



**REPORT
OF THE OFFICIAL COMMITTEE, 2017
ON REVISION OF PAY**

©

Government of Tamil Nadu

2017

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OFFICIAL COMMITTEE, 2017 ON REVISION OF PAY

The Government of Tamil Nadu, vide G.O.Ms.No.40, Finance (Pay Cell) Department, dated: 22nd February, 2017, constituted the Official Committee, 2017 to examine and make necessary recommendations for the implementation of revised scales of pay and allowances for State Government employees and teachers, including the employees of Local Bodies and for the revision of pension, family pension and retirement benefits, based on the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission with specified Terms of Reference. The Official Committee, 2017, after due deliberations, submits its report to the Government of Tamil Nadu on this th day of September, 2017.



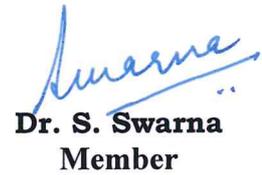
K. Shanmugam
Chairman



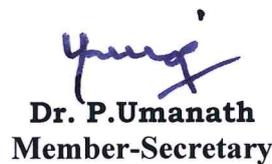
Niranjani Mardi
Member



Pradeep Yadav
Member



Dr. S. Swarna
Member



Dr. P. Umanath
Member-Secretary

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Organisation

OFFICIAL COMMITTEE, 2017

1. Additional Chief Secretary to Government, Finance Department : Chairman
2. Additional Chief Secretary to Government, Home, Prohibition and Excise Department : Member
3. Principal Secretary to Government, School Education Department : Member
4. Secretary to Government, Personnel and Administrative Reforms Department : Member
5. Dr. P.Umanath, I.A.S., : Member Secretary

OFFICERS AND STAFF

Sl. No.	Name [Thiru/Tmt.]	Designation
1.	P. Ravinarayanan	Officer on Special Duty
2.	B. Thiagarajan	Joint Secretary to Government
3.	V.Anbazhagan	Under Secretary to Government
4.	T.Vivek	Section Officer
5.	M.Vadivelu	Assistant Section Officer
6.	A.Kousalya	Assistant Section Officer
7.	A.Musthiri Banu	Personal Clerk
8.	T.S.Nagajothi	Personal Clerk
9.	C.Chandradevan	Assistant
10.	G.Boobal	Typist
11.	N.Kuppusamy	Record Assistant
12.	S.Sockratees	Driver
13.	R.Mahendran	Driver
14.	S.Rajesh	Office Assistant
15.	S.Velayutham	Office Assistant
16.	R.Gunasundari	Office Assistant

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CHAPTER-I.

INTRODUCTION

1.1 The Government of Tamil Nadu in G.O.Ms.No.40, Finance (Pay Cell) Department, dated: 22nd February, 2017 constituted the Official Committee to examine and make necessary recommendations for the implementation of revised scales of pay and allowances for State Government employees and teachers including employees of Local Bodies and for the revision of pension, family pension and retirement benefits, based on the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission. The Official Committee comprises of the following members:-

- (1). Additional Chief Secretary to Government, Chairman
Finance Department
- (2). Principal Secretary to Government, Member
Home, Prohibition and Excise Department
- (3). Principal Secretary to Government, Member
School Education Department
- (4). Secretary to Government, Member
Personnel and Administrative Reforms
Department
- (5). Dr. P.Umanath, I.A.S., Member Secretary

1.2 According to the orders issued in the above said Government Order, the terms of reference of the Official Committee are:-

- (i) to examine the orders issued / to be issued by the Central Government on the recommendations of the Seventh Central Pay Commission scales of pay and make necessary recommendations regarding revision of the pay scales to the State Government Employees and Teachers including employees of Local Bodies;
- (ii) to take into account the local conditions and the present relativities in the functions, qualifications and hierarchy, while making recommendations on scales of pay;
- (iii) to examine the decision of the Government of India on the revision of pension, family pension, retirement

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benefits etc., and also make necessary recommendations to the State Government pensioners; and also

- (iv) to make necessary recommendations regarding Other Allowances based on the recommendations of the High Level Committee constituted for this purpose by Government of India.

The Official Committee, 2017 was requested to submit its report to Government within four months i.e. on or before 30-06-2017.

1.3 The Seventh Central Pay Commission submitted its report to the Government of India on 19-11-2015. The Government of India announced its decisions on the recommendations of the Seventh Central Pay Commission on 29-06-2016 and orders were issued by them on Seventh Central Pay Commission recommendations on 25-07-2016.

1.4 Considering the significant changes proposed in the existing provisions for Allowances, the Cabinet decided to constitute a Committee headed by Finance Secretary for further examination of the recommendations of Seventh Central Pay Commission on Allowances and it was decided that until a final decision, all existing Allowances would continue to be paid at the existing rates. Accordingly, the Committee on Allowances was set up in pursuance of the Cabinet decision on 29-06-2016, when approving the Seventh Central Pay Commission recommendations on pay, pension and related issues were approved.

1.5 The general recommendations of the Seventh Central Pay Commission on pension and related benefits were approved by the Cabinet. Both the options recommended by the Seventh Central Pay Commission as regards pension revision have been accepted subject to the feasibility of their implementation. Revision of pension using the second option based on fitment factor of 2.57 was implemented with immediate effect. The Cabinet decided to constitute a Committee to address the issues anticipated in the implementation of first formulation. The first formulation might be made applicable if its implementation is found feasible after examination by proposed Committee which has to submit its report within four months. Accordingly, the Committee headed by Secretary (Pensions) was set up in pursuance of the Cabinet decision on 29-06-2016.

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1.6 The Committee chaired by Secretary (Pensions) constituted with the approval of the Cabinet to examine the feasibility of the first option recommended by Seventh Central Pay Commission submitted its report to the Government.

1.7 The Cabinet on 3rd May, 2017 approved with modifications in the recommendations of the Seventh Central Pay Commission relating to the method of revision of pension of pre-2016 pensioners and family pensioners based on the suggestions made by the Committee chaired by Secretary (Pensions) constituted with the approval of the Cabinet. The recommendations made by the Committee have been considered by the Government. Accordingly, orders were issued on 12-05-2017.

1.8 The Committee on Allowances headed by Finance Secretary and Secretary (Expenditure), to examine the Seventh Central Pay Commission recommendations on Allowances, submitted its report to the Government on 27-04-2017.

1.9 The Cabinet on 28th May, 2017 approved the recommendations of the Seventh Central Pay Commission on allowances with some modifications on items other than Dearness Allowance based on the recommendations of the Committee on Allowances. Accordingly, orders were issued on 06-07-2017. The revised rates of the allowances were given effect from 1-7-2017.

1.10 The Official Committee, 2017 started examining the various orders passed by the Government of India from the month of May 2017.

1.11 The Official Committee, 2017 addressed all the recognized associations to submit their representations for examination. The Committee received a total number of about 475 representations from various employees / pensioners associations.

1.12 The Committee took note of all the representations received from various employees / pensioners associations as well as from the individuals on revision of Pay and Allowances. Representations and demands for modifications were received in respect of pay and allowances which have been examined in detail by

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the Committee. The Committee conducted personal hearings with all the representatives of Government recognised associations as well as with the representatives of major and unrecognised employees / pensioners associations who have requested for personal hearings, on 26-05-2017, 27-05-2017, 02-06-2017 and 03-06-2017 (four days).

1.13 The Official Committee, 2017 observed that the abovesaid discussions with all the representatives of Government recognised associations as well as with the representatives of major and unrecognised employees/pensioners associations were very useful.

1.14 The Service Associations / Pensioners' Associations besides giving oral evidences have submitted their detailed memoranda / representations to the Official Committee, seeking redressal of their grievances / pay anomaly. As the tenure of the Official Committee, 2017 was to expire on 30-06-2017, the Official Committee, 2017 required some more time to examine these representations based on the orders issued by the Government of India from time to time.

1.15 The Official Committee, 2017 therefore, requested extension of the tenure of the Committee for a further period of three months beyond 30-06-2017. Accordingly, Government issued orders in G.O.Ms.No.189, Finance (PC) Department, dated 27-06-2017 extending the tenure of the Official Committee for a further period of three months beyond 30-06-2017.

1.16 This Committee wishes to place on record its appreciation of the excellent service rendered by all the officers and supporting staff of the Committee, in particular, their assistance in examining complicated issues in the light of relevant data, earlier Government orders and various back records, which paved the way for the successful completion of this task. The list of officers and the staff members of the Official Committee, 2017 is annexed to this report. Each of them worked late hours with utmost sincerity and devotion and contributed significantly to this effort.

CHAPTER-II.

HISTORICAL BACKGROUND

2.1 The State of Tamil Nadu came into existence on 1-11-1956. Since then twelve Pay related Commissions / Committees have been constituted by the Government for revising the pay, allowances and pension of the State Government employees and teachers including the employees of the local bodies. The breakup details are:- Commissions (5) / Official Committees (3) / One Man Committee (3) / Pay Grievance Rederessal Cell (1). The current Official Committee is the thirteenth entity on this issue. The table below shows the earlier position of these Commissions / Committees:-

Sl. No.	Pay Commissions / Official Committees / OMC / PGRC	Date of Constitution	Date of Submission of Report	Date of Effect	Cost of the Recommendations (Rs.in Crore)
[1]	[2]	[3]	[4]	[5]	[6]
1.	First Tamil Nadu Pay Commission	24-02-1959	05-04-1960	01-06-1960	5
2.	Second Tamil Nadu Pay Commission	04-09-1969	02-01-1971	02-10-1970	21
3.	Third Tamil Nadu Pay Commission	09-08-1977	27-07-1978	01-04-1978	34
4.	Fourth Tamil Nadu Pay Commission	11-06-1984	10-04-1985	01-10-1984	90
5.	One Man Commission -1986	07-12-1985	13-05-1986	01-04-1986	85
6.	Fifth Tamil Nadu Pay Commission	25-07-1988	16-05-1989	01-06-1988	262
7.	Official Committee -1992	31-10-1990	04-03-1992	01-04-1992	...
8.	Official Committee - 1998	31-07-1997	16-03-1998	01-01-1996	1204.01
9.	One Man Commission -1998	20-04-1998	13-07-1998	01-09-1998	188.06
10.	Official Committee - 2009	20-08-2008	27-05-2009	01-01-2006 m.b.f. 01-01-2007	5155.79

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Sl. No.	Pay Commissions / Official Committees / OMC / PGRC	Date of Constitution	Date of Submission of Report	Date of Effect	Cost of the Recommendations (Rs.in Crore)
[1]	[2]	[3]	[4]	[5]	[6]
11.	One Man Commission -2010	09-09-2009	31-03-2010	01-01-2006 m.b.f. 01-08-2010	222.68
12.	Pay Grievance Redressal Cell - 2012	10-04-2012	October, 2012	01-01-2006 m.b.f. 01-04-2013	206.65

2.2 The Government of Tamil Nadu had already adopted Central scales of pay in respect of the State Government employees and teachers working in the Government and in aided educational institutions and employees of local bodies with effect from 1st June 1988 based on the recommendations of the Fifth Tamil Nadu Pay Commission, though the Central Government had implemented the revised scales of pay for their employees with effect from 1st January 1986 based on the recommendations of Fourth Central Pay Commission. The existing 17 standard scales of pay were replaced by the State Government by 25 scales of pay after the Fifth Tamil Nadu Pay Commission. Out of these 25 scales of pay, 21 pertains to Central scales of pay and the remaining were evolved in order to suit the local needs specific to the State. The Government orders were issued in June 1989 on the recommendations of the Fifth Tamil Nadu Pay Commission.

2.3 Prior to the introduction of Central scales of pay from 1st June 1988, the State Government had followed its own pay structure evolved by successive Pay Commissions set up by the Government from time to time. The introduction of Central scales of pay to State Government employees had led to distortion of the horizontal relativity established after the Third and Fourth Pay Commissions. Many categories of posts on a common pay scale were fitted among various revised central scales of pay taking into account the relative levels of these posts under the Central Government. This disturbance in the relativity was not readily acceptable to employees

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in spite of the fact that it was a popular demand of the employees to grant Central scales of pay. The Government, therefore, started modifying the scales of pay of several categories for various reasons till 1990. In 1991, the Government referred further representations of employees to a three member Official Committee consisting of Secretary to Government, Personnel and Administrative Reforms, Secretary to Government, Finance and Secretary to Government, Education Department. Based on the recommendations of this Committee, the pay scales of about 214 categories were revised.

2.4 Following the sanction of first instalment of Interim Relief by the Central Government to their staff with effect from 16-09-1993, the State Government had also granted similar relief to their employees with effect from 1-1-1994. This was followed by the grant of second and third instalments of Interim Relief on par with Central Government employees. Similarly, the Government had also sanctioned three instalments of Interim Relief to the Pensioners as granted by the Central Government to their Pensioners / Family pensioners. The State Government had also sanctioned adhoc payment of arrears of Rs.4000 to all employees on regular standard scales of pay, of which Rs.2000 was impounded in General Provident Fund account of employees. Employees on non-standard scales and those drawing honorarium, consolidated pay and fixed pay were also granted with adhoc arrear payment of Rs.500. The Pensioners and Family Pensioners were also paid an adhoc arrear amount of Rs.1000.

2.5 The Government in their order No.414, Finance (Pay Cell), dated 31-07-1997 constituted an Official Committee to examine the question of revision of scales of pay and allowances of State Government employees and teachers including the employees of local bodies based on the decisions of the Central Government on the recommendations of the Fifth Central Pay Commission and make necessary recommendations regarding extension of these pay scales to the State Government employees and teachers including the employees of local bodies. The Committee was also requested to

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examine the decisions of the Government of India on the revision of pension, family pension, retirement benefits, etc. and make necessary recommendations. The members of the Official Committee, 1998 were the Secretaries to Government, Finance Department, Personnel and Administrative Reforms Department, School Education Department, Health and Family Welfare Department, Home Department and Public Works Department. The Official Committee, 1998 submitted its report to Government on 16-3-1998.

2.6 The Official Committee, 1998 observed that the broad banding of pay scales i.e. merger of existing two pay scales and grant of a common revised pay scale adopted by the Central Government need not be followed in the State as it would disturb the horizontal and vertical relativities of many posts in the State Government which had evolved over a period of time. Hence, the Official Committee, 1998 recommended revised pay scales on “pay scale to pay scale basis” as higher/lower pay scales granted to certain categories in the Central Government, if adopted in the State would alter the existing relativities in the pay scales in the State. Accordingly, orders were issued by the Government in G.O.Ms.No.162, Finance (Pay Cell) Department, dated 13-4-1998.

2.7 The Government while announcing the decision on the recommendations of the Official Committee, 1998 for the implementation of revised scales of pay had simultaneously announced the setting up of a One Man Commission to look into the anomalies in the pay scales, etc. The Government Orders appointing One Man Commission were issued in G.O.Ms. No.170, Finance (Pay Cell), Dated 21-04-1998. The One Man Commission submitted its report to Government on 13-07-1998. The Government had carefully examined the recommendations of the One Man Commission and accepted the same. Accordingly, the Government issued necessary orders in this regard.

2.8 The Government, following the orders issued by Government of India implementing the revised pay scales to its

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employees based on the recommendations of the Sixth Central Pay Commission, constituted an Official Committee, 2009 to examine and make necessary recommendations for the implementation of revised scales of pay and allowances for State Government employees and teachers including Local Body employees within three months in G.O.Ms.No.358, Finance (PC), dated 20-08-2008. It has also been ordered that while making recommendations of scales of pay, the Committee will take into account the local conditions and the present relativities. To elicit the views of the Service Associations and Pensioners Associations, the Official Committee, 2009 held personal hearings sessions with the representatives of about 100 service / pensioners associations from 03-10-2008 to 24-10-2008.

2.9 As the Official Committee, 2009 required some more time to examine in detail the representations and grievances of the Service Associations and Pensioners Associations and to submit final report, the tenure of the Official Committee, 2009 was extended three more months i.e. upto 18-02-2009, vide G.O.Ms.No.496, Finance (Pay Cell) Department, dated 17-11-2008.

2.10 Based on the recommendations of the Official Committee, 2009 the Government issued orders in G.O.Ms.No.10, Finance (Pay Cell) Department, dated 13-01-2009 sanctioning Interim Arrears to all the employees / teachers on regular Time Scales of Pay, including employees of local bodies, employees on Special times scales of pay / Non-Standard Time Scales of pay / Fixed Pay / Consolidated Pay / Honorarium, pending issue of final orders of the Government on implementation of the Official Committee's recommendations as given below:

- (a) All employees who have put in atleast two years of service in regular time scale of pay or special time scale of pay / Non-standard scale of pay or Consolidated Pay / Fixed Pay / Honorarium or a combination of all as on 1-1-2009 shall be granted three months pay + Dearness Pay + Dearness allowance and Personal Pay (if any) as on 1-1-2009.
- (b) In respect of all employees who have put in less than two years of service as on 1.1.2009. interim arrear of

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one month Pay + Dearness Pay + Dearness Allowance + Personal Pay (if any) as on 1-1-2009 shall be paid.

- (c) In respect of employees on Consolidated Pay / Fixed Pay / Honorarium as on 1.1.2009, who have put in atleast two years of service they shall be granted three months total emoluments as on 1-1-2009.
- (d) Employees on Consolidated Pay / Fixed pay / Honorarium who have put in less than two years of service shall be paid Interim Arrear equal to one month total emoluments as on 1-1-2009.

2.11 These Interim arrears were also ordered to be paid to the employees covered by UGC / AICTE scales of pay and Judicial Officers of Subordinate Judiciary. In addition to this, orders were also issued in G.O.Ms.No.11, Finance (Pay Cell) Department dated 13.01-2009 sanctioning payment of Interim arrear amounts to all Pensioners, including Family Pensioners.

2.12 As the Official Committee requested extension of further time of three months beyond 18-02-2009, orders were issued by the Government in G.O.Ms.No.72, Finance (PC) department, dated 19-02-2009 extending the tenure of the Committee, for a further period of three months beyond 18-02-2009 to finalise and to submit the report to Government.

2.13 Subsequently, the Government in their order No.78, Finance (PC) Department, dated 25-02-2009 issued orders directing the Committee to examine the revision of scales of pay of the employees covered by UGC / AICTE scales of pay, based on the orders issued by Government of India, in addition to the existing terms of reference already ordered by Government and to make necessary recommendations to Government.

2.14 Orders were also issued by Government in G.O.Ms.No.136, Finance (Pay Cell) Department, dated 31-03-2009 including the Principal Secretary to Government, Higher Education Department as Additional Member to the Official Committee for examining and making necessary recommendations to the Government, in respect of pay revision of employees, covered by UGC / AICTE scales of pay.

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2.15 The Official Committee submitted its report to Government on 18-05-2009. The Committee recommended revised pay scales on a “Pay Scale to Pay Scale basis”. Accordingly, orders were issued by the Government in G.O.Ms.No.234, Finance (Pay Cell) Department, dated:1-6-2009.

2.16 As the Official Committee’s recommendation was to revise the scales of pay on a “Pay Scale to Pay Scale basis” only, the Government issued orders in G.O.Ms.No.444, Finance (PC) Department, dated:09-09-2009 constituting an “**One Man Commission**’ headed by Thiru Rajeev Ranjan, I.A.S., the then Principal Secretary to Government, Commercial Taxes and Registration Department to examine the representations on anomalies, if any, consequent on the implementation of the revised scales of pay, in the method of fixation of pay in the revised pay structure or in the other benefits and submit its report to Government by 31-12-2009.

2.17 The One Man Commission had received a total number of 1066 representations from various Employees Associations, Pensioners Associations, individual employees and some of the Heads of Departments. The Commission held hearing with about 130 recognised / un-recognised service associations / Pensioners Associations and teachers from 05-10-2009 to 01-12-2009.

2.18 The tenure of One Man Commission was extended for a further period of three months beyond 31-12-2009, vide G.O.Ms.No.565, Finance (Pay Cell) Department, dated 24-12-2009. The One Man Commission submitted its report on 31-3-2010. The recommendations of the One Man Commission were implemented by Government in toto and accordingly, orders were issued on 26-8-2010.

2.19 The implementation of the One Man Commission recommendations led to several further claims and representations from other department officials and associations. The key issue which

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arose is the one related to the Pay Band and Grade Pay granted to Assistant Engineers and the promotional posts of Assistant Executive Engineers, Executive Engineers. The Tamil Nadu Veterinary Assistant Surgeons, Tamil Nadu Agricultural Officers and Tamil Nadu Fisheries Department Officers' Association demanded for equivalence for the posts of Agriculture Officer, Veterinary Assistant Surgeon and Inspector of Fisheries and consequential revision of its first, second and third level promotion posts on par with the Assistant Engineers and their promotional posts considering their professional degree. This demand was considered by Government and the pay scale of the entry level posts of Agricultural Officer, Veterinary Assistant Surgeon and Inspector of Fisheries was revised as Rs.15600-39100 + Grade Pay Rs.5400 with consequential revision to its promotional posts of Assistant Directors, Deputy Directors / Joint Directors as Rs.15600-39100 + Grade Pay Rs.6600, Rs.15600-39100 + Grade Pay Rs.7600 and Rs.37400-67000 + Grade Pay Rs.8700. This revision has lead to placing the posts of Joint Directors of Agriculture in Pay Band-IV of Rs.37400-67000 + G.P. Rs.8700 on par with the Joint Directors / Principals of Indian Medicine. These orders led to discontent among the employees and associations due to disturbance of the prevailing horizontal relativities and the plea to extend the pay scale of Joint Director of Agriculture viz. Pay Band-IV Rs.37400-67000 + Grade Pay Rs.8700 to Joint Directors in all the other departments, Deputy Secretaries to Government, District Revenue Officers, Joint Registrars and Joint Commissioners was made. There was also a strong demand to place Tahsildars, Block Development Officers on par with Assistant Engineers in Pay Band-III.

2.20 In view of these anomalous situations, the Government reviewed the recommendations of the One Man Commission and found that it was not justifiable to place Assistant Engineers on par with Group-I direct recruitment posts and therefore downgraded the Grade Pay granted to Assistant Engineers one level below the Group-I posts and restored the other posts of Assistant Executive Engineers / Executive Engineers / Assistant Director / Deputy Director / Joint Director of Animal Husbandry / Agriculture / Fisheries to their original level prior to the revision made based on the recommendation

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of the One Man Commission, 2010. Further revision of pay scales made by the One Man Commission in respect of certain equivalent categories which were placed in Pay Band-III and Pay Band-IV were also brought down to their original level. Accordingly, orders were issued in G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26-2-2011. In the said orders, Government had also constituted a **“Pay Grievance Redressal Cell”** under the Chairmanship of Thiru R.Thyagarajan, I.A.S., the then Special Secretary to Government, Finance Department to examine the grievances, if any-received from the employees whose scales of pay have not been revised / downgraded and submit its report to Government within a period of three months.

2.21 Aggrieved by the issue of the above Government Order, some employees associations and individual employees filed Writ Petitions and obtained “Interim Stay” on the operation of G.O.Ms.No.71, Finance (PC) Department, dated: 26-2-2011. Due to the “Interim Stay” granted by the Hon’ble High Court, the Pay Grievance Redressal Cell constituted to redress the pay grievance could not function and the officer appointed as Chairman also retired from service.

2.22 The Hon’ble High Court, in its order dated: 08-03-2012 in a batch of Writ Petitions Nos. 7006 of 2011 etc. made a detailed review of the cases and dismissed the Writ Petitions with a direction to the Government to re-constitute the Pay Grievance Redressal Cell within a period of four weeks to hear the grievances of all affected persons including the Writ Petitioners. Subsequently, based on the Writ Appeal filed by the petitioners in W.A.Nos. 504, 505, 514, 515 and 516 of 2012, the Hon’ble Division Bench of the Madras High Court in its order dated: 27-03-2012 has granted “Interim Stay” on the operation of the learned Single Judge’s orders (and hence on the operation of G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26-02-2011) except for para-32 of the operative portion of the order viz., constitution of the Pay Grievance Redressal Cell.

Chapter-II - HISTORICAL BACKGROUND

2.23 Accordingly, the Pay Grievance Redressal Cell was re-constituted under the Chairmanship of Thiru S.Krishnan, I.A.S., Secretary to Government (Expenditure), Finance Department on 10-04-2012 to examine all the representations received from the Employees Associations / Heads of Departments / Individual employees including the aggrieved petitioners relating to anomalies in the revised pay structure of the respective posts and to make specific recommendations to Government on the representations / anomalies considered within a period of three months vide G.O.Ms.No.123, Finance (Pay Cell) Department, dated 10-04-2012.

2.24 The tenure of Pay Grievance Redressal Cell was extended for a further period of three months beyond 09-07-2012 and then extended upto 31-10-2012 vide G.O.Ms.No.261, Finance (PGRC), dated:17-7-2012 and G.O.Ms. No. 376, Finance (PGRC), dated: 09-10-2012.

2.25 The Pay Grievance Redressal Cell had received a total number of 4376 representations from various employees associations, Writ Petitioners, Individual employees and some of the Heads of Departments. The Committee conducted personal hearings from 09-7-2012 to 11-7-2012 and also on 16-8-2012 and about 289 Recognised / Unrecognised Service Associations / Individuals and Writ Petitioners made their representations in person.

2.26 The Pay Grievance Redressal Cell submitted its report during October 2012. The financial commitment on these recommendations was around Rs. 206.65 crore per annum. Based on the recommendation of the Pay Grievance Redressal Committee, orders were issued on 22-7-2013.

2.27 Against this background, the Official Committee, 2017 examined the revised pay scales and allowances as well as Pension and Retirement benefits sanctioned by the Government of India, based on the recommendations of the Seventh Central Pay Commission and subsequent Committees constituted by the Government of India. The recommendations on pay structure and allowances, pension and retirement benefits are dealt with in the subsequent chapters.

CHAPTER-III.

PAY STRUCTURE

3.1 The trend of the minimum and maximum pay and the evolution of pay scales recommended by the earlier Tamil Nadu State Pay Commissions / Official Committees on comparison with the Government of India is shown in the table below:-

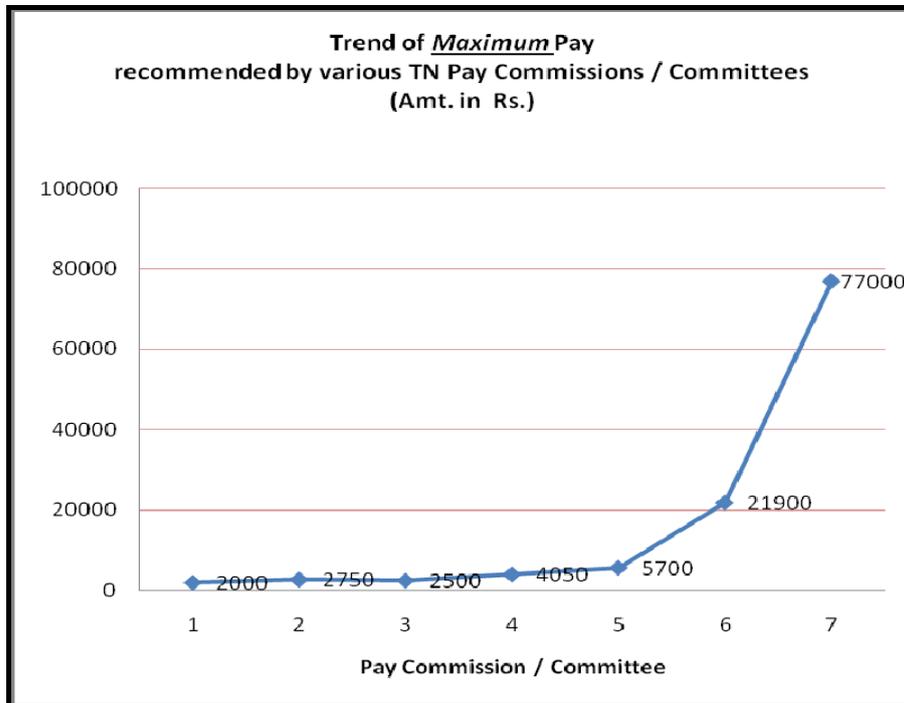
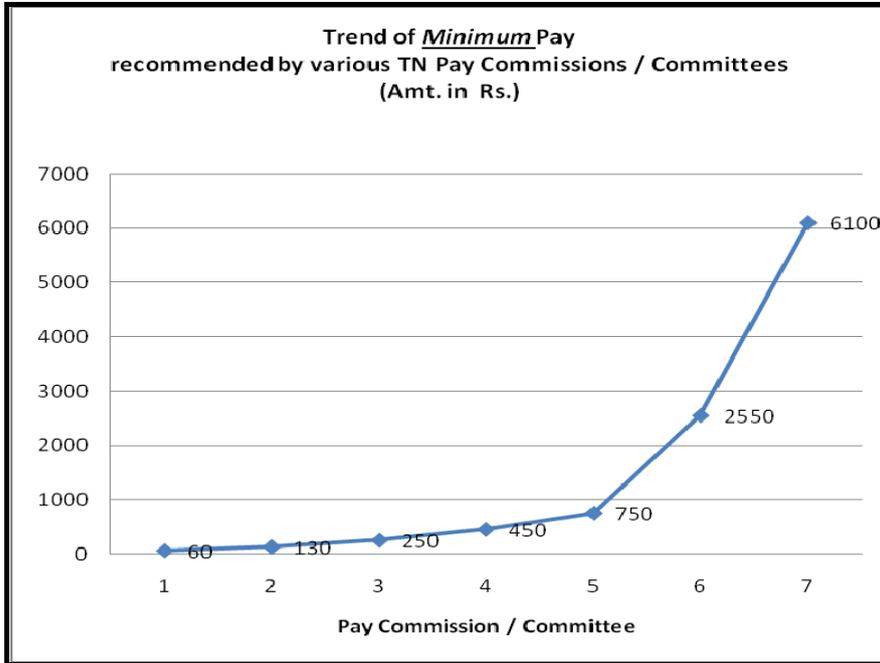
Table-1

Sl. No.	Pay Commissions / Official Committees	Minimum Pay (₹)		Maximum Pay (₹)		Compression Ratio		Number of Pay Scales	
		Gol	GoTN	Gol	GoTN	Gol	GoTN	Gol	GoTN
[1]	[2]	[3]	[3]	[4]	[4]	[5]	[5]	[6]	[6]
1.	First Tamil Nadu Pay Commission	55	60	2000	2000	1:36.4	1:33.1	30	111
2.	Second Tamil Nadu Pay Commission	80	130	3000	2750	1:37.5	1:21	140	51/76
3.	Third Tamil Nadu Pay Commission	196	250	3500	2500	1:18	1:10	80	20/21
4.	Fourth Tamil Nadu Pay Commission	--	450	--	4050	--	1:9	--	17
5.	Fifth Tamil Nadu Pay Commission	750	750	8000	5700	1:10.7	1:8	36	24/25
6.	Official Committee -1998 [5 th CPC]	2550	2550	26000	21900	1:10.2	1:8.6	34	25/27/29
7.	Official Committee – 2009 [6 th CPC]	7000	6100	80000	77000	1:11.4	1:12.6	19	29/32

3.2 The following graph depicts the trend of the minimum and maximum pay ordered to the State Government employees based on the recommendations of the various Pay Commissions/Committees

Chapter-III - PAY STRUCTURE

constituted so far.



3.3 Based on the recommendations of the Fifth Tamil Nadu Pay Commission, the State Government adopted scales of pay applicable to Central Government employees to its employees with effect from

Chapter-III - PAY STRUCTURE

1-6-1988, eventhough Central scales of pay based on the recommendations of the Fourth Central Pay Commission were adopted by Government of India with effect from 1-1-1986. Accordingly, the State Government initially adopted 24 standard scales of pay out of which the pay scale of (Rs.2500-75-3100-100-4200 *was subsequently amended as Rs.2500-75-2800-100-4200*) was adopted from the scale of pay of Government of Gujarat and a new pay scale was evolved by the Fifth Tamil Nadu Pay Commission to suit local relativities of the State. Subsequently, the Government created a new pay scale for the non-IAS Secretaries to Government (Rs.5500-200-6500). To sum up, there were 25 standard scales of pay at the time of adoption of Central scales of pay to State Government employees following the recommendations of the Fourth Central Pay Commission.

3.4 The Fifth Central Pay Commission had recommended the revised pay structure merging the entire Dearness Allowance as on 1-1-1996 [*at AICPI of 1510 points i.e.148% of pay upto Rs.3,500/- and 111% of pay above Rs.3,500/- subject to a minimum of Rs.5,180/- p.m.*]. The recommendations of the Fifth Central Pay Commission were implemented with effect from 1-1-1996 to its employees.

3.5 Based on the recommendations of the Fifth Central Pay Commission, the State Government constituted the Official Committee, 1998. The Official Committee, 1998 had recommended the revised pay scales on "**Pay scale to Pay scale basis**". Accordingly, 25 revised pay scales were adopted for the then existing 25 scales of pay. Subsequently, after the implementation of the revised pay scales, based on the orders of Supreme Court of India, the scale of pay for the post of Superintendent was revised from Rs.1600-2660 to Rs.1700-3005 with effect from 1-6-1988 and from Rs.5500-9000 to Rs.5700-9200 with effect from 1-1-1996 vide G.O.Ms.No.538, Finance (CMPC) Department, dated 27-11-2000. Moreover, the Scales of Pay for the post of Section Officer / Assistant Section Officer in Tamil

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Nadu Secretariat Service were revised from Rs.6500-11100 to Rs.8000-13500 and from Rs.5500-9000 to Rs.6500-10500 respectively on par with the posts of Section Officer / Assistant in Central Secretariat Service vide G.O.Ms.No.581/582, Finance (Pay Cell) Department, dated 12-12-2007. Consequent on the above revision, the scale of pay of Strictly Confidential Assistant Section Officer, Strictly Confidential Deputy Section Officer and Strictly Confidential Section Officer in Public (SC) Department were revised one level above the existing level (i.e.) the scale of pay of Section Officer (Strictly Confidential) was revised from Rs.9100-14050 to Rs.9650-300-15050 by evolving a new scale of pay to maintain the higher status enjoyed by them. In the above circumstances, the number of standard scales of pay applicable to State Government employees had become 27. Based on the recommendations of the Official Committee, 1998, the State Government had implemented the revised scales of pay **with retrospective effect from 1-1-1996** allowing fixation benefit as adopted by the Government of India [*i.e. by merging the Dearness Allowance as on 1-1-1996 (i.e.1510 points of AICPI), first instalment of Rs.100/- and second instalment of 10% of basic pay subject to a minimum of Rs.100/-*] and 40% fixation benefit.

3.6 The Sixth Central Pay Commission had recommended the new paradigm of running pay bands. This was coupled with the introduction of the concept of Grade Pay as the level differentiator. Another new feature was the calculation of the annual increment on percentage basis. Prior to Sixth Central Pay Commission, the increment was a fixed sum, depending on the pay scale. Another radical measure was the doing away with 'Group-D' category and placement of 'Group-D' personnel in 'Group-C' after imparting appropriate training whenever necessary.

3.7 The Official Committee, 2009 considered that this system of abolishing 'Group-D' employees by gradually absorbing them in the 'Group-C' after appropriate training was not feasible and it would not help to maintain our local pay relativity and local needs. Hence, the

Chapter-III - PAY STRUCTURE

Official Committee, 2009 had recommended to retain the three pay scales by slightly modifying them by adopting the method of calculation adopted by the Government of India (i.e.) by multiplying basic pay by a factor of 1.86 at the minimum of the basic pay as had been done for other pay scales. However, the quantum of Grade Pay as in the Government of India had been retained. Accordingly, these three pay scales were revised as follows:-

Sl. No.	Existing Scales of Pay Rs.	Revised Scales of Pay	
		Pay Band Rs.	Grade Pay Rs.
[1]	[2]	[3]	[4]
1.	2550-55-2660-60-3200	4800-10000	1300
2.	2610-60-3150-65-3540	4800-10000	1400
3.	2650-65-3300-70-4000	4800-10000	1650

3.8 The concept of Pay Band (PB) and Grade Pay (GP) was introduced by the Official Committee, 2009 in consonance with the recommendations of the Sixth Central Pay Commission and the grade pay was treated as a level differentiator as well as a fitment factor. It also introduced the calculation of annual increment on percentage basis in contrast to the earlier practice. At the time of the constitution of Official Committee-2009, the number of pay scales was 27. The Official Committee-2009 evolved and recommended two more pay scales, one to place the post of Ministerial Superintendent in the scale of pay of Rs.7000-11500 and another to place the promotion post for Superintendent in the scale of pay of Rs.7500-12000 based on the court verdicts. The total number of pay scales was 29 which was converted into corresponding 29 Grade Pay with 5 distinct running Pay Bands. The One Man Commission, 2010 recommended two more Grade Pay i.e. Rs.5100 and Rs.9500. The Pay Grievance Redressal Cell, 2012 also recommended one more Grade Pay i.e. Rs.5200. As a result of the implementation of the recommendations of the Official Committee, 2009 / One Man Commission, 2010 / Pay Grievance

Chapter-III - PAY STRUCTURE

Redressal Cell, 2012, the following pay structure with 32 levels of Grade Pay was evolved as shown in the Table below:

Sl. No.	Group	Pay Bands	Grade Pay
[1]	[2]	[3]	[4]
1	D	PB-1A : Rs.4800-10000	1300
2	C	PB-1A : Rs.4800-10000	1400
3	C	PB-1A : Rs.4800-10000	1650
4	C	PB-1 : Rs.5200-20200	1800
5	C	PB-1 : Rs.5200-20200	1900
6	C	PB-1 : Rs.5200-20200	2000
7	C	PB-1 : Rs.5200-20200	2200
8	C	PB-1 : Rs.5200-20200	2400
9	C	PB-1 : Rs.5200-20200	2600
10	C	PB-1 : Rs.5200-20200	2800
11	C	PB-2 : Rs.9300-34800	4200
12	C	PB-2 : Rs.9300-34800	4300
13	B	PB-2 : Rs.9300-34800	4400
14	B	PB-2 : Rs.9300-34800	4450
15	B	PB-2 : Rs.9300-34800	4500
16	B	PB-2 : Rs.9300-34800	4600
17	B	PB-2 : Rs.9300-34800	4700
18	B	PB-2 : Rs.9300-34800	4800
19	B	PB-2 : Rs.9300-34800	4900
20	B	PB-2 : Rs.9300-34800	5100
21	B	PB-3 : Rs.15600-39100	5200
22	B	PB-3 : Rs.15600-39100	5400
23	B	PB-3 : Rs.15600-39100	5700
24	B	PB-3 : Rs.15600-39100	6000
25	A	PB-3 : Rs.15600-39100	6600
26	A	PB-3 : Rs.15600-39100	7600
27	A	PB-3 : Rs.15600-39100	7700

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Sl. No.	Group	Pay Bands	Grade Pay
[1]	[2]	[3]	[4]
28	A	PB-4 : Rs.37400-67000	8700
29	A	PB-4 : Rs.37400-67000	8800
30	A	PB-4 : Rs.37400-67000	8900
31	A	PB-4 : Rs.37400-67000	9500
32	A	PB-4 : Rs.37400-67000	10000

3.9 Based on the recommendations of the Official Committee, 2009, the State Government had implemented the revised scales of pay **notionally with effect from 1st January, 2006 and with monetary benefit from 1st January, 2007.**

3.10 The **Entry Pay for New or Direct Recruits** was introduced for the first time by the Sixth Central Pay Commission. There was no such concept prior thereto. The reason why this concept was recommended by the Sixth Central Pay Commission was because the Commission had recommended its pay structure with running Pay Bands and Grade Pays. This was a significant modification upon the earlier structure where each post used to be assigned with a specific pay scale and thereby had a distinctive entry pay. The concept of Pay Band as introduced by the Sixth Central Pay Commission amalgamates within it a number of pre-revised scales of pay and, hence, a number of posts including higher and lower posts in the same hierarchy were placed in the same Pay Band making it necessary to provide for entry pay for direct recruits. The entry pay for new or direct recruits takes into consideration the weightage given to qualifying service prescribed for movement from the first grade in the pay band to the grade in which recruitment was being made by Department of Personnel and Training, Government of India for Central Government Employees, whereas for those reaching the grade through promotion from lower grade, the entry pay is fixed at the minimum of the pay band plus grade pay corresponding to the new

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grade. The entry pay therefore varies, and is different for those entering a level directly and those getting promoted into it. The Seventh Central Pay Commission observed that it led to many situations where direct recruits drew higher pay as compared to personnel who reached that stage through promotion and as such a number of staff associations and individuals had demanded removal of this disparity. Hence, the Seventh Central Pay Commission has recommended that direct recruits start at the minimum pay corresponding to the level to which recruitment is made, which will be the first cell of each level. Accordingly, **the pay matrix devised by Seventh Central Pay Commission is based on the entry pay.**

3.11 The Official Committee, 2009 did not recommend to provide entry pay for any of the grade pays. However, for all practical purposes, the minimum pay of a Pay Band added to the Grade Pay in that Pay Band was considered as the entry pay for all the posts covered under that Grade Pay to the employees recruited on or after 1-6-2009.

3.12 The Pay Grievances Redressal Cell, 2012 observed that the Government has not implemented Section-II of the Notification issued by Government of India i.e. entry pay (higher start) in the revised pay structure for direct recruits appointed on or after 1-1-2006 applicable to Central Government employees, to the State Government employees. The employees who are directly appointed after 1-6-2009 are placed directly in the revised scale of pay and hence computing the revised pay with reference to the pre-revised basic pay does not arise.

3.13 Taking all these factors into consideration, the Official Committee, 2017 has also observed that higher start of pay (i.e. Entry Pay) has been allowed in Government of India for new recruits who entered into Government service after implementation of the Sixth Central Pay Commission for which separate elevated scales of pay

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have been introduced for direct recruitment posts. Neither the Official Committee, 2009 nor the One Man Commission, 2010 / Pay Grievance Redressal Cell, 2012 has accepted the recommendations of the Sixth Central Pay Commission on grant of higher start of pay for the direct recruits considering the huge financial implications. Taking all these factors into consideration, the Official Committee, 2017 also observes that the new entrants recruited on or after 1-6-2009 have been appropriately placed at the initial stage of the Pay Band plus the Grade Pay admissible. In view of the above, the Official Committee, 2017 endorses the above said views.

Seventh Central Pay Commission Recommendations and Government of India's decisions:

3.14 The Seventh Central Pay Commission recommended that the system of Pay Bands and Grade Pay be dispensed with and the new functional levels have been arrived at by merging the grade pay with the pay in the pay band. All of the existing levels have been subsumed in the new structure and no new level has been introduced nor has any existing level been dispensed with.

3.15 The Seventh Central Pay Commission has also observed that the pay structures in vogue, by way of pay scales or pay bands, indicate the definite boundaries within which the pay of an individual could lie and added that it was however difficult to ascertain the exact pay of an individual at any given point of time. Further, the way to the pay progression would fan out over a period of time was also not evident. Since various cadres are designed differently the relative pay progression also varies. The Commission has also observed and believed that any new entrant to a service would wish to be able to make a reasonable and informed assessment of how his/her career path would traverse and how the emoluments will progress alongside. The new pay structure has been devised in the form of a pay matrix to provide complete transparency regarding pay progression. Accordingly, the Seventh Central Pay Commission has designed the new pay matrix. The nomenclature being used in the new pay matrix

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assigns **levels** in place of erstwhile **grade pay** and pay matrix brings out the new dispensation for various grades of pay.

3.16 It is observed that prior to Sixth Central Pay Commission, there were Pay Scales. The Sixth Central Pay Commission had recommended running Pay Bands with Grade Pay as status determiner. The Seventh Central Pay Commission has recommended a Pay matrix with distinct Pay Levels. The Level would henceforth be the status determiner.

3.17 The Seventh Central Pay Commission observed that since the existing pay bands cover specific groups of employees such as PB-1 for Group `C` employees, PB-2 for Group `B` employees and PB-3 onwards for Group `A` employees, any promotion from one pay band to another is akin to movement from one group to the other. These are significant jumps in the career hierarchy in the Government of India. Rationalisation has been done to ensure that the quantum of jump, in financial terms, between these pay bands is reasonable. This has been achieved by applying '**index of rationalisation**' from PB-2 onwards on the premise that with enhancement of levels from Pay Band 1 to 2, 2 to 3 and onwards, the role, responsibility and accountability increases at each level in the hierarchy. The proposed pay structure reflects the same principle. Hence, the existing entry pay at each level corresponding to successive grade pays in each pay band, from PB-2 onwards, has been enhanced by an 'index of rationalisation' and the pay has been fixed by applying indices of 2.57, 2.62, 2.67 and 2.72 respectively. The rationalised entry pay so arrived has been used in devising the new pay matrix and the real increase works out to 14.3 percent over the previous set of minimum pay.

3.18 The Seventh Central Pay Commission has devised a two dimensional pay matrix. It has a "**horizontal range**" in which each level corresponds to a '**functional role in the hierarchy**' and has

Chapter-III - PAY STRUCTURE

been assigned the numbers 1, 2, and 3 and so on till 18. The “**vertical range**” for each level denotes ‘**pay progression**’ within that level. These indicate the steps of annual financial progression of three percent within each level. The starting point of the matrix is the minimum pay. On direct recruitment, an employee joins at a particular level and progresses within the level as per the vertical range. The movement is usually on an annual basis, based on annual increment till the next promotion. When the employee receives a promotion or a non-functional financial upgrade, he/she progresses one level ahead on the horizontal range.

3.19 It has been further observed by the Seventh Central Pay Commission that the new pay structure has been laid out by and large broadly as an open ended, layered matrix for personnel. It has been kept in view that a person should not stagnate but should have fair opportunity to progress by dint of merit and secure better emoluments so that frustration does not set in. The prevailing rate of increment is considered quite satisfactory and has been retained. The concept of separate grade pay has been done away with and the grade pay at all levels has been subsumed into the pay matrix.

3.20 The Seventh Central Pay Commission’s new pay matrix incorporates all these features: subsuming the grade pay, the rationalized matrix presents the whole universe of pay levels in one simple chart. The levels have been rationalized too, displaying a logical pay progression. Employees would be able to see their pay level, where they fit in and how they are likely to progress over their career span.

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3.21 It is also observed that in the revised Pay Structure as recommended by the Seventh Central Pay Commission, direct recruits shall start at the minimum pay corresponding to the level to which recruitment is made, which will be the first cell of each level. For those promoted from the previous level, the fixation of pay in the new level will depend on the pay they were already drawing in the previous level. The pay, however, cannot be less than the first stage of the relevant level. While enumerating the benefits of migrating to the new system at para 5.1.47 of the Seventh Central Pay Commission Report, it has been stated that the **“issue of differential entry pay has been resolved”**. At para 5.1.36 of the Seventh Central Pay Commission Report it has also been mentioned that rationalization has been done with utmost care to ensure minimum bunching at most levels. Rationalization has been done by the Seventh Central Pay Commission through the Index of Rationalisation (IoR) which has been multiplied with the Entry Pay in the Sixth Central Pay Commission regime to arrive at the first cell of each level with the Entry Pay along with Index of Rationalisation (IoR) being used as the determiner of the first cell, pay stages below the Entry Pay have been consciously brought up to the level of Entry Pay and its corresponding pay stage in the revised pay structure. As a result, all pay stages below the Entry Pay in any Level will, on re-fixation, converge to the first pay stage in that level. As this convergence takes place on account of a conscious decision of the Seventh Central Pay Commission intrinsic to the architecture of the Pay Matrix by indicating the Entry Pay as the starting point of each Level, benefit on account of bunching cannot be extended with reference to pay stages lower than the Entry Pay indicated by the Seventh Central Pay Commission for that level in the Pay Matrix. Extending the benefit of bunching with reference to pay stages below the entry pay will perpetuate the difference in pay on account of differential Entry pay which was addressed by the Seventh Central Pay Commission.

Chapter-III - PAY STRUCTURE

NEW PAY STRUCTURE FOR STATE GOVERNMENT EMPLOYEES

3.22 As the Government has directed the Official Committee, 2017 to examine the orders issued by Government of India on the recommendations of the Seventh Central Pay Commission, this Committee has examined these orders of Government of India while making recommendations on implementing these pay scales to the State Government employees and teachers including employees of local bodies, taking into account the local conditions and the present relativities in the functions, qualifications and hierarchy.

3.23 The basis for the revised pay structure is drawn from the Seventh Central Pay Commission's recommendations and the decisions of Government of India thereon and adopted to suit the needs of the prevailing pay structure and based on the existing Groups of the employees of the State viz. A, B, C and D.

3.24 At present, the Entry Pay for a State Government employee recruited directly to any grade on or after 1-6-2009 shall be equal to the sum total of the minimum of the Pay Band and the Grade Pay to which he/she is so appointed. Hence, the present status may be continued without any change. In the proposed pay structure, there is only one possible option available at present to determine the entry pay corresponding to each grade pay by taking into account minimum of the Pay in the Pay Band plus corresponding Grade Pay.

Recommendations:

3.25 Hence, the Official Committee, 2017 recommends that the minimum pay in the revised pay structure may be fixed by applying indices of **2.57, 2.62, 2.67 and 2.72** as has been adopted by the Government of India by taking into account minimum of the Pay in the Pay Band plus corresponding Grade Pay as against the pay matrix devised by Seventh Central Pay Commission which is based on the entry pay i.e. higher start pay for New or Direct Recruits. All the existing levels of Grade Pay of the State have been subsumed in the new pay structure and no new level has been introduced nor has any existing level been dispensed with. If the abovesaid method is

Chapter-III - PAY STRUCTURE

adopted for State Government employees, only four Levels i.e. corresponding to Grade Pay of Rs.1800, Rs.4200, Rs.5400 and Rs.8700 [Starting Pay in the Pay Bands plus Grade Pay] are on par with Central Government employees; others (other than these four Grade Pay) are not on parity with Central Government employees for both promotees and new recruits.

3.26 Accordingly, the entry pay [i.e. Minimum of the Pay Band + Grade Pay as adopted in the State] so adopted in the State may be used in devising the new pay matrix as shown below in Table (by rounding off to the nearest 100).-

Rationalisation Applied in the Present Pay Structure							
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Pay Band	PB-1A Rs.4800-10000						
Grade Pay	1300	1400	1650				
Current Entry Pay [Min.of PB+GP]	6100	6200	6450				
Index	2.57	2.57	2.57				
Rationalised Entry Pay	6100 x 2.57 = 15700	6200 x 2.57 = 15900	6450 x 2.57 = 16600				
Level	1	2	3				
Pay Band	PB-1 Rs.5200-20200						
Grade Pay	1800	1900	2000	2200	2400	2600	2800
Current Entry Pay [Min.of PB+GP]	7000	7100	7200	7400	7600	7800	8000
Index	2.57	2.57	2.57	2.57	2.57	2.57	2.57
Rationalised Entry Pay	7000 x 2.57 = 18000	7100 x 2.57 = 18200	7200 x 2.57 = 18500	7400 x 2.57 = 19000	7600 x 2.57 = 19500	7800 x 2.57 = 20000	8000 x 2.57 = 20600
Level	4	5	6	7	8	9	10
Pay Band	PB-2 Rs.9300-34800						
Grade Pay	4200	4300	4400	4450	4500	4600	4700
Current Entry Pay [Min.of PB+GP]	13500	13600	13700	13750	13800	13900	14000
Index	2.62	2.62	2.62	2.62	2.62	2.62	2.62
Rationalised Entry Pay	13500 x 2.62 = 35400	13600 x 2.62 = 35600	13700 x 2.62 = 35900	13750 x 2.62 = 36000	13800 x 2.62 = 36200	13900 x 2.62 = 36400	14000 x 2.62 = 36700
Level	11	12	13	14	15	16	17

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Rationalisation Applied in the Present Pay Structure							
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Pay Band	PB-2 Rs.9300-34800						
Grade Pay	4800	4900	5100				
Current Entry Pay [Min.of PB+GP]	14100	14200	14400				
Index	2.62	2.62	2.62				
Rationalised Entry Pay	14100 x 2.62 = 36900	14200 x 2.62 = 37200	14400 x 2.62 = 37700				
Level	18	19	20				
Pay Band	PB-3 Rs.15600-39100						
Grade Pay	5200	5400	5700	6000	6600	7600	7700
Current Entry Pay [Min.of PB+GP]	20800	21000	21300	21600	22200	23200	23300
Index	2.67	2.67	2.67	2.67	2.67	2.67	2.67
Rationalised Entry Pay	20800 x 2.67 = 55500	21000 x 2.67 = 56100	21300 x 2.67 = 56900	21600 x 2.67 = 57700	22200 x 2.67 = 59300	23200 x 2.67 = 61900	23300 x 2.67 = 62200
Level	21	22	23	24	25	26	27
Pay Band	PB-4 Rs.37400-67000						
Grade Pay	8700	8800	8900	9500	10000		
Current Entry Pay [Min.of PB+GP]	46100	46200	46300	46900	47400		
Index	2.67	2.67	2.67	2.67	2.72		
Rationalised Entry Pay	46100 x 2.67 = 123100	46200 x 2.67 = 123400	46300 x 2.67 = 123600	46900 x 2.67 = 125200	47400 x 2.72 = 128900		
Level	28	29	30	31	32		

3.27 The basic pay plus grade pay at any level on 1-1-2016 (Pay in the Pay Band + Grade Pay) would need to be multiplied by a factor of 2.57 to fix the pay of an employee in the new pay structure. The new pay matrix recommended for the regular employees is brought out in the Table-1 as Annexure-I to this report.

