

TNEB
எம்ப்ளாயீஸ்
பெடரேஷன் நியூஸ்

மலர் - 1 ✦ இதழ் - 9 ✦ ஏப்ரல் 2019

நிர்வாக ஆசிரியர்

A. சேக்கிழார்

ஆசிரியர் குழு

S. மணிகண்டன்

J.L. பாஸ்டின் ராஜ்

S. இராமநாதன்

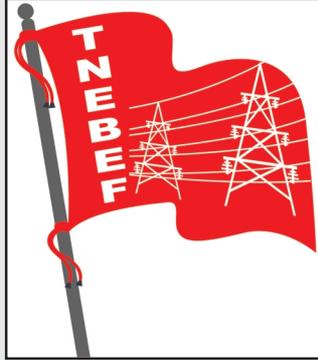
K. செல்வராஜ்

R. ஜெயராமன்

வீ. பாரதி

செயலாளர் (வெளியீடு)

A. செந்தில்குமார்



39/101, சிங்கண்ண தெரு,
சிந்தாதிரிப்பேட்டை,
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பதவி உயர்வு இல்லாத உதவி பொறியாளர் (இயந்திரவியல்) NI வேண்டுவது தொடர்பாக...

நாள் : 19.02.2019

பெறுநர்:

தலைவர்

தமிழ்நாடு மின்சார வாரியம்
144, அண்ணா சாலை,
சென்னை-600 002.

ஐயா,

யொருள் : உதவி பொறியாளர் (இயந்திரவியல்) - பதவி உயர்வு இல்லாத இயந்திரவியல் பொறியாளர்கள் - Assitant Executive Engineer / Mechanical / NI- வேண்டுவது தொடர்பாக.

பார்வை : 1) Adm. Br (Per) B.P (Ch) No. 102 Dt. 25.09.2010 (AEE/Civil/NI- Order)
2) Adm. Br(Per) CMD Proceeding No. 20 Dated : 02.03.2016 (AEE/E/NI Order)
3) Letter No. 018539/265/G18/G181/2016 Dt : 05.03.2016
4. Letter No. 026207V463/G18/G181/2016-7 dt: 11.8.2017.

பார்வையில் கண்டுள்ளபடி மின்சார வாரியத்தில் இளநிலை பொறியாளர் (மின்னியல் மற்றும் பொதுவியல்) முதல் நிலையாக பணியாற்றியவர்கள் ஓய்வு பெற உள்ள சூழ்நிலையில் உதவி செயற்பொறியாளர் பதவி உயர்வு கிடைக்காமல் 15 ஆண்டுகள் தொடர்ந்து இளநிலை பொறியாளர் முதல் நிலையாக பணியாற்றியவர்களுக்கு உதவி செயற்பொறியாளராக Asst/NI (Electrical & Civil) அளிக்கப்பட்டுள்ளது.

மேற்கண்ட மின்னியல் மற்றும் பொதுவியல் போலவே இயந்திரவியல் (Mechanical) இளநிலை பொறியாளர் முதல் நிலையாகவே பதவி உயர்வின்றி பணியாற்றி வரும் நிலை உள்ளது.

இயந்திரவியல் (Mechanical) பிரிவிலும் பணியாற்றுபவர்கள் தங்களுக்கும் Assistant Executive Engineer (NI) வழங்க வேண்டுமென விண்ணப்பித்திருக்கிறார்கள்.

Electrical & Civil இளநிலை பொறியாளர்கள் முதல் நிலையில் பணியாற்றியவர்களுக்கு வழங்கப்பட்டதுபோல நடவடிக்கை மேற்கொண்டு Mechanical இளநிலை பொறியாளர்கள் முதல் நிலையில் பதவி உயர்வின்றி பணியாற்றுபவர்களுக்கும் Assistant Executive Engineer (NI) வழங்கிட வேண்டுகோள் கேட்டுக் கொள்கிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள

(A. சேக்கிழார்)
பொதுச்செயலாளர்

18.03.2019

பெறுநர் :

ஆணையர்,

தொழிலாளர் ஆணையரகம்,

டி.எம்.எஸ். வளாகம், தேனாம்பேட்டை, சென்னை - 6.

ஐயா,

யொருள் : தமிழ்நாடு மின்சார வாரியம் - முத்தரப்பு ஒப்பந்தம் - களப்பணி காலியிடம் நிரப்புதல் - தொழிற்சங்கம் - பேச்சு வார்த்தை - முறையீடு - தொடர்பாக...

பார்வை : 1. 22.02.2018 முத்தரப்பு ஒப்பந்தம்
2. Notification dt. 7.3.19

கடந்த 22.02.2018ல் தமிழ்நாடு மின்சார வாரிய தொழிலாளர்கள் மற்றும் அலுவலர்களுக்கான ஊதிய உயர்வு வேலை பளுவுக்கான ஒப்பந்தம் ஏற்பட்டது.

மேற்கண்ட ஒப்பந்தத்தின் தொடர்ச்சியாக புதிய வேலை பளுவுக்கான பதவி ஒப்புதல் வழங்குவதும் கடந்த ஓராண்டாக நிலுவையில் உள்ளது.

புதிய வேலை பளுவிற்கேற்ப புதிய பதவிகள் ஒப்புதல் அளிக்கும் போது Sanction Creation abolition என்ற வகையில் கணக்கீடு கொள்ளப்படும் போது எவ்வளவு பதவிகள் அனுமதிக்கப்படும் என்பது அறியப்படும்.

இந்நிலையில் மேற்கண்ட புதிய பதவிகள் ஒப்புதல் வழங்காத நிலையில் களப்பணி காலியிடங்களை பூர்த்தி செய்ய நேரடியாக தேர்வு செய்ய வாரியம் உத்தரவிட்டுள்ளது.

பார்வை (1)ல் கண்டுள்ள ஒப்பந்தத்தில் ஒப்பந்த தொழிலாளர்களுக்கு ரூ. 250/-லிருந்து ரூ. 380/- ஊதியம் உயர்வு செய்துள்ளது. இந்நிலையில் வாரியத்தில் தொடர்ந்து பணி செய்து வரும் ஒப்பந்த தொழிலாளர்களை நிரந்தரப்படுத்திடவும், மேற்கண்ட ஊதியம் வழங்கிடவும் வலியுறுத்தி வரும் நிலையில் மின்சார வாரியம் தொழிற்சங்கங்களோடு எந்தவித பேச்சுவார்த்தையும் நடத்திடாமல் தன்னிச்சையாக செயல்பட்டு நேரடி நியமனத்திற்கு அறிவிப்பு வெளியிட்டுள்ளது. இதுவரை மின்சார வாரியத்தில் கடைபிடிக்கப்பட்டு வரும் பேச்சு வார்த்தை முடிவுக்கு எதிரானதாக அமைந்துள்ளதும், ஒப்பந்தத்தை நிறைவேற்றாமலும் செயல்படுவதாகவும் கருதுகிறோம்.

எனவே ஆணையர் அவர்கள் தகுந்த ஆலோசனை மின்சார வாரியத்திற்கு தந்து பேச்சு வார்த்தை நடத்திடவும், பார்வை (2)ல் குறிப்பிட்டுள்ள 22.03.2019ல் Online Registrationஐ நிறுத்தி வைத்திடவும் தகுந்த நடவடிக்கை எடுத்திட வேண்டுகிறோம்.

இது குறித்து வாரியத்திற்கு எழுதியுள்ள கடிதத்தின் நகல் இத்துடன் இணைத்துள்ளேன்.

ஆணையர் அவர்கள் தகுந்த நடவடிக்கை மேற்கொண்டிட தொழிலாளர் நலன் மற்றும் நல்லுறவு பேணிட வேண்டுகிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள

(A. சேக்கிழார்)

பொதுச்செயலாளர்

வாரியத்தின் கேங்மேன் பணியிடங்களுக்கு நியமனம் - தேர்தல் நடத்தை விதி மீறல் குறித்து
தேர்தல் ஆணையருக்கு பெடரேஷனின் முறையீடு

19.03.2019

பெறுநர் :

தேர்தல் ஆணையர்,
பொதுத் தேர்தல் - 2019,
புனித ஜார்ஜ் கோட்டை,
சென்னை - 600 009.

ஐயா,

பொருள் : தமிழ்நாடு மின்சார வாரியம் - நேரடி நியமனம் மூலம்
ஆட்சேர்ப்பு - 2019 பாராளுமன்ற தேர்தல் - தேர்தல் நடத்தை
விதி - தொடர்யாக...

பார்வை : 1. Notification 01/2019, Dated 07.03.2019

பார்வையில் கண்டுள்ளபடி தமிழ்நாடு மின்சார வாரியம் நேரடி நியமனம் மூலம்
தேர்ந்தெடுப்பதற்காக 5000 கேங்க்மென் பணியிடங்களுக்கு அறிவிப்பு வெளியிட்டுள்ளது.

பாராளுமன்ற தேர்தல் அறிவிப்பு வெளியாகி இருக்கின்ற இந்நேரத்தில் நேரடி ஆட்
சேர்ப்புக்கான அறிவிப்பு தேர்தல் நடத்தை விதிகளுக்கு புறம்பானது என்பன தங்களின்
கவனத்திற்கு கொண்டு வருகிறோம்.

