



TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED

***Workmen – Revision of Wages
With Effect From – 01.12.2015***

(Per.) FB TANGEDCO Proceedings No.9 (SB), Dated :02.03.2018.



TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED
(ABSTRACT)

TANGEDCO – Workmen – Revision of Wages with effect from 1-12-2015 -
Orders - Issued.

(SECRETARIAT BRANCH)

(Per.) FB TANGEDCO Proceedings No.9,

Dated :02.03.2018.

Maasi 18.

Thiruvalluvar Aandu 2049.

Read:-

- i) (Per.) FB TANGEDCO Proceedings No.3, (SB), dated 11.01.2014.
- ii) (Per.) FB TANGEDCO Proceedings No.4, (SB), dated 11.01.2014.
- iii) (Per.) CMD TANGEDCO Proceedings No.26, (SB) dated 04.02.2016.

PROCEEDINGS:-

In pursuance of the Memorandum of Settlement, dated 09.01.2014 reached under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947) between the Tamil Nadu Electricity Board and its Workmen, orders were issued in the Board's Proceedings first read above, revising the Pay with effect from 01.12.2011 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances were ordered to be continued with effect from 01.12.2011 until further orders. The Settlement, dated 09.01.2014 was effective for a period of four years with effect from 01.12.2011.

2. In the TANGEDCO's Proceedings third read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the Board to hold negotiations with the Unions for Revision of Pay, Special pay, Allowances including work allocation and staff pattern. After negotiations, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947), agreeing to certain proposals on revision of wages and also on revision of work load was signed on 22.02.2018 by the TANGEDCO with the representatives of the following Unions:-

- 1) Tamil Nadu Electricity Workers Federation;
- 2) Tamil Nadu Electricity Board Accounts and Executive Staff Union
- 3) Tamil Nadu Electricity Board Workers Progressive Union
- 4) Central Organisation of Tamil Nadu Electricity Workmen;
- 5) Minsara Pirivu Anna Thozhir Sangam;
- 6) Tamil Nadu Minvariya Janatha Thozhilalar Sangam;
- 7) Tamil Nadu National Electricity Workers' Federation (INTUC)
(2 Groups);

- 8) Tamil Nadu Electricity Board Engineers' Sangam;
- 9) Tamil Nadu Electricity Workmen Congress;
- 10) Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam;
- 11) Bharathiya Electricity Workmen Federation;
- 12) Tamil Nadu Electricity Board Card Billing Staff Union;
- 13) Tamil Nadu Electricity Board Dr. Ambedkar Workmen Union;
- 14) Tamil Nadu Electricity Board Engineer's Union
and also other 18 Registered Unions.

3. In pursuance of the Settlement, dated 22.02.2018 referred to in para-2 above, the TANGEDCO among others passed the following orders:-

(i) REVISION OF WAGES:

The existing Pay band and Grade Pay of the workmen of TANGEDCO will be revised on 01.01.2016 taking into account the Pay drawn by the workmen on 01.12.2015 as indicated in **ANNEXURE-I** of the TANGEDCO Revised Pay (Workmen) Regulations, 2015, referred to in paragraph-5 below.

The existing system of Pay Bands and Grade Pay applicable to TANGEDCO workmen shall be replaced by new system of level based Pay Matrix as in **APPENDIX** of the TANGEDCO Revised Pay (Workmen) Regulations, 2015 which shall replace the existing system of Pay Bands and Grade Pay. The Pay Matrix shall comprise of two dimensions viz. horizontal range and vertical range:

- (i) In the 'Horizontal Range', level corresponds to a functional role in the hierarchy and has been assigned level numbers 1, 2, 3 and so on, till 9. The level numbers correspond to Grade Pays in the existing system. Movement from one level to a higher level would take place due to movement to a higher functional role, including that due to promotion.
- (ii) In the 'Vertical Range', each step denotes 'pay progression' within that level, and indicates the steps of annual financial progression of three percent in each level, corresponding to one increment. Movement along vertical range arises due to sanction of annual increment (or) grant of Selection Grade/Special Grade /Incentive/ bonus increment.

In the Pay Matrix, the minimum pay at Level- 1 is Rs.16,200 and maximum pay at Level-9 is Rs.1,26,500 in respect of workmen.

(ii) DEARNESS ALLOWANCE:

- (a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.01.2016 are as indicated below:-

Sl.No.	Date from which payable	Rate of Dearness Allowance (per month)
1.	01.01.2016	0 (zero)
2.	01.07.2016	2% of Basic Pay
3.	01.01.2017	4% of Basic Pay
4.	01.07.2017	5% of Basic Pay

(c) The Dearness Allowance shall be calculated with reference to the Revised Pay granted to the workmen. Other Special Pay (or) any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE:

(a) The revised rates of House Rent Allowance will be followed as in the Government of Tamil Nadu **with effect from 01.10.2017**. The rates currently prescribed by the Government are in **ANNEXURE-II**.

(b) Wherever rent free quarters are provided to the workmen (or) a rental is charged for occupation of quarters provided by the Board, no House Rent Allowance shall be admissible.

(iv) CITY COMPENSATORY ALLOWANCE:

The revised rates of City Compensatory Allowance will be followed as in the Government of Tamil Nadu **with effect from 01.10.2017**. The rates currently prescribed by the Government of Tamil Nadu are in **ANNEXURE-III**.

(v) SPECIAL PAYS AND ALLOWANCES:

The existing rates of Special Pays and other allowances paid on the basis of pay range (or) at flat rate to the workmen will be revised with effect from 01.10.2017 as in **ANNEXURE -IV** and **ANNEXURE -V**.

(vi) PERSONAL PAY:

The Personal Pay drawn in the existing pay as on 01.12.2015 (or) on the date of option, shall be taken into account for fixing the pay in the revised Pay and it will be discontinued after fixing the revised pay. The Personal Pay arising on (or) after 01.12.2015 shall continue to be allowed as per the existing orders in force.

(vii) SELECTION GRADE AND SPECIAL GRADE SCALE OF PAY:-

The existing procedure of allowing two increments for movement to Selection Grade/Special Grade on completion of 9/20 years of service be continued. The workmen moving to Selection Grade/Special Grade on (or) after 01.12.2015 shall be granted two increments in the same level in Pay Matrix on that date.

(viii) PAYMENT OF ARREARS:-

The arrears accruing on account of pay revision for the period from 01.10.2017 to 28.02.2018 shall be arrived at after adjusting the Interim Relief of Rs.2500/- per month already paid during the above period as ordered in (Per.) CMD TANGEDCO Proceedings No.26 (SB), dated 01.02.2018 and the balance arrears due for payment shall be arrived and paid.

4. In Government Order (Ms) No.114, Energy (B2) Department, dated 08.10.2008, Government of Tamil Nadu in principle have accorded approval for the re-organisation of T.N.E.B. by the establishment of a holding company, by the name T.N.E.B. Limited and two subsidiary companies, namely Tamil Nadu Transmission Corporation Limited (TANTRANSCO) and Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) with the stipulation that the aforementioned companies shall be fully owned by Government. Subsequently, TANTRANSCO was incorporated on 15.06.2009 and TANGEDCO and T.N.E.B. Limited were incorporated on 01.12.2009. Subsequently, Government of Tamil Nadu have notified the provisional Transfer Scheme, transferring the assets, liabilities and personnel of erstwhile Tamil Nadu Electricity Board vide G.O. Ms. No.100, Energy Department dt. 19.10.2010 with the effective date of implementation as 01.11.2010, as per the provisions of the Electricity Act 2003. Accordingly, the erstwhile T.N.E.B. has been re-organised with effect from 1-11-2010 and the successor entities have started functioning independently and all personnel of the Board (excluding Chairman and Directors of the Board) were transferred to and absorbed in TANGEDCO on a provisional basis till finalization of Employee Transfer Scheme.