Minimum and Maximum Pay

3.28 The computed minimum pay is Rs.15,700 and maximum pay is Rs.2,25,000 in the revised pay structure and the compression ratio works out to 1:14.33. The details of minimum and maximum

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pay in revised pay structure are shown below.-

Sl. No.	Group	Existing Scales of Pay		Proposed Levels of Pay		
		Pay Band	Grade Pay	Level	Minimum	Maximum
[1]	[2]	[3]	[4]	[5]	[6]	[7]
		REGULAR EMPLOYEES				
1	D	PB-1A Rs.4800-10000	1300	1	15700	50000
2	C		1400	2	15900	50400
3	C		1650	3	16600	52400
4	C	PB-1 Rs.5200-20200	1800	4	18000	56900
5	C		1900	5	18200	57900
6	C		2000	6	18500	58600
7	C		2200	7	19000	60300
8	C		2400	8	19500	62000
9	C		2600	9	20000	63600
10	C		2800	10	20600	65500
11	C	PB-2 Rs.9300-34800	4200	11	35400	112400
12	C		4300	12	35600	112800
13	B		4400	13	35900	113500
14	B		4450	14	36000	114000
15	B		4500	15	36200	114800
16	B		4600	16	36400	115700
17	B		4700	17	36700	116200
18	B		4800	18	36900	116600
19	B		4900	19	37200	117600
20	B		5100	20	37700	119500
21	B	PB-3 Rs.15600-39100	5200	21	55500	175700
22	B		5400	22	56100	177500
23	B		5700	23	56900	180500
24	B		6000	24	57700	182400
25	A		6600	25	59300	187700
26	A		7600	26	61900	196700
27	A		7700	27	62200	197200
28	A	PB-4 Rs.37400-67000	8700	28	123100	209600
29	A		8800	29	123400	216300

Chapter-III - PAY STRUCTURE

Sl. No.	Group	Existing Scales of Pay		Proposed Levels of Pay		
		Pay Band	Grade Pay	Level	Minimum	Maximum
[1]	[2]	[3]	[4]	[5]	[6]	[7]
		REGULAR EMPLOYEES				
30	A		8900	30	123600 - 216600	
31	A		9500	31	125200 - 219800	
32	A		10000	32	128900 - 225000	

Fitment:

3.29 The starting point for the first level of the matrix has been set at Rs.15,700. This corresponds to the starting pay of Rs.6,100, which is the beginning of PB-1A viz., Rs.4,800 + Grade Pay Rs.1300, prevailed on 01.01.2006, the date of implementation of the Official Committee, 2009 recommendations notionally. Hence the starting point now proposed is 2.57 times of what was prevailing on 1-1-2006. **This fitment factor of 2.57 is being proposed to be applied uniformly for all employees as was adopted by the Seventh Central Pay Commission.**

3.30 In the 6th Row of the Pay Matrix annexed as Table-1 to this report, different indices viz. **2.57, 2.62, 2.67 and 2.72** have been used to arrive at minimum pay. It must be carefully noted that these indices are of rationalisation and meant for deriving the initial cell of the pay level in the Pay Matrix. These indices have no relevance to fixation of pay of the existing employees in the revised pay structure. The Official Committee, 2017 therefore recommends that the pay of all the existing employees is to be fixed with a uniform multiplying factor of 2.57.

RECTIFICATION OF ANOMALIES

3.31 A large number of grievances or so-called anomalies have been placed by several Officers' and Employees' Associations / Pensioners Associations before the Official Committee, 2017. Some of the demands are common across all the cadre services while others are cadre specific. The Official Committee, 2017 finds that the redressal of grievances or so called anomalies do not form part of the Official Committee's Terms of Reference. Moreover, these so-called

Chapter-III - PAY STRUCTURE

grievances / anomalies have been adequately addressed by the Pay Grievance Redressal Cell, 2012 and many would be addressed by the increases effected by this Official Committee. Hence, the Official Committee, 2017 observes that the Government may decide on the left over issues based on merits.

OBSERVATION ON IMPORTANT CASES PENDING WITH HON'BLE COURT

3.32 The Official Committee 2017 observes that the Government have reviewed various orders issued after the implementation of the recommendations of One Man Commission and based on the recommendations of the Pay Grievance Redressal Cell, 2012, have issued various orders refixing appropriate pay scales.

3.33 Also, it is observed that the Government has ordered that the above said revised orders issued are applicable to all categories of employees mentioned therein. But certain categories of employees have approached various legal fora and obtained stay for the orders based on Pay Grievance Redressal Cell, 2012 and are drawing their salaries in such scales of pay which have been challenged by Government.

3.34 The Official Committee, 2017 observes that the final verdict has not been delivered till now. Hence, this Committee feels that the revision of pay being recommended to the Government employees may be applied to the employees covered by the above said Hon'ble Court cases in the following manner:

The present pay revision may be extended to the employees covered by the above said Hon'ble Court cases and may be made applicable to the pay as revised and ordered based on the recommendations of the Pay Grievance Redressal Cell, 2012. They may also be given an option to revise the pay in this manner or to continue to draw the pay which is drawn by them based on the Interim orders from Courts, whichever is financially advantageous to them. It is needless to state that whatever be the option so exercised, the same would be subject to the outcome of the final verdict of the Hon'ble Courts and based on the judgements, appropriate orders may be issued by Government later.

CHAPTER-IV.

SPECIAL TIME / NON-STANDARD SCALES OF PAY

4.1 Certain categories of posts have been placed on Special Time / Non-Standard Scales of Pay. These posts have been conferred with different special time / non-standard scales of pay and their scales of pay were also maintained outside the pay structure of standard scales of pay of regular employees, when these categories which were earlier on consolidated pay / fixed Pay / honorarium, were shifted to special time scale. This has been done to accommodate employees who mostly do not have full time assignments like regular Government employees. Further, these employees are being granted the same percentage of Dearness Allowance revision as sanctioned to regular Government employees from time to time along with House Rent Allowance, City Compensatory Allowance, Medical Allowance, Other Allowances (Hill Allowance, Winter Allowance etc.) and annual increment, as applicable to regular Government employees. It may be noted that the concept of special time / non-standard scales of pay is not available in Government of India.

4.2 Based on the recommendations of the Official Committee, 2009, the pay of the employees who were brought on to the Special Time scale of pay were revised notionally with effect from 1-1-2006 and with monetary benefit from 1-1-2007.

4.3 In respect of posts which were on consolidated pay and brought on to Special time scale of pay after 1-1-2006, the incumbents of these posts were given revision of Consolidated Pay notionally with effect from 1-1-2006 with monetary benefit from 1-1-2007 and upto the date of bringing them to Special Time scale of pay as applicable to other employees on Consolidated Pay. Later on these employees were given revised Special Time scales of pay with effect from the dates from which they were brought on to Special time scale of pay.

4.4 After the implementation of the recommendations of the Official Committee, 2009, certain posts on consolidated pay were also brought under Special Time scales of pay.

Chapter-IV - SPECIAL TIME SCALES OF PAY

4.5 The employees presently on Special Time scales of pay and the date from which special time scales of pay was granted are given in the table below.-

Sl. No.	Department / Name of Post	No. of Employees	Existing Special Time Scales of Pay		Date from which STSP granted
			Pay Band	Grade Pay	
[1]	[2]	[3]	[4]	[5]	[6]
I.	Revenue				
1.	Village Assistant	16671	3500-6000	600 800	During 1995 1-3-2011
II.	Social Welfare & NMP				
2.	Noon Meal Organiser / Anganwadi Worker	42,423 43,963	2500-5000	500	1-1-1996
3.	Mini Anganwadi Worker	4,212	1800-3300	400	15-09-2008
4.	Noon Meal Cook / Anganwadi Helper, Grade-I	42,852 42,747	1300-3000	300	15-09-2008
5.	Noon Meal Cook Assistant / Anganwadi Helper, Grade-II [Merged with Grade-I]	42,855	950-2000	200	15-09-2008
III.	Rural Development				
6.	Village Panchayat Secretary [Panchayat Assistant, Grade-I & Grade-II were merged and redesignated]	12,524	2500-5000 +500 S.A.	500	01-09-2006
IV.	School Education				
7.	Village Librarian	1914	2500-5000	500	15-07-2009
V.	All Govt. Depts / Local Bodies				
8.	Sweeper / Sanitary Workers / Scavengers	2940	1300-3000	300	1-10-2010
VI.	Forests				
9.	Plot Watcher / Forest Watcher	1036	2500-5000	500	07-08-2009
10.	Antipoaching Watcher	124	2500-5000	500	07-08-2009
VII.	Police Department				
11.	Police Station Cleaner	1168	1300-3000	300	07-08-2009
12.	Ayah	80	1300-3000	300	31-07-2013

Chapter-IV - SPECIAL TIME SCALES OF PAY

Sl. No.	Department / Name of Post	No. of Employees	Existing Special Time Scales of Pay		Date from which STSP granted
			Pay Band	Grade Pay	
[1]	[2]	[3]	[4]	[5]	[6]
VIII.	Horticulture and Plantation Crops / Sericulture				
13.	Farm Labourer	739	2500-5000	500	
	Total	256248#			

Recommendations:

4.6 The Official Committee, 2017 recommends that the same methodology that has been adopted in arriving at the pay matrix for the regular employees may also be followed for the employees on Special Time / Non-Standard Scales of Pay. Hence, the pay may be fixed by applying the factor of 2.57 as was adopted to the regular employees of PB-1A. The minimum of the Pay in the Pay Band plus corresponding Grade Pay so arrived has been used in devising the new pay matrix as shown below in Table.

Rationalisation Applied in the Present Pay Structure

[1]	[2]	[3]
Pay Band	STS-1 Rs. 950-2000	
Grade Pay	200	
Current Entry Pay [Min.of PB+GP]	1150	
Index	2.57	
Rationalised Entry Pay	$1150 \times 2.57 =$ 3000	
Level	1	
Pay Band	STS-2 Rs. 1300-3000	
Grade Pay	300	
Current Entry Pay [Min.of PB+GP]	1600	
Index	2.57	
Rationalised Entry Pay	$1600 \times 2.57 =$ 4100	
Level	2	
Pay Band	STS-3 Rs. 1800-3300	
Grade Pay	400	
Current Entry Pay [Min.of PB+GP]	2200	
Index	2.57	
Rationalised Entry Pay	$2200 \times 2.57 =$ 5700	
Level	3	

Chapter-IV - SPECIAL TIME SCALES OF PAY

[1]	[2]	[3]
Pay Band	STS-4 Rs. 2500-5000	
Grade Pay	500	
Current Entry Pay [Min.of PB+GP]	3000	
Index	2.57	
Rationalised Entry Pay	3000 x 2.57 = 7700	
Level	4	
Pay Band	STS-4 Rs. 3500-6000	
Grade Pay	600	800
Current Entry Pay [Min.of PB+GP]	4100	4300
Index	2.57	2.57
Rationalised Entry Pay	4100 x 2.57 = 10500	4300 x 2.57 = 11100
Level	5	6

4.7 Accordingly, the pay matrix has been designed for the employees on Special Time Scales of Pay / Non-standard Scales of Pay so as to ensure uniformity in pay structures.

4.8 The Official Committee, 2017 also recommends that the employees on Special Time / Non-Standard Scale of Pay may be granted the same percentage of Dearness Allowance as sanctioned to regular Government employees from time to time. At present, House Rent Allowance, City Compensatory Allowance, Medical Allowance and other allowances are also being allowed to the employees on Non-Standard / Special Time Scales of Pay and hence the House Rent Allowance, City Compensatory Allowance, Medical Allowance and other allowances along with annual increment, as applicable to regular Government employees may be continued.

Minimum and Maximum Pay:

4.9 The computed minimum pay is ₹3,000 and maximum pay is ₹35,100 and the compression ratio works out as 1:11.7.

4.10 The new pay matrix recommended for the employees on Special Time / Non-Standard Scales of Pay is brought out in Table-2 as Annexure-II to this report.

CHAPTER-V.

CONSOLIDATED PAY / FIXED PAY / HONORARIUM

5.1 Certain categories of posts were sanctioned by the Government on consolidated pay / fixed pay / honorarium for implementation of schemes / programmes as part time regular employees. They shall not be entitled to Dearness Allowance, House Rent Allowance, City Compensatory Allowance and other allowances during the period of such appointment. However, the Government had taken a policy decision to grant adhoc increase to employees drawing consolidated pay / fixed pay / honorarium as and when instalments of dearness allowance is granted to employees on regular / special time scales of pay. Accordingly, the employees those who are drawing Consolidated Pay / Fixed Pay / Honorarium are sanctioned adhoc increase as and when Dearness Allowance is sanctioned. It may be noted that the concept of Consolidated Pay / Fixed Pay / Honorarium is not available in Government of India.

5.2 A large number of these employees on consolidated pay / fixed pay / honorarium i.e. Village Assistant / Noon Meal Organiser / Anganwadi Worker / Mini Anganwadi Worker / Noon Meal Cook / Anganwadi Helper, Grade-I / Noon Meal Cook Assistant / Anganwadi Helper, Grade-II / Village Panchayat Secretary, Grade-I (Panchayat Assistant, Grade-I) / Village Panchayat Secretary, Grade-II [(Panchayat Assistant, Grade-II) (Panchayat Clerk)] / Village Librarian and Conservancy Workers who had completed three years of continuous service on daily wages / consolidated pay were brought under the Special Time / Non-Standard Scales of Pay. The employees like Part Time Sweepers in School Education, Part Time Lecturer in Legal Studies, Part Time Junior Training Officer (Maths / Drawing / Allied Trades) in Employment and Training Department, Part Time Medical Officer in Social Welfare Department, etc. are now working on consolidated pay / fixed pay / honorarium.

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5.3 Prior to the implementation of the recommendations of the Official Committee, 1998, the employees drawing Consolidated Pay / Fixed Pay / Honorarium were granted an adhoc increase at the rate of Rs.20/- p.m. for those who were drawing Rs.150/- and above, and Rs.10/- p.m. for those who were drawing below Rs.150/- with effect from the following dates:-

Sl. No.	With effect from	Employees drawing below Rs.150/- p.m.	Employees drawing Rs.150/- and above p.m.
[1]	[2]	[3]	[4]
1.	1-4-1992	Rs.10	Rs.20
2.	1-1-1994	Rs.10	Rs.20
3.	1-7-1994	Rs.10	Rs.20
4.	1-1-1995	Rs.10	Rs.20
5.	1-7-1995	Rs.10	Rs.20
6.	1-1-1996	Rs.10	Rs.20

5.4 Apart from the above adhoc increase, these employees were also granted Interim Relief at the following rates:-

Sl. No.	Details	With effect from 1-1-1994	Additional Instalment wef 1-4-1995
1.	Employees those drawing below Rs.500/- p.m.	Rs.25	Rs.25
2.	Employees those drawing Rs.500/- and above p.m.	Rs.40	Rs.40

5.5 Based on the recommendations of the Official Committee, 1998, the remuneration on consolidated pay / fixed pay / honorarium were revised by granting 40% increase as on 1-1-1996 subject to a minimum of Rs.50/- per month after adjusting the third instalment of Interim Relief vide G.O.Ms.No.191, Finance (Pay Cell) Department,

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dated 29-04-1998. The revised remuneration on consolidated pay / fixed pay / honorarium was arrived as follows:-

- (i) Consolidated Pay / Fixed Pay / Honorarium as on 1-1-1996.
- (ii) Adhoc increase at Rs.10/- in the case of those drawing below Rs.150/- or at Rs.20/- in the case of those drawing Rs.150/- and above per month as the case may be paid to them upto 1-1-1996.
- (iii) Two instalments of Interim Relief i.e. Rs.80/- per month in the case of those drawing Rs.500/- per month and above, Rs.50/- per month in the case of those drawing below Rs.500/- per month.
- (iv) 40% increase on (i) above.

5.6 On the request of the employees on Consolidated Pay / Fixed Pay / Honorarium after the revision of remuneration with effect from 1-1-1996 based on the recommendations of the Official Committee, 1998, an adhoc increase was granted at the rate of Rs.20/- per month for those drawing Rs.150/- and above and Rs.10/- per month for those drawing below Rs.150/- per month prior to 1-1-1996 as and when dearness allowance increases were made to the regular employees with effect from the following dates:-

Sl. No.	With effect from	Employees those drawing below Rs.150/- p.m.	Employees those drawing Rs.150/- and above p.m.
[1]	[2]	[3]	[4]
1.	1-7-1996	Rs.10	Rs.20
2.	1-1-1997	Rs.10	Rs.20
3.	1-7-1997	Rs.10	Rs.20
4.	1-1-1998	Rs.10	Rs.20
5.	1-7-1998	Rs.10	Rs.20
6.	1-1-1999	Rs.10	Rs.20
7.	1-7-1999	Rs.10	Rs.20

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Sl. No.	With effect from	Employees those drawing below Rs.150/- p.m.	Employees those drawing Rs.150/- and above p.m.
[1]	[2]	[3]	[4]
8.	1-1-2000	Rs.10	Rs.20
9.	1-7-2000	Rs.10	Rs.20
10.	1-1-2001	Rs.10	Rs.20
11.	1-7-2001	Rs.10	Rs.20
12.	1-1-2002	Rs.10	Rs.20
13.	1-7-2002	Rs.10	Rs.20
14.	1-1-2003	Rs.10	Rs.20
15.	1-7-2003	Rs.10	Rs.20
16.	1-1-2004	Rs.10	Rs.20
17.	1-7-2004	Rs.10	Rs.20
18.	1-1-2005	Rs.10	Rs.20
19.	1-7-2005	Rs.10	Rs.20
20.	1-1-2006	Rs.10	Rs.20
21.	1-7-2006	Rs.10	Rs.20
22.	1-1-2007	Rs.10	Rs.20
23.	1-7-2007	Rs.10	Rs.20
24.	1-1-2008	Rs.10	Rs.20
25.	1-7-2008	Rs.10	Rs.20
26.	1-1-2009	Rs.10	Rs.20
	Total	Rs.260	Rs.520

5.7 Out of the above 26 instalments of adhoc increase, 20 instalments were sanctioned upto 1-1-2006, i.e. Rs.400/- for those drawing consolidated pay of Rs.150/- and above and Rs.200/- was sanctioned for those drawing consolidated pay of below Rs. 150/- prior to 1-1-1996 (as on 1-1-2006).

5.8 Based on the recommendations of the Official Committee, 2009, the remuneration on consolidated pay / fixed pay / honorarium drawn by the employees as on 1-1-2006 were revised by granting 25% increase as on 1-1-2006 without fixing minimum amount of remuneration. Further, the employees who were drawing Consolidated

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Pay / Fixed Pay / Honorarium below Rs.600/- in the revised pay structure are granted Rs.20/- as adhoc increase and the employees who were drawing Rs.600/- and above are granted Rs.40/- as adhoc increase as and when Dearness Allowance was granted to the employees on regular / special time/non-standard scales of pay. The revised remuneration of the employees on Consolidated Pay / Fixed Pay / Honorarium was therefore arrived as follows: -

- (i) Consolidated Pay / Fixed Pay / Honorarium as on 1-1-2006; plus
- (ii) Total sum of adhoc increase of Rs.10/- in the case of those drawing below Rs.150/- p.m. and Rs.20/- in the case of those drawing Rs.150/- and above per month as the case may be and paid to them upto 1-1-2006.
- (iii) 25% increase on (i) above and then rounding the resultant figure to the next multiple of Rs.10/-
- (iv) From 1-7-2006 adhoc increase shall be granted at the rate of Rs.20/- for those who were drawing revised Consolidated Pay / Fixed Pay / Honorarium upto Rs.600/-p.m. and Rs.40/- for those who were drawing Consolidated Pay / Fixed Pay / Honorarium of Rs.600/- and above.

5.9 After the revision of remuneration with effect from 1-1-2006, an adhoc increase is being granted at the rate of Rs.40/- per month for those drawing above Rs.600/- and Rs.20/- per month for those drawing upto Rs.600/- per month as and when dearness allowance increases is granted to the employees of the regular / special time scales of pay with effect from the following dates:-

Sl. No.	With effect from	Employees drawing upto Rs.600/- p.m.	Employees drawing above Rs.600/- p.m.
[1]	[2]	[3]	[4]
1.	1-7-2006	Rs.20	Rs.40
2.	1-1-2007	Rs.20	Rs.40

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Sl. No.	With effect from	Employees drawing upto Rs.600/- p.m.	Employees drawing above Rs.600/- p.m.
[1]	[2]	[3]	[4]
3.	1-7-2007	Rs.20	Rs.40
4.	1-1-2008	Rs.20	Rs.40
5.	1-7-2008	Rs.20	Rs.40
6.	1-1-2009	Rs.20	Rs.40
7.	1-7-2009	Rs.20	Rs.40
8.	1-1-2010	Rs.20	Rs.40
9.	1-7-2010	Rs.20	Rs.40
10.	1-1-2011	Rs.20	Rs.40
11.	1-7-2011	Rs.20	Rs.40
12.	1-1-2012	Rs.20	Rs.40
13.	1-7-2012	Rs.20	Rs.40
14.	1-1-2013	Rs.20	Rs.40
15.	1-7-2013	Rs.20	Rs.40
16.	1-1-2014	Rs.20	Rs.40
17.	1-7-2014	Rs.20	Rs.40
18.	1-1-2015	Rs.20	Rs.40
19.	1-7-2015	Rs.20	Rs.40
20.	1-1-2016	Rs.20	Rs.40
21.	1-7-2016	Rs.20	Rs.40
22.	1-1-2017	Rs.20	Rs.40
	Total	Rs.440	Rs.880

5.10 Out of the above 22 instalments of adhoc increase, 20 instalments were sanctioned upto 1-1-2016, i.e. Rs.400/- for those drawing Consolidated Pay / Fixed Pay / Honorarium of upto Rs.600/- and Rs.800/- was sanctioned for those drawing Consolidated Pay / Fixed Pay / Honorarium above Rs.600/- as on 1-1-2016.

Recommendations:

5.11 The Official Committee, 2017 in the previous chapters recommended the same method of fixation of pay as adopted by Government of India in the revised Pay Levels by multiplying the basic pay as on 1-1-2016 by a common factor of 2.57 and then rounding of the resultant figures to the next multiple of 100 i.e. Pay in the Pay

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Band and Grade Pay as on 1-1-2016 and Dearness Allowance sanctioned at 125% on 1-1-2016 were taken into account for the purpose of fixation of pay in the revised pay structure with effect from 1-1-2016. Taking this into account, an increase of 30% on the Consolidated Pay / Fixed Pay / Honorarium as on 1-1-2016 may be granted to those drawing Consolidated Pay / Fixed Pay / Honorarium so as to ensure the minimum increase of 14%.

5.12 As regards the sanction of Dearness Allowance in the revised pay structure, it is noticed that an average of 2 percentage of Dearness Allowance at each half year is being sanctioned to the employees on regular time scale of pay in the revised pay structure. Taking this into account, the average increase of 2% in Dearness Allowance (for 6 months) on the minimum of the revised scale of pay (Rs.15,700/- 2% is Rs.314/-), it is appropriate to revise the existing adhoc increase of Rs.20/- p.m. and Rs.40/-p.m. sanctioned to the employees on Consolidated Pay / Fixed Pay / Honorarium. Accordingly, the employees drawing Consolidated Pay / Fixed Pay / Honorarium upto Rs.2500/- in the revised Consolidated Pay / Fixed Pay / Honorarium may be granted Rs.50/- as adhoc increase and the employees drawing above Rs.2500/- in the revised Consolidated Pay / Fixed Pay / Honorarium may be granted Rs.100/- as adhoc increase as and when Dearness Allowance is granted to the Government employees who are on regular and special time Scales of Pay.

5.13 The revised remuneration of the employees in Consolidated Pay / Fixed Pay / Honorarium may be fixed as follows:

- (i) Consolidated Pay / Fixed Pay / Honorarium as on 1-1-2016; plus
- (ii) Total sum of adhoc increase at Rs.400/- in the case of those drawing upto Rs.600/- p.m. and Rs.800/- in the case of those drawing above Rs.600/- as the case may be paid to them upto 1-1-2016.
- (iii) 30% increase on (i) above and then rounding of the resultant figure to the next multiple of Rs.100/-.

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- (iv) From 1-7-2016 adhoc increase may be granted at the rate of Rs.50/- for those drawing revised Consolidated Pay / Fixed Pay / Honorarium upto Rs.2500/- p.m. and Rs.100/- for those drawing Consolidated Pay / Fixed Pay / Honorarium above Rs.2500/-. Illustration are given below:

ILLUSTRATION

I. An employee drawing Consolidated Pay / Fixed Pay / Honorarium of Rs.615/- as on 1-1-2016.

His fixed pay with effect from 1-1-2016 will be refixed as follows:

(i)	Existing Fixed Pay as on 1-1-2016	:	Rs. 615
(ii)	Adhoc increase allowed upto 1-1-2016	:	Rs. 800
(iii)	Total [(i)+(ii)]	:	Rs. 1415
(iv)	30% on existing Fixed Pay [Rounded to next 10]	:	Rs. 200
(v)	Revised Fixed Pay w.e.f. 1-1-2016	:	Rs.1615
(vi)	Benefit as on 1-1-2016	:	Rs. 200
(vii)	Increase	:	14.13%

II. An employee drawing Consolidated Pay of Rs.510/- as on 1-1-2016.

His consolidated pay with effect from 1-1-2016 will be refixed as follows:

(i)	Existing Consolidated Pay as on 1-1-2016	:	Rs.510
(ii)	Adhoc increase allowed upto 1-1-2016	:	Rs.400
(iii)	Total [(i)+(ii)]	:	Rs.910
(iv)	30% on existing Consolidated Pay [Rounded to next 10]	:	Rs.150
(v)	Revised Consolidated Pay w.e.f. 1-1-2016	:	Rs.1060
(vi)	Benefit as on 1-1-2016	:	Rs.150
(vii)	Increase	:	16.48%

CHAPTER-VI.

FIXATION OF PAY AND ANNUAL INCREMENT

PAY FIXATION IN THE NEW PAY STRUCTURE

6.1 With the introduction of Central Government scales of pay for our State Government employees from 1-6-1988, this Government is following the same method of fixation of pay in the revised pay scales for our State Government employees also. Based on the same pattern that is being followed by our State, the mode of fixation of pay in the revised pay scales as adopted by Government of India may be followed as detailed below:

PAY FIXATION

6.2 The fitment of each employee in the new pay matrix is proposed to be done by multiplying his/her basic pay as on 1-1-2016 by a factor of 2.57 uniformly for all employees. The figure so arrived at is to be located in the new pay matrix in the level that corresponds to the employee's grade pay. If the identical figure is not available in the given level, the next higher figure closest to it would be the new pay of the employee concerned. A couple of examples are detailed below to make the process amply clear.

6.3 The pay in the new pay matrix is to be fixed in the following manner:

Step-1: Identify Basic Pay (Pay in the Pay Band plus Grade Pay) drawn by an employee as on 1-1-2016. This figure is 'A'.

Step-2: Multiply 'A' with 2.57, round-off to the nearest rupee, and obtain result 'B'.

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Step-3: The figure so arrived at, i.e., 'B' or the next higher figure closest to it in the Level assigned to his/her Grade Pay, will be the new pay in the new pay matrix. In case the value of 'B' is less than the starting pay of the Level, then the pay will be equal to the starting pay of that level.

Example-I

A **Junior Assistant** is presently drawing a Basic Pay of ₹12,560 in GP 2400 [Pay in the PB ₹10,160 + GP ₹2,400 = ₹12,560]. For Normal Fitment, his/her Basic Pay will first be multiplied by a factor of 2.57 and then rounded-off to the nearest Rupee i.e. $12560 \times 2.57 = 32,279.20$, which will be rounded-off to ₹32,279. He/She will then be placed in the Pay Matrix in the Level corresponding to GP 2400 (**Level-8** in this case) in a cell either equal to or next higher to ₹32,279.

Accordingly, his/her salary will be fixed at ₹33,200 as shown below:

1.	Existing Pay Band	: PB-1
2.	Existing Grade Pay	: ₹ 2400
3.	Existing Pay in PB	: ₹ 10,160
4.	Existing Basic Pay	: ₹ 12,560 (A)
5.	Pay after multiplication by a fitment factor of 2.57 : $12560 \times 2.57 =$	: ₹ 32,279.20 (rounded off to 32279)
6.	Level corresponding to GP 2400	: Level 8
7.	Revised Pay in Pay Matrix (either equal to or next higher to Rs.32279 in Level 8) :	: ₹ 33,200 (B)

PAY MATRIX

Grade Pay	1900	2000	2200	2400	2600
Levels / Pay Progression	Level 5	Level 6	Level 7	Level 8	Level 9
1	18200	18500	19000	19500	20000
2	18700	19100	19600	20100	20600
3	19300	19700	20200	20700	21200
4	19900	20300	20800	21300	21800
5	20500	20900	21400	21900	22500
6	21100	21500	22000	22600	23200
7	21700	22100	22700	23300	23900
8	22400	22800	23400	24000	24600
9	23100	23500	24100	24700	25300
10	23800	24200	24800	25400	26100
11	24500	24900	25500	26200	26900
12	25200	25600	26300	27000	27700
13	26000	26400	27100	27800	28500
14	26800	27200	27900	28600	29400
15	27600	28000	28700	29500	30300
16	28400	28800	29600	30400	31200
17	29300	29700	30500	31300	32100
18	30200	30600	31400	32200	33100
19	31100	31500	32300	33200	34100
20	32000	32400	33300	34200	35100
21	33000	33400	34300	35200	36200
22	34000	34400	35300	36300	37300

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

Example-II

<p>An Additional Director is presently drawing a Basic Pay of ₹53,590 (Pay in the Pay Band ₹44790 + Grade Pay ₹8800 = ₹53590). After multiplying ₹53,590 with 2.57, a figure of ₹1,37,726.30 is arrived at. This is rounded off to ₹1,37,726.</p> <p>The level corresponding to GP 8800 is Level 29, as may be seen from Table, which gives the full correspondence between existing Grade Pay and the new Levels being proposed.</p> <p>In the column for Level 29, the figure equal to or higher than ₹1,37,726 is ₹1,38,800.</p> <p>Hence the pay of Additional Director will be fixed at ₹1,38,800 in level 29 in the new pay matrix as shown below:</p> <table border="1"> <tr> <td>1.</td> <td>Existing Pay Band</td> <td>: PB-4</td> </tr> <tr> <td>2.</td> <td>Existing Grade Pay</td> <td>: ₹ 8800</td> </tr> <tr> <td>3.</td> <td>Existing Pay in PB</td> <td>: ₹ 44,790</td> </tr> <tr> <td>4.</td> <td>Existing Basic Pay</td> <td>: ₹ 53,590 (A)</td> </tr> <tr> <td>5.</td> <td>Pay after multiplication by a fitment factor of 2.57 :</td> <td>₹ 1,37,726.30 (rounded off to 1,37,726)</td> </tr> <tr> <td>6.</td> <td>Level corresponding to GP 8800</td> <td>: Level 29</td> </tr> <tr> <td>7.</td> <td>Revised Pay in Pay Matrix (either equal to or next higher to ₹ 137726 in Level -29) :</td> <td>₹ 1,38,800 (B)</td> </tr> </table>	1.	Existing Pay Band	: PB-4	2.	Existing Grade Pay	: ₹ 8800	3.	Existing Pay in PB	: ₹ 44,790	4.	Existing Basic Pay	: ₹ 53,590 (A)	5.	Pay after multiplication by a fitment factor of 2.57 :	₹ 1,37,726.30 (rounded off to 1,37,726)	6.	Level corresponding to GP 8800	: Level 29	7.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 137726 in Level -29) :	₹ 1,38,800 (B)	PAY MATRIX					
	1.	Existing Pay Band	: PB-4																								
	2.	Existing Grade Pay	: ₹ 8800																								
	3.	Existing Pay in PB	: ₹ 44,790																								
	4.	Existing Basic Pay	: ₹ 53,590 (A)																								
	5.	Pay after multiplication by a fitment factor of 2.57 :	₹ 1,37,726.30 (rounded off to 1,37,726)																								
	6.	Level corresponding to GP 8800	: Level 29																								
	7.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 137726 in Level -29) :	₹ 1,38,800 (B)																								
	Grade Pay	8700	8800	8900	9500	10000																					
	Levels / Pay Progression	Level 28	Level 29	Level 30	Level 31	Level 32																					
	1	123100	123400	123600	125200	128900																					
	2	126800	127100	127300	129000	132800																					
	3	130600	130900	131100	132900	136800																					
	4	134500	134800	135000	136900	140900																					
	5	138500	138800	139100	141000	145100																					
	6	142700	143000	143300	145200	149500																					
	7	147000	147300	147600	149600	154000																					
	8	151400	151700	152000	154100	158600																					
	9	155900	156300	156600	158700	163400																					
	10	160600	161000	161300	163500	168300																					
11	165400	165800	166100	168400	173300																						
12	170400	170800	171100	173500	178500																						
13	175500	175900	176200	178700	183900																						
14	180800	181200	181500	184100	189400																						
15	186200	186600	186900	189600	195100																						
16	191800	192200	192500	195300	201000																						
17	197600	198000	198300	201200	207000																						
18	203500	203900	204200	207200	213200																						
19	209600	210000	210300	213400	219600																						

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

Example-III

A **Section Officer** is presently drawing a Basic Pay of ₹21,000 (Pay in the Pay Band ₹15600 + Grade Pay ₹5400 = ₹21000). After multiplying ₹21,000 with 2.57, a figure of ₹53,970. is arrived at.

The level corresponding to GP 5400 is Level 22, as may be seen from Table, which gives the full correspondence between existing Grade Pay and the new Levels being proposed.

In this case, the value of ₹53,970. is arrived at is less than the starting pay of the Level, and hence the pay will be equal to the starting pay of that level **i.e.** ₹56,100.

Hence the pay of **Section Officer** will be fixed at ₹56,100 in level 22 in the new pay matrix as shown below:

1.	Existing Pay Band	: PB-3
2.	Existing Grade Pay	: ₹ 5400
3.	Existing Pay in PB	: ₹ 15,600
4.	Existing Basic Pay	: ₹ 21,000 (A)
5.	Pay after multiplication by a fitment factor of 2.57 : 21000 x 2.57 =	: ₹ 53,970
6.	Level corresponding to GP 5400	: Level 22
7.	Revised Pay in Pay Matrix [i.e. equal to the starting pay of that Level i.e. Level-22 = ₹56,100].	: ₹ 56,100 (B)

PAY MATRIX

Grade Pay	5200	5400	5700	6000	6600
Levels / Pay Progression	Level 21	Level 22	Level 23	Level 24	Level 25
1	55500	56100	56900	57700	59300
2	57200	57800	58600	59400	61100
3	58900	59500	60400	61200	62900
4	60700	61300	62200	63000	64800
5	62500	63100	64100	64900	66700
6	64400	65000	66000	66800	68700
7	66300	67000	68000	68800	70800
8	68300	69000	70000	70900	72900
9	70300	71100	72100	73000	75100
10	72400	73200	74300	75200	77400
11	74600	75400	76500	77500	79700
12	76800	77700	78800	79800	82100
13	79100	80000	81200	82200	84600
14	81500	82400	83600	84700	87100
15	83900	84900	86100	87200	89700
16	86400	87400	88700	89800	92400
17	89000	90000	91400	92500	95200
18	91700	92700	94100	95300	98100
19	94500	95500	96900	98200	101000
20	97300	98400	99800	101100	104000
21	100200	101400	102800	104100	107100

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

FIXATION OF PAY ON PROMOTION

Fixation of pay on promotion on or after 1st day of January, 2016.-

6.4 The Government employees promoted / appointed to higher posts during the period between 1-1-2016 (i.e. from the date of implementation) and upto the day of date of issue of orders (both days inclusive) and also those employees promoted / appointed to higher posts prior to 1-1-2016 and whose next increment in the lower post fell due on or after 1-1-2016 in the revised scale of pay may be permitted to exercise revised option within three months from the date of issue of orders under eighth proviso of FR 22-B to have their pay fixed either (a) under clause (i) i.e. on the date of promotion / appointment to the higher post directly under FR 22-B or (b) under clause (ii) i.e. on the date of accrual of next increment in the lower post. The fixation of pay upon promotion from one Level to another in the revised pay structure shall be made in either of the following two methods, namely: -

(a) on the date of promotion / appointment to the higher posts under clause (i) of the eighth proviso of FR 22-B:

6.5 One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Example-I

For those who have been promoted from the previous level, the fixation of pay in the new level will depend on the pay they were already drawing in the previous level. For instance, if a person who

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

was drawing ₹31,300 in Level 8 gets a promotion to Level 10, his pay fixation shall be as shown in Table :

PAY MATRIX					
Grade Pay	2400	2600	2800	4200	4300
Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12
1	19500	20000	20600	35400	35600
2	20100	20600	21200	36500	36700
3	20700	21200	21800	37600	37800
4	21300	21800	22500	38700	38900
5	21900	22500	23200	39900	40100
6	22600	23200	23900	41100	41300
7	23300	23900	24600	42300	42500
8	24000	24600	25300	43600	43800
9	24700	25300	26100	44900	45100
10	25400	26100	26900	46200	46500
11	26200	26900	27700	47600	47900
12	27000	27700	28500	49000	49300
13	27800	28500	29400	50500	50800
14	28600	29400	30300	52000	52300
15	29500	30300	31200	53600	53900
16	30400	31200	32100	55200	55500
17	31300	32100	33100	56900	57200
18	32200	33100	34100	58600	58900
19	33200	34100	35100	60400	60700
20	34200	35100	36200	62200	62500

If a **Junior Assistant** drawing a Basic Pay of, say, ₹31,300 in Level-8 is promoted to **Assistant** Level-10, the steps for arriving at his pay on promotion as **Assistant** will be to first add one increment within Level-8 to arrive at ₹32,200, and then fix the pay at ₹33,100 in Level-10 as ₹33,100 is the nearest, next higher figure to ₹32,200 in the column of figures for Level-10.

Step-1: After grant of one increment in level 8 the pay increases to ₹32,200 in level 8 itself.

Step-2: Locate the equal or next higher amount in level 10 which in this case will be ₹33,100. Hence the new pay on promotion from level 8 to level 10 will be fixed at ₹33,100.

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

Example-II

If a person drawing a Basic Pay of, say, ₹85,800 in Level-26 is promoted to Level-29, the steps to arriving at his pay on promotion will be to first add one increment within Level-26 to arrive at ₹88,400, and then fix the pay at ₹1,23,400 in Level-29 i.e. the minimum pay **or** the first Cell in the applicable Level in the following manner:-

		PAY MATRIX				
		Grade Pay	7600	7700	8700	8800
		Levels / Pay Progression	Level 26	Level 27	Level 28	Level 29
1.	Existing Level : 26	1	61900	62200	123100	123400
2.	Basic Pay in Previous : ₹ 85,800 Level	2	63800	64100	126800	127100
3.	Add one increment : ₹ 88,400 within Level-26	3	65700	66000	130600	130900
4.	Promoted Level : 29	4	67700	68000	134500	134800
5.	Equal to or next higher : 1,23,400 figure to ₹88,400 in the column of figures for Level-29 or first Cell in Level-29.	5	69700	70000	138500	138800
		6	71800	72100	142700	143000
		7	74000	74300	147000	147300
		8	76200	76500	151400	151700
		9	78500	78800	155900	156300
		10	80900	81200	160600	161000
		11	83300	83600	165400	165800
		12	85800	86100	170400	170800
		13	88400	88700	175500	175900
		14	91100	91400	180800	181200
		15	93800	94100	186200	186600
		16	96600	96900	191800	192200
		17	99500	99800	197600	198000
		18	102500	102800	203500	203900
		19	105600	105900	209600	210000
		20	108800	109100	215900	216300
		21	112100	112400	222400	222800
		22	61900	62200	123100	123400
7.	Revised Pay in : ₹ 1,23,400 Promoted Post:					

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

(b) Fixation of pay under clause (ii) of the eighth proviso under FR 22-B on the date of accrual of increment in the lower post:

6.6 Clause (ii) of the eighth proviso of FR 22-B *inter-alia* provides that the Government Servant shall have the option, to be exercised within one month from the date of promotion / appointment to higher post to have the pay fixed from the date of accrual of next increment in the lower post.

- (i) Such Government Servant may opt to have his pay fixed from the Date of his Next Increment accruing in the Level of the lower post.
- (ii) In such case, his pay shall be initially fixed from the date of promotion / appointment to higher post till his Date of Next Increment (DNI) in the lower post at the next higher cell in the level of the higher post.

Chapter-VI. FIXATION OF PAY AND ANNUAL INCREMENT

Illustration-1:

<p>If a Junior Assistant drawing a Basic Pay of, say, ₹31,300 in Level-8 is promoted to Assistant Level-10, the steps for arriving at his pay on promotion as Assistant under clause (ii) in the eighth proviso of FR 22-B will be as follows from the date of promotion till Date of Next Increment in the Level of the lower post i.e. Junior Assistant:-</p>	PAY MATRIX																																																																																																																																								
	<table border="1"> <tr> <td>Grade Pay</td> <td>2400</td> <td>2600</td> <td>2800</td> <td>4200</td> <td>4300</td> </tr> <tr> <td>Levels / Pay Progression</td> <td>Level 8</td> <td>Level 9</td> <td>Level 10</td> <td>Level 11</td> <td>Level 12</td> </tr> <tr><td>1</td><td>19500</td><td>20000</td><td>20600</td><td>35400</td><td>35600</td></tr> <tr><td>2</td><td>20100</td><td>20600</td><td>21200</td><td>36500</td><td>36700</td></tr> <tr><td>3</td><td>20700</td><td>21200</td><td>21800</td><td>37600</td><td>37800</td></tr> <tr><td>4</td><td>21300</td><td>21800</td><td>22500</td><td>38700</td><td>38900</td></tr> <tr><td>5</td><td>21900</td><td>22500</td><td>23200</td><td>39900</td><td>40100</td></tr> <tr><td>6</td><td>22600</td><td>23200</td><td>23900</td><td>41100</td><td>41300</td></tr> <tr><td>7</td><td>23300</td><td>23900</td><td>24600</td><td>42300</td><td>42500</td></tr> <tr><td>8</td><td>24000</td><td>24600</td><td>25300</td><td>43600</td><td>43800</td></tr> <tr><td>9</td><td>24700</td><td>25300</td><td>26100</td><td>44900</td><td>45100</td></tr> <tr><td>10</td><td>25400</td><td>26100</td><td>26900</td><td>46200</td><td>46500</td></tr> <tr><td>11</td><td>26200</td><td>26900</td><td>27700</td><td>47600</td><td>47900</td></tr> <tr><td>12</td><td>27000</td><td>27700</td><td>28500</td><td>49000</td><td>49300</td></tr> <tr><td>13</td><td>27800</td><td>28500</td><td>29400</td><td>50500</td><td>50800</td></tr> <tr><td>14</td><td>28600</td><td>29400</td><td>30300</td><td>52000</td><td>52300</td></tr> <tr><td>15</td><td>29500</td><td>30300</td><td>31200</td><td>53600</td><td>53900</td></tr> <tr><td>16</td><td>30400</td><td>31200</td><td>32100</td><td>55200</td><td>55500</td></tr> <tr><td>17</td><td>31300</td><td>32100</td><td>33100</td><td>56900</td><td>57200</td></tr> <tr><td>18</td><td>32200</td><td>33100</td><td>34100</td><td>58600</td><td>58900</td></tr> <tr><td>19</td><td>33200</td><td>34100</td><td>35100</td><td>60400</td><td>60700</td></tr> <tr><td>20</td><td>34200</td><td>35100</td><td>36200</td><td>62200</td><td>62500</td></tr> </table>	Grade Pay	2400	2600	2800	4200	4300	Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12	1	19500	20000	20600	35400	35600	2	20100	20600	21200	36500	36700	3	20700	21200	21800	37600	37800	4	21300	21800	22500	38700	38900	5	21900	22500	23200	39900	40100	6	22600	23200	23900	41100	41300	7	23300	23900	24600	42300	42500	8	24000	24600	25300	43600	43800	9	24700	25300	26100	44900	45100	10	25400	26100	26900	46200	46500	11	26200	26900	27700	47600	47900	12	27000	27700	28500	49000	49300	13	27800	28500	29400	50500	50800	14	28600	29400	30300	52000	52300	15	29500	30300	31200	53600	53900	16	30400	31200	32100	55200	55500	17	31300	32100	33100	56900	57200	18	32200	33100	34100	58600	58900	19	33200	34100	35100	60400	60700	20	34200	35100	36200	62200	62500				
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(iii) Subsequently, on Date of Next Increment (DNI) in the level of the lower post, his Pay shall be re-fixed as follows:-

Two increments (one accrued on account of annual increment and the second accrued on account of promotion / appointment to higher post) shall be granted in the Level of lower post and he shall be placed, at a Cell equal to the figure so arrived, in the Level of the higher post; and if no such Cell is available in the higher Level, he shall be placed at the next higher Cell in the Level of the higher post.

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Illustration-2:

		PAY MATRIX				
		Grade Pay	2400	2600	2800	4200
Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12	
1	19500	20000	20600	35400	35600	
2	20100	20600	21200	36500	36700	
3	20700	21200	21800	37600	37800	
4	21300	21800	22500	38700	38900	
5	21900	22500	23200	39900	40100	
6	22600	23200	23900	41100	41300	
7	23300	23900	24600	42300	42500	
8	24000	24600	25300	43600	43800	
9	24700	25300	26100	44900	45100	
10	25400	26100	26900	46200	46500	
11	26200	26900	27700	47600	47900	
12	27000	27700	28500	49000	49300	
13	27800	28500	29400	50500	50800	
14	28600	29400	30300	52000	52300	
15	29500	30300	31200	53600	53900	
16	30400	31200	32100	55200	55500	
17	31300	32100	33100	56900	57200	
18	32200	33100	34100	58600	58900	
19	33200	34100	35100	60400	60700	
20	34200	35100	36200	62200	62500	

1.	Level in the revised : Level-8 pay structure:
2.	Basic Pay in the : ₹ 31,300 revised pay structure
3.	Granted promotion in : Level-10
4.	Pay from the date of : ₹ 32,100 promotion till Date of Next Increment (DNI)
5.	Re-fixation on Date of Next Increment (DNI) Pay after giving two increments in Level-8. : ₹ 33,200
6.	Pay re-fixed in the promotional Level i.e. Level-10 [either equal to or next higher to ₹ 33,200 in Level-10. : ₹ 34,100

(iv) In all such cases where Government Servant opts to have his pay fixed from the date of his next increment in the Level of the lower post, the next increment in the higher post shall be after the completion of one year period of qualifying service.

(v) It is further reiterated that in order to enable the officials to exercise the option within the time limit prescribed, the option clause for pay fixation on promotion / appointment to higher post with effect from date of promotion/ Date of Next Increment (DNI) shall invariably be incorporated in the promotion/appointment order so that there are no cases of delay in exercising the options due to administrative lapse.

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ENTRY PAY / DIRECT RECRUITS

Fixation of pay of employees appointed first time in Government service by direct recruitment or otherwise on or after 1st day of January, 2016:

6.7 The pay of employees appointed first time in service by direct recruitment or otherwise on or after 1st day of January, 2016 may be fixed at the minimum pay or as in the first Cell in the Level, applicable to the post to which such employees are appointed. For example, a person entering the service as a direct recruit at Level-1 will get a pay of ₹15,700, at Level-8 of ₹19,500, at Level-16 of ₹36,400, at Level-22 of ₹56,100 and so on.

6.8 Where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of implementation of the recommendation has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference may be paid as personal pay to be absorbed in future increments in pay.

BUNCHING STAGE IN THE REVISED PAY STRUCTURE

6.9 Although the rationalisation has been done with utmost care to ensure minimum bunching at most levels, if situation does arise where more than two stages are bunched together, one additional increment equal to 3 percent may be allowed for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

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6.10 In view of the recommendation of the Seventh Central Pay Commission regarding bunching of stages in the revised pay structure, it has been decided that in cases where in revision of pay, the pay of Government servants drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, gets fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment may be given for every two stages bunched and the pay of Government servant drawing higher pay in pre-revised structure may be fixed at the next vertical Cell in the applicable Level.

6.11 For this purpose, the pay drawn by two Government servants in a given Pay Band and Grade Pay or scale where the higher pay is at least 3% more than the lower pay may constitute two stages. Employees drawing pay where the difference is less than 3% may not be entitled for this benefit.

6.12 The following may be kept in view while determining the extent of bunching as also the benefits to be extended on account of bunching at the time of initial fixation of pay in the revised pay structure:

- (i) Benefit on account of bunching is to be extended when two or more stages get bunched.
- (ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.
- (iii) A difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.

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ANNUAL INCREMENT

6.13 The rate of annual increment may be retained at 3 percent in the revised pay structure as in Government of India.

6.14 Increments in Pay Matrix .— The annual increment in the pay matrix may be as specified in the vertical Cells of the applicable Level in the Pay Matrix in the following manner:-.

PAY MATRIX					
Grade Pay	2400	2600	2800	4200	4300
Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12
1	19500	20000	20600	35400	35600
2	20100	20600	21200	36500	36700
3	20700	21200	21800	37600	37800
4	21300	21800	22500	38700	38900
5	21900	22500	23200	39900	40100
6	22600	23200	23900	41100	41300
7	23300	23900	24600	42300	42500
8	24000	24600	25300	43600	43800
9	24700	25300	26100	44900	45100
10	25400	26100	26900	46200	46500
11	26200	26900	27700	47600	47900
12	27000	27700	28500	49000	49300
13	27800	28500	29400	50500	50800
14	28600	29400	30300	52000	52300
15	29500	30300	31200	53600	53900
16	30400	31200	32100	55200	55500
17	31300	32100	33100	56900	57200
18	32200	33100	34100	58600	58900
19	33200	34100	35100	60400	60700
20	34200	35100	36200	62200	62500
21	35200	36200	37300	64100	64400
22	36300	37300	38400	66000	66300

Example-1: A Junior Assistant, who, after having been fixed in the Pay Matrix, is drawing a Basic Pay of ₹32,200 in Level 8. When he gets an annual increment on 1st of July, he will just move one stage down in the same Level. Hence, after increment, the pay will be ₹33,200.

Example-2: An employee in the Basic Pay of ₹28,500 in Level 10 will move vertically down the same Level in the cells and on grant of increment, his Basic Pay will be ₹29,400.

