



ABSTRACT

Revised Scales of Pay, 2009 - Review of the orders issued in G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26-2-2011 – Implementation of the recommendations of the Pay Grievance Redressal Cell – Orders - Issued.

FINANCE (Pay Cell) DEPARTMENT

G.O.Ms.No.242

Dated: 22—7—2013.

Aadi, 06.

Thiruvalluvar Aandu, 2044.

READ:

- 1) G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 01-6-2009.
- 2) G.O.Ms.No.444, Finance (Pay Cell) Department, dated: 09-9-2009.
- 3) G.O.Ms.No.257, Finance (Pay Cell) Department, dated: 26-8-2010.
- 4) G.O.Ms.No.259, Finance (Pay Cell) Department, dated: 26-8-2010.
- 5) G.O.Ms.No.263, Finance (Pay Cell) Department, dated: 26-8-2010.
- 6) G.O.Ms.No.277, Finance (Pay Cell) Department, dated: 26-8-2010.
- 7) G.O.Ms.No.279, Finance (Pay Cell) Department, dated: 26-8-2010.
- 8) G.O.Ms.No.283, Finance (Pay Cell) Department, dated: 26-8-2010.
- 9) G.O.Ms.No.287, Finance (Pay Cell) Department, dated: 26-8-2010.
- 10) G.O.Ms.No.288, Finance (Pay Cell) Department, dated: 26-8-2010.
- 11) G.O.Ms.No.290, Finance (Pay Cell) Department, dated: 26-8-2010.
- 12) G.O.Ms.No.303, Finance (Pay Cell) Department, dated: 26-8-2010.
- 13) G.O.Ms.No.305, Finance (Pay Cell) Department, dated: 26-8-2010.
- 14) G.O.Ms.No.312, Finance (Pay Cell) Department, dated: 26-8-2010.
- 15) G.O.Ms.No.315, Finance (Pay Cell) Department, dated: 26-8-2010.
- 16) G.O.Ms.No.317, Finance (Pay Cell) Department, dated: 26-8-2010.
- 17) G.O.Ms.No.324, Finance (Pay Cell) Department, dated: 26-8-2010.
- 18) G.O.Ms.No.331, Finance (Pay Cell) Department, dated: 26-8-2010.
- 19) G.O.Ms.No.335, Finance (Pay Cell) Department, dated: 26-8-2010.
- 20) G.O.Ms.No.448, Finance (Pay Cell) Department, dated: 31-12-2010.
- 21) G.O.Ms.No.449, Finance (Pay Cell) Department, dated: 31-12-2010.
- 22) G.O.Ms.No.450, Finance (Pay Cell) Department, dated: 31-12-2010.
- 23) G.O.Ms.No.451, Finance (Pay Cell) Department, dated: 31-12-2010.
- 24) G.O.Ms.No.452, Finance (Pay Cell) Department, dated: 31-12-2010.
- 25) G.O.Ms.No. 45, Finance (Pay Cell) Department, dated: 10--2--2011.
- 26) G.O.Ms.No. 71, Finance (Pay Cell) Department, dated: 26--2--2011.
- 27) G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10-4--2012.
- 28) G.O.Ms.No.261, Finance (Pay Cell) Department, dated: 17-7-2012.
- 29) G.O.Ms.No.376, Finance (Pay Cell) Department, dated: 19-10-2012.
- 30) Judgement Order dated: 15-10-2012 in W.A.No.504, 505, 514,515 and 516 of 2011.

ORDER:

The Pay Grievance Redressal Cell constituted in the Government Order twenty seventh read above, among others has reviewed the orders issued in the Government

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Order twenty sixth read above (G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26--2--2011). The recommendations of the Pay Grievance Redressal Cell are extracted below:--

