

**TAMIL NADU GENERATION AND DISTRIBUTION  
CORPORATION LIMITED**  
(ABSTRACT)

TANGEDCO – Officers – Revision of Wages with effect from 1-12-2011 –  
Orders – Issued.

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(SECRETARIAT BRANCH)

(Per) FB TANGEDCO Proceedings No.4.

Dated : 11- 1-2014.  
Margazhi 27,  
Thiruvalluvar Aandu-2044.

Read:

- 1) (Per) B.P.(Ch) No.224 (SB) dt. 21.11.2009.
- 2) (Per) CMD TANGEDCO Proceedings No.259,  
Dated : 16-12-2011.

**PROCEEDINGS:-**

In the Board's Proceedings first read above, orders were issued revising the Pay of the officers of the Board with effect from 1.12.2007 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances were also ordered to be revised with effect from 1.12.2007. In the Board's Proceedings second read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the Board to hold negotiations with the Officers' Associations for revision of scales of pay, special pay and allowances for the officers with effect from 01.12.2011. After holding discussions with the Tamil Nadu Electricity Board Engineers' Association and Tamil Nadu Electricity Board Finance and Accounts Officers' Association, the Board passes the following orders:

**(i) REVISION OF PAY:**

The existing Pay of the officers of the Board will be revised with effect from 01.12.2011 as indicated in **ANNEXURE-I** of the TANGEDCO Revised Pay (Officers) Regulations, 2011, referred to in paragraph 2 below. The Grade Pay of the Officers covered in PB-2 alone is modified as Rs.5100/- notionally with effect from 1-12-2011 and monetary benefit from 9-1-2014.

**(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 01.12.2011 are as indicated below:-

With effect from 1 <sup>st</sup> December, 2011	58%
With effect from 1 <sup>st</sup> January, 2012	65%
With effect from 1 <sup>st</sup> July, 2012	72%
With effect from 1 <sup>st</sup> January, 2013	80%
With effect from 1 <sup>st</sup> July, 2013	90%

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised Pay granted to the officers. 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, CITY COMPENSATORY ALLOWANCE, SPECIAL PAY AND OTHER ALLOWANCES:**

The existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances as on 1-12-2011 will be continued until further orders.

**(iv) PERSONAL PAY:**

The Personal Pay drawn in the existing pay as on 01.12.2011 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 01.12.2011 shall continue to be allowed as per the existing orders in force.

**(v) SELECTION GRADE AND SPECIAL GRADE:-**

The existing procedure of allowing Selection Grade/Special Grade on completion of 9/20 years of service, be continued. The employees who have moved to Selection Grade/Special Grade on or after 01.12.2007 shall be allowed an additional increment benefit @ 3% of Pay + Grade Pay on the date of movement to Selection Grade/Special Grade in the same Pay band and Grade Pay (over and above the existing one increment benefit), if they are getting the same Grade Pay even after movement to Selection Grade/Special Grade. The officers who exercised option for 2007 Wage Revision on the date of movement to Selection Grade/Special Grade and drawn higher post Grade Pay are not entitled for this additional increment benefit. This will take notional effect from 1-12-2007 with monetary benefit from 1-4-2013.

**(vi) PAYMENT OF ARREARS:**

The arrears accruing on account of pay revision for the period from 01.12.2011 to 31.12.2013 shall be arrived and paid in **two equal installments** as shown below:-

- (i) 1<sup>st</sup> installment in January 2014;
- (ii) 2<sup>nd</sup> and final installment in April 2014;

**(vii)** All the Heads of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the officers in the revised pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual officer duly indicating the amount to be paid in two equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual officers, so that the officers on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

**2.** 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 personal of erstwhile Tamil Nadu Electricity Board vide G.O. Ms. No.100 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 (Officers) Regulations, 2011.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> December, 2011.