Example-3: An employee in the Basic Pay of ₹55,200 in Level 11 will move vertically down the same Level in the cells and on grant of increment, his Basic Pay will be ₹56,900.

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DATE OF NEXT INCREMENT IN REVISED PAY STRUCTURE.-

6.15 Based on the recommendations of the Seventh Central Pay Commission, the Government of India has adopted the two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July.

6.16 As far as the State Government is concerned, the status quo may continue. i.e. drawal of annual increment in four quarters. Accordingly, the annual increment in the revised pay structure may be due on the date normally due in the existing scale of pay in four quarters viz., January, April, July and October except in cases where the pay of a Government employee is stepped up due to junior getting more pay than senior for whom the next increment shall be on completion of one year of service from the date of such stepping up of pay.

6.17 In case of an employee appointed or promoted in the normal hierarchy during the period between the respective quarters of 2016, the first increment shall accrue on the 1st day of respective quarters of 2017 and thereafter it shall accrue after one year on annual basis.

6.18 The employees may be permitted to exercise their option to have their pay fixed in the revised pay structure on the date of their annual increments **either before or after earning their annual increment in the existing pay scales.** In case of those employees who exercise his/ her option to have his / her pay fixed in the revised pay scales on the date of increment before earning his/her annual increment in the revised pay scales, his/her pay may be fixed in the revised pay scales taking into account the basic pay drawn by (before adding the annual increment) and then may be granted annual increment in revised pay scales since this mode of fixation of pay has been adopted in the earlier Pay Commissions/Committees also.

6.19 Level of Posts.- The Level of posts may be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay or scale as specified in the Pay Matrix.

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6.20 Drawal of pay in the revised pay structure.— A Government servant may draw pay in the Level in the revised pay structure applicable to the post to which he is appointed subject to that a Government servant may opt to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure. When a Government servant was in a higher grade pay or scale between 1st day of January, 2016 and the date of implementation on account of promotion, the Government servant may opt to switch over to the revised pay structure from the date of such promotion.

SPAN OF EACH LEVEL

6.21 The span of Levels 1 to 27 has been pegged at 40 years. This has been done to ensure that no stagnation takes place. However, for level 28 and beyond, the span of successive levels has been reduced so that the maximum at each level is lower than the maximum pay at the subsequent level. This has been done as a result of capping of maximum pay. Similarly, the process has been followed until level 27 keeping in mind the maximum pay drawn by the person in the next higher level. Accordingly, the span of levels beyond level 27 gets reduced from 40 years at level 27 to 20 years at level 32. It is important to note that the end-points of any column do not signify the end points of any traditional pay scale. Hence, any kind of calculation which attempts to work with the “maximum pay of a particular pay scale” and it would be inappropriate, even incorrect, to pick the last figure of the column to be so. As has been stated earlier in this paragraph the column spans have been kept at 40 years to cater to persons who may enter a particular level at any stage and may have resided in the level for a fair length of time. The end-points of the column, representing the possible highest and lowest pay in that level, **may not be treated as the maximum and minimum of any closed pay scale**, as used to prevail prior to the implementation of the previous Pay Commission. The **minimum and maximum of the**

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Pay Matrix are as follows:

Sl. No.	Group	Existing Scales of Pay		Proposed Levels of Pay		
		Pay Band	Grade Pay	Level	Minimum	Maximum
[1]	[2]	[3]	[4]	[5]	[6]	[7]
REGULAR EMPLOYEES						
1	D	PB-1A Rs.4800-10000	1300	1	15700	- 50000
2	C		1400	2	15900	- 50400
3	C		1650	3	16600	- 52400
4	C	PB-1 Rs.5200-20200	1800	4	18000	- 56900
5	C		1900	5	18200	- 57900
6	C		2000	6	18500	- 58600
7	C		2200	7	19000	- 60300
8	C		2400	8	19500	- 62000
9	C		2600	9	20000	- 63600
10	C		2800	10	20600	- 65500
11	C	PB-2 Rs.9300-34800	4200	11	35400	- 112400
12	C		4300	12	35600	- 112800
13	B		4400	13	35900	- 113500
14	B		4450	14	36000	- 114000
15	B		4500	15	36200	- 114800
16	B		4600	16	36400	- 115700
17	B		4700	17	36700	- 116200
18	B		4800	18	36900	- 116600
19	B		4900	19	37200	- 117600
20	B		5100	20	37700	- 119500
21	B	PB-3 Rs.15600-39100	5200	21	55500	- 175700
22	B		5400	22	56100	- 177500
23	B		5700	23	56900	- 180500
24	B		6000	24	57700	- 182400
25	A		6600	25	59300	- 187700
26	A		7600	26	61900	- 196700
27	A		7700	27	62200	- 197200
28	A	PB-4 Rs.37400-67000	8700	28	123100	- 215900
29	A		8800	29	123400	- 216300
30	A		8900	30	123600	- 216600
31	A		9500	31	125200	- 219800
32	A		10000	32	128900	- 225000
EMPLOYEES ON SPECIAL TIME SCALES OF PAY						
1		STS-1 Rs.950-2000	200	1	3000	- 9000
2		STS-2 Rs.1300-3000	300	2	4100	- 12500
3		STS-3 Rs.1800-3300	400	3	5700	- 18000
4		STS-4 Rs.2500-5000	500	4	7700	- 24200
5		STS-5 Rs.3500-6000	600	5	10500	- 33100
6			800	6	11100	- 35100

CHAPTER-VII.

SELECTION GRADE AND SPECIAL GRADE

7.1 The State Government employees who have completed 10 years / 20 years of services in the Ordinary Grade post drawing the Grade Pay from Rs.1,300/- to Rs.5,700/- shall be eligible for the Selection Grade / Special Grade respectively. The pay of such employees who have moved to Selection Grade / Special Grade on or after 1-6-2009 shall be fixed on the date of award of Selection Grade / Special Grade by granting the benefit of two increments equal to six per cent (3% + 3%) of the basic pay (Pay in the Pay Band + Grade Pay) in the same Pay Band and Grade Pay. In the revised pay structure with effect from 1-1-2006, no separate scales of pay have been provided for Selection Grade / Special Grade holders.

7.2 Prior to Third Tamil Nadu Pay Commission, Selection Grade was allowed to very few categories and it was post oriented, i.e. certain percentage of posts were upgraded as Selection Grade posts and persons with certain prescribed years of service were appointed to those Selection Grade posts. The Third Tamil Nadu Pay Commission had recommended the Selection Grade scale of pay for almost all posts with effect from 1-10-1978 for those stagnating in a post over 10 years of service. Special Grade scale of pay had also been granted to those stagnating over 10 years of service in Selection Grade post for certain categories.

7.3 The Fourth Tamil Nadu Pay Commission had also recommended the continuance of the scheme subject to the modification that one should be fully qualified for promotion to higher posts for advancement to Selection Grade / Special Grade / Special Temporary posts.

7.4 The Fifth Tamil Nadu Pay Commission had recommended to dispense the scheme of Selection Grade and Special Grade for the reason that there is no such scheme in Central Government. However, it has allowed the Selection Grade / Special Grade scale to those who are already holding the Selection Grade / Special Grade / Special Temporary posts as personal to them. Subsequently, based on

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requests made by several employees associations, the Government re-introduced the scheme of Selection Grade / Special Grade and also rationalized the Selection Grade scheme. Accordingly, employees in a particular pay scale are entitled to Selection 'Grade / Special Grade uniformly on a particular scale of pay. This procedure has been evolved dispensing with the old system of granting Selection Grade scale post -wise in order to remove anomalies in the old Selection Grade scales.

7.5 In G.O.Ms.No.304, Finance (Pay Cell) Department, dated 28-3-1990, the Government had issued orders for reintroducing Selection Grade / Special Grade with improved scales of pay 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.2500-4200. It has also been ordered that the Selection Grade / Special Grade should be restricted to the first and second level promotion posts scales of pay. The Selection Grade / Special Grade scales were prescribed based on the Ordinary Grade scale of pay of the posts as in Annexure-I of G.O.Ms.No.304, Finance (Pay Cell) Department, dated:28-3-1990. If the scales of pay of the first level and second level promotion posts are lesser than the scale of pay given for Selection Grade / Special Grade in Annexure-I of the above said G.O, the Selection Grade should be restricted to the first level promotion post and Special Grade should be restricted to the second level promotion post and this point has been clarified in G.O.Ms.No.215, Finance (Pay Cell) Department, dated:22-1-1998.

7.6 The Official Committee 1998, had recommended for continuing the Selection Grade / Special Grade with corresponding revised scales based on the existing pay scales of these grade. Accordingly, orders were issued in G.O.Ms.No.162, Finance (Pay Cell) Department, dated:13-4-1998 to the effect that Selection Grade / Special Grade shall be as indicated in Schedule-II of the said Government Order subject to the following conditions:-

- (i) For posts, having no promotional avenues, the Selection Grade and Special Grade shall be allowed as indicated in Schedule-II of the said order.

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(ii) For posts having promotional posts, if the Selection Grade scale of pay indicated in the said schedule is higher than the pay scale of promotional post, the Selection grade scale should be limited to the pay scale of the first level promotion post.

(iii) Similarly, if the Special Grade scale is higher than the pay scale of second level promotion post, the Special Grade scale shall be limited to the pay scale of second level promotion post only.

7.7 The Official Committee, 2009 had recommended for continuing the Selection Grade / Special Grade in the revised pay scales with the Grade Pay from Rs.1300 to Rs.5700/- to move to Selection Grade on completion of 10 years of service in the ordinary grade post and to Special Grade on completion of 10 years of service in Selection Grade or 20 years of total service in a post. The pay of such employees who have moved on to Selection Grade / Special Grade on or after 1-1-2006 be fixed on the date of award of Selection Grade / Special Grade by granting the benefit of one increment equal to 3% of the sum of the pay in the pay band plus the existing grade pay instead of awarding corresponding revised scales based on the existing pay scales of these grade.

7.8 Accordingly, orders have been issued in para-4 of G.O.Ms.No.234, Finance (PC) Department, dated:1-6-2009. 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 on 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

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31-5-2009 i.e. prior to the issue of G.O.Ms.No.234, Finance (Pay Cell) 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 .

7.9 Based on the recommendations of One Man Commission 2010, orders were issued in G.O.Ms,Nos.254 to 340, Finance (PC) Department, dated: 26-8-2010 revising the scales of pay of various posts in Ordinary Grade scales of pay department-wise 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.

7.10 Consequent to revision made to the various categories in the Ordinary Grade scales of pay based on the One Man Commission recommendations and subsequent Government Orders, the Government issued the following guidelines in the Government Letter No.63305/Pay Cell/2010-1, Finance (Pay Cell) Department, dated 08-11-2010 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 the above said letter following the same methodology of fixation of pay in the Selection Grade / Special Grade scales of pay of employees as was

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done in pre-2006 scales of pay as indicated in Appendix-II of G.O.Ms.No.162, Finance (PC) Department, dated: 13-4-1998 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 the above said 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 the above said letter is admissible only in cases where the scales of pay of the Ordinary Grade post is revised based on the recommendations of the One Man Commission and subsequent Government orders.
- (iv) The above said 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.

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- (v) The above said 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.

7.11 Based on the recommendation of the Pay Grievance Redressal Cell, 2012, orders have been issued in G.O.Ms.No.237, Finance (Pay Cell) Department, dated 22-07-2013 that an additional increment benefit (over and above the existing one increment benefit) equivalent to 3% + 3% of Basic Pay (Pay in the Pay Band + Grade Pay) has been granted to the employees on award of Selection Grade / Special Grade in the revised scales of pay implemented notionally with effect from 1-1-2006 and with monetary benefit from 1-4-2013.

7.12 It may be stated that the Selection Grade / Special Grade system was introduced to alleviate the stagnation in a post and to provide an avenue for monetary benefit for whom there were no promotional avenues.

7.13 It is also observed that the scheme of Selection Grade / Special Grade is not available in Government of India. However, the Modified Assured Career Progression Scheme [MACPS] was introduced by the Government of India with effect from 1-9-2008 in pursuance of the recommendations of the Sixth Central Pay Commission in supersession of previous Assured Career Progression Scheme existed on completion of 12 / 24 years of service. Modified Assured Career Progression Scheme [MACPS] Scheme envisages three financial upgradations at intervals of 10, 20 and 30 years of continuous regular service to all regularly appointed Group "A", "B", and "C" Central Government Civilian Employees.

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Junior Getting More Pay than Senior in cases where the senior got promotion before moving to Selection Grade / Special Grade of the lower post and the junior got promotion after moving to Selection Grade / Special Grade:

7.14 After the introduction of Tamil Nadu Revised Scale of Pay Rules, 2009 based on the recommendations of the Official Committee, 2009, as per the orders issued in G.O.(Ms.)No.234, Finance (PC) Department, dated 01.06.2009 and the instructions issued in Government Letter No.63305/PC/2010-1, Finance Department, dated 08-11-2010, the pay of such employees who have moved to Selection Grade / Special Grade on or after 01-09-2009 shall be fixed on the date of award of Selection Grade / Special Grade by granting the benefit of one increment equal to three percent of basic pay including Grade pay in the same pay band and Grade Pay. Further orders were issued in G.O.Ms.No.237, Finance (PC) Department, dated 22-07-2013 granting one additional increment benefit (over and above the existing one increment benefit) equivalent to 3% of Basic Pay (Pay+Grade Pay) to the employees on the award of Selection Grade / Special Grade notionally with effect from 01-01-2006 and with monetary benefit from 01-04-2013.

7.15 The pay anomaly of junior getting more pay than senior also arises after the implementation of the Tamil Nadu Revised Scales of Pay Rules, 2009, in certain cases, where the junior got promotion after moving to Selection Grade / Special Grade and the senior got promotion before moving to Selection Grade / Special Grade i.e before completion of 10 years /20 years of service in the lower post. The Government have examined the pay anomalies of such cases and accordingly, orders were issued in G.O.Ms.No.25, Personnel and Administrative Reforms (FR.IV) Department, dated 23-03-2015 to rectify the pay anomaly in cases where employees who have been appointed / promoted to higher posts without moving to Selection Grade / Special Grade in the lower post and thereby happen to draw less pay than their junior who are appointed / promoted to the higher posts after moving to the Selection Grade / Special Grade of the lower post in the revised pay structure, to the effect that the pay of such seniors shall be fixed in the higher post equal to the pay of the Junior

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in the higher post with effect from the date of drawal of higher pay by the junior in the higher post subject to fulfilment of the following conditions:

- (i). Both the junior and senior officers should belong to the same cadre and the post in which they have been promoted or appointed should be identical and in the same cadre.
- (ii). The scales of pay/Level Pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (iii). The pay anomaly should be arising directly as a result of fixation of pay in the promotional post after fixation of pay in the Selection Grade / Special Grade of the lower post.

For example, if even in the lower post the junior officer draws from time to time, a higher rate of pay than the senior by virtue of grant of advance increment, the provisions contained in this order should not be invoked to step up the pay of the senior officer; and

- (iv). The orders refixing the pay of the senior officers in accordance with the provisions of this order should be issued under Fundamental Rule 27. The next increment of the senior officer will be drawn on completion of the requisite qualifying service with effect from the date of re-fixation of the pay.

Seventh Central Pay Commission Recommendations:

7.16 The Seventh Central Pay Commission in its report has recommended inter-alia that the Modified Assured Career Progression Scheme [MACPS] will continue to be administered at 10, 20 and 30 years as before. In the new Pay matrix, the employees will move to the immediate next level in the hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the pay matrix. Modified Assured Career Progression Scheme [MACPS] will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except to the members of Organised Group 'A' Services. The Government of India accepted the same. There shall be three financial upgradations under the Modified Assured Career Progression

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Scheme [MACPS] as per the recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years of services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier. The Modified Assured Career Progression Scheme [MACPS] envisages merely placement in the immediate next higher level in the Pay Matrix. Thus, the level in the Pay Matrix at the time of financial upgradation under the Modified Assured Career Progression Scheme [MACPS] can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion. For grant of financial upgradation under the Modified Assured Career Progression Scheme [MACPS], the prescribed benchmark for performance appraisal for promotion and financial upgradation under the Modified Assured Career Progression Scheme [MACPS] would be “Very Good” for all the posts from “Good”. These changes came into effect from 25th July, 2016.

Demands:

7.17 Several Associations have requested to revive the scheme of separate pay scales to Selection Grades / Special Grades / Super Grade (one bonus increments for completion of 30 years of service) as in the previous Pay Commissions / Official Committee as there are no promotional chances for several posts and to grant Pay Band + Grade Pay of next promotional posts for Selection Grade / Special Grade and also requested to adopt Modified Assured Career Progression Scheme as in Government of India so as to get at least three elevation during their career.

Recommendations:

7.18 The present system of fixation of pay of employees who have moved to Selection Grade / Special Grade by granting the benefit of two increments equal to six per cent (3% + 3%) of the basic pay (Pay in the Pay Band + Grade Pay) in the same Pay Band and Grade Pay is more beneficial than Modified Assured Career Progression of Government of India.

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7.19 The Official Committee, 2017 recommends that the existing scheme of providing increments for Selection Grade / Special Grade may be continued in the revised pay structure also with the Level Pay from Level-1 [Corresponding G.P. Rs.1300/-] to Level-23 [Corresponding G.P. Rs.5700/-] be allowed to move to Selection Grade on completion of 10 years of service in the Ordinary Grade post and to Special Grade on completion of 10 years of service in Selection Grade or 20 years of total service in a post and the pay of such employees who have moved on to Selection Grade / Special Grade on or after 1-1-2016 may be fixed on the date of award of Selection Grade / Special Grade by granting the benefit of two increments in the same Level in Pay Matrix to the employees on award of Selection Grade / Special Grade in the revised scales of pay implemented with effect from 1-1-2016. The pay anomaly, if any arising directly as a result of fixation of pay in the promotional post after fixation of pay in the Selection Grade / Special Grade of the lower post may be rectified as indicated in para-7.15 above in the pre-revised pay structure.

Example:

<p>If a Junior Assistant a drawing Basic Pay of, say, ₹26,200 in Level-8 is moved to Selection Grade Junior Assistant, the steps for arriving at his pay on Selection Grade will be to add two increments within Level-8 itself and then fix the pay at ₹27,800.</p>	PAY MATRIX					
	Grade Pay	2400	2600	2800	4200	4300
	Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12
	1	19500	20000	20600	35400	35600
	2	20100	20600	21200	36500	36700
	3	20700	21200	21800	37600	37800
	4	21300	21800	22500	38700	38900
	5	21900	22500	23200	39900	40100
	6	22600	23200	23900	41100	41300
	7	23300	23900	24600	42300	42500
	8	24000	24600	25300	43600	43800
	9	24700	25300	26100	44900	45100
	10	25400	26100	26900	46200	46500
	11	26200	26900	27700	47600	47900
	12	27000	27700	28500	49000	49300
	13	27800	28500	29400	50500	50800
14	28600	29400	30300	52000	52300	
15	29500	30300	31200	53600	53900	

CHAPTER-VIII.

STAGNATION AND BONUS INCREMENT

8.1 Government employees who have completed 10 years of service in the categories for which Selection Grade / Special Grade have not been provided [i.e above Grade Pay Rs.5700/-] shall be eligible for one stagnation increment at the rate of three per cent of basic pay including Grade Pay on completion of 10 years of service in the same post including the service rendered by them in the pre-revised scale of pay.

8.2 Government employees who have reached the maximum of the scale of pay shall be allowed biennial increment at the rate of three percent on basic pay including Grade Pay as stagnation increment.

8.3 The employees who have stagnated beyond 30 years of service in a post or stagnated beyond 10 years in the Special Grade post, they shall be granted one bonus increment as incentive at the rate of three per cent of basic pay including Grade Pay.

Analysis:

8.4 The existing orders on the grant of stagnation increment as per G.O.Ms.No.1050, Finance (Pay Cell) Department, dated: 05-10-1978 issued based on recommendations of the Third Tamil Nadu Pay Commission are given below:

- (i) Employees are allowed to move on to Selection / Special Grade wherever it has been provided on completion of ten years in the ordinary grade or selection grade as the case may be;
- (ii) Employees are eligible for automatic advancement to the next higher post on completion of ten years of service; and

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- (iii) in the case of posts not covered under the above two categories, the employees holding such a post are entitled for two increments (including the normal annual increment) on completion of ten years service in the same post.

8.5 Further, the employees whose maximum of the scale of pay did not exceed Rs.1,500/- per month were eligible for sanction of stagnation increment beyond the maximum of the scale at the rate of the last increment and this facility ceased when the pay of the employees, including the stagnation increments, reached Rs.1,500/- per month.

8.6 Based on the recommendation of the One Man Commission, 1981, the above orders have been modified with effect from 1-4-1981 as follows:

- (i) The scheme of stagnation increment allowed in paragraph-III in G.O.Ms.No.1050, Finance (Pay Cell) Department, dated: 05-10-1978 shall be applicable to the employees stagnating in the Selection Grade / Special Grade also.
- (ii) Employees stagnating in the Selection Grade / Special Grade scale beyond ten years shall also be given two increments (including the normal annual increment) on completing ten years service in the Selection Grade / Special Grade post. This benefit will be available only once in the same cadre with cumulative effect. The usual increment will be sanctioned from the subsequent year onwards.
- (iii) Stagnation increments beyond the maximum of the scale at the rate of the last increment shall also be given annually for the personnel, the maximum of whose scale of pay has not exceeded Rs.2,000/- per month. This facility ceased when the pay of the employee after including the stagnation increment, reached Rs.2,000/- per month.

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8.7 Further, based on the recommendations of the Fourth Tamil Nadu Pay Commission (1-10-1984), the ceiling limit for grant of stagnation increment was enhanced from Rs.2,000/- to Rs.3,500/- per month.

8.8 Based on the recommendation of the Fifth Tamil Nadu Pay Commission, the system of granting stagnation increments to employees on completion of 10 years of service in Ordinary Grade where Selection Grade has not been provided in the then existing scales of pay has been dispensed with. This facility was allowed later as per clarification issued in Government Letter No.8027/PC/2002-1, Finance Department, dated 26-02-2002. However, employees who have already availed this benefit after 1st June, 1988 were entitled to get the stagnation increment prior to issue of orders on account of non-availability of Selection / Special Grades for their respective posts after completion of 10 years of service and were given protection by granting the above stagnation increment in the revised scales after fixing their pay in the revised scales according to the rules. Stagnation increment beyond the maximum of the scale at the rate of the last increment was given once in two years for the employees the maximum of whose scale of pay has not exceeded Rs.5,450/-. This facility ceased when the pay of the employee after including the stagnation increment reaches Rs.5,450/- with effect from 1-6-1988. Subsequently, this ceiling limit for sanction of stagnation increment was enhanced from Rs.5,480/- to Rs.6,000/- and this order was given notional effect from 1-6-1988 with monetary benefit from 1st April, 1992.

8.9 Based on the recommendation of the Official Committee, 1998, orders were issued revising the scales of pay with effect from 1-1-1996. According to rule 4 (1) (b) (iii) of the Tamil Nadu Revised Scales of Pay Rules, 1998, the fixation of pay in the revised pay scales should be limited to the maximum of the revised pay scales.

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8.10 The One Man Commission, 1998 has recommended that employees who have reached the maximum of the time scale of pay in the revised scales of pay be allowed biennial increment without any restriction. Accordingly, orders had been issued that employees whose pay has been fixed at the maximum of the revised scales of pay or who have reached the maximum of the revised scales of pay on or after 1-1-1996 be allowed biennial increment at the rate of last increment without any ceiling limit. The above order was given notional effect from 1-1-1996 and with monetary benefit from 1-9-1998.

8.11 Based on the recommendation of the One Man Commission, 1998, orders were issued to the effect that employees stagnating in a post beyond 30 years i.e. employees stagnating in the Special Grade beyond 10 years be granted with one bonus increment as incentive and these orders were given effect from 1st September, 1998.

8.12 Based on the recommendation of the Official Committee, 2009, the orders have been issued notionally with effect from 1st January, 2006 and with monetary benefit from 1st January, 2007 as below:

- (i) The employees drawing Grade pay of Rs.6,000 and above on completion of every 10 years of service shall be granted one increment at the rate of three per cent of basic pay including Grade Pay.
- (ii) In the case of employees who have completed 30 years of continuous service in the same post, they shall be granted one bonus increment at the rate of three per cent of basic pay including Grade Pay
- (iii) In respect of employees who reached the maximum of the revised pay scale shall be allowed biennial increment at the rate of three per cent of basic pay including Grade pay as stagnation increment.

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(iv) In the case of Government employees who had been drawing stagnation increment beyond the maximum of the existing scale of pay and stagnating at the maximum in the existing scales for more than a year as on 1st January, 2006, the next increment in the revised scale shall be allowed on the 1st January, 2006 itself and subsequently sanctioned biennial increments.

8.13 To sum up,

- (a) The employees drawing Grade Pay of Rs.6,000/- and above (for which Selection Grade / Special Grade have not been provided) on completion of every 10 years of service are eligible for one **stagnation increment** at the rate of three per cent of basic pay including Grade Pay.
- (b) The Government employees who have completed 30 years of continuous service in the same post [for which Selection Grade / Special Grade have been provided (i.e. drawing the Grade Pay from Rs.1,300/- to Rs.5,700/-)] are eligible for one **bonus increment** at the rate of three per cent of basic pay including Grade Pay.
- (c) The Government employees who have reached maximum of the scale of pay [Maximum Pay in the Pay Band] are eligible for **biennial increment** at the rate of last increment drawn.

Recommendations:

8.14 Keeping in view the existing facility available to the employees, the Official Committee, 2017 recommends that the stagnation increment and bonus increment may be granted as follows.-

- (a) The employees drawing Pay in the Level-24 and above, on completion of every 10 years of service may be granted with one increment in the same Level.

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- (b) One bonus increment may be sanctioned to the employees who have completed 30 years of continuous service in the same post;
- (c) **Revision of pay of employees stagnating at the maximum of the Pay Band or scale in pre-revised structure:** In case of persons who had been drawing maximum of the applicable Pay Band or scale, as the case may be, for more than two years as on 1-1-2016, one increment in the applicable Level in the Pay Matrix shall be granted on 1-1-2016 for every two completed years of stagnation at the maximum of the said Pay Band or scale. Grant of additional increment (s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix.

Illustrations:

1.	Pay Band and Grade Pay or scale	PB-1A Rs.4800-10000 G.P. Rs.1300	PB-3 Rs.15600-39100 G.P. Rs.7600
[1]	[2]	[3]	[4]
2.	Maximum of the applicable Pay Band and Grade Pay or scale	11300	46700
3.	Date on which pay fixed at maximum of the applicable Pay Band and Grade Pay or scale	01.07.2013	01.04.2012
4.	Revised Pay in the applicable Level in the new Pay Matrix	29300	122600
5.	No. of years completed at maximum of the applicable Pay Band and Grade Pay or scale as on 01.01.2016	2 years and 6 months	3 year and 9 months
6.	No. of increment(s) to be granted on 01.01.2016	01	01
7.	Revised Pay after grant of increment on 01.01.2016	30200	126300
8.	Date of Next Increment in the applicable Level in the new Pay Matrix	01.07.2016	01.04.2016

CHAPTER-IX.

PERSONAL PAY

9.1 Personal Pay is an additional pay granted to a Government employee.-

- (a) to save him from loss of substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or due to any reduction of such substantive pay otherwise than as a disciplinary measure; or
- (b) in exceptional circumstances, on other personal considerations.

9.2 The drop in emoluments will be protected as personal pay not to be absorbed in future increase of pay but will be treated as basic pay for the purpose of fixation of pay on promotion to higher post for Pension, Dearness Allowance etc. However, this protection is allowed only at the time of fixation of pay on promotion and not on subsequent increases of pay in the higher grade.

9.3 At present, the existing rates of Personal Pay granted to the employees are as follows:

Sl. No.	Posts	Rate per month	G.O. / Date
[1]	[2]	[3]	[4]
1.	Ordinary Grade (Prior to 1-6-2009) Secondary Grade Teacher (including other posts in the cadre of Secondary Grade Teacher)/ Ordinary Grade Head Master, High School.	Rs.750	G.O.Ms.No.23, Finance (PC) Department, dated 12-01-2011 mbf 1-1-2011
2.	Deputy Tahsildar	Rs.500	G.O.Ms.No.45, Finance (PC) Department, dated 10-02-2011 mbf 1-2-2011
3.	Deputy Block Development Officer	Rs.500	G.O.Ms.No.70, Finance (PC) Department, dated 26-02-2011 mbf 1-3-2011

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Sl. No.	Posts	Rate per month	G.O. / Date
[1]	[2]	[3]	[4]
4.	The compensation of the difference in pay as "Personal Pay" to directly recruited Assistants / Accountants.	Rs.60	G.O.Ms.No.241, Finance (PC) Department, dated 22-07-2013.

Analysis:

9.4 Based on the recommendations of the Official Committee, 2009, the benefit of 5% personal pay granted to certain categories and adhoc personal pay granted to Office Assistants and Hospital Workers had been dispensed with in the revised pay structure. However in order to avoid monetary loss to the incumbents who have already enjoyed the benefit of personal pay, the Government has directed that the personal pay drawn by such employees including the personal pay granted while moving on to Selection Grade / Special Grade shall be absorbed while fixing the pay in the revised pay structure.

9.5 In the G.O.Ms.No.321, Finance (Pay Cell) Department, dated 2-7-1998, orders have been issued granting higher start of pay at two stages above the minimum of scale of pay of Rs.3200-4900 to the Graduate Junior Assistants / Typists. In the case of Record Clerks with S.S.L.C. qualification, they were granted higher start of pay at two stages above the minimum of the scale of pay of Rs.2610-3540. Consequently on the adoption of the Tamil Nadu Revised Scales Pay Rules, 2009, the above benefit of higher start of pay was continued in the revised pay structure based on the clarification issued in the Government Letter No.34124/PC/2009-1, Finance Department, dated: 26-6-2009.

9.6 The Pay Grievance Redressal Cell, 2012 examined the scope of continuing the higher start of pay to the Graduate Junior Assistants / Typists and the Record Clerks with S.S.L.C. qualification in the light of the anomalies pointed out by the various service associations and the individual petitioners that the directly recruited Assistants / Accountants in the Tamil Nadu Ministerial Service happen to draw lesser emoluments when compared to the Junior Assistants with graduate qualification. For example, an Assistant on entry into Government service gets his pay fixed at the minimum of

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the time scale of pay of Rs.5200-20200 + Grade Pay Rs.2800 at Rs.8000/- (Rs.5200 + Rs.2800), whereas Junior Assistant with graduate qualification gets his pay fixed in the scale of Rs.5200-20200 + Grade Pay Rs.2400 at Rs.7600/- (Rs.5200 + 2400) and consequent on sanction of higher start of pay at two increments (3% + 3% Rs.230 + Rs.230 = Rs.460) gets fixed at Rs.8060/- (Rs-7600 + Rs.460) and there is a loss of Rs.60/- in emoluments to the directly recruited Assistants.

9.7 The Pay Grievance Redressal Cell, 2012 recommended to compensate this difference of pay as "Personal Pay" for directly recruited Assistants in service at present. However, the Pay Grievance Redressal Cell, 2012 also observed that the concession of higher start of pay for acquiring graduate qualification was introduced many years ago with the aim of incentivizing Junior Assistants / Typists to acquire higher qualification when most of them were appointed with the Minimum General Educational Qualification of S.S.L.C. In the present scenario, most of the recruits are degree holders and even have Post Graduation / Professional qualification. In such a situation, the higher start of pay granted to the Junior Assistants / Typists with a degree qualification is no longer warranted and the Pay Grievance Redressal Cell, 2012 therefore recommended for dispensation of the grant of higher start of pay to the Junior Assistants / Typists to be recruited in future for possession of degree qualification, as it will avoid unnecessary pay anomaly of the directly recruited Assistants. Likewise, the Pay Grievance Redressal Cell, 2012 also recommended to dispense with the higher start of pay to the Record Clerks for possession of S.S.L.C. qualification.

9.8 The Government examined the above recommendations of the Pay Grievance Redressal Cell and decided to accept it. Accordingly, Government directed that the higher start of pay granted to the Junior Assistants / Typists for degree qualification be dispensed with for the incumbents recruited in future with a view to avoid the pay anomaly between the Junior Assistants and the directly recruited Assistants and also considering the fact that the persons now recruited are Degree / Post Graduate /Professional Degree holders. Likewise, the higher start of pay granted to the Record Clerks had also been dispensed with. However, considering the loss in

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emoluments between the Graduate Junior Assistants and the directly recruited Assistants, the Government recommended to compensate the difference of pay as "Personal Pay" to the directly recruited Assistants / Accountants in service and this concession shall not be applicable to future cases in view of the dispensation of higher start of pay to the Graduate Junior Assistants. The compensation of the difference in pay as "Personal Pay" to directly recruited Assistants / Accountants had taken notional effect from 1-1-2006 with monetary benefit from 1-4-2013.

9.9 The Personal Pay drawn by the employees are taken into account for fixing their pay at the time of promotion or at the time of revising their pay in the revised pay scales and for computation of pension.

9.10 The benefit of personal pay is allowed to certain posts as long as they continue in the post. As and when they are promoted to the next higher post for which no personal pay is available as per the existing orders / instructions, the personal pay allowed be discontinued. If they are already promoted to the next higher posts, which are not entitled for personal pay, the personal pay be discontinued from the date of their promotion to the next higher post.

Recommendations:

9.11 In order to avoid monetary loss to the incumbents who have been already enjoyed this benefit, the Official Committee, 2017 recommends that the Personal Pay drawn by directly recruited Assistants / Accountants may be absorbed while fixing the pay in the revised pay structure.

9.12 The Official Committee, 2017 also recommends that the Personal Pay granted to the Ordinary Grade (Prior to 1-6-2009) Secondary Grade Teacher including other posts in the cadre of Secondary Grade Teacher / Ordinary Grade Head Master, High School / Deputy Tahsildar / Deputy Block Development Officer may be shown separately and such personal pay in the revised pay structure may be fixed by multiplying with a factor of 2.57, rounded off to next 100.

CHAPTER-X.

SPECIAL PAY

10.1 Rule 2 (iv) of the Tamil Nadu Special Pay and Allowances Rules define Special pay as an addition, of the nature of pay, to the emoluments of a post or of a Government servant, granted in consideration of-

- (a) the specially arduous nature of the duties; or
- (b) a specific addition to the work or responsibility.

Special pay granted to Government servants has been grouped into the following classes:-

- Class-I - Special pay for special work;
- Class-II - Special pay for extra work; and
- Class-III - Special pay for dangerous duties and duties involving risk to health.

10.2 Presently, Special Pay payable for employees in different departments for the above classes are appended to this chapter:

Analysis

10.3 The Fifth Tamil Nadu Pay Commission has not recommended any general revision of Special Pay for all categories except for very few categories for whom the then existing quantum of Special Pay had not been revised for quite some time or is grossly inadequate. The Fifth Tamil Nadu Pay Commission has therefore recommended for modification of the list of posts identified by the Fourth Tamil Nadu pay Commission for grant of Special Pay and also for withdrawal of Special Pay to all other categories of posts at least in a phased manner over a period of three years. As far as the withdrawal of the Special Pay, the Government issued orders for withdrawal of Special pay in a phased manner of three instalments commencing from 1st June, 1990, for example a Special Pay of Rs.150/- will stand reduced to Rs.100/- as on 1st June,1990, Rs.50/- as on 1st June, 1991 and Nil as on 1st June, 1992.

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10.4 Based on the recommendations of the One Man Commission, 1998, orders were issued in G.O.Ms.No.439, Finance (PC) Department, dated 28-08-1998 enhancing the Special Pay (for such of those posts for which special pay was continued) in the following manner: --

- (i) The existing rate of Special Pay which has been sanctioned / enhanced on or before to 31-12-1990 shall be increased by 100% and
- (ii) The existing rate of Special Pay which has been sanctioned / enhanced after 31-12-1990 shall be increased by 50%.
- (iii) The above orders were given effect from 1-9-1998.

10.5 Based on the recommendations of the Official Committee 2009, and as per G.O.Ms.No.234, Finance (Pay Cell) Department, Dated: 1-6-2009 in para-9 “Special Pay”, the existing quantum of Special Pay drawn by the employees has been continued as such in the revised pay structure. In the case of officers / staff of the department sanctioned with special pay at the rate of 15% of basic pay in the pre-revised scale of pay, there shall be no change in the quantum of special pay drawn in the pre-revised scale of pay and the same quantum of special pay shall be continued in the revised pay structure. The same amount of special pay drawn in pre-revised scale be continued in the revised pay band irrespective of the pay in new revised pay.

10.6 The Official Committee, 2017 finds that the Official Committee, 2009 has not recommended enhancement of Special Pay and grant of Transport Allowance. Therefore, the One Man Commission also endorsed the views of the Official Committee, 2009. The Pay Grievance Redressal Cell, 2012 has recommended enhancement of the Special Pay by 100% to those employees who were sanctioned / granted enhancement of Special Pay on or before 1-9-1998 and by 50% to those employees who were sanctioned / granted enhancement of special pay after 1-9-1998.

Chapter-X – SPECIAL PAY

10.7 Based on the recommendations of the Pay Grievance Redressal Cell, 2012 orders were issued in G.O.Ms.No.238, Finance (PC) Department, dated 22-07-2013 enhancing the Special Pay (for such of those posts for which special pay was continued) on the following manner: --

- (i) The existing rate of Special Pay which has been sanctioned / enhanced on or before 01-09-1998 shall be increased by 100% and
- (ii) The existing rate of Special Pay which has been sanctioned / enhanced after 01-09-1998 shall be increased by 50%.
- (iii) The above orders were given effect from 1-4-2013.

Demand:

10.8 The Official Committee, 2017 has received representations regarding increase of rates and parity in the payment of special pay and allowances. Certain Associations have also requested for extension of Special Pay to certain new categories.

Recommendations:

10.9 The Special Pay is not reckoned for computation of pension and pensionary benefits in Government of India. On the other hand, the special pay drawn by the employees of the State Government can be taken into account for computation of pension and pensionary benefits.

10.10 Considering the benefits enjoyed by our State Government employees at present and also takes note of previous enhancement given with effect from 01-04-2013, the Official Committee, 2017 recommends that the existing Special Pay may also be continued and enhanced by 50%, rounded off to next 10 and the quantum of recommended amount of Special Pay is brought out in Table-3 as Annexure-III to this report.

Chapter-X – SPECIAL PAY

10.11 The Official Committee, 2017 also recommends that in respect of the employees who are presently drawing Special Pay at the rate of percentage base in the existing basic pay, the existing rate of Special pay may be reduced by 50 percent (i.e. 10% to 5%, 15% to 7.5%, 20% to 10%) in the revised pay structures.

CHAPTER-XI.

ALLOWANCES

Overview of Allowances

11.1 Allowance means a sum of money paid to the employee for a specific purpose. It is also accepted that the employer may put restrictions in place to ensure that the money is spent only for the intended purpose. As per the Standard of Financial Propriety, “*the amount of allowances granted to meet expenditure of a particular type should be so regulated that the allowances are not on the whole a source of profit to the recipients.*”

11.2 An allowance is paid over and above the Basic Pay of the employee, either as a percentage of the Basic Pay, or as a specified amount. Some allowances are applicable universally to all employees and certain other allowances which apply to specific employees such as Police, Doctors, Nurses, etc., are listed below :-

LIST OF ALLOWANCES

Sl. No.	Name of the Allowance [Alphabetical]
(1)	(2)
1.	Cash Allowance [Residential O.A. surrendered in lieu of Cash]
2.	City Compensatory Allowance [C.C.A.]
3.	Clerical Allowance
4.	Conveyance Allowance
5.	Conveyance Allowance to Differently Abled Person
6.	Cooking Allowance
7.	Daily Allowance
8.	Daily Allowance for Halts Outside the State
9.	Dearness Allowance [D.A.]

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Sl. No.	Name of the Allowance [Alphabetical]
(1)	(2)
10.	Equipment Allowance
11.	Farm Allowance
12.	Feeding Charges
13.	Fixed Travelling Allowance
14.	Flat Charge [Terminal Charges]
15.	Hill (Area) Allowance
16.	House Rent Allowance [H.R.A.]
17.	Kit Maintenance Allowance
18.	Leave Travel Concession
19.	Leprosy Allowance / Special Leprosy Allowance
20.	Lumpsum Allowance
21.	Medical Allowance [M.A.] / Medical Charges [MRB]
22.	Mileage Allowance
23.	Non-Practicing Allowance
24.	Nursing Allowance
25.	Office Accommodation Allowance
26.	Other Allowances to Medical Officers
27.	Other Compensatory Allowance (Restricted Practice Allowance)
28.	Overcoat Allowance
29.	Post-Mortem Allowance
30.	Project Allowance / Investigation Allowance
31.	Provision Allowance [Fisheries]
32.	Ration [Messing] Allowance to Nurses
33.	Risk Allowance / Risk Special Pay
34.	Robe Maintenance Allowance
35.	Rural Allowance (Primary Health Centre Allowance)

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Sl. No.	Name of the Allowance [Alphabetical]
(1)	(2)
36.	Security Compensatory Allowance
37.	Special Allowance
38.	Special Compensatory Allowance
39.	Stitching Charges
40.	Supervisory Allowance
41.	Training Allowance
42.	Uniform Allowance
43.	Wage for the Residential Office Assistant
44.	Washing Allowance
45.	Winter Allowance

11.3 Based on the constitution of Official Committee, 2017 under the Chairmanship of Additional Chief Secretary, Finance Department, the Committee wrote to all the Heads of Department requesting them to furnish the details of the allowances payable to their employees. All the allowances reported by the Heads of Department have been dealt in this Chapter. However, if any allowance which has not been mentioned in this report (i.e. not reported to the Official Committee, 2017) may cease to exist immediately. **In case, there is any demand or requirement for continuation of existing allowance, (if any not mentioned in this Report), which has not been deliberated upon by the Official Committee, 2017,** it should be brought to notice of the Administrative Department concerned by the Heads of Department and in turn the same shall be sent to the Finance Department for examination for continuance of any such allowance, duly justifying the necessity of such continuation.

11.4 Further, if any employee who has drawn higher rate of allowance in pre-revised scales are permitted to draw the same rates. Hence, the old rate of allowance can be drawn against the new Basic Pay till the new allowance is advantageous.

Chapter-XI – OVERVIEW OF ALLOWANCES

11.5 The Official Committee, 2017 recommends that **in future, orders on any revision of allowances shall be issued by the Finance Department only** and the Tamil Nadu Special Pay and Allowance Rules which was not updated from 1994 may also be updated from time to time for ready reference.

11.6 The Official Committee, 2017 also recommends that **the revision of allowances shall not be made for another five years and also the allowances may not be considered on case to case basis.**

CHAPTER-XII.

GENERAL CATEGORY ALLOWANCES

(a) DEARNESS ALLOWANCE

12.1 The Dearness Allowance (DA) is paid to Government employees to adjust the cost of living and to protect their Basic Pay from erosion in the real value on account of inflation. The concept of dearness allowance is linked to cost of living index on the principle that whenever there is a price rise over the base period, the employees have to be protected against erosion in their earnings. The real pay in government is protected by providing Dearness Allowance (DA), which is *that* percentage of pay by which the CPI (IW) increases over a fixed base value. Presently, DA is based on the All India Consumer Price Index (Industrial Workers) maintained by Labour Bureau, Shimla.

12.2 The origin of payment of dearness allowance dates back to the year 1940 when the lowest paid employees were allowed a Grain Allowance to help them to tide over the price rise of food grains during Second World War. In 1944, a War Allowance was paid to certain categories of employees taking into account the fact that cost of living was not dependent on cost of food grains alone, but also on various other factors as well. With the practice of appointing Pay Revision Commissions / Committees by the Central Government and State Governments, the concept of Dearness Allowance was re-oriented and it has now become an integral part of the emoluments of the employees.

Seventh Central Pay Commission Recommendations and Government of India's Decision:

12.3 As the present formulation of Dearness Allowance had worked well over the years, and as there were no demands for its alteration, the Seventh Central Pay Commission recommended continuance of the existing formula and methodology for calculating the Dearness Allowance. The Central Government accepted the

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recommendations of the Seventh Central Pay Commission relating to Dearness Allowance with the condition that the reference base for calculation of Dearness Allowance after coming into force of the revised Pay structure shall undergo change accordingly and will be linked to the average index as on 1-1-2016.

12.4 As the revised pay structure of the Central Government employees includes the Dearness Allowance of 125% sanctioned upto 1-1-2016 in the pre-revised pay structure, the Dearness Allowance in the revised pay structure shall be zero from 1-1-2016. Accordingly, the following revised rates of Dearness Allowance under the revised pay structure have been arrived at and adopted by Government of India:-

Sl. No.	Date from which payable	Rate of Dearness Allowance [per month]
[1]	[2]	[3]
1.	1-1-2016	0 [Zero]
2.	1-7-2016	2% of Basic Pay
3.	1-1-2017	4% of Basic Pay
4.	1-7-2017	5% of Basic Pay

12.5 The term 'Basic Pay' in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix as per Seventh Central Pay Commission recommendations accepted by the Government but does not include any other type of pay like special pay and others. The Dearness Allowance will continue to be a distinct element of remuneration. The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded to the next higher rupee and the fractions of less than 50 paise may be ignored.

Analysis:

12.6 The State Government has been following the Dearness Allowance [DA] formula adopted by the Government of India in respect of payment of Dearness Allowance since 1979. The instalments of Dearness Allowance were sanctioned to State Government employees as and when Government of India sanctioned Dearness Allowance to their employees but with changes in the date of effect. However the Dearness Allowance is being sanctioned to the State Government employees on the same due date as granted to the Central Government employees since 1st July 1986. On switching over to Central pattern of Dearness Allowance, the calculation of Dearness Allowance was made based on the Pay, Personal Pay and Special Pay. This practice was followed till the Fifth Tamil Nadu Pay Commission. The Fifth Tamil Nadu Pay Commission's pay structure had also been revised with reference to the AICPI of 608 points as in the case of Central Government employees. Subsequent to the introduction of revised pay scales recommended by Fifth Tamil Nadu Pay Commission, it was ordered that the Dearness Allowance should be calculated with reference to basic pay and personal pay only and other items like special pay or any other emoluments given in addition to pay should not be taken into account for computation of Dearness Allowance.

12.7 The Official Committee, 1998 constituted to examine the extension of the revised Central Scales of pay to the State Government employees following the decision of the Central Government on the recommendations of the Fifth Central Pay Commission has recommended for neutralization of the Dearness Allowance drawn at 1510 points of the AICPI, with 1982 as the base year in the revised pay structure. Hence, the Official Committee, 1998 has evolved revised pay structure with reference to AICPI of 1510 points (i.e. 148% of pay upto Rs.3,500/- and 111% of pay above Rs.3,500/- subject to a minimum of Rs.5,180/-) as under Central Government. The revised rates of Dearness Allowance on the same pattern of Dearness Allowance adopted by Government of India have been followed by the State Government.

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12.8 Based on the recommendations of the Sixth Central Pay Commission, the Government of India had adopted the AICPI series with 2001 as the base year. The reference base for calculation of Dearness Allowance with effect from 1-1-2006 will be the 12 monthly average indexes of 536 as per AICPI (IW), 1982 series. This series when converted to 2001 series using the linking factor of 4.63, works out to 116. Accordingly, the revised rates of Dearness Allowance under the revised pay structure have been arrived and adopted.

12.9 The Official Committee, 2009 constituted to examine the extension of the revised Central Scales of pay to the State Government employees following the decision of the Central Government on the recommendations of the Sixth Central Pay Commission has also recommended that the existing pattern of Dearness Allowance adopted by Government of India be followed in our State and the Dearness Allowance rates as granted to the Government of India employees be adopted to State Government employees. Accordingly, the Dearness Allowance has been sanctioned to our State Government employees at the rates and dates allowed to Central Government employees from time to time as detailed below:

Sl. No.	Date from which payable	Rate of Dearness Allowance [per month]	Dearness Allowance increase
[1]	[2]	[3]	[4]
1.	1-1-2006	0%	0
2.	1-7-2006	2%	2
3.	1-1-2007	6%	4
4.	1-7-2007	9%	3
5.	1-1-2008	12%	3
6.	1-7-2008	16%	4
7.	1-1-2009	22%	6
8.	1-7-2009	27%	5
9.	1-1-2010	35%	8
10.	1-7-2010	45%	10

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Sl. No.	Date from which payable	Rate of Dearness Allowance [per month]	Dearness Allowance increase
[1]	[2]	[3]	[4]
11.	1-1-2011	51%	6
12.	1-7-2011	58%	7
13.	1-1-2012	65%	7
14.	1-7-2012	72%	7
15.	1-1-2013	80%	8
16.	1-7-2013	90%	10
17.	1-1-2014	100%	10
18.	1-7-2014	107%	7
19.	1-1-2015	113%	6
20.	1-7-2015	119%	6
21.	1-1-2016	125%	6
22.	1-7-2016	132%	7
23.	1-1-2017	136%	4

Demands:

12.10 The service associations have suggested that the existing formula for the calculation of Dearness Allowance (DA) may be continued.

Recommendations:

12.11 As the State Government is already in line with Government of India pattern, it may be recommended that the existing pattern as per the policy followed by the Government of India from time to time may continue to be followed in our State and the Dearness Allowance rates as granted to the Central Government employees may be adopted to State Government employees. Accordingly, the revised rates of Dearness Allowance under the revised pay structure which have been arrived at and adopted by Government of India may be sanctioned to our State Government

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employees at the rates and dates as follows:

Sl. No.	Date from which payable	Rate of Dearness Allowance [per month]
[1]	[2]	[3]
1.	1-1-2016	0 [Zero]
2.	1-7-2016	2% of Basic Pay
3.	1-1-2017	4% of Basic Pay
4.	1-7-2017	5% of Basic Pay

12.12 The above said revised rates of Dearness Allowance may be paid after adjusting the instalment of Dearness Allowances already paid in the pre-revised pay scales.

(b) HOUSE RENT ALLOWANCE

12.13 House Rent Allowance is a compensatory allowance granted to the Government employees along with the salary towards meeting the expenses incurred for the rent of residences/houses near the work places. House Rent Allowance is a common allowance paid to all the employees who are not provided with Government accommodation. Presently, House Rent Allowance is payable at the following rates for employees in different pay ranges and in different grades of cities and towns:

Sl. No.	Pay Range (Pay Band + Grade Pay) [Rupees per mensem]	Amount of House Rent Allowance (Rupees per mensem)				
		Grade-I(a) Chennai City and places around the City at a distance not exceeding 32 Kms from City limits	Grade-I(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Places in Grade-II and places around 8 Kms from town limits	Places in Grade-III	Unclassified Places
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(1)	Upto - 5299	500	300	240	160	120
(2)	5300 - 6699	560	400	300	200	140
(3)	6700 - 8189	680	500	360	240	160
(4)	8190 - 9299	800	600	440	300	180
(5)	9300 - 10599	1000	720	540	380	200
(6)	10600 - 11899	1200	840	640	460	220
(7)	11900 - 13769	1400	960	760	560	240
(8)	13770 - 14509	1600	1100	880	660	260
(9)	14510 - 15999	1800	1240	1000	760	280
(10)	16000 - 17299	2000	1380	1120	860	300
(11)	17300 - 19529	2200	1480	1240	900	320
(12)	19530 - 20089	2400	1600	1360	1000	340
(13)	20090 - 21019	2600	1700	1400	1000	360
(14)	21020 - 21579	2800	1800	1400	1000	380
(15)	21580 - 22139	2900	1800	1400	1000	400
(16)	22140 - 24999	3000	1800	1400	1000	400
(17)	25000 - above	3200	1800	1400	1000	400

Chapter-XII (b) – HOUSE RENT ALLOWANCE

Seventh Central Pay Commission / Committee on Allowance Recommendations and Government of India Decision:

12.14 Prior to 1-7-2017, the House Rent Allowance was paid @ 30% for X category cities (population of 50 lakh & above), 20% for Y category cities (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities to the Government of India employees. The Seventh Central Pay Commission has recommended reduction in the existing rates to 24% for X, 16% for Y and 8% for Z category of cities. As the House Rent Allowance at the reduced rates may not be sufficient for employees falling in lower pay bracket, it has been recommended that the House Rent Allowance shall not be less than Rs.5400, Rs.3600 and Rs.1800 for X, Y and Z category of cities respectively. This floor rate has been calculated @ 30%, 20% and 10% of the minimum pay of Rs.18000 of the Central Government Employees. This will cover the employees belonging to Levels 1 to 3 of the Central Government Employees.

