



Personnel and
Administrative
Reforms (S) Department,
Secretariat,
Chennai-9.

Letter No.7296/S/2012-1, Dated:14.5.2012.

From
Thiru. M. Kutralingam, I.A.S.,
Principal Secretary to Government.

To
All Principal Secretaries / Secretaries to Government, Secretariat,
Chennai 9.
All Heads of Departments Including District Collectors/
District Judges and Chief Judicial Magistrates.
The Registrar General, High Court, Chennai 104.
The Secretary, Tamil Nadu Public Service Commission, Chennai – 6.
The Accountant General, Chennai - 18/9/35.
The Pay and Accounts Officer, (North)/(South)/(East), Chennai - 79/35/5.
All Treasury Officers.

Sir,

Sub.: Public Services – Advancement to Selection Grade /
Special Grade Counting the services rendered on
identical / higher scales for awarding Selection Grade /
Special Grade in the Tamil Nadu Revised Scales Pay
after 1.1.2006 – Further Clarifications – Issued.

- Ref.:** 1. G.O.(Ms)No.210, P&AR (S) Department, dated 11.3.1987.
2. Letter No.32/S/1996-1, P&AR (S) Department, dated
26.09.1997.
3. Letter(Ms)No.168, P&AR (S) Department, dated 28.9.99
4. G.O.(Ms)No.234, Finance (PC) Department, dated
1.6.2009.
5. Letter No.23373/S/2011-2, P&AR (S) Department, dated
09.08.2011.
6. From the Director of Animal Husbandry and Veterinary
Services, Letter No.60937/C3/2011, dated 13.02.2012.
7. Representation of Tmt. S. Kamini, Nursing
Superintendent Gr.-II, (Retired), Chennai – 3, dated nil.

I am directed to invite your attention to the reference fifth cited and to state that instructions have been issued by the Government to the effect that in the revised pay scales implemented with effect from 1.1.2006 as no separate scales of pay have been provided for Selection Grade / Special Grade posts, one increment equal to 3% of basic pay including grade pay in the same pay band is allowed to the employees on award of Selection Grade /Special Grade. Accordingly, it has been ordered that the Government Order/ Letters referred to 1 to 3 in the references cited could not be made applicable to the employees in the revised scales of pay implemented with effect from 1.1.2006.

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2. The above order has been resulted in recovery of the pay and allowances of the employees fixed already in the pre-revised scales of pay who are in service and subsequently retired from service. The aggrieved employees as well as certain Heads of Department have requested the Government to review the clarification already issued consequent on the issuance of the Government Letter No.63305/PC/2010-1, Finance Department, dated 8.11.2010 in which the effect of the order has been permitted upto 31.5.2009 i.e. prior to the date of issue of the revised scales of pay Government Order.

3. Following the decision of the Central Pay Commission recommendation, the same revised scales of pay were implemented to the State Government Employees and Teachers including employees of Local Bodies based on the recommendations of the Official Committee, 2009 notionally with effect from 1.1.2006 with monetary benefit from 1.1.2007 on a "pay scale to pay scale" basis. Though the Official Committee, 2009 has recommended to continue the existing schemes of Selection Grade/Special Grade after completion of 10 / 20 years of service in a post in the revised pay structure, the pay of such employees who have moved to Selection Grade / Special Grade on or after 1.1.2006 were ordered be fixed by granting the benefit of one increment equal to 3% of the basic pay including grade pay in the same pay band and grade pay as in Government of India. Further, the question of counting of services rendered on identical / higher scale of pay for awarding Selection Grade in the promotion post in the revised scale of pay after 1.1.2006 does not arise since, no separate scales of pay were provided for Selection Grade / Special Grade holders. Accordingly, instructions were issued in Government Letter No.23373/S/2011-2, Personnel and Administrative Reforms (S) Department, Dated 09.08.2011.

4. Subsequently, based on the recommendations of One Man Commission, 2010 rectifying the anomalies in the recommendations of Official Committee 2009, orders were issued in G.O.(Ms) No.254 to 338, Finance (PC) Department, dated 26.8.2010 revising the scales of pay of various posts in ordinary scales of pay departmentwise notionally with effect from 1.1.2006 / 12.12.2007 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 necessary instructions were issued in Government Letter No.63305/PC/2010-1, Finance Department, dated 8.11.2010 in respect of fixation of pay of employees in the revised Selection Grade / Special Grade posts, as per the scales of pay indicated in the Annexure - I of the said letter, subject to the conditions stipulated in para-4 (i) of this letter. Further, it has been clarified in the above letter, in para - 4 (ii) that the revised Selection Grade / Special Grade scales of pay indicated in the Annexure-I to the letter shall be confined only to the employees who were awarded Selection Grade / Special Grade between 1.1.2006 and 31.5.2009 i.e. prior to the issue of G.O. Ms. No. 234,

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Finance (PC) Department, dated 01.06.2009. The above said clarification has been issued taking into consideration of the fact that the employees are entitled to exercise revised option to come over to the revised scales of pay at any point of time from 1.1.2006 to 31.5.2009 on the date of their promotion / award of Selection Grade / Special Grade. However, in respect of employees who have rendered services in the pre-revised identical or higher scale of pay in the lower post during the period 1.1.2006 to 31.5.2009 (i.e. prior to the issue of revised scales of pay Government Order, dated 1.6.2009) orders were already issued awarding Selection Grade / Special Grade based on the general orders issued in G.O.(Ms) No.210, Personnel and Administrative Reforms (S) Department, dated 11.3.1987 and subsequent instructions issued in this regard. Hence, on the analogy of the instructions issued in Government Letter No.63305/PC/2010-1, Finance Department, dated 8.11.2010, it is considered appropriate to extend the benefit of awarding Selection Grade / Special Grade in the promotion post to the employees who were awarded Selection Grade / Special Grade between 1.1.2006 and 31.5.2009 by counting the services rendered on identical / higher scale of pay in the pre-revised scales of pay.

5. After careful consideration, the Government have decided to revise the instructions issued in the reference fifth cited to the effect that the benefit of Selection Grade / Special Grade in the revised scale of pay is extended to those employees who were awarded Selection Grade / Special Grade based on the orders issued in references 1 to 3 cited during the period between 1.1.2006 and 31.5.2009, and that the effect of the Government Letter issued in the reference fifth cited, will be given effect from 1.6.2009 instead of 1.1.2006.

6. This letter issues with the concurrence of Finance (CMPC) Department, vide its U.O.No.25656/12, dated 14.5.2012.

Yours faithfully,

Done MS/14.5.12
for Principal Secretary to Government.

Copy to

1. The Director of Animal Husbandry and Veterinary Services,
Chennai – 6.
2. Finance (CMPC) Department, Chennai – 9.
3. Stock File/Spare Copy