



# **REPORT**

## **OF THE**

### **ONE MAN COMMISSION**

**RAJEEV RANJAN, I.A.S.,  
PRINCIPAL SECRETARY TO GOVT,  
INDUSTRIES DEPARTMENT.**

[Commission to examine the pay anomalies, if any,  
arising out of the Government Orders based on the  
recommendations of the Official Committee, 2009]

**MARCH 2010**

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## **INTRODUCTION**

Following the orders issued by Government of India for implementing the revised pay scales to its employees based on the recommendations of the Sixth Central Pay Commission, the Government of Tamil Nadu constituted an Official Committee to examine and make necessary recommendations for the implementation of revised scales of pay and allowances to State Government employees and teachers. The Official Committee submitted its report to Government on 18—5—2009. The Committee recommended revised pay scales to the State Government employees on a “Pay Scale to Pay Scale Basis” and also recommended that the anomalies in pay scales pointed out by various employees associations / individual employees to the Official Committee may be examined separately by Government. Orders were issued by the Government based on these recommendations in G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 01—06—2009. As the Official Committee’s recommendation was to revise the scales of pay on a “Pay Scale to Pay Scale basis” only, the Government issued orders in G.O.Ms.No.444, Finance (PC) Department, dated:09—09—2009 (ANNEXURE—II) constituting an “One Man Commission’ headed by Thiru Rajeev Ranjan, I.A.S., the then Principal Secretary to Government, Commercial Taxes and Registration Department and presently Principal Secretary to Government, Industries Department.

The terms of reference of the Commission are as follows:-

- (i) Representations on anomalies, if any, consequent on the implementation of the revised scales of pay or in the method of fixation of pay in the revised pay structure or other benefits on pay revision shall be examined by the One Man Commission.

- (ii) The Commission shall make specific recommendations to the Government on the representations / anomalies considered by the Commission.
- (iii) The Commission shall submit its report to Government by 31—12—2009.

The One Man Commission has received a total number of 1066 representations from various employees associations, Pensioners Associations, individual employees and some of the Heads of Departments. The Commission heard the office bearers of the Associations even while presenting representations in person before the Commission irrespective of the fact whether the associations are recognised or un-recognised. Based on the request made by the associations to give personal hearing before the Commission, the Commission has invited such of those associations for hearing. Thus the Commission held hearing with about 130 recognised / un-recognised service associations / Pensioners Associations and teachers from 5—10—2009 to 01—12—2009 (ANNEXURE—I).

As the Commission required some more time to process and finalise the report, the tenure of the Commission was extended for a further period of three months beyond 31—12—2009 ( Vide G.O.Ms.No.565, Finance (Pay Cell) Department, dated: 24—12—2009 (ANNEXURE—III).

### **APPROACH OF THE COMMISSION**

The Commission noticed that many of the Associations have requested parity in pay scales with the comparable posts in Government of India, rectification of local anomaly and sought higher scales of pay due to inadequacy in pay scales granted to them. The Commission has gone

through these requests carefully and made necessary recommendations to extend the Central Pay scales wherever category equalisation is possible and comparable taking into account the local pay relativity prevailing in the State. The Commission noticed that the majority of the categories in the State were already granted with appropriate pay scales as in Government of India and some of the categories were also placed on higher pay scales compared to corresponding levels in the Central Government and also continue to enjoy higher pay scales in the revised pay structure. The Commission therefore decided to retain the existing levels of such posts without any reduction.

The Commission has also carefully examined the representations of the teachers associations and recommended parity with the teachers in Kendriya Vidyalaya Schools under Government of India wherever category equalisation is possible and for certain categories the Commission has recommended alternative benefits to bridge the difference in emoluments considering the local pay relativity in the department taking into account the relevant circumstances.

### **I.T. EMPLOYEES**

The Commission also noticed that the I.T. Employees appointed in Government departments with various designations such as Data Entry Operators, Junior Programmer, Assistant Programmer, Deputy Programmer, Programmer etc., have been granted different scales of pay without any uniformity. The Commission also observed that there is no uniformity in the qualification prescribed for these posts and therefore there is disparity among the same posts in different department. In order to rationalise I.T.employees in all Government Departments, the Commission has recommended to implement a uniform nomenclature, educational qualification / technical

qualification and scales of pay which should be followed in all future appointment.

## **TRADE CATEGORIES**

As regards, the request for revision of scales of pay of Trade Posts, the Commission has examined the issue carefully based on the position prevalent in Government of India. Accordingly the Commission has recommended to rationalise the scale of pay of trade posts by merging all the trade posts requiring practical experience available in the lower scales of pay from Rs.2550—3200 to Rs.2750—4400 ( Pre-revised ) as Rs.3050—4590 with corresponding revised scales of pay. Further the entry level trade posts requiring ITI Certificate i.e. Grade—II and Grade—I trade posts and their promotional posts and special categories have also been recommended to be placed one step above their existing revised scales of pay with the suitable re-designation of the existing nomenclature of the trade posts.

## **GRIEVANCES**

The Commission has also received representation from the Tamil Nadu Secretariat Association seeking higher start of pay to the Assistant Section Officers in Tamil Nadu Secretariat Service along with Grade Pay of Rs.4,600/- consequent on the issue of Memorandum dated:16—11—2009 by the Government of India. It is observed by the Commission that the Government has already issued amendment to para—9 of Tamil Nadu Revised Scales of Pay Rules, 2009 granting the fitment benefit of 1.86 conversion factor to the directly recruited Assistant Section Officers in Secretariat, which is also applicable to all new entrants commonly. Accordingly, orders have been issued in G.O.Ms.No.258, Finance (PC) Department, dated: 23—6—2009

allowing the fitment benefit to all those new recruits appointed between 1—1—2006 and 31—5—2009. It is also observed by the Commission that the Government has not implemented Section—II of the Notification issued by Government of India i.e. entry pay (higher start) in the revised pay structure for direct recruits appointed on or after 1—1—2006 applicable to Central Government employees to the State Government employees. Further, in the State Government the Assistant Section Officers in Tamil Nadu Secretariat Service have already been granted the Grade Pay of Rs.4,600/-. As such, the request of the Tamil Nadu Secretariat Association for grant of higher start of pay is only considered as a grievance and the same has not been gone into by this Commission and the matter is left to the Government for taking a decision in the matter.

Another issue put forth before the Commission is that of the Maternal & Child Health Officer in the Public Health and Preventive Medicine Department seeking parity with the District Level posts at Rs.8000—13500 (pre-revised) and Rs.15600—39100 + Grade Pay of Rs.5,400/- (revised). It is observed that the promotion post for Maternal & Child Health Officer is District Maternal & Child Health Officer and this post is presently placed in the revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.5,400/-. Hence, the Commission has not considered the request as the post is presently placed on par with the Personal Assistant to Deputy Director (Health Services) and Health Educator in the Medical Department. However, the grievance of this category is that they were enjoying a higher status in the scale of pay of Rs. 5900—9900 than the Superintendent in Tamil Nadu Ministerial Service prior to the higher revision of scale of pay granted with effect from 12—12—2007 as Rs.7000—11500. Though the request for revision of scale

of pay could not be considered by the Commission, the Commission is of the view that this grievance in their request may be examined at Government level. Hence, the Commission suggests that similar such grievances of other categories may also be considered as in the case of Maternal & Child Health Officer in Public Health and Preventive Medicine Department.

As regards, the request of the Staff of Public / Home (SC) Departments for enhancement of Special Pay drawn by them citing the Special Pay of 10% of basic pay drawn by the staff of Intelligence Unit / DVAC and sanction of Conveyance Allowance as is being paid to the staff of Hon'ble Chief Minister's Office, the Commission is of the opinion that the requests does not come under the ambit of the examination of One Man Commission. Hence, the Commission suggests that the above requests may be examined by Government and suitable decision taken thereon.

This Commission has also examined all the representations made by the employees associations / individual employees and made recommendations on rectifying the anomalies brought to the notice of the Commission within the short time given by Government. The Commission is also of the view that there may be some anomalies left out due to the fact that they were not brought to the notice of the Commission. The Commission therefore recommends that such left over anomalies, if any, brought to the notice of the Government may be examined separately by Government and suitable orders issued thereon.

## **EFFECT OF THE RECOMMENDATIONS**

Considering the increase in salary expenditure and pensionary benefits granted to the Government employees and the recurring expenditure on the sanction of two instalments of Dearness Allowance periodically which also involves considerable expenditure on the State Exchequer, the Commission recommends that the revised scales of pay etc., recommended by this Commission may be given effect from 01—01—2006 notionally. At this juncture, the Commission is mindful of the fact that the Government of Tamil Nadu is effectively implementing various developmental and welfare schemes for the people of the State including Government Employees and Pensioners for which huge expenditure is being incurred. Tamil Nadu is a pioneer in creating a social safety net for its citizens through implementation of path-breaking and innovative schemes covering different sections of the society which require considerable expenditure and resources. Government has also recently sanctioned another instalment of Dearness Allowance to Government Employees and Pensioners vide G.O.Ms.No.96, Finance (Allowances) Department, dated: 27—3—2010 which cost a recurring expenditure of Rs.1450 crores per annum. Further instalment of Dearness Allowance has also to be sanctioned twice in a year as and when Government of India sanctions the same to its employees. The Commission also noticed that there is a fiscal deficit of Rs.16,000 crores during the Budget year 2010--11. Considering the heavy budget deficit and the recurring expenditure on payment of Dearness Allowance in future and maintenance of proper balance between economic growth, social welfare and fiscal sustainability, the Commission recommends that monetary benefit may be given with effect from 01--04--2010. However, consequent on the revision of scale of pay of

Superintendents as Rs.7000—11500 (pre-revised) with effect from 12—12—2007 as recommended by Official Committee, 2009, this Commission has recommended for extension of similar revision of scale of pay to the interchangeable posts with Superintendents. In all such cases the Commission recommends revision of scale of pay notionally with effect from 12—12—2007 and monetary benefit from a uniform date as recommended for other categories.

## **COMMON CATEGORIES**

### **STENO-TYPIST GRADE — I**

The Tamil Nadu Government Officials' Union and the Tamil Nadu Government Stenographers Association have requested to revise the scale of pay of Steno-Typist Grade I from Rs.5300—8300 to Rs.7000—11500 (pre-revised) on par with Superintendent in Tamil Nadu Ministerial Service. The Commission noticed that originally the Steno typist Grade—I post was created in the identical scale of pay of Ministerial Superintendent and based on the recommendations of the Official Committee, 1998, the scale of pay of Superintendent has been revised as Rs.5300—8300 as against the pre-revised scale of pay of Rs.1600—2660. Likewise the scale of pay of Steno-Typist, Grade I was also revised as Rs.5300—8300 as against the pre-revised scale of pay of Rs.1600—2660. Subsequently, based on the recommendations of the One Man Commission, 1998, the scale of pay of Superintendents was further revised from Rs.5300—8300 to Rs.5500—9000, notionally with effect from 1.1.96 with monetary benefit from 1.9.98. Based on the orders of the Hon'ble Supreme Court, the scale of pay of Superintendent in TNMS was revised retrospectively from 1600—2660 to Rs.1700—3005 with effect from 1.6.88 and from Rs.5500—9000 to Rs.5700—9200 with effect from 1.1.96. Once again consequent on the revision of scale of pay of Assistant Section Officer's in Secretariat from Rs.5500—9000 to Rs.6500—10500 with effect from 12.12.2007, the Official Committee 2009 has recommended revision of scale of pay of Superintendent from Rs.5700—9200 to Rs.7000—11500 with effect from 12—12--2007 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4800 in the revised pay structure. Though the Steno-Typists Grade I were enjoying pay parity with Superintendents in Tamil Nadu

Ministerial Service in the Fifth Tamil Nadu Pay Commission scales of pay, the further revision of scale of pay made to Superintendents as per One Man Commission 1998 recommendations / Court orders was not extended to the Steno-Typist Grade I. The Commission also observed that originally the post of Steno Typist Grade I has been created in the year 1992 at Rs.1600--2660 on par with that of Superintendent and therefore finds justification to retain pay parity among the post of Steno-Typist Grade I and Superintendents. Accordingly, the Commission recommends that the scale of pay of Steno-Typist Grade I may be revised from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4800 on par with Superintendent in Tamil Nadu Ministerial Service notionally with effect from . 12.12.2007.

Representation have been received from the Tamil Nadu Government Office Superintendent Association, the Secretary Tamil Nadu Aided College Non Teaching Staff Association, Kumarapalayam, the Tamil Nadu Government Stenographers Association, the Tamil Nadu Government Official Union, the Tamil Nadu Medical Department Ministerial Officials Association, the Tamil Nadu State Government Telephone Operators Association and the Tamil Nadu Government Department Drivers Central Associations / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Superintendent	Rs.9300—34800 + Grade Pay of Rs.4800	(Pre-revised) O.G 7000—11500 S.G. 9100—14050 Spl.Grade10000—15200
2.	Steno Typist Grade II	Rs.9300—34800 + Grade Pay of Rs.4200	To grant 5% Personal Pay
3.	Steno Typist Grade III	Rs.5200—20200 + Grade Pay of Rs.2400	

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
4.	Typist	Rs.5200—20200 + Grade Pay of Rs.2000	(Pre-revised) O.Grade 3200—4900 S.Grade 5000—8000 Spl.Grade 5500—9000
5.	Record Clerk	Rs.4800—10000 + Grade Pay of Rs.1400	Rs.5200—20200 + Grade Pay of Rs.2000
6.	Telephone Operator	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.9300—34800 + Grade Pay of Rs.4200
7.	Telephone Attendant	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2000 + Rs.500 Special Pay
8.	Driver	Rs.5200—20200 + Grade Pay of Rs.2000	(Pre-revised) O.G. 4000—6000 S.G. 5000—8000 Spl.Grade 5500—9000

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **GOVERNOR'S SECRETARIAT**

The individuals (Th. S.Venkateshwaran and Th. K.Seeralan) have brought to the notice of the Commission that their junior Tmt. C.Ramaprabha, who was promoted as Section Officer on 01.06.06. Consequent on the implementation of revised pay scales, Tmt. C.Ramaprabha happened to draw more pay than the seniors promoted prior to 1.1.2006. The Commission observed that Tmt. C.Ramaprabha is drawing higher pay than their juniors with effect from . 1.4.08 up to the date of their next increment on 01.07.08 and also from 01.04.09 to 01.07.09. This will continue to be the same in future also.

The Commission noticed that as per Rule 5(2) and 5(3) of the Tamil Nadu Revised Scales of Pay Rules, 2009 as notified in G.O.Ms.No.234/ Finance (Pay Cell) Department, Dated:01.06.09, the anomaly of the junior getting more pay than senior can be set-right by stepping up the pay of the senior on par with junior from the date on which the junior draws more pay and the next increment of the seniors in such cases shall be on completion of one year from the date of such re-fixation. The anomaly pointed out would not arise to the Central Government employees due to the fact that the annual increment is allowed by Government of India to its employees on a uniform date of 1<sup>st</sup> July of every year. Whereas the State Government has adopted the sanction of annual increments in four quarters viz., January, April, July and October. Hence, the difference pointed out is common to all employees seeking re-fixation of pay on par with juniors which is inevitable. Hence, the Commission finds no justification to consider the request of the individuals working in Governor's Secretariat.

## **GOVERNOR'S HOUSEHOLD**

### **SUPERINTENDENT**

The Deputy Secretary to Governor and Comptroller, Governor's Household has forwarded the proposal to revise the scale of pay for the posts of Superintendent, Assistant / Assistant House Steward / House Keeper and Junior Assistant on par with the staff in Governor's Secretariat. The Commission observed that the Superintendent in Governor's Household was placed on a higher pay scale than the Ministerial Superintendent prior to 12-12-2007. The Commission is therefore of the view that there is justification to elevate the pay scale of Superintendent in Governor's Household from Rs.6500—10500 to Rs.7000—11500 (pre-revised), so as to retain the pay relativity that existed prior to 12.12.2007. Hence, the Commission recommends that the scale of pay of Superintendent in Governor's Household may be revised from Rs.9300—34800 + Grade Pay Rs.4600 to Rs.9300—34800 + Grade Pay Rs.4800 notionally with effect from 12.12.2007.

### **ASSISTANT / ASSISTANT HOUSE STEWARD / HOUSEKEEPER**

As regards the request for revision of scale of pay for the posts of Assistant / Assistant House Steward / House Keeper, the Commission observed that these posts are already placed on a higher pay scale than the Ministerial Assistants. The Commission therefore finds no justification to further revise the scale of pay of the above posts.

### **JUNIOR ASSISTANT**

The post of Junior Assistant is classified under "Common Categories". Hence, the Commission finds no justification to grant higher scale of pay to the post of Junior Assistant in Governor's Household alone.