எனவே, மின்சார வாரியம் பாராளுமன்ற தேர்தல் அறிவிக்கப்பட்டுள்ள இந்நேரத்தில்
மேற்கொள்ளும் ஆட்சேர்ப்பு நடவடிக்கை நிறுத்தி வைக்க உத்திரவிட வேண்டுகிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள
(A. சேக்கிழார்)
பொதுச்செயலாளர்

சந்தாதாரர்கள் - உறுப்பினர்கள் மற்றும் நிர்வாகிகள் கவனத்திற்கு

நமது சங்க இதழான “எம்ப்ளாயீஸ் பெடரேஷன் நியூஸ்”-ல் தங்களது கருத்துகள்,
கட்டுரைகள், தங்கள் வட்டத்திற்குட்பட்ட தொழிலாளர்கள் மற்றும் சங்கத்திற்கான
செய்திகளை கீழ்க் கண்ட முகவரிக்கு அனுப்பி வைத்தீடுவீர்!

நிர்வாக ஆசிரியர்

TNEB எம்ப்ளாயீஸ் பெடரேஷன் நியூஸ்

39/101, சிங்கண்ண தெரு, சிந்தாதிரிப்பேட்டை,

சென்னை - 600 002. ☎ : 9841446621

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குறிப்பு : செய்திகள் வெளியிடுவது ஆசிரியக் குழுவின் முடிவிற்குட்பட்டது.

உதவி பொறியாளர் (இயந்திரவியல்) - முதன்மை பட்டியல் தொடர்பாக வாரியத்திற்கு கடிதம்

நாள் : 03.04.2019

பெறுநர்:

தலைமைப் பொறியாளர் (பணியமைப்பு)
தமிழ்நாடு மின்உற்பத்தி மற்றும் பகிர்மான கழகம்,
144, அண்ணாசாலை, சென்னை - 600 002.

ஐயா,

யொருள் : உதவி பொறியாளர் (இயந்திரவியல்) - முதன்மைபட்டியல் - தொடர்பாக.

தமிழ்நாடு மின்சார வாரியத்தில் உதவிப் பொறியாளர்கள் (இயந்திரவியல்) பதவியில் உற்பத்தி வட்டங்கள் மற்றும் பிற இடங்களில் பணியாற்றி வருகிறார்கள். உதவி பொறியாளர் (இயந்திரவியல்)களுக்கு முதன்மை பட்டியல் 2013ம் ஆண்டிற்கு பிறகு வழங்கப்படாமல் உள்ளதை தங்கள் கவனத்திற்கு கொண்டு வருகிறோம்.

எனவே, தலைமை பொறியாளர் அவர்கள் தகுந்த உத்தரவிட்டு உதவி பொறியாளர் (இயந்திரவியல்) முதன்மை பட்டியல் வெளியிட ஆவன செய்திட வேண்டுகிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள
(A. சேக்கிழார்)
பொதுச்செயலாளர்

கஜா புயல் பாதிப்பு சீரமைப்புப் பணிக்காக மும்மடங்கு ஊதியம் வழங்க கோரும் பெடரேஷனின் கடிதம்

பெறுநர்:

நாள் : 02.04.2019

தலைவர்
தமிழ்நாடு மின்சார வாரியம்
144, அண்ணாசாலை, சென்னை - 600 002.

ஐயா,

யொருள் : கஜா புயல் பாதிப்பு - சீரமைப்பு பணி - மும்மடங்கு ஊதியம் (Triple Wages) - வழங்கிட கோருதல் தொடர்பாக.

கடந்த வருடம் கஜா புயலினால் ஏற்பட்ட பாதிப்பினை சரி செய்திட நாகை, திருவாரூர், தஞ்சாவூர், புதுக்கோட்டை, திருச்சி போன்ற மாவட்டங்களில் சீரமைப்பு பணிகள் மேற்கொண்ட அலுவலர்களுக்கும், தொழிலாளர்களுக்கும் ஏற்கனவே வாரியம் உத்தரவில் குறிப்பிட்டுள்ளபடி பணி செய்தவர்களுக்கு மும்மடங்கு ஊதியம் (Triple Wages) வழங்கப்படாமல் உள்ளது.

எனவே, தலைவர் அவர்கள் உரிய உத்தரவிட்டு நிதி ஒதுக்கீடு செய்து பணி செய்தவர்களுக்கு மும்மடங்கு ஊதியம் (Triple Wages) உடன் கிடைத்திட நடவடிக்கை எடுத்திட வேண்டுகிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள
(A. சேக்கிழார்)
பொதுச்செயலாளர்

Tester Chemical to Junior Chemist பதவி உயர்வு தொடர்பாக வாரியத்திற்கு கடிதம்

நாள் : 03.04.2019

பெறுநர்:

தலைமைப் பொறியாளர் (பணியமைப்பு)
தமிழ்நாடு மின்உற்பத்தி மற்றும் பகிர்மான கழகம்,
144, அண்ணாசாலை, சென்னை - 600 002.

ஐயா,

பொருள் : Tester Chemical to Junior Chemist பதவி உயர்வு வழங்கிட வேண்டுகல் தொடர்பாக.

தமிழ்நாடு மின்சார வாரியத்தில் உள்ள அனல் மின் நிலையங்களில் பணியாற்றி வரும் Tester (Chemical) ஆய்வர்-வேதியல் முதன்மை பட்டியல் வெளியிட்டு நிலையில் அடுத்த பதவி உயர்வான Junior Chemist & இளநிலை வேதியியலர் பதவி உயர்வு வழங்கப்படாமல் உள்ளது.

தலைமை பொறியாளர் அவர்கள் தகுந்த நடவடிக்கை மேற்கொண்டு பதவி உயர்வு வழங்கிட தகுதிக்காண் பட்டியல் விவரங்கள் கேட்டு பெற உத்தரவிட்டு பதவி உயர்வு வழங்கிட வேண்டுகிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள

(A. சேக்கிழார்)

பொதுச்செயலாளர்

GPF Loan, Double Wages, Leave Surrender, TA Bills தொடர்பாக வாரியத்திற்கு கடிதம்

நாள் : 02.04.2019

பெறுநர்:

தலைவர்
தமிழ்நாடு மின்சார வாரியம்
144, அண்ணாசாலை,
சென்னை - 600 002.

ஐயா,

தமிழ்நாடு மின்சார வாரியத்தில் பணியாற்றும் அலுவலர்கள், தொழிலாளர்கள் யாவருக்கும் கடந்த பல மாதங்களாக GPF Loan, Double Wages, Leave Surrender, TA Bills என எதுவுமே கிடைக்கப் பெறாமல் உள்ளதென்பது தெரிய வருகிறது. இந்த நிலை மின்உற்பத்தி, விநியோகம், தொடரமைப்பு என அனைத்து இடங்களிலும் உள்ளது. பள்ளி மற்றும் கல்லூரி தொடக்க காலம் என்பதால் உடனடியாக நிதி ஒதுக்கீடு செய்து பணப்பட்டுவாடா செய்திட நடவடிக்கை எடுத்திட வேண்டுகிறோம்.

நன்றி!

தங்கள் உண்மையுள்ள

(A. சேக்கிழார்)

பொதுச்செயலாளர்

வாரியத்தின் கேங்மேன் பணியிடங்களுக்கு நேரடி நியமனம் குறித்து
சென்னை உயர்நீதி மன்றத்தில் பெடரேஷனின் வழக்கு

IN THE HIGH COURT OF JUDICATURE AT MADRAS

Special Original Jurisdiction

W.P. No. /2019

Tamilnadu Electricity Board Employees Federation

rep. by its General Secretary,
39/101, Singanna Street,
Chindradripet, Chennai-600 002.

...Petitioner

Vs

1. **Tamilnadu Generation and Distribution Corporation Ltd.,**
Rep. by its Secretary,
144, Anna Salai, Chennai-600 002.
2. **The Chairman Cum Managing Director,**
Tamilnadu Generation and Distribution Corporation Ltd.,
144, Anna Salai, Chennai-600 002.
3. The Chief Engineer (Personnel),
Tamilnadu Generation and Distribution Corporation Ltd.,
144, Anna Salai, Chennai-600 002.

...Respondents

AFFIDAVIT OF A. SEKKIZHAR

I, A. Sekkizhar, S/o. M.Appasamy, aged about 52 years, residing at TNEB Quarters, No.144, Anna Salai, Chennai-600 002, do hereby solemnly affirm and state as follows:

1. I state that I am the General Secretary of the Petitioner Union herein and I am well acquainted with the facts of the case.
2. I state that I am filing this Writ Petition praying to quash (Per)FB TANGEDCO Proceedings No.8 dated 02.03.2019 creating 5000 new posts of Gangman, Senior Gangman and Chief Gangman; (Per)FB TANGEDCO Proceedings No.10 dated 06.03.2019 issuing amendment to the TNEB Service Regulations with regard to the mode and method of recruitment and other qualifications and rights, issued by the 1st Respondent; the Notification No.1/2019 dated 07.03.2019 calling for applications for appointment in 5000 newly created posts/vacancies of Gangman by direct recruitment, through online mode and the corrigendum notification dated 08.03.2019 issued by the 3rd Respondent and for a consequential direction to the Respondents to absorb the services of the serving contract labourers as Assessor/Field Assistant by retaining the post of Assessor/Field Assistant the next promotional posts.
3. I state that our Union is a trade union registered under the Trade Unions Act 1926, with Registration No.3600/CNI. Pursuant to the interim direction of this Hon'ble Court, we were

permitted to participate in the settlement talks regarding wage revision and other conditions of service which resulted in signing of a 12(3) Settlement dated 22.02.2018. Further, this Hon'ble Court has also issued directions to verify the membership of our Union and to grant us recognition on par with the 17 unions, if the number of membership of our Union is equal or more than any of those unions.

