



ABSTRACT

Pay Grievance Redressal Committee 2019- Revision of scales of pay of Veterinary Assistant Surgeon, Assistant Director / Research Officer, Deputy Director, and Joint Director in **Animal Husbandry Department** – Implementation of the recommendations of the Pay Grievance Redressal Committee – Orders - Issued.

Finance (Pay Cell) Department

G.O.Ms.No. 421

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

Read:

1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 01.06.2009.
2. G.O.Ms.No.444, Finance (Pay Cell) Department, dated: 09.09.2009.
3. G.O.Ms.No.263, Finance (Pay Cell) Department, dated: 26.08.2010.
4. G.O.Ms.No.449, Finance (Pay Cell) Department, dated: 31.12.2010.
5. G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26.02.2011.
6. Orders of the Hon'ble High Court in WP.No.7006 of 2011 dated 08.03.2012.
7. Order of the Hon'ble High Court in WA Nos.504, 505 etc.,of 2012 dated 27.03.2012.
8. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10.04.2012.
9. G.O.Ms.No.242, Finance (Pay Cell) Department, dated: 22.07.2013.
10. G.O.Ms.No.250, Finance (Pay Cell) Department, dated: 22.07.2013.
11. Orders of the Hon'ble High Court in WA.Nos.504, 505 etc., of 2012 and 2335 and 2336 of 2013 dated 27.02.2014.
12. G.O.Ms.No.303, Finance (Pay Cell) Department, dated: 11.10.2017.
13. G.O.Ms.No.313, Finance (Pay Cell) Department, dated: 25.10.2017.
14. Orders of the Hon'ble Supreme Court of India dated: 28.11.2019 in Civil Appeal No.10029 of 2017 and batch cases.
15. G.O.Ms.No.381, Finance (Pay Cell) Department, dated: 04.12.2019.

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ORDER:

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

2. Based on the recommendations of Official Committee 2009, pay scales of Veterinary Assistant Surgeon and its promotional posts were revised as follows:

Sl. No.	Name of the Post	Pre-revised scale of pay	Revised scale of pay + Grade Pay
1	Veterinary Assistant Surgeon	Rs.6500-11100	Rs.9300-34800+G.P.Rs.4700
2	Assistant Director / Research Officer	Rs.8000-13500	Rs.15600-39100+G.P.Rs.5400
3	Deputy Director	Rs.10000-15200	Rs.15600-39100+G.P.Rs.6600
4	Joint Director	Rs.12000-16500	Rs.15600-39100+G.P.Rs.7600

3. The One Man Commission 2009 constituted in the Government Order second read above examined the request of the Veterinary Assistant Surgeons and made the following observation in the light of the recommendations of the earlier One Man Committee, 1998:

“After an in depth study of the qualification of the Veterinary Assistant Surgeons, the Fifth Central Pay Commission has improved the scale of pay of Veterinary Assistant Surgeon on par with Civil Assistant Surgeons with M.B.B.S. qualification. This Commission has decided to adopt Central Pay parity for the comparable posts in the State in consonance with the policy of Government. Considering the qualification, identical job factors and scale levels of the Veterinary Assistant Surgeons and the similar post in Government of India, this Commission recommends revision of scale of pay of the post of Veterinary Assistant Surgeon from Rs.6500—11100 to Rs.8000—13500”

Further, the Commission has observed that based on the recommendations of the Sixth Central Pay Commission the parity with General Duty Medical Officers and Dental Doctors and Veterinary Officers requiring a Degree in B.V.Sc., in Animal Husbandry along with registration in the Veterinary Council of India has been continued and they have been placed in the scale of pay of Rs.15600—39100 + Grade Pay of Rs.5400 in the revised pay structure. The One Man Commission, 2010 has therefore taking into account the similarity in qualification and job factors of this post in the State Government and Government of India, endorses the recommendation made by the earlier One Man Commission, 1998. Accordingly, the Commission recommends that the revision of scale of pay for the post of Veterinary Assistant Surgeon in Animal Husbandry Department may be revised from Rs.9300-34800+ Grade Pay of Rs.4700 to Rs.15600-39100 + Grade Pay of Rs.5400. Consequently, the Commission also recommends that the scale of pay of the promotion post viz., Assistant Director may be revised from Rs.15600—39100 + Grade Pay of Rs.5400 to Rs.15600—39100 + Grade Pay of Rs.5700.”