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

- (i) "basic pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise
  - (a) the basic pay and personal pay as on the 1<sup>st</sup> December, 2011 of an officer in the existing pay band.

**Note :-** In the case of officers drawing personal pay on 01.12.2011 in the existing pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" means the sum of (i) existing pay + Grade Pay + Personal pay (if admissible), and (iii) Dearness allowance appropriate to the Pay plus Grade pay as on 01.12.2011.
- (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
- (d) "Grade pay" means the fixed amount corresponding to the pre-revised pay / posts.
- (e) "Basic pay " in the revised pay means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like Special Pay.

(iii) Present emoluments shall not include any Special Pay or allowances.

(iv) "post" means any post as specified in Annexure-I.

**3. Application of Revised 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 scales of pay.

**4. Fixation of Pay in the revised pay.** - The initial pay of an officer who elects to be governed by the revised pay from 1<sup>st</sup> December 2011 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 :--

(a) The total of the following items shall be found out:-

- (1)** (i) The existing Pay + Grade Pay including Personal Pay in the existing Pay band as on 1-12-2011 or on the date of option.
- (ii) 7% of Pay + Grade Pay including Personal Pay as on 1-12-2011 or on the date of option.

Explanation:- If the amount so computed includes a part of a rupee, it shall be rounded off to the next multiple of 10.

(iii) In addition to the pay in the pay band, Grade Pay corresponding to the existing Pay band will be payable.

**(2)** (a) Fitment Tables for the various stages of the existing pay based on the above formula are given in Appendix.

(b) Even when an officer who exercised option for pay fixation in the revised pay on the date other than 01.12.2011, fixation of pay in the revised pay shall be allowed only in accordance with the Fitment Tables. However, in respect of officers drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.

**(3)** After fitment, a Service Weightage of one increment @ 3% of Pay + Grade Pay alone shall be allowed to those who have completed 10 years of regular service as on 01.12.2011, which will count for normal increment.

- (a) The Service Weightage of one increment shall also be allowed to those who are completing 10 years of completed regular service during the period between 01.12.2011 and 9.1.2014 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised pay on the date of completion of 10 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
- (b) In the case of officers absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised pay if that service counts for increment in their parent department or organization as the case may be.
- (c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an officer, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.
- (4) The pay of an officer appointed to the service in the Board for the first time on or after 01.12.2011 and before 9.1.2014 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) 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 an officer 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 an officer is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2011, he shall be entitled to have his substantive pay in that post refixed on 01.12.2011 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2011 at the stage next above substantive pay.
- (7) If an officer is on leave on 1<sup>st</sup> December 2011, 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

1<sup>st</sup> December 2011 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 scale.

- (8)** Similarly where an officer is on study leave on the first day of December, 2011 he will be entitled to the benefits under these Rules from 01.12.2011 or the date of option.
- (9)** An officer who on the 1<sup>st</sup> December 2011 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 an officer was under reduction of pay or stoppage of increment as a punishment on the 1<sup>st</sup> December 2011, his pay shall be fixed in the revised pay on the basis of present emoluments he drew on the 1<sup>st</sup> December 2011 and he shall continue to draw the pay so fixed in the revised pay till the expiry of the period of punishment. His pay in the revised pay shall be refixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1<sup>st</sup> December, 2011 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.
- (b)** If, for instance, an officer's increment falling due on the 1<sup>st</sup> July, 2011 had been postponed for a year without cumulative effect, his actual pay as on 1<sup>st</sup> December, 2011 would be the basis for determination of his revised pay with effect from 1<sup>st</sup> December, 2011 and the pay so fixed shall be in force upto the 30<sup>th</sup> June 2012. However, for purpose of determination of his pay with effect from 1<sup>st</sup> July 2012, his pay on the 1<sup>st</sup> December, 2011 shall be refixed notionally based on the pay which he would have received on the 1<sup>st</sup> December 2011 but for his punishment and he shall get the next increment on the 1<sup>st</sup> July 2012 from that stage.
- (c)** If, however, the penalty of stoppage of increment due on the 1<sup>st</sup> July, 2011 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1<sup>st</sup> December 2011. There shall be no refixation of pay in this case.
- (11)** If an officer is under suspension on 1<sup>st</sup> December 2011, 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)** An officer who was promoted between 01.12.2011 and 9.1.2014 or promoted prior to 01.12.2011, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2011, 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 scale.

