



Finance (PC) Department,  
Fort St. George,  
Chennai - 600 009.

Letter No. 45113 / Pay Cell / 2009—1, dated: 17--8—2009.

From  
**THIRU K. GNANADESIKAN, I.A.S.,**  
Principal Secretary to Government.

To  
The Principal Secretary / Commissioner,  
Treasuries and Accounts,  
Panagal Buildings,  
Saidapet, Chennai-600 015.

Sir,

- Sub: Official Committee on Pay Revision – Government Orders issued – Further clarifications – Issued.
- Ref: 1. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 1--6--2009.  
2. Government Letter No.34124/Pay Cell /2009-1, Finance Department, dated: 26--6--2009.  
3. Government Letter No.41530 /Pay Cell/2009-1, Finance Department, dated:28--7--2009.  
4. From the Deputy Accountant General, Pension, Letter No. GAD /IV / IV / 75, dated:.14--7--2009.  
5. From the Principal Secretary / Commissioner, Treasuries & Accounts, Chennai-15, Letter .Rc.No.22410 / 09 / D2, dated:31--7--2009.
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I am to invite your attention to the references cited and to issue the following clarifications to the points raised in your letter fifth cited:-

Sl. No.	Clarifications sought for	Clarifications issued
(1)	(2)	(3)
1.	<p>It has been clarified under Sl.No.3 of the Government Letter 2<sup>nd</sup> cited, that the pay shall be regulated in the promotion post after sanctioning three percent of basic pay including grade pay on the normal date of increment in the lower post and then another three percent of basic pay including grade pay in the promotion post shall be granted;</p> <p><b>a)</b> In this connection, it is presumed that on the normal date of increment, the pay is fixed in the lower post by granting an increase of three percent of basic pay + grade pay of the lower post and after that another increment is granted for promotion post by giving three percent of basic pay + grade pay of the lower post besides giving Grade Pay difference. This may be clarified.</p>	<p><b>Presumption is confirmed.</b></p>

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(1)	(2)	(3)
	<p><b>b)</b> It is presumed that the provisions under FR 22 (1) (a) (i) on the date of promotion and FR 22 (B) on the date of increment in the lower post are applicable in the Revised Scales of Pay Rules 2009 for those employees promoted on or after 1.6.09.</p>	<p><b>Presumption is confirmed.</b></p>
2.	<p>It has been clarified under Sl.No.4 of the Government Letter 2<sup>nd</sup> cited, that the employees opting for the upgraded pre-revised scales (i.e) Rs.7000—11500 / Rs.7500—12000 shall be entitled for fixation of pay in the upgraded pre-revised scale of pay with effect from 12—12--2007 with reference to provisions under FR--23 by foregoing arrears upto the date of above fixation. In this connection, it is presumed that those employees who are promoted between 12—12--2007 to 31—5--2009 and drawing in the scales of pay Rs.5500—9000, Rs.5700—9200 &amp; Rs.6500—10500 and whose scales have been upgraded to Rs.7000—11500 / Rs.7500—12000 are also entitled for fixation of pay in the revised (upgraded) pre-revised scale of pay with reference to provisions under FR--23 by foregoing the arrears upto the date of promotion. This may kindly be confirmed.</p>	<p><b>Yes.</b> <b>Presumption is confirmed.</b></p>
3.	<p>In certain cases juniors may draw more pay than the seniors by foregoing the arrears by virtue of their option to come over the revised scale;</p> <p><b>a)</b> after obtaining Selection Grade / Special Grade;</p> <p><b>b)</b> from the upgraded pre-revised scales on or after 12-12-2007.</p> <p>This could be due to the fact that the seniors would have opted to come over to the revised scales of pay without foregoing the arrears.</p> <p>In such cases, instances may come from the senior to step up their pay to that of junior. Whether that can be admitted irrespective following scenario:</p> <p>i) The seniors have not opted to forego their arrears and have the benefit of higher fixation.</p> <p>ii) If junior getting more pay is allowed then the seniors will have the dual benefit of not only drawing entire arrears besides enhanced fixation of pay.</p>	<p>As the anomaly of junior drawing more pay than the senior arises consequent on the introduction of the revised scales of pay due to subsequent option dates exercised by the juniors, such anomalies may be set right under Rule 5 (3) of the Tamil Nadu Revised Scales of Pay Rules, 2009.</p>