4. I state that as per the Form-E returns filed by our Union on 27.03.2019 before the Registrar of Trade Union, Chennai-18, the total membership of our union during the end of the year 2018 was 10310. Out of these 10310 members, ___ are contract labourers and they are working in various sections and circles of the 1st Respondent Corporation.
5. I state that the Tamilnadu Electricity Board was created under the Electricity Supply Act, 1948 and it was catering to the need of electricity in the entire state of Tamilnadu.
6. I state that however the said board was bifurcated and were created into two new companies namely the 1st Respondent herein and Tamilnadu Transmission Corporation Limited under Section 617 of the Companies Act. The 1st Respondent is wholly owned by the Government of Tamilnadu and it is 'state' within the meaning of Article 12 of the Constitution.
7. I state that the conditions of service of the workmen are governed by various settlements, awards, certified standing orders and the Tamilnadu Electricity Board Employees Service Regulations. The Service Regulations were framed and notified under Section 79 (c) of the Electricity Supply Act, 1948.
8. I state that originally all the generation, transmission and distribution of electricity was vested with Tamilnadu Electricity Board. After creation of the 1st Respondent Corporation, generation and distribution of Electricity has come under the control of the 1st Respondent and the transmission is vested with the TANTRANSCO.
9. I state that originally, apart from regular permanent workers, the Tamilnadu Electricity Board was employing Nominal Muster Roll employees (NMRs) and Temporarily Casual Labourers (TCLs) for carrying out the regular, permanent and perennial work which were to be carried out by regular/permanent employees. They were all absorbed and regularized by the Board only due to the persistent demand made by the Unions and by entering into settlements with the unions and by issuing board proceedings and by creating new/supernumerary posts.
10. I state that however, the electricity board after absorption of the above categories of NMRs and TCLs, started employing workmen in the name of contract labourers only to exploit them with cheap and less wages. Based on the demands made by the workmen and the unions for regularization and absorption of those contract labourers, the Government of India issued G.O.No.950, Labour and Employment Department dated 08.08.1990 and issued a notification abolishing contract labour system in 19 works and processes.
11. I state that in the meantime, the Board prescribed ITI as the qualification for appointment to the post of Helper. The matter was taken to the Hon'ble Supreme Court against such amendment and for absorption of contract labourers. The Hon'ble Supreme Court appointed the retired judge of the Hon'ble Supreme Court the Hon'ble Mr. Justice V. Khalid to submit a report with regard to the absorption of contract labourers. Accordingly the Hon'ble Mr. Justice

V. Khalid submitted a report for absorption of 18000 contract labourers without reference to the above newly prescribed qualification of ITI and also without reference to their age and based on their experience. The said report was accepted by the Hon'ble Supreme Court.

12. I state that however, only the members of the three unions were considered for absorption in the above report which was accepted by the Hon'ble Supreme Court. Though the absorption was to be completed by 1993, the Board completed the process of absorption of the contract labourers only at the end of 1998.
13. I state that therefore whenever the workmen who were employed as contract labourers have demanded for their absorption, they assured that their demand would be considered by them after the process of absorption of contract labourers who were covered by the above report was over.
14. I state that accordingly, the Board issued B.P.Nos.16 and 17, dated _____ for abolition of contract labour system in all four thermal power stations owned by them on and from 01.05.1999 and for absorption of all the contract labourers who were already working in those power stations, either in the power station in which they were already working or in the nearby distribution circles, with effect from 01.05.1999.
15. I state that the board also issued similar proceedings in 1999 and 2005 for abolition of contract labourer system and for absorption of contract labourers who were working in Hydro and Gas Turbine Power Stations.
16. I state that so far as the contract labourers who were working in the distribution circles, a number of employees approached the authority under the Tamilnadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 under Section 3 (1) and got orders for their permanency from the date of completion of 480 days from the date of their joining.
17. I state that in the meantime, the Board itself undertook identification of contract labourers and in fact identified some of the contract labourers as on 08.08.1998. Finally, the Board entered into a settlement dated 10.08.2007 for absorption of 21600 contract labourers in a phased manner and based on their qualifications.
18. I state that when the above settlement was put to challenge, the same was upheld by the Hon'ble Division Bench of this Hon'ble Court in a judgment reported in 2009 (4) MLJ Page 472. The Board also issued B.P.Nos.41, 42, 43, 44 and 45 dated 06.09.2007 for implementation of the above settlement dated 10.08.2007 by creating the posts of Mazdoor Grade-II, Helper Cum Meter Reader and Assessor Grade-II.
19. I state that for absorption of the left out contract labourers whose cases were not considered in the above settlement, the Board issued B.P.No.9, dated 09.01.2008 and appointed a committee to verify and identify such left out contract labourers for absorption. Therefore, based on the said B.P. also many contract labourers were absorbed.
20. I state that however, many contract labourers who were not able to get permanency and absorption as per the above settlement and B.P.No.9 have approached the authorities under the TN Act 46 of 1981 and such cases are pending at various stages and some of the cases are also pending in this Hon'ble Court in Writ Petitions, Writ Appeals and Review Petitions.

Further, the Board itself in some cases where the workmen got orders from the authorities for conferment of permanent status to examine their case and to give them permanency in terms of B.P.No.9 dated 09.01.2008. The said process is not yet over. Apart from continuing the workmen who were already working even prior to the settlement dated 10.08.2007, the 1st Respondent also employed new contract labourers to carry out the work of regular employees, due to the heavy increase in workload and due to non-filling up of various regular posts for a long time.

21. I state that therefore all such contract labourers have been demanding for their absorption. In fact, in the settlement dated 22.02.2018, the Board agreed to increase the daily wage of contract labourers from Rs.250/- per day to Rs.380 per day from the date from which the settlement came into effect, w.e.f. 1.12.2015. Further, in the said settlement in the post of Assessor Grade-II and Mazdoor Posts were agreed to be merged with Assessor and Field Assistant respectively from the date of settlement. Therefore, after the date of settlement dated 22.2.2018 the entry level posts in RWE categories are Assessor and Field Assistant and there is no posts below those two posts after 22.2.2018. Further, in the settlement the staff pattern and workload has also been agreed to and determined for each section in different areas. Similarly, duties and responsibility and revised work norms for each posts in RWE categories were also fixed in the settlements. Further, the levels of pay for workmen were also fixed in Part-II of the Appendix to the settlement. It was also agreed to reduce the period of training uniformly to three months with time scale of pay for all new appointments and recruitments at the entry level categories. Further, he was also agreed to decide all other issues on merits on case to case basis, including the issue regarding absorption of contract labourers.
22. I state that our Federation held demonstration at the front of all Circle offices throughout Tamilnadu on 2.5.2018 demanding for absorption of all contract labourers and to make all the part time sweepers as full time workers.
23. I state that in our Federation's State Conference which was held in Chennai on 27.12.2018 also, we demanded for absorption of contract labourers and to make part time sweepers as full time employees. Further, during the All India Strike between 8.1.2019 and 9.1.2019 also the same demands were made.
24. I state that however, in the above circumstances, the 1st Respondent has issued the impugned (Per) FB TANGEDCO Proceedings No.8, Secretariat Branch, dated 2.3.2019 in for creation of 5000 new posts of Gangman, by abolishing the posts which were lying vacant for more than 3 years and granting approval for surrender of equivalent number posts. In fact, the work sought to be assigned to the Gangman which have been and which are being carried out now by the Field Assistants and Mazdoor Grade-I . Further, only two promotional levels equivalent to Wireman and Line Inspector alone are provided in the said B.P. Further, it is stated that the persons who are going to be recruitment as Gangmen in the newly created posts would be initially placed for training for a period of two years with a consolidated pay of Rs.15,000/-.
25. I state that pursuant to the above order the 1st Respondent issued the impugned order in (Per) FB TANGEDCO Proceedings No.10, Secretariat Branch, dated 6.3.2019 and made amendments to the service regulations inserting the post of Gangman, Senior Gangman

and Chief Gangman and prescribed the qualifications, mode and method of recruitments and other conditions for recruitment and promotions. They have also prescribed upper age of limit for appointment to the post of Gangman by direct recruitment. Though, the persons having higher qualifications than the prescribed qualification of 5th Standard are made eligible for appointment, they are made eligible for cadre conversion and appointment by internal selection even they are qualify for such cadre conversion or internal selection for other posts.