## **SECRETARIAT**

### **ADDITIONAL SECRETARY TO GOVERNMENT**

The Tamil Nadu Secretariat Association has requested to revise the scale of pay of Additional Secretary to Government from Rs.37400—67000 + Grade Pay of Rs.8900/- with higher start of Rs.42,120/- in the pay Band of Rs.37400—67000. The Commission finds that the request of the TANSA for granting higher start of pay at Rs.42,120/- in the Pay Band of Rs.37400—67000 for Additional Secretary to Government is not justified. However, considering the fact that the Additional Secretary Post (Non-IAS) is the highest promotional post for the Secretariat employees and the difference in pay between Joint Secretary and Additional Secretary post is very meager and only Rs.100/- in Grade Pay and also taking into account the difference in the Grade Pay of the scale of pay of Rs.16400—20000 and the next pay scale of Rs.17400—21900 is more than Rs.1000/- (for Rs.16400—20000, the Grade Pay is Rs.8900/- and for Rs.17400—21900 the Grade Pay is Rs.10,000/- ), the Commission finds justification to enhance the Grade Pay of the pre-revised scale of pay of Rs.16400—20000, which is applicable for Heads of Departments, Chief Engineers and Additional Secretary to Government from Rs.8900/- to Rs.9500/- so as to minimise the gap in between these two pay scales / grade pay. Hence the Commission recommends that the Grade Pay of Rs.8900/- applicable for the pre-revised pay scale of Rs.16400—20000 may be revised as Rs.9500/- in the revised scale of pay of Rs.37400—67000.

## DEPUTY SECRETARY TO GOVERNMENT

The Tamil Nadu Secretariat Association has requested to grant higher start of pay of Rs.22,230/- to the post of Deputy Secretary to Government and to revise the scale of pay from Rs.15600—39100 + Grade Pay of Rs.7,600/- to a new Pay Band with a scale of pay of Rs.35310—67000 and the Tamil Nadu Secretariat Retired Officers Welfare Association has requested to revise the scale of pay of Deputy Secretary to Government from Rs.15600—39100 + Grade Pay of Rs.7,600/- to a new Pay Band with a scale of pay of Rs.32000—60000. The Commission finds that the anomaly pointed out by the above Associations is not only related to the posts between the Deputy Secretaries and Joint Secretaries to Government, but it is the difference between the pay scale in Pay Band—3 and Pay Band—4 as detailed below:--

Pre-revised scale of pay	Revised scale of pay	Pay Band	Grade Pay
<b>Rs.</b>	<b>Rs.</b>		<b>Rs.</b>
8000—13500 to 12750—16500 } }	15600—39100	<b>PB—3</b>	5400 to 7700
14300—18300 to 17400--21900 } }	37400—67000	<b>PB—4</b>	8700 to 10000

The Commission also noticed that the hierarchical levels of the middle level management posts of the Heads of Departments are as follows:

Name of the post	Pre-revised scale of pay	Present scale of pay
Assistant Director	Rs.8000—13500	Rs.15600—39100 + 5400
Deputy Director	Rs.10000—15200	Rs.15600—39100 + 6600
Joint Director	Rs.12000—16500	Rs.15600—39100 + 7600

Likewise in Secretariat, the hierarchical levels are as follows :

Name of the post	Pre-revised scale of pay	Present scale of pay
Section Officer	Rs.8000—13500	Rs.15600—39100 + 5400
Under Secretary to Government	Rs.10000—15200	Rs.15600—39100 + 6600
Deputy Secretary to Government	Rs.12000—16500	Rs.15600—39100 + 7600

The Commission observed that this situation is not peculiar to the posts grouped in Pay Band—3 alone. In all the Pay Bands, the feeder posts and the promotion posts are placed in the same Pay Band with the difference in the Grade Pay only. The difference among the feeder and promotion posts are ascertainable only taking into account the Grade Pay granted to the respective pre-revised pay scales and the corresponding revised pay scales. This same situation prevails in Government of India also. The gap between the pay scale in Pay Band—3 and Pay Band —4 is common to all the posts placed under the respective pay scale as in Government of India. Therefore, the Commission finds that the existing scale of pay granted to the post of Deputy Secretary to Government is quite appropriate and finds no valid reason to distort the existing Pay Band as recommended by the Sixth Central Pay Commission.

### **PRINCIPAL PRIVATE SECRETARY**

The Tamil Nadu Secretariat Personal Staff (PS/PA/PC) Association has requested to revise the scale of pay of Principal Private Secretary from Rs.15600—39100 + Grade Pay of Rs.7600/- to Rs.37400—67000 + Grade Pay of Rs.8700 and to re-designate the post as Executive Secretary. The Commission observed that the post of Principal Private Secretary has been created in the grade of Deputy Secretary to Government with a view to

provide promotional opportunities to the Stenographers in Secretariat. As the Principal Private Secretary is placed on par with the Deputy Secretary to Government, the Commission finds no justification neither to grant a higher pay scale to this post nor to change the existing nomenclature of the post.

### **ASSISTANT**

The Tamil Nadu Secretariat Association has requested to revise the Grade pay of Assistants in Secretariat from Rs.2200 to Rs.2800 in the Pay Band /in the scale of pay of Rs.5200—20200. The Commission finds that the post of Assistant in Secretariat is filled by direct recruitment through TNPSC and the minimum educational qualification prescribed is a Bachelors' Degree. The Ministerial Assistant, Junior Inspector of Cooperative Societies, Junior Inspector of Cooperative Audit etc., are also filled by direct recruitment through TNPSC and the qualification is also the same as that of Assistant in Secretariat. However, the Assistant in Secretariat is placed on the pay scale of Rs.3625—4900 (Pre-revised), while the other posts stated above are placed on Rs.4000—6000 (Pre-revised). Considering the above facts and keeping in view the horizontal relativity of this post with the other posts, the Commission recommends that the scale of pay of Assistant in Secretariat may be revised from Rs.3625—4900 to Rs.4000—6000 with corresponding revised scales of pay. Accordingly, the Commission recommends that the scale of pay of Assistant in Secretariat may be revised from Rs.5200—20200 + Grade Pay of Rs.2200/- to Rs.5200—20200 + Grade Pay of Rs.2400/-.

## **ASSISTANT LIBRARIAN**

The Tamil Nadu Secretariat Association has requested that the scale of pay for the post of Assistant Librarian may be revised from Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4600/-. The Commission finds that the post of Assistant Librarian and its feeder category viz. Technical Assistant in Secretariat Library are placed on the same scale of pay. Considering the above fact, the Commission finds that there is justification to revise the scale of pay of Assistant Librarian in Secretariat Library one level above the feeder post of Technical Assistant from Rs.5900—9900 to Rs.6500—10500 (pre-revised) with corresponding revised scales of pay. The Commission accordingly recommends that the scale of pay of the post of Assistant Librarian may be revised from Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4600/- with effect from 12.12.2007.

## **PAY ARREARS**

Tamil Nadu Secretariat Association has requested that the Revised Scales of Pay and Dearness Allowances may be given with monetary effect from 1—1—2006 and Revised Allowances may be given effect to from 1—9—2008 in tune with Central Government employees. Further, TANSAs has requested that the arrears arising out of pay revision for the serving employees and consequential terminal benefits of DCRG, encashment and commutation for the pensioners be paid in one lumpsum immediately. The Commission is of the view that these requests can be considered based on the policy decision of the Government and the capacity to pay the existing benefits. The Commission therefore finds no justification to deviate the orders issued in para 3(f) of G.O.Ms.No.234, Finance (PC) Department, dated:1.6.2009.

## **ENHANCED SCALE REVISION BENEFIT**

Tamil Nadu Secretariat Retired Officers Welfare Association has requested that the revision of scale of pay of Section Officers in Tamil Nadu Secretariat Service from Rs.6500—11100 to 8000—13500 granted with effect from 12—12—2007 may be extended with retrospective effect from 1—1—2006. The Commission observed that the Pension revision of pre—2006 retirees is fixed to the Section Officers with reference to the revised scale of pay as on 01—01—2006 with reference to para 2(vi) of G.O.Ms.No.235, Finance (PC) Department, dated:1—6—2009. Further the Commission finds that pay revision in respect of Section Officers / Assistant Section Officers and allied equivalent categories in TNPSC, High Court and also the Superintendents in the Tamil Nadu Ministerial Service has been given effect from 12—12—2007. Therefore the Commission finds no justification to grant retrospective revision of scale of pay of Section Officers in Secretariat.

## **JOINT DIRECTORS IN FINANCE (BPE) DEPARTMENT**

Joint Directors in Finance (BPE) Department have requested to revise the scale of pay of Joint Director from Rs.15600—39100 + Grade Pay of Rs.7600/- to Rs.37400—67000 + Grade Pay of Rs.8800/- on par with Additional Director scale of pay. As the Joint Directors in Finance (BPE) Department is presently placed on par with the Deputy Secretary to Government / District Revenue Officers and Joint Directors of all other departments, the Commission consider that there is no justification to grant a higher pay scale for this post in Finance (BPE).

## **TWO INCENTIVE INCREMENT**

Certain Senior Assistant Section Officers in One Unit Secretariat have pointed out that the junior Assistant Section Officers who were promoted on 20.10.2006 and who have opted to fix their pay with effect from 12—12—2007, the revised pay has been fixed at Rs.16,690/- i.e., at a rate higher than the pay fixed to them. Further, in the case of newly recruited Assistant Section Officers who have joined service on 20.8.2008, their revised pay has also been fixed at Rs.16,690/-. Hence, the Senior Assistant Section Officers in One Unit Secretariat have requested to fix their pay in the revised scale with effect from 1—1—2006 and 20—10—2006 by granting two incentive increments at the rate of 3% of Basic Pay with effect from 12—12—2007 on the date of grant of upgraded scale of pay to Assistant Section Officers so as to equalise their pay on par with the junior most getting more pay. The Commission observed that as the anomaly of junior getting more pay than senior consequent on implementation of revised scales of pay and also due to exercising of option at a later date after 01—01—2006 by the juniors can be rectified as per Rule 5(3) of the Tamil Nadu Revised Scales of Pay Rules, 2009. Hence, the Commission finds no justification to consider the request.

## **FIXATION BENEFIT OF 1.86 FACTOR**

Tamil Nadu Secretariat Typist (Newly Recruited) Association has pointed out that their Members have been appointed as Typist by direct recruitment through TNPSC in July and August'2009 and requested to grant the pay fixation benefit of 1.86 factor for the newly recruited Typists as in the case of Steno-typists appointed in May'2009. They have also requested to enhance the Special Pay of Rs.80/- p.m. sanctioned to the Typists to

Rs.1,000/- p.m. The Commission noticed that Government has already issued necessary amendment to Rule 9 of Tamil Nadu Revised Scales of Pay Rules 2009 notified in G.O.Ms.No.234, Finance (PC) Department, dated: 1.6.2009 to the effect that the employees appointed between 1.1.2006 to 31.5.2009 are entitled for the fitment benefit of 1.86 conversion factor. Accordingly, orders have been issued in G.O.Ms.No.258, Finance (PC) Department, dated: 23.06.2009. As such, employees appointed / terminated and re-appointed on or after 1.6.2009 are entitled to have their pay fixed in the revised scale of pay in the minimum of the pay in the Pay band + Grade Pay. The Commission finds that their request to grant the Fitment benefit cannot be complied with. Further the Official Committee has recommended only for continuance of the existing quantum of Special Pay. Hence, this Commission also endorses the views of the Official Committee'2009.

### **REQUEST OF THE TEMPORARY TYPIST**

Tamil Nadu Secretariat Temporary Typist Association has requested to fix their pay in the revised pay structure with reference to Rule 4(1) of Tamil Nadu Revised Scales of Pay Rules 2009. The Commission observed that the temporary typist have been terminated on 25—6—2009 and given a break and again re—appointed on 26-6-2009 in service after the issue of orders in G.O.Ms.No.258, Finance (PC) Department, dated:23—6—2009. Hence, the Commission finds no justification to grant Fitment benefit of 1.86 factor on reappointment after 01—06—2009 as they are only entitled for the minimum of the time scale of pay + Grade Pay.

## **STAFF OF PUBLIC (SC) DEPARTMENT**

The Staff of the Public (SC) Department in Secretariat have requested to revise the scale of pay in the corresponding revised pay structure and enhance the Special Pay and grant the Transport Allowance as recommended by the 6th Central Pay Commission. The Commission finds that consequent on the revision of scale of pay of Assistant Section Officers in Tamil Nadu Secretariat Service, the scale of pay of Strictly Confidential staff was revised as per G.O.Ms.No.284 / Fin(PC) Department, Dated: 30.06.08 as given below :-

Name of the Post	Pre-revised scale of pay	Present scale of pay	Date of Effect
Strictly Confidential ASO	6500—10500	8000—13500	30-6-08
Strictly Confidential Deputy SO	8000—13500	9100—14050	30-6-08
Strictly Confidential SO	9100—14050	9650—15050	30-6-08

Based on the recommendations of the Official Committee 2009, consequent on the subsequent revision of scale of pay of Strictly Confidential Staff, their scale of pay was revised as per G.O.Ms.No.234 / Fin(PC) Department, Dated: 01.06.2009 as given below :-

Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f 1.1.2006	Pre-revised Scale of pay	Revised scale of pay w.e.f. 30.06.08
Strictly Confidential ASO	6500—10500	9300—34800 + GP Rs.4600	8000—13500	15600—39100 + GP Rs.5400
Strictly Confidential Deputy SO	8000—13500	15600—39100 + GP Rs.5400	9100—14050	15600—39100 + GP Rs.5700

Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f 1.1.2006	Pre-revised Scale of pay	Revised scale of pay w.e.f. 30.06.08
Strictly Confidential SO	9100—14050	15600—39100 + GP Rs.5700	9650—15050	15600—39100 + GP Rs.6000
Strictly Confidential US to Govt.,	10000--15200	15600—39100 + GP Rs.6600	10000-15200	15600—39100 + GP Rs.6600
Strictly Confidential DS to Govt.,	12000--16500	15600—39100 + GP Rs.7600	12000-16500	15600—39100 + GP Rs.7600

Therefore, the Commission finds that the request of the staff of Public (SC) regarding revision of scale of pay has already been complied with.

The staff of the Public (SC) Department has also requested to enhance the existing Class – I Special Pay sanctioned to them as follows for their special and sensitive nature of work handled by them.

Name of the Post	Existing Special Pay	Requested Special Pay
Strictly Confidential ASO	120	250
Strictly Confidential Deputy SO	140	300
Strictly Confidential SO	200	400
Strictly Confidential US to Govt.,	400	800
Strictly Confidential DS to Govt.,	400	800

Based on the recommendations of the Official Committee 2009, and as per G.O.Ms.No.234 / Finance (PC) Department, Dated: 1.06.2009 in para--9 “Special Pay – The existing quantum of Special Pay drawn by the employees has been continued as such in the revised pay structure.

The Commission finds that the Official Committee 2009 has not recommended enhancement of Special Pay and grant of Transport Allowance. Therefore, the One Man Commission also endorses the views of the Official Committee.

Representation has also been received from an individual working as Special Grade Sergeant in Public Department requesting revision of scale of pay for the post of Sergeant from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.15600—39100 + Grade Pay of Rs.5700. The Commission examined the above request based on the qualifications, nature of duties, job responsibilities attached to this post and finds that the present scale of pay is higher as compared to the nature of work and the job responsibilities. Hence, the Commission recommends no change in the existing scale of Pay.

Representations have been received from the Tamil Nadu Secretariat Association/ The Tamil Nadu Secretariat Personal Staff (PS/PA/PC) Association / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	SPECIAL SECRETARY TO GOVERNMENT (NON-IAS)	Creation	Rs.37400—67000 + Grade pay of Rs.10,000/-
2.	UNDER SECRETARY TO GOVERNMENT	Rs.15600—39100 + Grade Pay of Rs.6600/-	higher start @ Rs.22,230/-
3.	SENIOR PRIVATE SECRETARY	Rs.15600—39100 + Grade Pay of Rs.6600/-	Rs.15600—39100 + Grade Pay of Rs.7600/-
4.	PRIVATE SECRETARY	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-
5.	SYSTEM PROGRAMMER	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-
6.	DRIVER	Rs.5200—20200 + Grade Pay of Rs.2000/-	Selection Grade / Rs.9300—34800 + Grade Pay of Rs.4200/- Special Grade/ Rs.15600—39100 + Grade Pay of Rs.5400/-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
7.	TYPIST	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
8.	TELEPHONE OPERATOR	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
9.	SHROFF	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
10.	TELEX OPERATOR	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
11.	RECORD ASSISTANT / DESPATCH ASSISTANT	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
12.	RECORD CLERK	Rs.4800—10000 + Grade Pay Rs.1400	Rs.5200—20200 + Grade Pay of Rs.2200/- (re-designate as Record Sorter)
13.	OFFICE ASSISTANT	Rs.4800—10000 + Grade Pay of Rs.1,300/-	Rs.5200—20200 + Grade Pay of Rs.2000/-
14.	LIFT OPERATORS	Rs.4800—10000 + Grade Pay Rs.1400/-	Rs.5200—20200 + Grade Pay of Rs.2000/-.
15.	LIBRARIAN	Rs.15600—39100 + Grade Pay of Rs.5700/-	Rs.15600—39100 + Grade Pay of Rs.6600/-
16.	LIBRARY ASSISTANT	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay of Rs.4200/-
17.	CONSOLE OPERATORS	Rs.9300—34800 + Grade Pay of Rs.4400/-	Rs.9300—34800 + Grade pay of Rs.4800/-.