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4.	<p>With respect to granting of two advance increments / higher start / incentives at a time, it may be clarified whether initially one three percent increase be given to the basic pay + grade pay and then another three percent increase be given under cumulative method (for example For Rs.10,000 Basic Pay + Rs.6,600 Grade Pay totaling Rs.16,600 the first increment works out to Rs.500 and then the second increment may be worked out on Rs.16600+500, which works out to Rs.520). This may be confirmed.</p>	<p>The advance increments / higher start / incentives other than normal annual increments should not be calculated cumulatively as proposed. Instead the same should be calculated as follows:-  <b>For example:--</b>            In the case of an employee drawing Rs.10,000/- + Grade pay of Rs.6,600/- totaling Rs.16,600/- two advance increments at 3% + 3% (Rs.500 + Rs.500) may be sanctioned and the pay fixed at Rs.17,600/-.</p>										
5.	<p>It has been represented by the Post Graduate Teachers Association that they have drawn Rs.6900 in the pre-revised scale of pay Rs.6500—200—10500 after getting two incentive increments for acquiring higher qualification on or after 1—1--2006. For them as per fitment table their pay is fixed at Rs.17,440/-. But it has been requested to regulate their pay as follows:</p> <table data-bbox="277 1031 862 1409"> <tr> <td>Initial pay for Rs.6,500/- (pre-revised) is fixed at</td> <td>: Rs.16690</td> </tr> <tr> <td>First Incentive increment</td> <td>: Rs. 500</td> </tr> <tr> <td>Total</td> <td>: Rs.17190</td> </tr> <tr> <td>Second Incentive increment</td> <td>: Rs. 520</td> </tr> <tr> <td>Total Pay</td> <td>: Rs.17710</td> </tr> </table> <p>There are similar cases in other categories also drawing incentives / higher start / advance increments. In such cases, it may be clarified</p> <p><b>a)</b> Whether the revised pay shall be fixed to the corresponding stage to the higher stage  <b>or</b>  <b>b)</b> to fix the pay initially to the stage before granting incentive / advance increments / higher start and such increments may be drawn in the revised scales.</p>	Initial pay for Rs.6,500/- (pre-revised) is fixed at	: Rs.16690	First Incentive increment	: Rs. 500	Total	: Rs.17190	Second Incentive increment	: Rs. 520	Total Pay	: Rs.17710	<p>The pay of the Post Graduate Teachers shall be fixed based on the option exercised by the individual teachers (i.e. either the pay shall be fixed in the revised pay by taking into account the advance increment sanctioned in the pre-revised scales of pay <u>or</u> the pay shall be fixed in the revised pay structure by taking into account the minimum of the pay applicable in the pre-revised scale of pay on the date of appointment and the incentive increments shall be sanctioned in the revised pay structure to the advantage of the individual teachers following the methodology indicated in point-4 above.</p>
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6.	<p>It has been clarified under SI.No.11 of the Government Letter 2<sup>nd</sup> cited that Pay Drawn particulars from the previous station need not be called for but the same may be obtained from the Service Register of the individuals concerned in order to avoid delay in claiming the arrears. It has been further clarified that Non-Drawal Certificate may be obtained from the previous office where the individual employees worked before claiming arrears.</p> <p>In this connection, it is presumed that for those employees who were working in the new station on or before 31.5.09, non-drawal certificate from the old station is not necessary since the G.O. has been issued only on 1.6.09 and there is no possibility of the previous DDO claiming the revised pay / arrears. However, it is presumed that for those employees working at the new station on or after 1.6.09, non- drawal certificate has to be obtained from the previous station before claiming the arrears.</p>	<p><b>Presumption is confirmed.</b></p>
7.	<p>The Headmasters of High Schools and Higher Secondary Schools were drawing Personal Pay of Rs.500 / Rs.600 respectively in the pre-revised scale. In the G.O. it has been ordered that the Personal Pay enjoyed by such categories shall be dispensed with. However to avoid monetary loss to the incumbents who already enjoyed the benefit, it is directed that the same shall be absorbed in the revised pay.</p> <p>In this connection it may be clarified whether the Personal pay may be taken into account for fixation of pay in the revised scale who have joined the above post on or after 1-1-2006 till 31-5-2009 by multiplying the factor 1.86.</p>	<p>The personal pay drawn by the Headmasters of High Schools and Higher Secondary Schools who have joined the above post prior to or after 1-1-2006 shall be taken into account for fixation of pay in the revised scale of pay as in the case of personal pay granted to other categories. Hence the individuals promoted as Headmaster of High Schools and Higher Secondary Schools on or after 1-6-2009 are not entitled for the personal pay in the revised pay structure.</p>
8.	<p>In the case of employees who have already been granted the biennial stagnation increments in the pre-revised scales happen to draw less pay than the ceiling of pay band of the revised scales of pay with effect from 1-1-2006, it is presumed that they may be allowed to draw their annual increments in the revised scale of pay till they reach the maximum of pay band.</p>	<p><b>Presumption is confirmed.</b></p>