#### **5. Rectification of anomaly of Junior getting more pay than Senior.-**

(1) In cases where a senior officer appointed to a higher post before the 1<sup>st</sup> day of December, 2011 draws less pay in the revised pay than his junior who is appointed to the higher post on or after the 1<sup>st</sup> December, 2011, the pay in the pay band of the senior officer shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of appointment of the junior officer subject to the fulfillment of the following conditions, namely :--

- (a) both the junior and the senior officers shall belong to the same category and should have been promoted to the same post;
- (b) the pay along with grade pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior officer at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised pay.

(3) In cases where an officer who had drawn incentive increments and drawn more pay than his junior prior to 1<sup>st</sup> December 2011 draws less pay than his junior consequent on the sanction of incentive increment in the revised pay to the junior for acquiring same higher or special qualification after implementation of the revision of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior officer was drawing more pay in the pre-revised pay than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

#### **6. Rate of Increment in the Revised Pay.-**

The rate of increment in the revised pay shall be 3% of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay structure, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.



### **7. Date of Annual Increments in the Revised Pay.-**

(i) The officers shall be permitted to draw their annual increment in the revised pay in four quarters admissible in the existing pay as the case may be viz. 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July and 1<sup>st</sup> October.

(ii) The next increment of an officer in the revised pay shall be granted on the date he would have drawn increment had he continued in the existing pay.

(iii) If an officer draws his next increment in the revised pay under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed 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 service weightage.

NOTE: In case where the pay of an officer 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 an officer who had been drawing stagnation increment beyond the maximum of the existing pay and stagnating at the maximum in the existing Pay band for more than a year on 1<sup>st</sup> December 2011, the next increment in the revised pay shall be allowed on 01.12.2011 and subsequently sanctioned increments annually. In respect of officer who reached the maximum of the revised pay, he shall be allowed annual increment at the rate of three percent of basic pay including Grade Pay as stagnation increment.

(v) In the case of officers 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.

### **8. Option.-**

(1) An officer may exercise option to remain in the existing pay until any of the following dates falling between 1-12-2011 and 9-1-2014:

- (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.
- (v) on the date of completion of 10 years of regular service till 9.1.2014 (i.e. the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an officer 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 1<sup>st</sup> December, 2011 taking into account his pay as on that date.

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

Provided that in the case of an officer who was on leave on that date or who was discharged from service before that date or 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 an officer is under suspension on the 1<sup>st</sup> December 2011, the option may be exercised within three months from the date on 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 an officer opts to remain in the existing pay for a specified period, he shall be entitled to draw 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 1<sup>st</sup> December 2011, shall be deemed to have opted for the revised pay on and from the 1<sup>st</sup> day of December 2011 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 shall be taken by the Head of Office immediately.

### **9. Fixation of Pay on Promotion on or after 1.12.2011.-**

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

One increment equal to three per cent of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in grade pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

The pay of an officer appointed or promoted to a post on or after 1<sup>st</sup> December, 2011, shall be fixed in the following manner:

(i) If he was holding a post on 1<sup>st</sup> December 2011 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1<sup>st</sup> December 2011 under Sub-regulation 4(1) of this regulation in the revised pay and then his pay in the post which he held subsequent to 1<sup>st</sup> December 2011 fixed in the appropriate revised pay as per orders in force. Such officers shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing scale within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2011 and opted to fix his pay in the revised pay after earning an increment in the lower post in the revised pay, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of basic pay including Grade Pay on the normal date of increment in the lower post and then another three percent of basic pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

### **10. DATE OF EFFECT.-**

The revised pay shall take **effect from 1<sup>st</sup> December, 2011 and shall be in force for a period of Four years.**

**11. POWER TO REMOVE DIFFICULTIES.-**

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

**12. 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.

**3.** The pay fixation statement may be prepared in the form in **ANNEXURE-III** and got approved by the Head of Office and attached to the Service Book of the officers.