26. I state that based on the above two proceedings, the 3rd respondent issued the impugned Notification No.1 /2019 dated 7.3.2019 calling for application for appointment to 5000 posts of Gangman by direct recruitment. The applications have to be made through online mode by the candidates from the open market and also by the candidate sponsor by the Employment Exchange from 22.3.2019 to 22.4.2019 and the last date for payment of fee is 24.4.2019. The selection is sought to be made based on the physical test, written examination and certificate verification.
27. I state that even as per the above two proceedings dated 2.3.2019 and 6.3.2019 only the post of Gangman is created and when there is no post called Gangman Trainee and when the service regulations does not provide for any appointment on consolidate pay and when the settlement dated 22.3.2018 restricts the period of training only to 3 months for appointment to all entry level posts by direct recruitment, that too with time scale of pay, in the above notification dated 7.3.2019, the respondents have called for applications for appointment to the post of Gangman Trainee with a consolidated pay of Rs.15,000/- and fixing the training period as two years.
28. I state that the 3rd respondent also issued the impugned Corrigendum to the above Notification No.1/2019 dated 6.3.2019 with regard to the educational qualifications mentioned in Para 5B and also added two more conditions for appointment.
29. I state that on coming to know about the Notification, our union wrote a letter dated 7.3.2019 and pointed out that when contract labourers numbering between 5000 to 10000 have been waiting for absorption and when it was assured by the Hon'ble Minister for Electricity that the Corporation would take steps to absorb the services of the contract labourers and when they only stood with the Board during the crises and emergency and acted swiftly during the cyclones warada, thane, ohi and gaja for restoration of electricity and received appreciation and award for the said work and when such creation and abolition of posts would affect the service conditions of the employees, it was not fair to issue the above orders calling for applications for appointment to the posts of Gangman and requested and demanded the respondents to fill up all the vacant posts which were in existence prior to the issuance of the impugned orders by absorbing all the contract labourers who are already in service for long years and to hold talks and settle the issue amicably and not to go on with the recruitment process as per the notification dated 6.3.2019.
30. I state that in fact the 3rd respondent based on the orders of the 2nd respondent, issued a proceedings dated 16.3.2019 directing all the Regional and Circle heads to obtain registration certificate as principal employer and the contractors to obtained licences, under the Contract Labour (Regulation and Abolition) Act, 1970 and under the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979. In fact, the area and work

in and for which the contract workmen are employed or sought to be employed are all permanent and perennial nature of work and in places where the regular permanent employees have to be posted and when they are directly employed on piece rate basis and when there are no intermediaries, the respondents cannot change the conditions of service by bringing in contractors and asking them to get registration and licence when the existing contract labourers have been employed without any registration or licences.

31. I state that our union also sent a letter to the Commission of Labour on 18.3.2019 and requested to intervene in the matter to stop the recruitment processes based on the impugned orders. However, no reply is received from them. Further, we have also sent a letter to the State Election Commissioner to stop the recruitment processes in view of the election notification for the Parliament and the Legislative Assembly in the State.
32. I respectfully submit that therefore, we have no other option or remedy except to approach this Hon'ble Court under Art.226 of the Constitution. We have not filed any other case for the same relief.
33. I respectfully submit that the impugned TANGEDCO Proceedings Nos.8 and 10 dated 2.3.2019 and 6.03.2019 issued by the 1st respondent and the impugned Recruitment Notification No.1/2019 dated 7.3.2019 and the Corrigendum issued on 8.3.2019 by the 3rd respondent are liable to be quashed by this Hon'ble Court for the following among other

GROUND S:

- a) The impugned orders and notifications are arbitrary and violative of Art.14 of the Constitution
- b) I respectfully submit that any increase or reduction in the number of persons employed or to be employed in any occupation or classes or department or shift is a matter covered under Item 11 of the IV Schedule to the I. D. Act. Therefore, before abolishing the existing posts and creating new posts which would adversely and detrimentally affect the service conditions of the workmen, the respondents cannot abolish the posts and create new posts as per the impugned proceedings dated 2.3.2019, without issuing a notice under Section 9A of the I.D. Act. Therefore, the impugned order is non-est, void and in-operative in law.
- c) I respectfully submit that similarly, the post of Field Assistant and Assessor are the entry level posts in RWE/provincial category as per sub-clause 2 of clause VIII of the 12(3) Settlement dated 22.2.2018, read with the workload norms fixed for each section belonging to different areas. Therefore, when the entry level posts in RWE category is only the Field Assistant, on and from the date of settlement, the respondents cannot create any posts below the Field Assistant in RWE category unilaterally and when the settlement is still in force and when it is not modified or replaced by a new settlement. Therefore, the impugned orders are illegal and contrary to the above settlement. In fact, violation of settlement is punishable under section 29 of the I.D. Act. Further, it is also an unfair labour practice prohibited under Section 25(T) and punishable under Section 25(U) of the I. D. Act as per Section 2(ra) read with Item 13 of the V Schedule to the I. D. Act.

- d) I respectfully submit that as per the existing rules, settlements and practice a person who is appointed as Field Assistant in RWE category is not only entitled to further promotions to the posts of Wireman, Line Inspector, Foreman Grade-I and Special Grade Foreman and also when he is eligible to get conversion and appointment by internal selection to any other posts in the services of the Board to which he is qualified, such rights have been taken away by the impugned proceedings dated 02.03.2019 and the avenue of promotion is restricted only upto the level of Wireman.
- e) I respectfully submit that further as per the settlement dated 22.02.2018 since all the posts of Mazdoor categories have been merged with the post of Field Assistant, the entry level scale of pay shall be 18800-59900. However, the scale of pay fixed for the post of Gangman is as applicable to the post of Mazdoor when it has been already abolished and got merged with the post of Field Assistant. Therefore, the Respondents cannot fix Rs.16,200-51500 as the scale of pay for the Gangman.
- f) I respectfully submit that when the training period has been restricted only to two months and that too on time scale of pay after regular recruitment for all entry level post by direct recruitment, the Respondent cannot fix the training period as two years and also they cannot fix consolidated pay, which is contrary to sub-clause 8 of clause-VIII of the 12(3) settlement dated 22.02.2018.
- g) I respectfully submit that as per the said settlement apart from fixing man power norms for each Section in each area based on the number of transformers and consumers, the Respondents have also agreed to sanction additional number of posts for each section based on the increase in the number of transformers and consumers/service connections. When the sections were already functioning with shortage of personnel due to non-filling up of posts and when the Respondents have not given additional posts based on the increase in the number of transformers and service connections, their action in abolishing the post of Field Assistant in RWE category would result in abolition of all other higher promotional posts also to the extent of the number of posts abolished. Therefore, this would result in serious and heavy increase in work load to the existing workmen.
- h) I respectfully submit that further when they have agreed to consider the demand and request for absorption of the existing contract labourers, they cannot go for direct recruitment that too in a lower post with lower scale and with altered conditions of service with less benefits. Therefore, this would not only deprive the rights of the serving contract labourers from getting absorption based on their long and continuous service, it would also result in deprivation of their very employment and they would be replaced by the persons to be appointed by the impugned orders. Hence, the same is arbitrary and violative of Articles 14 and 21 of the Constitution.
- i) I respectfully submit that apart from failing to regularize and absorb them in the existing vacancies before abolition made in the impugned orders by framing a scheme, they have not even given them opportunity and preference to make application for the posts which are sought to be filled up by the impugned orders by relaxing their age and educational qualification.

- j) I respectfully submit that the impugned orders are contrary to and violative of various judgments of the Hon'ble Supreme Court and this Hon'ble Court.
- k) I respectfully submit that when they have been working continuously for years together and when they have completed more than 480 days of service in 24 calendar months, denying them permanency/permanent status and all the privileges as applicable to Field Assistants would amount to unfair labour practice and also it is contrary to Section 3 (1) of the TN Act 46 of 1981.
- l) I respectfully submit that most of the serving employees have already approached the authorities under the TN Act 46 of 1981 and got favourable orders. Either they have filed Writ Petitions to implement the said orders or the Board has filed Writ Petitions against those orders. Further, many cases were already disposed of by this Hon'ble Court to consider the case of the contract labourers in terms of B.P.No.9 dated 09.01.2008 and the process are not yet over. Therefore, without making them permanent based on such orders, going for direct recruitment is illegal, arbitrary and discriminatory.
34. I respectfully submit that the impugned orders are ex-facie illegal, arbitrary and have been issued contrary to the statutory provisions and also in deprivation of the livelihood of the existing serving contract employees.

I therefore pray that this Hon'ble Court may be pleased to grant an interim injunction restraining the Respondents and their officials from proceeding further and making any appointment based on and pursuant to the Orders in (Per)FB TANGEDCO Proceedings No.8 dated 02.03.2019 and (Per)FB TANGEDCO Proceedings No.10 dated 06.03.2019, issued by the 1st Respondent and the Notification No.1/2019 dated 07.03.2019 and the corrigendum issued on 08.03.2019, by the 3rd Respondent, pending disposal of the Writ Petition and thus render justice.

For the aforementioned reasons, it is prayed that this Hon'ble Court may be pleased to issue appropriate Writs, Orders or Directions and in particular issue a writ in the nature of CERTIORARIFIED MANDAMUS, after calling for the records pertaining to the Orders in (Per)FB TANGEDCO Proceedings No.8 dated 02.03.2019 and (Per)FB TANGEDCO Proceedings No.10 dated 06.03.2019, issued by the 1st Respondent and the Notification No.1/2019 dated 07.03.2019 and the corrigendum issued on 08.03.2019, by the 3rd Respondent, quash the same and consequently forbear the Respondents from abolishing or reducing any posts, without issuing any notice under Section 9(A) of the I.D. Act and also without holding talks and without entering into any new settlement modifying or replacing the settlement dated 22.02.2018 and in detriment to the interest of the workman and their conditions of service and to absorb the services of the members of our Union who are serving as contract labourers in the existing vacancies in the post of Field Assistant with all consequential benefits, award costs and thus render justice.

Solemnly affirmed at Chennai
this the 30th day of March 2019
and signed his name in my
presence.