“ 1) (i) Based on the One Man Commission, 2010 recommendations the scale of pay of Assistant Engineers was revised from Rs.9300--34800 + Grade Pay Rs.4700 in Pay Band--2 to Rs.15600--39100 + Grade Pay Rs.5400 in Pay Band--3 and placed on par with the posts recruited through Group-I Service such as Deputy Collector, Assistant Director (Panchayats) and Deputy Superintendent of Police etc. As a result, the Deputy Collector, Assistant Director (Panchayats) and Deputy Superintendent of Police have also sought revision one level above the Assistant Engineer, Agricultural Officers etc. since they were all along one level above these categories in the pre-revised scales of pay. Likewise consequent on the changes in the scales of pay of promotion posts viz. Assistant Director of Agriculture and Deputy Director of Agriculture level led to shifting the scale of pay of Joint Director, Agriculture, Animal Husbandry and Fisheries from Rs.15600--39100 + G.P. Rs.7600 to Pay Band-4 Rs.37400--67000 + G.P. Rs.8700. This led to further horizontal relativity issues and hence was rightly reversed by the Government.

(ii) In the case of Assistant Engineers, the One Man Commission considering that the posts of Assistant Engineers is filled by the direct recruitment through Tamil Nadu Public Service Commission and the prescribed qualification is B.E., they were placed with on par with professionally qualified Medical Personnel such as Assistant Surgeons and Assistant Medical Officers (Indian Medicine) at Rs.15600--39100 + G.P. Rs.5400. The One Man Commission has also observed that the Senior Draughting Officer with the qualification of either a Certificate or a Diploma which is a lower and feeder category post to Assistant Engineer (if the individual possesses a B.E. Degree) was at the same level as Assistant Engineer and considering it an anomaly placed the Assistant Engineer post on a higher scale of pay of Rs.15600--39100 + G.P. Rs. 5400. This does not appear to be sound reasoning and the Government on reviewing the recommendations of One Man Commission found that the Assistant Engineers have erroneously been placed on par with Group-I posts which has led to revision of its first level and second level promotional posts of Assistant Executive Engineers and Executive Engineers to Rs.15600--39100 + G.P. Rs.6600 and Rs.15600--39100 + G.P. Rs.7600. The Government restored the scale of pay of Assistant Executive Engineers and Executive Engineers to their original level. However, the Assistant Engineers were granted a new scale of pay one level below the Group-I posts at Rs.15600--39100 + G.P. Rs.5100 reducing the Grade Pay of Rs.300/- and placing the post in the same Pay Band.

(iii) Scale of pay of employees in each Pay Commission is based by and large on the parity with similar posts in the Government of India. In Government of India both the Junior Engineers and the Assistant Engineers are placed at the Section Level (Rs.9300—34800 + G.P. Rs.4600) and its promotional posts Assistant Executive Engineer (Rs.15600--39100 + G.P. Rs.5400) is placed at sub-divisional level. The comparison with Engineering Services of Central Government like the Railway Services of Engineers and Military Engineering Services is not appropriate considering the fact that these posts are directly recruited and trained for initial posting as Sub-Divisional

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Officers, whereas, in the State Government the initial posting is only as a Section Level Officer and only the next promotional post is Sub-Divisional Officer. The appropriate comparison is with the Central Public Works Department where the post of Assistant Engineer are placed in the scale of pay of Rs.9300--34800 + G.P. Rs.4600 only.

(iv) The comparison with Assistant Surgeon is also not appropriate as there is no equivalent of a Diploma holder in the Medical line. In the Engineering line, there is a separate category of Diploma holders, who as Junior Engineers also hold charge as Section Officers, like Assistant Engineers. The recommendation of the One Man Commission to place Assistant Engineers in Pay Band—III opened up a huge differential with Junior Engineers which was strongly represented against and appears justified. Therefore, it is appropriate that the scale of pay of Assistant Engineers in State Government may be brought down to Pay Band--2 at Rs.9300—34800. However, the Grade Pay of Rs.5100 already fixed in G.O.Ms.No.71, Finance (PC) Department, dated: 26—2—2011, which is at a level above their counterparts in Government of India would be appropriate. It also maintains an appropriate difference of Rs.700/- in Grade Pay from Junior Engineers. The Committee also recommends that the excess payments made till the issue of revised orders may be waived and need not be recovered.