**4.** Illustrations relating to fixation of pay are in **ANNEXURE-IV**.

**5.** 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.

**6.** 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)

S. CHINNARAJALU  
SECRETARY.

To  
The Secretary / TANGEDCO / Chennai-2.  
All Chief Engineers.  
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.  
The Chief Internal Audit Officer/Audit Branch/Chennai-2.  
All Superintending Engineers.  
All Deputy Secretaries/Secretariat Branch.  
The Residential Audit Officer/TANGEDCO/Chennai-2.  
Copy to:  
The Principal Secretary to Government/Finance Department/Chennai-9.  
The Principal Secretary to Government/Energy Department/Chennai-9.  
The Commissioner of Labour/Chennai-18.  
The Joint Commissioner of Labour (Conciliation)/Chennai-18.

The Accountant General/Chennai-18.  
 The Chairman cum Managing Director's Table.  
 The Managing Director /TANTRANSCO. (Addl. Charge).  
 All Directors/TANGEDCO and TANTRANSCO.  
 The Director General of Police/Vigilance.  
 The Legal Adviser.  
 The Industrial Relations Adviser/TANGEDCO.  
 The Chief Medical Officer/Headquarters Dispensary/Chennai.2.  
 The Deputy Chief Engineer/Administrative Branch.  
 All Senior Personnel Officers/Administrative Branch.  
 The Industrial Relations Officer/TANGEDCO.  
 The Director, Computer Centre.  
 The Assistant Personnel Officer/Tamil Development – for Publication  
 in the TNEB Bulletin (2 copies).  
 The Director/TNEB Printing Press.  
 The Resident Manager, T.N.E.B., Limited New Delhi.  
 All Officers/Sections/Cells in the Secretariat Branch .  
 Tamil Nadu Electricity Workers' Federation.  
 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 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 Engineer's Union.  
 All other signatory Unions.

// TRUE COPY // FORWARDED BY ORDER //

*A. Jaganmohan Sharmah Bab*  
11/11/14

SECTION OFFICER.

*8*  
11/11/14

ANNEXURE - IPAY BAND AND GRADE PAY FOR OFFICERS WITH EFFECT FROM 1-12-2011

Sl. No.	Pay Band No.	Category	Pay Band + Grade Pay Rs.
(1)	(2)	(3)	(4)
1 2 3 4 5 6 7	PB-2	Assistant Audit Officer Assistant Engineer Junior Engineer Grade I Private Secretary Section Officer Superintendent Superintendent-cum-Steno	10100-34800 +5100  (Modified notionally with effect from 1-12-2011 and monetary effect from 9-1-2014)
1 2 3 4 5 6 7	PB-3	Assessment Officer Assistant Accounts Officer Assistant Administrative Officer Assistant Personnel Officer Chief Head Draughtsman Industrial Relations Officer/ Labour Welfare Officer Stores Officer	15700-39100 + 5400
1 2 3	PB-3	Assistant Executive Engineer Medical Officer Senior Chemist	15700-39100 + 6100
1 2 3 4	PB-3	Accounts Officer Administrative Officer Chief Stores Officer Internal Audit Officer	15700-39100 + 6200
1 2 3 4 5 6 7 8	PB-3	Deputy Chief Chemist Deputy Chief Internal Audit Officer Deputy Financial Controller Executive Engineer Personnel Officer Senior Administrative Officer Stores Controller Under Secretary	15700-39100 + 7000
1 2 3 4 5	PB-4	Chief Medical Officer Deputy Secretary Financial Controller Senior Personnel Officer Superintending Engineer	38200-67000 + 8700
1 2	PB-4	Chief Engineer Chief Financial Controller Chief Internal Audit Officer	38200-67000 + 9500

**Note:** If the designation of any category of Officer is not included in the Tables in Annexure-I above, the Officers in that category shall be allowed the Pay Band + Grade Pay corresponding to his existing pay drawn by him."

