



ABSTRACT

Pay Grievance Redressal Committee 2019- Revision of scales of pay of Superintendent, Slaughter House / Assistant Superintendent, Slaughter House / Veterinary Assistant Surgeon and Veterinary Officer in **Chennai Corporation** – Implementation of the recommendations of the Pay Grievance Redressal Committee – Orders - Issued.

Finance (Pay Cell) Department

G.O.Ms.No. 422

**Dated: 12-11-2020,
Sarvari, Aippasi - 27,
Thiruvalluvar Aandu, 2051.**

Read:

1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 01.06.2009.
2. G.O.Ms.No.444, Finance (Pay Cell) Department, dated: 09.09.2009.
3. G.O.Ms.No.335, Finance (Pay Cell) Department, dated: 26.08.2010.
4. G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26.02.2011.
5. Orders of the Hon'ble High Court in WP.No.7006 of 2011 dated 08.03.2012.
6. Order of the Hon'ble High Court in WA Nos.504 of 2012 and batch cases dated 27.03.2012.
7. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10.04.2012.
8. G.O.Ms.No.242, Finance (Pay Cell) Department, dated: 22.07.2013.
9. G.O.Ms.No.250, Finance (Pay Cell) Department, dated: 22.07.2013.
10. Orders of the Hon'ble High Court in WA.Nos.504, 505, etc., of 2012 and 2335 and 2336 of 2013 dated 27.02.2014.
11. G.O.Ms.No.303, Finance (Pay Cell) Department, dated: 11.10.2017.
12. G.O.Ms.No.313, Finance (Pay Cell) Department, dated: 25.10.2017.
13. Orders of the Hon'ble Supreme Court of India dated: 28.11.2019 in Civil Appeal No.10029 of 2017 and batch cases.
14. G.O.Ms.No.381, Finance (Pay Cell) Department, dated: 04.12.2019.

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ORDER:

Orders were issued in the reference first read above revising the scales of pay and allowances of State Government employees and Teachers implementing the recommendations of Official Committee 2009 based on the recommendations of the Sixth Central Pay Commission on "pay scale to pay scale basis", notionally with effect from 01.01.2006 with monetary benefit from 01.01.2007.

2. Accordingly, the pay scales of Superintendent, Slaughter House / Assistant Superintendent, Slaughter House / Veterinary Assistant Surgeon and Veterinary Officers were revised as follows:

Sl. No.	Name of the Post	Pre-revised scale of pay	Revised scale of pay + Grade Pay
1	Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon	Rs.6500-11100	Rs.9300-34800+ 4700
2	Veterinary Officer	Rs.8000-13500	Rs.15600-39100+5400

3. The One Man Commission 2009 constituted in the Government Order second read above recommended granting of higher pay scales to Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon and its promotional posts of Veterinary Officer consequent on pay scales recommended for Veterinary Assistant Surgeon and Assistant Director in Animal Husbandry Department as follows:

Sl. No.	Name of the Post	Existing scale of pay + Grade pay	Revised scale of pay + Grade Pay
1.	Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon	Rs.9300-34800+ 4700	Rs.15600-39100+ 5400
2.	Veterinary Officer	Rs.15600-39100+5400	Rs.15600-39100+ 5700

Thereon, orders were issued in reference third read above implementing the above pay scales notionally with effect from 01.01.2006 with monetary benefit from 01.08.2010.

4. Based on a spate of representations to extend the revision granted to Assistant Engineers and its promotional posts in Public Works Department to various posts in other departments, the Government suo-moto reviewed the orders issued based on the report of One Man Commission, 2010 and found that Assistant Engineers had been erroneously placed on par with Direct Recruit Group I posts such as Deputy Collector, Assistant Director (Panchayat) and Deputy Superintendent of Police recruited through the Tamil Nadu Public Service Commission, Group I Competitive Examination. Likewise, Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon were also place in the pay scale of Rs.15600-39100+GP 5100. Accordingly, Government suo-moto issued orders in the Government Order fourth read above revising the scales of pay of Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon and its promotional posts of Veterinary Officer as follows:

Sl. No.	Name of the Post	Existing scale of pay + Grade Pay	Revised scale of pay + Grade Pay
1	Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon	Rs.15600-39100+5400	Rs.15600-39100+5100
2	Veterinary Officer	Rs.15600-39100+5700	Rs.15600-39100+5400

The above revision was granted notional effect from 01.01.2006 with monetary benefit from 01.03.2011.

5. In the reference fourth read above, the Government interalia ordered to constitute a Pay Grievance Redressal Cell, 2012 to hear the grievances of the petitioners whose scale of pay has been revised downward.