The TANGEDCO hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the TANGEDCO Revised Pay (Workmen) Regulations, 2015.
- (2) They shall be deemed to have come into force with effect from 1st December, 2015 (notional fixation on 01.01.2016) and with monetary benefit from 1st October 2017.

2. Definition- In these Regulations, unless the context otherwise requires:

- (i) **“existing basic pay”** means pay drawn in the prescribed Pay Band including Grade Pay and Personal Pay on the date of migration to revised pay structure opted by a TANGEDCO employee as defined in regulation 10 (19) (1) of the Tamil Nadu Electricity Board Service Regulation.
- (ii) **“existing Pay Band and Grade Pay”** means the Pay Band and the Grade Pay applicable to the post held by the TANGEDCO employee, whether in a substantive capacity (or) in officiating capacity, on the date of migration to revised pay structure opted by him as defined in regulation 10 (19) (1) of the Tamil Nadu Electricity Board Service Regulation.
- (iii) “Present emoluments shall not include any Special Pay (or) Allowances.
- (iv) “Post” means any post as specified in Annexure-I.
- (v) **“existing pay structure”** means the present system of Pay Band and Grade Pay applicable to the post held by the TANGEDCO employee as on the date immediately prior to coming into force of these regulations whether in a substantive (or) officiating capacity.

Explanation - The expressions “existing basic pay”, and “existing Pay Band and Grade Pay”, in respect of a TANGEDCO employee who on the 1st day of December, 2015 was on deputation (or) on leave (or) on foreign service, (or) who would have on that date officiated in one (or) more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay in relation to the post which he would have held but for his being on deputation (or) on leave (or) on foreign service (or) officiating in higher post, as the case may be;

- (vi) **“Pay Matrix”** means Matrix specified in Appendix, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;
- (vii) **“Level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay specified in the Appendix.
- (viii) **“pay in the Level”** means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;
- (ix) **“revised pay structure”** in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for that post
- (x) **“basic pay in the revised pay structure”** means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay.
- (xi) **“Appendix”** means Appendix annexed to these regulations.

3. Level of posts:-

The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

4. (1) Revised Levels of Pay of Posts:-

The revised levels of pay for the existing Pay Band as specified in Col.(4) in respect of such posts in Col.(3) in Annexure-I shall mean the revised levels of pay specified in Col.(5) thereon.

(2) Application of Revised Levels of Pay:-

Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive (or) in an officiating capacity (or) appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension (or) on deputation (or) on foreign service (or) on leave (or) suspended lien) pay calculated in the revised levels of pay.

5. Fixation of Pay in the revised pay - The initial pay of a Workman who elects to be governed by the revised pay from 1st December 2015 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien (or) would have held a lien if he had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

(1). Fixation of pay in the revised pay structure at the time of migration:-

- (i) The Revised Pay shall be fixed by a fitment factor of 2.57 on 01.01.2016 taking into account the Pay drawn by the workmen on 01.12.2015.
- (ii) The existing Pay + Grade Pay including Personal Pay in the existing Pay band as on 1-12-2015 shall be multiplied by a fitment factor of **2.57** (or) on the date of option uniformly to all workmen while fixing pay of existing workmen in the pay matrix, irrespective of their present grade pays (or) corresponding new levels. Pay plus grade pay of a Workman at any level as on 01-12-2015 (or) on the date of option (Pay in the Pay Band + Grade Pay) shall be multiplied by a factor of 2.57 for the purpose of fixing the pay in the pay matrix.
- (iii) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at shall be located in the respective Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

- (iv) if the minimum pay (or) the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay (or) the first Cell of that applicable Level.
- (2) In commemoration of 60 years of formation of Board, one increment (in lieu of Service Weightage) shall be allowed after fitment in the Revised Pay to the workmen who are in Service on 01.07.2017 with monetary benefit from 01.10.2017.
- (3) Where in fixation of pay, the pay of workmen drawing pay at two (or) more stages in the existing Pay Band and Grade Pay (or) scale, as the case may be, get fixed at same Cell in the applicable Level in the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of employee drawing higher pay in existing pay structure shall be fixed at the next vertical Cell in the applicable Level.
- Explanation:** For this purpose, the pay drawn by two workmen in a given Pay Band and Grade Pay (or) scale where the higher pay is at least 3 percent more than the lower pay shall constitute two stages. Workmen drawing pay where the difference is less than 3 percent shall not be entitled for this benefit.
- (4) The pay of a Workman appointed to the service in the Board for the first time on (or) after 01.12.2015 and upto 22.02.2018 (i.e.the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 5(1) and (2) with effect from the date of his joining service.
- (5) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.

NOTE: If a Workman officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.

- (6) If a Workman is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2015, he shall be entitled to have his substantive pay in that post refixed on 01.12.2015 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2015 at the stage next above substantive pay.
- (7) If a Workman is on leave on 1st December 2015, he shall be entitled to the revised pay from that date, but the pay so fixed in the revised pay shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st December 2015 and ending with the date of such return will count for future increment in the revised pay depending on whether it will count for future increments in the existing pay.

- (8) Similarly where a Workman is on study leave on the first day of December, 2015, he will be entitled to the benefits under these Rules from 01.12.2015 (or) the date of option.
- (9) A Workman who on 1st December 2015 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post (or) in the officiating post in the revised pay for the purpose of computing his gratuity and pension.
- (10) a) If for instance, a Workman was under reduction of pay (or) stoppage of increment as a penalty on the 1st December 2015, his pay shall be fixed in the revised pay structure on the basis of emoluments he drew on the 1st December 2015 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of penalty. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of penalty with reference to the emoluments which he would have drawn on the 1st December, 2015 taking the fact into consideration whether the penalty awarded is with (or) without cumulative effect.
- b) If for instance, a Workman's increment falling due on the 1st July, 2015 had been postponed for a year without cumulative effect, his actual present emoluments as on the 1st December 2015 would be the basis for determination of his revised pay with effect from the 1st December, 2015 and the pay so fixed shall be in force upto the 30th June 2016. However, for purpose of determination of his pay with effect from 1st July 2016 his pay on the 1st December 2015 shall be refixed notionally based on the present emoluments which he would have received on the 1st December 2015 but for his penalty and he will get the next increment on the 1st July 2016 from that stage.
- c) If, however, the penalty of stoppage of increment due on the 1st July 2015 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual present emoluments as on the 1st December 2015. There shall be no refixation of pay in this case.
- (11) If a Workman is under suspension on the 1st December 2015, (or) if he was discharged (or) reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised pay only from the date on which he returns to duty in the post (or) from the date of his reappointment to that post.
- (12) A Workman who was promoted between 01.12.2015 and 22.02.2018 (or) promoted prior to 01.12.2015, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2015, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised pay.

6. Rectification of Pay anomaly of Junior getting more pay than Senior.-

(1) Where in the fixation of pay in the revised pay structure upon appointment (or) promotion to a higher post, pay of a Workman gets fixed higher than that of a Workman senior to him, who have been promoted earlier to the same higher post in the same cadre, the pay of such senior Workman in the revised pay structure shall be stepped up to the same Cell in the revised pay structure as that of his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior employee subject to the fulfillment of the following conditions namely:-

- (a) both the junior and the senior workmen should belong to the same cadre and the posts in which they have been promoted are identical in the same cadre.
- (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) the senior Workmen at the time of promotion should have drawn equal or more pay than the junior.
- (d) The anomaly should have arisen directly as a result of the application of the provisions of Tamil Nadu Electricity Board Service Regulations or any other rule or order regulating pay fixation on such promotion in the revised pay structure;

Provided that where the pay of the junior Workmen is greater than that of the senior on account of any advance increments granted to him, the provisions of this sub rule shall not be invoked to step up the pay of the senior Workman.