ANNEXURE – IIForm for exercising option under the TANGEDCO Revised Pay  
(Officers) Regulations 2011

I \_\_\_\_\_,  
 holding the post of \_\_\_\_\_ in the  
 Pay band of Rs. \_\_\_\_\_ + Rs. \_\_\_\_\_ Grade  
 Pay do hereby elect (\*) to come under the revised Pay with effect from  
 1<sup>st</sup> December 2011 / to retain the existing Pay for the period upto  
 \_\_\_\_\_ and come under the revised Pay with effect  
 from \_\_\_\_\_.

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

3. 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 Board 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.

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(\*) Strike out whichever is not applicable.

ANNEXURE-IIIStatement of fixation of pay of individual Board Officer in the Revised Pay.

- (a) Circle :
- (b) Office :
- (c) Name of Officer :
- (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 :  
From to Y. M. D.
- (g) Total period of service as per para\_\_\_\_\_of B.P. :  
Substantive/Officiating  
or Temporary
1. Name of post :
2. Existing Pay in the Pay Band :
3. Present emoluments on the 1<sup>st</sup> December 2011 or on the date of the employee joining the service after 01.12.2011 :
- (i) Pay :
- (ii) Grade Pay :
- (iii) Personal Pay, if any :
- (iv) Dearness Allowance as on 01.12.2011 on Pay + Grade Pay + Personal Pay :
- 
- Total (i to iv) above :
- 
4. Revised Pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised Pay corresponding to the existing Pay as per 3 above as indicated in the Fitment Table (Fitment table is not applicable for cases involving Personal Pay) :
- 5(ii) Fitment Table No. :



6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised Pay at :
8. If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation :
9. Is this a case in which the revised pay cannot be refixed with reference to the Fitment Table? If so, why? :
10. If the Answer to the Question under Sl.No.9 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
11. Date of next increment in the revised scale :
12. Quantum of Special Pay, if any, attached to the post :

Head of Office.

**TABLE NO.1**  
**Pay Band + Grade Pay**  
**PB-2 - Rs.10100-34800 + 5100**

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Modified Grade Pay notionally w.e.f 1-12-2011 monetary benefit from 9-1-2014	Revised Basic Pay
1	2	3	4	5	6	7
1	14020	4600	1303	15330	5100	20430
2	14460	4600	1334	15800	5100	20900
3	14890	4600	1364	16260	5100	21360
4	15330	4600	1395	16730	5100	21830
5	15770	4600	1426	17200	5100	22300
6	16200	4600	1456	17660	5100	22760
7	16640	4600	1487	18130	5100	23230
8	17080	4600	1518	18600	5100	23700
9	17510	4600	1548	19060	5100	24160
10	17950	4600	1579	19530	5100	24630
11	18390	4600	1609	20000	5100	25100
12	18820	4600	1639	20460	5100	25560
13	19260	4600	1670	20930	5100	26030
14	19700	4600	1701	21410	5100	26510
15	20130	4600	1731	21870	5100	26970
16	20570	4600	1762	22340	5100	27440
17	21010	4600	1793	22810	5100	27910
18	21440	4600	1823	23270	5100	28370
19	21880	4600	1854	23740	5100	28840
20	22310	4600	1884	24200	5100	29300
21	22750	4600	1915	24670	5100	29770
22	23190	4600	1945	25140	5100	30240
23	23620	4600	1975	25600	5100	30700
24	24060	4600	2006	26070	5100	31170
25	24500	4600	2037	26540	5100	31640
26	24930	4600	2067	27000	5100	32100
27	25370	4600	2098	27470	5100	32570
28	25810	4600	2129	27940	5100	33040
29	26240	4600	2159	28400	5100	33500