12.15 The Seventh Central Pay Commission had also recommended that the rate of House Rent Allowance will be revised upwards in two phases i.e. to 27%, 18% and 9% when Dearness Allowance (DA) crosses 50% and to 30%, 20% and 10% when Dearness Allowance (DA) crosses 100%. Based on the recommendations of the Committee on Allowance and keeping in view the current inflation trends, the Government of India has decided that these rates will be revised upwards when Dearness Allowance (DA) crosses 25% and 50% respectively.

12.16 The Government of India on the basis of the recommendations of the Seventh Central Pay Commission and Committee on Allowance has fixed the House Rent Allowance for its employees as follows:

Population of Cities/Towns	Class of Cities / Towns	List of Cities / Towns classified for grant of HRA for CGE in r/o Tamil Nadu	HRA rates as % of Basic Pay (including MSP and NPA)
[1]	[2]	[3]	[4]
50 lakhs and above	X	Chennai (UA)	24
5-50 lakhs	Y	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA), Erode (UA)	16

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Population of Cities/Towns	Class of Cities / Towns	List of Cities / Towns classified for grant of HRA for CGE in r/o Tamil Nadu	HRA rates as % of Basic Pay (including MSP and NPA)
Below 5 lakhs	Z	The remaining cities / towns which are not covered by classification as 'X' or 'Y'. are classified as 'Z'.	8

Subject to:

- (i) HRA shall not be less than Rs.5,400 per month, Rs.3,600 per month and Rs.1,800 per month calculated @ 30% of minimum pay for X (population of 50 lakh & above), 20% for Y (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities.
- (ii) HRA shall be revised to 27%, 18% & 9% of Basic Pay in X, Y & Z cities when Dearness Allowance (DA) crosses 25% and further to 30%, 20% and 10% of Basic Pay in X, Y & Z cities when DA crosses 50%.

Analysis:

12.17 The Official Committee, 2017 takes note that the Third State Pay Commission recommended on slab rates on the basis of pay ranges for payment of House Rent Allowance (HRA) with effect from 1st April 1978. This system has been followed till now.

12.18 The Central Government rates of House Rent Allowance have not been granted to the State Government employees while adopting Central Scales of Pay with effect from 1st June, 1988 based on the recommendations of the Fifth Tamil Nadu Pay Commission. As the financial burden consequent on extending central scales of pay was very high, the Fifth Tamil Nadu Pay Commission did not recommend revision in the rates of House Rent Allowance payable to the State Government employees except the changes in pay ranges in the revised scales of pay. While the City Compensatory Allowance and House Rent Allowance at the rates applicable to Chennai city in the

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case of Government of India employees are allowed only to offices situated within the municipal limits, these allowances in respect of the Tamil Nadu Government employees are allowed upto a distance of 32 kilometres from Chennai city limits. We find that these limits have been further liberalised on the recommendations of the One Man Commission in 1986.

12.19 The Official Committee, 1998 has also not recommended for revision of House Rent Allowance on par with the Central Government employees. However, the existing scheme of House Rent Allowance, followed in the State with slab rates and present classification of Cities and Towns has been continued and the then existing rates have been **doubled with effect from 1st April, 1998** as against the 40% enhancement recommended by the Official Committee, 1998. Consequently, the minimum and maximum House Rent Allowance in Chennai City were Rs.250/- and Rs.1600/- per mensem respectively. Further, employees working in unclassified places who were drawing Rural Incentive Compensatory Allowance were granted a minimum House Rent Allowance of Rs.60/- per mensem and a maximum of Rs.200/- per mensem.

12.20 The Official Committee, 2009 had also not recommended revision of House Rent Allowance on par with the Central Government employees due to the fact that the Scheme of House Rent Allowance of State government employees is very liberal and covers more area extending the House Rent Allowance at Chennai City rates to larger section of employees working in places within 32 kms from Chennai city limit; 16 kms from Coimbatore and Madurai and 8 kms from Grade-II towns, while this facility is not available to Government of India employees. The Official Committee, 2009 had also observed that if Government of India pattern of geographical coverage was adopted, it would affect a larger section of employees who are at present enjoying the benefit of House Rent Allowance at Chennai city rates. However, the Official Committee, 2009 recommended that the rates of House Rent Allowance should be doubled with revised slab

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rates and present classification of cities and towns, considering the fact that the rates of house rent had gone up. The then existing rates have been **doubled with effect from 1st June, 2009** and in cases where the revised rate of House Rent Allowance falls short of double the rate in the existing quantum of House Rent Allowance due to revised Pay Ranges, in such cases the quantum of House Rent Allowance should be actually doubled. The minimum and maximum House Rent Allowance in Chennai City at present is Rs.500/- per mensem and Rs.3200/- per mensem respectively. Further, the employees working in unclassified places are granted with a minimum of Rs.60/- per mensem and maximum of Rs.200/- per mensem respectively.

12.21 It also observed that while House Rent Allowance under the Government of India is admissible only upto city or municipal limits, the House Rent Allowance under the State Government is admissible to places situated at a distance of upto 32 kilometres from the city limits of Chennai city; 16 kilometres from the city limits of Madurai and Coimbatore and 8 kilometres in the case of towns classified as Grade-II places. Further, if the 32 kilometres, 16 kilometres and 8 kilometres radius as the case may be, falls within part of a Panchayat Union area, employees of all the offices situated in that Panchayat Union area are allowed House Rent Allowance (HRA) as admissible under Grade-I(a) / Grade-I(b) / Grade-II, as the case may be. The terms of the existing scheme in the State are more favourable both in scope and quanta than those of prevailing in other southern States. The admissibility of House Rent Allowance (HRA) at an enhanced rate is mainly based on the classification of cities / towns declared by the Government of India from time to time. Until reclassification is made by the Government of India, the question of enhanced rate of House Rent Allowance (HRA) as applicable to respective Grades' of places may not arise. Any such revision in the quantum of House Rent Allowance shall only be based on the orders of Government in Finance Department which in turn, are issued based on the notification issued by the Government of India.

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Demands:

12.22 The Service Associations and many others demanded for granting House Rent Allowance (HRA) as a percentage of basic pay basis as is prevalent in the Central Government.

12.23 As regards demand of employees for parity with central scales of pay and central allowances, the Official Committee, 2017 is of the view that a distinction should be drawn between scales of pay and the allowances. While the demand for central pay scales may be justified to some extent in terms of similar qualifications, duties and responsibilities, the demand for parity with central allowances has to be examined in the light of not only to the local conditions and the prevailing cost of living in the State but also with reference to the scheme already existing in the State.

Recommendations:

12.24 Provision of affordable and comfortable housing is a source of concern for most Government employees. It needs to be addressed in the changing social scenario where nuclear families are on the rise, more women are joining the work force coupled with growing urbanization.

12.25 The Official Committee, 2017 takes note of the increase in house rent. There was a sharp rise in the House Rent index as per All India Consumer Price Index (Industrial Workers) from the first half of 2009, immediately following the implementation of Sixth Central Pay Commission's recommendations and subsequent revision of pay and allowances of State Government. The increase has been pretty high in Chennai area and certain Corporation areas. Therefore, the increase in House Rent Allowance has not been able to benefit the higher increase in bigger cities.

12.26 The Official Committee, 2017 takes into consideration of this demand. House Rent Allowance is the single largest element in the emolument structure which causes a gap between the take home emoluments of a Central Government employee and his counterpart in the State. The Official Committee, 2017 agrees with the findings of previous Pay Revision Commissions / Official Committees to continue the practice of granting House Rent Allowance (HRA) on Slab System.

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12.27 After considering these factors, it feels that the demand for House Rent Allowance (HRA) as percentage of basic pay as is prevalent in Central Government is not feasible and the Slab System as is prevalent now in the State needs to be continued. The slab rates are found to be appropriate and more convenient for computation purposes.

12.28 The Official Committee, 2017 has, therefore, recommends the retention of the existing slab rates, suitably modifying the existing pay ranges based on the revised pay structure.

12.29 After considering the above aspects, it is felt that the existing rates of House Rent Allowance may be enhanced by a factor as show below:

Grades	Increase by a factor
Grade-I (a)	2.6
Grade-I (b)	2.4
Grade-II	2.3
Grade-III	2.2
Grade-IV	2.1

Classification of Cities/Towns:

12.30 The classification of cities/towns for the admissibility of House Rent Allowance is mainly based on the classification of cities/towns declared by the Government of India from time to time. Accordingly, Grade-I(a), Grade-I(b) and Grade-II House Rent Allowance (HRA) are being sanctioned to cities/towns as and when Government of India classified them as 'A', 'B-2' and 'C'. This classification has necessarily to remain unaltered until reclassification is made by the Government of India and then by the orders of Government in Finance Department. The places eligible for Grade-III House Rent Allowance are being sanctioned based on the recommendations of the Second Tamil Nadu Pay Commission, 1971. The places eligible for Grade-IV (Unclassified Places) House Rent Allowance are being sanctioned based on the orders issued in G.O.Ms.No.218, Finance (Allowance) Department, dated 23-03-1993.

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12.31 The Official Committee, 2017 notes that orders for re-classification of cities/towns for the purpose of grant of House Rent Allowance (HRA)/City Compensatory Allowance (CCA) as ‘A’, ‘B-2’ and ‘C’ has lastly been issued by the Government of India in 2004 on the basis of 2001 Census. Consequent upon implementation of the recommendation of the Sixth Central Pay Commission, the erstwhile ‘A-1’, ‘B-1’ and ‘C’ categories have been reclassified as X, Y and Z. The orders for re-classification/upgradation of Cities/Towns on the basis of Census-2011 for the purpose of House Rent Allowance to Central Government employees were lastly issued on 21-07-2015 and these orders took effect from 1st April, 2015.

Recommendations:

12.32 Keeping these factors in view, the Official Committee, 2017 recommends that the present prevailing different grades may be retained and some cities/towns may be upgraded and reclassified as detailed below:

Grades	Existing Classification	Proposed Classification
[1]	[2]	[3]
Grade-I (a)	Chennai City and places around the City at a distance not exceeding 32 Kms from City limits. If the radius of 32 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-I(a) place.	Chennai and places around the city at a distance not exceeding 32 Kms. from the city limits. If the radius of 32 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-I(a) place
Grade-I (b)	Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits. If the radius of 16 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-I(b) place.	Cities of Coimbatore (UA), Madurai (UA), Salem (UA), Tiruppur (UA), Tiruchirappalli (UA), Erode (UA) and places around them at a distance not exceeding 16 Kms. from the city limits and if the radius of 16 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-I(b) place.

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Grades	Existing Classification	Proposed Classification
[1]	[2]	[3]
Grade-II	Places classified as Grade-‘C’ by GoI and places around 8 Kms from town limits. If the radius of 8 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-II place.	Places classified as Grade-‘C’ by Government of India in 2004 [List of places classified as Grade-C is appended to this table], all other Municipal Corporations and Special Grade Municipalities and places around 8 Kms from town limits. If the radius of 8 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (HRA) as admissible to Grade-II place.
Grade-III	Places in Grade-III [Second TN Pay Commission, 1971]	All other Municipalities (except Special Grade) and Taluk Headquarters irrespective of local body status.
Grade-IV	Unclassified Places [wef 1-4-1993] Employees working in the unclassified places who were hitherto entitled to a flat rate of Rs.20/- per mensem be paid HRA at the rates specified in lieu of Rural Service Incentive Allowance . They are therefore not entitled for RSIA on switching over to HRA.	Unclassified Places.

List of places classified as Grade-C by Government of India:

Ambur, Arakkonam, Arani, Aruppukkottai, Attur / Bhavani (UA), Bodinayakkanur / Chengalpattu,Chidambaram (UA), Coonoor (UA), Cuddalore / Dharapuram, Dharmapuri, Dindigul / Erode (UA) / Gobi-chettipalayam, Gudiyattam (UA) / Hosur / Kadaiyanallur, Kambam, Kanchipuram (UA), Karaikkudi (UA), Karur (UA), Kovilpatti, Krishnagiri, Kumbakonam (UA) / Mannargudi, Mayiladuthurai, Mettupalayam, Mettur / Nagappattinam (UA), Nagercoil, Namakkal, Neyveli (UA) / Palani (UA), Panruti, Paramakkudi, Pattukkottai, Pollachi (UA), Pudukkottai, Puliyangudi / Rajapalayam, Ramanathapuram / Sankarankoil, Sivakasi (UA), Srivilliputtur / Theni-Allinagaram, Tenkasi, Thanjavur, Thiruvarur, Tindivanam, Tiruchengode, Tirunelveli (UA), Tiruppattur, Tiruppur (UA), Tiruvannamalai, Thoothukkudi (UA) / Udthagamandalam, Udumalaipettai / Valparai, Vanyambadi (UA), Vellore (UA), Villupuram, Virudhunagar, Virudhachalam.

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12.33 Accordingly, the revised rates of House Rent Allowance may be enhanced as follows:

Sl. No.	Revised Pay Range (Pay drawing in the Pay Level of Pay Matrix) [Rupees per mensem]	Amount of House Rent Allowance (Rupees per mensem)				
		Grade I(a)	Grade I(b)	Grade II	Grade-III	Grade-IV
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(1)	Upto - 13600	1300	700	600	400	250
(2)	13601 - 17200	1500	1000	700	450	300
(3)	17201 - 21000	1800	1200	800	500	350
(4)	21001 - 23900	2100	1400	1000	700	400
(5)	23901 - 27200	2600	1700	1200	800	400
(6)	27201 - 30600	3100	2000	1500	1000	450
(7)	30601 - 35400	3600	2300	1700	1200	500
(8)	35401 - 37300	4200	2600	1800	1500	550
(9)	37301 - 41100	4700	3000	2300	1700	600
(10)	41101 - 44500	5200	3300	2600	1900	650
(11)	44501 - 50200	5700	3600	2900	2000	650
(12)	50201 - 51600	6200	3800	3100	2200	700
(13)	51601 - 54000	6800	4100	3200	2200	750
(14)	54001 - 55500	7300	4300	3200	2200	800
(15)	55501 - 56900	7500	4300	3200	2200	850
(16)	56901 - 64200	7800	4300	3200	2200	850
(17)	64201 - above	8300	4300	3200	2200	850

HOUSE RENT ALLOWANCE IN LIEU OF FREE QUARTERS

12.34 The Government employees who are entitled to the facility of rent free accommodation as specified in the appendix to the Tamil Nadu Special Pay and Allowances Rules and who have not been provided with such accommodation, will be entitled to compensation in lieu of rent free accommodation. The Government employees who are entitled to the facility of rent free accommodation, but not provided with quarters are entitled for higher rates of House Rent Allowance (HRA) than other Government employees.

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12.35 Presently, House Rent Allowance (HRA) in lieu of rent free quarters is payable at the following rates for employees in different pay ranges and in different grades of cities and towns:

Sl. No.	Pay Range (Pay Band + Grade Pay) <i>[Rupees per mensem]</i>	Amount of House Rent Allowance <i>(Rupees per mensem)</i>					
		Grade-I(a) Chennai City and places around the City at a distance not exceeding 32 Kms from City limits	Grade-I(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Grade-II (a) Headquarters Kanchipuram, Vellore, Dharmapuri, Salem, Cuddalore, Thanjavur, Tiruchirappalli, Tirunelveli, Nagarcoil, Erode, Uthagamandlam and Pudukottai	Grade-II(b) places other than those mentioned in Column (5)	Places in Grade-III	Unclassified Places
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
(1)	Upto 5299	660	460	400	340	260	200
(2)	5300-6699	720	560	460	400	300	220
(3)	6700-8189	840	660	520	460	340	240
(4)	8190-9299	960	760	600	540	400	260
(5)	9300-10599	1160	880	700	640	480	280
(6)	10600-11899	1360	1000	800	740	560	300
(7)	11900-13769	1560	1120	920	860	660	320
(8)	13770-14509	1760	1260	1040	980	760	340
(9)	14510-15999	1960	1400	1160	1100	860	360
(10)	16000-17299	2160	1540	1280	1220	960	380
(11)	17300-19529	2360	1640	1400	1340	1000	400
(12)	19530-20089	2560	1760	1520	1460	1100	420
(13)	20090-21019	2720	1860	1560	1500	1100	440
(14)	21020-21579	2960	1960	1560	1500	1100	460
(15)	21580-22139	3060	1960	1560	1560	1100	480
(16)	22140-24999	3160	1960	1560	1560	1100	480
(17)	25000 & above	3160	1960	1560	1560	1100	480

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Recommendations:

12.36 The House Rent Allowance (HRA) in lieu of free quarters may also be revised by multiplying with factor of **2.6, 2.4, 2.3, 2.2** and **2.1** respectively and by suitably modifying the pay ranges based on the revised pay structure, as detailed below:

Sl. No.	Revised Pay Range (Pay drawing in the Pay Level of Pay Matrix) [Rupees per mensem]	Amount of House Rent Allowance (Rupees per mensem)				
		Grade I(a)	Grade I(b)	Grade II	Grade-III	Grade-IV
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(1)	Upto - 13600	1700	1100	900	600	400
(2)	13601 - 17200	1900	1300	1100	700	450
(3)	17201 - 21000	1900	1600	1200	700	500
(4)	21001 - 23900	2500	1800	1400	900	550
(5)	23901 - 27200	3000	2100	1600	1100	600
(6)	27201 - 30600	3500	2400	1800	1200	650
(7)	30601 - 35400	4100	2400	2100	1500	650
(8)	35401 - 37300	4600	3000	2400	1700	700
(9)	37301 - 41100	5100	3400	2700	1900	750
(10)	41101 - 44500	5600	3700	2900	2100	800
(11)	44501 - 50200	6100	3900	3200	2200	850
(12)	50201 - 51600	6700	4200	3500	2400	900
(13)	51601 - 54000	7100	4500	3600	2400	900
(14)	54001 - 55500	7700	4700	3600	2400	950
(15)	55501 - 56900	8000	4700	3600	2400	1000
(16)	56901 - 64200	8200	4700	3600	2400	1000
(17)	64201 - above	8200	4700	3600	2400	1000

RECOVERY OF RENT FOR OCCUPYING GOVERNMENT QUARTERS

12.37 Employees in occupation of Government accommodation or provided by its agencies are required to pay rent at a fixed percentage rates besides foregoing the eligible House Rent Allowance.

12.38 However, the employees in the lower strata (i.e. employees in the Grade Pay of Rs.1,900/- and below) in occupation of Government quarters are enjoying the maximum benefit for rent free quarters foregoing House Rent Allowances.

Chapter-XII (b) - HOUSE RENT ALLOWANCE

12.39 The existing rates of rent recovery for occupying quarters provided by the Government or its agencies applicable to the Government employees other than those who are entitled to the facility of rent free accommodation are as below:-

Sl. No.	Pay Range (Pay Band + Grade Pay) [Rupees per mensem]	Recovery of Rent (Percentage per mensem)			
		Grade-I(a) and Grade-I(b)	Grade-II	Grade-III	Unclassified Places
(1)	(2)	(3)	(4)	(5)	(7)
(1)	6000 - 10199	1.5	1.5	1	1
(2)	10200 - 18599	3	3	3	2
(3)	18600 - above	4	4	4	3

12.40 As the fixation of pay in the revised scale will be effected by multiplying with 2.57 in the new pay structure, the existing basic pay will increase by more than 2.5 times. At the existing rates of rent recovery, the amount to be recovered will also be enhanced by more than 2.5 times of the existing quantum.

12.41 As regards the rate of rent recovery for occupying Government accommodation, no rent recovery needs to be made at present in respect of employees in the posts below the existing pay scale i.e. employees in the Grade Pay of Rs.1,900/- and below. Taking this factor into account, the Official Committee, 2017 recommends that no rent need be recovered from the employees in the Level-5 and below for occupying quarters provided by Government or its agencies. For others (other than the Government employees who are entitled to the facility of rent free accommodation), the rent recovery has to be recovered besides foregoing eligible House Rent Allowance.

12.42 The Official Committee, 2017, after considering the above aspects, recommends that the revised rates of rent recovery in respect of employees who are occupying quarters (*other than the employees who are entitled to the facility of rent free accommodation and the employees in the Level-5 and below for occupying quarters*

Chapter-XII (b) – HOUSE RENT ALLOWANCE

provided by Government or its agencies) may be as shown below:

Sl. No.	Revised Pay Range <i>[Rupees per mensem]</i>	Recovery of Rent <i>(Percentage per mensem)</i>			
		Grade-I(a) and Grade-I(b)	Grade-II	Grade-III	Grade-IV
(1)	(2)	(3)	(4)	(5)	(7)
(1)	18201 - 26200	1.5	1.5	1	1
(2)	26201 - 48700	3	3	3	2
(3)	48701 - above	4	4	4	3

12.43 The Official Committee, 2017 has received representation from the Chairman and Members of the Tamil Nadu Public Service Commission to extend the benefit of House Rent Allowance enjoyed by the statutory commissions like State Human Rights Commission, Tamil Nadu Electricity Regulatory Authority and State Information Commission.

12.44 The Official Committee, 2017 noticed that as per the Regulation No.4(1) of Tamil Nadu Public Service Commission Regulation, 1954, in addition to the fixed pay, the Chairman and the other Members of the commission shall be entitled to draw House Rent Allowance and City Compensatory Allowance at the rates applicable to regular Government Servants from time to time based on their pay.

12.45 Considering the constitutional status of the Tamil Nadu Public Service Commission, the Official Committee, 2017 recommends that the Personnel and Administrative Department may examine the request of the Chairman and Members of the Tamil Nadu Public Service Commission to extend the benefit of House Rent Allowance benefit enjoyed by the Statutory Commissions to Tamil Nadu Public Service Commission also.

(c) CITY COMPENSATORY ALLOWANCE

12.46 The rationale behind the grant of City Compensatory Allowance (CCA) is that while the minimum wages and other salaries are decided on the average cost of living index and the dearness allowance component compensates the erosion based on the similar coverage, there are certain cities where the cost of living is higher, for which the allowance is paid to the employees in such cities. Accordingly, at present the following rates of City Compensatory Allowance are paid to the employees of State Government:-

Sl. No.	Pay Range (Pay Band + Grade Pay) [Rupees per mensem]	Amount of City Compensatory Allowance (Rupees per mensem)	
		Chennai city and areas around the city at a distance not exceeding 32 Kms. from the city limits.	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli areas around them at a distance not exceeding 16 Kms. from the city limits.
[1]	[2]	[3]	[4]
(1)	Below 8000	180	90
(2)	8001 - 12000	250	130
(3)	12001 - 16000	400	200
(4)	16001 and above	600	360

Demand:

12.47 The Official Committee, 2017 has received many memoranda seeking increase in the rates of City Compensatory Allowance as well as revision in classification for payment of this allowance. The Official Committee, 2017 has also received request for sanction of Transport Allowance to State Government employees as granted to Central Government employees.

Chapter-XI (c) – CITY COMPENSATORY ALLOWANCE

Analysis:

12.48 The State Government employees were paid at a higher rate than the Central Government rates of City Compensatory Allowance based on the recommendations of Fourth Tamil Nadu Pay Commission with effect from 1-10-1984. The Fifth Tamil Nadu Pay Commission therefore did not recommend any revision in the then existing rate of City Compensatory Allowance. As this allowance was given taking into consideration of the high cost of living in cities, the Official Committee, 1998 recommended the same rates as granted to Central Government employees to State Government employees with effect from 1-4-1998.

12.49 Based on the recommendations of the Sixth Central Pay Commission, the Government of India had issued orders abolishing the City Compensatory Allowance. However, the Central Government employees are entitled for Transport Allowance with effect from 1-9-2009.

12.50 As far as our state Government employees are concerned, the Official Committee, 2017 noticed that the request for sanction of Transport Allowance was rejected by the earlier Official Committees, 1998 and 2009 considering that the revised rates of Transport Allowance to Central Government employees were too high and the financial position of the State Government does not permit the sanction of the same. However, considering the increased cost of living in the cities, the Official Committee, 2009 had recommended that the then existing rate of City Compensatory Allowance (CCA) be doubled with effect from 1st June, 2009.

Seventh Central Pay Commission and Committee on Allowances recommendations and Government of India decisions:

12.51 Transport Allowance (TPTA) is granted to the Central Government employees for covering the expenditure involved in commuting between place of residence and place of duty.

Chapter-XI (c) - CITY COMPENSATORY ALLOWANCE

12.52 Consequent upon the decision taken by the Government of India on the recommendations of the Seventh Central Pay Commission, the Transport Allowance rates admissible to Central Government employees with effect from 1-7-2017 are as under.-

Sl. No.	Employees drawing pay in Pay Level [Rupees per mensem]	Rates of Transport Allowance per month (Rupees per mensem)	
		Employees posted in the Cities as per GoI [Chennai (UA) and Coimbatore (UA)]	Employees posted at all Other Places
[1]	[2]	[3]	[4]
(1)	Level-9 and above	Rs.7200 +DA thereon	RS.3600+ DA thereon
(2)	Level-3 to Level-8	Rs.3600 + DA thereon	RS.1800+ DA thereon
(3)	Level-1 and Level-2	RS.1350 + DA thereon	RS.900 + DA thereon

Recommendations:

12.53 In order to compensate the high cost of living expenses in cities, the City Compensatory Allowance (CCA) are allowed to the employees of State Government. The Official Committee, 2017 recommends that the cities of Tiruppur and Erode, classified as 'Y' by Government of India for the purpose of House Rent Allowance may also be included for City Compensatory Allowance. After due consideration of the issue, the Official Committee, 2017 recommends that the present rates of City Compensatory Allowance (CCA) may be doubled as shown below:

Sl. No.	Revised Pay Range (Pay drawing in the Level Pay on the Matrix) [Rupees per mensem]	Amount of City Compensatory Allowance (Rupees per mensem)	
		Chennai city and areas around the city at a distance not exceeding 32 Kms. from the city limits.	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli, Tiruppur and Erode and areas around them at a distance not exceeding 16 Kms. from the city limits.
[1]	[2]	[3]	[4]
(1)	Below 20600	360	180

Chapter-XI (c) – CITY COMPENSATORY ALLOWANCE

Sl. No.	Revised Pay Range (Pay drawing in the Level Pay on the Matrix) [Rupees per mensem]	Amount of City Compensatory Allowance (Rupees per mensem)	
		Chennai city and areas around the city at a distance not exceeding 32 Kms. from the city limits.	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli, Tiruppur and Erode and areas around them at a distance not exceeding 16 Kms. from the city limits.
(2)	20601 - 30800	500	260
(3)	30801 - 41100	800	400
(4)	41101 and above	1200	720

**(d) ALLOWANCES RELATED TO MEDICAL ALLOWANCE AND
MEDICAL REIMBURSEMENT BENEFIT**

MEDICAL ALLOWANCE

12.54 Medical Allowance is granted to all employees including the employees of Judicial Department for meeting the expenditure on day-to-day medical expenses. Presently, Medical Allowance is paid at the rate of Rs.100/- per month with effect from 1-6-2009 to all categories of employees.

12.55 The Government introduced the scheme of Medical Allowance with provision for option i.e. an employee may opt to receive Medical Allowance or Medical Reimbursement facility. They cannot draw both. Employees joined the service on or after 21-4-1995 are eligible for Medical Allowance only and not Medical Reimbursement facility.

12.56 Based on the recommendations of the the Official Committee, 2009, this allowance was enhanced from Rs.50/- per month to Rs.100/- per month with effect from 1-9-2009.

Demands:

12.57 Various employees associations have requested for enhancement of the existing Medical Allowance as it is inadequate to meet the day-to-day medical expenses of the employees and their family members.

Recommendation:

12.58 The Official Committee, 2017 recommends that this allowance may be enhanced from Rs.100/- per month to Rs.300/- per month.

(d) MEDICAL REIMBURSEMENT SCHEME

12.59 Employees who joined Government service on or before 20-04-1995 and who did not opt to receive Medical Allowance are eligible for Medical Reimbursement facility and to reimburse the cost of medicines purchased by them for self and for their eligible family members with a ceiling limit at the rate of 30% of basic pay as on 1-1-2006 in the then revised pay structure.

12.60 There was a ceiling on drawal of medical reimbursement and the limit was Pay plus Dearness Allowance as on 1-1-1995.

12.61 Based on the recommendations of the One Man Commission, 1998, the annual limit for drawal of medical reimbursement was fixed at 60% of Basic Pay on the revised pay as on 1-4-1998 and this ceiling has been fixed at 30% of Basic Pay as on 1-1-2006 on the revised pay based on the recommendations of the Official Committee, 2009. with effect from 1-6-2009.

Demands:

12.62 The Official Committee, 2017 has received representations seeking enhancement in ceiling limit currently payable at the rate of 30% of basic pay as on 1-1-2006 in the existing pay.

Recommendations:

12.63 Considering the fact that the basic pay alone will be increased to 2.5 times of pre-revised pay in the revised pay structure, the Official Committee, 2017 recommends that the annual ceiling for drawal of medical reimbursement may be fixed at 15% on revised pay as on 1-1-2016, for the employees who are presently eligible to avail the Medical Reimbursement benefit.

CHAPTER-XIII.

ALLOWANCE RELATED TO UNIFORM

(a) UNIFORM ALLOWANCE

13.1 Uniform Allowance is admissible to certain Government employees who are required to appear in a particular uniform for being identified by the general public. For certain categories, uniforms are supplied to them at free of cost as per the existing rules. Nurses are paid Uniform Allowance annually at the following rates. -

Sl. No.	Department / Name of Post	Existing Rate [Per Annum] (In Rs.)	Date from which granted
[1]	[2]	[3]	[4]
1.	Health and Family Welfare Staff Nurse, Nursing Superintendent, Grade-I / Nursing Superintendent, Grade-II / Theatre Nurse	1800	1.6.2009
2.	Maternity Assistant / Auxiliary Nurse Midwives / Village Health Nurse / Health Inspector Grade-I / Health Inspector Grade-II /	1000	1.6.2009
3.	Health Visitor	900	1.6.2009

Analysis:

13.2 This Uniform Allowance was lastly revised by 100% and 50% for whom this allowance was enhanced prior to 1-1-2006 and after 1-1-2006 respectively.

Seventh Central Pay Commission Recommendation and decisions of Government of India:

13.3 Consequent upon the decisions taken by the Government of India on the recommendations of the Seventh Central Pay Commission, in supersession of the existing orders, all allowances

Chapter-XIII (a) – UNIFORM ALLOWANCE

relating to Uniform Allowances viz. Clothing Allowance, Initial Equipment Allowance, Kit Maintenance Allowance, Robe Allowance, Robe Maintenance Allowance, Shoe Allowance, Uniform Allowance and Washing Allowance have been subsumed in a single Dress Allowance. Accordingly, the rates of Dress Allowance allowed by Government of India in respect of the following categories of Central Government employees with effect from 1-7-2017 are as under:-

Sl. No.	Category of Employee	Rate per annum [In Rs.]
[1]	[2]	[3]
1.	Special Protection Group (SPG) Operational Special Protection Group (SPG) Non-operational	27,800/- 21,225/-
2.	Officers of Army / IAF / Navy / CAPFs / CPOs RPF / RPSF / IPS / Coast Guard.	20,000/-
3.	MNS officers, Officers of DANIPS /ACP of Delhi Policel other Union Territories.	15,000/-
4.	Executive staff of Customs, Central Excise and Narcotics Department (both in summer and summer-cum-winter), Indian Corporate law Service (ICIS) Officers, legal officers in NIA, Bureau of Immigration Personal (in Mumbai, Chennai, Deihl, Amritsar, Kolkalta and all check points of Bureau of Immigration) PBORs of Defence Services / CAPFs / RPF / Police Forces of Union Territories and Indian Coast Guard, Station Masters of Indian Railways.	10,000/-
5.	Other categories of staff who were supplied Uniforms and are required to wear them regularly like Trackmen, Running staff of Indian Railways, Staff Car Drivers, MTS, Canteen staff of Non-Statutory Departmental Canteens, etc.	5000/-
6.	Nurses	1800/- per month

13.4 Allowances related to maintenance, washing of Uniform are subsumed in Dress Allowance and will not be payable separately. Further, categories of staff who were earlier being provided Uniforms will henceforth not be provided with Uniforms. The amount of Dress Allowance shall be credited to the salary of employees directly once in a year in the month of July. This allowance covers only the basic uniform of the employees. Any special clothing such as provided at Siachen Glacier or inside submarine or fluorescent clothing provided

Chapter-XIII (a) – UNIFORM ALLOWANCE

to Trackmen or Indian Railways or to IB personnel posted at high altitudes will continue to be provided by the concerned Ministry as per existing norms. Outfit Allowance, paid to Indian Foreign Service officers and employees will continue to be provided as before, is enhanced by 50%. The rates of Dress Allowance will go up by 25% each time Dearness Allowance rises by 50%.

Demands:

13.5 There are demands on the ground that existing limits are totally inadequate to meet the expenditure on purchase of uniforms and increase this allowance substantially taking into account of the present market price.

Recommendations:

13.6 The uniforms are an essential functional requirement. Considering the increased cost of cloth material, the Official Committee, 2017 recommends that the Uniform Allowance may be enhanced by 100% as detailed below:

Sl. No.	Department / Name of Post	Existing Rate [Per Annum] [In Rs.]	Recommended Rate [Per Annum] [In Rs.]
[1]	[2]	[3]	[4]
	Health and Family Welfare		
1.	Staff Nurse, Nursing Superintendent, Grade-I / Nursing Superintendent, Grade-II / Theatre Nurse	1800	3600
2.	Maternity Assistant / Auxiliary Nurse Midwives / Village Health Nurse / Health Inspector Grade-I / Health Inspector Grade-II /	1000	2000
3.	Health Visitor	900	1800

(b) OVERCOAT ALLOWANCE

13.7 Overcoat Allowance is granted to the Civil Surgeon and Assistant Civil Surgeon.

13.8 Based on the recommendation of the One Man Commission, 1998 orders have been issued enhancing the existing Overcoat Allowance to Civil Assistant Surgeon from Rs.175 p.a. to Rs.265/- p.a. and for Civil Surgeon from Rs.200/- p.a. to Rs.300/- p.a. with effect from 1-9-1998. The above rates were doubled based on the recommendations of the Official Committee, 2009. Hence, the present rate of Overcoat Allowance is Rs.600/- per annum.

Recommendations:

13.9 Considering the increased cost of cloth at present, the Official Committee, 2017 recommends that the Overcoat allowance may be enhanced by 100%.

(c) STITCHING CHARGES

13.10 The employees who are eligible for free supply of uniform may be given the required cloth to enable them to have the uniform stitched. Such employees are eligible for stitching charges.

13.11 Based on the recommendation of the One Man Commission, 1998 the stitching charges have been enhanced from Rs.50/- to Rs.100/- per set with effect from 1-9-1998. The Official Committee, 2009 also enhanced the stitching charges from Rs.100/- to Rs.200/- per set.

13.12 The following personnel are paid stitching charges at the rates mentioned against them:

Sl. No.	Department / Name of Post	Existing Rate [per set] (In Rs.)	Date from which granted
[1]	[2]	[3]	[4]
I.	Police Personnel		
1.	Police Constable to Inspector of Police [2 sets]	450	281, Home, 11.07.2013
II.	Fire and Rescue Services		
1.	Fireman to Joint Director [2 sets]	450	953, Home, 17.12.2014
III.	Prison		
1.	Warden, Grade-II to Superintendent of Prison	450	814, Home, 08.10.2013
IV.	Stationery and Printing		
1.	Technical Employees of Govt. Presses		
	(a) Men [2 sets]	300	Budget 2017-18 Announcement
	(b) Women [2 sets]	350	Budget 2017-18 Announcement
V.	Common Categories		
1.	Driver [3 sets once in two years]	200	G.O.Ms.No.236, Fin.(PC), dated 1-6-2009.

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Sl. No.	Department / Name of Post	Existing Rate [per set] (In Rs.)	Date from which granted
[1]	[2]	[3]	[4]
2.	Office Assistant attending the rooms of Officers [2 sets once in four years]	200	G.O.Ms.No.236, Fin.(PC), dated 1-6-2009.

Recommendations:

13.13 Considering the present increased stitching cost of cloth, the Official Committee, 2017 recommends that the stitching charges may be enhanced at the rate of Rs.500/- per set to all eligible personnel of Police, Fire and Rescue Services, Prisons and Stationery and Printing and Rs.400/- per set for all other eligible categories.

(d) WASHING ALLOWANCE

13.14 Washing allowance is paid for the upkeep of the uniform to the Government employees who are supplied uniform at free of cost or provided uniform allowance and who are required to wear them regularly. The purpose of granting Washing Allowance is to enable them to maintain their duty uniform tidy.

Sl. No.	Department / Name of Post	Existing Rate [per month] (In Rs.)	Date from which granted
[1]	[2]	[3]	[4]
I. General			
1.	Nursing Categories	150	[G.O. Ms. No.236, Fin.(PC), dated 1.6.2009]
2.	Office Assistant	60	
3.	Driver	90	
4.	Technical Employees of Govt. Presses	100	
5.	Conservancy Worker	60	
6.	Others wearing Uniforms daily	60	
II. Police Personnel-General			
1.	Head Constable, Police Constable, Grade-I and Grade-II and Driver PC, Sub-Inspector, Inspector, Deputy Superintendent of Police and Additional Deputy Superintendent of Police.	350	863, Home, 30.11.2016
III. Traffic Police Personnel			
1.	Driver Police Constable, Police Constable, Grade-I & Grade-II, Head Constable, Sub-Inspector and Inspector.	450	863, Home, 30.11.2016
IV. Fire and Rescue Services			
1.	Fireman to Joint Director	250	953, Home, 07.08.2012

Chapter-XIII (d) – WASHING ALLOWANCE

Sl. No.	Department / Name of Post	Existing Rate [per month] (In Rs.)	Date from which granted
[1]	[2]	[3]	[4]
V.	Prison		
1.	Warder, Grade-II to Superintendent of Prison	250	604, Home, 07.08.2012
VI.	Forest		
1.	Forest Personnel	350	174, E&F, 23.10.2013

Analysis:

13.15 The Washing Allowance was lastly revised by 100% and 50% for whom this allowance was enhanced prior to 1-1-2006 and after 1-1-2006 respectively. The Official Committee, 2017 notes that subsequently this allowance has been enhanced to uniformed services personnel.

Recommendations:

13.16 Considering the above facts, the Official Committee, 2017 recommends that the Washing Allowance may be enhanced as detailed below and also recommends that case by case revision of these rates should not be resorted to in future.

Sl. No.	Department / Name of Post	Recommended Rate [per month] (In Rs.)
[1]	[2]	[3]
I.	General	
1.	Nursing Categories	500
2.	Office Assistant	200
3.	Driver	200
4.	Technical Employees of Govt. Presses	200
5.	Conservancy Worker	200
6.	Others wearing Uniforms daily	200

Chapter-XIII (d) – WASHING ALLOWANCE

Sl. No.	Department / Name of Post	Recommended Rate [per month] (In Rs.)
[1]	[2]	[3]
II.	Police Personnel-General	
1.	Head Constable, Police Constable, Grade-I and Grade-II and Driver PC, Sub-Inspector, Inspector, Deputy Superintendent of Police and Additional Deputy Superintendent of Police.	500
III.	Traffic Police Personnel	
1.	Driver Police Constable, Police Constable, Grade-I & Grade-II, Head Constable, Sub-Inspector and Inspector.	500
IV.	Fire and Rescue Services	
1.	Fireman to Joint Director	500
V.	Prison	
1.	Warder, Grade-II to Superintendent of Prison	500
VI.	Forest Personnel	
1.	Forest Personnel	500

(e) KIT MAINTENANCE ALLOWANCE

13.17 Kit Maintenance Allowance is paid to the Police Officers (IPS/Non-IPS) who are supplied free uniform at the following rates:

Sl. No.	Department / Name of Post	Existing Rate [per month][In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
I.	For IPS / Non-IPS		863, Home, 30.11.2016
1.	Director General of Police [DGP]	550	1-12-2016
2.	Additional Director General of Police [ADGP]	550	
3.	Inspector General of Police [IGP]	550	
4.	Deputy Inspector General o Police [DIG]	550	
5.	Superintendent of Police (IPS)	550	
6.	Superintendent of Police (TPS), Category-I, II & III	200	

Recommendations:

13.18 Considering the fact that this allowance was enhanced during the year 2016, the Official Committee, 2017 recommends that the Kit Maintenance Allowance may be enhanced as detailed below:-

Sl. No.	Department / Name of Post	Recommended Rate [per month] [In Rs.]
[1]	[2]	[3]
I.	For IPS / Non-IPS	
1.	Director General of Police [DGP]	700
2.	Additional Director General of Police [ADGP]	700
3.	Inspector General of Police [IGP]	700
4.	Deputy Inspector General o Police [DIG]	700
5.	Superintendent of Police (IPS)	700
6.	Superintendent of Police (TPS), Category-I, II & III	350

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

(f) ROBE ALLOWANCE AND ROBE MAINTENANCE ALLOWANCE

13.19 Robe Allowance and Robe Maintenance Allowance is granted to the Additional Public Prosecutors and Assistant Public Prosecutor, Grade-I and Grade-II.

13.20 The existing rates of Robe Allowance and Robe Maintenance Allowance are given below with effect from 28-04-2000:

Sl. No.	Name of Allowance	Existing Rates
1.	Robe Allowance – Initial Grant	Rs.1500/-
2.	Robe Allowance – Renewable once in five year	Rs.500/-
3.	Robe Maintenance Allowance [Monthly]	Rs.60/-

Recommendations:

13.21 The Official Committee, 2017 recommends that the Robe Allowance and Robe Maintenance Allowance payable to the Additional Public Prosecutors and Assistant Public Prosecutor, Grade-I and Grade-II may be enhanced as detailed below:

Sl. No.	Name of Employees	Recommended Rates
1.	Robe Allowance – Initial Grant	Rs.3000/-
2.	Robe Allowance – Renewable once in five year	Rs.1000/-
3.	Robe Maintenance Allowance [Monthly]	Rs.500/-

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

CHAPTER-XIV.

ALLOWANCES RELATED TO MEDICAL PERSONNEL

(a) NON-PRACTICING ALLOWANCE (NPA)

14.1 Non-Practising Allowance (NPA) is paid to medical doctors who have been barred from private practice and who have to undertake certain duties and responsibilities fixed by the Government.

14.2 Based on the recommendations of the One Man Commission, 1998, the rates of Non-practicing allowance had been doubled viz. Rs.600/-, Rs.900/- and Rs.1000/- per month respectively and further doubled based on the recommendations of the Official Committee, 2009.

The present rates of Non-Practicing Allowance are given below:

Sl. No.	Category	Existing Rates (per month)
[1]	[2]	[3]
1.	Director / Additional Director / Dean / Joint Director.	Rs.3,000/- [w.e.f. 10-02-2011]
2.	Civil Surgeon and equivalent categories.	Rs.1,800/- [w.e.f. 1-6-2009]
3.	Assistant Surgeon / Assistant Professor / Non-Clinical Lecturer.	Rs.1,200/- [w.e.f. 1-6-2009]

14.3 The Official Committee, 2017 noticed that the Government of India has granted Non-Practicing Allowance to the Medical Officers at the rate of 20% of the Basic Pay subject to conditions that Basic Pay and Non-Practicing Allowance should not exceed the coverage of Apex Level and the level of Cabinet Secretary.

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

Recommendations:

14.4 Keeping in view the hike in Non-Practising Allowance granted by the Government of India and also considering such allowance was doubled by the earlier Official Committee, the Official Committee, 2017 recommends that the present rates of Non-Practising Allowance may also be doubled as detailed below:

Sl. No.	Category	Recommended Rates <i>(per month)</i>
[1]	[1]	[2]
1.	Director / Joint Director (Now Additional Director including Dean).	Rs.6000
2.	Civil Surgeon and equivalent categories.	Rs.3600
3.	Assistant Surgeon / Assistant Professor / Non-Clinical Lecturer.	Rs.2400

14.5 Requests have also been made to cover all doctors under Non-Practising Allowance (NPA). This is considered to be not feasible by the Official Committee, 2017 since there is no ban on private practice for Government doctors, except a few posts. Hence, it has not been accepted and the same can only be considered if the Government takes a policy decision to ban private practice of all Government doctors.

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

**(b) OTHER COMPENSATORY ALLOWANCE
(RESTRICTED PRIVATE PRACTICE)**

14.6 Other Compensatory Allowance (for Restricted Private Practice) is paid to medical doctors who are restricted from private practice and are not allowed separate scale of pay, which takes into account the loss of private practice. Other Compensatory Allowance was sanctioned from 1972.

14.7 Based on the recommendations of the One Man Commission, 1998, the rate of Other Compensatory Allowance payable to Medical Officers for restricted private practice had been revised from Rs.125/- p.m. to Rs.250/- p.m. and further this amount was doubled based on the recommendations of the Official Committee, 2009.

The present rates of Other Compensatory Allowance for Restricted Private Practice are given below:

Sl. No.	Category	Existing Rates <i>(per month)</i> [w.e.f. 1-6-2009]
[1]	[2]	[3]
1.	Assistant Surgeon in Primary Health Centres attached to Rural Family Welfare Units.	Rs.500/- p.m.
2.	Lecturer / Assistant Professor / Tutor in Clinical Wing / Assistant Surgeon in General line and those serving in non-Municipal areas but excluding those in Primary Health Centres.	Rs.300/- p.m.
3.	Inspecting Medical Officers (Indian Medicine).	Rs.200/- p.m.

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Recommendations:

14.8 In consonance with the proposal to double the existing rate of Non-Practising Allowance as stated above, the Official Committee, 2017 recommends that the Other Compensatory Allowance for Restricted Private Practice may also be doubled as detailed below :

Sl. No.	Category	Recommended Rates (₹ per month)
[1]	[2]	[3]
1.	Assistant Surgeon in Primary Health Centres attached to Rural Family Welfare Units.	Rs.1000/- p.m.
2.	Lecturer / Assistant Professor / Tutor in Clinical Wing / Assistant Surgeon in General line and those serving in non-Municipal areas but excluding those in Primary Health Centres.	Rs.600/- p.m.
3.	Inspecting Medical Officers (Indian Medicine).	Rs.400/- p.m.

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

**(c) PRIMARY HEALTH CENTRE ALLOWANCE
[RURAL ALLOWANCE]**

14.9 Primary Health Centre Allowance [Rural Allowance] is paid to medical officers who are serving in the Primary Health Centres subject to the condition that they should reside in the place where the Primary Health Centres are situated in order to provide timely medical facilities.

14.10 Based on the recommendations of the One Man Commission, 1998, for the Medical Officers working in Primary Health Centres in addition to Special Pay, the following rates of Rural Allowance were allowed with effect from 1-9-1998.

- (a) Those provided with quarters at the rate of Rs.375/- per month.
- (b) Those not provided with quarters at the rate of Rs.525/- per month.

14.11 Based on the recommendations of the Official Committee, 2009, the above said rates of Rural Allowance have been doubled.

14.12 The present rates are given below:

Sl. No.	Category	Existing Rates (per month)
[1]	[2]	[3]
1.	Medical Officer where Government Quarters are provided.	Rs.750/-
2.	Medical Officer where Government Quarters are not provided subject to condition that Medical Officer should reside in the place where the PHC is situated. Additional 50% allowance for those posted in 72 PHCs in difficult and remote areas approved by Government of India have been sanctioned.	Rs.1,050/-

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

14.13 Medical Officers working in Primary Health Centres are also paid the Special Pay of Rs.600/- per month attached to the post.

14.14 Based on the orders issued in G.O.Ms.No.64, Health and Family Welfare Department, dated 08-03-2017, additional 50% allowance for those posted in 72 PHCs in difficult and remote areas approved by Government of India have been sanctioned.

Recommendations:

14.15 In line with 100% revision recommended by the earlier Official Committee, the Official Committee, 2017 recommends that the Primary Health Centre Allowance [Rural Allowance] may be doubled. The additional 50% allowance for those posted in 72 PHCs in difficult and remote areas approved by Government of India may also be continued.

Sl. No.	Category	Recommended Rates <i>(per month)</i>
[1]	[2]	[3]
1.	Medical Officer where Government Quarters are provided.	Rs.1500/-
2.	Medical Officer where Government Quarters are not provided subject to condition that Medical Officer should reside in the place where the PHC is situated.	Rs.2100/-

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL**(d) POST-MORTEM ALLOWANCE**

14.16 Post-Mortem Allowance is paid to Medical Officers and Mortuary Attendants for doing post-mortem works. This allowance was first sanctioned in the year 1986. The present rates of Post-Mortem Allowance per case are given below:

Sl. No.	Category	Existing Rates (per case) [w.e.f. 1-6-2009]
[1]	[2]	[3]
1.	DIRECTORATE OF MEDICAL EDUCATION SIDE: (a) One Medical Officer. (b) One Mortuary Attendant. (c) One Scientific Assistant (or) Steno-Typist (d) One Laboratory Technician from Forensic Science Department. (e) One Basic Servant.	 Rs.150/- Rs. 54/- Rs. 42/- Rs. 30/- Rs. 24/-
2.	DIRECTORATE OF MEDICAL & RURAL HEALTH SIDE: (a) One Medical Officer. (b) One Pharmacist. (c) One Mortuary Attendant (or) One Sanitary Worker.	 Rs.150/- Rs. 60/- Rs. 54/-

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

Recommendations:

14.17 Considering the fact that abovesaid allowance was doubled in the earlier pay committee and by taking into account the nature of work, the Official Committee, 2017 recommends as follows:

Sl. No.	Category	Recommended Rates <i>(per case)</i>
[1]	[2]	[3]
1.	DIRECTORATE OF MEDICAL EDUCATION SIDE: (a) One Medical Officer. (b) One Mortuary Attendant. (c) One Scientific Assistant (or) Steno-Typist (d) One Laboratory Technician from Forensic Science Department. (e) One Basic Servant.	Rs.300/- Rs.150/- Rs.100/- Rs.100/- Rs.75/-
2.	DIRECTORATE OF MEDICAL & RURAL HEALTH SIDE: (a) One Medical Officer. (b) One Pharmacist. (c) One Mortuary Attendant (or) One Sanitary Worker.	Rs.300/- Rs.120/- Rs.150/-

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL**(e) LEPROSY ALLOWANCE / SPECIAL LEPROSY ALLOWANCE**

14.18 This allowance is being paid to Medical Officers and staff working in Leprosy Institutions / Leprosy Wards in Government Hospitals and Rehabilitation Homes. The present rates are under:

Sl. No.	Name of the Posts	Existing Rates (per month) [w.e.f. 1-6-2009]
[1]	[2]	[3]
1.	All Medical Officers working in all Leprosy Control Units	Rs.800/-
2.	Assistant Special Officer (Medical)	Rs.800/-
3.	Medical Officers in Government Rehabilitation Homes	Rs.800/-
4.	Nurse and Non-Medical Supervisors	Rs.200/-
5.	Leprosy Inspectors and Physiotherapy Technicians	Rs.200/-
6.	Health Educators	Rs.200/-
7.	Physiotherapy Technicians in Rehabilitation Homes	Rs.200/-
8.	Assistant / Laboratory Technician, Grade-I / Health Inspector	Rs.120/-
9.	Junior Assistant / Typist / Kushta Nivaran Sevak / Laboratory Technician, Grade-II / Pharmacist / Auxiliary Nurse Midwife / Teacher (Secondary Grade) / Electrician, Grade-II	Rs. 80/-
10.	Head Warder and Electrician, Grade-II in Rehabilitation Homes	Rs. 80/-
11.	Nursing Assistant / Peon /Cook / Driver / Gardener / Dhoby / Sanitary Worker / Sweeper / Women Helper and Injector	Rs. 60/-
12.	Watchman	Rs. 40/-
13.	Warder in Care Homes	Rs. 40/-

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Sl. No.	Name of the Posts	Existing Rates <i>(per month)</i> [w.e.f. 1-6-2009]
[1]	[2]	[3]
14.	Theatre Assistant / Male Nursing Assistant / Hospital Servants working in the temporary hospitalisation wards and in Urban Leprosy Centres.	Rs. 60/-

Recommendations:

14.19 Considering the fact that the abovesaid allowance was doubled by the earlier Official Committee and also taking into account the occupational hazard, the Official Committee, 2017 recommends the revision of existing rates as follows:

Sl. No.	Name of the Posts	Recommended Rates <i>(per month)</i>
[1]	[2]	[3]
1.	All Medical Officers working in all Leprosy Control Units	Rs.2000/-
2.	Assistant Special Officer (Medical)	Rs.2000/-
3.	Medical Officers in Government Rehabilitation Homes	Rs.2000/-
4.	Nurse and Non-Medical Supervisors	Rs.600/-
5.	Leprosy Inspectors and Physiotherapy Technicians	Rs.600/-
6.	Health Educators	Rs.600/-
7.	Physiotherapy Technicians in Rehabilitation Homes	Rs.600/-
8.	Assistant / Laboratory Technician, Grade-I / Health Inspector	Rs.360/-
9.	Junior Assistant / Typist / Kushta Nivaran Sevak / Laboratory Technician, Grade-II / Pharmacist / Auxiliary Nurse Midwife / Teacher (Secondary Grade) / Electrician, Grade-II	Rs.240/-

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Sl. No.	Name of the Posts	Recommended Rates (per month)
[1]	[2]	[3]
10.	Head Warder and Electrician, Grade-II in Rehabilitation Homes	Rs.240/-
11.	Nursing Assistant / Peon /Cook / Driver / Gardener / Dhoby / Sanitary Worker / Sweeper / Women Helper and Injector	Rs.180/-
12.	Watchman	Rs. 120/-
13.	Warder in Care Homes	Rs. 120/-
14.	Theatre Assistant / Male Nursing Assistant / Hospital Servants working in the temporary hospitalisation wards and in Urban Leprosy Centers.	Rs.180/-

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

(f) CLERICAL ALLOWANCE

14.20 Clerical Allowance is granted to Pharmacist and Chief Pharmacist in Medical Department whenever they attend to clerical work in the Institutions where Junior Assistant or Assistant is not employed or provided.

