
Corresponding to the pre-revised pay scale/pay band and grade pay from which the pensioner had retired.
(a) Minimum of the Pay (or the first cell) in the prescribed Level in the Pay Matrix. :
(b) 50 percent of the minimum of the pay :
(c) 30 percent of the minimum of the pay :

2. (a) Net Qualifying Service :
(b) Minimum required :
Qualifying Service for full
pension at the time of
retirement
3. Authorization for Payment on or :
after **01-12-2015**.
 - (a) Original Pension : Rs.
 - (b) Amount Commuted, if any : Rs.
and Date from which it was
commuted
 - (c) Reduced Pension : Rs.
 - (d) Additional Pension. if any : Rs.
 - (e) Enhanced Family Pension : Rs.
(50% of the Minimum of the
Pay – Restricted to Original
Pension) (if needed)
 - (f) Normal Family Pension : Rs.
 - (g) Additional Family Pension, if : Rs.
any.

The revision of pension, family pension and additional pension shall take notional effect from **01.12.2015** or date of entitlement to pension/family pension/enhanced family pension/additional pension/family pension, whichever is later, and shall have monetary effect only from **01.10.2017**.

**Signature of the Pension
Sanctioning Authority**

Name :

Designation :

Official Seal :

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ANNEXURE-II

(Vide (Per) CMD TANGEDCO Proceedings No.52, (SB) Dated 02.03.2018)

READY RECKONER FOR CALCULATION OF PENSION/FAMILY PENSION WITH REFERENCE TO THE MINIMUM OF THE REVISED PAY LEVEL OF THE PAY MATRIX)

S.N	Pre-revised scale of pay w.e.f. 01.12.2002 (Rs.)	Pre-revised scale of pay w.e.f. 01.12.2007 Pay Band + Grade Pay (Rs.)	Existing Scale of pay w.e.f. 01.12.2011 Pay Band + Grade Pay (Rs.)	Revised Pay Level of the Pay Matrix w.e.f. 01.12.2015 (Notional) m.b.f 01.10.2017		Revised Pension/Family Pension w.r.t. the minimum of the revised Pay Level of the Pay Matrix	
				Level	Min. – Max.	50% of Min. of Pay Level	30% of Min. of Pay Level
(1)	(2)	(3)	(4)	(5)		(6)	(7)
PAY MATRIX FOR EMPLOYEES OF TANGEDCO							
1	2570-60-3050-75-3950 w.e.f.10/2005	4900 -10000 + 1400 (G.P)	4900 -10000 + 1400 (G.P)	1	16200-51500	8100	7850
2	3050-75-3950-80-5070	5400-20200 + 1900 (G.P)	5400-20200 + 1900 (G.P)	2	18800-59900	9400	7850
3	3370-100-6370	5400-20200 + 2200 (G.P)	5400-20200 + 2200 (G.P)	3	19500-62000	9750	7850
4	3795-110-7095	5400-20200 + 2500 (G.P)	5400-20200 +2500 (G.P)	4	20300-64100	10150	7850
5	4200-130-7840	5400-20200 + 2800 (G.P)	5400-20200 + 2800 (G.P)	5	21100-67100	10550	7850

6	4450-130-8350	5400-20200 + 2900 G.P	5400-20200 + 2900 (G.P)	6	21300-67800	10650	7850
7	5600-175-10150	9600-34800 + 4300 G.P	9600-34800 + 4300 (G.P)	7	36400-115700	18200	10920
8	5850-200-11050	9600-34800 + 4400 G.P	9600-34800 + 4400 (G.P)	8	36700-116200	18350	11010
9	7225-225-13525	10100-34800 + 5100 G.P	10100-34800 + 5100 (G.P)	9	39800-126500	19900	11940
PAY MATRIX FOR OFFICERS OF TANGEDCO							
10	7225-225-13525	10100-34800 + 5100 G.P	10100-34800 + 5100 (G.P)	1	39800-126500	19900	11940
11	8100-275-15525	15700-39100 + 5400 (G.P)	15700-39100 + 5400 (G.P)	2	56300-178000	28150	16890
12	9275-300-17375	15700-39100 + 6100 (G.P)	15700-39100 + 6100 (G.P)	3	58200-184300	29100	17460
13	9500-300-17600	15700-39100 + 6200 (G.P)	15700-39100 + 6200 (G.P)	4	58500-185800	29250	17550
14	11000-350- 20450	15700-39100 + 7000 (G.P)	15700-39100 + 7000 (G.P)	5	60600-191800	30300	18180
15	15100-425- 21900	38200-67000 + 8700 (G.P)	38200-67000 + 8700 (G.P)	6	125200-219800	62600	37560
16	17600-500- 25100	38200-67000 + 9500 (G.P)	38200-67000 + 9500 (G.P)	7	127400-223300	63700	38250