(2) The order relating to re-fixation of the pay of the senior Workman in accordance with sub rule (1) shall be issued under the provisions of Tamil Nadu Electricity Board Service Regulations and the senior Workman shall be entitled to the next increment on completion of the required qualifying service one year with effect from the date of re-fixation of pay.

7. RATE OF INCREMENTS IN REVISED PAY:-

The increment shall be effected by moving vertically down along the applicable Level by one cell from the existing cell of pay in the pay matrix as in Appendix.

8. DATE OF ANNUAL INCREMENTS IN THE REVISED PAY:-

There shall be four quarters for grant of increment namely, 1st January, 1st April, 1st July and 1st October of every year:

Provided that a Workman shall be entitled to only one annual increment either on 1st January (or) 1st April (or) 1st July (or) 1st October depending on the date of his appointment and promotion.

- (i) The workman shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing pay structure as the case may be viz. 1st January, 1st April, 1st July and 1st October.
- (ii) The next increment of a Workman in the revised pay structure shall be granted on the date he would have drawn increment had he continued in the existing pay structure.
- (iii) If a Workman draws his next increment in the revised pay under sub-regulation (ii) above and thereby becomes eligible for higher pay than his senior whose next increment falls due on a later date, then the pay of such senior shall be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of Pay Anomaly and also subject to the condition that both the senior and junior should (or) should not have drawn one increment in commemoration of 60 years of formation of Board (in lieu of Service Weightage).

NOTE: In case where the pay of a Workman is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

- (iv) In the case of a Workman who reaches the maximum of the levels of Pay, stagnation increments beyond the maximum of Pay shall be allowed at the rate of increment last drawn annually without maximum limit.
- (v) In the case of workmen who have elected to remain in the existing pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay on the normal date in which he would have drawn the increment had he continued in the existing pay.

9. OPTION:-

(1) a Workman may exercise option to remain in the existing pay until any of the following dates falling between 1-12-2015 and 22.02.2018:

- (i) to remain in the existing pay until the date on which he earns his next (or) any subsequent increments in the existing pay;

- (ii) on the date of promotion (or) on the date of fixation on promotion;
- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.

Provided that, if a Workman does not exercise his option within the period specified below, he shall be deemed to have opted for the revised pay with effect from the 1st December, 2015 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-VI within three months** from the date of issue of these Regulations.

Provided that in the case of a Workman who was on leave on that date (or) who was discharged from service before that date and was not in the service on that date, (or) who was on deputation (or) on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, (or) is reappointed to the post, (or) rejoins duty in the Board, as the case may be.

- (i) Where a Workman is under suspension on the 1st December 2015, the option shall be exercised within three months from the date of his return to duty if that date is later than the last date prescribed in this sub-regulation (2).
- (ii) The **option once exercised shall be final.**

(iii) If a Workman opts to remain in the existing pay for a specified period, he shall be entitled to draw pay in the existing pay during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Persons who have died on (or) after 01.12.2015, shall be deemed to have opted for the revised pay on and from 01.12.2015 (or) such later date as is more beneficial to their dependent, if the revised pay is more favourable and in such cases, necessary action for payment of arrears from 01.10.2017 shall be taken by the Head of Office immediately after adjusting the Interim Relief paid, if any.

10 . FIXATION OF PAY ON PROMOTION ON (or) AFTER 01.12.2015:-

In case of promotion from one level of pay to another in the revised pay structure, the fixation shall be done in the manner given below:-

a) On the date of promotion/appointment to the higher post:

One increment shall be given in the Level from which the Workman is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level. However, if the pay in the Level of pay after addition of one increment is less than the minimum of Level of pay in the higher post to which he is promoted, pay in the Level of pay will be fixed to such minimum of the higher post i.e., first Cell.

b) Fixation of pay on the date of accrual of increment in the lower post:

i) Pay shall be initially fixed from the date of promotion/appointment to higher post till his date of next increment (DNI) in the lower post at the next higher Cell in the Level of the higher post. He shall draw this pay from the date of promotion till the date of re-fixation of pay on the date of next increment (DNI) in the lower post.

ii) On the date of increment of the lower post, two increments (one accrued on account of Annual Increment and the second accrued on account of promotion/appointment to higher post) shall be granted in the Level of lower post starting from the Pay last drawn in the lower post and he shall be placed at a Cell equal to the figure so arrived, in the Level of the higher post; and if no such Cell is available in the higher Level, he shall be placed at the next higher Cell in the level of the higher post.

Such workmen shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing Pay Band within a period of 3 months. Such option once exercised will be final.

11. DATE OF EFFECT:-

The revised Pay Level shall take **effect from 1st December 2015 (notional fixation on 01.01.2016) and with monetary benefit from 01.10.2017 and shall be in force for a period of four years from 1st December 2015.**

12. POWER TO REMOVE DIFFICULTIES:-

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

13. POWER TO AMEND REGULATIONS:-

(1) The Board may, by order, amend these Regulations including the Annexures;

- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

14. EFFECT OF OTHER REGULATIONS.-

Save as otherwise provided in these Regulations, no provision of any other Regulations made (or) deemed to have been made under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) shall, in so far as it is inconsistent with any of the provision of these Regulations, have any effect.

- 15.** The pay fixation statement may be prepared in the form in ANNEXURE-VII and got approved by the Head of Office and attached to the Service Book of the workmen.
- 16.** Illustrations relating to fixation of pay are in ANNEXURE-VIII.
- 17.** Any doubt relating to the implementation(s) of any of the clauses / provisions of this order arises, the same shall be referred to the Secretary / TANGEDCO for clarification.
- 18.** The Chief Engineers, Chief Internal Audit Officer, Chief Financial Controller, Superintending Engineers, Deputy Secretaries and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE BOARD)

**R. BALAJI,
SECRETARY.**

To

All Chief Engineers.
The Chief Financial Controller/General and Revenue/Accounts Branch.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
The Residential Audit Officer.

Copy to:

The Principal Secretary to Government, Energy Department, Chennai -9.
The Additional Chief Secretary to Government, Finance Dept., Chennai-9.
The Commissioner of Labour, Chennai.
The Accountant General, Chennai-18.
The Chairman cum Managing Director's Table.
The Director (Finance)/TANGEDCO.
The Director (Distribution).

The Director (Generation).
 The Additional Director General of Police/Vigilance.
 The Secretary.
 The Legal Adviser.
 The Executive Assistant to Chairman cum Managing Director.
 The Industrial Relations Adviser/Chennai – 2.
 The Chief Medical Officer/T.N.E. B Dispensary/Chennai.2.
 The Deputy Chief Engineer/Administrative Branch.
 The Director/Computer Centre.
 The Industrial Relations Officer.
 The Assistant Personnel Officer/Tamil Development - for Publication
 in the Tamil Nadu Electricity Board Bulletin (2 copies).
 The Director/Tamil Nadu Electricity Board Printing Press.
 The Resident Manager, T.N.E.B., New Delhi.
 All Officers/Sections/Cells in the Board office Secretariat Branch .
 "A-2" "A-8", "A-9", "A-10", "A-11", "A-12" & "A-13" sections/Secretariat Branch.
 Tamil Nadu Electricity Workers' Federation.
 Tamil Nadu Electricity Board Accounts & Executive Staff Union.
 Tamil Nadu Electricity Board Workers Progressive Union (LPF).
 Central Organisation of Tamil Nadu Electricity Employees (COTEE).
 Minsara Pirivu Anna Thozhir Sangam.
 Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
 Tamil Nadu National Electricity Workers' Federation (2 Groups).
 Tamil Nadu Electricity Board Engineers' Sangam.
 Tamil Nadu Electricity Employees Congress.
 Tamil Nadu Electricity Board Thozhilalar poriyalar Aykiyya Sangam.
 Tamil Nadu Electricity Board Engineers' Association.
 Tamil Nadu Electricity Board Finance & Accounts Officers Association.
 Bharathiya Electricity Employees Federation.
 Tamil Nadu Electricity Board Card Billing Staff Union.
 Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
 Tamil Nadu Electricity Board Engineers Union.

