



Tamil Nadu Electricity Board Engineers' Association

(Recognized in G.O. No.854 dated 06-04-1946)

Regn. No.217/94

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11.12.2025

To

The Chairman,
Wage Revision Committee
Director / Finance, TNPDC,
144, Anna Salai,
Chennai -600 002.

Ln.No. TNEBEA /GS/D. 34/2025/ dated.11.12.2025

Madam,

Sub: TNEBEA- Draft Proposal for revision of Work Allocation and Staff Pattern - Comments and suggestions of TNEB Engineers' Association - Reg.

இனிய வணக்கங்கள்!!

Warm greetings from TNEB Engineers' Association.

At the outset, the Association places on record its sincere thanks to the Hon'ble Chairman and the Wage Revision Committee for graciously inviting TNEBEA to offer comments on the "Draft Proposal dated 01.12.2023" regarding revision of work allocation and staff pattern for Regular Work Establishment (RWE) staff. Though the present proposal mainly concerns the Regular Work Establishment (RWE) categories, the norms directly influence the functioning and responsibilities of the Engineers who lead and supervise these teams. This inclusion reflects recognition of the comprehensive and integrated role of Engineers in the organization, and the Association conveys its appreciation.

After studying the Draft Proposal in comparison with BP8/2018 settlement norms, and after detailed discussions across Zones, field inspections, and consultations with Engineers heading O&M Sections, Division Offices, Substations, MRT, Stores, and Operation Circles, the Association furnishing its views and specific suggestions as under for consideration of the Committee.

1. Overall approach to workload norms:

The Association acknowledges that revision of long-pending staff norms in the context of load demand and network growth is both timely and necessary. At the same time, field feedback indicates that the proposed norms together work out to roughly a 30% increase in workload, which may affect service reliability under present manpower availability.





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Based on practical experience, a moderated enhancement of around 20% in workload is considered more realistic and sustainable, ensuring continuity of supply quality, safety, and operational efficiency. This moderated approach is also supported by section-wise comparison of rural, urban and GCC-Chennai norms as summarized in the workload tables annexed in the comments.

TNEBEA COMMENTS:

- **Enhancement of workload considering the present situation is acceptable.**

2. Filling of vacant RWE posts:

The effectiveness of any revised norm is intrinsically linked to adequate staffing at the field level. A significant number of sanctioned RWE posts across Distribution, Operation, MRT and Stores are reported as vacant, thereby stretching both Engineers and workmen beyond safe and efficient limits.

The Association therefore requests that all existing vacancies may kindly be filled on priority so as to:

- Enable proper implementation of revised norms.
- Support Engineers in managing field operations effectively.
- Ensure statutory and safety compliance.
- Reduce excessive dependence on outsourced labor.
- Facilitate systematic preventive maintenance in view of growing load, EV and data centre demand, and EHT/HT industrial additions.

TNEBEA COMMENTS:

- **All existing vacancies may be filled on priority.**

3. Evolving system needs – 765 kV, MC towers and difficult terrain:

The transmission network has undergone substantial expansion, particularly in TANTRANSCO corridors. While the draft norms address single-circuit and double-circuit lines, present-day corridors also include:

- ❖ 765 kV transmission lines.
- ❖ 400 / 230 / 110 kV multi-circuit (MC) towers.
- ❖ Towers located in rivers, canals, and restricted / difficult Right-of-Way (ROW) stretches.

These assets demand higher patrolling frequency, specialized maintenance effort and additional manpower support.

TNEBEA COMMENTS:





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- Work norms to be defined for 765 KV Txn lines / 400/230/110KV MC Towers and Special Towers viz Mono pole Tower, Narrow base tower etc., including river, canal or similar difficult terrain tower locations.

4. Modernization and rationalization of staff categories:

Several legacy RWE categories have evolved from past organizational structures and may now be rationalized or renamed to better align with present operational needs, digital workflows, and safety requirements. Such restructuring should, however, retain and strengthen core technical manpower that is indispensable for continuity of supply.