TABLE NO.2

Pay Band + Grade Pay  
PB-3 - Rs.15700-39100 + 5400

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	15720	5400	1478	17200	5400	22600
2	16250	5400	1516	17770	5400	23170
3	16790	5400	1553	18350	5400	23750
4	17320	5400	1590	18910	5400	24310
5	17850	5400	1628	19480	5400	24880
6	18390	5400	1665	20060	5400	25460
7	18920	5400	1702	20630	5400	26030
8	19450	5400	1740	21190	5400	26590
9	19990	5400	1777	21770	5400	27170
10	20520	5400	1814	22340	5400	27740
11	21050	5400	1852	22910	5400	28310
12	21590	5400	1889	23480	5400	28880
13	22120	5400	1926	24050	5400	29450
14	22650	5400	1964	24620	5400	30020
15	23190	5400	2001	25200	5400	30600
16	23720	5400	2038	25760	5400	31160
17	24250	5400	2076	26330	5400	31730
18	24790	5400	2113	26910	5400	32310
19	25320	5400	2150	27470	5400	32870
20	25860	5400	2188	28050	5400	33450
21	26390	5400	2225	28620	5400	34020
22	26920	5400	2262	29190	5400	34590
23	27460	5400	2300	29760	5400	35160
24	27990	5400	2337	30330	5400	35730
25	28520	5400	2374	30900	5400	36300
26	29060	5400	2412	31480	5400	36880
27	29590	5400	2449	32040	5400	37440
28	30120	5400	2486	32610	5400	38010

TABLE NO.3

Pay Band + Grade Pay  
PB-3 - Rs.15700-39100 + 6100

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	18000	6100	1687	19690	6100	25790
2	18580	6100	1728	20310	6100	26410
3	19160	6100	1768	20930	6100	27030
4	19740	6100	1809	21550	6100	27650
5	20330	6100	1850	22180	6100	28280
6	20910	6100	1891	22810	6100	28910
7	21490	6100	1931	23430	6100	29530
8	22070	6100	1972	24050	6100	30150
9	22650	6100	2013	24670	6100	30770
10	23240	6100	2054	25300	6100	31400
11	23820	6100	2094	25920	6100	32020
12	24400	6100	2135	26540	6100	32640
13	24980	6100	2176	27160	6100	33260
14	25560	6100	2216	27780	6100	33880
15	26150	6100	2258	28410	6100	34510
16	26730	6100	2298	29030	6100	35130
17	27310	6100	2339	29650	6100	35750
18	27890	6100	2379	30270	6100	36370
19	28470	6100	2420	30890	6100	36990
20	29060	6100	2461	31530	6100	37630
21	29640	6100	2502	32150	6100	38250
22	30220	6100	2542	32770	6100	38870
23	30800	6100	2583	33390	6100	39490
24	31380	6100	2624	34010	6100	40110
25	31970	6100	2665	34640	6100	40740
26	32550	6100	2706	35260	6100	41360
27	33130	6100	2746	35880	6100	41980
28	33710	6100	2787	36500	6100	42600