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

A. Suresh Kumar Ahmed Babu

SECTION OFFICER.

[Signature]
2/2/18

APPENDIX**PAY MATRIX FOR WORKMEN**

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Pay Band	4900-1000	5400-20200					9600-3400		10100-34800
Grade Pay	1400	1900	2200	2500	2800	2900	4300	4400	5100
Level	1	2	3	4	5	6	7	8	9
	REVISED PAY								
1	16200	18800	19500	20300	21100	21300	36400	36700	39800
2	16700	19400	20100	20900	21700	21900	37500	37800	41000
3	17200	20000	20700	21500	22400	22600	38600	38900	42200
4	17700	20600	21300	22100	23100	23300	39800	40100	43500
5	18200	21200	21900	22800	23800	24000	41000	41300	44800
6	18700	21800	22600	23500	24500	24700	42200	42500	46100
7	19300	22500	23300	24200	25200	25400	43500	43800	47500
8	19900	23200	24000	24900	26000	26200	44800	45100	48900
9	20500	23900	24700	25600	26800	27000	46100	46500	50400
10	21100	24600	25400	26400	27600	27800	47500	47900	51900
11	21700	25300	26200	27200	28400	28600	48900	49300	53500
12	22400	26100	27000	28000	29300	29500	50400	50800	55100
13	23100	26900	27800	28800	30200	30400	51900	52300	56800
14	23800	27700	28600	29700	31100	31300	53500	53900	58500
15	24500	28500	29500	30600	32000	32200	55100	55500	60300
16	25200	29400	30400	31500	33000	33200	56800	57200	62100
17	26000	30300	31300	32400	34000	34200	58500	58900	64000
18	26800	31200	32200	33400	35000	35200	60300	60700	65900
19	27600	32100	33200	34400	36100	36300	62100	62500	67900
20	28400	33100	34200	35400	37200	37400	64000	64400	69900
21	29300	34100	35200	36500	38300	38500	65900	66300	72000
22	30200	35100	36300	37600	39400	39700	67900	68300	74200
23	31100	36200	37400	38700	40600	40900	69900	70300	76400
24	32000	37300	38500	39900	41800	42100	72000	72400	78700
25	33000	38400	39700	41100	43100	43400	74200	74600	81100
26	34000	39600	40900	42300	44400	44700	76400	76800	83500
27	35000	40800	42100	43600	45700	46000	78700	79100	86000
28	36100	42000	43400	44900	47100	47400	81100	81500	88600
29	37200	43300	44700	46200	48500	48800	83500	83900	91300
30	38300	44600	46000	47600	50000	50300	86000	86400	94000
31	39400	45900	47400	49000	51500	51800	88600	89000	96800
32	40600	47300	48800	50500	53000	53400	91300	91700	99700
33	41800	48700	50300	52000	54600	55000	94000	94500	102700
34	43100	50200	51800	53600	56200	56700	96800	97300	105800
35	44400	51700	53400	55200	57900	58400	99700	100200	109000
36	45700	53300	55000	56900	59600	60200	102700	103200	112300
37	47100	54900	56700	58600	61400	62000	105800	106300	115700
38	48500	56500	58400	60400	63200	63900	109000	109500	119200
39	50000	58200	60200	62200	65100	65800	112300	112800	122800
40	51500	59900	62000	64100	67100	67800	115700	116200	126500

ANNEXURE - I**EXISTING PAY BAND AND REVISED LEVELS OF PAY**

Sl. No.	PAY BAND NO.	CATEGORY	EXISTING PAY BAND + GP	LEVEL	REVISED LEVELS OF PAY
(1)	(2)	(3)	(4)	(5)	(6)
1	PB-1A	Mazdoor	4900-10000 + 1400	1	16200-51500
1	PB-1	Assessor Grade II	5400-20200 + 1900	2	18800-59900
2		Assistant Cook-cum-Mater			
3		Blacksmith Grade III			
4		Blue Printer Grade II			
5		Boiler House Attendant			
6		Carrier Assistant			
7		Cook-cum-Caretaker			
8		Copy Holder			
9		Duffadar			
10		Field Assistant			
11		Fitter Grade III			
12		Gardener			
13		Helper-cum-Meter Reader			
14		Junior Binder			
15		Junior Compositor			
16		Lift Operator			
17		Machineman Grade III			
18		Male Nursing Assistant			
19		Marker			
20		Maternity Assistant			
21		Nursing Orderly			
22		Office Helper			
23		Packing Helper			
24		Pump House Attendant			
25		Sanitary Maistry			
26		Sanitary Worker			
27		Sanitary Worker-cum-Gardener			
28		Sweeper			
29		Sweeper-cum-Gardener			
30		Tool Keeper Grade II			
31		Vehicle Helper			
32		Watchman			

1		Assessor			
2		Assistant Carrier Mechanic			
3		Assistant Draughtsman			
4		Assistant Liaison Officer			
5		Assistant Operator			
6		Asst. to Hydraulic Operator Gr. I			
7		Auxiliary Nurse			
8		Blacksmith Grade II			
9		Blue Printer Grade I			
10		Boiler House Fireman			
11		Carpenter Grade II			
12		Caulker & Revitter			
13		Clearing Assistant			
14		Coal Maistry			
15		Commercial Assistant			
16		Compositor			
17		Electrician Grade II			
18		Fitter Grade II			
19		Fitter Slinger			
20		Gauge Reader			
21		Gurka Watchman			
22		Health Inspector			
23		Instrument Mechanic Grade III			
24	PB-1	Junior Assistant	5400-20200 + 2200	3	19500-62000
25		Junior Auditor			
26		Laboratory Technician			
27		Mechanic Grade III			
28		Machineman Grade II			
29		Machineman /Machine Operator			
30		Maistry Grade III			
31		Mason			
32		Moulder			
33		Packer			
34		Personal Clerk			
35		Plate Making Operator			
36		Plumber			
37		Proof Reader			
38		Pump Driver			
39		Record Clerk			
40		Roto Print Operator			
41		Semi-skilled workmen			
42		Senior Attendant (Filter House)			
43		Senior Binder			
44		Senior Helper			
45		Senior Pipe Line Fitter			

46	PB-1	Senior Sanitary Maistry	5400-20200 + 2200	3	19500-62000
47		Senior Vehicle Helper			
48		Senior Watchman			
49		Steno-Typist			
50		Stone Cutter			
51		Telephone Operator			
52		Time Keeper Grade II			
53		Trolley Guard			
54		Turbine Operator			
55		Tyndal			
56		Typist			
57		Valve House Attendant			
58		Vehicle Helper (Transport)			
59		Warden			
60	Welder Grade II				
61	Wireman				
1	PB-1	Blacksmith Grade I	5400-20200 + 2500	4	20300-64100
2		Calyx Drill Driver			
3		Carpenter Grade I			
4		Carrier Mechanic Grade II			
5		Compressor Driver			
6		Crane Driver			
7		Crane Driver-cum-Electrician			
8		Driver Power House			
9		Electrician Grade I			
10		Fitter Grade I			
11		Foreman Grade III			
12		Imposer			
13		Inspector of Records			
14		Instrument Mechanic Grade II			
15		Instrument Repairer			
16		Instrument Repairer /Telephone			
17		Jeep Driver			
18		Job Clerk			
19		Lineman			
20		Lineman Driver			
21		Lorry Driver			
22		Machineman Grade I			
23		Maistry Grade II			
24		Mechanic Grade II			
25		Mixer Driver			
26		Motor Cycle Messenger			
27		Painter			
28		Road Roller Driver			
29		Senior Proof Reader			