4. Accepting the above recommendations of One Man Commission, 2009 orders were issued in the reference third read above revising the scales of pay for the posts of Veterinary Assistant Surgeon and its promotional post of Assistant Director as follows:

Sl. No.	Name of the Post	Existing scale of pay + Grade Pay	Revised scale of pay + Grade Pay
1	Veterinary Assistant Surgeon	Rs.9300-34800+GP4700	Rs.15600-39100+GP5400
2	Assistant Director	Rs.15600-39100+GP5400	Rs.15600-39100+GP5700

The above revision was granted notional effect from 01.01.2006 with monetary benefit from 01.08.2010.

5. Consequent on the revision of pay scales for the post of Assistant Engineers and its promotional posts of Assistant Executive Engineer and Executive Engineer in Public Works Department and Agricultural Engineering Department based on the recommendation of One Man Commission, 2009 and taking specific note of the fact that the qualification of 4 ½ years graduation (B.V.Sc) and 6 months training prescribed for Veterinary Assistant Surgeon, orders were issued in the Government Order fourth read above revising the pay scales of Veterinary Assistant Surgeon and its promotional posts viz. Assistant Research Officer / Assistant Director (IVPM Ranipet), Assistant Director (Animal Husbandry), Deputy Director / Research Officer and Joint Director / Senior Research Officer as follows:

Sl. No.	Name of the Post	Existing scale of pay + Grade Pay	Revised scale of pay + Grade Pay
1	Veterinary Assistant Surgeon / Research Assistant	Rs.9300-34800+GP.4700	Rs.15600-39100+GP.5400
2	Assistant Research Officer / Assistant Director (IVPM Ranipet)	Rs.15600-39100+GP.5400	Rs.15600-39100+GP.6600
3	Assistant Director (Animal Husbandry)	Rs.15600-39100+GP.5700	Rs.15600-39100+GP.6600
4	Deputy Director / Research Officer	Rs.15600-39100+GP.6600	Rs.15600-39100+GP.7600
5	Joint Director / Senior Research Officer	Rs.15600-39100+GP.7600	Rs.37400-67000+GP.8700

The above revision was granted notional effect from 01.01.2006 with monetary benefit from 01.12.2010.

6. Based on a spate of representations to extend the revision granted to Assistant Engineers and its promotional posts in Public Works Department to various posts in other departments, the Government suo-moto reviewed the orders issued based on the report of One Man Commission, 2010 and the subsequent order issued

in the reference fourth read above and found that Assistant Engineers/ Veterinary Assistant Surgeons have been erroneously placed on par with Direct Recruit Group I posts such as Deputy Collector, Assistant Director (Panchayat) and Deputy Superintendent of Police recruited through the Tamil Nadu Public Service Commission, Group I Competitive Examination.

7. Accordingly, among others orders were issued in the reference fifth read above downgrading the pay scales of Veterinary Assistant Surgeon and its promotional posts as follows:

Sl. No.	Name of the Post	Existing scale of pay + Grade Pay	Revised scale of pay + Grade Pay
1	Veterinary Assistant Surgeon /Research Assistant	Rs.15600-39100+G.P.5400	Rs.15600-39100+G.P.5100
2	Assistant Director	Rs.15600-39100+G.P.6600	Rs.15600-39100+G.P. 5400
3	Deputy Director	Rs.15600-39100+G.P.7600	Rs.15600-39100+G.P.6600
4	Joint Director	Rs.37400-67000+G.P.8700	Rs.15600-39100+G.P.7600

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

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

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

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

11. The Pay Grievance Redressal Cell while reviewing the orders issued in the reference fifth read above has observed as follows:

“The issue of the appropriate Grade Pay and Pay Band of Assistant Engineers in Public Works Department had been examined separately and necessary recommendations have been made to place the Assistant Engineers in Pay Band—2 instead of Pay Band—3 as suggested in G.O.Ms.No.71, Finance (PC) Department, dated 26—2—2011 in consonance with the pay scale available to their counterparts in Central Public Works Department. On the same line, in the case of Veterinary Assistant Surgeon, as the Central Government has given a scale of Rs.15600—39100 + G.P. Rs.5400, this Committee considers it would be appropriate to place the Veterinary Assistant Surgeons distinctly in Pay Band--3 of Rs.15600—39100 + Grade Pay of Rs.5200 in view of the qualification, arduous duties and responsibilities attached to the post in the field one level below their counterparts in Government of India. Accordingly, the Committee recommends that the pay scale of Rs.15600—39100+ G.P. Rs.5200 for Veterinary Assistant Surgeon / Research Assistant and its promotion post of Assistant Director (AH) / Assistant Research Officer at Rs.15600—39100 + G.P. Rs.5400 as originally in existence for Assistant Directors of other departments is appropriate.”

