

TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED

(ABSTRACT)

TANGEDCO – Appointment from ordinary grade to Selection Grade Posts – Junior drawing more pay than the senior - Rectification of pay anomaly – Orders- Issued.

(SECRETARIAT BRANCH)

(Per) FB TANGEDCO Proceedings No.36,

Dated : 10-12-2015.

Karthigai 24,

Thiruvalluvar Aandu-2046.

Read:

- 1) (Per.) B.P. (Ch) No.223 (SB) dt: 21.11.2009.
- 2) (Per.) B.P. (Ch) No.224 (SB) dt: 21.11.2009.
- 3) (Per.) FB TANGEDCO Proc.No.3 (S.B) dt:11-01-2014.
- 4) (Per.) FB TANGEDCO Proc.No.4 (S.B) dt:11-01-2014.
- 5) G.O. (MS) No.25, P&AR (FR.IV) Department
dated: 23.3.2015.

PROCEEDINGS:-

Orders were issued in the references first and second cited, allowing one increment equal to 3% of basic pay including Grade Pay on movement to Selection Grade with effect from 1.12.2007. Subsequently, in the reference third and fourth cited, orders were issued during the Revision of Wages 2011 for grant of an additional increment to the employees @ 3% of pay plus Grade Pay on the date of movement to Selection Grade based on the orders of the Government of Tamil Nadu.

2. As per the existing orders, the employees of TANGEDCO are entitled to rectification of pay anomaly, on par with their juniors promoted after movement to Selection Grade by grant of one increment @ 3%. In the reference fifth cited, orders have been issued by the Government among other things for rectification of pay anomaly to the seniors on par with their juniors who were promoted after movement to Selection Grade by obtaining an additional increment @ 3% (i.e., 3+3 = 6%). It has been represented to allow similar benefit in TANGEDCO by way of rectification of pay anomaly. The request was examined.

3. After careful consideration, it is hereby ordered that the employees who have been appointed/promoted to higher posts without moving to Selection Grade in the lower post and thereby happen to draw

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less pay than their juniors who are appointed/ promoted to the higher posts after moving to the Selection Grade of the lower post, in the revised scales of pay, the pay of such seniors should be fixed in the higher post equal to the pay of the Junior in the higher post with effect from the date of drawal of higher pay by the Junior in the higher post subject to fulfillment of the following conditions:-

- i. Both the junior and senior employee should belong to the same cadre and the post in which they have been promoted or appointed, should be identical and in the same cadre.
- ii. The scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- iii. The pay anomaly should be arising directly as a result of fixation of pay in the promotional post after fixation of pay in the Selection Grade of the lower post. For example, if even in the lower post the junior employee draws from time to time, a higher rate of pay than the senior by virtue of grant of advance increment, the provisions contained in this order should not be invoked to step up the pay of the senior employee; and
- iv. The orders re-fixing the pay of the seniors in accordance with the provisions of this order should be issued under Regulation 48 of the Tamil Nadu Electricity Board Service Regulations. The next increment of the senior employee will be drawn on completion of the requisite qualifying service with effect from the date of re-fixation of the pay.

4. The above rectification of pay anomaly shall be made applicable to the seniors on par with their junior(s) who were moved to selection grade on or after 1-12-2007 notionally with monetary benefit from the date of issue of orders.

5. The receipt of this Board's Proceedings should be acknowledged.

(BY ORDER OF THE BOARD)

R. BALAJI
SECRETARY.

To
All Chief Engineers.
The Chief Financial Controller/General and Revenue/Accounts Branch.

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All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Chief Internal Audit Officer/Audit Branch.

Copy to:-

The Chairman cum Managing Director's Table.
The Director General of Police/Vigilance.
The Managing Director/TANTRANSCO.
All Directors/TANGEDCO and TANTRANSCO.
The Secretary / TANGEDCO / Chennai-2.
The Legal Adviser.
The Executive Assistant to Chairman cum Managing Director's office.
The Industrial Relations Adviser/TANGEDCO.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Industrial Relations Officer/TANGEDCO.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).

All Branches.

All Officers/Sections/Cells in the 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 Aykkiya 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 ::

SECTION OFFICER.