BEFORE ME

ADVOCATE: MADRAS

O/O Director (Distribution)
Chennai-02

Memo No. DD/TANGEDCO/EA/F6/D17/19 Dt. 21.03.2019

Sub : Distribution - Stock of meters - Instructions not being followed - Strict adherence - Instructions issued - Reg.

Based on the request for submission of details regarding requirement of meters for effecting new services, the Chief Engineers have submitted their requirement from which it is noted that around 72,865 nos of single phase meters are required. On contrary, it is ascertained from the IMS package that 8099 nos of DLMS compliance new single phase meters and around 15200 nos of DLMS compliance meters which was allotted for replacement of electro mechanical meters to static meters under IPDS scheme are in stock. Apart from this, around 986 nos second hand tested single phase DLMS compliance meters are also in stock.

It is very much regretted to note that around 15200 meters allotted for replacement under IPDS scheme were neither replaced nor utilized for effecting new services (for which approval could have sought) for the past 3 months. This kind of action is highly deplorable. This would amount to revenue loss to Board and also creates an artificial demand for meters at this critical juncture wherein there is also public unrest due to shortage of meters for effecting new service connections since December 2018 which is being highlighted in the media creating a bad image about TNE in the eye of the General Public.

Time and again in all reviews/discussions it has been emphasized that SEs have to inspect the stores including the pocket stores on a regular basis to weed out unnecessary stock in hand and to provide correct figures of stock so as to take necessary procurement/allotment actions. But, from the above it is observed that the officers have not taken the instructions seriously and have not executed it. This is noted with much displeasure.

It is once again reiterated that the officers should inspect the stores including the pocket stores on a regular basis and the materials on stock should be utilized beneficially and also correct figures are provided to this office. Any negligence in future will be viewed seriously and action deemed fit will be taken against the concerned officials.

**Director
(Distribution)**

Tamilnadu Generation and Distribution corporation Limited
(ABSTRACT)

TANGEDCO - General Elections to Lok Sabha and Bye - Elections to 18 Assembly Constituencies of Tamil Nadu Legislative Assembly - 2019 - Declaration of the poll day 18.04.2019 as Public Holiday - Orders - Issued.

(SECRETARIAT BRANCH)

(Per) CMD TANGEDCO Proceedings No. 46 dated : 30.03.2019

Panguni-16

Vilambi Varudam

Thiruvalluvar Aandu 2050

Read:-

G.O.Ms.No. 201 Public (Miscellaneous) Department, dated : 27.03.2019.

Proceedings:-

The TANGEDCO hereby directs that Thursday 18th April 2019, the date on which the poll for the General Elections to Lok Sabha and Bye - Elections to 18 Assembly Constituencies of Tamil Nadu Legislative Assembly - 2019 will take place, shall be a public holiday to all the employees of TANGEDCO, TANTRANSOCO and TNEB Ltd under Section 25 of the Negotiable Instruments Act 1881 (Central Act XXVI of 1881).

2. However, the employees who are attending shift duty at all O&M Circles/Thermal Stations/Hydro Generation Stations/Gas Turbine Power Stations, are permitted to cast their votes by availing General Permission either in the forenoon or afternoon on 18th April 2019.

(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)

V. Chinnappaiyan,
Secretary

TNEB Limited

TANGEDCO



TANTRANSOCO

Connecting with Confidence

CORRIGENDUM

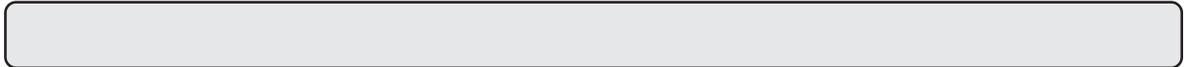
In the Notification N. 01/2019, dated 06.03.2019 for the Direct Recruitment to the post of Gangman (Trainee) in TANGEDCO in Page 3 and 4, Para 5B, line 8 and 9, "i.e., a pass in ITI

Electrician or Wireman in Tamil medium" stands deleted and is substituted as "i.e., studied upto V Standard or above (as the case may be) in Tamil medium."

2) Further in Notification at Page 1, under Note, after point-3, the clause cited below may be inserted.

- As per Service Regulation, the persons appointed as Gangman are not eligible for Cadre Conversion and Internal Selection irrespective of their qualification.
- Notwithstanding anything contained in any orders/instructions/guidelines in force relating to request transfer of Officers/Workmen of the TANGEDCO/TANTRANSOCO, for effecting maintenance, improving of administration, to ensure utmost consumer satisfaction, and in public interest, that the candidates appointed by Direct Recruitment to this post, until completion of five years, shall not be eligible to make any application requesting transfer to any other circle/office under the control of any other appointing authority and until completion of three years, shall not be eligible to make such application within the circle/office under the control of the same appointing authority.

- Chief Engineer / Personnel



Tamil Nadu Generation and Distribution Corporation Limited
(Abstract)

Establishment - RWE - Class-IV Service - Creation of 5000 new posts of Gangman in TANGEDCO
- Orders - Issued.

(Secretariat Branch)

(Per.) FB TANGEDCO Proceedings No. 8

Dated 2nd March 2019
Maasi-18
Thiruvalluvar Aandu 2050

Read:-

- i) From the Chief Engineer/Personnel, Administrative Branch U.O. Note No. 78135/556/G.57/G.572/18, dated : 02.03.2019.
- ii) Extract from the minutes of the 86th Board meeting of TANGEDCO held on 28.02.2019.

Proceedings:-

In view of overgrowing demand in the supply of Electricity new homes, establishment, factories and companies, initial level five workers are required to carry out lot of ground works (viz.) Digging, Erection of Poles and allied Non-Technical works and also during natural disaste due to shortage of hands, the Chief Engineer/Personnel, Administrative Branch has proposed for creation of 5000 new posts of Gangman TANGEDCO by redeploying/abolishing the posts which are lying vacant more than three years, after identifying the same by the Committee constituted

for the purpose. The Board of TANGEDCO has approved above proposal with a direction to surrender equivalent number of posts.

2. Accordingly, sanction is hereby accorded for creation of 5 new posts of Gangman in the Level of Pay of Rs. 16,200-51,500/- in R category (Class-IV Service) in TANGEDCO for a period from the date intilization of the posts upto 28.02.2010, to attend the following works:-

- i) Digging of holes for erection of poles.
- ii) Transportation of poles physically.
- iii) Stringing and erection of poles and conductors under the supervising authority.
- iv) To carry out miscellaneous works as directed by the Section Officer/Supervising authority.

3. Further, it is hereby ordered that the persons recruited for the above said newly created post shall be initially appointed as Gangman and they will be placed for training for two years on consolidated pay of Rs. 15,000/- per month. On successful completion of training they will be placed as regular Gangman and the subsequent line of promotion for the said post are detailed below:-

Sl. No.	Designation	Level of Pay
1.	Gangman	Rs. 16,200-51,500/-
2.	Senior Gangman	Rs. 18,800-59,900/-
3.	Chief Gangman	Rs. 19,500-62,000/-

4. Consequent to the orders issued in para-2 above, it is hereby ordered for abolition of equivalent number of posts, after identifying the posts which are lying vacant for more than three years by the Committee Constituted for the purpose.

5. It is also ordered that the allotment of the newly created posts of Gangman, Senior Gangman and Chief Gangman to each circle will be decided later.

6. Necessary Regulations for the newly created post will be framed separately.

7. The incumbents of the posts ordered in para-2 above will be eligible to draw the usual pay, Dearness Allowance, House Rent Allowance, City Compensatory Allowance and other allowances at the rates admissible under the orders in force wherever applicable.

8. The expenditure is debitable to "TANGEDCO Funds - Revenue Expenses - 75 Employees costs 75.1 - Salaries - 75.110 - Salaries Provincial".

9. The receipt of this proceedings shall be acknowledged.

(BY ORDER OF THE BOARD)

**V. CHINNAPPAIYAN
SECRETARY**

Tamil Nadu Generation And Distribution Corporation Administration Branch

Memo. No. 078748/332/G.44/G.44/G.4412/2017-1, Dated : 16.03.2019

Sub : TANGEDCO & TANTRANSCO - Compliance of Contract Labour (Regulation & Abolition) Act 1970 and Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 - to obtain Registration Certificate as Principle Employer and the contractors to obtain Labour License under the Act - Instructions Issued - Regarding.

All the Chief Engineers and the Superintending Engineers of TANGEDCO & TANTRANSCO are hereby instructed to ensure the compliance of the following statutory provisions without any deviations.

2) TANGEDCO & TANTRANSCO should obtain the Registration Certificate as Principle Employer under Section 7 of the Contract Labour (Regulation & Abolition) Act 1970 from the competent authorities wherever works contracts are being awarded to the contractors (**Annexure-A**). On receipt of the registration certificate from the competent authorities the Chief Engineer/ Superintending Engineer (Principle Employer) should issue From-V to the contractors (**Annexure-B**). The contractors who engage workmen for the works should obtain Labour License under Section 12 of the Contract Labour (Regulation & Abolition) Act 1970 and should produce the labour licence copy before executing the works.

3) TANGEDCO & TANTRANSCO should obtain the Registration Certificate as Principle Employer under Section 4 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1970 from the competent authorities, wherever the other state workers (Migrant Workers) are engaged by the contractors for the works contracts (**Annexure-C**). The contractors who engage the other state workers (Migrant Workers) for the works should obtain Migrant Labour Licence under Section 8 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 in addition to the labour licence obtained under Contract Labour (Regulation & Abolition) Act 1970 and should produce the migrant labour licence copy before executing the works.

