



Finance (PC) Department,
Fort St. George,
Chennai - 600 009.

Letter No.63305 / Pay Cell /2010—1, dated: 08 -11—2010.

From
Thiru. **K. SHANMUGAM**, I.A.S.,
Principal Secretary to Government.

To
All Secretaries to Government.
The Secretary, Legislative Assembly, Secretariat, Chennai-600 009.
The Secretary to the Governor, Chennai--32.
The Comptroller, Governors Household, Raj Bhavan, Chennai-32.
The Governor's Secretariat, Raj Bhavan, Guindy, Chennai- 600 032.
All Departments of Secretariat (OP / Bills), Chennai – 9.
All Heads of Departments.
All Collectors / All District Judges / All Chief Judicial Magistrates.
The Accountant General (Accounts & Entitlements), Chennai- 600 018.
The Principal Accountant General (Audit.I), Chennai-600 018.
The Accountant General (Audit.II), Chennai-600 018.
The Accountant General (CAB), Chennai-600 009 / Madurai.
The Registrar General, High Court, Chennai-600 104.
The Chairman, Tamil Nadu Public Service Commission, Chennai-600 006.
The Registrar of all Universities in Tamil Nadu.
The Principal Secretary & Commissioner of Treasuries and Accounts, Chennai-15.
The Director of Pension, DMS Complex, Chennai-600 006.
The Director of Local Fund Audit, Chennai – 108.
The Pension Pay Officer, Chennai- 600 006.
The Pay and Accounts Officer, Secretariat, Chennai-9.
The Pay and Accounts Officer, (North / South / East) Chennai- 1 / 35 / 5.
The Pay and Accounts Officer, Madurai - 625 001.
All Treasury Officers / Sub-Treasury Officers.
All Commissioners of Corporations / Municipal Commissioners/ Town Panchayat
and Panchayat Union Commissioners.

Sir,

Sub : Tamil Nadu Revised Scales of Pay,2009—Revision of scales of pay based on the recommendations of One Man Commission, 2010 – Orders issued – Fixation of pay of employees in the Selection Grade / Special Grade – Instructions – Issued.

Ref : 1. G.O.Ms.No.162, Finance (PC) Department, dated:13—4—1998.
2. G.O.Ms.No.234, Finance (PC) Department, dated: 1—6—2009.
3. G.O.Ms.Nos.254 to 338, Finance (PC) Department, dated: 26—8—2010.
4. Government Letter No.51082 / Pay Cell /2010--1, Finance Department, dated: 15--9--2010.

I am to invite your attention to the references cited.

2) In the Government Order second cited, orders have been issued revising the scales of pay of employees / teachers notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007. In the revised pay structure no separate scales of pay have been provided for Selection Grade / Special Grade holders. The employees on award of Selection Grade / Special Grade in the revised scales of pay have been granted the benefit of one increment equal to three percent of basic pay including grade pay in the same Pay Band and Grade Pay. However, in the revised pay structure employees who were awarded Selection Grade / Special Grade prior to 1--1--2006 in the pre-revised scales of pay were granted due protection by allowing them to move to the corresponding revised pay scales by virtue of the higher pre-revised pay scales drawn by them. Further, in case of employees awarded Selection Grade / Special Grade between 1—1--2006 and 31—5—2009 i.e. prior to the issue of G.O.Ms.No.234, Finance (PC) Department, dated: 1—6—2009, they were also permitted to exercise their option to come over to the revised scales of pay on the date of their award of Selection Grade / Special Grade by foregoing the arrears entitled to them with effect from 1—1—2007, so that they were also allowed the same benefit as that of the employees who were awarded Selection Grade / Special Grade prior to 1—1—2006.

3) Based on the recommendations of One Man Commission 2010, orders were issued in Government Orders third cited, revising the scales of pay of various posts in Ordinary Grade scales of pay departmentwise notionally with effect from 1—1—2006 and with monetary benefit from 1—8—2010. Consequent on the above revision of scales of pay of the Ordinary Grade posts based on the recommendations of One Man Commission and subsequent Government Orders, employees associations and certain Heads of Department have sought for clarification as to the procedure / guidelines to be followed in the case of fixation of pay of employees in Selection Grade / Special Grade posts.

