



Govt Lr.No. 42514 /Fin(BPE)/2013 dt. 6. 8.2013

From
Thiru. K.Shanmugam, I.A.S.,
Principal Secretary to Government

To
The Chief Executive Officers of all State Public Sector
Undertakings / Statutory Boards.

Sir/ Madam,

Sub Recommendations of Pay Grievance Redressal Cell- Orders issued to Government employees- Certain Government orders extended to State Public Sector Undertakings/ Statutory Boards for adoption-regarding

Ref 1) G.O.Ms.No.250, Fin(BPE) Dept dt.17.6.2009
2) Govt Lr.No.48070/BPE/2010 dt.23.9.2010
3) Govt.Lr.No.10807/BPE/2011 dt.9.3.2011
4) Govt.Lr.No.12953/BPE/2011-1 dt.11.3.2011
5) Govt Lr.No.28002/BPE/2011-1 dt.30.5.2011
6) G.O.Ms.No.237 to 325, Fin(Paycell) dt.22.7.2013

In the G.O 1st cited, Government have implemented the revision of scales of pay to the employees of State Public Sector Undertakings/ Statutory Boards taking into account the orders issued in G.O.Ms.No.234, Fin(Pay cell) Department dated 1.6.2009 based on the recommendations of the Official Committee on revision of scales of Pay and Allowances to the Government employees.

2) Consequent on the implementation of the recommendations of One Man Commission to the Government employees to set right the anomalies in the revised scales, necessary directions were issued in the Government letter 2nd cited to the Chief Executive Officers of State Public Sector Undertakings/ Statutory Boards to send comprehensive proposals to Government for examination. Subsequently, directions were issued in the reference 3rd cited to the effect that the scale of pay and grade pay so fixed to the employees of State Public Sector Undertakings/ Statutory Boards should not exceed the scale of pay and grade pay permissible for Government employees holding the comparable post in Government departments and further instructions were issued in the reference 4th cited for regulation of scales of pay and grade pay in line with the Government orders issued in GO.Ms.No.71, Fin(Pay cell) Dept dt.26.2.2011. Further, orders for revision of scales of pay effected to categories like Junior Assistant/Typist/Steno-Typist Gr.III, Record Assistant, Record Keeper, and Driver in Government have also been extended to the identical categories in State Public Sector Undertakings/ Statutory Boards vide Government letter 5th cited.

3) Recently, Government in the reference 6th cited have issued various orders Department-wise, based on the recommendations of the Pay Grievance Redressal Cell to the Government employees. In this connection, I am directed to state that the following Government orders which are common in nature are extended to the employees of State Public Sector Undertakings/ Statutory Boards for adoption subject to the conditions that (a) the State Public Sector Undertakings/ Statutory Boards should not seek any financial assistance from the Government in any form for implementation of revised scales of pay and (b) the subject may be placed before the respective Board of Directors for approval .

| Sl.No | Government Order number/ Date | Subject |
|-------|---------------------------------------|--|
| 1 | G.O.Ms.No.237, Fin(PC)dt.22.7.2013 | Grant of one additional increment of 3%(over and above the existing 3%) on award of Selection/Special Grade |
| 2 | G.O.Ms.No.238, Fin(PC)dt.22.7.2013 | Enhancement of Special Pay by 100% to those employees who were sanctioned/ granted enhancement of Special pay on or before 1.9.98 and by 50% to those employees who were sanctioned /granted enhancement of special pay after 1.9.98 |
| 3 | G.O.Ms.No.239, Fin(PC)dt.22.7.2013 | Sanction of Special Compensatory Allowance to Office Assistants, Duffadars and Basic Service Personnel |
| 4 | G.O.Ms.No.240, Fin(PC)dt.22.7.2013 | Permission for exercising re-option to come over to the revised scales of pay |

4) However, for applicability of specific orders in the reference 6th cited (i.e other than the orders indicated in the table in para 3 above) the Chief Executive Officers of State Public Sector Undertakings/ Statutory Boards are requested to forward comprehensive proposals to the respective Administrative Departments in Government with the approval of the respective Boards duly taking into consideration of the instructions issued in the Government letters 2nd and 3rd cited.

5) This letter may be placed before the Board of Directors for adoption

Yours faithfully,


for Principal Secretary to Government

Copy to:

The Additional Chief Secretaries/Principal Secretaries/
Secretaries to Government-All Departments of Secretariat
All Finance Directors
The Accountant General (Audit)Chennai-9
The Accountant General, Chennai-18
SF/S.C



ABSTRACT

Tamil Nadu Revised Scales of Pay Rules, 2009 – Grant of one additional increment of 3% of basic pay to employees on award of Selection Grade / Special Grade in the revised scales of pay – Orders – Issued.