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **LEGISLATIVE ASSEMBLY SECRETARIAT**

### **REPORTER (Tamil and English):-**

The Tamil Nadu Assembly Secretariat Reporters Association has requested to revise the scale of pay of Reporter from Rs.15600—39100 + Grade Pay of Rs.5400 to Rs.15600—39100 + Grade Pay of Rs.6600 on par with Parliament Secretariat. As this post is presently placed on par with Section Officer in Secretariat, the Commission finds no justification to grant a higher scale of pay to this post.

### **JOINT SECRETARY (EDITOR OF DEBATES) /**

### **DEPUTY SECRETARY (EDITOR) / CHIEF EDITOR:-**

The Tamil Nadu Assembly Secretariat Reporters Association has requested to revise the scale of pay for the posts of Joint Secretary (Editor of Debates), Deputy Secretary (Editor) and Chief Editor on par with their counterparts in Central Secretariat. The Commission finds that these posts are presently placed on par with Joint Secretary to Government, Deputy Secretary to Government and Under Secretary to Government in Secretariat. Hence, the Commission finds no anomaly in the existing scales of pay.

## STATE GUEST HOUSE

Representations have been received from the employees of State Guest House requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Liaison Officer	Rs.9300—34800 + Grade Pay of Rs.4600	Rs.15600—39100 + Grade Pay of Rs.5400
2.	Receptionist	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4600
3.	Telephone Operator	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.9300—34800 + Grade Pay of Rs.4200

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

As regards the request of the staff of State Guest House for sanction of 20% of pay as Special Pay, the Commission finds that the Official Committee has neither recommended for sanction of Special Pay to new categories nor enhanced the Special Pay. Instead it has recommended continuing the same quantum of Special Pay drawn by the employees in the revised pay structure also. Hence, the Commission finds no justification to sanction Special Pay to the employees of State Guest House afresh.

## **AGRICULTURE DEPARTMENT**

### **JOINT DIRECTOR**

The Tamil Nadu Government Agricultural Graduates Association has requested to revise the scale of pay of Joint Director of Agriculture Department as Rs.14300—18300 in the pre-revised scale of pay with corresponding scale of pay in the revised pay structure at Rs.37400—67000 + Grade Pay of Rs.8700/- on par with Superintending Engineers working in the Agricultural Engineering Department. The Joint Director of Agriculture Department is presently placed on par with the Joint Directors of all other departments. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

### **AGRICULTURAL OFFICER**

The Tamil Nadu Government Agricultural Graduates Association has requested to revise the scale of pay of Agricultural Officer from Rs.9300—34800 + Grade Pay of 4700/- to Rs.15600—39100 + Grade Pay of Rs.5400/- on par with Veterinary Assistant Surgeon. The Government of India has revised the scale of pay of Veterinary Officers as Rs.15600—39100 + Grade Pay of Rs.6600/- as against the pre-revised scale of pay of Rs.10000—15200 on par with General Deputy Medical Officers and Dental doctors in Government of India.

The qualification for Agricultural Officer is B.Sc., (Agri) and whereas for the Veterinary Assistant Surgeon it is B.V.Sc.,. The Commission noticed that the B.Sc., (Agri) is a four years course and B.V.Sc., is a 4 ½ years

Course and the Agricultural Officers cannot therefore be equated with Veterinary Assistant Surgeons. However, considering the duration of the professional course i.e. 4 years, job responsibilities and also taking note of the local parity enjoyed by the Agricultural Officers with the Block Development Officers / Tahsildars in Revenue Department, the Commission recommends that the scale of pay of this post may be revised from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

### **DEPUTY AGRICULTURAL OFFICER**

The Tamil Nadu Assistant Agricultural Officers Association has requested to revise the scale of pay of Deputy Agricultural Officer from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.9300—34800 + Grade Pay of Rs.4700/- on par with Agricultural Officer and to re-designate the post as Agricultural Officer.

The One Man Commission 1998 has already examined the request of the Association seeking revision of scale of pay of Deputy Agricultural Officer. The Commission has made the following recommendation:-

“ The Tamil Nadu Assistant Agricultural Officers Association has requested for revision of scale of pay for the post of Deputy Agricultural Officer from Rs.5500—9000 to Rs.6500—10500 on par with Agricultural Officers or to upgrade the post as granted to Livestock Inspectors in the Animal Husbandry Department. The Commission examined the request in the light of the observations made by the Fifth Tamil Nadu Pay Commission. The Fifth Tamil Nadu Pay Commission has viewed that the post of Agricultural

Officer and Deputy Agricultural Officers are vested with same powers and the functionaries are interchangeable and shoulder equal responsibilities”.

Keeping in view the above observation of the earlier One Man Commission 1998 and considering the fact that the post of Deputy Agricultural Officer was placed one level below that of the Agricultural Officer until Fifth Tamil Nadu Pay Commission, the Commission recommends that the scale of pay of the above post may be revised from Rs.5500—9000 to Rs.6500—10500 in the pre-revised scale of pay with corresponding revised scale of pay from Rs.9300—34800 + Grade Pay of Rs.4400 to Rs.9300—34800 + Grade Pay of Rs.4700 notionally with effect from 12—12—2007.

### **ASSISTANT AGRICULTURAL OFFICER**

The Tamil Nadu Assistant Agricultural Officers Association has requested to revise the scale of pay of Assistant Agricultural Officer from Rs.4000—6000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.5200—20200 + Grade pay of Rs.2800/- on par with Assistant Soil Conservation Officers in Agricultural Engineering Department.

The qualification prescribed for the post of Assistant Agricultural Officer and Assistant Soil Conservation Officer are as follows:-

#### **Assistant Agricultural Officer**

Filled by direct recruitment. Direct recruits should have passed H.S.C. with two years diploma course or two years Agricultural Science Certificate Course conducted by Sri Ramakrishna Mission Vidyalaya, Perianaickenpalayam, Coimbatore District or by Gandhigram Rural Institute, Dindigul and other Institutes affiliated to Tamil Nadu Agricultural University.

### **Assistant Soil Conservation Officer**

This post is filled by promotion from Field Assistant or by direct recruitment. The qualification prescribed for direct recruits is S.S.L.C. + three year Diploma or H.S.C + 2 year Diploma in Agricultural Engineering D.C.E., D.C.R.E., D.M.G., and D.M.R.E. or I.T.I. in Survey and Drawing. Considering the qualification of diploma for Assistant Agricultural Officers, the job responsibilities attached to the post and also taking into account that all entry level diploma holders (excluding Junior Engineers) are placed in the pre-revised scale of pay of Rs.4500—7000, the Commission recommends to place the Assistant Agricultural Officers from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.5200—20200 + Grade Pay of Rs.2800/-.

### **DEPOT MANAGER, GRADE—I**

The Tamil Nadu Agricultural Extension Centre Managers Association has requested to re-designate and place the post of Depot Manager, Grade—I, II & III and Store Keeper Grade—I, II & III on par with Superintendent, Assistant and Junior Assistant respectively. The Commission noticed that the post of Junior Assistant and Junior Assistant (Security) are filled up in the Agriculture Department through TNPSC and the scale of pay of the first level promotion post viz. Assistant is identical in the ministerial side and also marketing side (i.e.) Rs.4000—6000. But the second level promotion post (i.e.) Superintendent in Ministerial side is placed on Rs.5700—9200, whereas the post of Depot Manager Grade—I has been placed at Rs.5300—8300, which the Commission consider it as an anomaly. Also considering the fact that the Depot Manager was placed on par with the Superintendents in the Fifth Tamil Nadu Pay Commission scales

of pay with effect from 01—06—1988 viz., Rs.1600—2600, the Commission finds that there is justification to revise the scale of pay for the post of Depot Manager, Grade—I on par with that of Ministerial Superintendent in view of the uniform hierarchical set up in the Agriculture Departments, which is shown as below:-

<b>Common categories</b>	<b>Agricultural Department</b>
<p><b>Superintendent</b> (Rs.9300—34800 + Grade Pay of Rs.4800/- ) ( Pre-revised Rs.7000—11500)</p>	<p><b>Depot Manager – Grade—I</b> (Rs.9300—34800 + Grade Pay of Rs.4300/- ) ( Pre-revised Rs.5300—8300)</p>
<p><b>Assistant</b> (Rs.5200—20200 + Grade Pay of Rs.2400/- ) ( Pre-revised Rs.4000—6000)</p>	<p><b>Depot Manager – Grade—II</b> (Rs.5200—20200 + Grade Pay of Rs.2400/- ) ( Pre-revised Rs.4000—6000)</p>
<p><b>Junior Assistant</b> (Rs.5200—20200 + Grade Pay of Rs.2000/-) ( Pre-revised Rs.3200—4900)</p>	<p><b>Depot Manager – Grade—III</b> (Rs.5200—20200 + Grade Pay of Rs.2000/-) ( Pre-revised Rs.3200—4900)</p>

Considering the above facts, the Commission recommends that the scale of pay of the post of Depot Manager, Grade—I may be revised from Rs.5300—8300 to Rs.7000—11500 (pre-revised) with corresponding revised scale of pay from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/-.

In respect of Depot Manager Grade—II and III as they are presently placed on par with Assistant / Junior Assistant under “Common Categories, ” the Commission do not recommend any change in their existing scales of pay.

## **LABORATORY ASSISTANT**

The Tamil Nadu Government Agriculture Department Laboratory Assistant State Association has requested to revise the scale of pay of the post of Laboratory Assistant from Rs.5200—20200 + Grade Pay of Rs.1900/- to Rs.5200—20200 + Grade Pay of Rs.2200. The qualification prescribed for the post of Laboratory Assistant in Adi-Dravidar Welfare Department is S.S.L.C. and the scale of pay granted to this post is Rs.3200—4900. The Commission observed that Laboratory Assistants in Agriculture Department possessing the same qualification has been placed at Rs.3050—4590 in the pre-revised scales of pay. Hence, the Commission recommends that the scale of pay of Laboratory Assistants in Agriculture Department may be revised from Rs.5200—20200 + Grade Pay of Rs.1900/- to Rs.5200—20200 + Grade Pay of Rs.2000/-.

Representations have been received from various Associations / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	DIRECTOR OF SEED CERTIFICATION	Rs.37400—67000 + Grade pay of Rs.8900/-	Rs.37400—67000 + Grade Pay of Rs.10000/-
2.	ADDITIONAL DIRECTOR	Rs.37400—67000 + Grade Pay of Rs.8800/-	Rs.37400—67000 + Grade Pay of Rs.8900/-
3.	DEPUTY DIRECTOR	Rs.15600—39100 + Grade Pay of Rs.6600/-	Rs.15600—39100 + Grade Pay of Rs.7600/-
4.	ASSISTANT DIRECTOR	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-
5.	ASSISTANT SEED OFFICER	Rs.9300—34800 + Grade Pay of Rs.4200/-	Rs.9300—34800 + Grade Pay of Rs.4800/-
6.	VOCATIONAL INSTRUCTOR (AGRICULTURE)	Rs.9300—34800 + Grade Pay of Rs.4400/-	Rs.9300—34800 + Grade Pay of Rs.4700/-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
7.	SILK SCREEN DESIGNER	Rs.9300—34800 + Grade Pay of Rs.4300/-	Rs.9300—34800 + Grade Pay of Rs.4600/-
8.	ARTIST	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay of Rs.4200/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **AGRICULTURAL ENGINEERING DEPARTMENT**

### **CHIEF ENGINEER (AGRL. ENGG. )**

Engineering Graduates' Association, Tamil Nadu Agricultural Engineering Department has requested to revise the scale of pay of Chief Engineer (AE) from Rs.16400—20000 to 18400—22400 ( pre-revised) with corresponding revised scale of pay of Rs.37400—67000 + Grade Pay of Rs.10,000/-. The Commission recommends that the recommendation made for the post of Chief Engineer in Public Works Department may be made applicable to this post.

### **SUPERINTENDING ENGINEER (AGRL. ENGG.)**

Engineering Graduates' Association, Tamil Nadu Agricultural Engineering Department has requested to revise the scale of pay of Superintending Engineer (AE). The Commission recommends that the scale of pay recommended to the post of Superintending Engineer in Public Works Department may be made applicable to this post.

### **EXECUTIVE ENGINEER (AE)**

Engineering Graduates' Association has requested to revise the scale of pay of Executive Engineer (AE) from Rs.15600—39100 + Grade Pay of Rs.6600/- to Rs.15600—39100 + Grade Pay of Rs.7600/-. The Commission recommends that the upgraded scale of pay recommended to the Executive Engineer in Public Works Department may be made applicable to this post.

### **ASSISTANT EXECUTIVE ENGINEER (AE)**

The Tamil Nadu Agricultural Engineers' Association has requested to revise the scale of pay of Assistant Executive Engineer (AE) from Rs.15600—39100 + Grade Pay of Rs.5400/- to Rs.15600—39100 + Grade Pay of Rs.6600/-. The Commission recommends that the upgraded scale of pay recommended to the post of Assistant Executive Engineer in Public Works Department may be made applicable to this post.

### **ASSISTANT ENGINEER (AGRL. ENGG.)**

Engineering Graduates' Association has requested to revise the scale of pay of Assistant Engineer (AE) from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.5400 on par with Section Officer in Secretariat. The Commission has recommended a higher scale of pay for the post of Assistant Engineer in Public Works Department. Hence, the Commission recommends to place the Assistant Engineer (Agricultural Engineering) on par with their counterparts in Public Works Department.

### **JUNIOR ENGINEER (AGRL. ENGG.)**

The Tamil Nadu Agricultural Engineers' Association has requested to revise the scale of pay of Junior Engineer from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.15600—39100 + Grade Pay of Rs.5400 and merge the post with Assistant Engineer(AE) and also re-designate the post as Agricultural Engineer. The Commission observed that this post is placed on par with Junior Engineer in Public Works Department and hence recommends to continue the existing parity level.

## **STORE SUPERINTENDENT**

The Store Employees Association in Agricultural Engineering Department has requested to revise the scale of pay of Store Superintendent from Rs.9300—34800 + Grade pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with the Superintendents of the Tamil Nadu Ministerial Service. The Commission finds that the post of Store Superintendents and the Superintendents in Agricultural Engineering Department are classified under the Tamil Nadu Ministerial Service. Further, it is observed that promotion to the post of Store Superintendent from Store Keeper, takes about 25 years of service. The Commission finds that the scale of pay of Store Superintendent in Agricultural Engineering and Superintendent were identical till the Fifth Tamil Nadu Pay Commission scales of pay. Considering the workload and job responsibilities of the Store Superintendent and Superintendents, the Commission finds justification to retain the same pay relativity between the posts of Store Superintendent and Superintendent that existed prior to Fifth Pay Commission, recommends to revise the scale of pay of the post of Store Superintendent on par with Superintendents. Hence, the Commission recommends that the scale of pay of Store Superintendent in Agricultural Engineering Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade pay of Rs.4800/- notionally with effect from 12—12—2007.

