



## **ABSTRACT**

Tamil Nadu Revised Scales of Pay Rules, 2009 – Recommendations of the Pay Grievance Redressal Cell – Dispensation of Higher Start of Pay for the posts of Junior Assistants / Typists and Record Clerks and protection of emoluments to the directly recruited Assistants / Accountants.– Orders – Issued.

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### **FINANCE (Pay Cell) DEPARTMENT**

G.O.Ms.No.241

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

#### **READ:**

1. G.O.Ms.No.321, Finance (Pay Cell) Department, dated: 2-7-1998.
  2. G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 1-6-2009.
  3. Government Letter No.34124 / PC /09-1, Finance Department, dated: 26--6--2009.
  4. G.O.Ms.No.123, Finance (Pay Cell) Department, dated: 10-4-2012.
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#### **ORDER:**

In the reference first read above, orders have been issued granting higher start of pay at two stages above the minimum of scale of pay of Rs.3200—4900 to the Graduate Junior Assistants / Typists and in the case of Record Clerks with S.S.L.C. qualification they were granted higher start of pay at two stages above the minimum of the scale of pay of Rs.2610—3540. Consequently on the adoption of the Tamil Nadu Revised Scales of Pay Rules, 2009 the above benefit of higher start of pay was continued in the revised pay structure based on the clarification issued in the reference third read above.

2) The Pay Grievance Redressal Cell constituted in the Government Order fourth read above has examined the scope of continuing the higher start of pay to the Graduate Junior Assistants / Typists and the Record Clerks with S.S.L.C. qualification in the light of the anomalies pointed out by the various service associations and the individual petitioners that the directly recruited Assistants / Accountants in the Tamil Nadu Ministerial Service happens to draw lesser emoluments when compared to the Junior Assistants with graduate qualification. For example, an Assistant on entry into service gets his pay fixed at the minimum of the time scale of pay of Rs.5200—20200 + Grade pay Rs.2800 at Rs.8000/- (Rs.5200 + 2800), whereas a Junior Assistant with graduate qualification gets his pay fixed in the scale of pay of Rs.5200—20200 + Grade pay Rs.2400 at Rs.7600/- (Rs.5200 + 2400) and consequent on sanction of higher start of pay at two increments (3% + 3% Rs.230 + Rs.230 = Rs.460) gets fixed at Rs.8060/- (Rs.7600 + 460) and there is a loss of Rs.60/- in emoluments to the directly recruited Assistants.

3) The Committee has recommended to compensate this difference of pay as "Personal Pay" for directly recruited Assistants in service at present. However, the Committee observed that the concession of higher start of pay for acquiring graduate qualification was introduced many years ago with the aim of incentivizing Junior Assistants / Typists to acquire higher qualification when most of them were appointed with the Minimum General Educational Qualification of S.S.L.C. In the present scenario where most of the recruits are Degree holders and even have Post Graduation / Professional qualification. In such a situation the higher start of pay granted to the Junior Assistants / Typists with a degree qualification is no longer warranted and the Committee therefore recommended for dispensation of the grant of higher start of pay to the Junior Assistants / Typists to be recruited in future for possession of degree qualification and also it will avoid unnecessary pay anomaly of the directly recruited Assistants. Likewise, the Committee also recommended to dispense the higher start of pay to the Record Clerks for possession of S.S.L.C. qualification.

4) The Government accordingly examined the above recommendations of the Pay Grievance Redressal Cell and decided to accept it. Accordingly, Government direct that the higher start of pay granted to the Junior Assistants / Typists for degree qualification shall be dispensed to the incumbents recruited in future with a view to avoid the pay anomaly between the Junior Assistants and the directly recruited Assistants and also considering the fact that the persons now recruited are Degree / Post Graduate /Professional Degree holders. Likewise, the higher start of pay granted to the Record Clerks shall also be dispensed with. However, considering the loss in emoluments between the Graduate Junior Assistants and the directly recruited Assistants, the Government recommends to compensate the difference of pay as "Personal Pay" to the directly recruited Assistants / Accountants in service and this concession shall not be applicable to future cases in view of the dispensation of higher start of pay to the Graduate Junior Assistants.

5) The compensation of the difference in pay as "Personal Pay" to directly recruited Assistants / Accountants shall take notional effect from 1--1--2006 with monetary benefit from 1-4-2013. Further, the orders of dispensation of higher start of pay to the Junior Assistants / Typists and Record Clerks shall also take effect from the same date. However, in cases where higher start of pay has already been granted between 1—4—2013 and the date of issue of order, such cases need not be effected any recovery.

(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, Guindy, Chennai--32.  
The Comptroller, Governors Household, Guindy, Raj Bhavan, Chennai-32.  
The Governor's Secretariat, Raj Bhavan, Guindy, Chennai- 32.  
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All Heads of Department.  
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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.  
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All Commissioners of Corporation / Municipality.  
All State Owned Corporations and Statutory Boards.  
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All Block Development Officers / Municipal Commissioners.  
All Chief Educational Officers / Panchayat Union Commissioners.  
The Project Co-ordinator, Tamil Nadu Integrated Nutrition Project, 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.  
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// Forwarded // By Order//



**SECTION OFFICER.**