

# GOVERNMENT OF TAMIL NADU

## ABSTRACT

**Tamil Nadu Revised Scales of Pay Rules, 1989- Selection/Special Grades in the revised pay scales-Amendment to order issued**

### FINANCE (PAY CELL) DEPARTMENT

G.O.Ms.No. 215

Dated: 22.3.93

Read: 1. G.O.Ms.No.666, Finance (PC) Department, dated 27.6.89,

2. G.O.Ms.No.304, Finance (PC) Department, dated 28.3.90.

3. Government Finance Department, letter No.10181/PC-II/91-1, dated 20.2.91.

4. From the Directions of the Tamil Nadu Administrative Tribunal. in O.A.No. 1625 of 1991 and order dated 13.11.92.

#### ORDER:

In the Government Order Second read above, orders were issued reintroducing Selection Grade and Special Grade with improved Scales of pay. It has also been ordered that the Selection Grade should be restricted to the promotion post Scale of pay.

2. In its Judgement delivered, the Tamil Nadu Administrative Tribunal in O.A.No. 1625 of 91 filed. by Tamil Nadu Government Office Assistants and Basic Servants Association, has observed that the post of Record Clerk is not an avenue of promotion for Office Assistants for the reason that only persons with the prescribed qualification are appointed by transfer to the post of Record Clerk. Hence, the Tribunal has ordered that the proviso to para 4 of G.O.Ms.No.304, Finance (PC) Department, dated 28.3.90 will not be applicable to Office Assistants.

3. Further, the Tribunal has pointed out that the special dispensation shown in existing proviso to para 4 of the above Government Order in respect of Teachers is not proper as there is discrimination. The Tribunal has, therefore, set aside the entire para 4 of the Government Order second read above and ordered that, it is open to Government to issue orders afresh by suitably drafting and incorporating the basis that Selection Grade for a post cannot be higher than that of the promotion post so as not to leave room for any ambiguity and to provide for Special cases when appointment to higher post in the hierarchy in the department is not by promotion but by transfer.

4. Government have carefully examined the orders of one Tribunal dated 13.11.92. In compliance of the above Judgement Government have decided to revise the existing para 4 of the G.O.Ms.No. 304. Finance (PC) Department, dated 28.3.90 So as to bring out the orders of the Tribunal. Accordingly, the existing para 4 of the Government Orders second read above shall be Substituted by the following:

5. Accordingly, in partial modification of the orders issued in para 9 of the G.O.Ms.No. 666, Finance (PC) Department, dated 27.6.89, the Government direct that the scheme Selection Grade and Special Grade be allowed to all the employes 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.Ms.No. 666, Finance (PC) Department, dated 27.6.89.

" Provided further the Selection Grade and Special Grade scales shall be regulated as below;

- (a) For posts, having no promotional avenue, the Selection Grade and Special Grade shall be allowed as prescribed in the Annexure-I to this order.

⊗ shall be restricted to the ordinary grade

- (b) For posts, having promotion posts in their regular line, grant of Selection Grade scale above the Ordinary Grade of promotion post would result in anomalous situation of placing persons in higher post on a Lower scale compared to persons in lower post (in Selection Grade). In order to avoid discontentment among Senior persons in higher posts, the Selection Grade scale in such cases shall be restricted to the Ordinary Grade of first level promotion post and the Special Grade of Second level promotion post;
- (c) Employees in the existing special temporary posts shall be treated as holders of Selection Grade in the revised pay structure"

6. The above amendment to G.O.Ms.No. 304 Finance (PC) Department, dated 28.3.90 shall take effect from 1.6.88 Subject to the provisions in para 8 of above Government Order.

7. Executive instructions in regard to admissibility of Selection Grade, Special Grade to office Assistants and Teachers will be issue separately.

(By order of the Government)

N.NARAYANAN,  
SECRETARY TO GOVERNMENT.