Representations have also been received from the Engineering Graduates' Association /Tamil Nadu Soil Conservation Field Assistant Association/ Tamil Nadu Agricultural Engineers' Association / The Store Staff Association in Agricultural Engineering Department / Tamil Nadu Agricultural

Drilling Branch Subordinates Association / Tamil Nadu Agricultural Engineering Department R.B.U. Technical Employees Association / Tamil Nadu Government Agricultural Engineering Department Bulldozers and Tractor Operators Employees Association / Tamil Nadu Agricultural Engineering Department Technical Employees Association / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	ASSISTANT SOIL CONSERVATION OFFICER	Rs.5200—20200 + Grade Pay of Rs.2800/-	Rs.9300—34800 + Grade Pay of Rs.4400/-
2.	JUNIOR DRAUGHTING OFFICER	Rs.5200—20200 + Grade Pay of Rs.2800/-	Rs.9300—34800 + Grade Pay of Rs.4400/-
3.	STORE KEEPER	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade pay of Rs.2400/-
4.	STORE ATTENDER	Rs.4800—10000 + Grade Pay of Rs.1400/-	Rs.5200—20200 + Grade pay of Rs.2800/-
5.	ASSISTANT DRILLER	Rs.5200—20200 + Grade Pay of Rs.1900/-	Rs.9300—34800 + Grade Pay of Rs.4200/-
6.	DRILLER	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay of Rs.4400/-
7.	DRILL SUPERVISOR	Rs.5200—20200 + Grade Pay of Rs.2600/-	Rs.9300—34800 + Grade Pay of Rs.4600/-
8.	DIESEL MECHANIC CUM FITTER	Rs.9300—34800 + Grade Pay of Rs.4400/-	Rs.9300—34800 + Grade Pay of Rs.4800/-
9.	INSPECTOR OF HAND BORING SET, GRADE—I	Rs.5200—20200 + Grade Pay of Rs.2600/-	Rs.9300—34800 + Grade Pay of Rs.4600/-
10.	INSPECTOR OF HAND BORING SET, GRADE—II	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay of Rs.4400/-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
11.	INSPECTOR OF HAND BORING SET, GRADE—III	Rs.5200—20200 + Grade Pay Rs.1900/-	Rs.9300—34800 + Grade Pay of Rs.4200/-
12.	ROCK DRILL OPERATOR	Rs.5200—20200 + Grade Pay Rs.1800/-	Rs.5200—20200 + Grade pay of Rs.2000/-
13.	AIR COMPRESSER – CUM – DRIVER	Rs.5200—20200 + Grade Pay Rs.1900/-	Rs.5200—20200 + Grade pay of Rs.2400/-
14.	SENIOR TRACTOR DRIVER	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.5200—20200 + Grade Pay of Rs.2800/-
15.	JUNIOR TRACTOR DRIVER	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
16.	TRACTOR CLEANER	Rs.4800—10000 + Grade Pay of Rs.1300/-	Rs.5200—20200 + Grade Pay of Rs.1900/-
17.	FITTER GRADE—II, HAMMERMAN GRADE—II, BLACKSMITH, GRADE—II, TURNER, GRADE—II, WELDER, GRADE—II, ELECTRICAL SUPERVISOR, GRADE—II, ELECTRICIAN, GRADE—II, MACHINIST, GRADE—II, CARPENTER, GRADE—II, MILLER, GRADE—II, TINKER, GRADE—II, CARPENTER-CUM-PATTEN MAKER, GRADE—II AND COPPER SMITH GRADE—II.	Rs.5200—20200 + Grade Pay of Rs.1900/-	Rs.5200—20200 + Grade Pay of Rs.2800/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **AGRICULTURAL MARKETING**

### **SUPERINTENDENT OF MARKET / MANAGER / INSPECTOR OF LICENSED PREMISES**

The Tamil Nadu Agricultural Marketing Department (Marketing Committee) Association has requested to revise the scale of pay of Superintendent of Market from Rs.9300—34800 plus Grade pay of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4900/- on par with the promotional post for Superintendents. The Commission finds that the post of Superintendent of Market, Inspector of Licensed Premises and Manager are comparable with the post of Ministerial Superintendent. The Commission also finds that the post of Superintendent of Market, Inspector of Licensed Premises and Manager are interchangeable posts. Considering the identical nature of work, the Commission finds justification to grant a uniform scale of pay and revise the scale of pay of the post of Superintendent of Markets / Manager / Inspector of Licensed Premises on par with the Superintendents (Ministerial) as Rs.7000—11500 (Pre-revised) with corresponding revised scale of pay irrespective of the date of appointment i.e. prior to 1.10.84 or after 1.10.84. Hence, the Commission recommends that the scale of pay of Superintendent of Markets / Manager / Inspector of Licensed Premises in Agricultural Marketing Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4600 (Pre-revised 6500—10500) to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Superintendent notionally with effect from 12—12—2007.

**SUPERVISOR, JUNIOR SUPERINTENDENT, SENIOR CLERK,  
HEAD ACCOUNTANT.**

The Tamil Nadu Agricultural Marketing Department (Marketing Committee) Association has requested to revise the scales of pay of the posts of Supervisor, Junior Superintendent, Senior Clerk and Head Accountant from Rs.9300—34800 plus Grade pay of Rs.4200/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Superintendent. The Commission finds that the posts of Supervisor, Junior Superintendent, Senior Clerk and Head Accountant are already granted higher scales of pay when compared to the post of Ministerial Assistant. The Commission also finds that the posts of Supervisor, Junior Superintendent, Senior Clerk and Head Accountant are interchangeable posts. Hence, the Commission finds no anomaly in the existing scale of pay of Rs.9300—34800 + Grade Pay of Rs.4200/- granted to the posts of Supervisor, Junior Superintendent, Senior Clerk and Head Accountant.

**ADI DRAVIDAR AND TRIBAL WELFARE,**  
**BACKWARD CLASSES AND MOST BACKWARD CLASSES**

**B.T. WARDEN**

Tamil Nadu Government Officials Union has requested on behalf of Tamil Nadu Backward and Most Backward Warden – Teacher Association to revise the scale of pay of B.T.Warden as Rs.9300—34800 with grade pay of Rs.4800 in the revised pay structure. The Commission observed that at present the above post is equated with the B.T.Assistant of School Education Department. Hence, the Commission recommend that the recommendation made for the post of B.T.Assistant in School Education Department may be extended to this post.

**SECONDARY GRADE WARDEN**

Backward, Most Backward and Adi Dravidar Welfare Warden – Teacher Association's Federation has requested to revise the scale of pay of Secondary Grade Warden on par with Primary School Headmasters (i.e) at Rs.9300—34800 + Grade Pay of Rs.4300. At present, the Secondary Grade Warden is placed on par with that of Secondary Grade Teachers. Hence, the Commission recommend that the recommendation made for Secondary Grade Teacher in School Education Department may be made applicable to this post also.

Representations have also been received from Tamil Nadu Scheduled Caste and Scheduled Tribes Welfare School / Hostel Employees Association/Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Cooks	4800—10000+1300	On par with Group 'D' employees of Central Government.
2.	Watchman	4800—10000+1300	Rs.10000

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **ANIMAL HUSBANDRY DEPARTMENT**

### **VETERINARY ASSISTANT SURGEON**

The Tamil Nadu Veterinary Assistant Surgeons Association has requested to revise the scale of pay of Veterinary Assistant Surgeon from Rs.9300—34800 + Grade Pay of 4700/- to Rs.15600—39100 + Grade Pay of Rs.5400/- on par with the Veterinary Officers in Government of India. The One Man Commission 1998 has already examined the request of the Association seeking revision of scale of pay of Veterinary Assistant Surgeon. The Commission has made the following recommendation:-

“After an in depth study of the qualification of the Veterinary Assistant Surgeons, the Fifth Central Pay Commission has improved the scale of pay of Veterinary Assistant Surgeon on par with Civil Assistant Surgeons with M.B.B.S. qualification. This Commission has decided to adopt Central Pay parity for the comparable posts in the State in consonance with the policy of Government. Considering the qualification, identical job factors and scale levels of the Veterinary Assistant Surgeons and the similar post in Government of India, this Commission recommends revision of scale of pay of the post of Veterinary Assistant Surgeon from Rs.6500—11100 to Rs.8000—13500”.

Further, the Commission observed that based on the recommendations of the Sixth Central Pay Commission the parity with General Duty Medical Officers and Dental Doctors and Veterinary Officers requiring a Degree in B.V.Sc., in Animal Husbandry along with registration in the Veterinary Council of India has been continued and they have been placed in the scale of pay of Rs.15600—39100 + Grade Pay of Rs.5400/- in the revised pay structure. The Commission therefore taking into account the similarity in qualification and job factors of this post in the State Government and Government of India,

endorses the recommendation made by the earlier One Man Commission 1998. Accordingly, the Commission recommends that the scale of pay for the post of Veterinary Assistant Surgeon in Animal Husbandry Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.5400/-. Consequently, the Commission also recommends that the scale of pay of the promotion post viz., Assistant Director may be revised from Rs.15600—39100 + Grade Pay of Rs.5400/- to Rs.15600—39100 + Grade Pay of Rs.5700/-.

### **STATISTICAL OFFICERS**

The Tamil Nadu Government Officials' Union has requested to revise the scale of pay for the post of Statistical Officers from Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.15600—39100 + Grade Pay of Rs.5400/-. Though there is no hierarchical relativity of the Statistical Officer and the Superintendent the Commission finds that their counterparts in Economic and Statistics department are placed one level above at Rs.6500—10500 (Pre-revised). In order to maintain the horizontal pay relativity, the Commission considers it reasonable to revise the pay scale of Statistical Officer in Animal Husbandry Department on par with the similar post in Economics and Statistics Department. Hence, the Commission recommends that the scale of pay of Statistical Officer in Animal Husbandry Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4600/-.

### **STATISTICAL INSPECTOR**

Tamil Nadu Government Officials Union has requested to revise the scale of pay for the post of Statistical Inspector from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4400/-. The Commission finds that the post of Statistical Inspector in the

Economics & Statistics Department is placed at Rs.9300—34800 + Grade Pay of Rs.4400/-. Hence, the Commission finds justification to revise the scale of pay for the post of Statistical Inspector in Animal Husbandry Department on par with their counterparts in Economics and Statistics Department and accordingly recommends revision of scale of pay of this post from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4400/-.

### **DAIRY EXTENSION ASSISTANT**

The Tamil Nadu Livestock Inspectors Association has requested to revise the scale of pay of Dairy Extension Assistant from Rs.9300—34800 + Grade Pay 4200 to Rs.9300—34800 + Grade Pay 4600 on par with Animal Supervisor in Central Government and the Assistant Section Officers in the Tamil Nadu Secretariat Service. The Commission observed that the qualification prescribed for this post is SSLC with diploma in Animal Husbandry or 11 months Live Stock Inspector Course. The qualification, nature of work and job responsibilities of this post is not at all comparable with that of Assistant Section Officers in Secretariat. The Commission therefore do not find any valid reason to revise the existing pay scale.

### **TAMIL NADU VETERINARY AND ANIMAL SCIENCES UNIVERSITY**

The Registrar, TANVAS has pointed out that a Typist (SG) in the scale of pay of Rs.5200—20200 + Grade Pay Rs.2400/- when promoted as Typist Grade-I in the scale of pay of Rs.5200—20200 + Grade Pay Rs.2400/-, there is no benefit since the scale of pay for the above two posts are identical ( i.e.), there is no difference in the Grade Pay corresponding to the Promotional post and feeder post and therefore requested to rectify this anomaly. The Commission finds that Typists who opt to remain in the Typist line on completion of 18 years of service are entitled for promotion as Typist,

Grade—I. The Commission observed that no change has been made in the system of sanctioning one increment benefit on promotion among posts on identical scales of pay in the revised pay structure.

Representations have also been received from the Tamil Nadu Livestock Inspectors Association / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	SENIOR VETERINARY AND LIVESTOCK SUPERVISOR	Rs.9300—34800 + Grade Pay of Rs.4600/-	Rs.15600—39100 + Grade Pay of Rs.5400/-
2.	LIVESTOCK INSPECTOR, GRADE-I	Rs.9300—34800 + Grade Pay of Rs.4200/-	Rs.9300—34800 + Grade Pay Rs.4600/-
3.	LIVESTOCK INSPECTOR, GRADE-II	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay Rs.4200/-
4.	ANIMAL HUBANDRY ASSISTANT	Rs.4800—10000 + Grade Pay of Rs.1400/-	Rs.5200—20200 + Grade Pay of Rs.2000/-
5.	PLANT OPERATOR	Rs.5200—20200 + Grade Pay of Rs.2600/-	Rs.5200—20200 + Grade Pay of Rs.2800/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## ARCHAEOLOGY DEPARTMENT

### LIBRARIAN

The individual Thiru R. Chandramohan, Librarian in Oriental Manuscript Library and Research Centre, Chepauk, Chennai-5 has requested to revise the scale of pay of his post from Rs.5500—9000 to Rs.8000—13500 (pre-revised) and the same has been endorsed by the Commissioner of Archaeology. The Commission is of the view that the job responsibilities and the volume of work of this post is comparable with that of the Librarian under 'Common Category' and no special dispensation is justified.

Representations have also been received from the Tamil Nadu Archaeology Employees Association / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of Pay Rs.	Requested Scale of Pay Rs.
1.	Deputy Director	15600—39100+5700	15600—39100+6600
2.	Archaeology Conservation Junior Engineer	9300—34800+4400	9300—34800+4600 (On Par with Assistant Engineer)
3.	Epigraphist, Archeological Officer/ Curator, Archeologist	9300—34800+4500	9300—34800+4900
4.	Technical Assistant	9300—34800+4200	9300—34800+4700
5.	Senior Foreman	5200—20200+2600	9300—34800+4200
6.	Compositor, Machine Minder, Printer-cum-Binder, Binder	4800—10000+1650	5200—20200+1900
7.	Maistry	4800—10000+1650	5200—20200+1900
8.	Epigraphical Attender	4800—10000+1650	5200—20200+2400
9.	Binders and Menders (Oriental Manuscript Library)	5200—20200+1800	5200—20200+1900

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
10.	Curator (Oriental Manuscript Library)	15600—39100+5400	15600—39100+7600
11.	Assistant Librarian	9300—34800+4200	9300—34800+4600
12.	Pulavar (Tamil, Telugu, Sanskrit and Urudhu – Oriental Manuscript Library)	9300—34800+4200	9300—34800+4600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **ARCHIVES DEPARTMENT**

### **RESEARCH ASSISTANT / RESEARCH OFFICER / SUPERINTENDENT GRADE-A**

The Principal Commissioner, Archives and Historical Research has requested to revise the scale of pay of Research Assistant from Rs.5500—9000 to Rs.5900—9900 in the pre-revised scale of pay. Considering the revision of scale of pay of the Ministerial Superintendent as Rs.5700—9200 and the promotion post of the Superintendent Grade-B.

The Commission observed that though the post of Research Assistant is said to be the feeder category for the post Superintendent Grade-B, these two posts are placed on the same pay scale of Rs.5500—9000 in the pre-revised pay structure and no anomaly was pointed out earlier. Subsequently, the pay scale of Superintendent Grade-B was revised as Rs.5700—9900 and later as Rs.7000—11500 (as per the recommendation of Official Committee-2009). The above revision granted to Ministerial Superintendent has not been extended to the post of Research Assistant.

Under the above circumstances and taking into consideration of the earlier pay relativity as above, the Commission recommends that the scale of pay of the post of Research Assistant may be placed on par with that of Superintendent Grade-B (i.e) as Rs.7000—11500 (pre-revised scale) with the corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4800 notionally with effect from 12—12—2007. The Commission also suggests that necessary proposals may be obtained by the Higher Education Department from the Commissioner of Archives for amending the relevant rules accordingly.

Consequent on the revision of the scale of pay of the Superintendent Grade-B / Research Assistant in the pre-revised scale as Rs.7000—11500 and a corresponding revised scale of pay of Rs.9300—34800+ Grade Pay of Rs.4800/-, the Commission consider that the revision of scale of pay of Research Officer and Superintendent Grade-A which are the promotional posts are to be placed one level above the post of Superintendent Grade-B / Research Assistant. As such, the Commission recommends that the scale of pay of Research Officer and the Superintendent Grade –A may be revised from Rs.6500—10500 to Rs.7500—12000 in the pre-revised scale with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4900. The above revision may be given notional effect from 12-12-2007.

Representations have also been received from the Editor and Assistant Editor, Gazetteer Sections requesting revision of scale of pay as follows:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Editor	15600—39100+5400	15600—39100+6600
2.	Assistant Editor	9300—34800+4500	15600—39100+5400

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **COMMERCIAL TAXES**

### **JOINT COMMISSIONER**

Tamil Nadu Commercial Taxes Officials Association has requested to revise the scale of pay for the post of Joint Commissioner from Rs.15600—39100 + Grade Pay of Rs.7,600/- to Rs.37400—67000 + Grade Pay of Rs.8,700/-. The Commission finds that the post of Joint Commissioner in Commercial Taxes Department has been placed on par with that of Joint Commissioners / Joint Directors in other Heads of Department. Hence, the Commission finds no anomaly in the existing scale of pay.

### **COMMERCIAL TAX OFFICER**

Tamil Nadu Commercial Tax Officers and Assistant Commercial Tax Officers Association have requested to revise the scale of pay of the post of Commercial Tax Officer from Rs.9300—34800 + Grade Pay of Rs.4,600/- to Rs.15600—39100 + Grade Pay of Rs.6,600/- or to place this post on par with that of Section Officer in Secretariat at Rs.15600—39100 + Grade Pay of Rs.5,400/-. The post of Commercial Tax Officer is not comparable with the post of Section Officer in Secretariat. However, the Commission noticed that the post of Assistant Commercial Tax Officer which is the feeder category to the post of Commercial Tax Officer has been placed on par with the Ministerial Superintendents at Rs.9300—34800 + Grade Pay of Rs.4,800/-

and hence there is justification to place the promotion category one level above that of feeder category. Considering the above fact, the Commission recommends for revision of scale of pay of the post of Commercial Tax Officer from Rs.9300—34800 + Grade Pay of Rs.4,600/- to Rs.9300—34800 + Grade Pay of Rs.4,900/- notionally with effect from 12--12—2007.

**REDESIGNATION OF THE POST OF ASSISTANT COMMERCIAL TAX OFFICER AS DEPUTY COMMERCIAL TAX OFFICER**

The Commercial Taxes & Religious Department has referred a file to One Man Commission based on the proposal of Principal Secretary & Commissioner of Commercial Taxes to re-designate the post of Assistant Commercial Tax Officer as Deputy Commercial Tax Officer without any change in the existing scale of pay. The Commission observed that the posts of Deputy Commercial Tax Officer to Joint Commissioner in Commercial Taxes Department have already been re-designated as Commercial Tax Officer, Assistant Commissioner, Deputy Commissioner, Joint Commissioner and Additional Commissioner without any change in their scales of pay. The next level promotion post for entry level post of Assistant Commercial Tax Officer is Deputy Commercial Tax Officer and the said post has already been re-designated as Commercial Tax Officer. The Commission finds justification to re-designate the post of Assistant Commercial Tax Officer as Deputy Commercial Tax Officer so as to maintain the hierarchical status of the post in Commercial Taxes Department. Accordingly, the Commission recommends to re-designate the post of Assistant Commercial Tax Officer as Deputy Commercial Tax Officer without any change in the existing scale of pay.