4) Whenever there is a change in number of workmen to be engaged by the contractors for the works contracts (or) change in the list of contractors of the registration certificate, necessary amendment application should be submitted immediately to the competent authorities in the prescribed form and the amended registration certificate should be obtained. The contractor should be permitted to execute the works contracts only after submitting the copy of the labour licence certificate under Contract Labour (Regulation & Abolition) Act 1970 and Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

5)(i) The competent authority to issue registration certificate under the above acts for the Factories registered under the Factories Act, 1948 is the Joint Director / Industrial Safety and Health, department of Industrial Safety and Health. The jurisdiction of the Joint Director / Industrial Safety and Health are listed in the **Annexure-D**. All the Therman/ Gas/ Hydro Power Stations, Workshop circle, RCC/PSC Yards and other premises mentioned in Section 2(m) of the Factories Act, 1948 are defined as "Factory".

(ii) The competent authority to issue registration certificate under the above acts for the Building and Construction works registered under the Building and Other construction Workers (Regulation of Employment and Condition of Service) Act, 1996 is the Joint Director / Industrial Safety and Health / BOCW Department of Industrial Safety and Health. The jurisdictions of the Joint Director / Industrial Safety and Health / BOCW are listed in the **Annexure-E**. "Building or other construction works" means the construction, alteration, repairs, maintenance or demolition of, or, in relation to, buildings, generation, transmission and distribution of power, electric lines, towers, transmission towers and other works mentioned in section 2(d) of the Building and Other construction Workers (Regulation of Employment and Condition of Service) Act, 1996.

The Chief Engineers and the Superintending Engineers of TANGEDCO & TANTRANSOCO under whom the construction works are being executed should also submit an application in Form-I (**Annexure-F**) for registration of establishments employing building (or) other construction workers under the Building and Other construction Workers (Regulation of Employment and Condition of Service) Act, 1996.

(iii) The competent authority to issue registration certificate under Contract Labour (Regulation & Abolition) Act 1970 and Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 for all the other areas of TANGEDCO & TANTRANSOCO which are not been registered as Factories under the Factories Act, 1948 (or) As building and construction works under the Building and Other construction Workers (Regulation of Employment and Condition of Service) Act, 1996 is the Deputy Commissioner of Labour Office of the Joint Commissioner of Labour, Labour and Employment Department. The jurisdictions of the Joint Commissioner of Labour are listed in the **Annexure-G**.

6) The fees prescribed for obtaining registration of establishments employing building (or) other construction workers under the Building and Other construction Workers (Regulation of Employment and Condition of Service) Act, 1996 is Rs. 1500/- (Rupees Thousand Five Hundred only) should be remitted in the form of Demand Draft in favour of Joint Director / Industrial Safety and Health/BOCW, Madurai or Chennai.

7) The fees prescribed for obtaining registration of establishments employing contract labour under Contract Labour (Regulation & Abolition) Act, 1970 and The Tamilnadu Contract Labour (Regulation & Abolition) Rules 1975 as per G.O. (Ms) No. 13, Labour and Employment H1 Department dated 31.01.2018 is stated below.

If the number of workmen proposed to be employed on contract on any day:-

a) Does not exceed 50	Rs. 2,500/-
b) Exceeds 50 but does not exceed 100	Rs. 5,000/-
c) Exceeds 100 but does not exceed 200	Rs. 10,000/-
d) Exceeds 200	Rs. 20,000/-

8) The fees for the amendment of licence is Rs. 500/- under section 28(3) of the Contract Labour (Regulation & Abolition) Act, 1970 and Tamilnadu Contract Labour (Regulation & Abolition) Rules 1975.

9) The fees prescribed for obtaining registration of establishments employing migrant workmen under Inter-State Migrant Workmen (Regulation of Employment and Conditions of

Service) Act, 1979 and Tamilnadu rules, 1983 as per G.O. (Ms) No. 3, Labour and Employment H1 Department dated 06.01.2015 is stated below.

If the number of migrant workmen (workmen of other state) proposed to be employed in the establishment on any day,-

a) Is 5 but does not exceed 50	Rs. 2,500/-
b) Exceed 50 but does not exceed 100	Rs. 5,000/-
c) Exceeds 100 but does not exceed 200	Rs. 10,000/-
d) Exceeds 200	Rs. 20,000/-

10) The fees for the amendment of licence is Rs. 500/- under rule 6(4) of the Tamilnadu Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules 1983.

11) Hence, in order to ensure the implementation of the above statutory provisions necessary condition shall be incorporated in all the tender specification/Order/agreement by the competent authorities from 01.04.2019 onwards without fail.

The Contract Labour (Regulation & Abolition) Act 1970 & Rules 1975 and Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 & Rules 1983.

a) The Contractor who desires to take up works contracts for TANGEDCO/TANTRANSCO should deploy 20 or more workmen on a day of emergency (or) in necessity.

b) The Contractors shall comply with all the provisions of the Contract Labour (Regulation & Abolition) Act, 1970 and Tamilnadu Contract Labour (Regulation & Abolition) Rules 1975 as modified from time to time and shall also indemnify TANGEDCO/TANTRANSCO from all and against any claims under the aforesaid Act and the Rules. The contractors should also submit the copy of the labour licence before executing the works.

c) The Contractors who desires to engage the migrant workmen (workmen from other states) for the works contracts of TANGEDCO/TANTRANSCO is required to comply with all the provisions of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamilnadu rules, 1983 as modified from time to time and shall also indemnify TANGEDCO/TANTRANSCO from all and against any claims under the aforesaid Act and the Rules. The contractors should also submit the copy of the migrant labour licence before executing the works.

12) The above works shall be entrusted to the Labour Welfare Officer in Thermal Stations and to an Assistant Executive Engineer in the office of Chief Engineer/ Superintending Engineer in other areas with an instruction to co-ordinate with the Senior Labour Welfare Officer/ TANGEDCO & TANTRANSCO to implement the same at the earliest.

13) The Chief Engineers/ Superintending Engineers shall immediately obtain the Registration Certificate as a Principle Employer from the competent authority concerned and copy of the same shall be sent to this office on or before 31.03.2019.

14) The Receipt of the Memo shall be acknowledged.

(BY ORDER OF THE CHAIRMAN CUM MANAGING DIRECTOR)

Sd/-*** 16.03.2019

(A. Ashok Kumar)

Chief Engineer/Personnel

Tamilnadu Transmission Corporation Limited
(A subsidiary of TNEB Ltd)

Office of the Director/Operation
Chennai-2

Memo. No. Dir/Operation/EE/REMC/F.NCES SS/D. 09/19 dated : 22.03.2019

Sub : Operation Circle - Taking over of the technical control of NCES based Sub Stations by Operation/TANTRANSCO, with the administrative controls vesting with SE/ NCES/Tirunelveli and Udumalpet - approval accorded by Chairman - Instructions issued - Regarding.

Ref : 1. Directors meeting held on 28.01.2019
2. Director/ Generation U.O. Dt. 11.02.2019
3. CMD note approval dt: 16.03.2019

Chairman / TANTRANSCO has accorded approval for taking over of all 400 KV, 230 KV and 110 KV NCES based Sub Stations (hitherto under the control of NCES wing) by the Operation Wing of TANTRANSCO, with the available officers and technical staff. The detailed instructions on the above is as below:

1. The 26 Nos & 16 Nos EHT Sub Stations under the control of NCES-Tirunelveli and Udumalpet Circle hitherto, is attached to the following Operation Circle:

Sl. No.	Operation Circle	Existing SS (Nos)	NCES SS attached (Nos)	NCES SS Details		
				110 KV	230 KV	400 KV
1.	SE / Operation / Tirunelveli	10	25	19	5	1
2.	SE / Operation / Coimbatore	13	14	12	2	-
3.	SE / Operation / Madurai	11	3	2	-	1
	Total	34	42			

2. All the NCES based Sub Stations shall come under the jurisdiction of the Chief Engineer / System Operation / Trichy and under the control of the Superintending Engineer / Operation Circle / Tirunelveli, Madurai and Coimbatore. The respective Officers and staff of the NCES Sub Stations will be under the Technical Control of the respective Superintending Engineers/ Operation only (Annexure enclosed). Administrative control will be vested with the respective NCES/Circles without any change.

3. A separate seniority list for RWE staff shall be maintained at NCES Tirunelveli and Udumalpet Circles as per the existing condition and there will not be any change in the seniority

of the RWE Staff owing to taking over of NCES Sub Stations by Operation Circle since, the administrative control of all the RWE Staff and Officers will be vested with Superintending Engineer / NCES / Tirunelveli and Udumalpet only.

4. The K2 Agreement period with respect to man power outsourcing to 11 Nos. 110 KV Sub Stations to the Superintending Engineer / NCES / Tirunelveli Circle for a period of 3 Years in (Per) CMD. TANGEDCO Proceedings No: 409 Technical Branch Dt. 06.09.2016, is still in force. The 29 Nos unutilized Technical Assistant II Grade shall be effectively utilized in the required 400 KV/230 KV Sub Stations/TANTRANSCO, within the K2 Agreement sanction.

5. Subsequent to taking over of 42 Nos NCES based Sub Stations, the following works shall be carried out by the respective Superintending Engineer/ Operation Circles.