2) Consequent on the recommendation to place the Assistant Engineers in Pay Band—II, the scale of pay of Block Development Officers, Tahsildars, Inspectors of Police and Forest Rangers which had been elevated from Rs.9300--34800+ G.P. Rs.4900 to Rs.15600—39100 + G.P. Rs.5100 in G.O.Ms.No.71, Finance (Pay Cell) Department dated: 26—2--2011 but which has not been implemented due to the Interim Stay granted by the Hon'ble High Court on the operation of the Government Orders requires appropriate modification. Hence, the Committee recommends to place the Block Development Officers / Tahsildars, Inspectors of Police and Forest Rangers in Pay Band--II instead of Pay Band—III at Rs.9300--34800 + G.P. Rs.5100 + Rs.1000/- p.m. as a Special Compensatory Allowance for the arduous nature of their work.

3) Consequent on the downgradation of the scale of pay of Joint Directors of Animal Husbandry, Agriculture and Fisheries to Pay Band-3 at Rs.15600--39100 + G.P. Rs.7600, the requests of the District Revenue Officers, Deputy Secretaries to Government, Superintendent of Police, Joint Registrars and Joint Commissioners and Joint Directors of other departments to place them on Pay Band--4 at Rs.37400--67000 + G.P. Rs.8700 does not merit consideration. In respect of the Veterinary Assistant Surgeons / Research Assistants in Animal Husbandry Department and Joint Director / Principal and other Medical Officers of Indian Medicine and Homeopathy Department the applicable scales of pay have been recommended under their respective department.”

(2) After careful examination, the Government has decided to implement the above recommendations of the Pay Grievance Redressal Cell considering the level of Assistant Engineer in Central Public Works Department and the consequential changes made thereon by endorsing / modifying the scales of pay of certain categories ordered in the G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26-2-2011 read above. Accordingly, Government direct that the scales of pay of the following posts shall be revised as shown below:--

Sl. No.	Name of the Post / Department	Pre-Revised Scale of Pay	Corresponding revised scale of pay + G.P.	Scale of Pay granted based on OMC / Subsequent G.O.'s	Scale of pay as per G.O.Ms.No. 71, dated: 26-02-2011	Revised Scale of pay
1	2	3	4	5	6	7
		Rs.	Rs.	Rs.	Rs.	Rs.
I AGRICULTURE DEPARTMENT						
1	Agriculture Officer / Horticulture Officer	6500--11100	9300--34800 + 4700	15600--39100 + 5400	15600--39100 + 5100	9300--34800 + 5100
2	Assistant Director of Agriculture / Asst. Director of Horticulture	8000--13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
3	Deputy Director / Deputy Director of Horticulture	10000--15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
4	Joint Director of Agriculture / Joint Director of Horticulture	12000—16500	15600—39100 + 7600	37400—67000 + 8700	15600—39100 + 7600	15600—39100 + 7600
II AGRICULTURAL ENGINEERING DEPARTMENT						
5	Assistant Engineer	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
6	Assistant Executive Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
7	Executive Engineer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
III ANIMAL HUSBANDRY DEPARTMENT						
8	Assistant Director / Assistant Research Officer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
9	Deputy Director/ Research Officer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
10	Joint Director	12000—16500	15600—39100 + 7600	37400—67000 + 8700	15600—39100 + 7600	15600—39100 + 7600
IV FISHERIES DEPARTMENT						
11	Inspector of Fisheries / Research Assistant	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
12	Assistant Director	8000-13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
13	Deputy Director	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
14	Joint Director	12000—16500	15600—39100 + 7600	37400—67000 + 8700	15600—39100 + 7600	15600—39100 + 7600
V HIGHWAYS DEPARTMENT						
15	Assistant Engineer / Electronics Engineer	6500-11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
16	Assistant Divisional Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
17	Divisional Engineer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
18	Head Draughting Officer	9100—14050	15600—39100 + 5700	15600—39100 + 6600	15600—39100 + 5700	15600—39100 + 5700