4) The above issue has been examined by Government in detail in the light of the orders issued in para-4 of Government Order second cited and the consequential revision made to the various categories in the Ordinary Grade scales of pay based on the One Man Commission recommendations and subsequent Government Orders. Accordingly, I am directed to issue the following guidelines for fixation of pay in the revised Selection Grade / Special Grade posts:

- i) The revised Selection Grade / Special Grade scales of pay in the case of employees awarded Selection Grade / Special Grade prior to 1—1—2006 and in whose cases the Ordinary Grade scales of pay have been revised based on the recommendations of One Man Commission / further order of Government thereon shall be fixed as per the scales of pay indicated in the Annexure – I to this letter following the same methodology of fixation of pay in the Selection Grade / Special Grade scales of pay of employees as was done in pre--2006 scales of pay as indicated in Appendix—II of G.O.Ms.No.162, Finance (PC) Department, dated: 13—4—98 subject to the same condition stipulated therein that if the revised Selection Grade / Special Grade scales of pay indicated in the Annexure-I happens to be higher than the first level / second level promotion posts, then in such cases only the revised Selection Grade / Special Grade scales of pay should be restricted to the level of their first level and second level promotional posts respectively.
- ii) The above revised Selection Grade / Special Grade scales of pay indicated in the Annexure –I to this letter shall be confined only to the employees who were awarded Selection Grade / Special Grade prior to 1—1—2006 and in the case of employees who have exercised their option to come over to the revised scales of pay on the date of their award of Selection Grade / Special Grade between 1—1—2006 and 31—5—2009, (prior to the issue of G.O. Ms. No. 234, Finance (Pay Cell) Department, dated: 1—6—2009.)

- iii) The revised Selection Grade / Special Grade scales of pay indicated in Annexure -I to this letter is admissible only in cases where the scales of pay of the Ordinary Grade posts were revised based on the recommendations of the One Man Commission and subsequent Government Orders.
- iv) The above revised Selection Grade / Special Grade scales of pay is not applicable to the employees moving to Selection Grade / Special Grade posts on or after 1—6—2009 since these employees are awarded Selection Grade / Special Grade directly in the revised scales of pay and therefore entitled for one increment benefit equal to 3% of basic pay plus grade pay on the date of award of Selection Grade / Special Grade as ordered in para-4 of G.O.Ms.No.234, Finance (PC) Department, dated: 1—6—2009.

5) The Heads of Department / Pay fixing authorities concerned while re-fixing the pay of the employees are directed to ensure that in case if the Selection Grade / Special Grade scales of pay indicated in the Annexure -I to this letter is more than the first level and second level promotion posts, then in such cases their Selection Grade / Special Grade scales of pay should be restricted to the level of their first level and second level promotion posts only. Necessary illustrations are also appended in Annexure – II to this letter for adoption and compliance scrupulously.

Yours faithfully,



Leidhar
8/11/2010

for Principal Secretary to Government.

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ANNEXURE – I**REVISED SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY**

Sl. No.	Ordinary Grade Rs.	Selection Grade Rs.	Special Grade Rs.
1)	4800—10000 + 1300	4800—10000 + 1650	5200—20200 + 1800
2)	4800—10000 + 1400	5200—20200 + 1800	5200—20200 + 1900
3)	4800—10000 + 1650	5200—20200 + 1900	5200—20200 + 2000
4)	5200—20200 + 1800	5200—20200 + 1900	5200—20200 + 2000
5)	5200—20200 + 1900	5200—20200 + 2400	5200—20200 + 2600
6)	5200—20200 + 2000	5200—20200 + 2400	5200—20200 + 2600
7)	5200—20200 + 2200	5200—20200 + 2600	5200—20200 + 2800
8)	5200—20200 + 2400	9300—34800 + 4200	9300—34800 + 4400
9)	5200—20200 + 2600	9300—34800 + 4200	9300—34800 + 4400
10)	5200—20200 + 2800	9300—34800 + 4300	9300—34800 + 4500
11)	9300—34800 + 4200	9300—34800 + 4400	9300—34800 + 4600
12)	9300—34800 + 4300	9300—34800 + 4600	15600—39100 + 5400
13)	9300—34800 + 4400	9300—34800 + 4600	15600—39100 + 5400
14)	9300—34800 + 4450	9300—34800 + 4600	15600—39100 + 5400
15)	9300—34800 + 4500	15600—39100 + 5400	15600—39100 + 5700
16)	9300—34800 + 4600	15600—39100 + 5400	15600—39100 + 5700
17)	9300—34800 + 4700	15600—39100 + 5700	15600—39100 + 6600
18)	15600—39100 + 5400	15600—39100 + 6000	15600—39100 + 6600
19)	15600—39100 + 5700	15600—39100 + 6600	15600—39100 + 7600

Note : The above Selection Grade / Special Grade scales of pay indicated above takes notional effect from 1—1—2006 with monetary benefit from 1—1—2007 and is **applicable only to employees awarded Selection Grade / Special Grade prior to 1—1—2006 and employees who have opted for revised scale of pay on a subsequent date after 1—1—2006** i.e. on date of Selection Grade / Special Grade and in whose cases their Ordinary Grade scales of pay have been revised further based on the recommendations of One Man Commission / further Government orders.