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9.	<p>In Rule 7 (iv) of the G.O. it has been ordered that a Government employee 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 1.1.06, the next increment in the revised scale shall be allowed on the 1<sup>st</sup> January 2006 itself and subsequently sanctioned biennial increments.</p> <p>It may be clarified whether the next annual increment in the revised pay shall be sanctioned on the date normally due in the pre-revised scale in 4 quarters as usual (or) the next increment shall be on completion of one year of service from the date of sanction of the above said increment on 1.1.06.</p>	<p>An employee stagnating at the maximum of time scale of pay in the existing scale of pay for more than a year as on 1-1-2006 is entitled for one increment in the revised scale of pay as on 1-1-2006 as per Rule 7 (iv) of Tamil Nadu Revised Scales of Pay Rules, 2009. However, such employees who are not stagnating in the revised scale are entitled for the next increment on completion of one year of service thereon viz., 1-1-2007 irrespective of the date of increment of employees in the pre-revised scales of pay.</p>
10.	<p>The revised slab rates for the subscription towards the GPF may kindly be communicated.</p>	<p>The revised slab rates for GPF subscription shall be communicated separately from Finance (Allowances) Department.</p>
11.	<p>In respect of Contributory Pension Scheme, it is presumed that the subscription should be recovered from the arrears also at 10% of the salary.</p>	<p>Presumption is confirmed. 10% shall be calculated based on the Pay in the Pay Band plus Grade Pay.</p>
12.	<p>In the pre-revised scale, the scale of Selection Grade Superintendents was Rs.6500—200—10500. Since the Ordinary Grade Superintendent pay has been upgraded to Rs.7000—225—11500 with effect from 12-12-07, which is more than the Selection Grade Superintendent scale, the corresponding upgraded Selection Grade and Special Grade scale with effect from 12-12-2007 may please be communicated.</p>	<p>Selection Grade / Special Grade scales of pay were granted in the pre-revised scales of pay as per Schedule-II of G.O.Ms.No.162, Finance (Pay Cell) Department, dated:13-4-98 upto the employees drawing the Ordinary Grade scale of pay of Rs.9100—14050. As the Superintendents were granted a higher scale of pay of Rs.7000—225—11500 with effect from 12-12-07, their Selection Grade / Special Grade shall also be regulated as follows:- (with effect from . 12-12-07).</p> <p>Ordinary Grade : Rs. 7000—225—11500 Selection Grade :Rs. 7500—250—12000 Special Grade : Rs. 8000—275—13500</p>