FINANCE (Pay Cell) DEPARTMENT

G.O.Ms.No.237

Dated: 22—7—2013.
Aadi, 06.
Thiruvalluvar Aandu, 2044.

READ:

1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 1-6-2009.
 2. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10-4-2012.
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ORDER:

In the Government Order first read above, among others, orders have been issued to the effect that employees shall be allowed to move on to Selection Grade / Special Grade on completion of 10 years of service in the Ordinary Grade post and to Special Grade on completion of 10 years in the Selection Grade post or 20 years of total service in a post. The pay of such employees who have moved to Selection Grade / Special Grade on or after 01—01—2006 shall be fixed on the date of award of Selection Grade / Special Grade by granting the benefit of one increment equal to three per cent of the basic pay including grade pay in the same Pay Band and Grade Pay in the revised scale of pay.

2) Several Associations have represented before the Pay Grievance Redressal Cell to revive the scheme of separate scales of pay to Selection Grade / Special Grade holders as in the previous Pay Commission periods as there are no promotional chances for several posts and that as the employees awarded Selection Grade / Special Grade between 01—01—2006 and 31—05—2009 alone have been given the concession to opt to come over to revised scale of pay on the date of award of Selection Grade / Special Grade by foregoing the arrears to accrue the benefit of higher scales of pay consequent on the revision of the scale of pay of the respective Ordinary Grade post and thereby requested to rectify the anomaly in the total emoluments between those awarded Selection Grade / Special Grade prior to and after 31—05—2009. The Pay Grievance Redressal Cell constituted in the Government Order second read above did not favour granting the Pay Band and Grade Pay of the promotion post for Selection Grade / Special Grade since this would give uneven benefit to employees existing in the same pay scale in different departments with different hierarchical patterns. However, the Pay Grievance Redressal Committee, considering the longstanding service rendered by the

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employees and with the intention to recognise their service properly has recommended to grant an additional increment benefit (over and above the one increment already allowed) equivalent to 3% + 3% of basic pay (Pay + Grade pay) for award of Selection Grade / Special Grade in the revised scale of pay.

3) After careful examination, the Government has decided to implement the above recommendation of the Pay Grievance Redressal Cell. Accordingly, Government direct that an additional increment benefit (over and above the existing one increment benefit) equivalent to 3% + 3% of basic pay (Pay + Grade pay) shall be granted to the employees on award of Selection Grade / Special Grade in the revised scales of pay implemented w.e.f. 01—01—2006.

4) The above orders shall take notional effect from 01—01—2006 with monetary benefit from 01—04—2013.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

All Principal Secretaries / Secretaries to Government, Chennai-9.
The Secretary, Legislative Assembly, Secretariat, Chennai-9.
The Secretary to the Governor, Chennai--32.
The Comptroller, Governors Household, Raj Bhavan, Chennai-32.
The Secretary to the Governor, Guindy, Chennai--32.
The Governor's Secretariat, Raj Bhavan, Guindy, Chennai- 32.
All Departments of Secretariat(OP / Bills), Chennai – 9.
All Heads of Department.
All Collectors / All District Judges / All Chief Judicial Magistrates.
The Principal 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-9 / Madurai.
The Registrar General, High Court, Chennai- 104.
The Chairman, Tamil Nadu Public Service Commission, Chennai-3.
The Registrar of all Universities in Tamil Nadu.
The Commissioner of Treasuries and Accounts, Chennai-15.
The Director of Pension, DMS Complex, Chennai-6.
The Director of Local Fund Audit, Chennai – 108.
The Pension Pay Officer, Chennai- 600 006.
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.
The Commissioner of Tribunal for Disciplinary Proceedings,
No.6, Manickeswari Road, Chennai-10.
The Commissioner, Corporation of Chennai / Madurai / Coimbatore
/Tiruchirapalli / Salem / Tirunelveli, Tuticorin, Vellore, Tirupur, Erode.
All State Owned Corporations and Statutory Boards.

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All Divisional Development Officers / Revenue Divisional Officers / Tahsildars.

All Block Development Officers / Municipal Commissioners.

All Chief Educational Officers / Panchayat Union Commissioners.