1	2	3	4	5	6	7
		Rs.	Rs.	Rs.	Rs.	Rs.
VI RURAL DEVELOPMENT DEPARTMENT						
19	Assistant Engineer	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
20	Assistant Executive Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
21	Executive Engineer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
22	Block Development Officer	7500—12000	9300—34800 + 4900	9300—34800 + 4900	15600—39100 + 5100	9300—34800 + 5100 + Rs.1000/-p.m. As Special Allowance
VII INDUSTRIES AND COMMERCE DEPARTMENT						
23.	Assistant Engineer (Industries) / Tester / Testing Assistant / Technical Assistant / Inspector (Quality control)	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
VIII INSPECTOR OF FACTORIES DEPARTMENT						
24.	Assistant Inspector of Factories	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
25.	Inspector of Factories	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
26.	Deputy Chief Inspector of Factories	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
IX STATE HEALTH TRANSPORT DEPARTMENT						
27.	Assistant Engineer / Workshop Superintendent	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
28.	General Foreman	5500—9000	9300—34800 + 4400	9300—34800 + 4400	15600—39100 + 5100	9300—34800 + 4400
29.	Material Manager, Technical Officer, Automobile Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
X MOTOR VEHICLE MAINTENANCE DEPARTMENT						
30.	Technical Assistant / General Foreman	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
31.	Automobile Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
XI SERICULTURE DEPARTMENT						
32.	Administrative Officer	6500—10500	9300—34800 + 4600	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
XII PUBLIC WORKS DEPARTMENT						
33.	Assistant Engineer	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100

1	2	3	4	5	6	7
		Rs.	Rs.	Rs.	Rs.	Rs.
34.	Assistant Executive Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
35.	Executive Engineer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
36.	Head Draughting Officer	9100—14050	15600—39100 + 5700	15600—39100 + 6600	15600—39100 + 5700	15600—39100 + 5700
XIII	STATE TRANSPORT AUTHORITY					
37.	Regional Transport Officer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
38.	Personal Assistant to Regional Transport Officer / Motor Vehicle Inspector Grade – I	6500—10500	9300—34800 + 4600	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
XIV	DIRECTORATE OF DIFFERENTLY ABLED REHABILITATION DEPARTMENT					
39.	District Differently Abled Rehabilitation Officer	6500—10500	9300—34800 + 4600	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
XV	TOWN PANCHAYAT					
40.	Assistant Engineer	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
41.	Assistant Executive Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
42.	Executive Engineer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
XVI	ELECTRICAL INSPECTORATE					
43.	Junior Electrical Inspector	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
44.	Assistant Electrical Inspector	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
45.	Electrical Inspector	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
XVII	CHENNAI CORPORATION					
46.	Assistant Engineer	6500—11100	9300—34800 + 4700	15600—39100 + 5400	15600—39100 + 5100	9300—34800 + 5100
47.	Assistant Executive Engineer	8000—13500	15600—39100 + 5400	15600—39100 + 6600	15600—39100 + 5400	15600—39100 + 5400
48.	Executive Engineer	10000—15200	15600—39100 + 6600	15600—39100 + 7600	15600—39100 + 6600	15600—39100 + 6600
49.	Veterinary Officer	8000—13500	15600—39100 + 5400	15600—39100 + 5700	15600—39100 + 5400	15600—39100 + 5400
xviii	REVENUE DEPARTMENT					
50.	Tahsildar	7500—12000	9300—34800 + 4900	9300—34800 + 4900	15600—39100 + 5100	9300—34800 + 5100 + Rs.1000/- pm As Special Allowance
XIX	POLICE DEPARTMENT					
51.	Inspector	7500—12000	9300—34800 + 4900	9300—34800 + 4900	15600—39100 + 5100	9300—34800 + 5100 + Rs.1000/- pm As Special Allowance

1	2	3	4	5	6	7
		Rs.	Rs.	Rs.	Rs.	Rs.
XX	FOREST DEPARTMENT					
52.	Forest Ranger	6500—10500	9300—34800 + 4600	9300—34800 + 4900	15600—39100 + 5100	9300—34800 + 5100 + Rs.1000/- pm As Special Allowance

(3) The revision of scale of pay ordered above shall take notional effect from 1--1--2006 / 12--12--2007 as the case may be with monetary benefit from 1--4--2013. However, the excess payments, if any made to the employees so far shall be waived and the pay refixed in the appropriate scales of pay as ordered above.