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Leidhar
8/11/2010

SECTION OFFICER.

ANNEXURE – II**ILLUSTRATION –I**

A Special Grade Village Health Nurse was drawing a basic pay of Rs.5,200/- in the pre-revised Special Grade scale of pay of Rs.4300—100—6000 as on 31—12—2005. The revised scale of pay admissible with effect from 1—1—2006 is Rs.5200—20200 + Grade Pay of Rs.2,600/-. The scale of pay of the post of Village Health Nurse (Ordinary Grade) has been revised from Rs.5200—20200 + Grade Pay of Rs.2,000/- to Rs.5200—20200 + Grade Pay of Rs.2,400/- based on the recommendations of One Man Commission (vide orders issued in G.O.Ms.No.297, Finance (Pay Cell) Department, dated:26—08—2010). Consequent on the revision of Ordinary Grade scale of pay of Village Health Nurse, the revised Special Grade scale of pay of Village Health Nurse is Rs.9300—34800 + Grade Pay of Rs.4,400/- notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007. Hence, her pay may be fixed as follows:--

1)	Pay in the pre-revised scale of pay in the post of Special Grade Village Health Nurse.	:	Rs.5,200 /--	
2)	Pay to be fixed in the revised scale of pay of Special Grade Village Health Nurse.	:	Rs.5,200 x 1.86 =	Rs. 9,672/-
		:	Rounded to	Rs. 9,680/-
		:	Grade Pay	Rs. 4,400/-
			Total	Rs.14,080/-
3)	Pay fixed in the revised pay scale (Prior to OMC revision) as on 1—1—2006 in the scale of pay of Rs. 5,200 – 20,200 + Grade Pay of Rs. 2,600/-	:		Rs.12,280/-
			Difference	Rs. 1,800/-

ILLUSTRATION –II

A Selection Grade Veterinary Assistant Surgeon was drawing a basic pay of Rs.9,100/- in the pre-revised Selection Grade scale of pay of Rs.9100—275--14050 as on 31—12—2005. The revised scale of pay admissible with effect from 1—1—2006 is Rs.15600--39100 + Grade Pay of Rs.5,700/-. The scale of pay of the post of Veterinary Assistant Surgeon (Ordinary Grade) has been revised from Rs. 9300—34800 + Grade Pay of Rs.4,700/- to Rs.15600—39100 + Grade Pay of Rs.5,400/- as per the orders issued in G.O. Ms. No. 263, Finance (Pay Cell) Department, Dated: 26—8—2010. Consequent on the revision of Ordinary Grade scale of pay of Veterinary Assistant Surgeon, the revised Selection Grade scale of pay of Veterinary Assistant Surgeon is Rs.15600—39100 + Grade Pay of Rs.6,000/-- notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007. However as the first level promotion of Assistant Director is in the scale of pay of Rs. 15600—39100 + Grade Pay Rs. 5700, the Selection Grade scale of pay of Veterinary Assistant Surgeon is restricted to Rs. 15600—39100 + Grade Rs. 5700 as stipulated in para 4(i) of this letter . Hence, there is no change in the Selection Grade fixation as shown below :--

1)	Pay in the pre-revised scale of pay in the post of Selection Grade Veterinary Assistant Surgeon .	:	Rs.9,100/-	
2)	Pay to be fixed in the revised scale of pay of Selection Grade Veterinary Assistant Surgeon	:	Rs.9,100 x 1.86 =	Rs.16,926/-
		:	Rounded to	Rs.16,930/-
		:	Grade Pay	Rs. 5,700/-
			Total	Rs.22,630/-
3)	Pay fixed in the revised pay scale (Prior to OMC revision) as on 1—1—2006 in the scale of pay of Rs. 15,600 – 39,100 + Grade Pay of Rs. 5,700/--	:		Rs.22,630/-
			Difference	Rs. Nil