TABLE NO.4

Pay Band + Grade Pay  
PB-3 - Rs.15700-39100 + 6200

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	18430	6200	1724	20160	6200	26360
2	19020	6200	1765	20790	6200	26990
3	19600	6200	1806	21410	6200	27610
4	20180	6200	1847	22030	6200	28230
5	20760	6200	1887	22650	6200	28850
6	21340	6200	1928	23270	6200	29470
7	21930	6200	1969	23900	6200	30100
8	22510	6200	2010	24520	6200	30720
9	23090	6200	2050	25140	6200	31340
10	23670	6200	2091	25770	6200	31970
11	24250	6200	2132	26390	6200	32590
12	24840	6200	2173	27020	6200	33220
13	25420	6200	2213	27640	6200	33840
14	26000	6200	2254	28260	6200	34460
15	26580	6200	2295	28880	6200	35080
16	27160	6200	2335	29500	6200	35700
17	27750	6200	2377	30130	6200	36330
18	28330	6200	2417	30750	6200	36950
19	28910	6200	2458	31370	6200	37570
20	29490	6200	2498	31990	6200	38190
21	30070	6200	2539	32610	6200	38810
22	30660	6200	2580	33240	6200	39440
23	31240	6200	2621	33870	6200	40070
24	31820	6200	2661	34490	6200	40690
25	32400	6200	2702	35110	6200	41310
26	32980	6200	2743	35730	6200	41930
27	33570	6200	2784	36360	6200	42560
28	34150	6200	2825	36980	6200	43180

**TABLE NO.5**  
**Pay Band + Grade Pay**  
**PB-3 - Rs.15700-39100 + 7000**

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	21340	7000	1984	23330	7000	30330
2	22020	7000	2031	24060	7000	31060
3	22700	7000	2079	24780	7000	31780
4	23380	7000	2127	25510	7000	32510
5	24060	7000	2174	26240	7000	33240
6	24740	7000	2222	26970	7000	33970
7	25420	7000	2269	27690	7000	34690
8	26100	7000	2317	28420	7000	35420
9	26780	7000	2365	29150	7000	36150
10	27460	7000	2412	29880	7000	36880
11	28130	7000	2459	30590	7000	37590
12	28810	7000	2507	31320	7000	38320
13	29490	7000	2554	32050	7000	39050
14	30170	7000	2602	32780	7000	39780
15	30850	7000	2650	33500	7000	40500
16	31530	7000	2697	34230	7000	41230
17	32210	7000	2745	34960	7000	41960
18	32890	7000	2792	35690	7000	42690
19	33570	7000	2840	36410	7000	43410
20	34250	7000	2888	37140	7000	44140
21	34920	7000	2934	37860	7000	44860
22	35600	7000	2982	38590	7000	45590
23	36280	7000	3030	39100 + 210 PP	7000	46310
24	36960	7000	3077	39100 + 940 PP	7000	47040
25	37640	7000	3125	39100 + 1670 PP	7000	47770
26	38320	7000	3172	39100 + 2400 PP	7000	48500
27	39000	7000	3220	39100 + 3120 PP	7000	49220
28	39100	7000	3270	39100 + 3850 PP	7000	49950
	580 PP					

TABLE NO.6  
Pay Band + Grade Pay  
PB-4 - Rs.38200-67000 + 8700

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	38200	8700	3283	41490	8700	50190
2	39350	8700	3364	42720	8700	51420
3	40540	8700	3447	43990	8700	52690
4	41760	8700	3532	45300	8700	54000
5	43020	8700	3620	46640	8700	55340
6	44320	8700	3711	48040	8700	56740
7	45650	8700	3805	49460	8700	58160
8	47020	8700	3900	50920	8700	59620
9	48440	8700	4000	52440	8700	61140

TABLE NO.7

Pay Band + Grade Pay  
PB-4 - Rs.38200-67000 + 9500

Span of years	Existing Pay in the Pay Band	Grade Pay	Fitment benefit 7%	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4	5	6	7
1	41760	9500	3588	45350	9500	54850
2	43020	9500	3676	46700	9500	56200
3	44320	9500	3767	48090	9500	57590
4	45650	9500	3861	49520	9500	59020
5	47020	9500	3956	50980	9500	60480
6	48440	9500	4056	52500	9500	62000
7	49900	9500	4158	54060	9500	63560
8	51400	9500	4263	55670	9500	65170
9	52950	9500	4372	57330	9500	66830