Accepting, the recommendations of Pay Grievance Redressal Cell, orders were issued in Government Order tenth read above revising the pay scales for Veterinary Assistant Surgeon / Research Assistant at Rs.15600-39100+GP5200 and retaining the pay scales of Assistant Director (Animal Husbandry) at Rs.15600-39100+GP5400 notionally with effect from 01.01.2006 with monetary benefit from 01.04.2013.

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

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

14. In the reference fourteenth read above, the Hon'ble Supreme Court of India in its order dated 25.11.2019 in a batch of Civil Appeal Nos 15029 / 2017 etc., directed the Government to constitute a Pay Grievance Redressal Committee under the Chairmanship of Hon'ble Justice Thiru.D.Murugesan, formerly Chief Justice, High Court of Delhi with specific terms of reference to be framed by Government. Hon'ble Supreme Court of India has also ordered that, the affected categories shall not be permitted to migrate to 7th Central Pay Commission scales on the basis of the higher scales till such time as a final decision is taken.

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

16. The Pay Grievances Redressal Committee constituted in the above Government Order fifteenth read above has examined the grievance of Veterinary Assistant Surgeon Association and made the following observations:

- (i) In order to rectify the anomaly in the pay scales between the Veterinary Assistant Surgeons and the Medical Doctors, the One Man Commission, 2010 decided to adopt Central Pay Parity for the comparable posts in the State in consonance with the policy of the Government.*
- (ii) The One Man Commission, 2010 had rightly taken note of the qualification, identical job factors, scale levels of Veterinary Assistant Surgeons and the similar posts in the Government of India and recommended revision of scale of pay of the post of Veterinary Assistant Surgeon from Rs.6500-11100 to Rs.8000-13500 and corresponding revised pay scale to Rs.15600-39100+ G.P.Rs.5400. Accordingly, orders were issued in G.O.Ms.No.263, Finance (Pay Cell) Department, dated 26.08.2010.*
- (iii) The anomaly rectified by the recommendations of the One Man Commission, 2010 and the issuance of the two Government Orders viz., G.O.Ms.No.263, Finance (Pay Cell) Department, dated 26.08.2010 and G.O.Ms.No.449, Finance (Pay Cell) Department, dated 31.12.2010 was again set at naught in G.O.Ms.No.71, Finance (Pay Cell) Department, dated 26.02.2011 treating Veterinary Assistant Surgeon on par with Assistant Engineer and its equivalent posts which is not in conformity with the recommendation of the Fifth and Sixth Central Pay Commissions maintaining parity of the Veterinary Officers with Medical Doctors.*
- (iv) The Pay Grievance Redressal Cell, though had accepted Central parity for the post of Veterinary Assistant Surgeon with the Medical Doctors had only chosen to recommend to revise the pay scale at Rs.15600-39100 + G.P.Rs.5200 instead of Rs.15600-39100 + G.P.Rs.5400 applicable to Medical Doctors (Assistant Surgeons).*

(v) Pay Grievance Redressal Committee has observed that the Veterinary Assistant Surgeons are entitled to the pay scale of Rs.15600-39100+G.P.Rs.5400 on par with the pay scales of the Medical Doctors (Assistant Surgeons). Correspondingly, the pay scales of the promotional posts of Assistant Director / Deputy Director and Joint Director shall also be revised on par with the promotional posts to the Assistant Surgeon in Allopathy side.

Accordingly, Pay Grievances Redressal Committee recommended to implement the orders issued in the reference fourth read above retaining the scales of pay as follows:

Sl. No.	Name of the Post	Existing scale of pay + Grade Pay	Revised scale of pay + Grade Pay
1	Veterinary Assistant Surgeon / Research Assistant	Rs.15600-39100+GP5200	Rs.15600-39100+GP5400
2	Assistant Research Officer / Assistant Director (IVPM Ranipet)	Rs.15600-39100+GP5400	Rs.15600-39100+GP6600
3	Assistant Director (Animal Husbandry)	Rs.15600-39100+GP5700	Rs.15600-39100+GP6600
4	Deputy Director / Research Officer	Rs.15600-39100+GP6600	Rs.15600-39100+GP7600
5	Joint Director / Senior Research Officer	Rs.15600-39100+GP7600	Rs.37400-67000+GP8700

17. The Government after careful examination of the recommendations of Pay Grievance Redressal Committee, 2019 has decided to accept and implement the same.