ILLUSTRATION – III

A Special Grade Nurse was drawing a basic pay of Rs.7,500/- in the pre-revised Special Grade scale of pay of Rs.6500—200—10500 as on 31—12—2005. The revised scale of pay admissible with effect from 1—1—2006 is Rs.9300—34800 + Grade Pay of Rs.4,600/-. The scale of pay of the post of Nurse (Ordinary Grade) has been revised from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800+Grade Pay of Rs.4,450/- (vide orders issued in G.O.Ms.No.395, Finance(Pay Cell)Department, dated:14—10—2010). Consequent on the revision of Ordinary Grade scale of pay of Nurses, the revised Special Grade scale of pay of Staff Nurse is Rs.15,600—39,100 + Grade Pay of Rs.5,400/- notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007. Hence, her pay may be fixed as follows:--

1)	Pay in the pre-revised scale of pay in the post of Special Grade Nurse.	:	Rs.7,500/-	
2)	Pay to be fixed in the revised scale of pay of Special Grade Nurse.	:	Rs.7,500 x 1.86 =	Rs.13,950/-
		:	Grade Pay	Rs. 5,400/-
		:	Total	Rs.19,350/-
3)	Pay fixed in the revised pay scale (Prior to OMC revision) as on 1—1—2006 in the scale of pay of Rs.9,300 – 34,800 + Grade Pay of Rs. 4,600/-	:		Rs.18,550/-
4)	However the pay has to be stepped up to the minimum of the Pay + Grade Pay in the revised Pay Band viz. Rs. 21,000/- in the scale of pay of Rs. 15,600 – 39,100 + Grade Pay of Rs. 5,400/-	:		Rs.21,000/-
			Difference	Rs. 2,450/-

ILLUSTRATION –IV

A Selection Grade Pharmacist was drawing a basic pay of Rs.5,750/- in the pre-revised Selection Grade scale of pay of Rs.5300—150—8300 as on 31—12—2005. The revised scale of pay admissible with effect from 1—1—2006 is Rs.9300—34800 + Grade Pay of Rs.4,300/-. The scale of pay of the post of Pharmacist (Ordinary Grade) has been revised from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/- based on the recommendations of One Man Commission (vide orders issued in G.O.Ms.No.296, Finance (Pay Cell) Department, dated:26—08—2010). Consequent on the revision of Ordinary Grade scale of pay of Pharmacist, the revised Selection Grade scale of pay of Pharmacist is Rs.9300—34800 + Grade Pay of Rs.4,400/- notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007. Hence, his pay may be re-fixed as follows:--

1)	Pay in the pre-revised scale of pay in the post of Selection Grade Pharmacist.	:	Rs.5,750/-
2)	Pay to be fixed in the revised scale of pay of Selection Grade Pharmacist.	:	Rs.5,750 x 1.86 = Rs.10,695/-
		:	Rounded to Rs.10,700/-
		:	Grade Pay Rs. 4,400/-
			Total Rs.15,100/-
3)	Pay fixed in the revised pay scale (Prior to OMC revision) as on 1—1—2006 in the scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,300/-	:	Rs.15,000/-
			Difference Rs. 100/-

ILLUSTRATION –V

A Special Grade Ophthalmic Assistant was drawing a basic pay of Rs.7,300 + 100 /- (Personal Pay) in the pre-revised Special Grade scale of pay of Rs. 5900 –200-- 9900 as on 31—12—2005. The revised scale of pay admissible with effect from 1—1—2006 is Rs. 9300 – 34800 + Grade Pay of Rs.4,500/-. The scale of pay of the post of Ophthalmic Assistant (Ordinary Grade) has been revised from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs. 9300 –34800 + Grade Pay of Rs. 4,200 /-- based on the recommendations of One Man Commission (vide orders issued in G.O.Ms.No.296, Finance (Pay Cell) Department, dated:26—08—2010). Consequent on the revision of Ordinary Grade scale of pay of Ophthalmic Assistant, the revised Special Grade scale of pay of Ophthalmic Assistant is Rs.9300—34800 + Grade Pay of Rs.4,600/- notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007 . Hence, his pay may be fixed as follows:--

1)	Pay in the pre-revised scale of pay in the post of Special Grade Ophthalmic Assistant	:	Rs.7300 + Personal Pay Rs.100/-	
2)	Pay to be fixed in the revised scale of pay of Special Grade Ophthalmic Assistant.	:	Rs.7,400 x 1.86 =	Rs.13,764/-
		:	Rounded to	Rs.13,770/-
		:	Grade Pay	Rs. 4,600/-
			Total	Rs.18,370/-
3)	Pay fixed in the revised pay scale (Prior to OMC revision) as on 1—1—2006 in the scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,500/-	:		Rs.18,270/-
			Difference	Rs. 100/-

// TRUE COPY //

Seidhar
8/11/2010

SECTION OFFICER.