30		Sergeant			
31		Senior Assistant Operator			
32		Senior Caulker & Revitter			
33		Senior Fitter Slinger			
34		Senior I.B.Warden			
35		Senior Maistry Grade III			
36		Senior Pump Driver			
37		Senior Telephone Operator			
38		Senior Trolley Guard			
39		Senior Valve House Attendant			
40		Senior Wireman			
41	PB-1	Shop Assistant			
42		Switch Board Attendant (Non-Diploma Holder)	5400-20200 + 2500	4	20300-64100
43		Syrang Grade II			
44		Stores Custodian Grade II			
45		Telephone Inspector Grade II			
46		Time Keeper Grade I			
47		Tinsmith			
48		Tool Keeper Grade I			
49		Welder Grade I			
50		Winch Driver			
1		Assistant Section Officer			
2		Assistant			
3		Assistant-cum-Steno Typist			
4		Assistant Librarian			
5		Assistant Sports Officer			
6		Auditor			
7		Carrier Mechanic Grade I			
8		Carrier Foreman Grade I			
9		Commercial Inspector			
10		Construction Foreman			
11		Draughtsman			
12	PB-1	Driver (Tractor Trailers of Heavy Vehicles)	5400-20200 + 2800	5	21100-67100
13		Foreman Grade II			
14		Head Sergeant			
15		Inspector of Assessment			
16		Instrument Mechanic Grade I			
17		Junior Machine Operator			
18		Laboratory Tradesman			
19		Line Inspector			
20		Loco Driver (Transport)			
21		Maistry Grade I			

22		Mechanic Grade I			
23		Personal Assistant			
24		Refractionist			
25		Senior Carpenter Grade I			
26		Senior Crane Operator			
27		Senior Electrician			
28		Senior Fitter			
29		Senior Foreman Grade III			
30		Senior Lineman			
31		Senior Maistry Grade II			
32		Senior Mechanic Grade II			
33		Senior Shop Assistant			
34		Senior Switch Board Attendant			
35		Senior Syrang Grade II			
36	PB-1	Senior Winch Driver	5400-20200 + 2800	5	21100-67100
37		Senior Driver			
38		Staff Nurse			
39		Stores Custodian Grade I			
40		Syrang Grade I			
41		Technical Assistant			
42		Telephone Inspector Grade I			
43		Telephone Supervisor			
44		Teleprinter Mechanic Grade I			
45		Tester Chemical			
46	Winder				
1	PB-1	Heavy Vehicle Driver (Workshop)	5400-20200 + 2900	6	21300-67800
2		Pharmacist			
1	PB-2A	Accounts Supervisor	9600-34800 + 4300	7	36400-115700
2		Administrative Supervisor			
3		Assistant Special Winder			
4		Assistant Welfare Officer			
5		Carrier Foreman Grade I			
6		Driver/Heavy Vehicle			
7		Foreman Grade I			
8		Junior Chargeman			
9		Junior Engineer Grade II			
10		Librarian			
11		Operator Water Treatment Plant			
12		Photographer			
13		Revenue Supervisor			
14		Senior Construction Foreman			
15		Senior Draughtsman			
16		Senior Machine Operator			
17		Stores Supervisor			
18		Surveyor (Qualified)			

1	PB-2A	Chargeman	9600-34800 + 4400	8	36700-116200
2		Head Draughtsman			
3		Junior Chemist			
4		Senior Pharmacist			
5		Superintendent-Medical Store			
6		Superintendent-Nursing			
1	PB-2	Assistant Press Superintendent	10100-34800 + 5100	9	39800-126500
2		Carrier Special Grade Foreman			
3		Special Grade Foreman			
4		Special Grade Foreman Driver			

Note: If the designation of any category of Workmen is not included in the Tables in Annexure-I above, the workmen in that category shall be allowed the revised Levels of pay corresponding to his existing pay drawn by him."

ANNEXURE-II**REVISED RATE OF HOUSE RENT ALLOWANCE WITH EFFECT FROM 01.10.2017****(WORKMEN)**

The revised rates of House Rent Allowance to workmen in different pay ranges in the revised pay structure and different grades of cities and towns shall be as follows:-

Sl. No	Revised Pay Range (Pay Level in Pay Matrix) (Rupees per mensum)	Amount of House Rent allowance (in Rupees per mensum)			
		Grade 1 (a)	Grade 1 (b)	Grade-II	Grade-III
(1)	(2)	(3)	(4)	(5)	(6)
	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto - 13600	1300	700	600	400
2	13601 - 17200	1500	1000	700	450
3	17201 - 21000	1800	1200	800	500
4	21001 - 23900	2100	1400	1000	700
5	23901 - 27200	2600	1700	1200	800
6	27201 - 30600	3100	2000	1500	1000
7	30601 - 35400	3600	2300	1700	1200
8	35401 - 37300	4200	2600	1800	1500
9	37301 - 41100	4700	3000	2300	1700
10	41101 - 44500	5200	3300	2600	1900
11	44501 - 50200	5700	3600	2900	2000
12	50201 - 51600	6200	3800	3100	2200
13	51601 - 54000	6800	4100	3200	2200
14	54001 - 55500	7300	4300	3200	2200
15	55501 - 56900	7500	4300	3200	2200
16	56901 - 64200	7800	4300	3200	2200
17	64201 and above	8300	4300	3200	2200

RECLASSIFICATION OF CITIES/TOWNS:

The present prevailing different grades shall be retained and some cities/towns shall be upgraded and reclassified for the eligibility of House Rent Allowance in different grades as detailed below:

Grades [1]	Existing Classification [2]	Revised Classification [3]
Grade-I (a)	Chennai City and places around the City at a distance not exceeding 32 Kms from City limits. If the radius of 32 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-I(a) place.	-No Change -
Grade – I (b)	Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits. If the radius of 16 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-I (b) place.	Cities of Coimbatore (UA), Madurai (UA), Salem (UA), Tiruppur (UA), Tiruchirappalli (UA), Erode (UA) and places around them at a distance not exceeding 16 Kms. From the city limits and if the radius of 16 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade – I (b) place.
Grade – II	Places classified as Grade – 'C' by Government of India and places around 8 Kms from town limits. If the radius of 8 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-II place.	Places classified as Grade-'C' by Government of India in 2004 [List of places classified as Grade-C is appended to this table], all other Municipal Corporations and Special Grade; Municipalities and places around 8 Kms from town limits. If the radius of 8 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-II place.
Grade-III	Places in Grade-III [Second TN Pay Commission, 1971]	All other Municipalities (except Special Grade) and Taluk Headquarters irrespective of local body status.