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ANNEXURE-III

[Vide (Per) CMD TANGEDCO Proceedings No. 52 (SB), Dated: 02.03.2018]

PROCEDURE FOR REVISION OF PENSIONARY BENEFITS IN RESPECT OF THOSE RETIRED / DIED BETWEEN 01-12-2015 AND 30-09-2017 :

The following guidelines / instructions for strict compliance in processing proposals relating to revision of pensionary benefits in respect of those retired / died between 01-12-2015 and 30-09-2017 :-

- i) The significant change in this procedure is that the Pension Sanctioning Authorities is delinked from the payment of revised DCRG since all the recovery would have been effected while making payment of original amount of DCRG and that there would not be any recovery to be effected from the revised DCRG. Hence, payment of revised DCRG shall be made directly by the Chief Internal Audit Officer/ Audit Branch/Chennai instead of making payment through the Pension Sanctioning Authorities.
- ii) The Chief Internal Audit Officer/Audit Branch shall undertake the post audit of the pay fixation done by the Pension Sanctioning Authorities and ensure the correctness of the pay fixation. If any erroneous fixation is noticed, downward revision of pension shall be made and the excess payment shall be adjusted before the last instalment of arrears to be paid after giving due notice to the pensioner/family pensioner concerned.
- iii) The Pension Sanctioning Authorities are directed to send the pension proposals immediately in respect of employees who retired between 01-12-2015 and 30-09-2017 and to whom original pension proposals in the pre-revised pay structure have not been sent so far after duly fixing their pay in the revised pay structure along with the Service Register indicating that revision has been done. In these cases the Chief Internal Audit Officer/Audit Branch shall issue two authorizations viz. first one for payment of entire pensionary benefits with reference to the pay in the pre-revised pay structure and the second authorization for revised pensionary benefits based on the revised pay structure to be paid in two equal instalments i.e. first installment in the month of April, 2018 and second installment in the month of April, 2019.

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- iv) In respect of retirees on or after 1-10-2017, pension proposals should be sent only after fixing the pay in the revised pay structure with reference to (Per) FB TANGEDCO Proceedings No.9 (SB), dated 02.03.2018, (Per) FB TANGEDCO Proceedings No.10 (SB), dated 02.03.2018 separately as hitherto followed.
- v) In respect of post audit cases of DCRG shall continue to be authorised by the respective Pension Sanctioning Authorities and revised pension/family pension and revised Commuted Value of Pension shall be authorized by the Chief Internal Audit Officer/Audit Branch.
- vi) The employees retired between 01-12-2015 and 30-09-2017 and whose pay has been refixed in the revised pay structure with consequent revision in their pension and who are willing to commute the difference of revised pension, such employees shall clearly indicate their willingness to commute within 3 months to the Pension Sanctioning Authorities so that the same may be clearly indicated in the consolidated proposals forwarded to the Chief Internal Audit Officer/Audit Branch.
- vii) All the Pension Sanctioning Authorities are hereby instructed to follow the above guidelines scrupulously in processing the pensionary benefits to those retired between 01-12-2015 and 30-09-2017. However, in respect of retirees on or after 1-10-2017, the pay of the employees shall be fixed in the revised pay structure as ordered in the (Per) FB TANGEDCO Proceedings No.9 (SB), dated 02.03.2018 and (Per) FB TANGEDCO Proceedings No.10 (SB), dated.02.03.2018 and necessary pension proposals as hitherto done shall be forwarded to the Office of the Chief Internal Audit Officer/Audit Branch for issue of necessary authorization.

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