Representations have also been received from the Tamil Nadu Commercial Tax Officials Association / Tamil Nadu Commercial Tax Officers and Assistant Commercial Tax Officers Associations requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Additional Commissioner	37400—67000 + Grade Pay -- 8800	37400—67000 + Grade Pay – 10000
2.	Deputy Commissioner	15600—39100 + Grade Pay – 6600	15600—39100 + Grade Pay – 7600
3.	Assistant Commissioner	15600—39100 + Grade Pay - 5400	15600—39100 + Grade Pay – 6600
4.	Assistant Commercial Tax Officer	9300—34800 + Grade Pay -- 4800	15600—39100 + Grade Pay – 5400
5.	System Analyst	15600—39100 + Grade Pay - 6600	15600—39100 + Grade Pay – 7600
6.	Programmer	15600—39100 + Grade Pay - 5400	15600—39100 + Grade Pay – 6600
7.	Deputy Programmer	9300—34800 + Grade Pay -- 4600	15600—39100 + Grade Pay – 5400
8.	Assistant Programmer	9300—34800 + Grade Pay -- 4400	9300—34800 + Grade Pay – 4600
9.	System Assistant (erstwhile Transcribers / Data Entry Operators)	5200—20200 + Grade Pay -- 2400	9300—34800 + Grade Pay -- 4900

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

**CO-OPERATION**  
**(Cooperative Societies & Cooperative Housing)**

**JOINT REGISTRAR OF COOPERATIVE SOCIETIES**

The Joint Registrar of Cooperative Societies have been placed on par with that of Joint Directors of other departments at Rs.15600—39100 + Grade Pay of Rs.7,600/- as against the pre-revised scale of pay of Rs.12000—16500. Therefore, the Commission finds that the existing parity level is quite appropriate and need not be disturbed.

**COOPERATIVE SUB-REGISTRAR**

Tamil Nadu Government Cooperative Department Employee's Association, Tamil Nadu Cooperative Nadunilai Officials Association and Tamil Nadu Cooperative Department Subordinate Officers Association have requested to revise the pre-revised scale of pay of the post of Cooperative Sub-Registrar from Rs.5900—9900 to Rs.7500—12000 with effect from 12—12—2007 and fix the corresponding scale of pay in the revised pay structure at Rs.9300—34800 with Grade Pay of Rs.4,900/-. The Registrar of Cooperative Societies has also recommended for revision of scale of pay of the above post. The Commission noticed that considering the administrative duties and responsibilities of the post of Cooperative Sub-Registrar, the One Man Commission, 1998 has recommended to place this post along with the scale of pay of Inspector of Police, Block Development Officer and Tahsildar, in the pre-revised scale of pay of Rs.6500—10500. The Official Committee, 2009 has recommended to place the posts of Inspector of Police,

Block Development Officer and Tahsildar at Rs.7500—12000 with effect from 12—12—2007 with corresponding revised scale of pay of Rs.9300—34800 with Grade Pay of Rs.4,900/-. Endorsing the recommendations of One Man Commission, 1998 and in order to maintain the earlier pay parity and horizontal pay relativity, this Commission recommends to revise the pre-revised scale of pay of the post of Cooperative Sub-Registrar as Rs.7500—12000 with corresponding revised pay scale of Rs.9300—34800 + with Grade Pay of Rs.4,900/- notionally with effect from 12—12—2007.

### **SENIOR INSPECTOR OF COOPERATIVES**

Tamil Nadu Government Cooperative Department Employee's Association, Tamil Nadu Cooperative Nadunilai Officials Association and Tamil Nadu Cooperative Department Subordinate Officers Association have requested to revise the scale of pay of the post of Senior Inspector of Cooperatives in the revised pay structure at Rs.9300—34800 with Grade Pay of Rs.4,700/-. The Commission observed that the One Man Commission, 1998 has recommended to revise the pre-revised scale of pay of the post of Senior Inspector of Cooperatives from Rs.5000—8000 to Rs.5300—8300. Taking into account the above recommendations and considering the job responsibilities of this post and comparability of this post with that of Assistant Inspector of Local Fund Audit and Senior Cooperative Audit Officer in Cooperative Audit Department, the Commission recommends to place this post in the pre-revised scale of pay from Rs.5000—8000 to Rs.5300—8300 with appropriate revised scale of Rs.9300—34800 + Grade Pay of Rs.4,300/-.

Representations have also been received from the Tamil Nadu Government Cooperative Department Employees Association requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		Rs.	Rs.
1.	Deputy Registrar of Cooperatives	15600--39100 + Grade Pay – 5400	15600--39100 + Grade Pay -- 6600
2.	Junior Inspector of Cooperatives	5200—20200 + Grade Pay -- 2400	9300--34800 + Grade Pay -- 4300

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **COOPERATIVE AUDIT**

### **JOINT DIRECTOR**

Tamil Nadu State Cooperative Audit Department Officials Association has requested to revise the pre-revised scale of pay of the post of Joint Director of Cooperative Audit from Rs.12000—16500 to Rs.15000--18600 on par with Additional Registrar of Cooperatives and fix the corresponding revised scale at Rs.37400—67000 with Grade Pay of Rs.8,800/-. The Commission observed that this post is comparable with that of the Joint Directors of other departments including the Joint Registrar of Cooperative Societies and placed on identical scale of pay. Therefore, the Commission finds that the existing parity level is quite appropriate and need not be disturbed.

### **COOPERATIVE AUDIT OFFICER**

Tamil Nadu State Cooperative Audit Department Officials Association has requested to revise the scale of pay of the post of Cooperative Audit Officer on par with the post of Inspector of Local Fund Audit. The Commission finds that considering the duties and responsibilities of this post, the One Man Commission,1998 has recommended to elevate the pre-revised scale of pay of the post of Cooperative Audit Officer from Rs.5900—9900 to Rs.6500—10500. However, the Commission has considered that this post has all along been placed one level above that of Ministerial Superintendent and also comparable with that of Inspector of Local Fund Audit. Taking note of the above situation, the Commission

recommends that the post of Cooperative Audit Officer be placed one level above the Superintendents in the pre-revised scale of pay and accordingly recommends that the scale of pay of Cooperative Audit Officer may be revised from Rs.5900—9900 to Rs.7500—12000 and granted the corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,900/- notionally with effect from 12—12—2007.

### **SENIOR COOPERATIVE AUDITOR**

Tamil Nadu State Cooperative Audit Department Officials Association has requested to revise the pre-revised scale of pay of the post of Senior Cooperative Auditor from Rs.5000—8000 to Rs.5500--9000 and accordingly fix the corresponding revised scale of pay. Taking note of the recommendations of the One Man Commission, 1998 in respect of this post and pay revision recommended to the comparable posts of Assistant Inspector in Local Fund Audit and its promotion post viz. Cooperative Audit Officer, the Commission recommends to place this post in the pre-revised scale of pay of Rs.5300—8300 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,300/-.

The Tamil Nadu Cooperative Audit Department Employees Association and Tamil Nadu Kooturavu Thanikkaithurai Aluvalar Sangam have requested to revise the scale of pay of certain categories coming under Common Category and also requested to enhance the HRA., CCA., Bonus, and Traveling Allowance. The Commission observed that various service associations have also raised the same issue and therefore, the Commission suggest that these issues may be taken up separately for examination by Government as these requests involve huge expenditure and has to be decided based on the policy decision of the Government.

Representations have also been received from the various service associations of Cooperative Audit Department requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Director	37400--67000 + Grade Pay Rs.8,900/-	37400--67000 + Grade Pay Rs.10,000/-
2.	Assistant Director	15600--39100 + Grade Pay Rs.5,400/-	15600--39100 + Grade Pay Rs.6,600/-
3.	Junior Cooperative Auditor	5200—20200 + Grade Pay Rs.2,400/-	5200—20200 + Grade Pay Rs.4,800/-

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## ECONOMICS & STATISTICS

### JOINT DIRECTOR

The post of Joint Director has been granted the revised scale of pay of Rs.15600—39100 with Grade Pay of Rs.7,600/- as against the pre-revised scale of pay of Rs.12000—16500 on par with other Joint Directors. The Joint Director of Agriculture Department is presently placed on par with the Joint Directors of all other departments. Therefore, the Commission do not find any valid reason to grant a higher pay scale to this post and accordingly recommend that the existing pay relativity may be continued.

2. Representations have been received from the Tamil Nadu Statistics Officers Association and Tamil Nadu Government Statistics Subordinate Officers Associations requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		Rs.	Rs.
1.	Additional Director	37400—67000 + Grade Pay -- 8700	37400—67000 + Grade Pay -- 8800
2.	Deputy Director	15600--39100 + Grade Pay -- 6600	15600--39100 + Grade Pay -- 7600
3.	Assistant Director	15600--39100 + Grade Pay -- 5400	15600--39100 + Grade Pay -- 6600
4.	Assistant Statistical Investigator	5200--20200 + Grade Pay -- 2400	9300—34800 + Grade Pay -- 4200
5.	Statistical Inspector	9300—34800 + Grade Pay -- 4400	9300—34800 + Grade Pay -- 4800
6.	Statistical Officer	9300—34800 + Grade Pay -- 4600	9300—34800 + Grade Pay -- 5400

The Commission examined the requests of the associations in respect of the above said posts based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **SCHOOL AND ELEMENTARY EDUCATION**

Various Teachers associations have represented before the One Man Commission seeking revision of scales of pay on par with their counterpart working in Kendriya Vidyalaya Schools as shown below:

Sl. No	Name of the post	Pre-revised scale of pay (Rs.)	Existing revised scale of pay (Rs.)	Upgradation sought for with pre-revised scale of pay (Rs.)	Revision of scale of pay sought for in the revised scales (Rs.)
(1)	(2)	(3)	(4)	(5)	(6)
1.	Secondary Grade Teacher	4500—7000	5200-20200 +2800	6500—10500	9300—34800 + 4200
2.	B.T.Assistant including Tamil Pandit	5500—9000	9300-34800 +4400	7450—11500	9300—34800 + 4600
3.	P.G.Assistant	6500—10500	9300-34800 +4600	7500—12000	9300—34800 + 4800
4.	Head Master, Primary School	5300—8300	9300-34800 +4300	5900—9900	9300—34800 + 4500
5.	Head Master, Middle School	5300—8300	9300-34800 +4300	5900—9900	9300—34800 + 4500
6.	Head Master, High School	6500—10500	9300-34800 +4600	8000—13500	15600—39100 + 5400
7.	Head Master, Higher Secondary School	8000—13500	15600-39100 +5400	12000—16500	15600—39100 +7600

### **SECONDARY GRADE TEACHER INCLUDING PHYSICAL EDUCATION TEACHER AND EQUIVALENT CATEGORIES**

The existing scale of pay of Secondary Grade Teacher is Rs.5200—20200 + Grade Pay of Rs.2800. The revision of scale of pay sought for by the associations is Rs.9300—34800 + Grade Pay of Rs.4200.

The Commission observed that based on the recommendations of the Fourth Tamil Nadu Pay Commission, the Junior Assistants and Secondary Grade Teachers were granted an identical scale of pay of Rs.610—1075 with effect from 1-10-84. Subsequently based on the recommendations of the Fifth Tamil Nadu Pay Commission, the Junior Assistants in the Ministerial Service were granted the revised scale of pay of Rs.975—1660 and the Secondary Grade Teachers were granted the scale of pay of Rs.1200—2040 with effect from 1-6-88. Consequent on the grant of higher scale of pay to Secondary Grade Teachers due to the transition to Central scales of pay to State Government employees, the Ministerial Junior Assistants were placed on lower scales of pay as compared to the pre-revised scales of pay. The Secondary Grade Teacher which was on par with Junior Assistants were placed on par with Ministerial Assistants. However, to alleviate the difference in emoluments among these categories an alternative benefit in lieu of scale revision at the rate of 5% of basic pay as on 1-8-92 was granted as personal pay to these categories. Likewise the Official Committee 1998 has granted the corresponding revised scale of pay of Rs.4000—6000 to Secondary Grade Teachers with effect from. 1-1-96. Subsequently, based on the recommendations of the One Man Commission, 1998 the scale of pay of Secondary Grade Teachers has been revised from Rs.4000—6000 to Rs.4500—7000 above that of the Ministerial Assistants. Considering the wide difference in the pay scales between the Teachers and Ministerial categories,

the One Man Commission has recommended to grant 5% Personal Pay to the Ministerial Categories as an alternative benefit in lieu of further scale revision to these categories. Accordingly, orders were issued to grant 5% of basic pay as on 1-9-98 to all those categories of employees who have been granted with 5% P.P prior to 1-1-96. Moreover, based on the recommendations of Official Committee, 2009 the benefit of 5% P.P granted to certain categories has been ordered to be dispensed with in the revised pay structure.

The Commission would like to point out that the number of schools and number of Secondary Grade Teachers(Primary School Teachers) in Government of India (Kendriya Vidyalaya Schools) are very less i.e. 1017 as compared to the number of Secondary Grade Teachers(1,16,129) in our State. Further, the Kendriya Vidyalaya Schools are almost functioning in Corporation areas and Urban Cities whereas the Primary Schools and Elementary Schools in our State are functioning mostly in Villages and rural areas where the cost of living is very cheaper. It is also to be pointed out that no major State is employing lakhs of teachers as in the case of Tamil Nadu and it is also ascertained that they have not adopted Central Scales of Pay. Further the Commission also noticed that the teachers in our Government are fairly paid as compared to their counterparts in some of the other states. It is seen that a Secondary Grade Teacher working in a remote village in Tamil Nadu is drawing a monthly salary of Rs.11,150/- per month in the minimum of

the existing revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2800/-.

In the above circumstances, if the scale of pay of Rs.9300—34800 + Grade Pay of Rs.4200 applicable to Primary School Teachers as in Kendriya Vidyalaya School is extended to the Secondary Grade Teachers in the State it will further distort the local pay relativity among other similarly placed categories and also invite requests for granting alternative benefit as allowed in the previous Pay Commission periods. Further, if this revision of scale of pay is extended to Secondary Grade Teachers it will lead to huge additional financial commitment of Rs.668 crores recurring per annum for Secondary Grade Teachers alone, which is three times more than the total commitment of the recommendations of this One Man Commission. Taking note of the above facts and the local pay relativities between the Secondary Grade Teachers and Ministerial categories, the Commission consider that there is no justification to grant further revision of scale of pay to the Secondary Grade Teachers. Hence, the Commission recommends retaining the scale of pay of Secondary Grade Teachers in the existing scale of pay of Rs.5200—20200 + Grade Pay of Rs.2800 itself. However, with a view to bridge the gap between the emoluments drawn by the Secondary Grade Teachers and Primary School Teachers in Kendriya Vidyalaya School the Commission considers appropriate to grant an alternative benefit in the form of “Special Allowance” at the rate of Rs.500/-p.m. to the Secondary Grade Teachers in the State in lieu

of further revision of scale of pay. This Special Allowance may also be extended to the Physical Education Teachers and other categories of Teachers in the grade of Secondary Grade Teacher.

### **B.T. ASSISTANT / POST GRADUATE ASSISTANT:**

The existing scale of pay of B.T. Assistant is Rs.9300—34800 + Grade Pay of Rs.4400/- and P.G. Assistant is Rs.9300—34800 + Grade Pay of Rs.4600/-. The revision of scale of pay sought for by the associations is Rs.9300—34800 + Grade Pay of Rs.4600/- for B.T. Assistant and the same pay scale with the Grade Pay of Rs.4800/- for P.G. Assistant. The Commission finds that the B.T. Assistant and P.G. Assistant in the State Government are already placed in the Pay Band-2 in the revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4400/- and Rs.4600/- respectively as in Government of India and there is only a difference of a meager amount of Rs.200/- in the grade pay as compared to the pay scale granted to their counterpart in Government of India. Endorsing the views in the previous paragraphs, the Commission do not consider it necessary to raise the pay scales of B.T.Assistant / P.G. Assistant as requested.

### **HEAD MASTER, PRIMARY SCHOOL / MIDDLE SCHOOL**

The existing scale of pay of Head Master Primary School and Head Master Middle School is Rs.9300—34800 + Grade Pay of Rs.4300. The revision of scale of pay sought for by the associations is Rs.9300—34800 +

Grade Pay of Rs.4600. The Commission observed that there is no equivalent post available in Kendriya Vidyalaya Schools. In the pre-revised pay scales the Head Master Primary School / Middle School is placed one level below that of the B.T. Assistant and the same pay level is maintained in the revised pay structure also. As the Commission has not recommended for revision of scale of pay of B.T. Assistant, the Commission do not consider any valid reason to disturb the existing pay scale for these posts.