14.21 Based on the recommendations of the One Man Commission, 1998, this allowance was enhanced from Rs.30/- per month to Rs.60/- per month with effect from 1-9-1998 and further this amount was doubled based on the recommendations of the Official Committee, 2009. The existing rate of Clerical Allowance is Rs.120/- per month with effect from 1-6-2009.

Recommendations:

14.22 In line with the recommendations of the earlier Official Committee, the Official Committee, 2017 recommends that the existing rate may also be doubled i.e. Rs.240/- per month.

(g) NURSING ALLOWANCE

14.23 Staff Nurses, Nursing Superintendents and Nursing Tutors working in medical departments are presently allowed nursing allowance at the rate of Rs.500/- per month with effect from 1-10-2010. There are demands to increase the above rate to three times its present value.

Recommendations:

14.24 The Official Committee, 2017 recommends that this allowance may be doubled.

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

(h) RATION [MESSING] ALLOWANCE

14.25 Ration [Messing] allowance is paid to Nurses and allied categories to meet their messing expenses. The present rates are as under:

Sl. No.	Name of Employees	Existing Rate of RA (per month)
[1]	[2]	[3]
1.	Nurses and Nursing Supervisors	Rs.60/- p.m.
2.	Nursing Superintendent Grade-I and Grade-II	Chennai City - Rs.87.50/- p.m. Outside Chennai - Rs.78.70/- p.m.
3.	Nursing Tutors Grade-I and Grade-II	Chennai City - Rs.90/- p.m. Outside Chennai - Rs.80/- p.m.
4.	Auxiliary Nurse Midwives	Rs.60/- p.m.

14.26 The One Man Commission, 1998 had not recommended for revision whereas the Official Committee, 2009 recommended to double the existing rates.

Based on the recommendations of the Official Committee, 2009, this allowance was increased as follows:

- (i) The existing rate of Ration Allowance sanctioned / enhanced prior to 1-1-2006 shall be increased by 100%.
- (ii) The existing rate of Ration Allowance sanctioned / enhanced after 1-1-2006 shall be increased by 50%.

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

Recommendations:

14.27 In consonance with the earlier recommendations of the Official Committee, 2009, the Official Committee, 2017 recommends that the existing rates may be doubled (rounded off to next 10) as detailed below.

Sl. No.	Name of Employees	Recommended Rate of RA (per month)
[1]	[2]	[3]
1.	Nurses and Nursing Supervisors	Rs.120/- p.m.
2.	Nursing Superintendent Grade-I and Grade-II	Chennai City - Rs.180/- Outside Chennai - Rs.160/-
3.	Nursing Tutors Grade-I and Grade-II	Chennai City - Rs.180/- Outside Chennai - Rs.160/-
4.	Auxiliary Nurse Midwives	Rs.120/- p.m.

Chapter-XIV – ALLOWANCES RELATED TO MEDICAL PERSONNEL

(i) OTHER ALLOWANCES TO MEDICAL OFFICERS

14.28 Recently, certain allowances to the Government Medical Officers in Tamil Nadu Medical Service have been sanctioned. The details are under:

Sl. No.	Type of Allowances	Existing Rates <i>[G.O.Ms.No.64, H&FW, dated 08-03-2017]</i>
[1]	[2]	[3]
1.	Specialist Allowance for Diploma / Degree / Super Specialty	One increment for all diplomas
2.	Call Duty Allowance (DMS/DME)	Sanction of Rs.200/- per call duty to a maximum ceiling of Rs.1,000/- subject to the condition that no official vehicle including ambulance is used to bring the doctors to the hospital. (This allowance will be reviewed after one year, and if it is seen that it has led to doctors refusing call duty, then should be withdrawn after one year)
3.	Conference Allowance (DME)	Sanction of Conference Allowance may be allowed, if found mandatory as "on duty" with TAIDA, if not provided by the organizers.
4.	Mobile Allowance - in Closed User Group (DME/DMS/DPH)	Sanction of Rs.50/- as Mobile Allowance to the Medical Officers per month.

14.29 The Official Committee, 2017 notes that the above said concessions have been sanctioned during the year 2017. As such, the enhancement of these allowances are not recommended.

14.30 However, the Official Committee, 2017 recommends that for certain categories which are scarce and in demand, the Health and Family Welfare Department may categorise them for providing Additional Speciality Allowance of Rs.2000/- per month for Diploma, Rs.4000/- per month for Post Graduate (P.G.), and Rs.6000/- per month for Super Speciality qualification and send necessary proposals to Finance Department for its consideration.

CHAPTER-XV.

ALLOWANCE RELATED TO HILL AREAS

(a) HILL (AREA) ALLOWANCE

15.1 Hill Allowance is granted to State Government employees posted at Hill stations 1000 metres or more above mean sea level. The rates of the allowances in these localities, will be common to all departments. The present rates of hill allowance to employees working in places declared as hill station shall be 20 per cent of the basic pay subject to maximum ceiling limit of Rs.1500/- per month with effect from 20-2-2014.

Analysis:

15.2 The Official Committee, 2017 noticed that the maximum ceiling of hill allowance was raised in the year 1995 from Rs.200/- to Rs.300/- p.m.

15.3 Based on the recommendations of the One Man Commission, 1998, the maximum ceiling on hill allowance had been enhanced from Rs.300/- p.m. to Rs.450/- p.m. with effect from 1-9-1998.

15.4 Based on the recommendations of the Official Committee, 2006, the maximum ceiling on hill allowance had been enhanced from Rs.450/- p.m. to Rs.900/- p.m. by retaining the same rate of 20% of basic pay in the revised pay structure with effect from 1-6-2009.

15.5 Subsequently, based on the announcement made by the Hon'ble Chief Minister in the Collectors' Conference held on 13-12-2013, the rate of Hill Allowance was retained at the same rate of 20% of pay subject to the enhancement of maximum ceiling limit of Rs. 900/- to Rs.1500/- per month with effect from 20-2-2014.

Chapter-XV (a) – HILL (AREA) ALLOWANCE

Demands:

15.6 Representations have been made requesting for increasing this allowance at 25% / 30% of basic pay without any ceiling.

Recommendations:

15.7 The Official Committee, 2017 recommends that the existing maximum ceiling limit of Hill Allowance may be enhanced from Rs.1500/- p.m. to Rs.6000/- by retaining the same rate of 20% of basic pay in the revised pay structure.

Chapter-XVI – OTHER ALLOWANCES

(b) WINTER ALLOWANCE

15.8 Winter Allowance is admissible to Government servant in all hill stations at a height of 1000 metres or more above Mean Sea Level. This allowance is admissible for a period of 4 months from November of a year to the end of February of the succeeding year. The present rates are:-

Sl. No.	Category	Existing Rates (per month) w.e.f. February 2014
[1]	[2]	[3]
(a)	Hill stations situated in the altitude range of 1000 -1499 meters above the Mean Sea Level.	5% of Basic Pay subject to a maximum of Rs.400/- p.m.
(b)	Hill stations situated at an altitude of 1500 meters and more above the Mean Sea Level.	10% of Basic Pay subject to a maximum of Rs.500/- p.m.

Analysis:

15.9 The Official Committee, 2017 noticed that the maximum ceiling of Winter Allowance in the year 1995 was Rs.50/- per month in respect of Hill stations situated in the altitude range of 1000-1499 metres above the Mean Sea Level and Rs.75/- p.m. in respect of Hill stations situated at an altitude of 1500 metres and more above the Mean Sea Level.

15.10 Based on the recommendations of the One Man Commission, 1998, the maximum ceiling on Winter Allowance had been enhanced from Rs.50/- to Rs.100/- per month in respect of Hill stations situated in the altitude range of 1000 -1499 metres above the Mean Sea Level and from Rs.75/- to Rs.150/- per month in respect of Hill stations situated at an altitude of 1500 metres and more above the Mean Sea Level with effect from 1-9-1998.

Chapter-XV (b) – WINTER ALLOWANCE

15.11 Based on the recommendations of the Official Committee, 2009, the maximum ceiling on winter allowance had been enhanced by retaining the same rate of 5% and 10% of basic pay in the revised pay structure to Rs.250/-p.m. in respect of Hill stations situated in the altitude range 1000 -1499 metres above the Mean Sea Level and to Rs.350/- p.m. in respect of Hill stations situated at an altitude of 1500 metres and more above the Mean Sea Level with effect from 1-6-2009.

15.12 Subsequently, based on the announcement made by the Hon'ble Chief Minister in the Collectors' Conference held on 13-12-2013, the rate of Winter Allowance was retained at the same rate of 5% and 10% of pay subject to the enhancement of maximum ceiling limit of Rs.250/- to Rs.400/- p.m. in respect of Hill stations situated in the altitude range of 1000-1499 metres above the Mean Sea Level and from Rs.350/- p.m. to Rs.500/- p.m. in respect of Hill stations situated at an altitude of 1500 metres and more above the Mean Sea Level with effect from 20-2-2014.

Demands:

15.13 Representations have been made requesting for granting this allowance at 25% / 30% of basic pay without any ceiling.

Recommendations:

15.14 The Official Committee, 2017 considers that the existing rate of Winter Allowance may be enhanced as follows for the period of 4 months from November of a year to the end of February of the succeeding year:

Sl. No.	Category	Recommended Rates (per month)
[1]	[1]	[2]
(a)	Hill stations situated in the altitude range of 1000 -1499 meters above the Mean Sea Level.	5% of Basic Pay subject to a maximum of Rs.1200/- p.m.
(b)	Hill stations situated at an altitude of 1500 meters and more above the Mean Sea Level.	10% of Basic Pay subject to a maximum of Rs.1500/- p.m.

Chapter-XVI – OTHER ALLOWANCES

CHAPTER-XVI.

OTHER ALLOWANCES

(a) CASH ALLOWANCE

[RESIDENTIAL OFFICE ASSISTANT SURRENDERED IN LIEU OF C.A.]

16.1 This allowance is paid to the Officers in lieu of surrender of residential Office Assistant under the Tamil Nadu Servants Allowance Scheme, 1960. The present rate of Cash Allowance is Rs.500/- p.m. per one post of Residential Office Assistant with effect from 1-6-2009.

16.2 The entitlement to residential Office Assistants to various categories of Officers are as follows:-

Sl. No.	Designation of Officers	Number of Residential Office Assistants entitled
[1]	[2]	[3]
(i).	Chief Secretary Grade Officers	2
(ii).	Secretaries and Special Secretaries	2
(iii).	Additional Secretaries, Joint Secretaries, Heads of Departments, Collectors, District Judges, Superintendent of Police and Superintending Engineers.	2 [One should be compulsorily surrendered in lieu of Cash Allowance]
(iv).	Deputy Secretaries, District Revenue Officers, Under Secretaries, Executive Engineer and others in the pay range of Rs.3000-4500 and who are presently entitled for a residential Office Assistant.	1 [To be compulsorily surrendered in lieu of Cash Allowance for new incumbents to these posts after 1-3-1993]
(v)	All other who are below the pay scale of Rs.3000-4500 but are entitled for a Residential Office Assistant by a specific order.	To be compulsorily surrendered in lieu of Cash Allowance. This facility to this category will be given only to the existing incumbents as on 1-3-1993 and once he vacates the post, his successor will not be entitled to this facility. It will not be available to those appointed or promoted after 1-3-1993]

Chapter-XVI – OTHER ALLOWANCES

16.3 The Officers who are entitled to two residential Office Assistants under item (i) and (ii) above can surrender both Office Assistants if they so desire. In respect of Officers mentioned in item (iii) above, they shall surrender one Office Assistant compulsorily and the other at their option. In respect of category (iv) above, the surrender of the Office Assistant is compulsory in respect of new incumbents after 1-3-1993.

16.4 The Cash Allowance in lieu of surrendering one Office Assistant is Rs.500/- per month. If both the residential Office Assistants are surrendered by Officers who are entitled to have two residential Office Assistants, they shall be eligible for a Cash Allowance of Rs.1000/- per month.

16.5 Based on the recommendations of the Fifth Tamil Nadu Pay Commission, orders have been issued in G.O.Ms.No.47, Personnel and Administrative Reforms Department, dated: 09-02-1993 enhancing the Cash allowance in lieu of surrender of Office Assistant from Rs.150/- to Rs.250/- per month with effect from 1-3-1993. Further, it has been ordered that the Officers in the scale of pay of Rs.3000-4800 (pre-revised) and above are entitled for Cash Allowance in lieu of surrender of one Office Assistant with effect from 1-3-1993. This facility has been extended only to the existing incumbents as on 1-3-1993 and once the Officer vacates the post his successor will not be eligible to this facility and it will not be applicable to those appointed or promoted after 1-3-1993. This Cash Allowance in lieu of surrender of Office Assistant has been withdrawn with effect from 1-10-2003. The Officers who are availing the facility of Residential Office Assistant prior to 1-10-2003 alone are allowed to continue this facility.

16.6 The Official Committee, 2017 found that the One Man Commission, 1998 had recommended enhancement of this Cash Allowance from Rs.250/- to Rs.500/- per month. However, the Government orders were not issued on this recommendation. Keeping in view the existing and revised scale of pay of Office Assistants, the

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Official Committee, 2009 recommended that this Cash Allowance be restored and fixed as Rs.500/- per month for one post of Residential Office Assistant.

16.7 Necessary amendment may be issued to the effect that the surrender of Office Assistant is compulsory in the case of officers entitled for 2 Office Assistant as per entitlement in serial number 3 tabulated above.

Recommendations:

16.8 The Official Committee, 2017 recommends that the cash allowance for compulsory surrendered residential Office Assistant may be enhanced from Rs.500/- to Rs.1,000/-. The Officers who are entitled to two residential Office Assistants can surrender both Office Assistants if they so desire. The cash allowance in respect of surrendering of other Office Assistant at their option, the cash allowance may be enhanced from Rs.500/- to Rs.1,500/- for one such Office Assistant.

RESIDENTIAL OFFICE ASSISTANT ON CONSOLIDATED WAGE

16.9 The Government have issued orders in G.O.Ms.No.199, Public (Special-B) Department, dated 28-02-2011 permitting the Officers of IAS/IFS serving in connection with the affairs of this State and posted in Chennai city, to appoint Residential Office Assistants of their choice to assist them to do official work at their residences subject to certain conditions stipulated therein. This mode of appointment of Residential Office Assistant is based on option exercised by the Officer. If the eligible Officers decided to continue with the existing system, they may be permitted to do so. The Government have also issued orders in G.O.Ms.No.555, Public (Special-B) Department, dated 03-07-2017 to extend the facility of availing the services of Residential Office Assistant of their choice by the Officers of IAS / IFS who are in the grade of Senior Scale and above serving in connection with the affairs of this State and posted outside Chennai, including officers posted at Tamil Nadu House, New Delhi to appoint Office Assistant of their choice to assist them to do official work at their residences, as in force to the officers posted in Chennai. A consolidated wage of Rs.8,000/- per month is fixed for the Residential Office Assistant appointed by this mode.

Recommendations:

16.10 Considering the revision of pay and allowances to the State Government employees, the Official Committee, 2017 recommends that the consolidated wage of Rs.8,000/- per month fixed for the Residential Office Assistant appointed by the above said mode may be enhanced to Rs.12,000/- per month.

Chapter-XVI – OTHER ALLOWANCES

(c) SPECIAL ALLOWANCE

16.11 On certain occasions, the employees are required to perform certain extra duties, in addition to their core duty, for which they are duly remunerated. This remuneration is in the form of special allowance. Accordingly, the quantum of amount now paid to the employees as special allowance are given below:

Sl. No.	Posts	Rate of SA (per month)	G.O. / Date
[1]	[2]	[3]	[4]
1.	Section Officers and Private Secretaries to Secretaries in Secretariat and Private Secretaries to Hon'ble Judges in Madras High Court	Rs.100	G.O.Ms.No.555, Finance (PC) Department, dated 10-6-1985.
2.	Prior to 1-6-2009 Selection Grade / Special Grade Secondary Grade Teachers and Selection Grade / Special Grade Head Master, High School	Rs.500	G.O.Ms.No.270, Finance (PC) Department, dated 26-08-2010 wef 1-8-2010.
3.	Tahsildar	Rs.1000	G.O.Ms.No.242, Finance (PC) Department, dated 22-07-2013 mbf 1-4-2013.
4.	Inspector of Police	Rs.1000	G.O.Ms.No.242, Finance (PC) Department, dated 22-07-2013 mbf 1-4-2013.
5.	Forest Ranger	Rs.1000	G.O.Ms.No.242, Finance (PC) Department, dated 22-07-2013 mbf 1-4-2013.
6.	Block Development Officer	Rs.1000	G.O.Ms.No.242, Finance (PC) Department, dated 22-07-2013 mbf 1-4-2013.
7.	Joint Director [Tamil Nadu Medical Service]	Rs.500	G.O.Ms.No.354, H&FW, dated 23-10-2009.

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Sl. No.	Posts	Rate of SA (per month)	G.O. / Date
[1]	[2]	[3]	[4]
8.	Principal of Dental College [the incumbent heading an institution having other professors in PB-4, they would get an additional administrative allowances]	Rs.500	G.O.Ms.No.354, H&FW, dated 23.10.2009

16.12 The Tamil Nadu Secretariat Association has demanded to enhance the special allowance to Section Officer from Rs.100/- to Rs.2000/-.

Recommendations:

16.13 The Official Committee, 2017 noticed that this allowance was sanctioned to certain employees during the year 2013 and as such these categories of employees need not be enhanced. However, in respect of the remaining categories such as Section Officers / Private Secretaries in Secretariat, Principal in Dental College and Joint Director of Tamil Nadu Medical Services, this allowance may be doubled.

Chapter-XVI – OTHER ALLOWANCES

(d) SPECIAL COMPENSATORY ALLOWANCE

16.14 Special Compensatory Allowance is payable to the Drivers in Secretariat, State Guest House, Motor Cycle Messenger in Public (Motor Vehicles) Department and Drivers attached to Ministers. This allowance is paid for attending office earlier or beyond office hours.

16.15 Special Compensatory Allowance is also being paid to the Office Assistants, Duffadars and Basic Service Personnel of all Departments including Hospital Workers in Hospitals based on the recommendations of the Pay Grievances Redressal Cell, 2012.

16.16 The quantum of amount at present allowed to the above personnel is as detailed below.-

Sl. No.	Name of Employees	Rate of SCA (per month)
[1]	[2]	[3]
1.	Drivers in Secretariat, Drivers in State Guest House, Motor Cycle Messenger in Public (Motor Vehicles) Department.	Rs.350/- p.m.
2.	Drivers attached to Hon'ble Ministers	Rs.380/- p.m.
3.	Office Assistants, Duffadars and Basic Service Personnel of all Departments including Hospital Workers in Hospitals	Ordinary Grade - Rs.50/- p.m. Selection Grade - Rs.75/- p.m. Special Grade - Rs.100/- p.m.
4.	Medal Allowance for Police Personnel	Rs.200/- p.m.
5.	Good Service Allowance for Police Personnel	Rs.15/- p.m.
6.	Employees working in certain plantation fields in Yercaud are being paid this allowance at Rs.45/- p.m. in lieu of Hill Allowance.	Rs.45/- p.m.
7.	Technical Employees of the Government Presses [Weekly Compensatory Allowance]	Rs.200/- p.m.

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Recommendations:

16.17 The Official Committee, 2017 recommends that Special Compensatory Allowances may be enhanced as follows:-

Sl. No.	Name of Employees	Recommended Rate of SCA (per month)
[1]	[2]	[3]
1.	Drivers in Secretariat, Drivers in State Guest House, Motor Cycle Messenger in Public (Motor Vehicles) Department.	Rs.700/- p.m.
2.	Drivers attached to Hon'ble Ministers	Rs.700/- p.m.
3.	Office Assistants, Duffadars and Basic Service Personnel of all Departments including Hospital Workers in Hospitals	Ordinary Grade - Rs.100/- p.m. Selection Grade - Rs.150/- p.m. Special Grade - Rs.200/- p.m.
4.	Medal Allowance for Police Personnel	Rs.400/- p.m.
5.	Good Service Allowance for Police Personnel	Rs.100/- p.m.
6.	Employees working in certain plantation fields in Yercaud are being paid this allowance at Rs.45/- p.m. in lieu of Hill Allowance.	Rs.100/- p.m.
7.	Technical Employees of the Government Presses [Weekly Compensatory Allowance]	Rs.400/- p.m.

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(e) RISK ALLOWANCE

16.18 Risk Allowance is paid to employees engaged in hazardous duties in certain surroundings which are risky and need to work over a period of time causing deterioration in their health. This allowance is sanctioned to employees in the Medical Department and the Forensic Science, Veterinary Doctors working in the upgraded post of Veterinary Surgeons attached to the institutions located in the disease prone areas, etc.

16.19 Police personnel are exposed to grave risk to their lives when engaged in efforts to apprehend criminals and in tackling law and order problems. Hence, they are granted risk allowance. Fire and Rescue Services and Prison personnel are also paid this allowance.

The present rates are:

RISK ALLOWANCE

Sl. No.	Department / Name of Post	Existing Rate (per month) [In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
I.	Staff working in the TB Institutions		
1.	Medical Officer	200	
2.	Nursing Superintendent	80	
3.	Other Superior Staff	60	
4.	Office Assistant	40	
5.	Chief X-ray Technician / Radiographer / Dark Room Assistant	60	
II.	Dairy Development Deptt.		
1.	Veterinary Assistant Surgeon working the certain branches	400	
III.	Forensic Science Department		
1.	Scientific Officer (Scientific Assistant, Grade-I)	80	

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Sl. No.	Department / Name of Post	Existing Rate (per month) [In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
2.	Junior Scientific Officer (Scientific Assistant, Grade-II)	80	
3.	Laboratory Assistant	40	
4.	Photographer , Grade-I	60	
5.	Technician (Laboratory)	40	
6.	Packer	20	
IV.	Stationery and Printing		
	Technical Employees of the Govt. Presses	200	
V.	Police Personnel-General		
1.	Head Constable, Police Constable, Grade-I and Grade-II and Driver PC.	800	275, Home, 1.4.2017
2.	Sub-Inspector	800	
3.	Inspector	800	
4.	Deputy Superintendent of Police	900	
5.	Additional Deputy Superintendent of Police	900	
VI.	State Crime Record Bureau (SCRB) Police Personnel / Officers		275, Home, 1.4.2017
1.	ORS [Head Constable, Police Constable, Grade-I and Grade-II and Driver PC.]	400	
2.	Sub-Inspector	400	
3.	Inspector	400	
4.	Deputy Superintendent of Police	450	
5.	Additional Deputy Superintendent of Police	450	
VII.	STF Police Personnel / Officers		275, Home, 1.4.2017
1.	ORS [Head Constable, Police Constable, Grade-I and Grade-II and Driver PC.]	6000	
2.	Sub-Inspector	6000	

Chapter-XVI – OTHER ALLOWANCES

Sl. No.	Department / Name of Post	Existing Rate (per month) [In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
3.	Inspector	6000	
4.	Deputy Superintendent of Police	6000	
5.	Additional Deputy Superintendent of Police	6000	
6.	ADGP	6000	
VIII.	BDDS Personnel		275, Home, 1.4.2017
1.	Head Constable	6000	
2.	Sub-Inspector	6000	
3.	Inspector	6000	
4.	Deputy Superintendent of Police	6000	
IX.	Bomb Detection & Disposal Squad (BDDS) Personnel		275, Home, 1.4.2017
1.	Head Constable	6000	
2.	Sub-Inspector	6000	
3.	Inspector	6000	
4.	Deputy Superintendent of Police	6000	
X.	TN Commando School / TN Commando Force Personnel / Officers		275, Home, 1.4.2017
1.	ORS [Head Constable, Police Constable, Grade-I and Grade-II and Driver PC.]	6000	
2.	Sub-Inspector	6000	
3.	Inspector	6000	
4.	Deputy Superintendent of Police	6000	
5.	Additional Deputy Superintendent of Police	6000	
6.	Superintendent of Police	6000	
XI.	Police Radio Branch Staff		
1.	Technical Officer	120	1-9-2009
2.	Inspector (Technical) / Sub-Inspector (Technical)	80	

Chapter-XVI – OTHER ALLOWANCES

Sl. No.	Department / Name of Post	Existing Rate (per month) [In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
XII.	Fire and Rescue Services		Budget Announcement
1.	Personnel below the rank of Divisional Officer	800	
2.	Divisional Officer	900	
XIII.	Prisons		948, Home, 1.11.2013
1.	Grade-II Warder to Deputy Jailor	400	
2.	Jailor to Superintendent of Prison	450	
XIV.	Forests		948, Home, 1.11.2013
1.	Forest Watcher to Forest Range Officer	400	
2.	Assistant Conservator of Forests and State Deputy Conservator of Forests	450	

Analysis:

16.20 Based on the recommendations of the One Man Commission, 1998 orders have been issued for increasing the Risk Allowance as follows:

- (i) The existing rates of Risk allowance which has been sanctioned / enhanced prior to 31-12-1990 shall be increased by 100%
- (ii) The existing rates of Risk allowance that has been sanctioned/ enhanced after 31-12-1990 shall be increased by 50%.

16.21 Based on the recommendations of the Official Committee, 2006, orders have been issued for increasing the Risk Allowance as follows:

- (i) The existing rate of Risk Allowance / Risk Special Pay sanctioned / enhanced prior to 1-1-2006 shall be increased by 100%.

Chapter-XVI – OTHER ALLOWANCES

- (ii) The existing rate of Risk Allowance / Risk Special Pay sanctioned / enhanced after 1-1-2006 shall be increased by 50%.

Recommendations:

16.22 Recently Government have enhanced the risk allowance payable to Police / Fire Personnel. Hence, the Official Committee, 2017 is of the view that further revision for this category may not be recommended.

16.23 In case of staff, dealing with radiation exposure on day to day basis, a higher increase is provided. Considering this, in respect of other eligible categories, the Official Committee, 2017 recommends that the existing rate of this allowance may be increased as follows:

RISK ALLOWANCE

Sl. No.	Department / Name of Post	Recommended Rate (per month) [In Rs.]
[1]	[2]	[3]
I.	Staff working in the TB Institutions	
1.	Medical Officer	400
2.	Nursing Superintendent	200
3.	Other Superior Staff	200
4.	Office Assistant	100
5.	Chief X-ray Technician / Radiographer / Dark Room Assistant	500
II.	Dairy Development Deptt.	
1.	Veterinary Assistant Surgeon working in certain branches	800
III.	Forensic Science Department	
1.	Scientific Officer (Scientific Assistant, Grade-I)	400
2.	Junior Scientific Officer (Scientific Assistant, Grade-II)	400
3.	Laboratory Assistant	300

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Chapter-XVI – OTHER ALLOWANCES

Sl. No.	Department / Name of Post	Recommended Rate (per month) [In Rs.]
[1]	[2]	[3]
4.	Photographer , Grade-I	300
5.	Technician (Laboratory)	300
6.	Packer	300
IV.	Stationery and Printing	
1.	Technical Employees of the Govt. Presses	400
V.	Police Radio Branch Staff	
1.	Technical Officer	250
2.	Inspector (Technical) / Sub-Inspector (Technical)	200
VI.	Prisons	
1.	Grade-II Warder to Deputy Jailor	800
2.	Jailor to Superintendent of Prison	900
V.	Forests	
1.	Forest Watcher to Forest Range Officer	800
2.	Assistant Conservator of Forests and State Deputy Conservator of Forests	900

Chapter-XVI – OTHER ALLOWANCES

(f) FEEDING CHARGES

16.24 Feeding Allowance is paid to the Police Personnel in Chennai City, for all working days in a month (i.e) 26 days except Sundays and to the Police Personnel in the Mofussil for not more than 6 days in a month, from the rank of Grade-II Police Constable to Inspector of Police.

16.25 This allowance is paid to the Prison Personnel employed in security duties during emergencies, from the rank of Grade-II Warders to Deputy Jailor.

16.26 This allowance is also paid to the Fire and Rescue Services Personnel for attending fire calls, rescue calls and mobilization duty from the rank of Fireman to Station Officer.

FEEDING CHARGES

Sl. No.	Department / Name of Post	Existing Rate (per day) [In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
I.	Police Personnel		
	Chennai City		
1.	Police Constable to Inspector of Police [26 days in a month].	200	644, Home, 6.9.2013
	Other than Chennai City		
2.	Police Constable to Inspector of Police [6 days in a month].	150	644, Home, 6.9.2013
II.	Fire and Rescue Services		
	Chennai City		
1.	Personnel below the rank of Station Officer	200	728, Home, 23.9.2013
2.	Station Officer including 16 Assistant Station Officer, Station Officer (Transport) and Assistant District Officer	200	836, Home, 18.11.2013
	Other than Chennai City		
1.	Personnel below the rank of	150	728, Home, 23.9.2013

Chapter-XVI – OTHER ALLOWANCES

Sl. No.	Department / Name of Post	Existing Rate (per day) [In Rs.]	Date from which granted
[1]	[2]	[3]	[4]
	Station Officer		
2.	Station Officer including 16 Assistant Station Officer, Station Officer (Transport) and Assistant District Officer	150	836, Home, 18.11.2013
III.	Prisons		
	Chennai City		
1.	Grade-II Warder / Grade-I Warder / Chief Head Warder / Assistant Jailor / Deputy Jailor	200	860, Home, 30.11.2016
	Other than Chennai City		
2.	Grade-II Warder to Deputy Jailor	150	860, Home, 30.11.2016
IV.	Stationery and Printing		
1.	Technical Employees of the Government Presses [Ethnic Food Allowance)	200	

Recommendations:

16.27 The Official Committee, 2017 noticed that this allowance was enhanced to the police personnel during 2013 and 2016. The existing rate of this allowance may be increased at the following rates by retaining the existing conditions for drawal of this allowance:

FEEDING CHARGES

Sl. No.	Department / Name of Post	Recommended Rate (per day) [In Rs.]
[1]	[2]	[3]
I.	Police Personnel	
	Chennai City	
1.	Police Constable to Inspector of Police [26 days in a month].	300
	Other than Chennai City	
2.	Police Constable to Inspector of Police [6 days in	250

Chapter-XVI – OTHER ALLOWANCES

Sl. No.	Department / Name of Post	Recommended Rate (per day) [In Rs.]
[1]	[2]	[3]
	<i>a month</i>].	
II.	Fire and Rescue Services	
	Chennai City	
1.	Personnel below the rank of Station Officer	300
2.	Station Officer including 16 Assistant Station Officer, Station Officer (Transport) and Assistant District Officer	300
	Other than Chennai City	
1.	Personnel below the rank of Station Officer	250
2.	Station Officer including 16 Assistant Station Officer, Station Officer (Transport) and Assistant District Officer	250
III.	Prisons	
	Chennai City	
1.	Grade-II Warder / Grade-I Warder / Chief Head Warder / Assistant Jailor / Deputy Jailor	300
	Other than Chennai City	
2.	Grade-II Warder to Deputy Jailor	250
IV.	Stationery and Printing	
1.	Technical Employees of the Government Presses [Ethnic Food Allowance) [Per month]	300

Chapter-XVI – OTHER ALLOWANCES

(g) SUPERVISORY ALLOWANCE

16.28 Supervisory Allowance is granted to Assistant in Tamil Nadu Ministerial Service for supervising Junior Assistants.

16.29 They are also paid the Special Pay of Rs.80/- per month for supervising 3 Junior Assistants and Rs.100/- per month for more than 3 Junior Assistants with effect from 1-6-2009.

16.30 This allowance was sanctioned to Assistants in Tamil Nadu Ministerial Service at Rs.20/- p.m. for supervising 3 Junior Assistants and Rs.25/- p.m. for more than 3 Junior Assistants in the years 1986 and 1987 and thereafter no further revision was made. Based on the recommendations of the Official Committee, 2009, this allowance was enhanced by 100% with effect from 1-6-2009.

16.31 The present rates of Supervisory Allowance to Assistant in Tamil Nadu Ministerial Service, in addition to Special Pay, are given below:

Sl. No.	Category	Existing Rates <i>(per month)</i> [w.e.f. 1-6-2009]
[1]	[2]	[3]
1.	For supervising 3 Junior Assistants.	Rs.40/-
2.	For supervising more than 3 Junior Assistants.	Rs.50/-

Recommendations:

16.32 The Official Committee, 2017 recommends that the existing rates may be doubled.

(h) EQUIPMENT ALLOWANCE

16.33 Equipment Allowance is sanctioned to the Officers going abroad on deputation to colder countries subject to a minimum of Rs.750/- and a maximum of Rs.2,000/-.

16.34 Based on the recommendations of the Official Committee, 2009, the Equipment Allowance was enhanced subject to a minimum of Rs.1,500/- and a maximum of Rs.4,000/-. with effect from 1-6-2009.

Recommendations:

16.35 The Official Committee, 2017 recommends that the existing rates may be doubled.

(i) FARM ALLOWANCE

16.36 Farm Allowance is granted to Veterinary Assistant Surgeons working in Livestock Farms.

16.37 Based on the recommendations of the One Man Commission, 1998, the Farm Allowance was enhanced from Rs.50/- to Rs.100/- with effect from 1-9-1998 and further this allowance was enhanced to Rs.200/- with effect from 1-6-2009 based on the recommendations of the Official Committee, 2009.

Recommendations:

16.38 The Official Committee, 2017 recommends that this Farm Allowance may be doubled.

(j) PROJECT ALLOWANCE / INVESTIGATION ALLOWANCE

16.39 Project Allowance was sanctioned to the employees in new project site, when normal facilities such as hospital, shops, schools etc., are not available. Project allowance is sanctioned at the rate of 4% to 6% of basic pay depending on the location of the project site and the condition of living provided. This allowance is generally withdrawn once the project work is completed.

16.40 Investigation Allowance is granted at the rate of 5% to 10% of basic pay subject to the condition that the engineering staff are engaged in investigation of major, medium and minor irrigation schemes and research works in hilly and under developed areas.

16.41 The Project and Investigation allowance was granted as a percentage of basic pay and there will be significant increase in the quantum of allowance once the revised pay structure is adopted. The Official Committee, 2009 has therefore recommended that the then existing quantum of this allowance had been retained in the pre-revised pay structure. The Official Committee, 2009 has also recommended that for future projects, the Project Allowance will be at the rate of 3% of the Basic Pay including Grade Pay. Similarly, Investigation Allowance is fixed at 5% of the Basic Pay including Grade Pay for future projects and employees becoming eligible for Investigation Allowance.

Recommendations:

16.42 The Official Committee, 2017 is of the view that this allowance is already at appropriate level. Hence, no increase is recommended. However, the existing percentage in the new pay structure may be allowed.

(k) PROVISION ALLOWANCE

16.43 Provision Allowance is paid to the staff posted to remote places to compensate the high cost of provisions. The staff in the Fisheries Department alone are recipients of this allowance.

16.44 Based on the recommendations of the Official Committee, 2009, this allowance was enhanced by 100% subject to a maximum of Rs.45/-, Rs.30/- and Rs.24/- per month with effect from 1-9-1998.

Recommendations:

16.45 The Official Committee recommends that the existing rates may be doubled [rounded off to the next 10 rupee].

(l) COOKING ALLOWANCE

16.46 Cooking Allowance is being paid to the Bungalow Watcher-cum-Cook employed in the bungalows of Forest Department located in remote areas as these employees have to attend to cooking in addition to their normal duties as Watcher.

16.47 Based on the recommendations of the Official Committee, 2009, this allowance was enhanced from Rs.20/- to Rs.40/- with effect from 1-6-2009.

Recommendations:

16.48 The Official Committee, 2017 recommends that the existing rate may be enhanced to Rs.100/-.

(m) TRAINING ALLOWANCE

16.49 Training Allowance is granted to employees who proceed on deputation to training institutions as faculty members excluding the administrative staff.

16.50 Based on the recommendations of the One Man Commission, 1998, the Training Allowance paid at the rate of 15% of basic pay in the pre-revised has been revised and fixed at the rate of 10% of basic pay in the revised pay with effect from 1-9-1998.

16.51 The Official Committee, 2009, has not made any recommendations regarding Training Allowance. However, the Government in Finance Department has issued instructions for payment of this allowance at the same quantum with reference to the admissible percentage of basic pay drawn in the pre-revised scale of pay with effect from 1-6-2009.

16.52 The Director General of Police (Training), Tamil Nadu Police Academy has sent proposal that this allowance may be enhanced to 30% of basic pay to all the staff [regular staff both Executive and Ministerial and also to the staff on Other Duty drafted from other units] in the revised scale of pay.

16.53 The Official Committee, 2017 noticed that this allowance was granted at 15% of basic pay to those working in Training Institutions.

Recommendations:

16.54 Taking into account that the revision of basic pay is to be made as 2.57 times of existing basic pay, the Official Committee, 2017 recommends that payment of this allowance may be reduced by 50 percent (i.e. 10% to 5%, 15% to 7.5%, etc.) in the revised pay structures.

Chapter-XVI – OTHER ALLOWANCES

(n) SECURITY COMPENSATORY ALLOWANCE

16.55 Security Compensatory Allowance is paid to certain posts, the incumbents of which are required to furnish security in the form of cash or fidelity guarantee bonds. It is paid at various rates depending upon the value of the security furnished.

16.56 This allowance was not revised after the Third Pay Commission. Based on the recommendations of the Official Committee, 2009, this allowance was enhanced by 100% with effect from 1-6-2009.

16.57 The present rates of Security Compensatory Allowance are given below:

Sl. No.	Name of Employees	Existing Rates (per month)
[1]	[2]	[3]
1.	Posts for which the security furnished is less than Rs.500/-.	Rs.10/-
2.	Posts for which the security furnished is Rs.500/- and above but less than Rs.1000/-.	Rs.20/-
3.	Posts for which the security furnished is Rs.1000 and above but less than Rs.5000/-.	Rs.30/-
4.	Posts for which the security furnished is Rs.5000/- and above.	Rs.40/-

Recommendations:

16.58 The Official Committee, 2017 recommends that the existing rates may be doubled.

Chapter-XVI – OTHER ALLOWANCES

(o) OFFICE ACCOMMODATION ALLOWANCE

16.59 Office Accommodation Allowance is granted to the Assistant Public Prosecutors.

16.60 Based on the recommendations of the One Man Commission, 1998 this allowance had been doubled and further this allowance was doubled based on the recommendations of the Official Committee, 2009.

16.61 The present rates of Office Accommodation Allowance are given below:

Sl. No.	Name of Employees	Existing Rates (per month)
[1]	[2]	[3]
1.	Assistant Public Prosecutor Grade-I.	Rs.360/-
2.	Assistant Public Prosecutor Grade-II.	Rs.240/-

Recommendations:

16.62 Considering the present rental rates, the Official Committee, 2017 recommends that the Office Accommodation Allowance may be doubled [rounded off to next 50] as detailed below:

Sl. No.	Name of Employees	Recommended Rates (per month)
[1]	[2]	[3]
1.	Assistant Public Prosecutor Grade-I.	Rs.750/-
2.	Assistant Public Prosecutor Grade-II.	Rs.500/-

CHAPTER-XVII.

ALLOWANCES RELATED TO TRAVEL

17.1 Travelling Allowance is an allowance granted to a Government servant to meet the expenses which he/she incurs in travelling in the interest of public service. It includes allowances granted for the maintenance of conveyances.

CLASSIFICATION OF EMPLOYEES FOR PURPOSE OF TRAVEL ENTITLEMENTS

17.2 This allowance is in the nature of travel entitlements for different ranks of Government employees. The Government employees are divided into four grades for the purpose of travelling allowance and the existing classification of employees are indicated below:

Grades	Classification of Employees
[1]	[2]
Grade-I	Employees drawing Grade Pay of Rs.6,600/- and above
Grade-II	Employees drawing Grade Pay of Rs.4,400/- and above but below Rs.6,600/-
Grade-III	Employees drawing Grade Pay of Rs.1,900/- and above but below Rs.4,400/-
Grade-IV	Employees drawing Grade Pay below Rs.1,900/-

Seventh Central Pay Commission Recommendations and Government of India's decisions:

17.3 Consequent upon the decisions taken by the Government of India on the recommendations of the Seventh Central Pay Commission relating to travelling allowance, the Central Government employees are grouped into four grades for the purpose of travel entitlements. The pre-revised and revised classifications of employees

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are shown below:

Classification of Central Government Employees

Pre-Revised	Revised w.e.f. 1-7-2017
[1]	[2]
Employees drawing Grade Pay of Rs.10,000/- and above and those in the pay scale of HAG+ and above.	Employees drawing pay in Pay Level-14 and above.
Employees drawing Grade Pay of Rs.7,600/- and Rs.8,900/-	Employees drawing pay in Pay Level-12 and Pay Level-13.
Employees drawing Grade Pay of Rs.4,200/- to Rs.6,600/-	Employees drawing pay in Pay Level-6 to Pay Level-11.
Employees drawing Grade Pay of Rs.2,800/- and below.	Employees drawing pay in Pay Level-5 and below.

Recommendations:

17.4 As the State Government has not followed the classification of employees for journey on tour as in the case of Central Government employees, the Official Committee, 2017 recommends that existing classification of employees may be fixed based on the Pay Level drawn by the employees in the revised pay structure for the purpose of Travelling Allowance for our State Government employees as detailed below:

Grades	Classification of Employees
[1]	[2]
Grade-I (a)	Employees drawing pay in Pay Level-28 (Rs.1,23,100-2,15,900) and above (<i>including all officers of All India Services serving in the State drawing pay in Pay Level-13 and above in the Pay Matrix of All India Service Pay Rules</i>).
Grade-I (b)	Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) and above but below Pay Level-28 (<i>including all officers of All India Services irrespective of the Pay Level serving in the State</i>).

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Grades	Classification of Employees
[1]	[2]
Grade-II	Employees drawing pay in Pay Level-13 (Rs.35900-1,13,500) and above but below Pay Level-25 (Rs.59,300-1,87,700).
Grade-III	Employees drawing pay in Pay Level-5 (Rs.18,200-57,900) and above but below pay in Pay Level-13 (Rs.35900-1,13,500).
Grade-IV	Employees drawing pay below Pay Level-5 (Rs.18,200-57,900).

ENTITLEMENTS FOR JOURNEYS ON TOUR or TRAINING

17.5 Travelling Allowance on tour comprises fares for journey by rail/road/air; road mileage for road journeys otherwise than by bus, incidental charges, Flat charges and Daily Allowance for the period of absence from Headquarters.

17.6 The present entitlement of Government employees to travel by Air or Rail on Official Duty or LTC are as under:

Grades	Travel Entitlements
[1]	[2]
Grade-I (a) Employees drawing Grade Pay of Rs.8,700/- or more (including officers of All India Service serving in the State).	Air Journey or AC First Class by Rail irrespective of whether the journey is within or outside the State. Note: The Officers drawing the Grade Pay of Rs.10,000/- and above are eligible to travel by air in Executive Class.
Grade-I (b) Employees drawing Grade Pay of Rs.6,600/- or more (including officers of All India Service irrespective of Grade Pay serving in the State).	(i) Air Journey outside the State. (ii) First Class or AC Second Class by Rail for journey within or outside the State.

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<p>Grade-II Employees drawing Grade Pay of Rs.4,400/- and above but below Rs.6,600/-</p>	<p>First Class by Rail. Note: Wherever First Class is not available, travel in AC Third Class may be allowed on Official Tour or Leave Travel Concession.</p>
<p>Grade-III and Grade-IV Employees drawing Grade Pay below Rs.4,400/-</p>	<p>Second Class by Rail.</p>

Seventh Central Pay Commission Recommendations and Government of India's decisions:

17.7 Consequent upon the decisions taken by the Government of India on the recommendations of the Seventh Central Pay Commission relating to travelling allowance, the following entitlements for journeys on Tour or Training within the Country are available to the Central Government employees:-

Entitlements for Journeys on Tour or Training

Revised w.e.f. 1-7-2017	Travel Entitlement
[1]	[2]
Employees drawing pay in Pay Level-14 and above.	Business/Club class by air or AC-I by train.
Employees drawing pay in Pay Level-12 and Pay Level-13.	Economy class by air or AC-I by train.
Employees drawing pay in Pay Level-6 to Pay Level-11.	Economy class by air or AC-II by train.
Employees drawing pay in Pay Level-5 and below.	First Class/AC-III/AC Chair car by train.

Recommendations:

17.8 As the State Government has not followed the entitlement for journey on tour as in the case of Central Government employees, the Official Committee, 2017 recommends that the travel entitlements may be fixed based on the Level Pay drawn by the employees in the revised pay structure and also recommends revised Grades for the

Chapter-XVII – ALLOWANCES RELATED TO TRAVEL

purpose of Travelling Allowance for our State Government employees. The Official Committee, 2017, therefore, recommends that the travel entitlements while on tour and transfer may be revised as follows :

Grades	Travel Entitlements
[1]	[2]
<p>Grade-I (a)</p> <p>Employees drawing pay in Pay Level-28 (Rs.1,23,100-2,15,900) or more (including all officers of All India Services serving in the State drawing pay in Pay Level-13 and above in the Pay Matrix of All India Service Pay Rules).</p>	<p>Air Journey or AC First Class by Rail irrespective of whether the journey is within or outside the State.</p> <p>Note: The Officers drawing pay in Pay Level-32 (AIS Officers drawing pay in Pay Level-14 and above in the Pay Matrix of All India Service Pay Rules) and above are eligible to travel by air in Executive Class.</p>
<p>Grade-I (b)</p> <p>Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) and above but below Pay Level-28 (including all officers of All India Services irrespective of Pay Level serving in the State).</p>	<p>(i) Air Journey outside the State.</p> <p>(ii) First Class or AC Second Class by Rail for journey within or outside the State.</p>
<p>Grade-II</p> <p>Employees drawing pay in Pay Level-13 (Rs.35,900-1,13,500) and above but below Pay Level-25 (Rs.59,300-1,87,700).</p>	<p>First Class by Rail.</p> <p>Note: Wherever First Class is not available, travel in AC Third Class may be allowed on Official Tour or Leave Travel Concession.</p> <p>In case of journey to New Delhi where I Class is not available, travel in II Class AC Sleeper be allowed.</p>
<p>Grade-III and Grade-IV</p> <p>Employees drawing pay below Pay Level-13 (Rs.35,900-1,13,500).</p>	<p>Second Class by Rail.</p>

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17.9 However, if the Travelling Allowance in terms of the revised entitlements now prescribed result in reduction of the existing entitlements in the case of any individual, groups or classes of employees, the entitlements, particularly in respect of mode of travel, class of accommodation, etc. the same may not be lowered. Instead, they will continue to be governed by the earlier orders till such time they become eligible, in the normal course, for the higher entitlements in the revised pay.

DAILY ALLOWANCE

17.10 Daily allowance is allowed for each complete period of 24 hours of absence from headquarters for work, which is intended to cover the living charges incurred by a Government servant consequent on such absence.

17.11 The present entitlements of Daily Allowance are as under:

Grades	Existing D.A. Rate	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-I Employees drawing Grade Pay of Rs.6,600/- or more (including officers of All India Service serving in the State).	Rs.400/-	Rs.200/-
Grade-II Employees drawing Grade Pay of Rs.4,400/- and above but below Rs.6,600/-	Rs.300/-	Rs.150/-
Grade-III Employees drawing Grade Pay of Rs.1,900/- and above but below Rs.4,400/-	Rs.200/-	Rs.100/-

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Grades	Existing D.A. Rate	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-IV Employees drawing Grade Pay below Rs.1,900/-	Rs.160/-	Rs.80/-

17.12 Earlier the existing rates of Daily Allowance were doubled based on the recommendations of the Official Committee, 2009.

17.13 There has been a general demand from several associations that it will not be able to meet the cost of the expenses on food and accommodation within the allowance and there has been a request to increase the rate of daily allowance to the touring officers on par with their counterparts in other States/Central Government.

Recommendations:

17.14 Considering the present cost of living expenses, the Official Committee, 2017 recommends the following revised rates of daily allowance for the employees in the following four grades:

Grades	Proposed D.A. Rate	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-I Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) or more (including officers of All India Service serving in the State).	Rs.800/-	Rs.400/-
Grade-II Employees drawing pay in Pay Level-13 (Rs.35,900-1,13,500) and above but below Pay Level-25 (Rs.59,300-1,87,700).	Rs.600/-	Rs.300/-

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Grades	Proposed D.A. Rate	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-III Employees drawing pay in Pay Level-5 (Rs.18,200-57,900) and above but below Pay Level-13 (Rs.35900-1,13,500).	Rs.400/-	Rs.200/-
Grade-IV Employees drawing pay below Pay Level-5 (Rs.18,200-57,900).	Rs.320/-	Rs.160/-

DAILY ALLOWANCE RATE FOR HALTS OUTSIDE THE STATE – STAY IN STATE HEADQUARTERS AND OTHER PLACES WITHIN AND OUTSIDE THE STATE

17.15 Daily allowance for halt in New Delhi and other State Headquarters other than Chennai, for stay in Chennai and for stay in other places within and outside the State including Union Territories is granted to the Government employees for their halts.

17.16 This allowance to the Government employees has been lastly revised with effect from 1-8-2000 based on the orders issued in respect of the employees of State Public Sector Undertakings / Statutory Boards.