6. Aggrieved by the above orders, several individuals / employees Associations filed a number of Writ Petitions in the Hon'ble High Court to quash the orders issued in the reference fourth read above. In the reference fifth read above, the Writ Petitions filed by employees / Associations were dismissed by the Hon'ble High Court. In the reference sixth read above, the Division Bench, without going into the merits of the case has granted "Interim Stay" on the implementation of the Government Order fourth read above and orders of the Learned Single Judge fifth read above except for para-32 relating to the constitution of Pay Grievance Redressal Cell.

7. Accordingly, in the G.O seventh read above, Pay Grievance Redressal Cell was revived and re-constituted to review the recommendations of the One Man Commission, 2010 and the orders issued for revision of scales of pay in G.O.Ms.No.71, Finance (Pay Cell) Department, dated 26.02.2011 for 52 categories belonging to 20 Departments.

8. The Pay Grievance Redressal Cell, 2012 among others, examined the grievances of Veterinary Assistant Surgeon and its equivalent posts in Chennai Corporation and observed that they should be placed on par with Veterinary Assistant Surgeon in Animal Husbandry Department. Accordingly, the Pay Grievance Redressal Cell recommended the pay scale for the above categories in Chennai Corporation at Rs.15600-39100+ G.P.Rs.5200 notionally with effect from 01.01.2006 and with monetary benefit from 01.04.2013. Accordingly, orders were issued in Government Order ninth read above.

9. Orders issued in the reference eighth read above were challenged in the Hon'ble Madras High Court and the Hon'ble Division Bench directed to constitute a Pay Grievance Redressal Committee for taking fresh decision regarding enhancement / reduction of the pay scales / Grade Pay of 52 or more categories of 20 or more departments in the reference tenth read above.

10. Against the orders issued by the Hon'ble High Court Division Bench in W.A.No.504 of 2012 and batch cases dated: 27.02.2014, Government filed 159 Special Leave Petitions in the Hon'ble Supreme Court of India.

11. In the reference thirteenth read above, the Hon'ble Supreme Court of India in its order dated 28.11.2019 in a batch of Civil Appeal Nos 10029 / 2017 etc., directed the Government to constitute a Pay Grievance Redressal Committee under the Chairmanship of Hon'ble Justice Thiru. D.Murugesan, formerly Chief Justice, High Court of Delhi with specific terms of reference to be framed by Government. Hon'ble Supreme Court of India has also ordered that, the affected categories shall not be permitted to migrate to 7th Central Pay Commission scales on the basis of the higher scales till such time as a final decision is taken.

12. Accordingly, in the Government Order fourteenth read above, Pay Grievance Redressal Committee was constituted under the Chairmanship of Hon'ble Justice Thiru.D.Murugesan, formerly Chief Justice, High Court of Delhi along with two official administrative Members and two co-opted Members recommended by the Chairman, with specific terms of reference to examine all the representations received from Associations, individual employees relating to anomalies in respect of pay structure ordered based on the recommendations of One Man Commission, 2010, G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26.02.2011 and G.O.Ms.No.242, Finance (Pay Cell) Department, dated: 22.07.2013.

13. The Pay Grievances Redressal Committee 2019 has again examined the grievance of Veterinary Assistant Surgeon and its equivalent posts in the Chennai Corporation and observed that the Veterinary Assistant Surgeon in Animal Husbandry Department should be equated with Medical Doctors (Assistant Surgeons) on the ground that they were treated on par both in the Fifth and Sixth Central Pay Commissions and the State Government had uniformly adopted and followed the same in the fixation of pay scales. Hence, the Committee recommended for the fixation of pay scale to the Veterinary Assistant Surgeons in Animal Husbandry Department at Rs.15600-39100+G.P.Rs.5400.

Further, the Committee also considered the grievance of the promotional posts of Veterinary Assistant Surgeon with Assistant Director / Assistant Research Officer in Animal Husbandry Department and recommended the revision of pay scale at Rs.15600-39100+G.P.Rs.6600 consequent on the revision of pay scale recommended to the Veterinary Assistant Surgeon at Rs.15600-39100+G.P.Rs.5400. Correspondingly, the Committee also recommended for revision of pay scale for the promotional post of Veterinary Officers in Chennai Corporation at Rs.15600-39100+ G.P.Rs.6600.

