



FINANCE (PAY COMMISSION) DEPARTMENT

**G. O. No. 304, dated 28th March 1990**

(Sukla, Panguni 14, Thiruvalluvar Aandu, 2021.)

Tamil Nadu Revised Scales of Pay Rules, 1989—Selection/Special Grades in the revised scales of pay—Revision and restoration — Ordered.

READ—the following papers:—

- (i) G.O. Ms. No. 666, Finance (Pay Commission) Department, dated 27th June 1989.
- (ii) G.O. Ms. No. 735, Finance (Pay Commission) Department, dated 20th July 1989.
- (iii) G.O. Ms. No. 867, Finance (Pay Commission) Department, dated 11th August 1989.
- (iv) G.O. Ms. No. 991, Finance (Pay Commission) Department, dated 7th September 1989.

**Order—No. 304, Finance (Pay Commission) Department, dated 28th March 1990.**

Based on the recommendations of the Fifth Tamil Nadu Pay Commission, orders were issued dispensing with the scheme of selection, special and senior grades and advancement to the special temporary post, allowing the existing incumbents already moved or entitled to move to these grades before the date of issue of the G.O. first read above with the revised scales of pay as indicated in Appendix VII to the above G.O., as personal to them, till they vacate the post.

2. Representations have been received requesting improved scales of pay for these erstwhile selection/special/senior grade posts as the present levels are not adequate as compared in the pre-revised scales of pay and also for restoration of old levels of these grades that existed in the pre-revised pay structure. It has also been represented for continuance of the selection, special and senior grades system.

3. In the pre-revised pay structure selection grade was introduced for many categories and special grade was granted to a few categories. Government have noticed that selection grade levels were not uniform in the pre-revised pay structure as they were on one/two/three levels above the ordinary grade scale of pay of posts in various categories. While implementing

the recommendations of the Fifth Tamil Nadu Pay Commission, Government adopted a uniform pattern of placing the existing incumbents in the selection grade on the immediate higher scale above that of the ordinary grade fixed in the revised pay structure and those on special grade to a level immediately above that of the revised selection grade. Government after careful examination of the representations have decided to improve the present levels of selection/special grades and also to continue the scheme of selection/special grades. Government have also decided to extend selection grade and special grade to all the categories of posts in the scale of pay of Rs. 750—945 and above and upto the scale of pay of Rs. 2,500—4,200. Accordingly, employees in these scales of pay are entitled to move on to Selection grade after completion of 10 years service in the ordinary grade and to special grade after completion of 10 years in the selection grade or a total 20 years service in a post irrespective of the service in the selection grade post.

4. Accordingly, in partial modification of the orders issued in paragraph 9 of the G.O. first read above, the Government direct that the scheme of selection grade and special grade be allowed to all the employees eligible for movement to selection grade and special grade as indicated in the Annexure-I to this order replacing the existing Appendix-VII to the G.O. first read above:

Provided further, wherever the promotion post happens to be on a lower scale of pay than the selection grade scale of pay given in Annexure-I employees in such posts are eligible for the selection grade scale as applicable to promotion post only.

However, in respect of teachers the selection grade and special grade shall be as indicated in the Annexure-I to this order.

Employees in the erstwhile special temporary posts in the pre-revised pay structure shall be treated as holders of selection grade post in the revised pay structure.

5. Government have also decided to provide a scale of pay of Rs. 1,400—50—2,300—60—2,600 for selection grade only for those who are on the ordinary grade of Rs. 1,200—2,040. In respect of those categories of employees in the posts on the ordinary grade of pre-revised scales of pay of Rs. 705—1,230 and Rs. 780—1,385 and moved to selection grade scale of pay of Rs. 905—1,545 prior to 27th June 1989 and placed on the revised ordinary grade scale of pay of Rs. 1,200—2,040 shall be allowed starting pay at Rs. 1,500 in the above revised selection grade scale of pay i.e., Rs. 1,400—50—2,300—60—2,600. Similarly in respect of categories of employees in the posts on the ordinary grade of pre-revised scale of pay of Rs. 780—1,385 and Rs. 905—1,545 and moved to selection grade on Rs. 1,045—1,775 prior to 27th June 1989 and placed on the ordinary grade scale of pay of Rs. 1,400—2,600 shall be allowed starting pay at Rs. 1,760 in the revised selection grade scale of pay of Rs. 1,640—2,900.

6. Government direct that while fixing pay in the revised selection grade/special grade scales of pay indicated in Annexure-I to this order, the pay of an employee happens to get fixed lesser than that already fixed as per the selection grade/special grade scales of pay ordered in the G.O. first read above, the pay of such employee shall be stepped up to the next higher stage, as a special case, so as to avoid monetary loss. Fitment tables and illustrations are given in Annexure-II and III respectively to this order. These fitment tables are in addition to those given in the G.O. second read above. Wherever appropriate fitment tables are not available pay shall be fixed as per the Tamil Nadu Revised Scales of Pay Rules, 1989.