- All the pending proposals in the NCES Substations, sanction of all the estimates, execution of agreements, AMC proposal for operation & maintenance of SS & Contract Vehicles to the Executive Engineers / Operation will be evolved by Operation wing.
- Temporary advances for maintenance of the NCES based Sub Stations will be sanctioned by the respective Superintending Engineers / Operation Circle and all the Payments and Bills of Staff, Contractors and Suppliers to the NCES based Sub Stations will be made by the respective Superintending Engineer / NCES after due authentication by the respective Superintending Engineer/Operation.
- The requirement of Sub Station equipments & materials for the NCES Sub Stations should be assessed and furnished to Transmission wing through the Chief Engineer System Operation / Trichy on Immediate, Short Term, Middle Term and Long Term basis so as to furnish the same to the Chief Engineer / Transmission / Chennai.

6. 110 KV and 230 KV Bay allotment order will be issued by the Chief Engineer / System Operation / Trichy, after ensuring the requisite payments made by the respective developer under TANTRANSCO Account Head.

7. All the 110 KV / 230 KV grid connectivity proposals for RE power evacuation scheme shall be sent through Chief Engineer / System Operation / Trichy to SLDC Head Quarters, as being done for fossil fuel Generators and necessary grid connectivity approval will be accorded by the Chief Engineer / Grid Operation / Chennai.

1 no. EE and 1 no. AEE / Open Access & RE posts shall be created in Grid Operation Wing / HQrs, Chennai for facilitating approval for grid connectivity for the Renewable Generators which are to be connected at 110 KV/230KV level. (Separate proposal to be evolved).

8. The following works shall be carried out by EDCs and P&C:

- The existing practice of maintenance of HT and EHT lines for power evacuation hitherto being followed shall be continued.
- The Superintending Engineer / P&C / Madurai and Coimbatore shall continue to look after all the NCES based 230 KV and 400 KV Sub Stations in NCES Tirunelveli and Udumalpet Circles.

9. The following new posts shall be created in the Superintending Engineer/Operation office / Tirunelveli and Coimbatore, to carry out the additional works such as sanction of estimates, materials management and floating of tenders etc., (Separate proposal to be evolved)

Designation	Tirunelveli	Coimbatore
AEE / Electrical	1 No	1 No
AE / Electrical	1 No	1 No
TA	2 Nos	2 Nos

10. Basic amenities shall be provided to the Executive Engineers / Operation of the following 400 KV and 230 KV Sub Stations.

S.No	Name of the Sub Station	Basic amenities to be provided
1.	Thiruchulli 230/110 KV SS	1. Personal computers with internet facility 2. Hiring of Vehicle on contract basis for attending day to day works 3. CUG SIM for communication 4. Furniture to the Office of EE/O
2.	Kamuthi 400/230-110 KV SS	
3.	Veeranam 230/110 KV SS	
4.	Amuthapuram 230/110 KV SS	
5.	Sadayapalayam 230/33 KV SS	
6.	Ponnapuram 230/110 KV SS	

11. The post sanction for the Thennampatti 400/230-110 KV SS shall be expedited.

12. The administrative control of the officers and staff of NCES based Substations will be taken over by the Operation Circle as and when new additional administration and financial posts are created. (Separate proposal to be evolved)

13. After taking over of NCES based Sub Stations by the Operation wing of TANTRANSCO, the O & M Charges of Rs. 2,363 Lakhs / MW / Year collected from the RE generators, Bay allotment charges and all other applicable charges shall be remitted to TANTRANSCO A/C.

14. All the NCES based Sub Stations will be taken over by the respective Superintending Engineers/Operation circle before 31.03.2019 in coordination with NCES and transmission wing.

The receipt of the memo may be acknowledged.

SDxxxdt. 22.03.2019
Director/Operation

ANNEXURE

1. TAKING OVER OF 25 Nos. NCES BASED SUB STATIONS/TIRUNELVELI BY SUPERINTENDING ENGINEER/OPERATION / TIRUNELVELI

- (a) There are 26 Nos EHT Sub Stations under NCES / Tirunelveli circle. The respective Officers and staff of the 25 Nos NCES Sub Stations will be under the technical Control of the Superintending Engineer/ Operatiopn / Tirunelveli as below:

Sl. No.	Name of the Sub Station	Caregory of Post			
		EE s	AEE s	AE / JE I Gr	JE II Gr/ Operator
1.	Thiruchulli 230/110 KV SS	1	5	1	-
2.	Amuthapuram 230/33 KV SS	1	5	1	-
3.	Veeranam 230 / 33 KV SS	1	5	1	-
4.	Udayathur 230/110-33 KV SS	1	5	1	-
5.	Sankaneri 230/110-33 KV SS	-	5	1	-
6.	Anna Nagar 110/33-11 KV SS	-		1	4
7.	Aralvaimozhi 110/11 KV SS	-		1	4
8.	Ayyanaruthu 110/33-11 KV SS	-		1	4
9.	Chidambarapuram 110/33-11 KV SS	-		1	4
10.	Irukkanthurai 110/33 KV SS	-		1	4
11.	Kannanallur 110/11 KV SS	-		1	4
12.	Karungulam 110/33-11 KV SS	-		1	4
13.	Keelaveeranam 110/33-11 KV SS	-		1	4
14.	Kodikurichi 110/33-11 KV SS	-	3 Nos	1	4
15.	Maharajapuram 110/33-11 KV SS	-	AEEs/	1	4
16.	Muppandal 110/11 KV SS	-	AFP	1	4
17.	Pazhavor 110/11 KV SS	-		1	4
18.	Perungudi 110/33-11 KV SS	-		1	4
19.	Radhapuram 110/33-11 KV SS	-		1	4
20.	Rastha 110/33 KV SS	-		1	4
21.	Sundankuruchi 110/33-11 KV SS	-		1	4
22.	Thandaiyarkulam 110/33-11 KV SS	1		1	4
23.	Vadakkankulam 110/33-11 KV SS	-		1	4
24.	Poigai 110/33 KV SS	-		1	4
25.	Thennampatti 400/230-110 KV SS (Staff sanction awaited from HQrs)	1	5	6	-
26.	Kamudhi 400/230-119 KV SS (To be taken over by SE/O Madurai)	1	5	6	-

(b) Work Schedule of Diverted Officers and Staff:

- ❑ 3 Nos Assistant Executive Engineer / WFP shall be brought under the technical control of SE/Operation / Tirunelveli / TANTRANSOCO and will look after the 19 Nos 110 KV SSs.
- ❑ One Assistant Engineer post available in the respective 110 KV NCES Sub Stations shall report to the respective Assistant Executive Engineers / Electrical and in turn the Assistant Executive Engineers will report to the Executive Engineer / Operation to whom they are assigned.
- ❑ One Assistant Engineer / WFP / Kayathar will look after Thennampatti 400/230 110 KV Sub Station.
- ❑ While taking over of Technical Control of the NCES based Sub Stations, the MRT / NCES wing will function as it is in their day to day activities with no change in their technical control. i.e., they will look after all the NCES based 110 KV Substations and LV side of the 230/33 KV Sub Stations as per their routine schedule.
- ❑ The following Executive Engineers, Assistant Executive Engineers and Assistant Engineers of TANGEDCO will continue to function under the control of SE/NCES, Tirunelveli.

Designation of the Officer	Works to be carried out
EE / MRT & NABL Lab 2 Nos AEs, Muppandal	WEG and Solar power plant metering & protection arrangement in Kanyakumari/
1 No. AEE and 1 No. AE MRT Sub Division, Tirunelveli	Tirunelveli / Virudhunagar / Tuticorin / Madurai/ Pudukottai / Ramnad & Sivaganga District.
Wind Farm Project/Central Office 1. EE/WFP Tirunelveli 2. AEE/WFP/ Tirunelveli 3. AEE/WFP/Ayyanaruthu 4. AEE/CO/NCES/Tirunelveli 5. AE/WFP/Tirunelveli 6. AE/WFP/Kayathar 7. AE/WFP/ Mullaikkadu 8. AE.WFP/Muppandan 9. AE/CO/NCES/Tirunelveli	Wind Farm Project works and Central office works

2. TAKING OVER OF 14 NOS NCES UDUMALPET BASED SUB STATIONS BY SUPERINTENDING ENGINEER/ OPERATION / COIMBATORE

- (a) There are 16 Nos EHT Sub Stations under NCES / Udumalpet circle. The 14 Nos SS along with the respective officers and staff will be brought under the control of Superintending Engineer/operation/Coimbatore Circle, as below:

Sl. No	Name of SS	EEs	AEEs	AEs	JE Gr-II (Operators)
1.	230/33 KV Sadayapalayam	1	5	1	4
2.	230/110 KV Ponnapuram	1	5	1	4
3.	110/22 KV Anthiyur			1	4
4.	110/33-22 KV Ponnapuram			1	4
5.	110/33-22 KV Kongalnagaram			1	4
6.	110/22 KV Gudimangalam			1	4
7.	110/22 KV Maruthur		AEE/WFP Udt-1	1	4
8.	110/22 KV Chinnaputhur		and 1 No	1	4
9.	110/22 KV Thungavi		AEE/Kethanur	1	4
10.	110/33-11 KV Kethanur		Maintenance	1	4
11.	110/33 KV Sulthanpet			1	4
12.	110/33 KV Panapatti			1	4
13.	110/33 KV Idayarpalayam			1	4
14.	110/33-11 KV Elavanthi			1	4
15.	110/22 KV Melkaraipatti		To be taken	1	4
16.	110/33 KV Muthunaikanpatti		over by SE/O Madurai		

(b) Work Schedule of diverted officers and Staff:

- While taking over of Technical Control of the NCES based Sub Stations, the MRT / NCES wing will function as it is in their day to day activities with no change in technical control. i.e., they will look after all the NCES based 100 KV Substations and LV side of the 230 / 33 KV Sub Stations as per their routine schedule.
- The AEE/WFP, Udumalpet-1 shall look after sub station works and wind farm project works presently, till creation of new post.
- The Wind Farm Project Division along with MRT wing of NCES/Udumalpet with the following officers and staff will continue to be in the Wind Farm Project.

