

GOVERNMENT OF TAMIL NADU

Abstract

PUBLIC SERVICES - Advancement to Selection Grade/Special Grade in various services - Counting of services in Special Temporary Post to award Selection Grade in next higher post - Orders - Issued.

Personnel and Administrative Reforms Department

G.O.Ms. No. 375

Dated : 22.10.1993.

Read Again:

1. G.O. Ms. No. 210, Personnel and Administrative Reforms Department, dated 11.3.87.

Read also:

2. Government letter No. 104094/87-8, Personnel and Administrative Reforms Department, dated 10.8.88.

ORDER:

Accepting the recommendation of the Third Pay Commission, orders were issued in October 1978, providing certain categories of posts for advancement of Government Servants on the following two different systems to relieve stagnation:

- (i) Advancement to Selection Grade/Special Grade on completion of 10/20 years service;
- (ii) Advancement to next higher post under the Flexible Complementing Scheme on completion of 10 years of satisfactory service in the lower post.

In many cases where it has not been possible to provide Selection/Special grade, the scheme of Flexible Complementing Scheme i.e. Special Temporary post was introduced. Under this scheme, a person on completion of 10 years of satisfactory service and otherwise qualified for promotion, can be advanced to the promotion post/next higher post. The selection grade post carried only intermediary scale of pay i.e. in between the scale of pay of the ordinary post and the next higher post. However the Special Temporary Post under Flexible Complementing Scheme carried the scale of pay of the next higher post.

2. Until 10.6.85, Selection Grade/Special Grade, was allowed automatically at the end of completion of 10 years service. Subsequently, a condition was imposed that for advancement to Selection Grade/Special Grade, all employees, who have put in 10/20 years of satisfactory service

and who satisfy all the qualifications prescribed under the Special Rules/Adhoc Rules prescribed for promotion to the higher post shall be eligible for movement to the said posts. Based on the recommendation of the Fifth Pay Commission, the system of Selection Grade, Special Grade and Special Temporary Posts, were dispensed with and subsequently revived and extended to all categories of posts carrying the scale of pay of Rs. 750-945 and above and upto the scale of pay of Rs. 2,500-4,200. It was also ordered that 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. On a representation from the various service Associations, it was ordered in August 1992 that the criterion that one should possess the qualifications and pass the tests, if any, prescribed for next higher posts need not be insisted upon for movement to Selection/Special Grade.

3. In the G.O. cited orders were issued that the service in the Selection Grade of the lower post shall be counted for the Selection Grade in the promoted post provided that the Selection Grade scale of the lower post is identical to the ordinary grade of the higher post, and that the concession be allowed only at the first promotion level. Government also directed that in the case of posts with different grades one who has put in 10 years or more of service in the lower post (eg. Grade-II) shall be advanced to the next higher post (i.e. Grade-I) under the scheme of Flexible Complementing and one with a service of 20 years or more be advanced to Selection Grade of the higher post (i.e. Grade-I) wherever it has already been provided. In the Government letter read above, further instructions were issued that Government do not accept the suggestion to count the service in the Special Temporary Posts for the purpose of advancement to Selection Grade of the Higher Posts.

4. The staff Side Representative of the Tamil Nadu Civil Services Joint Council has represented to the Government that as per G.O. Ms. No. 304 Finance (Pay Commission) Department dated 28.3.1990 no Special Temporary post is in existence and employees in the erstwhile special temporary posts should be treated as holders of Selection Grade Posts. As such, service in the post of Special Temporary Junior Assistant may be counted for the Selection Grade in the next higher post of Assistant, as the scale of pay of Selection Grade Junior Assistant and Assistant (Ordinary Grade) is identical and it is a first promotion.

5. The Government have carefully examined the request of the Association. A person was considered for appointment to the Special Temporary Post, only if he was qualified and found fit for promotion to the next higher post. Government have, therefore, decided to accept the request mentioned in para 4 above. They accordingly pass the following orders:

- (i) The services rendered in the Special Temporary Post of Junior

Assistant shall be counted for the Selection Grade in the post of Assistant (Next higher post) and this concession be allowed for the first level promotion posts only, as in the case of Selection Grade and this concession be also extended to Special Temporary Posts that existed in certain other categories of posts as well.

- (ii) These orders shall take notional effect from 1.10.1984 for the purpose of fixation of pay with monetary benefit from 1.4.1986 as in the case of Selection Grade.
- (iii) Directly recruited candidates in the next higher posts shall not claim award of Selection Grade with reference to the date of award of Selection Grade to Juniors, who were allowed to count their services rendered in the Special Temporary posts.

(By Order of the Governor)

M. AHMED,
Secretary to Government