List of places classified as Grade-C by Government of India

Ambur, Arakkonam, Arani, Aruppukkottai, Attur/Bhavani (UA), Bodinayakanur/
Chengalpattu, Chidambaram(UA), Coonoor(UA), Cuddalore/ Dharapuram,
Dharmapuri, Dindigul/ Erode(UA)/ Gobi-chettipalayam, Gudiyattam(UA)/ Hosur/
Kadaiyanallur, Kambam, Kanchipuram (UA), Karaikkudi (UA), Karur (UA),
Kovilpatti, Krishnagiri, Kumbakonam (UA)/Mannargudi, Mayiladuthurai,
Mettupalaiyam, Mettur/ Nagappattinam(UA), Nagercoil, Namakkal,
Neyveli(UA)/Palani (UA), Panruti, Paramakkudi, Pattukkottai, Pollachi(UA),
Pudukkottai, Puliyangudi/ Rajapalayam,Ramanathapuram, Sankarankoil,
sivakasi(UA), Srivilliputtur/ Theni-Allinagaram, Tenkasi, Thanjavur, Thiruvarur,
Tindivanam, Tiruchengode, Tirunelveli(UA), Tiruppattur, Tiruppur (UA),
Tiruvannamalai, Thoothukkudi (UA)/Udhagamandalam, Udumalaipettai/ Valparai,
Vanyambadi(UA), Vellore(UA), Villupuram, Virudhunagar, Virudhachalam.

ANNEXURE - III
REVISED RATE OF CITY COMPENSATORY ALLOWANCE
WITH EFFECT FROM 01.10.2017
(WORKMEN)

The cities of Tiruppur and Erode, which was classified as 'Y' by Government of India for the purpose of House Rent Allowance shall also be included for City Compensatory Allowance. Accordingly, revised rates of City Compensatory Allowance (CCA) for workmen in different pay ranges in the revised pay structures shall be as follows:-

Sl. No.	Revised Pay Range (Pay Level in Pay Matrix) (Rupees per mensem)	Amount of City Compensatory Allowance (in Rupees per mensem)	
		Chennai City and areas around the City at a distance not exceeding 32 kms from the City limits	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli, Tiruppur and Erode areas around them at a distance not exceeding 16 kms. From the City limits.
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1	Below 20600	360	180
2	20601 - 30800	500	260
3	30801 - 41100	800	400
4	41101 and above	1200	720

ANNEXURE- IV**REVISED RATES OF SPECIAL PAYS WITH EFFECT FROM 01.10.2017**
(Rupees per mensem)**(WORKMEN)**

Sl. No.	Revised Pay Range (Pay Level in Pay Matrix)	Project Special Pay	TE, TLC, SSE, PLCC and MLDC Special Pay	Special Pay to eligible workmen of Vigilance Cell & Enforcement	VIP Vehicle Drivers' under the control of CPRO & Spl.Gr Duffadars in BOSB.
1	2	3	4	5	6
	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 20000	200	300	340	340
2	20001-24200	220	340	360	360
3	24201-27600	220	360	380	380
4	27601-31100	260	380	400	400
5	31101-34200	280	400	440	440
6	34201-37600	300	460	480	480
7	37601-40900	340	500	560	560
8	40901-44800	360	560	580	580
9	44801-50000	380	580	580	580
10	50001-56200	460	640	640	640
11	56201-65800	560	700	700	700
12	65801-76700	600	760	760	760
13	76701 & above	700	880	880	880

**REVISED RATES OF SPECIAL PAYS ON FLAT RATE BASIS WITH EFFECT
FROM 01.10.2017**

(WORKMEN)

Sl.No	Description	Revised Rate	
		Rs.	
1	<u>Shift Operation Special Pay</u> SBO/TA/LI/LMO Junior Chemist/JE II Grade/Supervisor (Thermal)	220	P.M.
		300	P.M.
2	Special Pay to Duffadars in Head Quarters Office	400	P.M.
3	Special Pay to Record Clerks of BOSB/Adm.Br. (Xerox work)	120	P.M.
4	Special Pay to Office Helper of Top Level Officers at BOSB.	300	P.M.
5	Welding Special Pay to eligible Welders	180	P.M.
6	TTC Instructor's Special Pay	200	P.M.
7	Cable Jointing Special Pay	200	P.M.
8	Typewriting and Steno Special Pay	160	P.M.
		280	P.M.
		320	P.M.
		360	P.M.
		400	P.M.
		480	P.M.
		560	P.M.
9	Pharmacist Special Pay	200	P.M.

REVISED RATES OF SPECIAL PAYS ON PERCENTAGE BASIS

WITH EFFECT FROM 01.10.2017

Sl. No	Description	Revised Rate
1	Special Pay to the workmen working in the O/o.Resident Manager/New Delhi (Guest House)	10% of Revised Level of Pay per mensem
2	Hot Line Special Pay	25% of Basic Pay (*) Per mensem (* (Subject to max. of Rs. 16000))

ANNEXURE - V**REVISED RATES OF ALLOWANCES WITH EFFECT FROM 01.10.2017****(Rupees per month)****(WORKMEN)**

Sl.	Revised Pay (Pay Level in Pay Matrix)	ILC	Project		Investigation		Thermal	Thermal Bonus	Special (GTS) Allowance (**)
			Before Qtrs.	After Qtrs.	Before Qtrs.	After Qtrs.			
1	2	3	4	5	6	7	8	9	10
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 20000	200	400	220	380	180	220	220	640
2	20001-24200	200	460	240	380	180	220	260	740
3	24201-27600	220	460	240	420	200	260	280	840
4	27601-31100	220	500	260	460	200	260	300	940
5	31101-34200	260	560	280	500	220	300	320	1040
6	34201-37600	280	600	300	560	260	300	340	1160
7	37601-40900	280	600	300	560	260	320	380	1280
8	40901-44800	300	660	320	600	280	320	400	1480
9	44801-50000	300	700	360	620	280	360	420	1680
10	50001-56200	400	820	460	760	300	400	500	1880
11	56201-65800	560	880	500	760	300	460	500	2080
12	65801-76700	600	940	540	820	340	500	500	2300
13	76701 & above	660	1000	600	880	380	560	600	---
14	76701-87400	--	--	--	--	--	--	--	2520
15	87401 & above	--	--	--	--	--	--	--	2740

(**) Since the Special (GTS) Allowance was doubled during 2015 the same was not revised.

REVISED RATES OF HYDRO AND WIND FARM ALLOWANCES**WITH EFFECT FROM 01.10.2017****(Rupees per mensem)**

Sl. No.	Description	Revised Rate	
		Upto Rs.62200	Rs.62201 &above
1	Upto and inclusive of 300m MSL	900	1200
2	Above 301m MSL	1200	1500

**REVISED RATES OF ALLOWANCES ON FLAT RATES WITH EFFECT FROM 01.10.2017
(WORKMEN)**

Sl.No	Description	Revised Rate	
		Rs.	
1	Cycle Allowance	200	P.M.
2	Night Shift Allowance	40	per day
3	Washing Allowance	200	P.M
4	<u>Stores Keeper Allowance:</u> Stores Custodian II Grade	360	P.M.
	Stores Custodian I Grade	460	P.M.
	Stores Supervisor	480	P.M.
5	<u>Assessment Allowance</u> Assessor	240	P.M.
	Inspector of Assessment	360	P.M.
6	<u>Allowance to Legal Cell Staff in Board Office Secretariat Branch:</u> Junior Assistant	160	P.M.
	Assistant Section Officer	240	P.M.
7	Hill Allowance (20% of Basic Pay subject to maximum of Rs.6000/-)	20% of Basic Pay P.M (Subject to max. of Rs.6000 p.m)	
8	<u>Winter Allowance</u> (November to February - 4 months only) From 1000 to 1499m (5% of Basic Pay subject to the maximum of Rs.1200)	5% of Basic Pay Per Month (Subject to max. of Rs.1200 p.m)	
	1500m and above (10% of Basic Pay subject to the maximum of Rs.1500) (Percentage/Maximum limit as in Government)	10% of Basic Pay Per Month (Subject to max. of Rs.1500 p.m)	
9	Conveyance Allowance to visually challenged, Locomotor disabled and Hearing impaired (The other conditions for payment of this conveyance allowance shall be continued)	2500	P.M.
10	Medical Allowance	300	P.M.
11	Remote Hydro and Cavern Allowance (Category I 25%, Category II 20%, Category III 15% and Category IV Nil as ordered in the B.P. No.26, dt. 06.08.2015.) Cavern Allowance @ 10%	25% of Basic Pay Per Month for Category-I (Subject to max. of Rs.16000 p.m)	
		20% of Basic Pay Per Month for Category-II (Subject to max. of Rs.12000 p.m)	
		15% of Basic Pay Per Month for Category-III (Subject to max. of Rs.10000 p.m)	
		Cavern Allow. 10% Basic Pay (Subject to max. of Rs.8000 p.m)	

ANNEXURE – VI

Form for exercising option under the TANGEDCO Revised Pay
(Workmen) Regulations 2015

I _____,
holding the post of _____ in the Pay
band of Rs. _____ + Rs. _____ Grade Pay do
hereby elect (*) to come under the revised Level of Pay with effect from
1st December 2015/ to retain the existing Pay Band + Grade Pay for the period
upto _____ and come under the revised Level of Pay with
effect from _____.