### **HEAD MASTER, HIGH SCHOOL**

The existing scale of pay of Head Master High School is Rs.9300—34800 + Grade Pay of Rs.4600. The revision of scale of pay sought for by the association is Rs.15600—39100 + Grade Pay of Rs.5400 on par with Vice Principal in Kendriya Vidyalaya Schools. The Commission observed that at present the Head Master, High School has been placed on par with P.G.Assistant. Hence, there is no justification to place the Head Master, High School in the scale of pay of Rs.15600—39100 + Grade Pay of Rs.5400 as that granted to the Deputy Collectors (Group-I Officers) who assists the District Collectors in the administration of the entire district. However taking note of the fact that the P.G. Assistant and Headmaster High School are placed on the same scale of pay and also considering the gap in the pay scale of this post which is placed in Pay Band-2 as compared to their counterparts in Government of India which is placed in Pay Band-3, the

Commission recommend grant of a “Special Allowance” of Rs.500/- per month for this post.

### **HEAD MASTER, HIGHER SECONDARY SCHOOL**

The existing scale of pay of Head Master Higher Secondary School is Rs.15600—39100 + Grade Pay of Rs.5400. The revision of scale of pay sought for by the associations is Rs.15600—39100 + Grade Pay of Rs.7600. The Commission observed that the existing revised scale of pay of Principals in Kendriya Vidyalaya School is Rs.15600—39100 + Grade Pay of Rs.7600. The scale of pay given to the Principals in Kendriya Vidyalaya School is on par with District Revenue Officers in the State who is discharging their duty as overall head of the District under Revenue side under the administrative control of the District Collector. The duties and job responsibilities of District Revenue Officers are heavy and not at all comparable with those of Head Master Higher Secondary Schools. The Head Master, Higher Secondary School is presently placed on par with the scale of pay of Deputy Collectors in Revenue Department and also District Educational Officer in the same Education Department at Rs.15600—39100 + Grade Pay of Rs.5400. The Commission consider that the post of Head Master, Higher Secondary School is filled by promotion and whereas in Kendriya Vidyalaya School two third is filled by direct recruitment through All India Advertisement. Further, the Head Master, Higher Secondary School is presently placed on par with District

Educational Officers and they are playing the role as the head of specific educational institutions and there is difference in mode of recruitment between the Principals, in Kendriya Vidyalaya School and the Head Master of Higher Secondary School. Hence, the Commission considers that there is no justification to equate them on par with Principals in Kendriya Vidyalaya School and also on par with District Revenue Officers distorting the local pay relativity. Further, the Commission consider that it would not be possible to alter the existing scales of pay of Head Master, High School, Head Master, Higher Secondary School as it will disturb the vertical relativity of the posts in School Education Department. The Commission therefore consider that there is no valid reasons to disturb the existing pay scale of this post.

### **PHYSICAL DIRECTOR GRADE-I**

Tamil Nadu Physical Education Teachers – Physical Directors Association has requested to revise the scale of pay as Rs.15600—39100 with grade pay of Rs.5700. The Commission finds that the existing scale of pay of Physical Director Grade-I is Rs.9300—34800+4600 (i.e) on par with P.G.Assistant and hence recommend to continue the existing pay relativity.

### **PHYSICAL DIRECTOR GRADE-II**

Regional Physical Education Inspectors Association has requested to revise the scale of pay of Physical Director Grade-II on par with P.G.Assistant. The Commission observed that at present the Physical Director Grade-II has

been placed on par with B.T.Assistant and hence recommend to continue the existing pay relativity.

### **COMPUTER INSTRUCTOR GRADE-I**

Tamil Nadu Higher Secondary School Computer Teachers Association has requested to revise the scale of pay on par with their counterpart in Central Government. The Commission observed that in the Official Committee'98 the scale of pay of Computer Instructor Grade-I has been placed on par with B.T.Assistant. Subsequently, in One Man Commission'98 the pay relativity among these posts has been maintained uniformly. The Commission therefore do not find any justification to revise the existing pay scale.

### **VOCATIONAL INSTRUCTOR (POST GRADUATE COMMERCE VOCATIONAL TEACHERS)**

Tamil Nadu Higher Secondary School Vocational Engineering Teachers has requested to revise the scale of pay on par with their counterpart in Central Government. The Commission observed that in the Official Committee'98 the scale of pay of Vocational Instructor has been placed on par with B.T.Assistant. Subsequently, in One Man Commission'98 the pay relativity among these posts has been maintained uniformly. The Commission therefore do not find any justification to revise the existing pay scale.

## **VOCATIONAL INSTRUCTOR (AGRICULTURE) AND VOCATIONAL INSTRUCTOR**

Tamil Nadu Agri-Graduate Vocational Teacher's Association and Tamil Nadu Higher Secondary School Vocational Teachers Association has requested to revise the scale of pay on par with P.G.Assistants. The Commission observed that Vocational Instructor (Agriculture) and Vocational Instructor have been placed on par with B.T.Assistant. The Commission therefore recommend to continue the existing pay relativity without any change.

## **CRAFT INSTRUCTOR**

Tamil Nadu Craft Education Teachers Association has requested to revise the scale of pay as Rs.5500—9000 in the pre-revised scale of pay and a corresponding revised scale of pay in the revised pay structure. The Commission observed that in the Official Committee'98, it was recommended to revise the scale of pay of Craft Instructor on par with Secondary Grade Teacher. On the same analogy, the scale of pay has been further revised on par with Secondary Grade Teacher in One Man Commission'98. Now, the Commission considers that it is necessary to maintain the pay relativity among the Secondary Grade Teacher and Craft Instructor. Accordingly, the Commission recommends granting an

alternative benefit of Rs.500/- p.m. as 'Special Allowance" to Craft Instructor also in lieu of scale revision as applicable to Secondary Grade Teachers.

**MUSIC MISTRESS, AGRICULTURE INSTRUCTOR, TAILORING INSTRUCTOR, WEAVING INSTRUCTOR, WOOD WORK INSTRUCTOR AND DRAWING MASTER**

Tamil Nadu Technical Teachers Association has requested to upgrade the Vocational Teachers as Graduate Teachers. The Commission observed that in the Official Committee'98 the scale of pay of above posts have been placed on par with Secondary Grade Teachers. Subsequently, the scale of pay of Secondary Grade Teacher was revised as Rs.4500—7000, based on that the scale of pay of Music Mistress alone has been revised on par with Secondary Grade Teachers, the other categories have been retained in the scale of pay of Rs.4000—6000 (pre-revised). Now, the Commission considers that it is necessary to maintain the pay relativity among the Secondary Grade Teacher and the Music Mistress as in the earlier occasion. Accordingly, the Commission recommends granting an alternative benefit of Rs.500/- p.m. as 'Special Allowance" to the Music Mistress alone. For the rest of the abovesaid categories the Commission finds justification to alleviate earlier pay disparity between the Instructors and Music Mistress based on the educational qualification and job responsibility. Hence, the Commission considers that it is quite appropriate to revise the scale of pay of above said Instructors on par with Music Mistress. Therefore, the Commission

recommends revising the scale of pay of above said Instructors from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs.5200—20200 + Grade Pay of Rs.2,800/- along with the 'Special Allowance of Rs.500/- p.m. on par with the Secondary Grade Teachers.

### **PRE-VOCATIONAL INSTRUCTOR**

Tamil Nadu Elementary School Teacher's Federation has requested to fix the scale of pay in the Pay Band-II. The Commission observed that during the Official Committee'98 the scale of pay of Pre-Vocational Instructor was placed on par with Secondary Grade Teachers. Subsequently, the scale of pay of Secondary Grade Teacher was revised as Rs.4500—7000 (pre-revised). Similarly, the scale of pay of Pre-Vocational Instructor has also been revised as Rs.4500—7000 (pre-revised). Now, the Commission considers that it is necessary to maintain the pay relativity among the Secondary Grade Teacher and Pre-Vocational Instructor. Hence, on the same analogy, the Commission recommends granting an alternative benefit of Rs.500/- p.m. as 'Special Allowance" to Pre-Vocational Instructor in lieu of scale revision as recommended to the Secondary Grade Teachers.

### **TRAINING INSTRUCTOR (FORMERLY MOTOR MECHANIC AND SENIOR MECHANIC)**

All India Teachers Peravai has requested to revise the scale of pay of Training Instructor as Rs.5500—9000 (pre-revised) on par with newly

recruited Vocational Instructor. The Commission observed that in the Official Committee'98 the scale of pay of newly recruited Training Instructor was revised as Rs.5500—9000 except the Training Instructors who have possessed the qualification of NAC and NTC(Formerly Motor Mechanic and Senior Mechanic). Subsequently, in One Man Commission,98 the scale of pay of Training Instructor (Formerly Motor Mechanic and Senior Mechanic) was further revised based on their working condition and job nature as Rs.4000—6000 (pre-revised) only, but not equal to the newly recruited Training Instructor. The anomalous situation was pointed out by the Director of School Education along with justification for pay parity of the Training Instructors who are carrying out the work on par with that of other Training Instructors working in Higher Secondary Schools. The Commission observed that at present only 10 Training Instructors are working in the department and their post will be vanished after their retirement and there will be no further recruitment for this category. Taking into consideration of the above facts the Commission considers that there is justification to revise the scale of pay of Training Instructor (Formerly Motor Mechanic and Senior Mechanic) on par with Vocational Instructor. Accordingly, the Commission recommends revising the scale of pay of Training Instructors (Formerly Motor Mechanic and Senior Mechanic) from Rs.5200—20200 + Grade Pay of Rs.2400 to Rs.9300—34800 + Grade Pay of Rs.4,400/-.

## **SOUND RECORDIST**

The Sound Recordist in Directorate of Teacher Education Research and Training, Chennai has requested to revise the scale of pay on par with that of their counter part in Film and T.V.Institute of Tamil Nadu. The Commission considers that the work load, job responsibilities and also stress and strain of work of the Sound Recordist in Film and T.V Institute are comparatively more than the School Education Department and hence not appropriate to equate these posts. However, the Commission observed that in the Official Committee'98 the scale of pay of Sound Recordist was placed on par with B.T.Assistant and hence recommend to continue the existing pay relativity with that of B.T. Assistant.

Representations have also been received from various Associations of School and Elementary Education Department requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Chief Education Officer	15600—39100+6600	37400—67000 +8700
2.	Assistant Director of Education	15600—39100+5400	15600—39100 +7600
3.	District Education Officer	15600—39100+5400	15600—39100 +6600
3.	Assistant Director of Education	15600—39100+5400	15600—39100 +7600
4.	District Elementary Education Officer	15600—39100+5400	15600—39100 +7600
5.	Assistant Elementary Education Officer	9300—34800+4500	9300—34800 +4900
6.	Principal in Aasiriyar Kalvi Payirchi Niruvanam	15600—39100+6600	Request complied
7.	Lecturer in Aasiriyar Kalvi Payirchi Niruvanam	9300—34800+4600	On par with College Lecturers

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
8.	Junior Lecturer in Aasiriyar Kalvi Payirchi Niruvanam	9300—34800+4400	9300—34800+4600
9.	Laboratory Assistant	5200—20200+1900	5200—20200+2800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **COLLEGIATE EDUCATION**

### **LABORATORY ASSISTANT / PROGRAMMING ASSISTANT / PROGRAMMER**

The Tamil Nadu Government Collegiate Computer Programmers Association has requested to merge the posts of Laboratory Assistant, Programming Assistant and Programmer and to grant the scale of pay of Rs.5900—9900 on par with similar posts in other Government Departments and re-designate the post as “Computer Programmer”. The Commission observed that the Lab Assistants in other departments are presently in the scale of pay of Rs.3050—4590. The qualification, nature of work and the job responsibilities of the Lab Assistant and that of Computer Programmer are entirely different and therefore the Commission finds no justification to merge these posts. Though the post was created in the Cadre of Lab Assistant, it is not justified to grant the pay scale as applicable to Lab Assistant. Hence, the Commission finds that the post of Computer Programmer in the cadre of Laboratory Assistant deserves equivalent pay scale as that of the Programming Assistant in the same department. Considering the similarity in qualification and the nature of work and job responsibilities attached to the post, the Commission recommends that the post of Computer Programmer in the cadre of Laboratory Assistant may be placed on par with the Programming Assistant / Programmer in this department and be re-designated as “Assistant Programmer”. The Commission also recommends that the posts of Programming Assistant / Programmer may be merged and commonly re-designated as “Assistant Programmer” and placed on the pre-revised scale of pay of Rs.5000—8000 and granted the corresponding revised pay scale of Rs.9300—34800 + Grade Pay of Rs.4200/-.

## **LABORATORY ASSISTANT**

The Tamil Nadu Government College All Laboratory Employees Association has requested to revise the scale of pay on par with the Laboratory Technician in Tamil Nadu Medical Services and to re-designate the post as Laboratory Technician duly amending the relevant educational qualification. The Commission finds that the post of Laboratory Assistant in Collegiate Education Department is not comparable with the post of Laboratory Technician in Medical Department, since the qualification and the nature of duties of that posts are entirely different. Hence, the Commission finds no justification to further revise the scale of pay of the above post.

## **MECHANIC (GRADE – I)**

The Tamil Nadu Government Employees Union has requested to upgrade the post of Mechanic Grade – I equal to that of Diploma holders and to re-designate the post as Technical Assistant and fix the pay at Rs.5500—9000 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4400/-. The Commission finds no justification to consider the request of the Union.

## **REQUEST OF THE INDIVIDUAL**

A Selection Grade Superintendent, N.K.R. Govt. Arts College, Namakkal has requested to revise the pre-revised scale of pay of Selection Grade Superintendent from Rs.7500—250—12000 to Rs.9100—275—14050. The Commission observed that consequent on the revision of Ordinary Grade scale of pay of Superintendents as Rs.7000—11500 with effect from 12—12—2007, the Government has clarified that the Selection Grade / Special Grade scale of pay of Superintendents may be fixed at Rs.7500—12000 and Rs.8000—13500

respectively in the pre-revised scales of pay. Hence, the Commission finds no justification to further revise the Selection Grade scales of pay of the Superintendents.

### **REQUEST OF THE INDIVIDUAL**

A Record Clerk has requested to rectify the pay anomaly in the time scale of pay of the promotion post than the time scale of pay of the post of Gardener. The request has already been clarified in the Government Letter No.45113/Fin(PC)Dept, dated:17.8.2009 (Vide SI.No.13) to the effect that 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 has also been allowed in the revised scale of pay and they have been allowed the higher Grade Pay applicable to the Selection Grade / Special Grade Office Assistant respectively. Hence, the Commission finds that the above request of the individual is covered by the above clarification in view of the fact that the scale of pay of Selection Grade Office Assistant and Selection Grade Gardener are the same.

## GOVERNMENT EXAMINATIONS

Representation has been received from the Tamil Nadu Government Examinations Staff Association requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of Pay Rs.	Requested Scale of Pay Rs.
1.	Regional Secretary	15600—39100+5400	15600—39100+6600
2.	Superintendent	9300—34800+4800	15600—39100+5400
3.	Steno Typist Grade-I	9300—34800+4300	15600—39100+5400
4.	Steno Typist Grade-II	9300—34800+4200	15600—39100+5400
5.	Assistant / Steno Typist Grade-III	5200—20200+2400	9300—34800+4600
6.	Junior Assistant / Typist / Driver	5200—20200+2000	9300—34800+4400
7.	Record Clerk	4800—10000+1400	9300—34800+4200
8.	Office Assistant / Attender	4800—10000+1300	5200—20200+2400

The Commission finds that excluding the post of Regional Secretary all other posts are classified under Common Categories. Therefore, the Commission recommends that the scale of pay recommended under “Common Categories” may also be made applicable to the similar posts in Department of Examinations. Further the scale of pay of Regional Secretary may also be retained in the existing level.

## **ELECTRICAL INSPECTORATE DEPARTMENT**

### **ELECTRICAL DRAUGHTSMAN**

The Electrical Inspectorate Technical Employees have requested to revise the scale of pay for the post of Electrical Draughtsman from Rs.5200—20200 + Grade Pay of Rs. 2400 to Rs.9300—34800 + Grade Pay of Rs.4600. The Commission observed that the post of Electrical Draughtsman is filled by direct recruitment and the qualification prescribed for this post is a Diploma in Electrical Engineering. Considering the diploma qualification, the Commission is of the view that the post of Electrical Draughtsman in the Electrical Inspectorate Department should be placed on par with the Junior Draughting Officer in Public Works Department at Rs.5200—20200 + Grade Pay of Rs.2800. Hence, the Commission recommends that the scale of pay for the post of Electrical Draughtsman in Electrical Inspectorate Department may be revised from Rs.5200—20200 + Grade Pay of Rs.2400 to Rs.5200—20200 + Grade Pay of Rs.2800.