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13.	A Selection Grade / Special Grade Office Assistant drawing in the time scale of pay of Rs.2650—65—3300—70—4000 / Rs. 2750—70—3800—75—4400 on or after 1.1.2006 was promoted subsequently as Record Clerk in the time scale of pay of Rs.2610—60—3150—65—3540. Since the time scale of pay of the promoted post is lesser than the time scale of pay of the post of S.G. Office Assistant, the individual has opted to draw in the time scale of pay applicable to Selection Grade / Special Grade Office Assistant by adding one increment benefit for promotion. In the revised scales of pay with effect from 1.1.06, the Grade Pay of the promoted post (Rs.1,400) is lesser than the Grade Pay of the Selection Grade Office Assistant post (Rs.1,650) and Special Grade Office Assistant (Rs.1,800). It may be clarified as to whether the individual is eligible for three percent benefit as on the date of promotion and if so, how to regulate the Grade Pay.	Since, the Selection Grade / Special Grade Office Assistants promoted as Record Clerk in the pre-revised scale of pay were allowed to continue in the same higher scale of pay applicable to Selection Grade / Special Grade Office Assistant with one increment benefit, the same benefit may also be allowed in the revised scale of pay and they may be granted the higher Grade Pay applicable to the scale of pay of Selection Grade / Special Grade Office Assistant respectively.
14.	An officer who is drawing a pay of Rs.19,100/- on account of stagnation increment in the scale of pay Rs.14300—400—18300 before 1.1.06. The pay needs to be fixed in the revised scale in the Pay Band-4 (Rs.37400—67000+Rs.8,700). Whereas in the fitment table, no provision has been made for those who are drawing stagnation increment exceeding Rs.18,300/-. It may be clarified as how to fix the pay in this case.	The pay of the officer stagnating beyond the maximum shall be worked out in the revised scale of pay with reference to Rule 4 (i) & (iii) of the Tamil Nadu Revised Scales of Pay Rules, 2009. Accordingly, the pay of the officer who is drawing Rs.19,100/- shall be fixed with effect from 1-1-2006 at Rs.44700 + Grade Pay of Rs.8,700 amounting to <b><u>Rs.53,400/-</u></b> in the revised scale of pay.
15.	In the cases of Government employees / Officers who were on deputation during the period from 1—1--2006 to till date and have been paid Interim Arrears by the foreign employer / by the Government as the case may be, the procedure may be stated with regard to the quantum of reimbursement of the sum paid by the foreign employer in proportion to the service rendered in foreign service.	It was earlier clarified that in the case of employees who were on deputation on Foreign Service as on 1-1-2009, the foreign employer shall initially pay the Interim Arrear to the employees concerned and subsequently get reimbursed from the parent department of the employee. In the G.O. cited, it has been ordered that the arrears of pay for the period from 1-1-2006 to 31-5-2009 shall be paid in three instalments after adjusting the Interim Arrears already paid. As such if the pay fixation of the employee is made by Government or Foreign employer, the Interim Arrears paid by the Government / Foreign employer shall be drawn and remitted to the Government / Foreign employer as the case may be by the Drawing and Disbursing Officers under the relevant head of account. Hence the responsibility of adjustment of Interim Arrears is fully vested with the disbursing authority as pointed out by the Accountant General.

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16.	In cases where the junior happen to draw more pay than the senior due to sanction of advance increments for passing Departmental Tests / acquiring higher qualification at a later date whether the pay anomaly can be sorted by the pay fixing authorities themselves by stepping up to the pay equivalent to the junior on the date where the junior drawn higher pay. Similarly, if a senior drawn such advance increments in the pre-revised scale on or before 31—12--2005 and happen to draw less pay in the revised scale compared to the junior who happen to draw such advance increments on or after 1—1--2006 can also be rectified by the pay fixing authorities. This presumption may please be confirmed.	No specific rule provision is available under the Tamil Nadu Revised Scales of Pay Rules, 2009. However, on the analogy of the provisions made in Tamil Nadu Revised Scales of Pay Rules, 1998, the said anomaly of junior getting more pay than senior in Tamil Nadu Revised Scales of Pay Rules, 2009 may be set-right by the pay fixing authorities as contemplated in the clarifications issued earlier. Hence, the presumption is confirmed.

Yours faithfully,



S. S. Srinivasan  
17/8/2009

for Principal Secretary to Government.

**Copy to:**

All Secretaries to Government.  
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 All Heads of Departments.  
 All Collectors/District Judges/Magistrates.  
 The Accountant General, Chennai – 9/18/35/Madurai.  
 All Pay and Accounts Officers,  
 All Treasury Officers / All Sub-Treasury Officers,  
 The Chairman, Tamil Nadu Public Service Commission, Chennai-2.  
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