7. The existing procedure for movement to selection/special grades and fixation of pay in these grades shall continue to be adopted in future with the scales of pay indicated in Annexure-I to this order. In the case of employees in posts not provided with selection/special grades in the pre-revised pay structure but drawn one stagnation increment on completion of 10 years of service in the ordinary/selection grade, the pay shall be fixed in the newly opened selection/special grade scales of pay at the same stage if the pay drawn by them is equal to the stage or at the next higher stage if there is no such stage.

8. These orders shall take effect from 1st June 1988 for those who have moved to selection grade/special grade prior to 27th June 1989. In the case of others these orders shall take effect from 27th June 1989. The arrears of pay and allowances consequent on these orders shall be regulated as per paragraph 8 (vii) of the G.O. first read above.

9. Employees already in the selection grade/special grade prior to 27th June 1989 shall be permitted to exercise revised option to come over to the revised scales of pay if they so desire. The option shall be exercised on or before 30th June 1990. Option once exercised shall be final. If no option is exercised before the stipulated date the pay shall be fixed in the revised scales of pay of selection grade/special grade with effect from 1st June 1988.

10. Government also direct that the anomaly of junior drawing more pay than senior if any, arising out of these orders shall be set right by the appointing authorities concerned.

11. These orders shall also apply to employees and teachers under local bodies and aided educational institutions.

(By order of the Governor).

N. NARAYANAN,  
*Secretary to Government.*

To all Secretaries to Government.

- .. the Secretary, Legislative Assembly Secretariat, Madras-600 009.
- .. the Comptroller, Governor's Household, Raj Bhavan, Madras-600 032.
- .. the Secretary to the Governor.
- .. the Governor's Secretariat, Raj Bhavan, Guindy, Madras-600 032.
- .. all Departments of Secretariat.
- .. all Departments of Secretariat (Bills).

To all Heads of Departments.

- „ all Collectors/all District Judges/all District Magistrates.
- „ the Principal, Accountant-General (Accounts and Entitlements), Madras-600 018.
- „ the Accountant-General (Audit-I), Madras-600 035.
- „ the Accountant-General (Audit-II), Madras-600 006.
- „ the Accountant-General (CAB), Madras-600 009/Madras-600 005/Madras-600 035/  
Madras-600001.
- „ the Accountant-General (CAB), Madurai.
- „ the Director of Treasuries and Accounts, Madras-600 035.
- „ the Pay and Accounts Officer, Madras-600 009.
- „ the Pay and Accounts Officer (South), Madras-600 035.
- „ the Pay and Accounts Officer (North), Madras-600 001.
- „ the Pay and Accounts Officer (East), Madras-600 005.
- „ the Pay and Accounts Officer, Madurai.
- „ all Treasury Officers.
- „ all Sub-Treasury Officers.
- „ the Special Officer, Corporation of Madras, Madras.
- „ the Commissioners, Corporation of Madras, Madurai and Coimbatore.
- „ the Chairman, Tamil Nadu Public Service Commission, Madras-600 002.
- „ the Registrar, High Court, Madras-600 104.
- „ the Commissioner of Tribunal for Disciplinary Proceedings, No. 6, Manickeswari Road,  
Madras-600 010.
- „ all State Owned Corporations and Statutory Boards
- „ all Municipalities.
- „ all Finance Secretaries of other State Governments.
- „ the Finance Secretary, Pondicherry.
- „ all Recognised Service Associations.

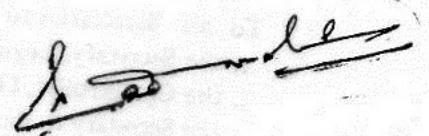
Copy to the Advisor to Chief Minister, Madras-600 009.

- „ Secretary to the Chief Minister, Madras-600 009.
- „ Secretary to Government of India, Ministry of Home Affairs, New Delhi.
- „ Secretary to Government of India, Ministry of Finance (Department of Economic  
Affairs), New Delhi.
- „ Secretary to Government of India, Ministry of Finance (Department of Expenditure),  
New Delhi.
- „ Secretary to Government of India, Ministry of Finance (Department of Banking and  
Revenue), New Delhi.
- „ Secretary to Government of India, Ministry of External Affairs, New Delhi.
- „ Senior Research Officer, Pay Research Unit, Ministry of Finance (Department of  
Expenditure), Room No. 261, North Block, New Delhi.
- „ Personnel and Administrative Reforms Department, Madras-600 009.

Stock File/Spare copy.