2. The option hereby exercised is final and will not be modified at any
subsequent date.

3. I also hereby agree to abide by all the terms and conditions of the
Settlement entered into with Unions under Section 12(3) of the Industrial
Disputes Act, 1947 on 22.02.2018.

4. I hereby also undertake that any excess payment that may be found
to have been made as a result of incorrect fixation of pay (or) any excess
payment detected in the light of discrepancies noticed subsequently will be
refunded by me to the TANGEDCO either by adjustment against future
payments due to me (or) otherwise without insisting for any prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature
Head of the Office.

(*) Strike out whichever is not applicable.

ANNEXURE-VII**Statement of fixation of pay of individual Board Employee
in the Revised Pay.**

- (a) Circle :
- (b) Office :
- (c) Name of Employee :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Pay :
- Substantive/Officiating
(or) Temporary
1. Name of post :
2. Existing Pay Band +Grade Pay :
3. Present emoluments on the 1st December 2015 (or) on the date of the employee joining the service after 01.12.2015 :
- (i) Pay :
- (ii) Personal Pay, if any :
- (iii) Grade Pay :
- (iv) Dearness Allowance as on 01.01.2016 on
Pay + Personal Pay + Grade Pay : -----
- Total (i to iv) above : -----
4. Basic Pay (Pay in the applicable Pay Band and applicable Grade Pay) in the pre-revised structure as on 01.12.2015 :
5. Amount arrived at by multiplying basic pay as at S.No.4 x 2.57 :
6. Applicable Level in the Pay matrix corresponding to Pay Band and Grade Pay (or) Scale shown at S.No.2 :
7. Applicable Cell in the Level: either equal to (or) just above the Amount at S.No.5 :
8. Revised Basic Pay as per S.No.7 :

- 9. Personal Pay if any :
- 10. Whether eligible for one increment in commemoration of 60 ears of formation of Board : Yes/No
- 11. Pay to be fixed in the Revised Level of Pay at :
- 12. Quantum of Special Pay, if any, attached to the post :
- 13 . If the employee is officiating in a post and his revised pay Level in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation :
- 14 . Is this a case in which the revised pay cannot be refixed with reference to the Pay matrix? If so, why? :
- 15. If the Answer to the Question under Sl.No.13 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
- 16. Date of next increment in the Level of Pay :

Sl.No.	Date of Increment	Pay after increment in applicable Level of Pay Matrix

- 17. Any other relevant information :

Date:

Office:

Head of Office.

ANNEXURE-VIII**ILLUSTRATION – I**

[See Regulation 5 (1) (iii)]

Opted for Revised Pay on 01.12.2015:-

A Wireman is presently drawing a Basic pay of Rs.14,370 in Grade Pay 2200 [Pay in the Pay Band Rs.12,170+Grade Pay 2200= Rs.14,370]. For Normal Fitment, his/her Basic Pay will first be multiplied by a factor of 2.57 and then rounded-off to the nearest Rupee i.e., $14370 \times 2.57 = 36930.9$, which will be rounded- to 36931. His date of increment is on 01.01.2016. He/she will then be placed in the Pay Matrix in the Level corresponding to Grade Pay 2200 (Level-3 in this case) in a cell either equal to (or) next higher to Rs.36931.

Accordingly, his/her salary will be fixed at Rs.37,400 as shown below:

1	Existing Pay Band	:	PB-I
2	Existing Grade Pay	:	2200
3	Existing Pay in PB	:	12,170
4	Existing Basic Pay On 01.12.2015	:	14,370 (A)
5	Pay after multiplication by a fitment factor of 2.57: $14,370 \times 2.57 = 36930.9$ on 1.1.2016	:	36930.9 (rounded off to 36931)
6	Level Corresponding to GP 2200	:	Level. 3
7	Revised Pay in Pay Matrix (either equal to (or) next higher to 36931 in Level 3)	:	Rs. 37400 (B)
8	Annual increment on 1.1.2016	:	Rs.38500

PAY MATRIX

GP	1400	1900	2200	2500	2800
Level	1	2	3	4	5
REVISED PAY					
1	16200	18800	19500	20300	21100
2	16700	19400	20100	20900	21700
3	17200	20000	20700	21500	22400
4	17700	20600	21300	22100	23100
5	18200	21200	21900	22800	23800
6	18700	21800	22600	23500	24500
7	19300	22500	23300	24200	25200
8	19900	23200	24000	24900	26000
9	20500	23900	24700	25600	26800
10	21100	24600	25400	26400	27600
11	21700	25300	26200	27200	28400
12	22400	26100	27000	28000	29300
13	23100	26900	27800	28800	30200
14	23800	27700	28600	29700	31100
15	24500	28500	29500	30600	32000
16	25200	29400	30400	31500	33000
17	26000	30300	31300	32400	34000
18	26800	31200	32200	33400	35000
19	27600	32100	33200	34400	36100
20	28400	33100	34200	35400	37200
21	29300	34100	35200	36500	38300
22	30200	35100	36300	37600	39400
23	31100	36200	37400	38700	40600
24	32000	37300	38500	39900	41800
25	33000	38400	39700	41100	43100

ILLUSTRATION-II**Opted for Revised Pay on 01.12.2015 and movement to Selection Grade on 07.07.2016:-**

An Assistant is presently drawing a Basic pay of Rs.16,000 in Grade Pay 2800 [Pay in the Pay Band Rs.13,200+Grade Pay 2800= Rs.16,000] was moved to **Selection Grade** on 07.07.2016. His normal date of increment is on 1st October. For Normal Fitment, his/her Basic Pay will first be multiplied by a factor of 2.57 and then rounded-off to the nearest Rupee i.e., $16,000 \times 2.57 = 41120$. He/she will then be placed in the Pay Matrix in the Level corresponding to Grade Pay 2800 (Level-5 in this case) in a cell either equal to (or) next higher to Rs.41120. Then his pay has to be fixed on the date of movement to Selection Grade as shown below:

1	Existing Pay Band	:	PB-I
2	Existing Grade Pay	:	2800
3	Existing Pay in PB	:	13,200
4	Existing Basic Pay on 1.12.2015	:	16000 (A)
5	Pay after multiplication by a fitment factor of 2.57: $16000 \times 2.57 = 41120$ (fixation on 1.1.2016)	:	41120
6	Level Corresponding to GP 2800	:	Level. 5
7	Revised Pay in Pay Matrix (either equal to (or) next higher to 41120 in Level 5) on 1.1.2016. (Ordinary grade)	:	Rs. 41800 (B)
8	On 07.07.2016 movement to Selection Grade (granted 2 increments in the same level in the Pay Matrix)	:	Rs.44400 (C)
9	Annual Increment on 1.10.2016.	:	Rs. 45700 (D)

