

To.
The Chief Engineer / Personnel,
TANGEDCO,
Chennai – 600 002.

20-05-2015

Sir,

Sub : TANGEDCO – Preperation of panel for promotion of employees – different norms adopted between the class I service by the Secretariat Branch and Class II & III service by the Administrative Branch – intervention for adopting a uniform procedure by both the Branches requested.

Ref : 1) (per) CMD / TANGEDCO Proceedings No.7,
Adm.Branch, Dated 08-02-2011.
2) (per) CMD / TANGEDCO Proceedings No.29,
Adm.Branch, Dated 23-03-2013.
3) Memo.No.of CE/Personnel 029119/266/G30/G301/
2013-4, Dated 12-02-2014.
4) (per) CMD / TANGEDCO Proceedings No.111
Adm.Branch, Dated 23-07-2014.
5) (per) CMD / TANGEDCO Proceedings No.318,
Secretariat Branch, Dated 24-12-2014.
6) our representation dated 05-01-2015 to the
Respected Chairman

In continuation to our above representation dated 05-01-2015 to the Respected Chairman we would like to bring in some more additional particulars for your kind consideration.

1. Though the Accounts Supervisors Tmt.P.Vasanth / Pudukottai / EDC, Thiru.N.Ramachandran, Thirumakottai / KGTPS and Tmt.C.Vasugi / Ramnad / EDC were promoted as Assistant Accounts Officers in the Panel of AAO as per TANGEDCO Proceedings No. 29, (Adm.Br) dt.23-03-2013, **their promotions were advanced in the panel of AAO drawn in Per.CMD. TANGEDCO Proceedings No. 7, Adm.Branch, Dated 08-02-2011 duly refixing their seniority as per CE/Personnel 029119/266/G30/G301/2013-4, Dated 12-02-2014.**

2. Further it was also ordered that the pay in respect of the above employees shall be fixed as per Note II TNEB Service Regulation No.37.
3. According to the above order they are entitled to fix their pay in the post of AAO on the date of joining their immediate Juniors on 02-11-2011, 13-02-2011 and 02-11-2011 respectively with notional increments on 01-01-2012 and 01-01-2013 but monetary benefit on 13-05-2013, 20-06-2013 and 13-06-2013 respectively.
4. From the above orders it is evident that they were deemed to have been joined in the post of AAO on 02-11-2011, 13-02-2011 and 02-11-2011 respectively.
5. Therefore their service experience in the post of AAO should have been taken from their above date of joining up to the crucial date 20-04-2013 for considering the next promotion to the post of A.O.
6. Since the above employees have served more than one year of service in the post of AAO as on the crucial date 20-04-2013 they become eligible for promotion to the post A.O. as per the Service Regulations.
7. Unfortunately their date of joining in the post of AAO was taken as 13-05-2013, 20-06-2013 and 13-06-2013 instead of reckoning their deemed date of joining 02-11-2011, 13-02-2011 and 02-11-2011 in accordance with the orders issued in CE/Personnel 029119/266/G30/G301/ 2013-4,Dated 12-02-2014.
8. To substantiate our claim we would like to cite a case in which the correct procedure adopted by ADM Branch in the past while considering the names of employees (who were given interse seniority) for inclusion in the promotion panel.

Thiruvargal (i) A.Thangavelu, Accounts Supervisor / Sivaganga, (ii).S.Ekambaram, Accounts Supervisor / Dindugal, and (iii).M.Shanmugam, Accounts Supervisor / Salem were promoted as AAO in the Panel drawn under CMD / TANGEDCO Proceedings No.109 Adm. Branch, Dated 20-09-2011. But their seniority was refixed duly including their name in the panel prepared under (Per) B.P. (Ch) No.4,Adm. Branch, Dated 11-01-2010 as per CE/Personnel Memo No.102958/G30/G301/2012-1, dt.08-03-2012

Based on the above refixation of seniority they were promoted as Accounts Officers under Panel (per) CMD / TANGEDCO Proceedings No.59, Dated 04-07-2012. The crucial date being 20-04-2012.

9. It may please be seen from the above that the above three employees **though not completed one year of service in the post of AAO** based on their physical date of joining as on the crucial date 20-04-2012 **have been promoted as A.O.** duly taking their notional date of joining on par with their juniors.
10. Further the following seven Accounts Officers were deemed to have been promoted and appointed as DFC's with effect from the date of joining of one of their junior vide per) CMD / TANGEDCO Proceedings No.318, Secretariat Branch, Dated 24-12-2014. Even before they join in promoted post of AAO / A.O they were considered to have been promoted notionally as DFC's.

Sl.No	Name	D.O.B.	Date of joining as AAO	Date of joining as AO	Deemed Date of joining as DFC
1	S.Khader Mohideen	15-03-1958	30-03-2013	28-07-2014	28-01-2013
2	S.Mary Jone	23-03-1957	28-03-2013	04-08-2014	06-05-2013
3	S.Malarkodi	20-06-1958	27-03-2013	06-08-2014	06-05-2013
4	K.Sekar	07-08-1958	27-03-2013	01-08-2014	26-08-2013
5	K.Maleega	15-05-1958	28-03-2013	01-08-2014	03-03-2014
6	C.Usha	27-02-1957	28-03-2013	20-08-2014	03-03-2014
7	G.Malliga	06-07-1959	25-03-2013	01-08-2014	05-03-2014

11. Therefore from the above it is evident that the date of physical joining has no relevance for considering the cases of employees who have been given interse seniority and notional promotion. In these cases the date of joining of their junior alone has to be taken for consideration of one year experience to the next promotion.
12. In the above circumstances we request the Chief Engineer / Personnel to kindly reckon the notional date of joining of AAO of the above employees on par with the date of joining of their juniors i.e. 02-11-2011, 13-02-2011 and 02-11-2011 for counting the service experience period of one year in the post of AAO for promotion as A.O. and thus render Justice.

Thanking you,

Yours faithfully

General Secretary

- Encl : 1) CMD / TANGEDCO Proceedings No.109 Adm. Branch, Dated 20-09-2011.
2) CE/Personnel Memo No.102958/G30/G301/2012-1, dt.08-03-2012
3) CE/Personnel Letter NO. 058564/1101/G30/G302/2012-2, dt.06-07-2012.
4) (per) CMD / TANGEDCO Proceedings No.318, Secretariat Branch, Dated 24-12-2014.