Seventh Central Pay Commission Recommendations and Government of India's decisions:

17.17 Consequent upon the decisions taken by the Government of India on the recommendations of the Seventh Central Pay Commission relating to travelling allowance, the Daily Allowance on Tour for Central Government employees subject to other

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conditions are as follows:-

Revised w.e.f. 1-7-2017	D.A. Entitlement
Employees drawing pay in Pay Level-14 and above.	Reimbursement for hotel accommodation / guest house of up to Rs.7,500/- per day; Reimbursement of AC taxi charges as per actual expenditure commensurate with official engagements for travel within the city and Reimbursement of Food bills not exceeding Rs.1200/- per day.
Employees drawing pay in Pay Level-12 and Pay Level-13.	Reimbursement for hotel accommodation / guest house of up to Rs.4,500/- per day; Reimbursement of AC taxi charges of upto 50 km per day for travel within the city and Reimbursement of Food bills not exceeding Rs.1000/- per day.
Employees drawing pay in Pay Level-9 to Pay Level-11.	Reimbursement for hotel accommodation / guest house of up to Rs.2,250/- per day; Reimbursement of non-AC taxi charges of upto Rs.338/- per day for travel within the city and Reimbursement of Food bills not exceeding Rs.900/- per day.
Employees drawing pay in Pay Level-6 to Pay Level-8.	Reimbursement for hotel accommodation / guest house of up to Rs.750/- per day; Reimbursement of non-AC taxi charges of upto Rs.225/- per day for travel within the city and Reimbursement of Food bills not exceeding Rs.800/- per day.
Employees drawing pay in Pay Level-5 and below.	Reimbursement for hotel accommodation / guest house of up to Rs.450/- per day; Reimbursement of non-AC taxi charges of upto Rs.113/- per day for travel within the city and Reimbursement of Food bills not exceeding Rs.500/- per day.

Recommendations:

17.18 Consequent on the revision of the normal rates of Daily Allowance and also taking into account the escalation in cost of boarding and lodging in metropolitan cities and also in other places outside the State, the Official Committee, 2017 recommends the following revised rates of daily allowance for halt in New Delhi and other State Headquarters other than Chennai, for stay in Chennai

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and for stay in other places within and outside the State including Union Territories by enhancing the existing lodging rate by 50% and boarding by 100% :

Sl. No.	Category of Officers	New Delhi and All Other State Headquarters other than Chennai			Chennai			Other Places within and outside the State including Union Territories		
		Stay in Hotel		Stay in Guest House / Private [Boarding & Lodging]	Stay in Hotel		Stay in Guest House / Private [Boarding & Lodging]	Stay in Hotel		Stay in Guest House / Private [Boarding & Lodging]
		Lodging	Boarding		Lodging	Boarding		Lodging	Boarding	
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]	[11]
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1.	Grade-I(a)	4500*	1000	1000	4500*	900	900	4500*	600	600
2.	Grade-I(b)	3000^	800	800	1800#	800	800	800	400	400
3.	Grade-II	2250	600	600	1050	600	600	600	300	300
4.	Grade-III	1150	400	400	750	400	400	450	200	200
5.	Grade-IV	900	320	320	600	320	320	320	160	160

*Reimbursement of Three Star Hotel subject to maximum of Rs.4500.

^ Reimbursement of Two Star Hotel subject to maximum of Rs.3000.

Reimbursement of Two Star Hotel subject to maximum of Rs.1800.

MILEAGE ALLOWANCE FOR JOURNEYS BY ROAD

17.19 Mileage Allowance is allowed based on the distance travelled for a particular journey by motor car or motor cycle or scooter or moped.

17.20 Mileage Allowance is admissible to Government servants, who are, on transfer entitled to transport from the old to the new station a motor car, a motor cycle or scooter or moped at Government cost and who actually travel in a motor car or motor cycle or scooter or moped, as the case may be. This allowance shall be admissible for the entire distance travelled whether or not the places journeyed are connected by railway or by a regular public motor service in whole or in part.

17.21 It is more in the nature of entitlement for road journeys performed by different levels of employees. The existing rates of

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mileage allowance are:

Sl. No.	Grades	Mileage Allowance for Journeys performed by	
		Car [Per Km]	Motor Cycle / Scooter / Moped [Per Km]
[1]	[2]	[3]	[4]
1.	Grade-I Employees drawing Grade Pay of Rs.6,600/- or more (including officers of All India Service serving in the State).	Rs.8	Rs.4
2.	Grade-II Employees drawing Grade Pay of Rs.4,400/- and above but below Rs.6,600/-	Rs.8	Rs.4
3.	Grade-III Employees drawing Grade Pay of Rs.1,900/- and above but below Rs.4,400/-	...	Rs.4
4.	Grade-IV Employees drawing Grade Pay below Rs.1,900/-	...	Rs.4

Seventh Central Pay Commission Recommendations and Government of India's decisions:

17.22 Consequent upon the decisions taken by the Government of India on the recommendations of the Seventh Central Pay Commission relating to travelling allowance, the Mileage Allowance on Tour for Central Government employees are as follows:-

(a) At places where specific rates have been prescribed:-

Pay Level in Pay Matrix w.e.f. 1-7-2017	Mileage Allowance Entitlements
[1]	[2]
Employees drawing pay in Pay Level-14 and above.	Actual fare by any type of public bus including AC bus OR At prescribed rates of AC taxi when the journey is actually performed by AC taxi OR At prescribed rates for auto rickshaw for journeys by auto rickshaw, own car, scooter, motor cycle, moped, etc.

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Pay Level in Pay Matrix w.e.f. 1-7-2017	Mileage Allowance Entitlements
[1]	[2]
Employees drawing pay in Pay Level-6 to Pay Level-13.	Same as above with the exception that journeys by AC taxi will not be permissible.
Employees drawing pay in Pay Level-4 and Pay Level-5.	Actual fare by any type of public bus other than AC bus OR At prescribed rates for auto rickshaw for journeys by auto rickshaw, own car, scooter, motor cycle, moped, etc.
Employees drawing pay in Pay Level-3 and below.	Actual fare by ordinary public bus only OR At prescribed rates for auto rickshaw for journeys by autorickshaw, own scooter, motor cycle, moped, etc.

(b) At places where no specific rates have been prescribed either by the Directorate of Transport of the concerned State or of the neighbouring States:-

For journeys performed in own car/taxi	Rs.24/- per Km.
For journeys performed by auto rickshaw, own scooter, etc.	Rs.12/- per Km.
At places where no specific rates have been prescribed, the rates per km will further rise by 25 percent whenever DA increases by 50 percent.	

Recommendations:

17.23 The Mileage Allowance at the existing rate of Rs.8/- per k.m. for journey performed by Car and Rs.4/- per k.m. for journeys performed by Motor Cycle / Scooter / Moped may be revised as Rs.12/- per k.m. and Rs.6/- per k.m. respectively as detailed below.-

Sl. No.	Grades	Mileage Allowance for Journeys performed by	
		Car [Per Km]	Motor Cycle / Scooter / Moped [Per Km]
[1]	[2]	[3]	[4]
1.	Grade-I Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) or more (including officers of All India Service serving in the State).	Rs.12	Rs.6

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Sl. No.	Grades	Mileage Allowance for Journeys performed by	
		Car [Per Km]	Motor Cycle / Scooter / Moped [Per Km]
[1]	[2]	[3]	[4]
2.	Grade-II Employees drawing pay in Pay Level-13 (Rs.35900-1,13,500) and above but below pay in Pay Level-25 (Rs.59,300-1,87,700).	Rs.12	Rs.6
3.	Grade-III Employees drawing pay in Pay Level-5 (Rs.18,200-57,900) and above but below pay in Pay Level-13 (Rs.35900-1,13,500).	...	Rs.6
4.	Grade-IV Employees drawing pay below pay in Pay Level-5 (Rs.18,200-57,900).	...	Rs.6

FLAT CHARGE [TERMINAL CHARGES]

17.24 Flat Charge (Terminal Charges) is an allowance given at flat rates to a Government servant on tour to cover the expenditure incurred by him for journeys between residence or place of halt or work and railway station or bus terminal or boat basing inside harbour. The existing rates of this allowance are:

Grades	Flat Charge [Terminal Charges]	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-I Employees drawing Grade Pay of Rs.6,600/- or more (including officers of All India Service serving in the State).	Rs.10/-	Rs.5/-
Grade-II Employees drawing Grade Pay of Rs.4,400/- and above but below Rs.6,600/-	Rs.10/-	Rs.5/-

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Grades	Flat Charge [Terminal Charges]	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-III Employees drawing Grade Pay of Rs.1,900/- and above but below Rs.4,400/-	Rs.5/-	Rs.3/-
Grade-IV Employees drawing Grade Pay below Rs.1,900/-	Rs.5/-	Rs.3/-

17.25 This allowance was not revised during earlier pay revision.

Recommendations:

17.26 In respect of Terminal Charges paid for the journey between residence, place of halt or work and Railway Station or Bus Terminal or Air Port, the Official Committee, 2017 recommends that the existing rates may be enhanced in the revised pay structure as detailed below.-

Grades	Flat Charge [Terminal Charges]	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-I Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) or more (including officers of All India Service serving in the State).	Rs.20/-	Rs.20/-
Grade-II Employees drawing pay in Pay Level-13 (Rs.35900-1,13,500) and above but below pay in Pay Level-25 (Rs.59,300-1,87,700).	Rs.20/-	Rs.20/-
Grade-III Employees drawing pay in Pay Level-5 (Rs.18,200-57,900) and above but below pay in Pay Level-13 (Rs.35900-1,13,500).	Rs.20/-	Rs.20/-

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Grades	Flat Charge [Terminal Charges]	
	In Chennai	In Other Places
[1]	[2]	[3]
Grade-IV Employees drawing pay below pay in Pay Level-5 (Rs.18,200-57,900).	Rs.20/-	Rs.20/-

TRAVELLING ALLOWANCE ON TRANSFER

17.27 Travelling Allowance on Transfer includes 4 components:- (i) Travel entitlement for self and family (ii) Lumpsum Allowance for packing / loading and unloading / unpacking (iii) Reimbursement of charges on transportation of personal effects and (iv) Reimbursement of charges on transportation of conveyance.

(i) Travel Entitlements on Transfer

17.28 Travel entitlements prescribed for tour will be applicable in case of journeys on transfer. The general conditions of admissibility prescribed will be, however, continue to be applicable.

(ii) Lumpsum Allowance

17.29 Lumpsum allowance is an allowance given to a Government servant to compensate expenses on packing and loading of personal effects at one end and their unloading and unpacking at the other end as well as the unquantifiable expenses in consequence of transfer. The existing rates of lumpsum allowance are:

Sl. No.	Grades	Transfer between station at a distance	
		Beyond 8 kms. but below 60 kms.	Beyond 60 kms.
[1]	[2]	[3]	[4]
1.	Grade-I Employees drawing Grade Pay of Rs.6,600/- or more (including officers of All India Service serving in the State).	Rs.900	Rs.1800

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Sl. No.	Grades	Transfer between station at a distance	
		Beyond 8 kms. but below 60 kms.	Beyond 60 kms.
[1]	[2]	[3]	[4]
2.	Grade-II Employees drawing Grade Pay of Rs.4,400/- and above but below Rs.6,600/-	Rs.675	Rs.1425
3.	Grade-III Employees drawing Grade Pay of Rs.1,900/- and above but below Rs.4,400/-	Rs.450	Rs.975
4.	Grade-IV Employees drawing Grade Pay below Rs.1,900/-	Rs.225	Rs.525

17.30 Lumpsum allowance payable for packing/loading and unloading/unpacking has been lastly revised by 50% growth based on the recommendations of the Official Committee, 2009.

Recommendations:

17.31 Lumpsum allowance payable under Transfer Travelling Allowance for packing/loading and unloading/unpacking may be increased by 100% as shown below:--

Sl. No.	Grades	Transfer between station at a distance	
		Beyond 8 kms. but below 60 kms.	Beyond 60 kms.
[1]	[2]	[3]	[4]
1.	Grade-I Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) or more (including officers of All India Service serving in the State).	Rs.1800	Rs.3600
2.	Grade-II Employees drawing pay in Pay Level-13 (Rs.35900-1,13,500) and above but below Pay Level-25 (Rs.59,300-1,87,700).	Rs.1350	Rs.2850

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Sl. No.	Grades	Transfer between station at a distance	
		Beyond 8 kms. but below 60 kms.	Beyond 60 kms.
[1]	[2]	[3]	[4]
3.	Grade-III Employees drawing pay in Pay Level-5 (Rs.18,200-57,900) and above but below Pay Level-13 (Rs.35900-1,13,500).	Rs.900	Rs.1950
4.	Grade-IV Employees drawing pay below Pay Level-5 (Rs.18,200-57,900).	Rs.450	Rs.1050

(iii) Transportation of Personal Effects

17.32 The Government employees are permitted to transport their personal effects on transfer by rail at railways' risk, lorry, etc., upto the following maximum limits:—

Sl. No.	Grades	By Goods Train, Lorry, etc.	By Passenger Train from out of col.(3)
[1]	[2]	[3]	[4]
1.	Grade-I Employees drawing pay in Pay Level-25 (Rs.59,300-1,87,700) or more (including officers of All India Service serving in the State).	4500 Kg	200 Kg
2.	Grade-II Employees drawing pay in Pay Level-13 (Rs.35900-1,13,500) and above but below Pay Level-25 (Rs.59,300-1,87,700).	2000 Kg	75 Kg
3.	Grade-III Employees drawing pay in Pay Level-5 (Rs.18,200-57,900) and above but below Pay Level-13 (Rs.35900-1,13,500).	1000 Kg	40 Kg
4.	Grade-IV Employees drawing pay below Pay Level-5 (Rs.18,200-57,900).	1000 Kg	40 Kg

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17.33 The claim should be restricted to what would have been admissible had the personal effects been transported by passenger and goods trains upto the maximum limits allowed under each.

Recommendations:

17.34 The Official Committee, 2017 recommends that the status quo may continue.

MONTHLY CEILING ON TRAVELLING ALLOWANCE

The monthly ceiling limit fixed as recommended by the various Pay Commission / Committee on Travelling Allowance is as follows:

Sl. No.	Commission / Committee	Monthly ceiling limit	
		From	To
[1]	[2]	[3]	[4]
1.	Taking into account the need for economy in expenditure in all direction particularly in the context of revision of the scales of pay of the Government Employees based on the recommendations of the Fifth Tamil Nadu Pay Commission, the Government direct that the ceiling of 50% of Basic Pay as T.A. claims fixed be reduced and fixed at 40% of Basic Pay w.e.f. 1.7.1989, subject to other conditions stipulated. <i>[G.O. Ms.No.695, Finance (Pay Cell) dated 07-07-1989]</i>	50%	40%
2.	Consequent on increase in the Basic Pay by more than three times and taking note of the increase in Daily Allowance ordered above, the existing monthly ceiling on Travelling Allowance shall be reduced from 40% of pay to 20% of revised pay. Wherever the existing ceiling is 45% of pay, it shall be reduced to 25% of revised pay. <i>[G.O. Ms.No. 444, Finance (Pay Cell) dated 31-8-1998]</i>	40% 45%	20% 25%

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Sl. No.	Commission / Committee	Monthly ceiling limit	
		From	To
[1]	[2]	[3]	[4]
3.	In respect of Officers having jurisdiction over more than one district and those having jurisdiction more than two districts, the monthly ceiling shall be at 25% of pay and at 27% of pay, respectively. <i>[Letter No. 89715 / Finance (Allowance) / 2000-1, dated 17-4-2001]</i>	0% 0%	25% 27%
4.	Consequent on the increase of the Basic Pay and taking note of the increase in Daily Allowance ordered the existing monthly ceiling on Travelling Allowance shall be reduced from 20% to 10% of revised pay. Wherever the existing ceiling is 25% it shall be reduced to 12% of revised pay. <i>[G.O.Ms.No.237, Finance (Pay Cell) Department, dated 01-6-2009]</i>	20% 25%	10% 12%
5.	In respect of Touring staff of Local Fund Audit and Co-operative Audit, the monthly ceiling shall be at 15% of basic pay. <i>[G.O.Ms.No.224, Finance (Allowance) Department, dated 20-06-2012] [G.O.Ms.No.429, Finance (Allowance) Department, dated 13-12-2012]</i>	10%	15%
6.	In respect of Officers having jurisdiction over more than one district and those having jurisdiction more than two districts, the monthly ceiling shall be at 12% of pay and at 13% of pay, respectively. <i>[Letter No.70674 / Finance (Allowance) / 2009-1, dated 22-3-2010]</i>	25% 27%	12% 13%

This monthly ceiling limit has been subsequently increased for some departments.

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Recommendations:

17.35 In view of the increase in the basic pay in the revised scales of pay, the Official Committee, 2017 recommends that the existing monthly ceiling on Travelling Allowance may be revised as detailed below.-

Sl. No.	Details	Monthly ceiling limit recommended	
		From	To
[1]	[2]	[3]	[4]
(1)	Consequent on the increase of the Basic Pay and taking note of the increase in Daily Allowance ordered above, the existing monthly ceiling on Travelling Allowance shall be reduced from 10% to 5% of revised pay. Wherever the existing ceiling is 15% and 12% it shall be reduced to 8% and 6% of revised pay.	10%	5%
		15%	8%
		12%	6%
(2)	In respect of Officers having jurisdiction over more than one district and those having jurisdiction more than two districts, the monthly ceiling shall be at 6% of pay and at 7% of pay, respectively.	12%	6%
		13%	7%

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FIXED TRAVELLING ALLOWANCE

17.36 Fixed travelling allowance is a monthly allowance granted to a Government servant who is required to tour within a specified area for not less than a given period in each month.

17.37 This allowance is allowed to several categories of employees as Fixed Travelling Allowance at various rates in different departments either as a percentage of the Basic Pay, or as a specified amount. This allowance is drawn and disbursed along with salary.

17.38 The Official Committee, 1998 and the Official Committee, 2009 recommended the enhancement of Fixed Travelling Allowance by 100% for all categories subject to rounding off to the next 50.

Recommendations:

17.39 The Official Committee, 2017 recommends that the present rate of Fixed Travelling Allowance as a specified amount may be increased by 100% wherever it has not been enhanced after the last pay revision subject to rounding off to next 50.

17.40 The quantum of Fixed Travelling Allowance as a percentage of the Basic Pay may be reduced by 50%.

CONVEYANCE ALLOWANCE

17.41 Conveyance allowance is paid to those employees who maintain their own Motor Car / Scooters / Motor Cycle / Moped and who have to undertake frequent journeys on official duty in their conveyance. Appendix-I to the Tamil Nadu Special Pay and Allowances Rules contains a list of conveyance allowance sanctioned by Government and specifies the particular conveyance which the Government servant concerned are required to maintain as a condition precedent to the drawal of the allowance, when such condition is prescribed.

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17.42 The employees provided with Government Vehicle are not eligible for Fixed Travelling Allowance or Conveyance Allowance.

17.43 The Official Committee, 1998 had recommended to double the rates of Conveyance Allowance with effect from 1-9-1998.

17.44 The Official Committee, 2009 had also recommended to double the rates of Conveyance Allowance with effect from 1-6-2009.

Demands:

17.45 Representations have been made before the Official Committee, 2017 requesting increase in the existing rates of conveyance allowance as there was steep increase in the cost of fuel and spare parts.

Recommendations:

17.46 The Official Committee, 2017 examined the requests and noticed that during the period between 2009 and 2017, there was sharp increase in the cost of petrol and also considerable increase in automobile spare parts. Taking these into consideration, the Official Committee, 2017 recommends that the existing rates of conveyance allowance paid to the employees may be enhanced by 100 percent subject to rounding off to the next 50.

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**CONVEYANCE ALLOWANCE
TO VISUALLY CHALLENGED, LOCOMOTOR DISABLED AND
HEARING IMPAIRED**

17.47 This Conveyance Allowance is granted to the Blind, Orthopedically Handicapped and Hearing Impaired employees.

17.48 Based on the recommendation of Fifth Tamil Nadu Pay Commission, the Conveyance Allowance was sanctioned to orthopedically handicapped Government employees at 5% of basic pay subject to a maximum of Rs.50/-p.m. subject to the following conditions:

- (i) An orthopedically handicapped employees will be eligible for the above conveyance allowance, if he has a minimum of forty percent permanent partial disability of either upper or lower limbs or fifty percent permanent partial disability of both upper and lower limbs together.
- (ii) The allowance will be granted to the employee on the recommendation of the Head of Orthopedic Department of a Government Hospital.
- (iii) This allowance is admissible to employees who are totally blind and those having vision less than 3/60 or field vision less than 10% in both eyes.
- (iv) The allowance will be granted to the blind employees on the recommendation of the Head of Ophthalmological Department of a Government Hospital.
- (v) The allowance is not admissible to one eyed employee; and
- (vi) The allowance is not payable during leave (except casual leave) joining time or suspension.

17.49 Subsequently, this Conveyance Allowance has been enhanced to Rs.75/- per month with effect from 1-4-1993. Based on the recommendations of the One Man Commission, 1998 the maximum amount of Conveyance Allowance has been increased from

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Rs.75/- to Rs.150/- per month with effect from 1-9-1998. Based on the recommendations of the Official Committee, 2009, the maximum amount of Conveyance Allowance was increased from Rs.150/- to Rs.300/- per month with effect from 1-9-2009. The Government have enhanced the rate of Conveyance Allowance from Rs.300/- per mensem to Rs.1,000/- per mensem with effect from 1-10-2010 without any change in the existing condition.

17.50 In G.O.Ms.No.204, Finance (Allowance) Department, Dated 30th June 2017, the Conveyance Allowance of Rs.1000/- p.m. now paid to visually challenged and locomotor disabled Government employees has been extended to the Hearing Impaired Government employees subject to the following conditions that:

- (i) the Government employees who are having loss of sixty decibels (60 decibels) or more in the better ear in the conversation range of frequencies as per Persons With Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995;
- (ii) the Conveyance Allowance shall be granted based on the recommendation of the Head of ENT Department of a Government Hospital; and
- (iii) that the Conveyance Allowance shall be granted with effect from the date of the receipt of the recommendation of the concerned Medical Authority and it is not payable during leave (except casual leave), joining time or suspension.

17.51 These allowances shall apply to the Government employees including Employees / Teachers working under Local Bodies and also to the Teaching and non-teaching employees in aided educational institutions.

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Seventh Central Pay Commission Recommendations and Government of India's decisions:

17.52 Consequent upon the decision taken by the Government of India on the recommendations of the Seventh Central Pay Commission, the Transport Allowance rates admissible to Central Government employees with effect from 1-7-2017 are at the following rates.-

Sl. No.	Employees drawing pay in Pay Level [Rupees per mensem]	Rates of Transport Allowance per month (Rupees per mensem)	
		Employees posted in the Cities as per GoI [Chennai (UA) and Coimbatore (UA)]	Employees posted at all Other Places
[1]	[2]	[3]	[4]
1.	Level-9 and above	Rs.7200 +DA thereon	RS.3600+ DA thereon
2.	Level-3 to Level-8	Rs.3600 + DA thereon	RS.1800+ DA thereon
3.	Level-1 and Level-2	RS.1350 + DA thereon	RS.900 + DA thereon

17.53 Physically disabled Central Government employees in respect of the categories viz. visually impaired, orthopaedically handicapped, deaf and dumb / hearing impaired, spinal deformity, are paid Transport Allowance at double the normal rates, subject to fulfilment of the stipulated conditions, which shall, in no case, be less than Rs.2250/p.m. plus applicable rates of Dearness Allowance.

Recommendations:

17.54 The Official Committee, 2017 examined the request made by visually challenged, locomotor disabled and Hearing Impaired employees for enhancement of existing rate of conveyance allowance paid to them and recommends that the existing allowance may be enhanced as a special case from Rs.1,000/- per month to Rs.2,500/- per month. The other conditions for payment of this conveyance allowance may be retained.

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LEAVE TRAVEL CONCESSION

17.55 Leave Travel Concession to the State Government employees was originally introduced in 1981 with reimbursement of only one way travel. According to the orders in force, the employees are eligible to avail LTC once in a block of two years with provision for reimbursing the cost of journey either for onward journey or for return journey. The employees may also opt for Leave Travel Concession (LTC) in a block of four years with reimbursement of the fare for both the onward and return journeys. This scheme has been further liberalized to avail Leave Travel Concession (LTC) to visit places outside the State of Tamil Nadu subject to the condition that the reimbursement of travel cost should be limited to the maximum distance of 400 kms. from the place of their work. The above concession was given effect from 1st January, 1994.

17.56 Based on the recommendation of the Official Committee 2009, the employees are permitted to travel outside the State by availing Leave Travel Concession subject to the condition that the reimbursement of travel cost should be limited to a maximum distance of 800 kms. from the place of their work. The eligibility of the officers to travel by air while on official tour have also been extended for availing Leave Travel Concession.

Demands:

17.57 Most of the employees Associations have represented that Leave Travel Concession (LTC) scheme may be liberalized by extending reimbursement of cost of journey to places outside the State not less than 1000 kms.

Recommendations:

17.58 The Official Committee, 2017 examined the requests and recommends that the existing system may be continued.

General:

17.59 All other terms and conditions governing the grant of these allowances shall remain unchanged except recommendations made to the extent modified by the Official Committee, 2017.

Chapter-XVIII - PENSION AND RELATED BENEFITS

CHAPTER-XVIII.

PENSION AND RELATED BENEFITS

Introduction:

Pension - Constitutional Provisions

18.1 Article 366(17) of the Constitution defines pension as: “Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person and includes retired pay so payable, a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a Provident Fund.”

18.2 The Supreme Court of India has delivered a number of landmark judgements on issues relating to pension. In its judgment in D.S. Nakara and others Vs Union of India [AIR 1983 SC 130], the Supreme Court held that a pension scheme consistent with available resources must provide that a pensioner would be able to live free from want, with decency, independence and self-respect and standard equivalent at pre-retirement level. In another case, it has been mentioned that pension is earned by the employee for service rendered to fall back upon after retirement.

Strength of Pensioners as on 30-06-2017:

18.3 Pensioners can be broadly categorised into State Civil Pensioners and Teacher Pensioners. As on 30-06-2017, as per data reported, the total number of pensioners is **7.42 lakh**. The break-up of the total **7.42 lakh** pensioners, categorywise as on 30-06-2017 is given below:

Sl. No.	Details	Drawing pension through		Total
		Treasuries	Public Sector Banks	
[1]	[2]	[3]	[4]	[5]
1.	State Civil Pensioners	3,58,166	48,608	4,06,774
2.	Teacher Pensioners	67,499	13,394	80,893

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Sl. No.	Details	Drawing pension through		Total
		Treasuries	Public Sector Banks	
[1]	[2]	[3]	[4]	[5]
3.	Civil Family Pensioners	1,78,469	11,439	1,89,908
4.	Teacher Family Pensioners	26,542	4,607	31,149
5.	Other category Pensioners including Ex-Gratia and 1/3 rd Commuted Pensioners	33,133	231	33,364
	Total	6,63,809	78,279	7,42,088

18.4 The table above brings out the following:

- (i). Of the total 7.42 lakh pensioners as on 30-06-2017, 2.21 lakh which constitute 29.79 percent civil family and teacher family pensioners.
- (ii). State Civil Pensioners, Teacher Pensioners and other categories, as on 30-06-2017 is 5.21 lakh which constitute 70.21 percent.

18.5 The details of employees who will be retiring during the next 5 years are given below:

Sl. No.	Year	No. of Employees
[1]	[2]	[3]
1.	2017-2018	23,310
2.	2018-2019	27,345
3.	2019-2020	30,176
4.	2020-2021	25,369
5.	2021-2022	23,055
	Total	1,29,255

Expenditure on Pension and other Retirement Benefits:

18.6 Expenditure on pensions consists of superannuation and retirement pension, gratuities, commuted value of pension, family pension, leave encashment benefits, compassionate allowance, government's contribution for defined contribution pension scheme

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for State Government personnel joining on or after 1-4-2003 etc. It also includes expenditure on medical allowance for pensioners / family pensioners. The total expenditure of the Government on pension and retirement benefits over the past years and the current year estimated figure are as follows:

Year	Pension and other retirement benefits (Rs. in crore)	Pension percentage over Total Revenue Receipts excluding Central Grants
[1]	[2]	[3]
2006-2007	5,442.38	14.5%
2007-2008	6,019.00	14.7%
2008-2009	7,719.00	16.1%
2009-2010	8,253.00	16.4%
2010-2011	11,635.00	18.4%
2011-2012	12,276.74	15.8%
2012-2013	12,494.48	13.5%
2013-2014	14,158.98	14.3%
2014-2015	15,328.77	14.8%
2015-2016	16,892.04	15.4%
2016-2017 (RE)	18,451.97	15.0%
2017-2018 (BE)	20,576.97	14.8%

Minimum and Maximum Pension / Family Pension:

18.7 The minimum and maximum pension and family pension as admissible, based on recommendations of successive Pay Commissions/Pay Committees/decision of Government thereon are as below:

Sl. No.	Pay Commissions / Official Committees	Minimum Pension (Rs.)	Maximum Pension (Rs.)	Date of Effect
[1]	[2]	[3]	[4]	[5]
1.	First Tamil Nadu Pay Commission	Increase in pension from Rs.6 to Rs.10 for those drawing pension upto Rs.100 p.m.		1-1-1960
2.	Second Tamil Nadu Pay Commission	Rs.50	Rs.300	1-10-1970
3.	Third Tamil Nadu Pay Commission	Rs.100 Rs.125	Rs.300 Rs.500	1-4-1978 1-4-1982

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Sl. No.	Pay Commissions / Official Committees	Minimum Pension (Rs.)	Maximum Pension (Rs.)	Date of Effect
[1]	[2]	[3]	[4]	[5]
4.	Fourth Tamil Nadu Pay Commission	Rs.235 Rs.245	Rs.800 Rs.1000	1-10-1984 1-4-1988
5.	Fifth Tamil Nadu Pay Commission	Rs.375	Rs.1250	1-6-1988
6.	Official Committee-1998	Rs.1275	The upper ceiling on pension/family pension will be 50% (Rs.10950) and 30% (Rs.6570) respectively of the highest pay i.e. Rs.21900 /-.	1-1-1996
7.	Official Committee- 2009	Rs.3050	The upper ceiling on pension/family pension will be 50% (Rs.38500) and 30%(Rs.23100) respectively of the highest pay i.e. Rs.77000/-.	1-1-2006 mbf 1-1-2007

18.8 The pension is calculated with reference to the last pay drawn, post held, minimum of the scale of pay and net qualifying service.

Maximum Qualifying years of service for providing full pension:

18.9 As per the Tamil Nadu Pension Rules, 1978, the maximum qualifying years of service required for providing full pension at various points of time were:

Effect from	Maximum Qualifying Service for full pension	Rate of Pension	Basis for calculation	G.O.No. / Dated
[1]	[2]	[3]	[4]	[5]
Prior to 1970	30 Years	50%	12 months average emoluments.	710/ 10-07-1960
02-10-1970	25 Years	30/80	12 months average emoluments.	228/ 08-02-1971
01-01-1973	30 Years	30/80	10 months average emoluments.	...
01-01-1974	30 Years	30/80	10 months average emoluments.	601/ 27-04-1974

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Effect from	Maximum Qualifying Service for full pension	Rate of Pension	Basis for calculation	G.O.No. / Dated
[1]	[2]	[3]	[4]	[5]
01-10-1979	33 Years	50%	10 months average emoluments. [In case of 30 years of qualifying service, addition of 3 years allowed (Vide G.O.Ms.No.397/14.6.1984 from 1.10.1984)]	57/ 02-02-1980
01-07-1996	30 Years	50%	10 months average emoluments or Pay Last Drawn whichever is beneficial.	461/ 31-07-1996
01-04-2003	33 Years	50%	10 months average emoluments	71/ 19-3-2003
31-07-2006	30 Years	50%	10 months average emoluments or Pay Last Drawn whichever is beneficial.	496/ 1-8-2006
01-04-2003	30 Years	50%	10 months average emoluments or Pay Last Drawn whichever is beneficial.	127/ 11-4-2007

Gratuity:

18.10 Gratuity is a lump sum payment made based on the total qualifying service rendered by an employee either on retirement or death. The maximum limit of gratuity at various points of time were:

Central Pay Commissions	Limit as per GoI's Decisions (Rs. in lakh)	Effect from	Limit in GoTN (Rs. in lakh)	Effect from
[1]	[2]	[3]	[4]	[5]
IV CPC	1.00	14-12-1987	1.00	14-12-1987
V CPC (Interim Report)	2.50	01-04-1995	2.50	01-04-1995
V CPC (Final Report)	3.50	01-01-1996	3.50	01-01-1996
VI CPC	10.00	01-01-2006	10.00	01-01-2006
VII CPC	20.00	01-01-2016

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18.11 In the case of retirement or death of a Government servant after the 1st October 1979 and after completing five years of qualifying service, the amount of death-cum-retirement gratuity shall be one-fourth of his emoluments for each completed six months period of qualifying service subject to a maximum of sixteen and a half times the emoluments. Maximum service is restricted to 66 half years.

Commutation:

18.12 Commutation of Pension means payment of lump sum amount in lieu of a portion of pension surrendered voluntarily by the pensioner based on a duration of period in relation to the age. This is purely an optional facility provided by the Government to the pensioner. The duration is fixed with reference to age as number of years' purchased. If the age at the next birthday of a retiring employee is 59 years, he will be entitled to get 8.371 year's portion of pension he surrenders. If the pensioner is eligible for the pension of Rs.9000 and he opts to commute 33 1/3 % of the amount he will be entitled to receive Rs.3,01,356 as follows: $9000 \times 33.33 \times 8.371 \times 12 / 100$.

18.13 An eligible retired Government servant shall, subject to the conditions, be allowed to commute for lump payment any portion, not exceeding the percentage mentioned below of the pension granted to him by Government:-

Effect from	%age of Pension which can be commuted	Restoration Period	GO / Date
[1]	[2]	[3]	[4]
Prior to 1-7-1960	50%	No restoration.	...
1-7-1960	1/3 rd i.e. 33.33%	No restoration.	...

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Effect from	%age of Pension which can be commuted	Restoration Period	GO / Date
[1]	[2]	[3]	[4]
1-4-1981	1/3 rd i.e. 33.33%	Fifteen years from the date on which reduction in pension on account of such commutation becomes effective.	242/ 10-04-1981
1-4-1998	40%	Fifteen years.	174/ 21-04-1998
1-4-2003	1/3 rd i.e. 33.33%	Fifteen years.	74/ 19-03-2003

18.14 The portion of a pension commuted shall be restored in full as and when a pensioner completes a period of fifteen years from the date of his/her retirement where such commutation is effective during the first month of his/her retirement and in other cases as and when he completes a period of fifteen years from the date on which reduction in pension on account of such commutation becomes effective. A commutation once given effect to cannot be rescinded, that is, the portion of a pension commuted cannot be restored on refund of its capitalized value.

Analysis:

18.15 The Official Committee, 2017 notes that in so far as the retirement benefits are concerned, the State Government is following the pattern adopted by the Government of India for their employees consequent on the recommendations of the Fourth Central Pay Commission and several of the retirement benefits have been liberalised by the State Government on the lines of Government of India subsequent to the submission of the report of the Fourth Tamil Nadu Pay Commission. These include the procedure for calculation of pension, raising the upper ceiling for gratuity as well as service gratuity in respect of employees dying in harness. The only difference between the pension structure of the State Government and that of the Government of India is in the Quantum of minimum pension and maximum family pension from Sixth Central Pay Commission. This is

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mainly due to the abolition of “D” Group posts in Government of India from the implementation of the recommendations of the Sixth Central Pay Commission.

18.16 Besides, the Official Committee, 2017 noticed that certain benefits given to State Government employees are more liberal when compared to those available to Central Government employees. For instance, encashment of 90 days leave on private affairs at the time of retirement with full pay and allowances and payment of full leave salary for the entire period of earned leave at credit not exceeding 240 days (full leave salary is available upto a maximum of 180 days of earned leave and for the period beyond 180 days only pay and dearness allowance is computed towards leave salary under the Central Government). The Special Pay is not reckoned for computation of pension and pensionary benefits in Government of India on the other hand the Special Pay drawn by the employees of the State Government can be taken into account for computation of pension and pensionary benefits. Another important feature is the introduction of Family Security Fund for pensioners with a subscription of Rs.80/- per month from pensioners and payment of lumpsum amount of Rs.50,000/- made to the family of pensioners in the event of death of the pensioner. Such a scheme is not available to Central Government Pensioners.

18.17 The Official Committee, 2017 examined the benefits granted to Central Government pensioners and family pensioners and also the retirement benefits granted to Central Government employees based on the recommendations of the Seventh Central Pay Commission and Committees as detailed below.

QUALIFYING YEARS OF SERVICE FOR PROVIDING FULL PENSION:-

Demands:

18.18 A number of requests have been received by the Official Committee, 2017 to reduce the qualifying years of service for eligibility for providing full pension from 30 years to 20 years and the revised consolidated pension of pre-2016 pensioners shall not be lower than

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50% of the minimum of the pay (wherever applicable) corresponding to the pre-revised pay scale without pro-rata reduction of pension even if they had qualifying service of less than 30 years at the time of retirement.

Analysis:

18.19 In accordance with the orders issued by Government of India on implementation of the recommendation of the Sixth Central Pay Commission, the pension of Central Government servants retired / retiring on or after 1-1-2006 has been delinked from qualifying service of 33 years. Once an employee renders the minimum pensionable service of 20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, whichever is more beneficial to the retiring employee.

18.20 Based on the orders of various court directions, the Government of India ordered that the revised consolidated pension of pre-2006 pensioners shall not be lower than 50% of the minimum of the pay in the Pay Band and the Grade Pay (wherever applicable) corresponding to the pre-revised pay scale as per fitment table without pro-rata reduction of pension even if they had qualifying service of less than 33 years at the time of retirement.

18.21 The Official Committee, 2017 has noticed that several cases have also been filed by the pre-2006 State Government pensioners for extending the benefit of 50% of the minimum of the pay in the Pay Band and the Grade Pay (wherever applicable) corresponding to the pre-revised pay scale as per fitment table without pro-rata reduction of pension even if they had qualifying service of less than 33 years at the time of retirement as was adopted by the Government of India. The Hon'ble High Court of Madras has pronounced the judgement on 26-07-2017. In its judgement, the Hon'ble High Court of Madras has observed that due to financial constraint of the State Government and its policy decision, all the Writ Petitions are dismissed and disposed.

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Recommendations:

18.22 The Official Committee, 2017 has examined the issue and it has been observed that the practice of following qualifying years of service for providing full pension at 30 years has been functioning well in the State. The reduction in qualifying years of service for providing full pension to a level further below would also invite for further financial burden. **Considering these aspects, the Official Committee, 2017 recommends to continue the present system of qualifying years of service for providing full pension.**

Raising the Existing Rates of Pension and Family Pension :

18.23 The Seventh Central Pay Commission has not recommended any further increase in the rate of Pension and Family Pension from the existing levels at 50 percent and 30 percent of last pay drawn or ten months average pay whichever is beneficial. This recommendation has been accepted by the Government of India. Accordingly, **the Official Committee, 2017 recommends that the existing rate of pension / family pension to the State Government employees may be continued in the revised pay structure also those who were appointed in Government service on or before 1-4-2003 i.e. before implementation of Contributory Pension Scheme.**

Quantum of Minimum Pension:

18.24 Under the existing provisions of the Tamil Nadu Pension Rules, 1978 read with its amendments, the minimum pension / family pension is Rs.3050/- per month [50% of sum of minimum of the pre-revised pay in the Pay Band-1A i.e. Rs.4800/- and Grade Pay i.e. Rs.1300/-] and the maximum pension / family pension is Rs.38,500/- / Rs.23100/- [i.e. 50% / 30% of sum of the maximum of the pre-revised scale in the Pay Band-4 i.e., Rs.67,000/- + Grade Pay Rs.10000/-].

18.25 Several Associations / Pensioners Associations have demanded for enhancing the pension at rates commensurate with the revised structure of pay on par with Government of India.

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18.26 Based on the recommendations of the Seventh Central Pay Commission, the pay of a personnel in Government of India had significantly increased in the minimum from the existing Rs.7,000/- per month to Rs.18,000/- per month. This, based on computation of pension, have raised the minimum pension from the existing Rs.3,500/- to Rs.9,000/- per month. This minimum pension has been increased based on the recommendations of the Seventh Central Pay Commission by multiplying the factor of 2.57 times over the existing level. Accordingly, the pay of a personnel in the State Government will also lead to a significant increase in the minimum from the existing Rs.6,100/- per month to Rs.15,700/- per month. Consequently, the computation of pension, will raise the minimum pension from the existing Rs.3050/- per month to Rs.7,850/- per month. The minimum pension will increase by 2.57 times over the existing level.

Recommendations:

18.27 The Official Committee, 2017 has examined this matter in detail in light of the financial liability of the State towards meeting up pension and other retirement benefits. After careful examination in the matter, the Official Committee, 2017 recommends that the minimum pension may be fixed as 50% of the initial pay at Level-1 of the Pay Matrix (i.e. Rs.7850/-) and the maximum pension may be fixed as 50% of the maximum pay at Level-32 of the Pay Matrix (i.e. Rs.2,25,000 x 50/100 = Rs.1,12,500). Other conditions as in vogue now would continue.

18.28 The Official Committee, 2017 also recommends that the family pension may be fixed at 30% of the basic pay last drawn in the prescribed Level in the Pay Matrix subject to limits of minimum family pension (i.e. Rs.7850/-) and maximum family pension may be fixed as 30% of the maximum pay at Level-32 of the Pay matrix (i.e. Rs.2,25,000/- x 30/100 = Rs.67,500/-).

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ADDITIONAL QUANTUM OF PENSION / FAMILY PENSION TO THE OLDER PENSIONERS / FAMILY PENSIONERS:

18.29 The Seventh Central Pay Commission had recommended that the existing rates of additional pension and additional family pension are appropriate. The Government of India have accepted the same.

18.30 Under the existing provision, additional quantum of pension / family pension is available to the pensioners / family pensioners who have crossed / will cross 80 years of age in the following manner with effect from 1-1-2011:-

Sl. No.	Age of Pensioner / Family Pensioner	Additional quantum of pension/family pension	No. of Pensioners / Family Pensioners as on 30-6-2017
[1]	[2]	[3]	[4]
1.	From 80 years to 84 years	20% of revised basic pension / family pension	27,707
2.	From 85 years to 89 years	30% of revised basic pension / family pension	10,459
3.	From 90 years to 94 years	40% of revised basic pension / family pension	2,730
4.	From 95 years to 99 years	50% of revised basic pension / family pension	522
5.	100 years or more	100% of revised basic pension / family pension	71
Total			41,489

18.31 The Official Committee, 2009 had not recommended for additional quantum of pension/family pension as per the recommendations of the Sixth Central Pay Commission. Subsequently, the Government had issued orders to grant the additional quantum of pension/family pension for pensioners/family pensioners at the age of 80 years and thereafter, after every 5 years with effect from 1-1-2011. This additional quantum of pension/family pension had also been extended to the absorbee pensioners (Restoration of 1/3rd commuted portion of pension after 15 years from the date of commutation) [Vide G.O.Ms.No.141, Finance (Pension) Department, dated 19-05-2011].

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18.32 Most of the pensioners associations have represented before the Official Committee, 2017 that they have advocated in favour of retaining the additional quantum of pension / family pension at the above rates. The Official Committee, 2017 does not find any concrete reasons and justification to revise the existing rates of additional quantum of pension/ family pension and felt **that the existing percentage rates may continue which will increase when the pension is revised.**

18.33 There will be no other change in the provisions regulating family pension, enhanced family pension and additional family pension to old family pensioners.

SUPERANNUATION AND RETIRING PENSION:

18.34 At present superannuation pension is determined as 50% of the last pay drawn or 50% of the average emoluments of last 10 months, whichever is advantageous and the qualifying service for full pension is 30 years. Proportionate pension is given to those employees who have completed more than 10 years but less than 30 years of service.

18.35 With reference to revision of pension / family pension of pre-2006 pensioners/family pensioners with effect from 1-1-2006 with monetary benefit from 1-1-2007, the revised pension/family pension with effect from 1-1-2006, in no case, shall be lower than 50% / 30% of the sum of the minimum of pay in the Pay Band and the Grade Pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. The calculation of pension / family pension at 50% / 30% of the minimum of pay in the Pay Band plus Grade Pay would be made at the minimum of the pay in the pay band (irrespective of the pre-revised scale of pay) plus the grade pay corresponding to the pre-revised pay scale.

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Recommendations:

18.36 The Official Committee, 2017 after careful consideration of this issue, **recommends** the following formula for calculation of revised pension / family pension as adopted by the Government of India:-

(a) Pensioners / Family Pensioners who have retired prior to 1-1-2016:

18.37 The revised pension / family pension for those who have retired prior to 1-1-2016 shall be determined by multiplying their basic pension / basic family pension, as had been fixed at the time of implementation of Official Committee, 2009 recommendations under Tamil Nadu Pension Rules, 1978 read with its up-to-date amendment, by a factor of 2.57, subject to minimum and maximum rate of pension. The amount of revised pension / family pension so arrived at **shall be rounded off to next higher rupee.**

Example-I:

18.38 Pensioner 'A' retired on 31st August 1991, in the scale of 2200-75-2800-100-4000 [Fifth TN Pay Commission] after rendering full qualifying service and drawing a pension of Rs.11,000/- as on 1-1-2016 before revision:

Sl. No.	Description	Amount in Rs.
1.	Basic Pension fixed as on 1-1-2006	11000
2.	Revised Pension fixed (using a multiple of 2.57)	28270
3.	Fifty percent of the minimum of the pay in the Level Pay corresponding to the pre-revised pay scale. [Level-22 - Rs.56100 x 50/100]	28050
4.	Hence, Revised Pension fixed	28270

Example-II:

18.39 Pensioner 'B' retired on 31st May, 2015 in the scale of Rs.37400-67000 with Grade Pay Rs.8800 with last pay drawn of Rs.46,200 after rendering full qualifying service:

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Sl. No.	Description	Amount in Rs.
1.	Basic Pension fixed (i.e. 50% of Rs.46,200)	23100
2.	Revised Pension fixed (using a multiple of 2.57)	59367
3.	Fifty percent of the minimum of the pay in the Level Pay corresponding to the pre-revised pay scale. [Level-29 - Rs.123400 x 50/100]	61700
4.	Hence, Revised Pension fixed	61700

18.40 Fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the Level Pay corresponding to the pre-revised pay scale from which the pensioner had retired. The calculation of pension at 50% of the minimum of pay in the Level Pay would be made at the minimum of the pay in the Level Pay (irrespective of the pre-revised scale of pay) corresponding to the pre-revised pay scale from which the pensioner had retired. The pension will be reduced pro-rata, where the pensioner had less than the maximum required service (Net Qualifying Service) for full pension as per rule of the Tamil Nadu Pension Rules, 1978 as applicable from time to time [before 1.1.2016] and in no case it will be less than minimum pension of Rs.7,850/- per month.

18.41 The calculation of 50% / 30% of the minimum of the pay in the Level Pay corresponding to the pre-revised pay scales is brought out in Table-3 as Annexure-III to this report.

18.42 The fixation of family pension will be subject to the provision that the revised family pension, in no case, shall be lower than thirty percent of the minimum of the pay in the Pay Level corresponding to the pre-revised pay scale from which the pensioner had retired and in no case it will be less than minimum pension of Rs.7,850/- per month.

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18.43 In case the consolidated pension/family pension calculated is higher than the pension/family pension calculated in the manner using a multiple of 2.57, the same (higher consolidated pension/family pension) will continue to be treated as basic pension/family pension.

(b) Pensioners/family pensioners who have retired/retire on or after 1-1-2016:

18.44 There shall be no change in the provisions regulating the amount of pension. This will be 50% of the last basic pay drawn or 50% of the average emoluments of last 10 months, whichever is advantageous (without DA) in the prescribed Pay Level of the Pay Matrix with effect from 1-1-2016 subject to minimum and maximum rate of pension. The amount of revised pension / family pension so arrived at shall be rounded off to next higher rupee.

18.45 The minimum pension with effect from 1-1-2016 will be Rs.7,850/- per month (excluding the element of additional pension to old pensioners). The upper ceiling on pension/family pension will be 50% and 30% respectively of the highest pay in the Government (The highest pay in the Government is Rs.2,25,000/- with effect from 1-1-2016).

18.46 Since the consolidated pension will be inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

DEARNESS ALLOWANCE ON PENSION AND FAMILY PENSION:

18.47 The existing rate of Dearness Allowance shall be treated as neutralised within the multiplying factor with effect from 1-1-2016.

18.48 The pension/family pension shall qualify for dearness allowance sanctioned from time to time, in accordance with the relevant rules/instructions. The Official Committee, 2017 recommends that the Dearness Allowance may be granted to the Pensioners / Family Pensioners at the same rates and from the same dates as given to the serving employees.

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18.49 Accordingly, the revised rates of Dearness Allowance may be sanctioned to our State Government pensioners/family pensioners at the rates & dates as follows:

Sl. No.	With effect from	Rate of D.A. [per month]
[1]	[2]	[3]
1.	1-1-2016	0 [Zero]
2.	1-7-2016	2% of Basic Pension
3.	1-1-2017	4% of Basic Pension
4.	1-7-2017	5% of Basic Pension

18.50 The above revised rates of Dearness Allowance may be paid after adjusting the installment of Dearness Allowances paid already in the pre-revised pension/family pension.

FAMILY PENSION BENEFITS:

(a) Time Period for enhanced family pension.

18.51 The Seventh Central Pay Commission noted that the recommendation with regard to period of eligibility of the enhanced family pension of 10 years in case of death of a serving employee was made based on the recommendations of Sixth Central Pay Commission Report. Hence, no further change was being recommended by the Seventh Central Pay Commission. This was accepted by the Government of India.

18.52 The current rates of enhanced family pension for Central Government employees are—

- (i). In the case of death in service: Payable to the family of a government servant for a period of ten years from the date of death of a government servant, without any upper age limit.
- (ii). In the case of death after retirement: Payable for a period of seven years or up to the date on which he would have attained 67 years had he survived, whichever is less.

18.53 This benefit was not extended to the State Government employees so far.

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18.54 At present, the family pension is paid to the surviving spouse or other eligible persons in the family at the rate of the eligible pension till the time of the deceased government servant would have attained the age of 65 years or 7 years from the date of death whichever is less.

18.55 The Official Committee, 2017 has received representations from the pensioners associations seeking enhancement in the period of enhanced family pension for 10 years in case of death of a serving employee or up to the date on which he would have attained 67 years had he survived, whichever is less.

18.56 The Official Committee, 2017 has examined this issue in depth and recommends that for the purpose of family pension the cases should be divided in two groups as follows:

- (a) Where the employee dies before retirement.
- (b) Where the employee dies after retirement.

18.57 The Official Committee, 2017 recommends that in the event of death of a Government servant while in service after having rendered not less than **seven** years continuous service, the rate of family pension payable be equal to 50 per cent of the pay last drawn or maximum of family pension whichever is less **for a period of 10 years** or till the date on which the employee would have completed 65 years of age whichever is less. Thereafter, the Family Pension be reduced to 30% of the last pay drawn .

18.58 In case the employee dies after retirement, the family pension equal to superannuation pension shall continue to be paid till the date on which the employee would have completed 65 years of age had he not died. Thereafter the family pension be reduced to 30% of the last pay drawn.

18.59 The revised amount of minimum Family Pension shall be Rs.7,850/-.

(b) Dependency criteria for family pension other than spouse (widow or widower):

18.60 At present, income limit is Rs.2550/- per month for eligibility for payment of family pension to eligible family members other than spouse (widow or widower) including eligible parents,

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disabled children and unmarried / widowed / divorced daughters above 25 years of age. This income certificate shall also be produced annually to the effect that their earning is not more than Rs.2,550/- per month for continuance of family pension. [Vide G.O.Ms.No.327, Finance (Pension), Dated 30-08-2001]. This income limit has not been revised till now.