TNEBEA COMMENTS:

➤ In the Training wing, the following is requested:

- A suitable Assistant post for on-site coordination, office work and financial reconciliation.

5. Role of Gangmen and recruitment route for FA / TA:

Gangmen may be deployed more efficiently for non-electrical field activities such as patrolling, vegetation clearance and support to maintenance gangs, thereby enhancing utilization without compromising safety.

TNEBEA COMMENTS:

- ##### ➤ To work in LT smart lines and to follow safety norms, skilled and efficient employees has to be engaged.

6. Technology, ERP/GIS/LT Billing and User facilities:

With the introduction of ERP, GIS, LT Billing and other digital platforms, technology-related workload has increased considerably at the section and division levels.

TNEBEA COMMENTS:

- Suitable employees who are all qualified in Operating System have to be engaged.

7. MRT, Stores, Assessment & Collection:

The proposed MRT workload norms indicate an increase in responsibilities and job volume. In this context, retention of TA and FA positions in MRT is essential, and substitution by JE-II is not practical due to differences in field skill requirements and availability.

For Stores, operations have become more complex due to ERP, increased RMU and UG cable handling and criticality of material accounting. Any reduction in Stores manpower may adversely affect both safety and material management. Similarly, Assessment & Collection norms have been increased across zones and must take into account realistic travel and transaction times; a cap of around 20% increase is suggested to maintain practicability.



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TNEBEA COMMENTS:

- Retention of suitable Assistance positions in MRT is essential in technical and RWE category.

8. Section, Subdivision and Circle-level structuring:

Field comments highlight the need to align the number of sections with the area of jurisdiction and number of distribution transformers (DTs) under each Subdivision and Division. Where town and village panchayats are combined in one section, clear staff pattern norms may be specified for such combined sections.

TNEBEA COMMENTS:

- Circle-wise area jurisdiction be explicitly mentioned in norms.
- Separate Construction and Maintenance teams to be formed at Subdivision level.
- Maintenance teams operate in shift pattern commensurate with load and complaint levels.
- Work norms for the maintenance responsibility of Wind Farm substations and lines (other than 10(1) lines) by O&M sections may also be explicitly factored into the workload norms.

9. Additional points and benefits:

The Association also places the following specific suggestions for consideration:

- Introduction of vehicle allowance and mobile allowance in lieu of cycle allowance in view of current field realities.
- Provision for additional Protection section where the number of substations exceeds 50, and additional outdoor Special Maintenance section where substations exceed 50.

These measures will ensure that the manpower framework keeps pace with system expansion and evolving safety requirements.

10. Joint responsibility and concluding submissions:

The Association reiterates its commitment to improving quality of supply, safety and system reliability across all levels. Engineers from Assistant Engineers to Directors level carry joint responsibility for planning, overseeing and ensuring smooth functioning of RWE operations.

In this backdrop, the Association submits that:

1. A moderated overall workload enhancement may be considered.
2. All RWE vacancies may kindly be filled at the earliest.
3. Norms may specifically cover 765 kV lines, MC towers and special terrain / ROW maintenance



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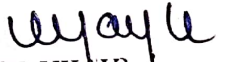
requirements.

4. Recruitment of FA/TA through TNPSC may be initiated with suitable qualification norms.
5. Obsolete designations may be modernised while retaining essential technical posts.
6. MRT wing to be equipped with technical qualified initial level posts.
7. Stores manpower may be maintained considering ERP and material complexity.
8. Separate ERP/LT Billing user IDs and computers may be provided in sections who are all using the ERP modules.
9. Separate Construction and Maintenance teams may be formed at Subdivision level.
10. Generation and Transmission wings may be brought under the workload settlement framework.

These suggestions are placed with the objective of strengthening field operations, supporting Engineers who lead RWE teams and ensuring sustainable service quality in the rapidly expanding power sector landscape of Tamil Nadu. The Association assures its cooperation in all initiatives of the Committee towards achieving operational excellence.

With warm regards,

Yours fraternally,


(K. VIJAY)

General Secretary

Copy to all the Members / Wage revision Committee