**ANNEXURE – IV**  
**OFFICERS**  
**ILLUSTRATION-I**

A Selection Grade Assistant Executive Engineer is drawing a pay of Rs.33700+Rs.7000 (Grade Pay) in the Pay Band of Rs.15700-39100+Rs.7000 (Grade Pay) with effect from 01.04.2011. He has put in 21 years of regular completed service on 01.12.2011. His normal date of increment is 1<sup>st</sup> April His Pay will be fixed as follows:-

- |   |                                 |
|---|---------------------------------|
| 1) Pay Band   | - Rs.15700-39100 + Rs.7000(G.P) |
| 2) Existing Pay and Grade Pay<br>as on 01.12.2011.  | - Rs.33700 + Rs.7000 (G.P)      |
| 3) 7% of Pay and Grade Pay<br>(Fitment)   | - Rs.2850                       |
| -----   |                                 |
| 4) Pay after 7% fitment   | - Rs.36550                      |
| 5) Grade Pay  | - Rs. 7000                      |
| -----   |                                 |
| 6) Revised Basic Pay to be fixed<br>as on 01.12.2011  | - Rs.43,550/-                   |
| 7) <u>Service Waigtage:-</u><br>Add one increment at 3 %<br>on Pay and Grade Pay after<br>fitment for completion of<br>10 years of service<br>(i.e 3% of Rs.43,550/-) | - Rs.1310                       |
| 8) Pay to be fixed with effect<br>from 01.12.2011 after adding<br>service weightage<br>(Rs.36550 + 1310)  | - Rs.37860 + Rs.7000 (G.P)      |
| 9) Date of next increment   | - 01.04.2012                    |

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**ILLUSTRATION-II**

An Assistant Executive Engineer is drawing a basic pay of Rs.21,490 + Rs.6100 Grade Pay as on 1-12-2011 in the Pay band of Rs.15700-39100 + Rs.6100/-. Subsequently, the Officer has been promoted as Executive Engineer with effect from 12.5.2012. The revised pay applicable to the post of Executive Engineer is Rs.15700-39100 with Grade Pay of Rs.7,000/-. His pay shall be fixed as follows:

1. Existing Pay band : Rs.15700-39100 + Rs.6100
2. Existing Pay and Grade Pay as on 01.12.2011. : Rs.21490 + Rs.6100 (G.P)
- 3) 7% of Pay and Grade Pay (Fitment) : Rs.1940/-
4. Revised Pay in the Pay Band : Rs.23,430/-
5. Grade Pay : Rs. 6,100/-
6. Revised Basic Pay to be fixed on 1-12-2011 : Rs.29,530/-
7. Service Waigtage:-  
Add one increment at 3 % : Rs.890/-  
on Pay and Grade Pay after fitment  
for completion of 10 years of service  
(i.e 3% of Rs.29,530/-)
8. Pay to be fixed with effect from 01.12.2011 after adding service weightage : Rs.24320+Rs.6100 (G.P)

**Promotion as Executive Engineer with effect from 12.5.2012**

9. Pay in the post of Assistant Executive Engineer as on 1.12.2011 : Rs.24320+Rs.6100 (G.P)

**Executive Engineer with effect from 12.5.2012 in the PB-3 Rs.15700-39100 with Grade Pay Rs.7000/-**

10. One increment equal to 3% of the sum of the pay in the existing pay band and Grade Pay : Rs. 920/-  
(i.e., 3% of Rs.24320/- + Rs.6100 G.P.)
11. Pay to be fixed in the post of Executive Engineer with effect from 12.5.2012. (9+10 in the higher post) : Rs.25,240+ Rs.7,000 (G.P)
12. Date of next increment. : 1.4.2013.

// TRUE COPY//

*A. Zughaleen Ahmed Bah*  
11/1/13

SECTION OFFICER.

*8*  
11/1/13