(4) Further the Hon'ble High Court in its Judgement Order dated: 15--10--2012 (reference thirty read above) has passed the following orders:--

“After hearing the Counsel appearing for the respective parties, the Interim Stay granted on 27--3--2012 on the operation of G.O.Ms.No.71, Finance (Pay Cell) Department, dated: 26--2--2011 is confined with regard to the appellants only and in respect of others the interim stay shall stand vacated”.

As such, the orders issued in para--2 above revising the scales of pay as recommended by Pay Grievance Redressal Cell is applicable to all categories of employees mentioned therein excluding the Appellants in the Writ Appeals / Petitioners in Writ Petitions who have obtained “Interim Stay” orders and pending in the Hon'ble High Court. However, the applicability of the above revised scales of pay to Appellants / Writ Petitioners is subject to the outcome of the final verdict in the connected Writ Appeals / Writ Petitions pending as on date.

(5) Accordingly, all Head of Departments are directed to implement the above revised scales of pay to the employees in the categories mentioned in para--2 above and re-fix their pay appropriately in the admissible revised scales of pay and issue necessary revised pay fixation orders immediately.

(6) Consequent on the revision of pay scales ordered in para—2 above to the serving employees in the categories mentioned therein, the Pension Pay Officer / Treasury Officers / Sub-Treasury Officers concerned are directed to regulate the pension / family pension of the retired employees in the categories mentioned above with reference to the appropriate pay scales to those who have been granted revision of pension / family pension with reference to para—2 (vi) of G.O.Ms.No.235, Finance (PC) Department, dated: 1—6—2009. However, the excess payments made till the date of issue of order shall be waived.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

All Principal Secretaries / Secretaries to Government, Chennai-9
All Heads of Department,

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All Departments of Secretariat, Chennai-9.
 The Commissioner, Agriculture Department, Chennai-5.
 The Director, Horticulture Department, Chennai-5.
 The Director, Agricultural Marketing and Seed Certificate, Guindy, Chennai-32.
 The Director, Fisheries Department, Chennai-6.
 The Director, Animal Husbandry Department, Chennai-6.
 The Director, State Health Transport Department, Chennai-32.
 The Director, Sericulture Department, Salem-1.
 The Commissioner, Rural Development and Panchayat Raj Department, Chennai-15
 The Commissioner, Transport Department, Chennai-5.
 Commissioner and Director of Industries and Commerce, Chennai-25.
 The Director, Motor Vehicle Maintenance Department, Chennai-42.
 State Transport Authority, Chennai-5.
 The Commissioner for Disabled, Chennai--
 The Commissioner of Town Panchayat, Chennai-104.
 The Commissioner, Corporation of Chennai, Chennai-3.
 The Commissioner of Revenue Administration, Chennai-5.
 The Director General of Police, Chennai-4.
 The Chief Conservator of Forests, Chennai-15.
 The Chief Inspector of Factories, Chennai—6.
 The Commissioner, Social Welfare Department, Chennai-5.
 The Commissioner, Rehabilitation Department, Chennai-5.
 The Commissioner, Treasuries and Accounts, Chennai-15.
 The Engineer in Chief, Agricultural Engineering Department, Chennai-35.
 The Engineer in Chief, Highways Department, Chennai-5.
 The Engineer in Chief and Chief Engineer (General), Public Works Department, Chennai-5.
 The Chief Electrical Inspector, Electrical Inspectorate, Chennai-32.
 The Pension Pay Officer, Chennai-6.
 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 / Madurai.
 The Pay and Accounts Officer, Secretariat, Chennai-9.
 The Pay and Accounts Officer,(North / South / East) Chennai- 1/35/ 8 .
 The Pay and Accounts Officer, Madurai - 625 001.
 All Treasury Officers / Sub-Treasury Officers.

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 The Senior Personal Assistant to Hon'ble Minister, Finance, Chennai-9
 The Private Secretary to Chief Secretary to Government, Chennai-9.
 The Private Secretary to Principal Secretary to Government, Finance Department, Chennai-9.
 The Private Secretary to Secretary to Government (Expenditure), Finance Department, Chennai-9.
 Health and Family Welfare Department, Chennai-9.
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Immanikant

SECTION OFFICER.