Forwarded

(By Order)



Section Officer

[ANNEXURE

## ANNEXURE-I.

## REVISED SELECTION GRADE / SPECIAL GRADE SCALES OF PAY.

<i>Ordinary Grade.</i>		<i>Selection Grade.</i>		<i>Special Grade.</i>
(1)		(2)		(3)
RS.		RS.		RS.
750—945	..	800—1,150	..	825—1,200
775—1,030	..	825—1,200	..	950—1,500
800—1,150	..	950—1,500	..	975—1,660
825—1,200	..	950—1,500	..	975—1,660
950—1,500	..	1,200—2,040	..	1,320—2,040
975—1,660	..	1,200—2,040	..	1,320—2,040
1,100—1,660	..	1,320—2,040	..	1,350—2,200
1,200—2,040	..	1,400—2,600 (A)	..	1,640—2,900
1,320—2,040	..	1,400—2,600 (A)	..	1,640—2,900
1,350—2,200	..	1,600—2,660	..	1,820—3,200
1,400—2,600	..	1,640—2,900 (B)	..	2,000—3,200
1,600—2,600	..	2,000—3,200	..	2,200—4,000
1,640—2,900	..	2,000—3,200	..	2,200—4,000
1,820—3,200	..	2,200—4,000	..	2,500—4,200
2,000—3,200	..	2,200—4,000	..	2,500—4,200
2,000—3,500	..	2,500—4,200	..	3,000—4,500
2,200—4,000	..	2,500—4,200	..	3,000—4,500
2,500—4,200	..	3,000—4,500	..	3,700—5,000

(A) The scale of pay for the selection grade will be Rs. 1,400—50—2,300—60—2,600. In the case of those who were in selection grade prior to 27th June 1989 on the pre-revised selection grade of Rs. 905—1,545 the starting pay will be Rs. 1,500 in the above mentioned scale of pay. In the case of others i.e., those who became eligible for selection grade on or after 27th June 1989 starting pay will be at the minimum of the above mentioned scale of pay.

(B) The scale of pay for the selection grade will be Rs. 1,640—60—2,600—75—2,900. In the case of those who were in selection grade prior to 27th June 1989 on the pre-revised scale of pay of Rs. 1,045—1,775 the starting pay will be Rs. 1,760 in the above mentioned scale of pay.

## ANNEXURE III

## ILLUSTRATION—I

(Vide para 5)

(A) A Selection grade Assistant, (Ministerial) was drawing basic pay of Rs. 1,220 in the pre-revised scale of pay of Rs. 905—45—1,445—50—1,545 on 1st June 1988. He was provided with selection grade scale of pay in the revised scale of pay on Rs. 1,320—20—1,560—40—2,040. This scale has been revised as Rs. 1,400—50—2,300—60—2,600. The following is the benefit derived by him in the revised selection grade scale :

					Rs.
Pay to be fixed	..	..	..	..	1,600
Pay already fixed	..	..	..	..	1,560
					<hr/>
				Benefit	40

(B) Another employee drawing a basic pay of Rs. 1,175 in the above pre-revised selection grade scale will get the following benefit :

					Rs.
Pay to be fixed	..	..	..	..	1,550
Pay already fixed	..	..	..	..	1,500
					<hr/>
				Benefit	50

(C) A selection grade B.T. Assistant was drawing a pay of Rs. 1,360 in the pre-revised scale of pay of Rs. 1,045—45—1,450—65—1,775. He was provided with selection grade scale of pay in the revised scale on Rs. 1,600—50—2,300—60—2,660 on 1st June 1988. This scale has been revised as Rs. 1,640—60—2,600—75—2,900. The following is the benefit derived by him in the revised selection grade scale :

					Rs.
Pay to be fixed	..	..	..	..	1,820
Pay already fixed	..	..	..	..	1,700
					<hr/>
				Benefit	120

(D) Another employee drawing a basic pay of Rs. 1,580 in the above pre-revised selection grade scale will get the following benefit :

					Rs.
Pay to be fixed	..	..	..	..	2,000
Pay already fixed	..	..	..	..	1,950
					<hr/>
				Benefit	50

**Illustration—II***(Vide para 6)*

The post on the pre-revised ordinary grade scale of pay of Rs. 610—1,075 and selection grade scale of pay of Rs. 780—1,385 placed on the revised ordinary grade scale of pay of Rs. 975—1,660 with selection grade on Rs. 1,100—1,660 as per G.O. Ms. No. 666, Finance (FC) Department, dated 27th June 1989. The revised selection grade is Rs. 1,200—2,040.

An employee in the selection grade of the above post was drawing pay of Rs. 1,145 in the pre-revised scale of pay of Rs. 780—1,385. His revised pay was fixed at Rs. 1,480 in the selection grade scale of pay of Rs. 1,100—1,660 as per fitment table—21 in G.O. Ms. No. 735, Finance (PC) Department, dated 20th July 1989. On revision of selection grade scale of pay, his pay will be fixed at Rs. 1,470 as per Fitment table—22 in the above G.O.

As per para—6 of the present orders the pay of the above employee should be fixed at the next higher stage above Rs. 1,470 i.e. at Rs. 1,500.