Designation of the Officer	Nos	Works to be carried out
EE/WFP	1	
AEE/WFP-2	1	
AE/Wind farm Maintenance	1	Wind Farm project and
AEE/ MRT	1	MRT works
AE/MRT	1	

Technical Assistants	8	
Field Assistant	4	

3) Taking over of 3 Nos. NCES (Tirunelveli & Udumalpet Based) Substations by Superintending Engineer/Operation / Madurai

1. No. NCES SS/Tirunelveli and 2 Nos. NCES SS / Udumalpet (DEDC/Dindugul) shall be attached to Madurai Operation Circle, as mentioned below:

Sl. No	Name of the SS attached	EE	AEE	AE	JEGr II operators
1.	400/230-110 KV Kamudhi SS	1	5	6	-
2.	110/22 KV Melkaraipatti SS	-	-	1	4
3.	110/33 KV Muthunaikanpatti SS	-	-	1	4

The officers and staff of the respective SS shall come under the technical control of Superintending Engineer/operation/Madurai.



**Tamil Nadu Generation and Distribution Corporation Limited
(Abstract)**

TANGEDCO - Establishment - Creation of new categories of Gangman, Senior Gangman and Chief Gangman - Issue of amendment to Tamil Nadu Electricity Board Service Regulations - Orders - Issued.

(Secretariat Branch)

(Per.) FB TANGEDCO Proceedings No. 10, Dated : 06.03.2019

Vilambi Varudam,
Maasi - 22,
Thiruvalluvar Aandu-2050

Read:-

(Per.) FB TANGEDCO Proceedings No. 8 (SB) dated : 02.03.2019

Proceedings

In the Proceedings read above, orders have been issued for creation of 5000 new posts of Gangman in the level of pay of 16,200-51,500 in Regular Work Establishment category (Class-IV service) in TANGEDCO for a period from the date of utilization of the posts upto 28.02.2020, for attending the works specified therein. They would be considered for promotion to the post of

Senior Gangman and Chief Gangman in the pay level of Rs. 18,800-59,900 and 19,500-62,000 respectively. Therefore the proposal for making amendment to Tamil Nadu Electricity Board Service Regulations has been considered and approved by the Board of TANGEDCO.

2. Accordingly, in exercise of the powers conferred by Section 79 (c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948), read with Section 185 of the Electricity (Supply) Act, 2003 and G.O.Ms. No. 100 Energy (B2) Department, dated 19.10.2019, the Tamil Nadu Generation and Distribution Corporation Limited (formerly Tamil Nadu Electricity Board) makes the following amendments to the Tamil Nadu Electricity Board Service Regulations:-

AMENDMENT

"In the said Regulations:-

- I) (a) In regulation 88 under the Heading Class-III, under Sub Heading Division IX Regular Work Establishment, in Column (1) and the corresponding expressions in Column (2) thereon, the following expressions shall be inserted, namely:-

126	Chief Gangman
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- (b) In regulation 88 under the Heading Class-IV, under Sub Heading "Division II Regular Work Establishment", in Column (1) and the corresponding expressions in Column (2) thereon, the following expressions shall be inserted, namely:-

43	Senior Gangman
44	Gangman

- II) In Annexure III (Referred to in regulation 94):-

- (a) Under the heading BOARD OFFICE ADMINISTRATIVE BRANCH, BOARD OFFICE ACCOUNTS BRANCH, BOARD OFFICE TECHNICAL BRANCH AND CIRCLES after the expression Blue Printer, Grade I in Column (1) and the corresponding expressions in Columns (2) and (3) thereof, the following expressions shall be inserted, namely:-

Chief Gangman	Recruitment by Promotion	Must have worked 8 years in the post of Senior Gangman.
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- (b) Under the heading Board office Administrative Branch, Board Office Accounts Branch, Board Office Technical Branch and Circles after the expressions Groundsman 'A', Groundsman 'B', Lascar, Gr.I, Lascar Gr.II, Vehicle Helper, Nursing Orderly in Column (1) and the corresponding expressions in Columns (2) and (3) thereof, the following expressions shall be inserted, namely:-

Senior Gangman	Recruitment by promotion	Must have worked 6 years in the post of Gangman
Gangman	Direct Recruitment	Studied upto V standard

		<p>Provided that the persons having higher qualification shall not be restricted.</p> <p>The age limit on the first day of July of the year in which the selection for appointment is made, should be between the age of 18 years and 35 years of age.</p> <p>The Upper age limit be increased by five years in the cases of Scheduled Castes, Scheduled Tribes and Destitute Widows and two years in the cases of Backward Classes, Most Backward Classes and Denotified Communities.</p> <p>Provided that the upper age shall be 40 years irrespective of the priority category of the candidates.</p> <p>The candidates appointed as Gangman are not eligible for cadre conversion and internal selection irrespective of their qualification.</p>
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III) In the said regulations:-

In regulation 104 after the expression in (b), the following expressions shall be inserted:-

(c) GANGMAN: Every Gangman recruited direct shall be on training for a period of two years under the respective offices. During the period of training, he shall draw consolidated pay at Rs. 15,000/- per month. The period of training shall not count for probation or increment in the post of Gangman.

3. The receipt of these proceedings shall be acknowledged.

(By order of the Board)

V. Chinnappaiyan
Secretary

பெடரேஷனுக்கு வளர்ச்சி நிதி

நாமக்கல் வட்டக்கிளை, ப.வேலூர் கோட்டம், துணை செயலாளர் தோழர் ஆர். சுப்ரமணியன் அவர்கள் TNEB எம்ப்ளாயீஸ் பெடரேஷன் நியூஸ் வளர்ச்சி நிதி நன்கொடையாக ரூ. 1000/- மனமகிழ்வுடன் வழங்கினார். அன்னாருக்கு வாழ்த்துகளை பெடரேஷன் தெரிவித்துக் கொள்கிறது.

- பொதுச் செயலாளர்

தேசிய அளவில் சாதனை படைத்த லோயர்கேம்ப் அரசுப் பள்ளி மாணவிகள்

கூடலூர், பிப். 12 கூடலூர் அருகே லோயர்கேம்ப் அரசு மேல்நிலைப் பள்ளி மாணவிகள், தேசிய அளவிலான பல்வேறு போட்டிகளில் சாதனை படைத்து வருகின்றனர்.

லோயர்கேம்ப் அரசு மேல்நிலைப் பள்ளியில் 9ம் வகுப்பு படிக்கும் மாணவி ஆர். பிரான்சினா. தமிழக பள்ளிக் கல்வித் துறையும், பெங்களூரு விஸ்வேஸ்வரய்யா தொழில்நுட்ப அருங்காட்சியகமும் இணைந்து சென்னையில் தேசிய அளவில் 'தொழில்புரட்சி 4.0' என்ற



தலைப்பில் நடத்திய கருத்தரங்கில் இம்மாணவி தொழில்நுட்பம் நம்மை பாதிக்கும் என்ற எதிர்மறையான கருத்தை ஆங்கிலத்தில் சரளமாக பேசினார்.

மாநில அளவில் இதில் முதலிடம் பெற்றார். மேலும் வீட்டுக்கு ஒரு விஞ்ஞானி என்ற தலைப்பில் நடந்த அறிவியல் கண்காட்சி, கணினி பயன்பாடு குறித்த அறிவியல் கண்காட்சியிலும் தனது படைப்பை சமர்ப்பித்து மாவட்ட அளவில் முதலிடம் பெற்றார். தமிழக அரசின் சார்பில் அறிவியல் துறையில் சிறந்து விளங்கும் மாணவர்களுக்கான வெளிநாட்டு கல்விச் சுற்றுலாவில் சுவீடன் மற்றும் பின்லேண்ட் ஆகிய ஐரோப்பிய நாடுகளுக்கு சென்று அமறிவியல் தொடர்பான 10 நாட்கள் பயிற்சி முடித்து திரும்பியுள்ளார்.

இப்பள்ளியில் 8ம் வகுப்பு படிக்கும் மற்றொரு மாணவியான எச். ஷம்யுக்தா, 'எளிபொருள் சேமிப்பு' என்ற தலைப்பில் நடந்த கட்டுரைப் போட்டியில் முதலிடம் பெற்றார். இப்போட்டியில் 27 மாநிலங்களில் இருந்து 82 லட்சம் மாணவிகள் கலந்து கொண்டனர்.

தமிழில் கட்டுரை எழுதி முதலிடம் பிடித்து தமிழகத்திற்கு இம்மாணவி பெருமை சேர்த்துள்ளார்.

தேசிய அளவில் சாதனை படைத்த இம்மாணவிகளை பள்ளித்தலைமை ஆசிரியை கவிதா, பெற்றோர் ஆசிரியர் கழக தலைவர் திருமாவளவன், ஆசிரியர்கள், பெற்றோர்கள், மாணவர்கள் பாராட்டினர்.