The Project Co-ordinator, Tamil Nadu Integrated Nutrition Project,
No.570, Anna Salai, Chennai-18.

All Recognised Service Associations.

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai—9.

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.

All Officers in Finance Department, Chennai-9.

All Sections in Finance Department, Chennai-9.

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ABSTRACT

Pay Grievance Redressal Cell- Recommendations of the Pay Grievance Redressal Cell - Enhancement of Special Pay - Orders – Issued.

FINANCE (Pay Cell) DEPARTMENT

G.O.Ms.No.238

Dated: 22—7—2013.
Aadi, 06.
Thiruvalluvar Aandu, 2044.

READ:

1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 1-6-2009.
2. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10-4-2012.

ORDER:

The Pay Grievance Redressal Cell constituted in the Government Order second read above, 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.

2) After careful examination, the Government has decided to accept the above recommendation of Pay Grievance Redressal Cell, Accordingly, Government pass the following orders:--

- i) The existing rate of Special Pay which has been sanctioned / enhanced on or before 1—9--1998 shall be increased by 100%
and
 - ii) The existing rate of special pay which has been sanctioned / enhanced after 1—9--1998 shall be increased by 50%.
- 3) These orders shall take effect from 1--4--2013.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

All Additional Chief Secretaries / Principal Secretaries /
Secretaries to Government, Chennai-9.

The Secretary, Legislative Assembly, Secretariat, Chennai –9.

The Secretary to the Governor, Chennai – 32.

The Comptroller, Governors Household, Raj Bhavan, Guindy, Chennai – 32.

The Governor's Secretariat, Raj Bhavan, Guindy, Chennai – 32.

/p.t.o./

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All Departments of Secretariat (OP / Bills), Chennai-9.
All Heads of Departments.
The Registrar, High Court, Chennai-104.
All Collectors / All District Judges/ All Chief Judicial Magistrates.
The Chairman, Tamil Nadu Public Service Commission, Chennai-2.
The Principal 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 Commissioner of Treasuries and Accounts, Chennai-15.
The Director of Pension, DMS Complex, Chennai – 6.
The Pension Pay Officer, Chennai – 6.
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.
The Commissioner of Tribunal for Disciplinary Proceedings,
No.6, Manickeswari Road, Chennai – 10.
All Commissioners of Corporation / Municipality/ Panchayat Unions.
All Divisional Development Officers / Revenue Divisional Officers / Tahsildars /
Block Development Officers / Chief Educational Officers.
All Recognised Service Associations.
Copy to:
The Secretary to Hon'ble Chief Minister, Chennai—9.
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.
All Officers in Finance Department, Chennai-9.
All Sections in Finance Department, Chennai-9.
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SECTION OFFICER.



ABSTRACT

Office Assistants, Duffadars and Basic Service Personnel of all Departments including Hospital Workers in Medical Departments – Sanction of Special Compensatory Allowance – Orders – Issued.

FINANCE (Pay Cell) DEPARTMENT

G.O.Ms.No.239

Dated: 22—7—2013.

Aadi, 06.

Thiruvalluvar Aandu, 2044.

READ:

1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 1-6-2009.
2. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10-4-2012.

ORDER:

Based on the requests made by the Tamil Nadu Government Office Assistants and Basic Servants Central Association, Tamil Nadu Secretariat Office Assistants and Basic Servants Association and the Medical Department Basic Health Workers Association and Various Associations to grant Compensatory Personal Pay as granted with effect from 1—9--1999, the Pay Grievance Redressal Cell constituted in the Government Order second cited, considering the fact that the Compensatory Personal Pay has been merged in the subsequent pay revision, has recommended to grant Special Compensatory Allowance to the Office Assistants, Duffadars and Basic Service Personnel including Hospital Workers working in Hospitals at the following rates:-

- Ordinary Grade – Rs.50/- p.m
- Selection Grade -- Rs.75/- p.m.
- Special Grade -- Rs.100/- p.m.

2) After careful examination, the Government has decided to accept the above recommendation of the Pay Grievance Redressal Cell. Accordingly, Government sanction a Special Compensatory Allowance to the Office Assistants, Duffadars and Basic Service Personnel of all Departments including Hospital Workers in Hospitals at the following rates:-

- Ordinary Grade – Rs.50/- p.m
- Selection Grade -- Rs.75/- p.m.
- Special Grade -- Rs.100/- p/m.