18.61 The Official Committee, 2017 has received representations from the pensioners associations to enhance the income limit for eligibility for payment of family pension from Rs.2,550/- per month as per the orders issued by the Government of India.

18.62 In accordance with the order issued by Government of India on implementation of the recommendation of the Sixth Central Pay Commission, the dependency criteria for the purpose of sanctioning family pension shall be the minimum family pension along with dearness relief thereon from time to time to Central Government employees' family.

18.63 The Official Committee, 2017 recommends that the monthly income limit for eligibility of the dependency criteria for the purpose of sanctioning family pension other than spouse may be fixed at the rate of minimum family pension.

COMMUTATION OF BASIC PENSION

18.64 At present, Pensioners are eligible to commute pension upto $33\frac{1}{3}\%$ of their pension and receive a lumpsum payment. After 15 years from the month of commutation of pension after retirement, the commuted portion of pension would be restored.

18.65 Pensioners are provided with an option to commute $\frac{1}{3}$ rd of their basic pension under a given commutation formula. In the existing system, pensioners who have commuted a portion of their pension and have completed 15 years from their respective date of retirement will have their commuted portion be restored. Number of Associations/ Unions have urged for lowering the period of restoration of pension from existing the 15 years to 12 years. In some cases, it has been demanded to be lowered to 10 years.

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Seventh Central Pay Commission Recommendations and Government of India decision

18.66 There will be no change in the existing provisions relating to commutation values, the limit upto which the pension can be commuted or the period after which the commuted pension is to be restored.

Demands:

18.67 The Official Committee has received a number of representations requesting reduction of restoration period of commuted portion of pension from the existing 15 years and also for restoration of rate of commutation from 33.33% to 40%.

Analysis and Recommendations

18.68 The Official Committee, 2017 notes that prior to Fifth Central Pay Commission, the commutation allowed was one-third. However, there was no restoration. The Hon'ble Supreme Court of India in their judgement dated 09.12.1986, allowed restoration of pension after 15 years. The Hon'ble Supreme Court of India in its judgement specifically stated that though the amount is recovered in 12 years, yet since there is a risk factor and some of the states are restoring pension after 15 years, the period of restoration is fixed at 15 years. The Fifth Central Pay Commission in its recommendation increased the percentage of commutation to 40 percent and recommended restoration period at 12 years. But the reduction of restoration period was not accepted by the Government of India. The Sixth Central Pay Commission did not recommend any change in the maximum percentage of commutation allowed or in the period of restoration. A revised commutation factor for commuting pension has also been suggested taking into account the prevailing mortality rates, interest rates and the fact that the commuted portion is restorable after 15 years. Accordingly, a revised commutation table is being used for purposes of commuting pension. Seventh Central Pay Commission **has also not recommended any change either in the maximum percentage of commutation or in the period of restoration.** There will be no change in the provisions relating to commutation values.

18.69 Based on the recommendations of the Official Committee, 1998, commutation upto 40% of basic pension was permitted to the employees retiring from service on or after 1-4-1998.

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The then existing pensioners on 1-1-1996 whose pension was enhanced were not permitted to commute one third of the increase in pension. Only retirees who retired after 1-1-1996 whose pension is revised due to revision of pay scale with effect from 1-1-1996 were permitted to commute the basic pension based on the revised pension.

18.70 Based on the orders issued in G.O.Ms.No.74, Finance (Pension) Department, dated 19-03-2003, the maximum limit for commutation of portion of pension by the pensioner has been reduced from 40% to 33.33% of pension only with effect from 1-4-2003. Subsequently, it was not restored when other retirement benefits were restored.

18.71 Commutation has been permitted upto 40% of basic Pension and this benefit was made applicable to employees retiring from service on or after 1-4-1998. Subsequently, based on the decision of the Government to cut pension expenditure, the commutation benefit has been reduced from 40% to 33.33% from 1-4-2003.

18.72 Based on the recommendations of the Official Committee, 2009, commutation of pension upto 33.33% of basic pension was permitted to the employees retiring from service on or after 1-1-2006. The then existing pensioners on 1-1-2006 whose pension is enhanced were not permitted to commute one third of the increase in pension. Only retirees who retired after 1-1-2006 whose pension was revised due to revision of pay scale with effect from 1-1-2006 were permitted to commute the basic pension based on the revised pension.

Recommendations:

18.73 The Official Committee, 2017 recommends that the Commutation at the existing rate of upto one-third of basic pension (i.e. 33.33%) in the revised pay structure may continue and the commutation amount may be calculated based on the existing Commutation Value Table as adopted by Government of India and followed by the State Government.

18.74 The Official Committee, 2017 also recommends that a Government servant who has commuted a percentage of his final pension and where after commutation, his pension has been revised and enhanced retrospectively, as a result of the revision of pay based

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on the recommendations of the Official Committee, 2017, the applicant may be permitted to commute the difference between the commuted value determined with reference to enhanced pension and the commuted value already authorised.

18.75 The Official Committee, 2017 further recommends that Pensioners who retired after 1-1-2016 and have drawn pension/commuted value of pension based on their pre-revised pay/pension who do not wish to commute the pension which has become additionally commutable on revision of pay/pension on implementation of recommendations of the Official Committee, 2017, those pensioners who retired from 1-1-2016 till the day before the date of issue of orders for revised pay / pension based on the recommendations of the Official Committee, 2017 may be permitted to give an option, not to commute the pension which has become additionally commutable on revision of pay / pension on implementation of recommendations of the Official Committee, 2017.

Commutation on increase in Pension in respect of pensioners who had retired before 1-1-2016:

18.76 The Official Committee, 2017 noticed that the State Government Pensioners were not permitted to commute one third of the increase in pension whenever the pension is increased based on the recommendations of the Pay Commissions. Such benefit is not extended to Central Government Pensioners as and when their pension is revised based on Central Pay Commission recommendations. The Official Committee, 2017 considers that already the State Government Pensioners are kept on par with Central Government Pensioners in many aspects. Further, the facility of commutation should be made available only to prospective retirees. Taking these into consideration, the Official Committee, 2017 recommends that the existing pensioners who had retired before 1-1-2016 need not be permitted to commute one third of the increase in pension consequent on the increase recommended.

Restoration of Two Third Pension of the Absorbee Pensioners (1/3rd Pensioner like TANSI, etc.) :

18.77 The Government of India in its Office Memorandum F.No.4/34/2002-P&PW(D).Vol.II, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners Welfare, dated 23rd June, 2017 had issued orders to effect that all absorbee pensioners who had taken 100% lump-sum amount in lieu of pension

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on absorption in Public Sector Undertakings/Autonomous Bodies in accordance with the then existing rules and in whose case 1/3rd pension had been restored after 15 years, be allowed restoration of full pension after expiry of commutation period of 15 years from the date of payment of 100% lump-sum amount. The absorbee pensioners whose full pension is restored would also be entitled to revision of their pension in accordance with the instructions issued from time to time. The Official Committee, 2017 noticed that the benefits to the absorbee pensioners in the State are extended based on the Government of India's Orders. The number of absorbee pensioners are very meager and also they are vanishing category of pensioners.

18.78 The Official Committee, 2017 recommends that the restoration of two third pension of the absorbee pensioners may be extended to the absorbee pensioners of the State and also considering the financial constraints of the State, this benefit may be given effect prospectively instead of the date of expiry of the commutation period of 15 years which takes effect retrospectively from the date of payment of lumpsum amount.

GRATUITY

18.79 At present, a government servant is entitled to get retirement gratuity equal to one-fourth of his emoluments for each completed six monthly period of qualifying service subject to a maximum of 16.5 times of the emoluments last drawn subject to a maximum of Rs.10 lakh. In the event of death in harness, **Death Gratuity** is admissible at the following rates:-

Sl. No.	Length of Service	Rate of Gratuity
[1]	[2]	[3]
1.	Less than one year	Two times of monthly emoluments
2.	One year or more but less than five years	Six times of monthly emoluments
3.	Five years or more but less than twenty years	Twelve times of monthly emoluments
4.	Twenty years or more	Half of monthly emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of monthly emoluments provided that the amount of Death Gratuity in no case exceeds Rs.10 lakh.

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Seventh Central Pay Commission Recommendations and Government of India decision.

Enhancement in the Gratuity Ceiling:

18.80 Based on the recommendations of the Seventh Central Commission, the Government of India enhanced the ceiling of gratuity from the existing Rs.10 lakh to Rs.20 lakh from 1-1-2016 and also the ceiling on gratuity may increase by 25% whenever Dearness Allowances rises by 50% of the basic pay.

Rationalization of death gratuity.

18.81 Based on the recommendations of the Seventh Central Pay Commission, the rates for payment of death gratuity have been rationalised and revised as under:

Sl. No.	Length of Service	Rate of Gratuity
[1]	[2]	[3]
1.	Less than one year	Two times of monthly emoluments
2.	One year or more but less than five years	Six times of monthly emoluments
3.	Five years or more but less than eleven years	Twelve times of monthly emoluments
4.	Eleven years or more but less than twenty years	Twenty times of monthly emoluments
5.	Twenty years or more.	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of monthly emoluments.

Demands.

18.82 A number of representations have been received by the Committee stating that there is a need to revise the existing ceiling of ₹10.00 lakh with regard to payment of service gratuity. The Committee has also received representations for rationalization of current slabs for death gratuity on par with the Government of India.

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Recommendations.

18.83 The rates for payment of **death gratuity** may also be rationalised and revised as follows:

Sl. No.	Length of Service	Rate of Gratuity
1.	Less than one year	Two times of monthly emoluments
2.	One year or more but less than five years	Six times of monthly emoluments
3.	Five years or more but less than eleven years	Twelve times of monthly emoluments
4.	Eleven years or more but less than twenty years	Fifteen times of monthly emoluments
5.	Twenty years or more	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of monthly emoluments.

18.84 After careful consideration of the demands raised by Associations, the Official Committee, 2017 recommends enhancement of the **ceiling of retirement gratuity and death gratuity from the existing Rs.10 lakh to Rs.20 lakh** with effect from 1-1-2016. The Official Committee, 2017 also recommends, as in Government of India, the ceiling on gratuity will increase by 25% whenever the dearness allowances rises by 50% of the basic pay.

RETIREMENT GRATUITY AND DEATH GRATUITY TO THE EMPLOYEES WHO HAVE BEEN APPOINTED ON OR AFTER 1-4-2003:

18.85 It is noted that an "Expert Committee" has been constituted to examine the feasibility of implementing the demands of various Government employee associations to continue old pension scheme.

18.86 This Committee has evaluated the very high fiscal implication of the implementation of Seventh Central Pay Commission recommendations to State Government employees and pensioners and this would have an impact also on the feasibility of continuing Old Pension Scheme. The Expert Committee would consider this also and based on its report, if Contributory Pension Scheme is

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implemented, the Official Committee, 2017 recommends that the benefit of Retirement Gratuity and Death Gratuity on the same terms and conditions, as applicable to employees covered to the Old Pension Scheme may also be extended to employees who have been appointed on or after 1-4-2003.

MEDICAL ALLOWANCE

18.87 The Pensioners / Family Pensioners are allowed Fixed Medical Allowance, currently payable at the rate of Rs.100/- per month with effect from 1-6-2009.

18.88 Fixed Medical Allowance (FMA) is granted to the Central Government pensioners/family pensioners residing in areas not covered under Central Government Health Scheme administered by the Ministry of Health & Family Welfare and corresponding health schemes administered by other Ministries/Departments for their retired employees for meeting expenditure on their day-to-day medical expenses that do not require hospitalization. Orders were issued for enhancement of the amount of Fixed Medical Allowance from Rs.300/- to Rs.500/-per month with effect from 19-11-2014.

18.89 Consequent upon the decision taken by the Government of India on the recommendations of the Seventh Central Pay Commission on Allowances (with modifications), amount of Fixed Medical Allowance has been enhanced from Rs.500/- to Rs.1000/- per month.

18.90 Based on the recommendations of the Official Committee, 2009, the then existing quantum of Medical Allowance to the Pensioners / Family Pensioners have been doubled from Rs.50/- to Rs.100/- per month with effect from 1-6-2009.

18.91 Considering the long pending demand of the Pensioner's Association and taking into account the enhancement of medical allowance recommended to serving employees, **the Official Committee, 2017 recommends** that the of Fixed Medical Allowance to the Pensioners / Family Pensioners may be enhanced from Rs.100/- to Rs.300/- per month.

Age of Superannuation

18.92 The Official Committee, 2017 recommends the continuation of the present age of superannuation.

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SPECIAL PENSION/FAMILY PENSION TO CERTAIN CATEGORIES

SPECIAL PENSION TO EX-VILLAGE OFFICERS

18.93 Special Monthly Pension at the rate of Rs.2000/- is being paid to the Ex-Village Officers [Karnam] whose posts were abolished on 14-11-1980, who were subsequently appointed as Village Administrative Officer and retired without completing minimum 10 years of qualifying service. This amount was enhanced from Rs.1500/- per month to Rs.2000/- per month with effect from 26-12-2014.

18.94 Special Family Pension is also paid to the family of the Ex-Village Officers at the rate of Rs.1500/- per month. This amount was enhanced from Rs.1000/- [without allowances] per month to Rs.1500/- [without allowances] per month with effect from 26-12-2014. [Vide G.O.Ms.No.569, Revenue (Service-8) Department, dated 26-12-2014].

SPECIAL PENSION TO VILLAGE ASSISTANTS

18.95 In respect of Village Assistants, those who were brought under regular establishment with effect from 1-6-1995 and who have rendered more than 10 years of qualifying service after 1-6-1995, their pension and other retirement benefits are regulated under Tamil Nadu Village Assistants' Pension Rules, 1995 as applicable to the regular employees. Also, those who are not covered under Tamil Nadu Village Assistants' Pension Rules 1995 are paid special pension.

18.96 The Ex-Village Assistants who were holding part-time posts before 1-6-1995, subsequently regularised as full time Village Assistant, and retired or discharged from service before 1-6-1995 after rendering more than 10 years of service are being paid special pension. The Special Pension initially paid at the rate of Rs.900/- per month, was enhanced to Rs.2050/- per month notionally with effect from 1-1-2006 with monetary benefit from 1-1-2007.

18.97 Special Pension at the rate of Rs.460/- per month is being paid to the Ex-Village Assistants who rendered more than 5 years and less than 10 years of service. This amount was enhanced from Rs.200/- per month to Rs.460/- per month notionally with effect from 1-1-2006 with monetary benefit from 24-8-2008.

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18.98 Special Family Pension is also paid to the family of the Ex-Village Assistants at the rate of Rs.560/- [without allowances] per month. This amount was also enhanced from Rs.400/- [without allowances] per month to Rs.560/- [without allowances] per month with effect from 24-8-2008.

Recommendations:

18.99 The Official Committee, 2017 recommends the revision of Special Pension and Special Family Pension with allowances as detailed below:

Sl. No.	Name of Post	Special Pension		Special Family Pension	
		Existing	Revised	Existing	Revised
[1]	[2]	[3]	[4]	[5]	[6]
1.	Ex-Village Officer	Rs.	Rs.	Rs.	Rs.
	Special Pension	Rs.2000	Rs.6750	Rs.1500	Rs.2250
	D.A. as on 30.9.2017 @ 139% / Revised DA 5% wef 1.10.2017(*)	Rs.2780	Rs.338(*)	[No Allowance]	Rs.113
	Total	Rs.4780	Rs.7088	Rs.1500	Rs.2363
2.	Village Assistant [Who had rendered More than 10 years of Service]				
	Special Pension	Rs.2050	Rs.6750	Rs.560	Rs.1200
	D.A. as on 30.9.2017 @ 139% / Revised DA 5% wef 1.10.2017(*)	Rs.2850	Rs.338(*)	[No Allowance]	Rs.60
	Total	Rs.4900	Rs.7088	Rs.560	Rs.1260
3.	Village Assistant [who rendered more than 5 years and less than 10 years of service]				
	Special Pension	Rs.460	Rs.3375	Rs.560	Rs.1200
	D.A. as on 30.9.2017 @ 139% / Revised DA 5% wef 1.10.2017(*)	Rs.639	Rs.169(*)	[No Allowance]	Rs.60
	Total	Rs.1099	Rs.3544	Rs.560	Rs.1260

The revised Special Pension has been arrived at based on the notional revision of existing special pension from Rs.2000/- and Rs.2050/- per month to Rs.3000/- per month to the Ex-Village

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Officers and Village Assistants who have rendered more than 10 years of service and from Rs.460/- per month to Rs.1500/- per month to the Village Assistants who have rendered more than 5 years and less than 10 years of service.

18.100 The Dearness Allowance may be allowed to the Special Pension / Special Family Pension granted to the Ex-Village Officers and Village Assistants at the same rate and from the same date as given to Government pensioners / family pensioners.

18.101 The existing quantum of Medical Allowance may also be enhanced from Rs.100/- to **Rs.300/-** per month along with the Special Pension / Special Family Pension granted to the Ex-Village Officers and Village Assistants with effect from 01-10-2017.

**SPECIAL PENSION AND LUMP SUM GRANT
TO NOON MEAL WORKERS / ANGANWADI WORKERS /
VILLAGE PANCHAYAT SECRETARIES AND OTHERS**

Special Monthly Pension to Noon Meal Workers:

18.100 All retired Noon Meal Employees such as Organisers, Cooks and Cook Assistants were provided with a special monthly pension at Rs.700/-, Rs.600/- and Rs.500/- with effect from 15-9-2008. This special pension has been enhanced to Rs.1000/- per month irrespective of all categories with effect from 1-4-2013. Further this special monthly pension has been enhanced as Rs.1500/- per month with effect from 1-2-2016.

Lumpsum Payment to Noon Meal Workers:

18.101 A sum of Rs.50,000/- to the Noon Meal Organiser and Rs.20,000/- to the Cook and Cook Assistant were provided as lumpsum amount at the time of their retirement. Further, this amount has been enhanced to Rs.60,000/- to the organizers and Rs.25,000/- to Cook and Cook Assistant since February 2016.

Special Monthly Pension to Anganwadi Workers:

18.102 The Anganwadi workers including Mini Anganwadi Workers and Helpers were paid special pension of Rs.1,000 on their retirement from 1-4-2013. The special pension is increased to Rs.1,500 for the Anganwadi Employees with effect from 1-2-2016.

Lumpsum Payment to Anganwadi Workers:

18.103 The Anganwadi Workers and Helpers are eligible for lumpsum grant at the time of retirement and Rs.50,000 is being paid to Anganwadi Workers and Rs.20,000 to Anganwadi Helpers with effect from 1-4-2015. The lumpsum grant has been increased to Rs.60,000 for the Anganwadi Workers and Rs.25,000 to Anganwadi Helpers with effect from 1-2-2016.

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Special Monthly Pension to Village Panchayat Secretaries:

18.104 All the retired Village Panchayat Secretaries were provided with a special monthly pension of Rs.700/-. This special monthly pension has been enhanced to Rs.1,000/- per month with effect from 24-03-2015. Further the special monthly pension has been enhanced as Rs.1500/- per month with effect from 25-11-2016. [vide G.O.(Ms) No. 141, RD & PR (E5) Dept. Dt. 25.11.16].

Lumpsum payment to Village Panchayat Secretaries:

18.105 A sum of Rs.50,000/- to the Village Panchayat Secretaries were provided as lumpsum amount at the time of their retirement. Further, this amount has been enhanced to Rs.60,000/- since November, 2016.

18.106 Special pension and Lumpsum grant at the time retirement are not paid to the following categories of employees who have been brought under special time scale of pay:-

Sl. No.	Department / Name of Post	No. of Employees	Existing Special Time Scales of Pay		Date from which STSP granted
			Pay Band	Grade Pay	
[1]	[2]	[3]	[4]	[5]	[6]
I. School Education					
1.	Village Librarian	1727 1914	2500-5000 1157 (Filled)	500	15-07-2009
II. All Govt. Depts / Local Bodies					
2.	Sweeper / Sanitary Workers / Scavengers	2940	1300-3000	300	1-10-2010
III. Forests					
3.	Plot Watcher	1036	2500-5000	500	
4.	Antipoaching Watcher	124	2500-5000	500	
IV. Police Department					
5.	Police Station Cleaner	1168	1300-3000	300	
6.	Ayah	80	1300-3000	300	

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Recommendations:

18.107 The Official Committee, 2017 recommends the revision of Special Monthly Pension and enhancement of Lumpsum Payment as detailed below:

Sl. No.	Department / Name of Post	Special Monthly Pension Rs.	Lumpsum Payment Rs.
[1]	[2]	[3]	[4]
1.	Noon Meal Organiser	2,000	1,00,000
2.	Cook / Cook Assistant	2,000	50,000
3.	Anganwadi Workers including Mini Anganwadi Workers	2,000	1,00,000
4.	Anganwadi Helpers	2,000	50,000
5.	Village Panchayat Secretaries	2,000	1,00,000

18.108 In respect of the employees who have been brought under special time scale of pay and who have not been hitherto granted special pension and lumpsum grant at the time retirement, the Official Committee, 2017 recommends that the special pension and lumpsum grant may be granted as detailed below:-

Sl. No.	Department / Name of Post	Special Monthly Pension Rs.	Lumpsum Payment Rs.
[1]	[2]	[3]	[4]
I.	School Education		
1.	Village Librarian	2,000	1,00,000
II.	All Govt. Depts / Local Bodies		
2.	Sweeper / Sanitary Workers / Scavengers	2,000	50,000
III.	Forests		
3.	Plot Watcher	2,000	1,00,000
4.	Anti poaching Watcher	2,000	1,00,000
IV.	Police Department		
5.	Police Station Cleaner	2,000	50,000
6.	Ayah	2,000	50,000

CHAPTER-XIX.

DATE OF EFFECT

19.1 The various associations have demanded that the recommendations of this Committee be implemented with effect from 1-1-2016.

19.2 The Government of India has given effect to the revised pay scales based on the recommendations of the Seventh Central Pay Commission with effect from 1-1-2016 and 1-7-2017 for allowances. Considering the huge financial implication to State exchequer on account of this pay revision on a recurring basis to the tune of Rs.**14,719** crore per annum, and huge cash outgo on a non-recurring basis on account of payment of arrears of one time retirement benefits of those who retired between 1-1-2016 and date of implementation of this pay revision, in view of the recessionary conditions in the economy resulting in decline in collection of tax revenue of the State, taking into account of the early constitution of this Committee and the shortest time span of seven months taken for the submission of the Report of the Official Committee, 2017, revised pay scales for regular employees / employees on Special Time scales of pay / Consolidated Pay / Honorarium / Fixed Pay and the revision of pension may be given notional effect from 1st January 2016 and with monetary benefit from 1st October, 2017.

19.3 The revised rates of allowances may also be given effect from 1st October, 2017. The arrears of one time retirement benefits of those who retired between 1-1-2016 and 30-09-2017 may be paid in two instalments viz. one in the current year and the next in 2018-2019.

CHAPTER-XIX.

FINANCIAL IMPLICATIONS

The Official Committee, 2017 constituted as per the G.O.Ms.No.40, Finance (Pay Cell) Department, dated: 22nd February, 2017 to examine and make necessary recommendations for the implementation of revised scales of pay and allowances for State Government employees and teachers including employees of Local Bodies and for the revision of pension, family pension and retirement benefits, based on the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission has studied the Government of India orders and recommended the revision of pay scales with some modifications to suit our local relativity and extend the same level of benefits as extended to the Central Government employees on pay. The Official Committee, 2017 has also recommended revision of pension and retirement benefits as adopted by the Government of India with some modifications. The Official Committee, 2017 has also recommended revision of various allowances having regard to finances of the State Government.

Financial implications:

The broad estimate of the additional annual financial implication of the recommendations made by the Official Committee, 2017 is as follows:

Sl. No.	Description	Amount [Rs. in Crore]
[1]	[2]	[3]
(a) (i)	Pay to employees on regular time scale of pay and employees on special time scale of pay	5,734.20
(ii)	Increase to employees on Consolidated Pay / Fixed	11.46
(iii)	House Rent Allowance	1,292.37
(iv)	City Compensatory Allowance	105.48

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Sl. No.	Description	Amount [Rs. in Crore]
[1]	[2]	[3]
(v)	Medical Allowance/Charge	237.04
(vi)	Other Allowances	303.13
(vii)	Travelling Allowance	332.31
(i)	Total-Pay and Allowances	8,015.99
(b)	Pension and Retirement Benefits including One Time Retirement Benefits for 1.1.2016 to 30.9.2017 and Government Contribution to Contributory Pension Scheme	6,702.91
	Total - (a) and (b)	14,718.90
(c)	Local Bodies	388.38
	Grant Total – (a) + (b) + (c)	15,107,28

The additional annual financial implication is estimated to be Rs.14,365.64 crores which is estimated to be increased by 10% during each subsequent year due to increase in Dearness Allowance and granting annual increments, promotions, selection grade/special grade, etc.

CHAPTER-XX

FINANCIAL RESOURCES OF THE STATE

20.1 The State Government constituted the Official Committee, 2009 and the pay revision was effected with a notional increase from 1-1-2006 with monetary benefit from 1-1-2007 for which the Government Orders were issued on 1-6-2009. The financial implication was estimated at Rs.5,156 crore. As the full impact of this pay revision was felt in the year 2010-2011, the percentage of expenditure on salary and pension to State Own Tax Revenue went up from 64.89 per cent in the previous year to 75.10 per cent in the year 2010-2011. Also, the fiscal deficit as a percentage of GSDP rose to 2.85 per cent, the highest in the decade.

20.2 Similar to the revision of pay scales in the past, the present revision of pay scales is also likely to impact the state finances significantly. The Official Committee, 2017 estimates an additional financial commitment due to this proposed revision of pay for the Government servants and the pension for the pensioners to an extent of Rs.14,719 crore per annum. This constitutes Rs.8,016 crore under salary head of account and Rs.6,703 crore under pension head of account per annum. As a result, the percentage of expenditure on salary and pension on the SOTR is likely to go up from 72.07 per cent during 2016-2017 to 80.92 per cent during 2017-2018. This will exert a considerable pressure on the Government to reduce the expenditure on the welfare schemes and developmental programmes. The effective date to revise the salaries and pension after giving effect to the pay revision notionally from 1-1-2016, has to be decided with due consideration of the available resources with the State Government and the fiscal stability of the State.

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20.3 The details of revenue receipts, revenue expenditure and fiscal indicators of the State over the years is shown below:

Table-1. Details of Fiscal Indicators

[Rupees in Crore]							
Indicators	Accounts 2011-12	Accounts 2012-13	Accounts 2013-14	Accounts 2014-15	Accounts 2015-16	R.E. 2016-17	B.E. 2017-18
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
GSDP	7,51,485	8,55,481	9,71,090	10,92,564	12,12,668	13,38,766	15,03,970
Total Revenue Receipts excluding Grants-in-Aid	77,916	92,328	98,914	103,831	109,748	123,091	139,132
Total Revenue Receipts	85,202	98,828	108,036	122,420	129,008	143,800	159,363
Total Revenue Expenditure	83,838	97,069	109,825	128,828	140,993	159,259	175,293
Revenue Deficit	-1,364	-1,759	1,789	6,408	11,985	15,459	15,930
Revenue Deficit % to GSDP	-0.18%	-0.21%	0.18%	0.59%	0.99%	1.15%	1.06%
Fiscal Deficit	17,274	16,519	20,584	27,162	32,628	61,341 *[38,526]	41,977
Fiscal Deficit % to GSDP	2.30%	1.93%	2.12%	2.49%	2.69%	4.58% *[2.88%]	2.79%

[* Figures are without UDAY commitment]

20.4 From the data presented to the Official Committee, 2017, it is clear that the present fiscal position of the State Government is not very healthy as it has been facing continuous and significant increase in the revenue deficit over the years. The State has been facing several challenges both on the revenue side and expenditure side. The Goods and Service Tax has been implemented in the country since 1st July 2017. The impact of the GST on the State resources is yet to be assessed. Further, State has been facing challenges in achieving revenue targets on the State Excise due to the closure of the IMFL outlets in the State and National Highways. The number of documents registered has not gone up as expected after the guideline value reduction. The State has also suffered a major setback due to the reduction of central devolution. The non-tax revenue remains stagnant and all these challenges are likely to continue in the future also.

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20.5 On the expenditure side, the State has been facing continuous stress due to increased food subsidy as the subsidy on sugar and kerosene has been withdrawn by the Central Government with the State continuing to bear this cost. The subsidy on public Transport, the additional burden of providing loans to the State Transport Undertakings for settling the pending terminal benefits of the retired employees, besides meeting the commitments for compensation in accident relief cases are also being borne by the State.

20.6 The State has already taken over TANGEDCO loans to an extent of Rs.22,850 crore. This has resulted in the additional commitment of Rs.1,700 crore per annum as interest and Rs.2,281.50 crore of principal repayment every year and an additional impact of Rs.4,563 crore per annum on revenue deficit as the loan amount of Rs.22,850 crore taken over by the Government is being provided as a grant over four years period to TANGEDCO. Thus it is clear that on both revenue and receipt side, the State Government is facing severe constraints.

20.7 The State Government has been facing higher revenue deficits since 2013-2014 and this is on the increasing trend. The revenue deficit was just Rs.1,789 crore during 2013-2014 and went upto Rs.15,459 crore during 2016-2017. The projection of the revenue deficit without taking into consideration of the proposed pay revision is Rs.14,719 crore for the year 2017-2018. Further, any pay revision will make a corresponding major increase in the revenue deficit. The State has to either raise the additional resources or to reduce the existing expenditure to compensate this additional burden, both being difficult options. As a result, the revenue deficit arising due to the increased financial commitment to meet the salary revision has to be financed only through higher borrowings. The Government has to take the above status into consideration while deciding on the date of giving effect to monetary benefit.

20.8 Unlike the Official Committee, 2009, the present Official Committee, 2017 has been constituted well ahead of time and the report is also being submitted in the shortest time span of seven months. Keeping all these factors in view, the Official Committee, 2017 recommends to implement the pay revision notionally from 1-1-2016 and with monetary effect from 1-10-2017.

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20.9 If the recommendations are implemented prospectively for calculation of salaries and allowances of employees and pension for pensioners / family pensioners and applied from 1-1-2016 for calculation of retirement benefits of those who retired already between 1-1-2016 and 30-09-2017, there will be an outgo of Rs.**8,474** crore for the remaining period in 2017-2018. Out of which, outgo of Rs.**2,230.00** crore for retirement benefit of those who retired between 1-1-2016 and 30-09-2017. Such arrear may be paid in two instalments viz. one in the current year and the next in 2018-2019. Hence the impact on 2017-2018 is likely to be Rs.**7,359** crore in the six month period and it is likely to be Rs.**14,603** crore in 2018-2019. If this recommendation is accepted, the expenditure of the salary and pension on the SOTR, TRR and Revenue Receipts excluding Grant-in-aid is projected as below:

Table-2. Impact of Pay Revision on SOTR and TRR

[Rupees in Crore]

Year	SOTR	TRR	TRR excluding Grants in Aid	Expenditure on			Percentage of Expenditure on Salary and Pension to		
				Salary	Pension	Total	SOTR	TRR	TRR excluding Grants in Aid
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
2009-2010	36547	55844	50330	19492	8253	28096	64.89	50.31	55.82
2010-2011	47782	70188	63348	23825	11635	35883	75.10	51.12	56.64
2011-2012	59517	85202	77916	26797	12277	39906	67.05	46.84	51.22
2012-2013	71254	98828	92328	27597	12494	41706	58.53	42.20	45.17
2013-2014	73718	108036	98914	31863	14159	48099	65.25	44.52	48.63
2014-2015	78657	122420	103831	37159	15329	56960	72.42	46.53	54.86
2015-2016	80476	129008	109748	37133	16892	57813	71.84	44.81	52.68
R.E. 2016-2017	87287	143800	123091	41277	18452	62908	72.07	43.75	52.25
2017-2018	99590	159363	139132	49672	30919	80591	80.92	50.57	57.92
A.E. 2018-2019	114730	181323	159069	58642	36485	95127	82.91	52.46	59.80
A.E. 2019-2020	130543	204770	180290	64506	38908	103414	79.22	50.50	57.36

20.10 It can be seen that the impact of the pay revision is very significant on the State resources as the expenses of salary and pension is likely to go up substantially and will be around 83 per cent

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of the State Own Tax Revenue. It may limit the ability of the Government to fund the welfare schemes and capital expenditure. The projection of the fiscal indicators subsequent to the pay revision is as below:

Table-3. Projected Fiscal Indicators after Pay Revision

Sl. No.	Indicators	Projection 2017-2018		Projection 2018-2019		Projection 2019-2020
		Original	Revised	Original	Revised	
[1]	[2]	[3]	[4]	[5]	[6]	[7]
1.	GSDP	15,03,970	15,03,970	16,89,459	16,89,459	18,97,882
2.	TRR excluding Grants-in-Aid	1,39,132	1,39,132	1,59,069	1,59,069	1,80,290
3.	Total Revenue Receipts	1,59,363	1,59,363	1,81,323	1,81,323	2,04,770
4.	Total Revenue Expenditure	1,75,293	1,88,975	2,06,658	2,13,171	2,32,631
5.	Revenue Deficit	15,930	29,612	25,335	31,848	27,861
6.	Revenue Deficit % to GSDP	1.06	1.97	1.50	1.89	1.47
7.	Fiscal Deficit	41,977	55,658	53,586	60,099	59,101
8.	Fiscal Deficit % to GSDP	2.79	3.70	3.17	3.56	3.11

Recommendations:

20.11 It is therefore necessary for the Government to control expenditure or to explore additional resources in order to augment its fiscal position and keep the fiscal deficit within the limit of 3 percent. As the scope for controlling expenditure immediately is limited, the entire additional financial commitment due to the pay revision for time being has to be financed through public debt and budgetary resources. The Official Committee, 2017 recommends to the Government to take adequate steps for expenditure control and resource augmentation as a long term measure.

20.12 In addition, the Official Committee, 2017 also recommends to constitute a Staff Rationalisation Committee to evaluate the staff structure in various department, to identify the non-essential posts, so as to reduce the revenue expenditure and also to identify the categories of posts which can be outsourced or appointed through contract appointment for an initial period as a measure to control expenditure.

SUMMARY OF RECOMMENDATIONS

20.1 New Pay Structure: New pay structure is recommended in the form of pay matrix. The existing system of grade pay has been replaced with new system of Levels of the Pay Matrix. There shall be 32 Levels in the Pay Matrix. The matrix shall comprise of two dimensions viz., vertical range and horizontal range. The starting point of each level of the matrix shall be the initial pay of that Level. The pay progression of each level including annual financial progression due to increment or selection grade / special grade shall be accounted for in the “vertical range” whereas the movement in “horizontal range” shall be due to movement in functional role in the hierarchy, including promotion.

20.2 Date of effect: The revised pay as per new Pay Matrix is recommended from 1-1-2016 notionally and from 1-10-2017 with monetary benefits.

20.3 Minimum & Maximum Pay: The **minimum pay** in respect of an employee on regular time scale of pay of the State Government at Level-1 is recommended at **Rs.15,700** and **the maximum Pay** of Level-32 shall be **Rs.1,28,900**. The real increase in the minimum pay is **14.2%** as recommended by Seventh Central Pay Commission.

20.4 Fitment factor: The fitment factor is recommended as **2.57**.

5. Formula for pay fixation: To arrive at the new pay as per the Pay matrix, the existing basic pay including grade pay of each employee has to be multiplied with a factor of **2.57**. The figure so arrived at is to be located in the new pay matrix, in the level that corresponds **to the employee’s grade pay as on 1-1-2016**.

20.6 Rate of increment: Annual increment may be retained at present level of 3%.

20.7 Date of increment: It is recommended to retain **four dates** for grant of increment i.e., on **1st January** or **1st April** or **1st July** or **1st October of every year** depending on his date of appointment and promotion.

20.8 Scheme of Selection Grade and Special Grade:

(a). The existing Scheme of Selection Grade and Special Grade allowed on completion of 10 / 20 years of service is

recommended to be continued in the New Pay Structure also.

(b). The financial benefit will involve grant of **two increment** at existing rate (3% + 3%) in the Level of the pay matrix in which the pay of the employee is fixed.

20.9 Employees on Special Time scales of pay: The existing **Special Time scales of pay** (Non-standard Time scale of pay) have been revised suitably by multiplying with a factor of 2.57%.

20.10 Employees on Consolidated pay / Fixed pay / Honorarium has been enhanced ensuring an uniform increase of 30% of the existing emoluments.

20.11 ALLOWANCES:

(a). Dearness Allowance: Dearness Allowance is recommended at the same rates and on the same date in the revised pay structure as sanctioned by Government of India.

(b). House Rent Allowance: House Rent Allowance is recommended to be enhanced by multiplying with factor of **2.6, 2.4, 2.3, 2.2** and **2.1** of respective HRA Grades by retention of the existing slab rates, suitably modifying the existing pay ranges based on the revised pay structure and also based on the upgradation and reclassification of certain cities/towns.

(c). City Compensatory Allowance: City Compensatory allowance is recommended to be doubled and also some cities are upgraded and reclassified.

(d). Medical Allowance: Medical allowance is recommended to be enhanced from Rs.100/- to **Rs.300/- per month.**

(e). Medical Re-imburement: Medical Re-imburement may be at the revised rate of 15% of the Basic Pay as on 1-1-2016 in the revised Pay Structure for those employees who were in service prior to 21-04-1995 and already opted for MRB scheme.

(f). Conveyance Allowance to Visually challenged, Locomotors disabled and Hearing impaired: This allowance is recommended to be enhanced from Rs.1,000/- to Rs.2,500/- per month.

(g). Other Allowances: Most of the allowances including Non Practicing Allowance have been doubled.

(h). Travelling Allowances: Eligibility for Travelling Allowance have also been modified suitably keeping in view the existing levels and also other allowances under travelling has been enhanced suitably.

20.12 PENSION AND RELATED BENEFITS:

(a). Formula for fixation of pension/ family pension:

(i). The revised pension/ family pension for those **who have retired prior to 1-1-2016** is to be determined by multiplying the basic pension / basic family pension **by 2.57**, subject to minimum and maximum rate of pension and subject to the provision that the revised pension, in no case shall be lower than 50% / 30% of the minimum of the pay in the Level Pay corresponding to the pre-revised pay scale at which pensioners retired. However, the minimum pension shall be reduced proportionately wherever Net Qualifying Service of the pensioner is less than the maximum qualifying service required for full pension as per rules in force.

(ii). For Pensioners who have retired on or after 1-1-2016, the pension will be 50% of the last basic pay drawn (without DA) in the prescribed level in the Pay Matrix with effect from 1-1-2016 subject to minimum and maximum rate of pension. However, the pension shall be reduced proportionately wherever Net Qualifying Service of the pensioner is less than the maximum qualifying service required for full pension as per rules in force.

(iii). The existing rates of additional pension / additional family pension may be continued.

(iv). The Dearness Allowance on pension / family pension may be granted at the same rates and from the same dates as sanctioned to the serving employees.

(b). Minimum & Maximum Pension: The **minimum pension/family pension** is recommended as **Rs.7,850/-** (i.e., 50% of the initial pay at Level-1 of the Pay Matrix) and the **maximum pension** as **Rs. 1,12,500/-** (50% of the maximum pay at Level-32 of the Pay Matrix).

(c). Death-cum-Retirement Gratuity [DCRG]: Ceiling on the gratuity is recommended to be enhanced from Rs.10.00 lakhs to **Rs.20.00 lakhs**.

(d). Medical Allowance: Medical allowance is recommended to be enhanced from Rs.100/- to **Rs.300/-** per month.

(e). Commutation of pension: The existing rate of commutation of basic pension may remain unchanged and the commutation amount may be calculated based on the existing Commutation Value Table as adopted by Government of India and followed by the State Government.

20.13 SPECIAL PENSION / SPECIAL FAMILY PENSION AND LUMP SUM AMOUNT:

(a). The existing Special Pension / Special Family Pension to Ex-Village Officers, Village Assistants, Noon Meal Workers, Anganwadi Workers and other categories of employees on special time scale of pay is recommended to be enhanced.

(b). The payment of lumpsum grant at the time of retirement for the employees on special time scale of pay is also recommended to be enhanced from Rs.60,000/- to Rs.1,00,000/- and from Rs.25,000/- to Rs.50,000/- respectively.

20.14 Financial implication due to revision: The Official Committee, 2017 estimated that the additional annual financial implication will be around Rs.14,719 crore.

ANNEXURE

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ANNEXURE-I

TABLE-1.

PAY MATRIX FOR REGULAR EMPLOYEES

Pay Band	PB-1A Rs.4800-10000			PB-1 Rs.5200-20200						
Grade Pay	1300	1400	1650	1800	1900	2000	2200	2400	2600	2800
Current Entry Pay [Min. of PB+GP]	6100	6200	6450	7000	7100	7200	7400	7600	7800	8000
Level	1	2	3	4	5	6	7	8	9	10
Index / Pay Progression	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57
1	15700	15900	16600	18000	18200	18500	19000	19500	20000	20600
2	16200	16400	17100	18500	18700	19100	19600	20100	20600	21200
3	16700	16900	17600	19100	19300	19700	20200	20700	21200	21800
4	17200	17400	18100	19700	19900	20300	20800	21300	21800	22500
5	17700	17900	18600	20300	20500	20900	21400	21900	22500	23200
6	18200	18400	19200	20900	21100	21500	22000	22600	23200	23900
7	18700	19000	19800	21500	21700	22100	22700	23300	23900	24600
8	19300	19600	20400	22100	22400	22800	23400	24000	24600	25300
9	19900	20200	21000	22800	23100	23500	24100	24700	25300	26100
10	20500	20800	21600	23500	23800	24200	24800	25400	26100	26900
11	21100	21400	22200	24200	24500	24900	25500	26200	26900	27700
12	21700	22000	22900	24900	25200	25600	26300	27000	27700	28500
13	22400	22700	23600	25600	26000	26400	27100	27800	28500	29400
14	23100	23400	24300	26400	26800	27200	27900	28600	29400	30300
15	23800	24100	25000	27200	27600	28000	28700	29500	30300	31200
16	24500	24800	25800	28000	28400	28800	29600	30400	31200	32100
17	25200	25500	26600	28800	29300	29700	30500	31300	32100	33100
18	26000	26300	27400	29700	30200	30600	31400	32200	33100	34100
19	26800	27100	28200	30600	31100	31500	32300	33200	34100	35100
20	27600	27900	29000	31500	32000	32400	33300	34200	35100	36200
21	28400	28700	29900	32400	33000	33400	34300	35200	36200	37300
22	29300	29600	30800	33400	34000	34400	35300	36300	37300	38400
23	30200	30500	31700	34400	35000	35400	36400	37400	38400	39600
24	31100	31400	32700	35400	36100	36500	37500	38500	39600	40800
25	32000	32300	33700	36500	37200	37600	38600	39700	40800	42000
26	33000	33300	34700	37600	38300	38700	39800	40900	42000	43300
27	34000	34300	35700	38700	39400	39900	41000	42100	43300	44600
28	35000	35300	36800	39900	40600	41100	42200	43400	44600	45900
29	36100	36400	37900	41100	41800	42300	43500	44700	45900	47300
30	37200	37500	39000	42300	43100	43600	44800	46000	47300	48700
31	38300	38600	40200	43600	44400	44900	46100	47400	48700	50200
32	39400	39800	41400	44900	45700	46200	47500	48800	50200	51700
33	40600	41000	42600	46200	47100	47600	48900	50300	51700	53300
34	41800	42200	43900	47600	48500	49000	50400	51800	53300	54900
35	43100	43500	45200	49000	50000	50500	51900	53400	54900	56500
36	44400	44800	46600	50500	51500	52000	53500	55000	56500	58200
37	45700	46100	48000	52000	53000	53600	55100	56700	58200	59900
38	47100	47500	49400	53600	54600	55200	56800	58400	59900	61700
39	48500	48900	50900	55200	56200	56900	58500	60200	61700	63600
40	50000	50400	52400	56900	57900	58600	60300	62000	63600	65500

REPORT OF THE OFFICIAL COMMITTEE, 2017.

Annexure – Table-1 – PAY MATRIX FOR REGULAR EMPLOYEES

TABLE-1. – contd.

PAY MATRIX FOR REGULAR EMPLOYEES

Pay Band	PB-2 Rs.9300-34800									
Grade Pay	4200	4300	4400	4450	4500	4600	4700	4800	4900	5100
Current Entry Pay [Min. of PB+GP]	13500	13600	13700	13750	13800	13900	14000	14100	14200	14400
Level	11	12	13	14	15	16	17	18	19	20
Index / Pay Progression	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62
1	35400	35600	35900	36000	36200	36400	36700	36900	37200	37700
2	36500	36700	37000	37100	37300	37500	37800	38000	38300	38800
3	37600	37800	38100	38200	38400	38600	38900	39100	39400	40000
4	38700	38900	39200	39300	39600	39800	40100	40300	40600	41200
5	39900	40100	40400	40500	40800	41000	41300	41500	41800	42400
6	41100	41300	41600	41700	42000	42200	42500	42700	43100	43700
7	42300	42500	42800	43000	43300	43500	43800	44000	44400	45000
8	43600	43800	44100	44300	44600	44800	45100	45300	45700	46400
9	44900	45100	45400	45600	45900	46100	46500	46700	47100	47800
10	46200	46500	46800	47000	47300	47500	47900	48100	48500	49200
11	47600	47900	48200	48400	48700	48900	49300	49500	50000	50700
12	49000	49300	49600	49900	50200	50400	50800	51000	51500	52200
13	50500	50800	51100	51400	51700	51900	52300	52500	53000	53800
14	52000	52300	52600	52900	53300	53500	53900	54100	54600	55400
15	53600	53900	54200	54500	54900	55100	55500	55700	56200	57100
16	55200	55500	55800	56100	56500	56800	57200	57400	57900	58800
17	56900	57200	57500	57800	58200	58500	58900	59100	59600	60600
18	58600	58900	59200	59500	59900	60300	60700	60900	61400	62400
19	60400	60700	61000	61300	61700	62100	62500	62700	63200	64300
20	62200	62500	62800	63100	63600	64000	64400	64600	65100	66200
21	64100	64400	64700	65000	65500	65900	66300	66500	67100	68200
22	66000	66300	66600	67000	67500	67900	68300	68500	69100	70200
23	68000	68300	68600	69000	69500	69900	70300	70600	71200	72300
24	70000	70300	70700	71100	71600	72000	72400	72700	73300	74500
25	72100	72400	72800	73200	73700	74200	74600	74900	75500	76700
26	74300	74600	75000	75400	75900	76400	76800	77100	77800	79000
27	76500	76800	77300	77700	78200	78700	79100	79400	80100	81400
28	78800	79100	79600	80000	80500	81100	81500	81800	82500	83800
29	81200	81500	82000	82400	82900	83500	83900	84300	85000	86300
30	83600	83900	84500	84900	85400	86000	86400	86800	87600	88900
31	86100	86400	87000	87400	88000	88600	89000	89400	90200	91600
32	88700	89000	89600	90000	90600	91300	91700	92100	92900	94300
33	91400	91700	92300	92700	93300	94000	94500	94900	95700	97100
34	94100	94500	95100	95500	96100	96800	97300	97700	98600	100000
35	96900	97300	98000	98400	99000	99700	100200	100600	101600	103000
36	99800	100200	100900	101400	102000	102700	103200	103600	104600	106100
37	102800	103200	103900	104400	105100	105800	106300	106700	107700	109300
38	105900	106300	107000	107500	108300	109000	109500	109900	110900	112600
39	109100	109500	110200	110700	111500	112300	112800	113200	114200	116000
40	112400	112800	113500	114000	114800	115700	116200	116600	117600	119500

REPORT OF THE OFFICIAL COMMITTEE, 2017.

Annexure – Table-1 – PAY MATRIX FOR REGULAR EMPLOYEES

TABLE-1. – contd.

PAY MATRIX FOR REGULAR EMPLOYEES

Pay Band	PB-3 Rs.15600-39100							PB-4 Rs.37400-67000				
Grade Pay	5200	5400	5700	6000	6600	7600	7700	8700	8800	8900	9500	10000
Current Entry Pay [Min. of PB+GP]	20800	21000	21300	21600	22200	23200	23300	46100	46200	46300	46900	47400
Level	21	22	23	24	25	26	27	28	29	30	31	32
Index / Pay Progression	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.72
1	55500	56100	56900	57700	59300	61900	62200	123100	123400	123600	125200	128900
2	57200	57800	58600	59400	61100	63800	64100	126800	127100	127300	129000	132800
3	58900	59500	60400	61200	62900	65700	66000	130600	130900	131100	132900	136800
4	60700	61300	62200	63000	64800	67700	68000	134500	134800	135000	136900	140900
5	62500	63100	64100	64900	66700	69700	70000	138500	138800	139100	141000	145100
6	64400	65000	66000	66800	68700	71800	72100	142700	143000	143300	145200	149500
7	66300	67000	68000	68800	70800	74000	74300	147000	147300	147600	149600	154000
8	68300	69000	70000	70900	72900	76200	76500	151400	151700	152000	154100	158600
9	70300	71100	72100	73000	75100	78500	78800	155900	156300	156600	158700	163400
10	72400	73200	74300	75200	77400	80900	81200	160600	161000	161300	163500	168300
11	74600	75400	76500	77500	79700	83300	83600	165400	165800	166100	168400	173300
12	76800	77700	78800	79800	82100	85800	86100	170400	170800	171100	173500	178500
13	79100	80000	81200	82200	84600	88400	88700	175500	175900	176200	178700	183900
14	81500	82400	83600	84700	87100	91100	91400	180800	181200	181500	184100	189400
15	83900	84900	86100	87200	89700	93800	94100	186200	186600	186900	189600	195100
16	86400	87400	88700	89800	92400	96600	96900	191800	192200	192500	195300	201000
17	89000	90000	91400	92500	95200	99500	99800	197600	198000	198300	201200	207000
18	91700	92700	94100	95300	98100	102500	102800	203500	203900	204200	207200	213200
19	94500	95500	96900	98200	101000	105600	105900	209600	210000	210300	213400	219600
20	97300	98400	99800	101100	104000	108800	109100	215900	216300	216600	219800	225000
21	100200	101400	102800	104100	107100	112100	112400					
22	103200	104400	105900	107200	110300	115500	115800					
23	106300	107500	109100	110400	113600	119000	119300					
24	109500	110700	112400	113700	117000	122600	122900					
25	112800	114000	115800	117100	120500	126300	126600					
26	116200	117400	119300	120600	124100	130100	130400					
27	119700	120900	122900	124200	127800	134000	134300					
28	123300	124500	126600	127900	131600	138000	138300					
29	127000	128200	130400	131700	135500	142100	142400					
30	130800	132000	134300	135700	139600	146400	146700					
31	134700	136000	138300	139800	143800	150800	151100					
32	138700	140100	142400	144000	148100	155300	155600					
33	142900	144300	146700	148300	152500	160000	160300					
34	147200	148600	151100	152700	157100	164800	165100					
35	151600	153100	155600	157300	161800	169700	170100					
36	156100	157700	160300	162000	166700	174800	175200					
37	160800	162400	165100	166900	171700	180000	180500					
38	165600	167300	170100	171900	176900	185400	185900					
39	170600	172300	175200	177100	182200	191000	191500					
40	175700	177500	180500	182400	187700	196700	197200					

ANNEXURE-II

TABLE-2.