Representation has also been received from the Electrical Inspectorate Technical Employees Association requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Foreman	Rs.9300—34800 + Grade Pay of Rs.4400	Rs.15600—39100 + Grade Pay of Rs.5400
2.	Tester / Senior Instrument Mechanic	Rs.5200—20200 + Grade Pay of Rs.2800	Rs.9300—34800 + Grade Pay of Rs.4600
3.	Instrument Mechanic (Non-Diploma holders) / Electrician	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.9300—34800 + Grade Pay of Rs.4200

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **EMPLOYMENT AND TRAINING DEPARTMENT**

### **HOSTEL SUPERINTENDENT-CUM-PHYSICAL TRAINING OFFICER**

The Tamil Nadu Industrial Training Institute Hostel Superintendent-Cum- Physical Training Officers Association has requested to revise their scale of pay on par with their counterparts in Central Government at Rs.5500—9000 (pre-revised scale of pay). The Tamil Nadu Industrial Training Official's Association has requested to fix the scale of pay of Hostel Superintendent-Cum-Physical Training Officer at Rs.9300—34800 + Grade Pay of Rs.4700 corresponding to the pre-revised pay scale of pay of Rs.6500—11100. The Association has also pointed out that they were enjoying parity with Junior Training Officers till the 4<sup>th</sup> Pay Commission and therefore requested to revise the scale of pay of Hostel Superintendent-cum-Physical Training Instructors from Rs.5200—20200 + Grade Pay of Rs.2800 to Rs.9300—34800 + Grade Pay of Rs.4700.

The Commission noticed that the Hostel Superintendent – cum – Physical Training Instructor is a category designed by the 'National Council for Vocational Training', Government of India to suit the need of Government I.T.I (all over the country) with dual duties to perform and hence recommended to revise the pay scale from Rs.4000—6000 to Rs.5000—8000 in the pre-revised scale of pay. However, the Government has revised the scale of pay of Hostel Superintendents-cum-Physical Training Officer from Rs.4000—6000 to Rs.4500—7000 only instead of Rs.5000—8000 recommended by One Man Commission. Considering the specific recommendation of One Man Commission '98, to grant the higher scale of pay of Rs.5000—8000 and taking into account the qualification, nature of work and dual job responsibilities of this post, this Commission finds that

there is justification to revise the scale of pay of Hostel Superintendent – cum – Training Officer from Rs.4500—7000 to Rs.5000—8000 in the pre-revised scale of pay on par with the Wardens in Social Welfare Department and to grant corresponding revised scale of pay. The Commission therefore recommends that the scale of pay of Hostel Superintendent – cum – Training Officer may be revised from Rs.5200—20200 + Grade Pay of Rs.2800 to Rs.9300—34800 + Grade Pay of Rs.4200.

As regards the request to grant promotion prospects as that of Physical Directors and Hostel Wardens in School Education Department, it is purely an administrative matter to be decided by the department concerned in Secretariat. Hence, the Commission recommends that the matter may be referred to the administrative department for examination.

### **JUNIOR EMPLOYMENT OFFICER**

The Junior Employment Officers of Employment and Training Department have requested to revise the scale of pay from Rs.9300—34800 + Grade Pay of Rs.4400 to Rs.9300—34800 + Grade Pay of Rs.4800 on par with Superintendent of Tamil Nadu Ministerial Service. The qualification prescribed for this post is a Bachelors' Degree. The One Man Commission '98 has already recommended that the scale of pay of Superintendent (Ministerial) under common categories shall be made applicable to this post also. The Commission observed that the post of Junior Employment Officer and the Superintendent are interchangeable as per the orders issued in G.O. Ms. No. 2559 (Lab), Dept. of Industries, Dated: 30.04.1965, since the Junior Employment Officers when posted as Superintendents can acquire administrative experience and Superintendents can gain field experience when posted as Junior Employment Officers and that this arrangement will

eventually ensure a good and proper selection of personnel for the posts of District Employment Officers. In-as-much as, the post of Junior Employment Officer and Superintendent are interchangeable, the Commission finds justification to revise the scale of pay of Junior Employment Officers on par with Superintendents. Accordingly, the Commission recommends that the scale of pay of Junior Employment Officer may be revised from Rs.9300—34800 + Grade Pay of Rs.4400 to Rs.9300—34800 + Grade pay of Rs.4800 notionally with effect from 12.12.2007.

Representations have also been received from the Graduate Engineers Association, the Tamil Nadu Government Employment and Training Department Diploma in Engineering with NCVT Association, the Tamil Nadu Industrial Training Officials Association, the Tamil Nadu Industrial Institute Technical Officials Association, the Tamil Nadu Government Industrial Training Institutes Technical Officials Federation, the Tamil Nadu Employment and Training (Employment Division) 'A' and 'B' Officers Associations / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Deputy Director / Principal (Training Wing)	Rs.15600—39100 + Grade Pay of Rs.6600	Rs.16400—39200 + Grade Pay of Rs.9600
2.	Assistant Director	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.16400—39200 + Grade Pay of Rs.8900
3.	Assistant Training Officer	Rs.9300—34800 + Grade Pay of Rs.4400	Rs.9300—34800 + Grade Pay of Rs.4800
4.	Junior Training Officer	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4700
5.	Joint Director (Employment)	Rs.37400—67000 + Grade Pay of Rs.8700	Rs.50000 + Grade Pay of Rs.10800
6.	Workshop Assistant	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
7.	Deputy Director of Training	Rs.15600—39100 + Grade Pay of Rs.6600	Rs.37400—67000 + Grade Pay of Rs.8900
8.	Principal	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.5700
9.	Training Officers / Special Officer	Rs.9300—34800 + Grade Pay of Rs.4700	Rs.9300—34800 + Grade Pay of Rs.5200
10.	Assistant Director (Employment Wing)	Rs.15600—39100 + Grade Pay of Rs.5700	To merge with Deputy Director Rs.15600—39100 + Grade Pay of Rs.6600
11.	Cinema Operator	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.5200—20200 + Grade Pay of Rs.2800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **EVALUATION AND APPLIED RESEARCH DEPARTMENT**

The Director, Evaluation and Applied Research Department has sent proposal to revise the scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Research Officer	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.5700
2.	Senior Research Assistant	Rs.9300—34800 + Grade Pay of Rs.4600	Rs.15600—39100 + Grade Pay of Rs.5400

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **EX-SERVICEMEN WELFARE BOARD**

The Tamil Nadu Government Officials' Union (Welfare Organiser's Association) has requested to revise the scale of pay of Welfare Organiser from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Tamil Nadu Ministerial Service Superintendent. The Commission observed that the post of Welfare Organiser is filled by direct recruitment or by promotion from the category of Assistant and the qualification prescribed for this post is SSLC and direct recruitment is made from the officers in the rank of Junior Commissioned Officer in the Armed Forces.

The Commission finds that this post was granted an identical scale of pay of Rs.5300 – 8300 as against the pre-revised scale of pay of Rs.1600 – 2660 on par with Superintendents based on the recommendations of the Official Committee 1998. Whereas the Superintendent under the Tamil Nadu Ministerial Service were subsequently granted a higher scale of pay of Rs.5700 – 9200 as against the pre-revised scale of pay of Rs.1700 – 3005. Consequent on the grant of higher scale of pay to the ASOs in TNSS on par with their counterparts in Government of India at Rs.6500 – 10500, the scale of pay of the Superintendents was revised from Rs.5700—9200 to Rs.7000—11500 with effect from 12.12.2007 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4800. It is now pointed out by the Welfare Organiser's Association that the post of Welfare Organisers is filled by promotion from Assistants and when filled by promotion from among the Assistants they are allowed the scale of pay applicable to Superintendents, Tamil Nadu Ministerial Service viz. Rs.9300—34800 + Grade Pay of Rs.4800. Whereas the directly recruited Welfare Organisers (Ex-Commissioned Officers) are allowed the scale of pay of Rs.9300—34800

+ Grade Pay of Rs.4300. As it is only an alternative method of appointment to the post of Welfare Organisers by promotion from the Assistants, the Commission finds justification to revise the scale of pay of Welfare Organiser on par with Superintendent, Tamil Nadu Ministerial Service. Taking this into consideration and the pay parity enjoyed by them in the Fifth Tamil Nadu Pay Commission scales of pay Rs.1600—2660, the Commission recommends that the scale of pay of Welfare Organiser in Ex-servicemen Welfare Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- notionally with effect from 12—12—2007.

### **STAFF OF TEMPLE PROTECTION FORCE**

As regards, the revision of remuneration of the staff of Temple Protection Force, the Commission recommends that the request to enhance the remuneration may be examined by Government since the said request of these staff does not come under the purview of the One Man Commission.

## **FIRE SERVICE**

### **ASSISTANT DIVISIONAL FIRE OFFICER/ STATION FIRE OFFICER**

Tamil Nadu Fire & Rescue Services Employees Association has requested to revise the scale of pay of the post of Assistant Divisional Fire Officer on par with the Inspector of Police and Station Fire Officer on par with the Sub-Inspector of Police. Considering the comparable duties and responsibilities attached to the post of Station Fire Officer, the Commission considers that it is appropriate to place this post on par with Sub-Inspector of Police. Accordingly, the Commission recommends revision of scale of pay of the post of Station Fire Officer from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-.

The Commission finds that the post of Assistant Divisional Fire Officer is the promotion post for Station Fire Officer. Considering the duties and responsibilities and job factors of this post and taking note of the revision of scale of pay recommended to the post of Station Fire Officer, the Commission considers that it is appropriate to place this post on par with that of Assistant Divisional Fire Officer in Central Government. Accordingly, the Commission recommends revision of scale of pay of the post of Assistant Divisional Fire Officer from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-.

### **LEADING FIREMAN / FIREMAN**

Tamil Nadu Fire & Rescue Services Employees association and certain individuals have requested to revise the scale of pay of the posts of Leading Fireman and Fireman on par with Head Constable and Police Constable Grade—II in Police Department. The Commission finds that the post of

Assistant Station Fire Officer is placed on par with that of Head Constable and it is the promotion post for Leading Fireman. Therefore, the category of Leading Fireman cannot be equated with that of Head Constable. Considering the method of recruitment, qualification, duties and responsibilities and present level of these posts, the Commission recommends that the posts of Leading Fireman and Fireman may be placed in the revised scale of pay on par with Police Constable Grade—I and Grade—II. Accordingly, the Commission recommends revision of scale of pay of the posts of Leading Fireman from Rs.5200—20200 + Grade Pay of Rs.1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,000/- and Fireman from Rs.5200—20200 + Grade Pay of Rs.1,800/- to Rs.5200—20200 + Grade Pay of Rs.1,900/-.

Representations have also been received from the Tamil Nadu Fire & Rescue Services Employees Association requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Deputy Director	15600—39100 + Grade Pay – 6600	15600—39100 + Grade Pay – 7600
2.	Assistant Station Fire Officer	5200—20200 + Grade Pay -- 2400	5200—20200 + Grade Pay – 2800
3.	Fireman Driver	5200—20200 + Grade Pay – 2000	9300--34800+ Grade Pay – 4200

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **FISHERIES**

### **INSPECTOR OF FISHERIES / RESEARCH ASSISTANT**

Tamil Nadu Fisheries Executive Subordinates Association has pointed out that anomaly had crept in, consequent on the implementation of the recommendations of the Official Committee, 2009 in the pay scales of Inspector of Fisheries and Research Assistant. Therefore, the Association has requested improvement in the pay scales of these posts from Rs.9300—34800 + Grade Pay of Rs.4,700/- to Rs.15600—39100 + Grade Pay of Rs.5,400/- on par with Section Officers in Secretariat. It is seen that this post was all along placed on par with the post of Agriculture Officer in Agriculture Department. The Commission finds that the qualification prescribed for this post is four years B.F.Sc. Degree or M.A. or M.S. in Zoology or Marine Biology. The Commission consider that it is appropriate to maintain the pay relativity of this post with that of Agriculture Officer in Agriculture Department. Therefore, the Commission recommends revision of scale of pay of the post of Inspector of Fisheries as Rs.7500—12000 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.9300--34800 + Grade Pay of Rs.4,900/-. The Commission also finds that the post of Research Assistant has been placed on par with the post of Inspector of Fisheries. Considering the local pay relativity of the posts of Inspector of Fisheries and Research Assistant, the Commission recommends that the above revision of pay may also be extended to the post of Research Assistant. The above revision may be given notionally with effect from 12—12—2007.

## **SUB-INSPECTOR OF FISHERIES / LABORATORY ASSISTANT**

Tamil Nadu Fisheries Executive Subordinates Association has requested to revise the scales of pay of the posts of Sub-Inspector of Fisheries and Laboratory Assistant from Rs.9300—34800 + Grade Pay of Rs.4,200 to Rs.9300—34800 + Grade Pay of Rs. 4,600/-. The Commission noticed that considering the qualification prescribed for this post and the parity level that existed upto the Fourth Pay Commission with that of Junior Engineer, the One Man Commission,1998 has recommended for revision of scale of pay for this post from Rs.5000—8000 to Rs.5500—9000. This Commission also endorses the views of One Man Commission, 1998 to place this post on par with that of Junior Engineer. Accordingly, the Commission recommends for revision of scale of pay for the post of Sub-Inspector of Fisheries from Rs.5000—8000 to Rs.5500—9000 in the pre-revised scale with corresponding revised scale of pay of Rs.9300--34800 + Grade Pay of Rs.4,400/-. The Commission also observed that the post of Laboratory Assistant is a feeder post for the post of Research Assistant and also placed on par with Sub-Inspector of Fisheries. Considering the above fact, the Commission is of the view that the above revision of scale of pay made to the post of Sub-Inspector of Fisheries may also be extended to the post of Laboratory Assistant.

## **FISHERY OVERSEER GRADE—I and FISHERY OVERSEER GRADE—II**

Tamil Nadu Fisheries Executive Subordinates Association has requested to revise the scales of pay of the posts of Fishery Overseer Grade—I and Grade—II on par with that of Forester at Rs.5200—20200 with Grade Pay of Rs. 2,800/- by merging these two categories. The Commission noticed that the nature of duties of the post of Fishery Overseer cannot be

equated with the Forester and therefore the Commission finds no anomaly in the existing pay scales of the posts of Fishery Overseer Grade-I and Grade-II.

### **FISHERY GUARD / FISHERMAN**

Tamil Nadu Fisheries Executive Subordinates Association has requested merger of the posts of Fisherman and Fishery Guard and also requested to revise the scale of pay of the post of Fishery Guard from Rs.4800—10000 with Grade Pay of Rs.1,650/- to Rs.5200—20200 + Grade Pay of Rs.2,000/-. The Commission finds no valid grounds for elevating the scale of pay of the post of Fisherman to the level of Fishery Guard.

The Tamil Nadu Fisheries Field Workers Union has pointed out that the nomenclature of 'Fisherman' both in the 'beneficiary' section as well as to a 'category of post' in the establishment of Fisheries Department creates lot of confusion in differentiability of the 'Public' and 'Govt. Servant'. The said association has also pointed out that having the name of a 'Community of the public' to a 'category of Govt. Servant' may not be fair and hence requested to re-designate the post of 'Fisherman' as 'Fishery Assistant' as in the case of Village Assistant etc. The Commission consider that the reasons adduced by the Union in support of their request is quite reasonable and therefore recommends to re-designate the post of 'Fisherman' as Fishery Assistant' without any change in the existing pay scale and job responsibilities.

## **FOREST**

### **FOREST RANGER**

Tamil Nadu Forest Staff Association -- (both factions) have requested to revise the scale of pay of the post of Ranger from Rs.9300—34800 + Grade Pay of Rs.4,600/- to Rs.9300—34800 + Grade Pay of Rs.4,900/- on par with the posts of Tahsildar, Block Development Officer and Inspector of Police. The Commission observed that the post of Ranger was placed on par with Tahsildar, Block Development Officer and Inspector of Police prior to the grant of higher scales of pay with effect from 12-12-2007 based on the recommendations of the Official Committee, 2009. Considering the duties and job responsibilities attached to the post of Ranger and with a view to maintain the horizontal pay relativity, the Commission finds justification to place this post on par with the Inspector of Police. Accordingly, the Commission recommends that the scale of pay of the post of Ranger may be revised from Rs.9300—34800 + Grade Pay of Rs.4,600/- to Rs.9300—34800 + Grade Pay of Rs.4,900/- notionally with effect from 12—12—2007.

### **FORESTER**

Tamil Nadu Forest Staff Association -- (both factions) have requested to revise the scale of pay of the post of Forester from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800 + Grade Pay of Rs.4,900/- above that of the post of Sub-Inspector of Police. The Commission noticed that the One Man Commission, 98 has recommended to place the Forester on par with the Sub-Inspector of Police. This Commission also endorses the recommendation of the One Man Commission, 98. Accordingly, the Commission recommends that the scale of pay of Forester may be revised

from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800 + Grade Pay of Rs.4,400/- on par with Sub-Inspector of Police.

### **FOREST GUARD & FOREST WATCHER**

Tamil Nadu Forest Staff Association -- (both factions) have requested to revise the scale of pay for the posts of Forest Guard and Forest Watcher from Rs.5200—20200 + Grade Pay of Rs.1,800/- and Rs.4800—10000 + Grade Pay of Rs.1,400/- to Rs.9300—34800 + 4500 and Rs.5200—20200 + 2800 respectively. The Commission noticed that the One Man Commission, 98 has recommended to place the post of Forest Guard on par with Police Constables Grade—II and Forest Watcher one level above the existing scale of pay considering their qualification, job factors which is of highly arduous nature against all odds in forests, infested with wild animals and dangerous insects and pests. This Commission endorses the recommendation of the One Man Commission, 98 to grant higher scale of pay to the post of Forest Guard and Forest Watcher. Accordingly, the Commission recommends to revise the scale of pay of the post of Forest Guard from Rs.5200—20200 + Grade Pay of Rs.1,800/- to Rs.5200—20200 + Grade Pay of Rs.1,900/- on par with Police Constable Grade—II and Forest Watcher from Rs.4800—10000 + Grade Pay of Rs.1,400 to Rs.4800—10000 + Grade Pay of Rs.1,650/-.