3) These orders shall take effect from 1-4-2013.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

All Additional Chief Secretaries / Principal Secretaries / Secretaries to Government, Chennai-9.
The Secretary, Legislative Assembly, Secretariat, Chennai –9.
The Secretary to the Governor, Chennai – 32.
The Comptroller, Governors Household, Raj Bhavan, Guindy, Chennai – 32.
The Governor's Secretariat, Raj Bhavan, Guindy, Chennai – 32.
All Departments of Secretariat (OP / Bills), Chennai-9.
All Heads of Departments.
The Registrar, High Court, Chennai-104.
All Collectors / All District Judges/ All Chief Judicial Magistrates.
The Chairman, Tamil Nadu Public Service Commission, Chennai-2.
The Principal 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 Commissioner of Treasuries and Accounts, Chennai-15.
The Director of Pension, DMS Complex, Chennai – 6.
The Pension Pay Officer, Chennai – 6.
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.
The Commissioner of Tribunal for Disciplinary Proceedings,
No.6, Manickeswari Road, Chennai – 10.
All Commissioners of Corporation / Municipality/ Panchayat Unions.
All Divisional Development Officers / Revenue Divisional Officers / Tahsildars /
Block Development Officers / Chief Educational Officers.
All Recognised Service Associations.

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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.
All Officers in Finance Department, Chennai-9.
All Sections in Finance Department, Chennai-9.
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ABSTRACT

Tamil Nadu Revised Scales of Pay Rules, 2009 – Permission for exercising re-option to come over to the revised scales of pay – Orders – Issued.

FINANCE (Pay Cell) DEPARTMENT

G.O.Ms.No.240

Dated: 22—7—2013.
Aadi, 06.
Thiruvalluvar Aandu, 2044.

READ:

1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 1--6--2009.
2. Government Letter No.41530 /PC/09-1, Finance Department, dated:28--7—2009.
3. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10—4--2012.

ORDER:

As per Rule 8(2) of the Tamil Nadu Revised Scales of Pay Rules, 2009 as notified in the Government Order first read above, the option shall be exercised by the employees to come over to the revised scales of pay within three months from the date of publication of the Rules / Notification.

2) As per the clarification issued in the Government letter second read above, employees have been permitted to exercise re-option within a period of three months from the date of issue of clarification or orders revising the scales of pay, grant of retrospective regularisation of services or grant of Selection Grade / Special Grade with retrospective effect as the case may be. Based on several representations made by individual employees / Employees Associations that several employees failed to accrue the full benefit of the Pay Commission revision due to exercising of the option date wrongly and deprived of the benefits. The Pay Grievance Redressal Cell has recommended that employees may be given final opportunity for exercising re-option as a one time measure in cases where option could not be exercised within the time limit due to the delayed reach of instructions issued by Government and also to cover the implementation of any of the recommendations of the Committee, the Government accepts and that such re-option should not be in any case lead to fixation of a lower pay than what has already been fixed.

3.) After careful examination, the Government has decided to implement the above recommendation of the Pay Grievance Redressal Cell. Accordingly, Government direct that in exercise of the powers conferred under Rule, 12 of the Tamil Nadu Revised Scales of Pay Rules, 2009, accord permission to the employees as a final opportunity for exercising re-option to come over to the revised scale of pay between 1--1--2006 and 31—5--2009 as a one time measure in cases where option could not be exercised within the time limit to the advantage of the individual employees. However, such re-option should not be in any case lead to fixation of lower pay than what has been fixed earlier.

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4) The above Government Order shall be in force for a period of six months from the date of issue and any requests for exercising re-option from employees after the above period shall not be entertained.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

All Secretaries to Government, Chennai-9.
The Secretary, Legislative Assembly, Secretariat, Chennai-9.
The Secretary to the Governor, Chennai--32.
The Comptroller, Governors Household, Raj Bhavan, Chennai-32.
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The Principal Accountant General (Audit.I), Chennai-18.
The Accountant General (Audit.II), Chennai-18.
The Accountant General (Audit.II), Chennai-18 (By name).
The Accountant General (CAB), Chennai-9 / Madurai.
The Registrar General, High Court, Chennai- 104.
The Chairman, Tamil Nadu Public Service Commission, Chennai-3.
The Registrar of all Universities in Tamil Nadu.
The Commissioner of Treasuries and Accounts, Chennai-15.
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The Pension Pay Officer, Chennai- 600 006.
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Manickeswari Road, Chennai-10.
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All State Owned Corporations and Statutory Boards.
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All Block Development Officers / Municipal Commissioners.
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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.
All Recognised Service Associations.
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