PAY MATRIX FOR EMPLOYEES ON SPECIAL TIME SCALE OF PAY

Pay Band	950-2000	1300-3000	1800-3300	2500-5000	3500-6000	3500-6000
Grade Pay	200	300	400	500	600	800
Current Entry Pay [Min. of PB+GP]	1150	1600	2200	3000	4100	4300
Level	1	2	3	4	5	6
Index /Pay Progression	2.57	2.57	2.57	2.57	2.57	2.57
1	3000	4100	5700	7700	10500	11100
2	3100	4200	5900	7900	10800	11400
3	3200	4300	6100	8100	11100	11700
4	3300	4400	6300	8300	11400	12100
5	3400	4500	6500	8500	11700	12500
6	3500	4600	6700	8800	12100	12900
7	3600	4700	6900	9100	12500	13300
8	3700	4800	7100	9400	12900	13700
9	3800	4900	7300	9700	13300	14100
10	3900	5000	7500	10000	13700	14500
11	4000	5200	7700	10300	14100	14900
12	4100	5400	7900	10600	14500	15300
13	4200	5600	8100	10900	14900	15800
14	4300	5800	8300	11200	15300	16300
15	4400	6000	8500	11500	15800	16800
16	4500	6200	8800	11800	16300	17300
17	4600	6400	9100	12200	16800	17800
18	4700	6600	9400	12600	17300	18300
19	4800	6800	9700	13000	17800	18800
20	4900	7000	10000	13400	18300	19400
21	5000	7200	10300	13800	18800	20000
22	5200	7400	10600	14200	19400	20600
23	5400	7600	10900	14600	20000	21200
24	5600	7800	11200	15000	20600	21800
25	5800	8000	11500	15500	21200	22500
26	6000	8200	11800	16000	21800	23200
27	6200	8400	12200	16500	22500	23900
28	6400	8700	12600	17000	23200	24600
29	6600	9000	13000	17500	23900	25300
30	6800	9300	13400	18000	24600	26100
31	7000	9600	13800	18500	25300	26900
32	7200	9900	14200	19100	26100	27700
33	7400	10200	14600	19700	26900	28500
34	7600	10500	15000	20300	27700	29400
35	7800	10800	15500	20900	28500	30300
36	8000	11100	16000	21500	29400	31200
37	8200	11400	16500	22100	30300	32100
38	8400	11700	17000	22800	31200	33100
39	8700	12100	17500	23500	32100	34100
40	9000	12500	18000	24200	33100	35100

ANNEXURE-III

TABLE-3.

SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	CLASS-I SPECIAL PAY FOR SPECIAL WORK	
	GOVERNOR'S SECRETARIAT	
1.	Section Officer [Strictly Confidential]	600
	GOVERNOR'S HOUSEHOLD	
1.	Comptroller	1500
2.	Aid-de-Camp to Governor (Military)	1200
3.	Aid-de-Camp to Governor (Police)	1200
4.	Personal Assistant (Household Supervision)	600
5.	Head Driver	210
6.	Driver	120
7.	Motor Cycle Messenger	60
	SECRETARIAT	
1.	Senior Personal Assistant to Chief Minister	1200
2.	Deputy Secretary to Chief Minister	1200
3.	Under Secretary to Chief Minister	1200
4.	Section Officer in the Office of the Chief Minister	1200
5.	Private Secretary in the Office of the Chief Minister	1200
6.	Junior Personal Assistant to Minister / Secretary to Chief Minister / Steno-Typist (Confidential)	600
7.	Personal Assistant to Secretary to Chief Minister	600
8.	Assistant Section Officer in the Office of the Chief Minister	600
9.	Personal Assistant in the Office of the Chief Minister	600

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
10.	Personal Clerk in the Office of the Chief Minister	600
11.	Assistant in the Office of the Chief Minister	600
12.	Typist in the Office of the Chief Minister	600
13.	Special Officer in the Chief Minister's Special Cell	1200
14.	Section Officer in the Chief Minister's Special Cell	450
15.	Assistant Section Officer / Personal Assistant / Personal Clerk / Typist in the Chief Minister's Special Cell	450
16.	Record Clerk in the Chief Minister's Special Cell	230
17.	Office Assistant in the Chief Minister's Special Cell	230
18.	Special Personal Assistant to Minister	1200
19.	Senior Personal Assistant to Minister	1200
20.	Junior Personal Assistant to Minister	600
21.	Record Clerk / Chobdar / Office Assistant in the Office of the Ministers	340
22.	Office Assistants working in the Chamber of Secretary to Government	340
23.	Office Assistants working in the Chamber of Additional Secretary to Government	340
24.	Council Dubash	340
25.	Chobdar	340
26.	Record Assistant	180
27.	Record Clerk	340
28.	Office Assistant	340
29.	Driver	120
30.	Telephone Supervisor	300
31.	Telex Operator /Chief Telex Operator	450

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ANNEXURE - III – SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
32.	Head Lift Operator / Lift Operator	230
33.	Adler Typewriter Operator	240
34.	Rota Print Operator	150
35.	Motor Cycle Messenger	120
36.	Head Chowkidar	60
PUBLIC (S.C.) DEPARTMENT		
1.	Section Officer [Strictly Confidential]	600
2.	Deputy Section Officer [Strictly Confidential]	420
3.	Assistant Section Officer [Strictly Confidential]	360
AGRICULTURAL ENGINEERING		
1.	Senior Tractor Driver	120
2.	Junior Tractor Driver	120
3.	Inspector of Handboring Sets, Grade-III	90
ARCHAEOLOGY DEPARTMENT		
1.	Proof Reader	150
2.	Printer-cum-Binder	90
3.	Compositor	90
ARCHIVES		
1.	Darwan	90
SCHOOL EDUCATION		
High Schools and Higher Secondary Schools:		
1.	Assistant Head Master	150
2.	Inducted Teachers in Higher Secondary Schools	240
Social Welfare Special Schools		
1.	Headmaster / B.T Assistant	300

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ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
2.	Secondary Grade Teacher	180
3.	Higher Grade Teachers	120
High / Higher Secondary Schools:		
1.	Assistant Head Master	150
2.	Braille Instructor B.T. Assistant	300
3.	Secondary Grade Teacher	180
4.	Higher Grade Teacher	120
EMPLOYMENT AND TRAINING		
1.	Principal-I	750
2.	Principal-II	600
3.	Principal-III	300
4.	Audit Assistant	60
FIRE SERVICES		
1.	Assistant Divisional Fire Officer (Transport)	120
2.	Station Fire Officer in-charge of Petrol Bunk	120
3.	Driver Mechanic and Fireman Mechanic	120
4.	Fireman Driver	120
4.	Fireman posted as Station Writers (one at each Fire Station)	60
JAIL DEPARTMENT		
1.	Warder and Petty Officer, Grade-I & Grade-II (to those in Band party and Garden incharge)	60
2.	Binding Maistry	60
3.	Physiotherapy Technician	120

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	JUDICIAL INCLUDING HIGH COURT	
1.	Deputy Registrar	900
2.	Manager, Shorthand Writers Section	300
3.	Shorthand Writer	150
4.	Court Keeper	60
5.	Copyist Attender	30
	MEDICAL EDUCATION	
1.	Clinical Professor / Reader / Associate Professor (Teaching Special Pay)	600
2.	Reader in Dental Surgery	600
3.	Professor of Medicine and Professor of Pharmacology	450
4.	Lecturer (Clinical)	450
5.	Assistant Professors and Tutors (Clinical)	450
6.	Lecturer in Dental Surgery	450
7.	Non-Clinical Assistant Professor and Reader	340
8.	Lecturer in Bio Physics	340
9.	Tutor in Dental Surgery	300
10.	Assistant Surgeons in Government Mental Hospital, Chennai	300
11.	Anaesthetist in the teaching Hospitals	180
12.	Senior Machine Minder	60
13.	Head Dhobi	60
14.	Head Cook, Special (Kitchen)	60
15.	Head Chowkidar	60

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	IN ALL BRANCHES OF MEDICAL DEPARTMENT AND LOCAL BODIES	
1.	Civil Surgeons, Civil Assistant Surgeons and Assistant Professors	900
	MEDICAL SERVICES AND FAMILY WELFARE	
1.	Special Officer for Care Homes	750
2.	Associate Professor of Obstetrics and Gynecology	600
3.	Assistant Director of Medical Services and Family Welfare (ESI)	600
4.	Principal, Health and Family Welfare Centre	450
5.	Lecturer in Pediatrics	300
	INDIAN MEDICINE	
1.	Professor	600
2.	Readers (Modern Medicine)	450
	MUSIC COLLEGE	
1.	Vice Principal	600
	POLICE	
1.	Superintendent of Police (Non IPS) District Incharge State Cadre	900
2.	Deputy Superintendent of Police (CID)	600
	Inspector	
3.	Inspector - CID	450
4.	Inspector - Crime	270
5.	Inspector - Traffic	270
6.	Inspector - Intelligent Section	270
7.	Inspector - Law & Order	90
	Sub-Inspector	
8.	Sub-Inspector - Crime	270
9.	Sub-Inspector - CID	210

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III – SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
10.	Sub-Inspector - Law & Order	120
11.	Sub-Inspector -Traffic	60
12.	Sub-Inspector - Intelligent Section	60
	Head Constables and Police Constables Grade-I & Grade-II	
13.	(i) In CID	150
14.	(ii) Crime, Intelligence and Traffic under the Commissioner of Police, Chennai and Districts	150
15.	(iii) Under the Commissioner of Police, Chennai, Madurai and Coimbatore	150
16.	(iv) Prohibition in Enforcement Wing	150
17.	(v) At Kalrayan Hills	150
18.	(vi) Under the Superintendent of Police	150
19.	(vii) Under the Commissioner of Police	150
20.	Senior Reporter	750
21.	Junior Reporter	600
	SBCID, SBCID-Special Division, Security Branch CID, 'Q' Branch CID, Core Cell CID, Special Branch Assistants and Shorthand Bureau Staff	
1.	Police Constable to the level of Additional Superintendent of Police and Non-IPS Superintendent of Police	5% of revised level pay
	PRISONS	
1.	Chief Superintendent	680
	PORT	
1.	State Port Officer	1800
2.	Assistant Light Keeper and Signaler	60
3.	Port Conservator	60
4.	Serang	60
5.	Laskar	60

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	STATE COUNCIL FOR EDUCATION RESEARCH AND TRAINING	
1.	Reader	300
2.	Assistant Professors	180
	STATIONERY AND PRINTING	
3.	Assistant Works Manager Supervising the workers for eight hours a day.	300
4.	Senior Foreman	300
5.	Top Senior Reader	300
6.	Overseer	240
7.	Top Senior Foreman	240
8.	Supervisor	240
9.	Senior Reader	240
10.	Junior Foreman	210
11.	Junior Reader	210
12.	Senior Computer	210
13.	Lino Operator	210
14.	Mono Operator	210
15.	Mono Type Casting Attendant	210
16.	Imposer	210
17.	Variety Operator	210
18.	Transcriber	180
19.	Adler Type Operator	180
20.	Compositor	180
21.	Copy Holder	180
22.	Machine Minder (Sr./Jr.)	180
23.	Senior Binder (Binder Grade I)	180
24.	Junior Binder (Binder Grade II)	180
25.	Junior Binder (Cutter)	120
26.	Cameraman	120

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ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
27.	Assistant Cameraman	120
28.	Printer	120
29.	Etcher	120
30.	Retoucher	120
31.	Engraver	120
32.	Senior Mounter	120
33.	Machine Operator	120
34.	Warehouse Clerk	120
35.	Gate Sergeant	120
36.	Junior Binder working on cutting Machines (Main Binding Department)	90
STATE PLANNING COMMISSION		
1.	Full Time Member	1500
DIRECTORATE OF VIGILANCE AND ANTI-CORRUPTION		
1.	Superintendent of Police (Non IPS)	1200
2.	Deputy Superintendent of Police	900
3.	Inspector of Police	600
4.	Manager	450
5.	Assistant Manager	450
6.	Special Assistant	240
7.	Head Constable	120
8.	Police Constable, Grade-I	90
9.	Police Constable, Grade-II	90
10.	Good Service Special Pay to Police Personnel	50

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	CLASS-II SPECIAL PAY FOR EXTRA WORK	
	CIVIL SERVICES TRAINING INSTITUTE, BHAVANISAGAR	
1.	Principal (District Revenue Officer)	900
2.	Deputy Collector / Lecturers	450
3.	Accounts Officer / Lecturers	340
4.	Assistant Accounts Officer (MESS)	340
5.	Divisional Development Officer/ Lecturers	450
6.	Lecturer in Law	450
7.	Physical Training Instructor	340
	STATE GUEST HOUSE, CHENNAI	
1.	Receptionist	450
2.	Assistant Section Officer	450
3.	Liaison Officer	450
4.	Front Office Assistant	180
	LEGISLATURE SECRETARIAT	
1.	Chief Reporter	600
2.	Reporter	450
	TAMIL NADU HOUSE, NEW DELHI	
1.	All posts in the Tamil Nadu House, New Delhi, Previously in State scales of pay	10% of revised level pay
	REVENUE ADMINISTRATION	
1.	Telex Operator	120
	AGRICULTURE DEPARTMENT	
1.	Agricultural Officer / Deputy Agricultural Officer (Farm management) (working in the departmental farms)	450

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
2.	Agricultural Assistant, Grade-I and Grade-II working in the departmental farms. (Now Assistant Agricultural Officers)	150
3.	Junior Tractor Driver and Senior Tractor Driver working in the departmental farms	120
4.	Tractor Cleaner	60
ANIMAL HUSBANDRY DEPARTMENT		
1.	Farm Superintendent, Hosur	900
2.	Superintendents of other District Livestock farms in the rank of Assistant Director	600
3.	Veterinary Assistant Surgeons and Veterinary Livestock Supervisors and equivalent categories attached to District Livestock Farms (including Hosur)	300
4.	Livestock Inspectors attached to District Livestock Farm (including Hosur)	600
5.	Assistant Directors incharge of district sheep farm and Poultry Farm	150
6.	Livestock Inspectors, Grade-I and Grade-II	150
HORTICULTURE AND PLANTATION CROPS DEPARTMENT		
1.	Horticultural Officer / Deputy Horticultural Officer	450
2.	Assistant Agricultural Officer	110
INFORMATION AND PUBLIC RELATIONS DEPARTMENT		
1.	Bradma Operator	60
JUDICIAL INCLUDING HIGH COURT		
1.	Personal Assistant to Honourable Judges	600
2.	Stenos attached to District Judges	600
MEDICAL EDUCATION		
1.	Principal Dental Medical College	600

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
2.	Chief Pharmacist attending Clerical work where there is no Junior Assistant or Assistant	180
3.	Pharmacist attending, clerical work where there is no Junior Assistant or Assistant	180
MEDICAL SERVICES AND FAMILY WELFARE		
4.	Administrative Officer posted in the ESI Hospital	300
5.	Pharmacist doing clerical work in dispensaries where there is no Junior Assistant or Assistant	180
6.	Head Clerk	60
7.	Storekeeper-cum-Clerk-cum-Accountant	60
8.	Medical Officers working in Primary Health Centres	900
MILK PRODUCTION AND DAIRY DEVELOPMENT		
1.	Commercial Accountant, Grade-II	90
2.	Milk Recorder	60
POLICE		
1.	Bradma Operator	120
2.	Police Constables employed as Driver	90
3.	Police Constables employed as Wireless Operator	90
STATIONERY AND PRINTING		
1.	Superintendent incharge of Commercial Accounts Section	300
2.	Assistant working in Commercial Accounts Section	150
3.	Assistant (for two posts)	120
4.	Assistant (twelve posts)	60
TREASURIES AND ACCOUNTS		
1.	Comptist	90
2.	Assistant (Double Lock Officer)	120
3.	Machinist	240

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	COMMON CATEGORIES	
1.	Superintendent (Audit Work)	120
2.	Assistant (Audit Work)	90
3.	Assistant (Supervisory Work) Upto 3 Junior Assistants	120
4.	Assistant (Supervisory Work) More than 3 Junior Assistants	150
5.	Head Clerk	60
	Typist	
1.	Typewriting Higher (both English and Tamil)	240
2.	Typewriting Higher (English) and Lower (English / Tamil)	180
3.	Junior Assistant-cum-Typist [Typewriting Higher (both English and Tamil)]	240
4.	Junior Assistant-cum-Typist [Typewriting Higher (English) and Lower (English/Tamil)]	180
5.	Telephone Operator	150
6.	Driver	90
7.	Record Assistant (for Roneo Work / Xerox Work)	120
8.	Record Clerk (for Roneo Work / Xerox Work)	120
9.	Duffadar	230
10.	Lift Operator	60
11.	Head Office Assistant	60
12.	Office Assistant (for Roneo Work / Xerox Work)	90

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
	CLASS-III. SPECIAL PAY FOR DANGEROUS DUTIES AND DUTIES INVOLVING RISK TO HEALTH	
	MEDICAL EDUCATION	
1.	Assistant Superintendent T.B. Sanatorium	300
2.	Chief X-Ray Technician	420
3.	Radiographer	240
4.	Darkroom Assistant	150
5.	X-Ray Attendant	90
6.	Psychiatric Social Worker	120
7.	Assistant Surgeons attached to Blood Transfusion Unit in Government General Hospital and Government Stanley Hospital, Chennai.	180
8.	Assistant Surgeons doing Full Time X-Ray Work	300
9.	Assistant Surgeons doing Part Time X-Ray Work	180
10.	Civil Surgeons engaged in X-Ray Work	450
11.	Professor / Assistant Professor of Radiological Physics	180
	MEDICAL SERVICES AND FAMILY WELFARE	
1.	Additional Director of Medical Services and Family Welfare (Leprosy)	1500
2.	Superintendent, Government T.B. Hospital, Nagercoil	300
3.	Civil Surgeons engaged in X-Ray work	450
4.	Selection Grade Assistant Surgeon / Assistant Surgeons with T.D.D. qualification posted as District T.B. Officer	600
5.	Assistant Surgeons doing Full Time X-Ray Work	300
6.	Assistant Surgeons doing Part Time X-Ray Work	180
7.	Chief X-Ray Technician	420

REPORT OF THE OFFICIAL COMMITTEE, 2017.

ANNEXURE - III - SPECIAL PAY

Sl. No.	Designation	Revised Special Pay
(1)	(2)	(3)
8.	Radiographer	240
9.	Darkroom Assistant	150
10.	X-Ray Attendant	90
11.	Occupational Therapist	240
12.	E.C.G. Technician	180
13.	Driver working in T.B. Section	180

* * *

REPORT OF THE OFFICIAL COMMITTEE, 2017.

Annexure – Table-3 – MINIMUM PENSION / FAMILY PENSION

TABLE-4.

**READY RECKONER FOR CALCULATION OF PENSION / FAMILY PENSION
WITH REFERENCE TO THE MINIMUM OF THE REVISED PAY SCALE**

Sl. No.	Pre-revised Scale of Pay w.e.f. 1-6-1988	Pre-revised Scale of Pay w.e.f. 1-1-1996	Existing Scale of Pay w.e.f. 1-1-2006		Existing Pension / Family Pension w.r.t. the min. of the existing pay scale		Revised Pay Level of the Pay Matrix w.e.f. 1-1--2016				Revised Pension / Family Pension w.r.t. the min. of the revised Pay Level of the Pay Matrix	
					50% of Min. of PB + GP	30% of Min. of PB+GP					50% of Min. of Pay Level	30% of Min. of Pay Level
			Pay Band +	Grade Pay	Pension	Family Pension	Level	Minimum	-	Maximum	Pension	Family Pension
(1)	(2)	(3)	(4)		(5)	(6)	(7)				(8)	(9)
1	750-12-870-15-945	2550-55-2660-60-3200	PB-1A Rs.4800-10000	1300	3050	3050	1	15700	-	50000	7850	7850
2	775-12-835-15-1030	2610-60-3150-65-3540	PB-1A Rs.4800-10000	1400	3100	3050	2	15900	-	50400	7950	7850
3	800-15-1010-20-1150	2650-65-3300-70-4000	PB-1A Rs.4800-10000	1650	3225	3050	3	16600	-	52400	8300	7850
4	825-15-900-20-1200	2750-70-3800-75-4400	PB-1 Rs.5200-20200	1800	3500	3050	4	18000	-	56900	9000	7850
5	950-20-1150-25-1500	3050-75-3950-80-4590	PB-1 Rs.5200-20200	1900	3550	3050	5	18200	-	57900	9100	7850
6	975-25-1150-30-1660	3200-85-4900	PB-1 Rs.5200-20200	2000	3600	3050	6	18500	-	58600	9250	7850
7	1100-25-1150-30-1660	3625-85-4900	PB-1 Rs.5200-20200	2200	3700	3050	7	19000	-	60300	9500	7850
8	1200-30-1560-40-2040	4000-100-6000	PB-1 Rs.5200-20200	2400	3800	3050	8	19500	-	62000	9750	7850
9	1320-30-1560-40-2040	4300-100-6000	PB-1 Rs.5200-20200	2600	3900	3050	9	20000	-	63600	10000	7850
10	1350-30-1440-40-1800-50-2200	4500-125-7000	PB-1 Rs.5200-20200	2800	4000	3050	10	20600	-	65500	10300	7850

REPORT OF THE OFFICIAL COMMITTEE, 2017.

Annexure – Table-3 – MINIMUM PENSION / FAMILY PENSION

Sl. No.	Pre-revised Scale of Pay w.e.f. 1-6-1988	Pre-revised Scale of Pay w.e.f. 1-1-1996	Existing Scale of Pay w.e.f. 1-1-2006		Existing Pension / Family Pension w.r.t. the min. of the existing pay scale		Revised Pay Level of the Pay Matrix w.e.f. 1-1--2016				Revised Pension / Family Pension w.r.t. the min. of the revised Pay Level of the Pay Matrix	
					50% of Min. of PB + GP	30% of Min. of PB+GP					50% of Min. of Pay Level	30% of Min. of Pay Level
			Pay Band +	Grade Pay	Pension	Family Pension	Level	Minimum	-	Maximum	Pension	Family Pension
(1)	(2)	(3)	(4)		(5)	(6)	(7)				(8)	(9)
11	1400-40-1600-50-2300-60-2600	5000-150-8000	PB-2 Rs.9300-34800	4200	6750	4050	11	35400	-	112400	17700	10620
12	1600-50-2300-60-2660	5300-150-8300	PB-2 Rs.9300-34800	4300	6800	4080	12	35600	-	112800	17800	10680
13	1640-60-2600-75-2900	5500-175-9000	PB-2 Rs.9300-34800	4400	6850	4110	13	35900	-	113500	17950	10770
14	1700-60-2480-75-3005	5700-175-9200	PB-2 Rs.9300-34800	4450	6875	4125	14	36000	-	114000	18000	10800
15	1820-60-2300-75-3200	5900-200-9900	PB-2 Rs.9300-34800	4500	6900	4140	15	36200	-	114800	18100	10860
16	2000-60-2300-75-3200	6500-200-10500	PB-2 Rs.9300-34800	4600	6950	4170	16	36400	-	115700	18200	10920
17	2000-60-2300-75-3200-100-3500	6500-200-11100	PB-2 Rs.9300-34800	4700	7000	4200	17	36700	-	116200	18350	11010
18	...	7000-225-11500	PB-2 Rs.9300-34800	4800	7050	4230	18	36900	-	116600	18450	11070
19	...	7500-250-12000	PB-2 Rs.9300-34800	4900	7100	4260	19	37200	-	117600	18600	11160
20	...	...	PB-2 Rs.9300-34800	5100	7200	4320	20	37700	-	119500	18850	11310
21	...	...	PB-3 Rs.15600-39100	5200	10400	6240	21	55500	-	175700	27750	16650
22	2200-75-2800-100-4000	8000-275-13500	PB-3 Rs.15600-39100	5400	10500	6300	22	56100	-	177500	28050	16830

REPORT OF THE OFFICIAL COMMITTEE, 2017.

Annexure – Table-3 – MINIMUM PENSION / FAMILY PENSION

Sl. No.	Pre-revised Scale of Pay w.e.f. 1-6-1988	Pre-revised Scale of Pay w.e.f. 1-1-1996	Existing Scale of Pay w.e.f. 1-1-2006		Existing Pension / Family Pension w.r.t. the min. of the existing pay scale		Revised Pay Level of the Pay Matrix w.e.f. 1-1--2016				Revised Pension / Family Pension w.r.t. the min. of the revised Pay Level of the Pay Matrix	
					50% of Min. of PB + GP	30% of Min. of PB+GP					50% of Min. of Pay Level	30% of Min. of Pay Level
			Pay Band +	Grade Pay	Pension	Family Pension	Level	Minimum	-	Maximum	Pension	Family Pension
(1)	(2)	(3)	(4)		(5)	(6)	(7)				(8)	(9)
23	2500-75-2800-100-4200	9100-275-14050	PB-3 Rs.15600-39100	5700	10650	6390	23	56900	-	180500	28450	17070
24	...	9650-300-15050	PB-3 Rs.15600-39100	6000	10800	6480	24	57700	-	182400	28850	17310
25	3000-100-3500-125-4500	10000-325-15200	PB-3 Rs.15600-39100	6600	11100	6660	25	59300	-	187700	29650	17790
26	3700-125-4700-150-5000	12000-375-16500	PB-3 Rs.15600-39100	7600	11600	6960	26	61900	-	191000	30950	18570
27	3950-125-4700-150-5000	12750-375-16500	PB-3 Rs.15600-39100	7700	11650	6990	27	62200	-	191500	31100	18660
28	4100-125-4850-4850-5300	14300-400-18300	PB-4 Rs.37400-67000	8700	23050	13830	28	123100	-	215900	61550	36930
29	4500-150-5700	15000-400-18600	PB-4 Rs.37400-67000	8800	23100	13860	29	123400	-	216300	61700	37020
30	5100-150-5700	16400-450-20000	PB-4 Rs.37400-67000	8900	23150	13890	30	123600	-	216600	61800	37080
31	5100-150-5700	16400-450-20000	PB-4 Rs.37400-67000	9500	23450	14070	31	125200	-	219800	62600	37560
32	5500-200-6500	17400-500-21900	PB-4 Rs.37400-67000	10000	23700	14220	32	128900	-	225000	64450	38670

APPENDIX

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APPENDIX-I.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
1.	Tamil Nadu Government Officials' Union
2.	Tamil Nadu Secretariat Officers' Association
3.	Tamil Nadu Police Department Ministerial Staff Association
4.	Tamil Nadu Engineering Association, PWD.
5.	Tamil Nadu Government Agricultural Graduates Association
6.	Association of Engineers & Assistant Engineers Association
7.	Tamil Nadu Overseers Association
8.	Tamil Nadu Health Inspectors Association
9.	Tamil Nadu Civil Court Process Servers Association, Sub Court (State Centre)
10.	Tamil Nadu PWD Irrigation Inspector and Telephone Clerks Association
11.	Tamil Nadu Government Health Officers' Association
12.	Tamil Nadu Local Fund Audit Services Association
13.	Tamil Nadu Draughtsmen's Association
14.	The Tamil Nadu Government Radio Supervisors' Association
15.	Tamil Nadu Civil Services Association [Executive President]
16.	Tamil Nadu Government Office Assistants' and Basic Servants' State Centre Association
17.	Tamil Nadu Assistant Agricultural Officers Association
18.	The Tamil Nadu Registration Service Association,
19.	Association of Tamil Nadu Highways Engineers
20.	Tamil Nadu State Forest Service Association
21.	Tamil Nadu Commercial Taxes Services Association, State Centre
22.	Tamil Nadu Secretariat Association (TANSA)
23.	Tamil Nadu Government Nurses Association
24.	Tamil Nadu Agricultural Engineers Association
25.	Tamil Nadu Government Agricultural Laboratory Assistant State Association

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
26.	The Tamil Nadu Labour Department Subordinate Officers Association
27.	Tamil Nadu Radiological Assistants Association
28.	Tamil Nadu Livestock Inspectors Association
29.	Tamil Nadu Forest Staff Association
30.	Tamil Nadu Medical Laboratory Technicians Association, State Centre
31.	Tamil Nadu Public Health Entomologists' Association
32.	Tamil Nadu Fisheries Officers' Association
33.	The Transport Department Gazetted Officers Association
34.	Tamil Nadu Rural Development Department -Bio-Gas Technician-Association
35.	The Tamil Nadu Revenue Officials' Association, State Centre
36.	Tamil Nadu Fisheries Executive Subordinates Association
37.	Tamil Nadu Health Visitors Association
38.	Tamil Nadu Government Pharmacists' Association
39.	The Tamil Nadu Industrial Cooperative Subordinate Officers' Association
40.	Tamil Nadu Government Doctors Association
41.	Tamilaga Agricultural Drilling Section Staff Association (Agricultural Engineering Department)
42.	Tamil Nadu Hindu Religious and Charitable Endowments Departments Administrative Officials Association
43.	The Tamil Nadu Treasuries and Accounts Officers Association
44.	Tamil Nadu Local Fund Audit (Gazetted) Officers' Association
45.	Tamil Nadu Legislature Secretariat Reporters' Association
46.	Tamil Nadu Government Employees Association
47.	Tamil Nadu Motor Vehicles Inspectors (Technical) Association,
48.	Tamil Nadu Statistics Officers' Association
49.	Tamil Nadu Industries Department Technical Officers Association,
50.	Tamil Nadu Public Works Department Employees Association
51.	Engineering Graduates Association (Tamil Nadu Agricultural Engineering Department)
52.	Tamil Nadu Labour Service Officers Association,

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
53.	Tamil Nadu Government Statistics Subordinate Officers' Association
54.	The Tamil Nadu Deputy and Assistant Commercial Tax Officers Association
55.	Tamil Nadu Industrial Training Officials' Association
56.	Tamil Nadu Government Secretariat Drivers Association
57.	Tamil Nadu Arasu Aluvalar Kazhagam (C&D Group) and their affiliated Associations.
58.	Tamil Nadu Survey Officers' Union, State Centre
59.	Tamil Nadu Government Polytechnic Teachers Association,
60.	Tamil Nadu Local Fund Audit and Internal Audit Department Inspector's Association
61.	Highways Research Staff Association (Highways and Rural Works)
62.	Tamil Nadu Commercial Taxes Department Office Assistants Association (State Association)
63.	Tamil Nadu Village Administrative Officers Association
64.	Tamil Nadu Agricultural Marketing Department (Marketing Committee) Employees Association
65.	Tamil Nadu Village Administrative Officers' Munnetra Sangam, State Centre
66.	Tamil Nadu Government Village Health Nurses Association
67.	Public Health Department Officials Association (Leprosy)
68.	Tamil Nadu Thirukovil Executive Officers' Association
69.	Tamil Nadu Highways Department Divisional Accountant's Association, Tirunelveli
70.	Tamil Nadu Association of Senior Civil Surgeons
71.	Tamil Nadu Government Employees' Union
72.	Tamil Nadu Elementary School Teachers' Federation
73.	Tamil Nadu Elementary School Teacher's Mandram
74.	Tamil Nadu Teachers Federation [Tamil Nadu Aasiriyar Kootani]
75.	All India Teachers' Peravai [Anaith Indiya Aasiriyar Peravai]
76.	Tamil Nadu Higher Secondary Post Graduate Teachers Association
77.	Tamil Nadu High and Higher Secondary School Headmasters Association

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
78.	Tamilaga Tamil Aasiriyar Kalagam
79.	Tamilaga Arambapalli Aasiriyar Kootani
80.	Tamil Nadu Graduate Teacher's Association
81.	Tamil Nadu Higher Secondary Schools Headmaster's Association
82.	Association of Hydrogeologists, PWD
83.	Tamil Nadu Cooperative Department State Service Officers Association
84.	Tamil Nadu Government Nutritious Meal Employees Association
85.	Tamil Nadu Diploma Engineers' Council
86.	Tamilaga Mavatta Aasiriyar Kalvipayirchi Niruvana Kalviyalar Sangam (All DIET Educators Association)
87.	Tamil Nadu Government Engineering College Technical Staff Association
88.	Technical Staff Federation (Federation of the Tamil Nadu Technical Employees Association)
89.	Tamil Nadu Government Maternal and Child Health Officer's Association
90.	Tamil Nadu Higher Secondary School Vocational Teachers Welfare Association
91.	Tamil Nadu Municipal Town Planning Officer's Association and Tamil Nadu Municipal Town Planning Technical Subordinate Staff Association
92.	Tamil Nadu Government Chief Pharmacist & Medical Store Officer Retired Welfare Association
93.	Village Administrative Officers Association
94.	Federation of Tamil Nadu Public Health Department Technical Personal Assistant Grade-I to DDHS / Senior Sanitarian
95.	Tamil Nadu Archaeology Employees Association
96.	Tamizhaga Edainilai Matrum Pattathari Asiriar Mandram (TEAPAM)
97.	The Tamil Nadu Field Demonstration Officers Association
98.	The Tamil Nadu Judicial Ministerial Officers Association
99.	All India Teachers' Peravai
100.	Promoted B.T. Assistants and Tamil Pandits Association
101.	Tamil Nadu Primary School Teachers' Federation
102.	School Teachers' Federation of India (Tamil Manila Kulu)

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
103.	Tamil Nadu Higher Secondary Headmasters Association
104.	Tamil Nadu Graduate Teachers Federation (TNGTF), State Centre
105.	Tamil Nadu High - Higher Secondary School Graduate Teacher Association
106.	Tamil Nadu All Teachers Association (TATA)
107.	Tamil Nadu Idainilai Aasiriyar Sangam
108.	Tamizhaga Aasiriyar Kootani
109.	Tamil Nadu Private School Teachers Employees Association (PSTA)
110.	Tamil Nadu Higher Secondary Vocational Teachers' Association
111.	Tamil Nadu Post Graduate Teachers Association
112.	Tamil Nadu Higher Secondary School Computer Teachers Association
113.	Tamil Nadu All Teacher Munnetra Peravai (TATPF)
114.	Tamil Nadu Promoted Post Graduate Teachers Association
115.	Tamil Nadu Elementary Middle School Graduate Teachers Association
116.	All India Federation of Pensioners' Associations
117.	Bharat Confederation of Senior Citizens and Pensioners
118.	Fraternity of Retired Diploma Engineers of Tamil Nadu
119.	Government TANSI Retired Employees Association
120.	Welfare Association of Tamil Nadu IND Absorbee Pensioners
121.	RAGA - Retired Agricultural Graduates Association
122.	Retired Officials' Association
123.	Retired Teachers' Association
124.	Rural Development Department Pensioners Association
125.	Tamil Nadu Commercial Tax Department Retired Officials and Employees Welfare Association
126.	Tamil Nadu Elementary School Teachers Federation Retired Wing
127.	Tamil Nadu Retired School-College Teachers Association
128.	Tamil Nadu Government Motor Vehicles Maintenance Department Employees Association
129.	Secondary Seniority Teachers Association (SSTA)

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
130.	Tamil Nadu Retired Government Employees Association
131.	Tamil Nadu Retired Officials' Association
132.	Tamil Nadu Senior Citizens and Pensioners Welfare Association
133.	Tamil Nadu State Civil Service Officers (Retired) Association
134.	Tamil Nadu Government All Department Pensioner Association (State centre)
135.	Tamil Nadu Government Retired Nutritious Meal Employees Union
136.	Tamil Nadu Government Retired Village Assistants State Association
137.	Tamil Nadu Government PWD pensioners Association
138.	Tamil Nadu Retired College Teachers' Association
139.	Tamil Nadu Retired Former Village Officers (Karnam & Maniam), Public Welfare Association
140.	Tamil Nadu Retired Village Administrative Officers Association
141.	Tamil Nadu State Retired Superintendents of Police Welfare Association
142.	Tamil Nadu Highways Road Employees Association
143.	Government & Government Aided College Lab Assistant Welfare Association
144.	Retired - Association of Non-Teaching Staff of Aided Colleges - Tamil Nadu (RANSAC)
145.	Tamil Nadu Teachers Association
146.	Tamilaga Sathunavu Oozhiyar Sangam
147.	Tamil Nadu Panchayat Secretaries Association
148.	Tamil Nadu Elders Welfare Association
149.	Tamil Nadu Village Health Nurses Association
150.	PWD Research & Qualify Control Officers' Association
151.	Tamil Nadu Government Public Health Analysts Union
152.	Tamil Nadu Government Ophthalmic Assistants Association
153.	Tamil Nadu Health Visitors Association (Sector Health Nurses & Community Health Nurses)
154.	Tamil Nadu Town Panchayat Employees Association
155.	Diploma Engineers Association of Tamil Nadu Medical Department

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
156.	Tamil Nadu Government Hospital Operation Theatre Assistant & Anaesthesia Technician Welfare Association
157.	Tamil Nadu Agricultural University Non-Teaching Staff Association (TAUN TSA)
158.	Tamil Nadu Rural Development Department Officials Association
159.	Medical Department E.C.G. Technicians Association (Tamil Nadu)
160.	Former Transport Department Officers (Tech) Welfare Association
161.	Tamil Nadu Prison Department Probation Officials Association,
162.	Tamil Nadu Government Physiotherapy Technician / Leprosy Physiotherapist Association
163.	Tamil Nadu Municipal Engineering Association
164.	Tamil Nadu Technical Education Department Engineering Degree & Diploma holders Technical Staff Welfare Association
165.	Service Doctors and Post Graduates Association
166.	Tamil Nadu Government Co-operative Department Employees' Association
167.	Tamil Nadu Government All Pharmacist Association
168.	Tamil Nadu Medical Officers Association
169.	Tamil Nadu Survey Department Administrative Employees Union
170.	Tamil Nadu Senior Agro-technologists' Forum TANSAF
171.	Tamil Nadu Government Health Transport Department Employee's Association
172.	Tamil Nadu Government Contract Nurses Welfare Association
173.	Assistant Agricultural Officer's Association, Tamil Nadu Agricultural University
174.	Tamil Nadu Revenue Department (Group II) Direct Recruitment Officers Association
175.	Medical Physicists Association in Medicine (MPAM)
176.	Tamil Nadu Medical Department Social Workers Association
177.	Tamil Nadu Agricultural Department Ministerial Staff Association
178.	Tamil Nadu Orthotists and Prosthetists Association
179.	Tamil Nadu Government Urban Health Nurses Association

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
180.	The Employees Association of Engineering and Polytechnic Colleges
181.	Tamil Nadu Sericulture Employee's Association
182.	Public Health Department Laboratory Technician Welfare Association
183.	Tamil Nadu Public Health Department Official's Association
184.	Tamil Nadu Government Village Assistants State Association
185.	Chennai Corporation Health Inspectors Welfare Association
186.	Tamil Nadu Government Social Welfare Department Aanganwadi Employees and Assistants Union
187.	Tamil Nadu Road Inspectors Association
188.	Tamilaga Arambapalli Aasiriyar Sangam
189.	Police Photographers
190.	Tamil Nadu Government Medical Record Officers and Technicians Association
191.	Anaivarukkum Kalvi Iyakka Accountants Welfare Association,
192.	Tamil Nadu Medical Department Administrative Employees' Association
193.	Tamil Nadu Federation of Nutritious Meal Employees Peravai
194.	Tamil Nadu Government Typist & Stenos Association
195.	Tamil Nadu Municipality, Town Panchayat Sanitary Supervisors Association
196.	Tamil Nadu Kalvi Thurai Arasu Aluvalar Sangam
197.	Tamil Nadu Commercial Taxes Retirees Welfare Association
198.	Tamil Nadu Government Medical Laboratory Technician's Association
199.	Tamil Nadu Anganwadi Workers and Helpers Union
200.	Chennai Corporation Assistant Revenue Officers
201.	Joint Active Society For Ministerial Staff (JASMINS) - Medical Department
202.	Tamil Nadu Sericulture Department Technical Officers Association
203.	Tamil Nadu Government Medical Department All Employees Health Workers and Nurse Assistants Association
204.	Tamil Nadu Local Bodies Urban Health Nurses Association

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
205.	Federation of Tamil Nadu Government All Department Ministerial Employees Association
206.	Tamil Nadu Sector Health Community Health Nurses Association
207.	Tamil Nadu Rural Development Engineers and Assistant Engineers Association
208.	Indian Zoo Biologist Association
209.	Tamil Nadu Government All Health Nurses Association
210.	Rural Development Assistant Engineers Welfare Association, (RUDAWEA)
211.	The Tamil Nadu Government Nutritious Meal Employees Union
212.	Tamil Nadu Highways Accounts and Audit Officials Association
213.	Tamil Nadu Government Pensioners Association
214.	Tamil Nadu Thooimai Tholizhalar Sangam
215.	Tamizhaga Retired Officials Association
216.	Tamil Nadu Government Health Department All Female Officials Association (State Centre)
217.	Tamil Nadu Government Village Health Nurses Welfare Association
218.	Tamil Nadu Municipality and Corporation Field Assistants Association
219.	Tamil Nadu Highways Road Inspectors Association
220.	Tamil Nadu Town Panchayat Sanitary Workers Welfare Association
221.	Tamil Nadu Agriculture and Horticulture Technical Officers Association (TAHTOA)
222.	Tamil Nadu Archives Employees Association
223.	Tamil Nadu Government Municipality & Town Panchayat Sanitary Supervisor Association
224.	Tamil Nadu Government Medical Department Technical Employees Association
225.	Tamil Nadu Agricultural Information Publicity Unit Technical Staff Association
226.	Federation of Tamil Nadu Medical Laboratory Technicians' Associations - State Centre
227.	Tamil Nadu Graduate Medical Lab Professionals Association
228.	Tamil Nadu Government Medical and Health Department Analysis Association

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
229.	Collegiate Education Laboratory Assistants Association
230.	Tamil Nadu Government Pharmacy College Teachers' Association
231.	Tamil Nadu Museum Technical Staff Welfare Association
232.	Retired Graduate Tabulators Sangam
233.	Tamil Nadu Assistant Elementary Education Officers Association
234.	Tamil Nadu Civil Supplies Corporation Quality Control Staff Association
235.	Tamil Nadu State Revenue Official Association (TSROA)
236.	Tamil Nadu Municipal Administration Department Information Technology Officer's Association
237.	Tamil Nadu Tahsildars and Deputy Tahsildars Association
238.	Tamil Nadu Veterinary Assistant Surgeons Association
239.	Tamil Nadu Transport Department Staff Association
240.	Department of Geology and Mining Association
241.	Directorate of Vigilance and Anti Corruption All Staffs Welfare Association
242.	Tamil Nadu Government Employees' Union
243.	Forensic Scientists Association
244.	Tamil Nadu Public Health and Preventive Medicine Department Cold chain Technical Officials Welfare Association
245.	Tamil Nadu State Municipal Sanitary Inspectors and Sanitary Officers Association
246.	Revenue Administration, Disaster Management and Mitigation Department, Prohibition and Excise Department and Tamil Nadu State Disaster Management Agency Officials Association
247.	Tamil Nadu Retired Village Administrative Officers Welfare Association
248.	Association of Non Teaching Staffs of Aided Colleges (TANTSAC)
249.	Tamil Nadu Municipal Official and Ministerial Staff Association
250.	Tamil Nadu Retired Municipal Commissioners Association
251.	Tamil Nadu Revenue Village Employees Association
252.	Tamil Nadu Government Prosthetist and Orthotist Association
253.	College Students and Graduates Association of the Blind
254.	Tamil Nadu Government All Department Employees Union
255.	Tamil Nadu Government Medical Officers Association

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
256.	Federation of Ministerial Staff in Tamil Nadu (State Centre)
257.	Tamil Nadu Public Works Department Ministerial Employees Union
258.	Federation of Tamil Nadu State All Municipal Corporation Officials Associations
259.	Tamil Nadu Retired Livestock Inspector's Association
260.	Tamil Nadu Government Town Panchayat Engineers Association
261.	Tamil Nadu Government Technical Education Department Technical Employees Association
262.	Tamil Nadu Sub-Registrar Association
263.	Forensic Sciences Department Technicians and Laboratory Assistants Welfare Association
264.	Tamil Nadu Cooperative Audit Department Official Association
265.	Tamil Nadu Government Public Health Statistical Staff Association
266.	Promoted B.T's & T.P. Association -Tamil Nadu
267.	Tamil Nadu Highways Road Employees Association
268.	Tamil Nadu Higher Secondary School Vocational Teachers Kazhagam
269.	Tamil Nadu Aasiriyar Munnetra Sangam
270.	Tamil Nadu Employment Service Employees Association (TESEA)
271.	Tamil Nadu Government Community Organisers Welfare Association
272.	Tamil Nadu Government Village Assistants Association (State)
273.	Tamil Nadu Government Museum Employees Welfare Association
274.	Tamil Nadu Physical Education Teacher - Physical Education Director Association
275.	Tamil Nadu Retired Survey Officials' Union
276.	Tamil Nadu Motor Vehicles Maintenance Department Engineer's Association
277.	Federation of Central, State Local Bodies and Public Department Pensioners Associations
278.	Tamil Nadu Employment Department Officers (A&B) Association (TEDOA)
279.	JSR Tamil Nadu Thodakkappalli Asiriyar Koottani

REPORT OF THE OFFICIAL COMMITTEE, 2017.

LIST OF ASSOCIATIONS

Sl. No.	Name of the Association
[1]	[2]
280.	Tamil Nadu Higher Secondary Post Graduate Teachers' Association (TNHSPGTA)
281.	Tamil Nadu Social Welfare Department Employees' Association
282.	Tamil Nadu Pollution Control Board Engineers Welfare Association
283.	Association for Agricultural Graduates Teachers Tamilnadu
284.	Tamil Nadu Siddha Medical Officer Association
285.	Tamil Nadu Pensioners Association
286.	Hindu Religious and Charitable Endowments Auditors Association
287.	Tamil Nadu Government Statistical Subordinate Officers Union
288.	Tamil Nadu Public Library Department Officer Sangam State Center

APPENDIX-II.

©
GOVERNMENT OF TAMIL NADU
2017



MANUSCRIPT SERIES

FINANCE (PAY CELL) DEPARTMENT

G.O.Ms.No.40, Dated: 22nd February, 2017

(Masi-10, Thiruvalluvar Aandu 2048)

OFFICIAL COMMITTEE – Constitution of an Official Committee to examine the revision of Pay scales / Pension to the State Government employees and pensioners following the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission - Ordered.

ORDER:-

The Government has decided to constitute an Official Committee to examine and make necessary recommendations for the implementation of the revision of scales of pay and allowances of State Government Employees and Teachers based on the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission. The Committee shall comprise the following members:-

1. Additional Chief Secretary, Finance Department
2. Principal Secretary, Home Department
3. Principal Secretary, School Education Department
4. Secretary, Personnel and Administrative Reforms Department
5. Dr.P.Umanath, I.A.S., Member-Secretary

2. (i) The Committee shall be chaired by seniormost Member.

(ii) The Committee shall examine the orders issued / to be issued by the Central Government on the recommendations of the Seventh Central Pay Commission scales of pay and make necessary recommendations regarding revision of the pay scales to the State Government Employees and Teachers including employees of Local Bodies.

(iii) While making recommendations on scales of pay, the Committee shall take into account the local conditions and the present relativities in the functions, qualifications and hierarchy.

(iv) The Committee shall also examine the decision of the Government of India on the revision of pension, family pension, retirement benefits etc., and also make necessary recommendations to the State Government pensioners.

REPORT OF THE OFFICIAL COMMITTEE, 2017.

(v) The Committee shall also make necessary recommendations regarding Other Allowances based on the recommendations of the High Level Committee constituted for this purpose by Government of India.

3. The Committee shall submit its report to Government within four months i.e. on or before 30-06-2017.

4. Orders regarding supporting staff to the Official Committee will be issued separately.

5. All the Departments of Secretariat and Heads of Departments are requested to render all necessary information to the Committee as and when sought for.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

To

The Additional Chief Secretary to Government, Finance
Department, Chennai-9 (By name).

The Principal Secretary to Government, Home Department, Chennai-9 (By
name).

The Principal Secretary to Government, School Education Department,
Chennai-9 (By name).

The Secretary to Government, Personnel and Administrative Reforms
Department, Chennai-9 (By name).

Dr.P.Umanath, I.A.S., Commissioner of Rehabilitation and Welfare of Non-
Resident Tamils, 4th Floor, Ezhilagam, Annex Building, Chepauk, Chennai-
600 005.

All Secretaries to Government.

All Departments of Secretariat.

All Heads of Departments.

The Pay and Accounts Officer, Secretariat, Chennai-9.

The Principal Accountant General (A&E) Chennai-18.

The Accountant General, Chennai-35.

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai-9.

The Private Secretary to Chief Secretary to Government, Chennai-9.

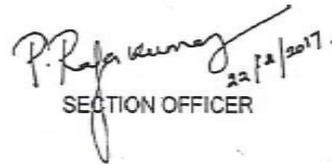
The Private Secretary to Additional Chief Secretary to Government,
Finance Department, Chennai-9.

The Personnel and Administrative Reforms Department, Chennai-9.

All recognized service associations.

Stock File / Spare Copy.

-/Forwarded : By Order/-


SECTION OFFICER



FINANCE (PAY CELL) DEPARTMENT

G.O.Ms.No.189, Dated: 27th June, 2017

(Heyvilambi, Aani-13, Thiruvalluvar Aandu 2048)

OFFICIAL COMMITTEE – Constitution – Revision of pay scales / pension to State Government Employees and Pensioners following the decision of Central Government on the recommendation of Seventh Central Pay Commission - Extension of tenure of the Committee - Orders - Issued.

G.O.Ms.No.40, Finance (Pay Cell) Department, Dated: 22.02.2017.

ORDER:-

In the Government Order read above, orders have been issued constituting an Official Committee under the Chairmanship of Additional Chief Secretary to Government, Finance Department with the Principal Secretary, Home Department, Principal Secretary, School Education Department, Secretary, Personnel and Administrative Reforms Department and Dr.P.Umanath, I.A.S, Member-Secretary to examine and make necessary recommendations for the implementation of the revision of scales of pay and allowances of State Government Employees, Teachers including employees of Local Bodies based on the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission. The Committee was also requested to make necessary recommendations regarding revision of Pension / Family Pension, Retirement benefits etc., and submit its report to Government within four months.

2. The Official Committee has held hearings with Recognised / Major Service and Pensioners Associations and other unrecognised Service Associations on 26.05.2017, 27.05.2017, 02.06.2017 and 03.06.2017 and the associations have also submitted their detailed Memorandums / representations to the Official Committee. Apart from this, several Individual Employees / Pensioners have also submitted their representations to the Official Committee seeking redressal of their grievances / pay anomalies. Certain Head of Departments have also forwarded the representations submitted by the Associations / Individuals to the Official Committee for examination.

3. The representations made by the Recognised / Major Service and Pensioner Associations / Un-recognised Associations have to be examined / processed in detail and the orders of the Government of India on the recommendations of the Committee on Allowances have also not been issued

REPORT OF THE OFFICIAL COMMITTEE, 2017.

so far. As the tenure of the Official Committee expires on 30.06.2017 and as it will take some more time to finalise the report, the Official Committee has sought extension of the tenure of the Committee for a further period of three months beyond 30.06.2017.

4. After careful consideration, Government direct that the tenure of the Official Committee constituted in the Government Order read above shall be extended for a further period of three months beyond 30.06.2017 i.e., upto 30.09.2017.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

To

The Additional Chief Secretary to Government, Finance Department, Chennai-9 (By name).

The Additional Chief Secretary to Government, Home Department, Chennai-9 (By name).

The Secretary to Government, School Education Department, Chennai-9. (By name).

The Secretary to Government, Personnel and Administrative Reforms Department, Chennai-9 (By name).

Dr.P.Umanath, I.A.S., Managing Director, Tamil Nadu Medical Service Corporation, Chennai.

All Secretaries to Government.

All Department of Secretariat.

All Head of Departments.

The Pay and Accounts Officer, Secretariat, Chennai-9.

The Principal Accountant General (A&E) Chennai-18.

The Accountant General, Chennai-35.

Copy to

The Principal Secretary II to Hon'ble Chief Minister, Chennai-9.

The Senior Private Secretary to Chief Secretary to Government, Chennai-9.

The Senior Principal Private Secretary to Additional Chief Secretary to Government, Finance Department, Chennai-9.

The Personnel and Administrative Reforms Department, Chennai-9.

All recognized service associations.

Stock file / Spare copy.

-/Forwarded : By Order/-

T. J. Sridhyan
Section Officer 27/6/17