14. The Government, after careful examination of the recommendations of Pay Grievance Redressal Committee, 2019 notes that the Pay Grievance Redressal Committee has heard the views of 2397 individual employees and 243 Associations against G.O.Ms.No.71, Finance (Pay Cell) Department, dated 26.02.2011 and G.O.Ms.No.242, Finance (Pay Cell) Department, dated 22.07.2013 and has arrived at its conclusions duly considering all representations heard in person and received in writing. After careful consideration of the report of the Committee, Government has decided to accept and implement the recommendations relating to the scales of pay of Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon and its promotional post in Chennai Corporation and accordingly direct as follows:

- (a) In supersession of the orders issued in the reference third and fourth read above in so far as it relates to the pay scales of Superintendent, Slaughter House / Assistant Superintendent, Slaughter House / Veterinary Assistant Surgeon and its promotional posts in Chennai Corporation and in exercise of the powers conferred under Rule 13 of the Tamil Nadu Revised Scales of Pay Rules, 2009 Government issues the following amendment to the pay scale for the post of Superintendent, Slaughter House / Assistant Superintendent, Slaughter House / Veterinary Assistant Surgeon and its promotional posts in Chennai Corporation as follows:

AMENDMENT

Sl. No.	Name of the Post	Pre-revised scale of pay	Revised scale of pay + Grade Pay
1	Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon	Rs.6500-11100	Rs.15600-39100 + 5400
2	Veterinary Officer	Rs.8000-13500	Rs.15600-39100 + 6600

- (b) The fixing of pay in the revised pay structure for employees who were in service before 01.06.2009 shall be fixed as per Rule 4(1) of the Tamil Nadu Revised scales of Pay Rules, 2009.
- (c) The revision of scales of pay ordered above shall take notional effect from 01.01.2006 with monetary effect from 01.12.2010.

15. The Tamil Nadu Revised Pay Rules 2017, have come into effect notionally with effect from 01.01.2016 and with monetary benefit from 01.10.2017. Accordingly, revision of pay as per the above recommendation, on migration to the Tamil Nadu Revised Pay Rules 2017 shall be carried out as follows:

Sl. No.	Name of the Post	Pre-revised scale of pay	Level in the pay matrix
1	Superintendent, Slaughter House / Assistant Superintendent, Slaughter House/ Veterinary Assistant Surgeon	Rs.15600-39100+ G.P 5400	Level-22 Rs.56100-177500
2	Veterinary Officer	Rs.15600-39100+GP 6600	Level-25 Rs.59300-187700

16. The Commissioner, Chennai Corporation is directed to issue necessary instructions to pay fixing authorities to revise the scales of pay of categories mentioned above as ordered in paras-14 and 15 above.

17. The pension of employees retired in the above categories from 01.01.2006 to 31.12.2015 shall be re-fixed with reference to para 14 above. The pay fixing authorities shall send necessary revised pension proposal for authorizing revised pension. Based on the authorization, the pension disbursing authorities are instructed to revise the pension / family pension and subsequently further revise the pension / family pension with effect from 01.01.2016 with reference to the Government Order twelfth read above.

18. In respect of employees who retired between 01.01.2016 and 31.10.2020 pay has to be fixed as indicated in paras 14 and 15 above. The pay fixing authorities shall send necessary revised pension proposal for authorizing revised pension. Based on the authorization, the pension disbursing authorities are instructed to revise the pension / family pension.

(BY ORDER OF THE GOVERNOR)

**S.KRISHNAN
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

To

The Additional Chief Secretary to Government, Municipal Administration and Water Supply Department, Chennai-9
The Commissioner, Greater Chennai Corporation, Ripon Building, Chennai – 600003
The Pension Pay Officer, Chennai-35.

Copy to

The Secretary to Hon'ble Chief Minister, Chennai-9.
The Special Personal Assistant to Hon'ble Deputy Chief Minister, Chennai-9
The Principal Private Secretary to Chief Secretary to Government, Chennai-9.
The Principal Private Secretary to Additional Chief Secretary to Government, Finance Department, Chennai-9.

The Private Secretary to Special Secretary to Government, Finance Department,
Chennai-9.

The Director of Local Fund Audit, Chennai-35

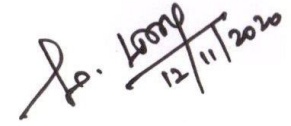
The Joint Director of Local Fund Audit, Chennai Corporation, Chennai-3

Municipal Administration and Water Supply Department, Chennai-9

Finance (MAWS) Department, Chennai-9.

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// Forwarded / By Order//

A handwritten signature in black ink, followed by a vertical line and the date '12/11/2020' written below it.

SECTION OFFICER