Grade Pay	1400	1900	2200	2500	2800
Level	1	2	3	4	5
REVISED PAY					
1	16200	18800	19500	20300	21100
2	16700	19400	20100	20900	21700
3	17200	20000	20700	21500	22400
4	17700	20600	21300	22100	23100
5	18200	21200	21900	22800	23800
6	18700	21800	22600	23500	24500
7	19300	22500	23300	24200	25200
8	19900	23200	24000	24900	26000
9	20500	23900	24700	25600	26800
10	21100	24600	25400	26400	27600
11	21700	25300	26200	27200	28400
12	22400	26100	27000	28000	29300
13	23100	26900	27800	28800	30200
14	23800	27700	28600	29700	31100
15	24500	28500	29500	30600	32000
16	25200	29400	30400	31500	33000
17	26000	30300	31300	32400	34000
18	26800	31200	32200	33400	35000
19	27600	32100	33200	34400	36100
20	28400	33100	34200	35400	37200
21	29300	34100	35200	36500	38300
22	30200	35100	36300	37600	39400
23	31100	36200	37400	38700	40600
24	32000	37300	38500	39900	41800
25	33000	38400	39700	41100	43100
26	34000	39600	40900	42300	44400
27	35000	40800	42100	43600	45700
28	36100	42000	43400	44900	47100
29	37200	43300	44700	46200	48500
30	38300	44600	46000	47600	50000

ILLUSTRATION-III

OPTED FOR DATE OF PROMOTION IN THE REVISED PAY:-	Grade Pay	1400	1900	2200	2500	2800	2900	4300
	Level	1	2	3	4	5	6	7
<p>If an Assistant (Administration) is presently drawing a Basic pay of Rs.43100 as on 1.4.2016 in the Revised Level of Pay in Level 5 is promoted to Administrative Supervisor in level 7. The steps for arriving at his pay on promotion as Administrative Supervisor will be to first add one increment within Level 5 to arrive at Rs.44400 and then fix the pay at Rs.44800 in Level 7 as Rs.44800 is the nearest next higher figure to Rs.44400 in the column of figures/Level 7</p> <p>Step:1</p> <p>After grant of one increment in Level 5, the pay increases to Rs.44400 in Level 5 itself.</p> <p>Step:2</p> <p>Locate the equal (or) next higher amount in Level 7 which in this case will be Rs.44800. Hence, the new pay on promotion from Level 5 to Level 7 will be fixed at Rs.44800.</p>	REVISED PAY							
	1	16200	18800	19500	20300	21100	21300	36400
	2	16700	19400	20100	20900	21700	21900	37500
	3	17200	20000	20700	21500	22400	22600	38600
	4	17700	20600	21300	22100	23100	23300	39800
	5	18200	21200	21900	22800	23800	24000	41000
	6	18700	21800	22600	23500	24500	24700	42200
	7	19300	22500	23300	24200	25200	25400	43500
	8	19900	23200	24000	24900	26000	26200	44800
	9	20500	23900	24700	25600	26800	27000	46100
	10	21100	24600	25400	26400	27600	27800	47500
	11	21700	25300	26200	27200	28400	28600	48900
	12	22400	26100	27000	28000	29300	29500	50400
	13	23100	26900	27800	28800	30200	30400	51900
	14	23800	27700	28600	29700	31100	31300	53500
	15	24500	28500	29500	30600	32000	32200	55100
	16	25200	29400	30400	31500	33000	33200	56800
	17	26000	30300	31300	32400	34000	34200	58500
	18	26800	31200	32200	33400	35000	35200	60300
	19	27600	32100	33200	34400	36100	36300	62100
	20	28400	33100	34200	35400	37200	37400	64000
	21	29300	34100	35200	36500	38300	38500	65900
	22	30200	35100	36300	37600	39400	39700	67900
	23	31100	36200	37400	38700	40600	40900	69900
	24	32000	37300	38500	39900	41800	42100	72000
	25	33000	38400	39700	41100	43100	43400	74200
	26	34000	39600	40900	42300	44400	44700	76400
	27	35000	40800	42100	43600	45700	46000	78700
	28	36100	42000	43400	44900	47100	47400	81100
	29	37200	43300	44700	46200	48500	48800	83500
30	38300	44600	46000	47600	50000	50300	86000	

ILLUSTRATION-IV

OPTED FOR PROMOTION FIXATION ON THE DATE OF ACCRUAL OF INCREMENT IN THE LOWER POST IN THE REVISED PAY:-				Grade Pay	1400	1900	2200	2500	2800	2900	4300
				Level	1	2	3	4	5	6	7
				REVISED PAY							
1	16200	18800	19500	20300	21100	21300	36400				
2	16700	19400	20100	20900	21700	21900	37500				
3	17200	20000	20700	21500	22400	22600	38600				
4	17700	20600	21300	22100	23100	23300	39800				
5	18200	21200	21900	22800	23800	24000	41000				
6	18700	21800	22600	23500	24500	24700	42200				
7	19300	22500	23300	24200	25200	25400	43500				
8	19900	23200	24000	24900	26000	26200	44800				
9	20500	23900	24700	25600	26800	27000	46100				
10	21100	24600	25400	26400	27600	27800	47500				
11	21700	25300	26200	27200	28400	28600	48900				
12	22400	26100	27000	28000	29300	29500	50400				
13	23100	26900	27800	28800	30200	30400	51900				
14	23800	27700	28600	29700	31100	31300	53500				
15	24500	28500	29500	30600	32000	32200	55100				
16	25200	29400	30400	31500	33000	33200	56800				
17	26000	30300	31300	32400	34000	34200	58500				
18	26800	31200	32200	33400	35000	35200	60300				
19	27600	32100	33200	34400	36100	36300	62100				
20	28400	33100	34200	35400	37200	37400	64000				
21	29300	34100	35200	36500	38300	38500	65900				
22	30200	35100	36300	37600	39400	39700	67900				
23	31100	36200	37400	38700	40600	40900	69900				
24	32000	37300	38500	39900	41800	42100	72000				
25	33000	38400	39700	41100	43100	43400	74200				
26	34000	39600	40900	42300	44400	44700	76400				
27	35000	40800	42100	43600	45700	46000	78700				
28	36100	42000	43400	44900	47100	47400	81100				
29	37200	43300	44700	46200	48500	48800	83500				
30	38300	44600	46000	47600	50000	50300	86000				

If a Field Assistant is presently drawing a Basic pay of Rs.27700 as on 1.10.2016 in the Revised Level of Pay in Level 2 is promoted to Wireman in level 3. The steps for arriving at his pay on promotion as Wireman will be as follows from the date of promotion till the date of next increment in the level of the lower post i.e., Field Assistant.

1	Level in the Revised Pay Structure	:	Level-2
2	Basic Pay in the revised Pay Structure	:	Rs.27700
3	Granted promotion in	:	Level. 3
4	Pay in the promotional Level i.e., Level.3 (next higher to Rs.27,700)	:	Rs.27800
5	Pay from the date of promotion till date of next increment	:	Rs.27800

The pay shall be re-fixed on the date of accrual of next increment in the lower post as follows:

1	Level in the Revised Pay Structure	:	Level-2
2	Basic Pay in the revised Pay Structure	:	Rs.27700
3	Granted promotion in	:	Level. 3
4	Pay from the date of promotion till date of next increment.	:	Rs.27800
5	Re-fixation on date of next increment. Pay after giving two increments in level 2.	:	Rs.29400
6	Pay re-fixed in the promotional Level i.e., Level 3 (either equal to (or) next higher to (or) next higher to Rs.29400 in Level .3	:	Rs.29500