18. Accordingly, Government in exercise of the powers conferred under Rule 13 of the Tamil Nadu Revised Scales of Pay Rules, 2009 issues the following amendment to the pay scale for the post of Veterinary Assistant Surgeon and its promotional posts in Animal Husbandry Department as follows:

AMENDMENT

Sl. No.	Name of the Post	Pre-Revised scale of pay	Revised scale of pay + Grade Pay
1	Veterinary Assistant Surgeon / Research Assistant	Rs.6500-11100	Rs.15600-39100+GP5400
2	Assistant Director / Assistant Director (IVPM Ranipet)/ Assistant Research Officer	Rs.8000-13500	Rs.15600-39100+GP6600
3	Deputy Director / Research Officer	Rs.10000-15200	Rs.15600-39100+GP7600
4	Joint Director / Senior Research Officer	Rs.12000-16500	Rs.37400-67000+GP8700

The above pay revision shall take notional effect from 01.01.2006 with monetary benefit from 01.12.2010 as ordered in the reference fourth read above. The employees in the above categories are entitled to migrate to the Tamil Nadu Revised Pay Scales 2017 with reference to the above pre-revised pay scales.

19. The Tamil Nadu Revised Pay Rules 2017, have come into effect notionally from 01.01.2016 and with monetary benefit from 01.10.2017. The Pay Grievance Redressal Committee, 2019 has recommended to retain the orders issued in the fourth read above for the posts of Veterinary Assistant Surgeon and its promotional posts in Animal Husbandry Department. Accordingly, revision of pay as per the above recommendation, on migration to Tamil Nadu Revised Pay Rules, 2017 shall be carried out as follows:

Sl. No.	Name of the Post	Pre-revised scale of pay	Level in the pay matrix
1	Veterinary Assistant Surgeon / Research Assistant	Rs.15600-39100+GP 5400	Level-22, Rs.56100-177500
2	Assistant Director (Animal Husbandry) / Assistant Director (IVPM Ranipet)/ Assistant Research Officer	Rs.15600-39100+GP 6600	Level-25, Rs.59300-187700
3	Deputy Director / Research Officer	Rs.15600-39100+GP 7600	Level-26, Rs.61900-196700
4	Joint Director / Senior Research Officer	Rs.37400-67000+GP 8700	Level-28, Rs.123100-215900

20. The Head of Department concerned is directed to issue necessary instructions to all Heads of Offices and Sub-ordinate Offices to revise the scales of pay to the employees in the categories mentioned in para-18 above and re-fix their pay appropriately in the admissible revised scales of pay and issue necessary revised pay fixation orders for the purpose of drawing salary with effect from 01st November 2020.

21. The pension of employees retired in the above categories from 01.01.2006 to 31.12.2015 shall be re-fixed with reference to para 18 above. The pay fixing authorities shall send necessary revised pension proposal to Accountant General for authorizing revised pensionary benefits including pension. Based on the authorization of Accountant General, Pension Pay Officer / Treasury Officers / Sub-Treasury Officers are instructed to make payment of admissible pensionary benefit and revise the pension / family pension and also subsequently further revise the pension / family pension with effect from 01.01.2016 with reference to the Government Order thirteenth read above.

22. In respect of employees who retired between 01.01.2016 and 31.10.2020 pay has to be fixed as indicated in para 19 above. The pay fixing authorities shall send necessary revised pension proposal to Accountant General for authorizing pension. Based on the authorization of Accountant General, Pension Pay Officer / Treasury Officers / Sub-Treasury Officers are instructed to make payment of admissible pensionary benefit and revise the pension / family pension accordingly.

23. Employees who retired prior to 01.01.2006 and had their pension revised with reference to G.O.Ms.No.235, Finance (Pay Cell) Department, dated 01.06.2009 are also entitled to revision of pension / family pension with reference to the orders issued in the reference thirteenth read above.

(BY ORDER OF THE GOVERNOR)

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

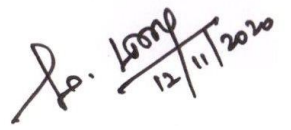
To

The Principal Secretary to Government, Animal Husbandry, Dairying and Fisheries Department, Chennai-9
The Director of Animal Husbandry and Veterinary Services, Nandanam, Chennai-35.
The Accountant General (Accounts & Entitlements), Chennai- 18.
The Principal Accountant General (Audit. I), Chennai-18.
The Accountant General (Audit. II), Chennai-18.
The Accountant General (CAB), Chennai-600 009.
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