### **CONSOLE OPERATOR**

The individual holding the post of Console Operator in Forest department has requested to revise his pay from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/- on par with his counterparts in Planning & Development Department. The Commission noticed that the qualification prescribed for the post of Console Operator in

Forest Department is the same as that of similar posts in Planning & Development. Hence, the Commission recommends to revise the scale of pay of this post from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-.

### **ENHANCEMENT OF VARIOUS ALLOWANCES**

The Tamil Nadu Forest Staff Associations have requested to enhance the existing quantum of allowances such as Uniform Allowance, Washing Allowance, Winter Allowance, Hill Allowance etc. and also to sanction various kinds of Allowances such as Vehicle Allowance, Over Time Allowance etc. The Commission observed that based on the recommendations of the Official Committee, 2009, necessary orders have been issued enhancing the existing quantum of various allowances. Therefore, the Commission finds no justification for further enhancement of the allowances and also the sanction of new allowances as requested by the Associations.

### **RISK ALLOWANCE**

The Tamil Nadu Forest Staff Association have requested to enhance the existing quantum of **Risk Allowance** paid to the Forest Personnel equal to that of Police Personnel. The Commission noticed that based on the recommendations of the Official Committee, 2009, the existing rate of Risk Allowance has been doubled. Therefore, the Commission finds no justification to further enhance the Risk Allowance sanctioned to the staff of Forest Department.

Representations have also been received from the Tamil Nadu Forest Service Association, Tamil Nadu Government Officials Union and individuals requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Deputy Conservator of Forests	15600--39100 + Grade Pay – 6600	15600--39100 + Grade Pay -- 7600
2.	Assistant Conservator of Forests	15600--39100 + Grade Pay – 5400	No change
3.	Legal Officer	15600--39100 + Grade Pay – 5400	15600--39100 + Grade Pay -- 7600
4.	Chemist	9300--34800 + Grade Pay – 4500	9300--34800 + Grade Pay -- 4600
5.	Assistant	5200--20200 + Grade Pay – 2400	9300--34800 + Grade Pay -- 4400
6.	Junior Assistant	5200--20200 + Grade Pay – 2000	5200--20200 + Grade Pay -- 2400

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **FORENSIC SCIENCE DEPARTMENT**

### **DEPUTY DIRECTOR / ASSISTANT DIRECTOR**

Forensic Scientists and Technical Staff Association has requested to revise the scale of pay of Assistant Director from Rs.15600—39100 + Grade Pay of Rs.6600 to Rs.15600—39100 + 7600 as against the pre-revised scale of pay of Rs.12000--16500. The Commission finds that there is no anomaly in the existing revised scale of pay of the above post. However, the Commission noticed that the scale of pay of Rs.10000—15200 (pre-revised) has been granted to the post of Deputy Director in all Head of Departments and Rs.12000—16500 (pre-revised) for the Joint Directors almost in all Government Departments. In order to maintain uniformity among the post of Deputy Director in other departments, the Commission recommends to re-designate the post of Assistant Director in Forensic Sciences Department as “Deputy Director” and the post of Deputy Director in Forensic Science Department as “Joint Director” without any change in the existing revised scales of pay.

### **SCIENTIFIC OFFICER**

Forensic Scientists and Technical Staff Association has requested to revise the scale of pay of Scientific Officer from Rs.15600—39100 + Grade Pay of Rs.5400 to Rs.15600—39100 with grade pay of Rs.6000 in the revised pay structure. Considering the recommendation of this Commission to re-designate the post of Assistant Director as Deputy Director and Deputy Director as Joint Director and taking into account that this post is placed on par with Assistant Directors in other departments, the Commission recommends that it would be appropriate to re-designate the post of the Scientific Officer as Assistant Director without any change in the scale of pay.

## **SCIENTIFIC ASSISTANT GRADE-I**

Forensic Scientists and Technical Staff Association has requested to revise the scale of pay of Scientific Assistant Grade-I from Rs.9300—34800 + Grade Pay of Rs.4600 to Rs.15600—39100 with grade pay of Rs.5400 in the revised pay structure. The Commission observed that the promotion post of Scientific Assistant Grade-I viz., Scientific Officer is placed in the scale of pay of Rs.15600—39100 + Grade Pay of Rs.5400. Hence, the Commission finds no justification to place the post on par with the promotional post. However, it is noticed by the Commission that the second level promotion posts in the Finger Print Bureau and Forensic Science Lab viz., Deputy Superintendent of Police (Finger Print) and Scientific Officer are placed on an identical scale of pay of Rs.15600—39100 + 5400. Whereas the feeder post Inspector of Police (Finger Print) and Scientific Assistant Grade-I are placed at Rs.9300—34800 + Grade Pay of Rs.4900 and Rs.9300—34800 + Grade Pay of Rs.4600 respectively. In order to maintain horizontal pay relativity and also considering the P.G.Degree qualification and the higher job responsibility of the post of Scientific Assistant Grade-I in Forensic Science Lab, the Commission finds justification to revise the scale of pay of Scientific Assistant Grade-I from Rs.6500—10500 to Rs.7500—12000 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4900.

The Commission also finds that the Third Police Commission has also recommended to change the nomenclature of the above post as Scientific Officer. Considering the above recommendation and consequent on the re-designation of the existing post of Scientific Officer as Assistant Director, the Commission recommends to re-designate the post of Scientific Assistant Grade-I as Scientific Officer.

## **SCIENTIFIC ASSISTANT GRADE-II**

Forensic Scientists and Technical Staff Association has requested to revise the scale of pay of Scientific Assistant Grade-II from Rs.9300—34800 + Grade Pay of Rs.4500 to Rs.9300—34800 with grade pay of Rs.4900 in the revised pay structure. The Commission observed that the post of Scientific Assistant Grade-II was already granted one level upward revision by the One Man Commission '98. Hence, the Commission finds no anomaly in the existing scale of pay. The Commission finds that the Police Commission (Third) has recommended to change the nomenclature of the above post as Junior Scientific Officer. The Commission endorses the recommendation of Third Police Commission regarding re-designation of the above post. Accordingly, the Commission recommends to re-designate the post of Scientific Assistant Grade-II as Junior Scientific Officer without any change in the existing scale of pay.

Representation has also been received from Forensic Scientists and Technical Staff Association / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay + Grade Pay Rs.</b>	<b>Requested Scale of Pay + Grade Pay Rs.</b>
1.	Senior Photographer (Scientific Assistant Photo)	9300—34800+4500	9300—34800+4600
2.	Junior Photographer	9300—34800+4200	9300—34800+4600
3.	Store Superintendent	9300—34800+4300	9300—34800+4800
4.	Store Keeper	5200—20200+2400	9300—34800+4600
5.	Technical Assistant	5200—20200+2800	9300—34800+4400
6.	Librarian	5200—20200+2400	9300—34800+4500
7.	Technician (Laboratory)	5200—20200+2400	5200—20200+2800

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay + Grade Pay Rs.</b>	<b>Requested Scale of Pay + Grade Pay Rs.</b>
8.	Laboratory Assistant	5200—20200+1900	5200—20200+2200

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **GEOLOGY AND MINING DEPARTMENT**

### **ADDITIONAL DIRECTOR**

The Geologist Association has requested to revise the scale of pay of Additional Director from Rs. 37400—67000 + Grade Pay of Rs.8700 to Rs. 37400—67400 + Grade Pay of Rs.10000 on par with Central Government Deputy Director General. The Commission observed that the post of Additional Directors in the Departments of Government Data Centre, Information and Public Relations, School Education, Ex-Servicemen's Welfare, Medical Education, Medical Services, Public Health and Preventive Medicine, Family Welfare, Municipal Administration, Rural Development, Survey and Settlement, Technical Education, Town and Country Planning etc., are in the pre-revised scale of pay of Rs.15000—18600. The One Man Commission 1998 has also recommended for higher revision of scale of pay of Additional Director in Geology and Mining Department from Rs.14300—18300 to Rs.15000—18600 (Pre-revised) considering the fact that the Additional Director is a technical person with M.Sc., (Geology) and has no further promotion and is virtually the technical head in the Department like others in Medical and Engineering Departments, and also endorsing the recommendations of One Man Commission '98, the Commission recommends that the scale of pay of Additional Director of Geology and Mining may be revised from Rs.37400—67000 + Grade Pay of Rs.8700 to Rs.37400—67000 + Grade Pay of Rs.8800, so as to maintain horizontal relativity with other departments.

## **JOINT DIRECTOR**

The Geologist Association has requested to revise the scale of pay of Joint Director from Rs.15600—39100 + Grade Pay of Rs.7600 to Rs.37400—67400 + Grade Pay of Rs.8700 on par with Central Government Regional Director. The Commission observed that this post is appropriately placed on par with the Joint Directors in other departments. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

## **SURVEYOR**

The post of Surveyor has been granted the revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2000. The Commission observed that the One Man Commission'98 considering the qualification, method of recruitment and nature of duties of surveyor and its comparability with the post of Survey Assistant in Highways and Rural Works Department has recommended to revise the scale of pay of Surveyor from Rs.3200—4900 to Rs.4000—6000 in the pre-revised scale of pay. Hence, this Commission endorses the views of the One Man Commission '98 and recommends that the scale of pay of Surveyor in Geology and Mining Department may be revised from Rs.5200—20200 with Grade Pay of Rs.2000 to Rs.5200—20200 with Grade Pay of Rs.2400.

As regards the request of the Magnesite Thozhilalargal Munnetra Sangam to increase the daily wages of the Contract Labourers from Rs.140 to Rs.250/- per day, the Commission observed that the said request does not come under the purview of examination of the One Man Commission.

Representation has also been received from the Geologist Association requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1	Deputy Director	Rs.15600—39100 + Grade Pay of Rs.6600	Rs.15600—39100 + Grade Pay of Rs.7600
2	Assistant Director	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.6600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **HANDLOOMS AND TEXTILES DEPARTMENT**

### **JOINT DIRECTOR**

Directly recruited Officers – Joint Directors of Handlooms and Textiles Department have requested to place them in the Pay Band-4. The Commission do not find any justification to accept the request, since they are placed on par with the Joint Directors of other departments. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

### **ASSISTANT DIRECTOR AND DEPUTY DIRECTOR**

Tamil Nadu Handlooms and Textiles Department Direct Recruitment Subordinate Officers Welfare Association has requested to consider both the posts of Assistant Director (Rs.8000—13500) and Deputy Director (10000—15200) for promotion as Joint Director. The Commission finds that the Deputy Director is the promotional post for Assistant Director and the Joint Director is the promotional post for Deputy Director. Taking note of the above vertical relativity among these posts; the Commission recommends retaining the existing levels of scales of pay for the posts of Assistant Director and Deputy Director.

### **JUNIOR TECHNICAL ASSISTANT AND HANDLOOMS INSPECTOR**

Junior Technical Assistants and Senior Technical Assistants of this Department have requested to change the nomenclature of the post of Junior Technical Assistant as Technical Inspector and Senior Technical Assistant as Technical Officer. The Commission observed that change of nomenclature

shall affect vertical relativity among these posts. Considering this aspect the Commission finds that the existing nomenclature of the post is appropriate.

Representations have also been received from the Tamil Nadu Handlooms and Textiles Department Direct Recruitment Subordinate Officers Welfare Association / Individuals requesting revision of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Textile Control Officer	9300—34800+4600	9300—34800+4900
2.	Senior Technical Assistant	9300—34800+4600	9300—34800+4900
3.	Junior Engineer (Civil)	9300—34800+4400	15600—39100+5400
4.	Handloom Officer	9300—34800+4500	9300—34800+4800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **HIGHWAYS AND RURAL WORKS**

### **CHIEF ENGINEER, DIVISIONAL ENGINEER,**

### **ASSISTANT DIVISIONAL ENGINEER, ASSISTANT ENGINEER**

Association of Tamil Nadu Highways Engineers has requested to revise the scale of pay for the above posts as detailed below:-

Name of the Post	Existing Scale of Pay Rs.	Requested Scale of Pay Rs.
Chief Engineer	37400—67000+8900	37400—67000+10000
Divisional Engineer	15600—39100+6600	15600—39100+7600
Assistant Divisional Engineer	15600—39100+5400	15600—39100+6600
Assistant Engineer	9300—34800+4700	15600—39100+5400

The Commission finds that the equivalent posts are also available in the P.W.D. in the name of Chief Engineer, Executive Engineer, Assistant Executive Engineer and Assistant Engineer respectively. The Commission therefore recommends that the scales of pay recommended for these posts in P.W.D may be extended to the above posts in Highways department.

### **ELECTRONIC ENGINEER**

The Highways Research Officers Association has requested to revise the scale of pay for the post of Electronic Engineer as Rs.15600—39100+5700. The Commission observed that at present the above post is placed on par with Assistant Engineers of Highways department. The Commission therefore recommends that the scale of pay of Electronic Engineer may also be revised on par with that of Assistant Engineers of Highways department.

**HEAD DRAUGHTING OFFICER, SENIOR DRAUGHTING OFFICER,  
DRAUGHTING OFFICER, JUNIOR DRAUGHTING OFFICER**

The Draughting Officials Association has requested to revise the scale of pay for the above posts as detailed below:

Name of the Post	Existing Scale of Pay Rs.	Requested Scale of Pay Rs.
Head Draughting Officer	15600—39100+5700	15600—39100+6600
Senior Draughting Officer	9300—34800+4700	15600—39100+5400
Draughting Officer	9300—34800+4400	9300—34800+4900
Junior Draughting Officer	5200—20200+2800	9300—34800 + 4200

The Commission finds that similar posts are also available in the Draughting Wing of P.W.D. The Commission therefore recommends that the scale of pay recommended for the Draughting Officials in P.W.D may also be made applicable to the above posts in Highways department.

**DIVISIONAL ACCOUNTANT AND AUDIT SUPERINTENDENT**

Tamil Nadu Highways Department Divisional Accountants' Association has requested to revise the scale of pay of Divisional Accountant on par with Assistant Divisional Engineers (i.e) as Rs.15600—39100+5400 and the Tamil Nadu Highways Accounts and Audit Officials Association has requested to revise the scale of pay of Audit Superintendent as Rs.9300—34800+Grade Pay of Rs.5400/-. The Commission finds that the Divisional Accountant and Audit Superintendent were placed one level above that of the Ministerial Superintendent prior to 12-12-2007. These two posts are promotional posts for Assistants in this department. Hence, these two posts deserve elevation of pay scale on par with that of Ministerial Superintendent. The Commission therefore recommends that the scale of pay of the post of Divisional Accountant and Audit Superintendent may therefore be revised from Rs.5900—9900 to Rs.7000—11500 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.9300—34800+Grade Pay of Rs.4800/- notionally with effect from 12-12-2007.

Representations have also been received from various Associations of Highways Department requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay + Grade Pay Rs.</b>	<b>Requested Scale of Pay + Grade Pay Rs.</b>
1.	Superintending Engineer	37400—67000+8700	37400—67000+8900
2.	Accounts Officer	15600—39100+6600	15600—39100+7600
3.	Deputy Accounts Officer	15600—39100+5400	15600—39100+6600
4.	Audit Assistant	5200—20200+2400	9300—34800+4600
5.	Geologist	9300—34800+4700	15600—39100+5700
6.	Research Assistant	9300—34800+4700	15600—39100+5400
7.	Scientific Assistant	9300—34800+4400	9300—34800+4900
8.	Laboratory Assistant	5200—20200+1900	9300—34800+4400
9.	Field Assistant	9300—34800+4200	9300—34800+4700
10.	Laboratory Attendant	4800—10000+1400	4800—10000+2200
11.	Photographic Expert	9300—34800+4200	15600—39100+5400
12.	Photostat Operator	5200—20200+1900	9300—34800+4600
13.	Photostat Assistant	4800—10000+1650	9300—34800+4400
14.	Foreman	9300—34800+4200	9300—34800+5300
15.	Chargeman	5200—20200+2600	9300—34800+4500
16.	Mechanic Grade-I	5200—20200+2400	9300—34800+4000
17.	Mechanic Grade-II	5200—20200+1900	9300—34800+3500
18.	Boring Assistant	5200—20200+1800	9300—34800+4500
19.	Gang Mazdoor	4800—10000+1300	5200—20200+2000

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **HINDU RELIGIOUS AND CHARITABLE ENDOWMENTS**

### **[ADMINISTRATION]**

#### **JOINT COMMISSIONER**

The Joint Commissioners of HR & CE Department have requested to revise the scale of pay of the Joint Commissioner in HR&CE on par with Superintending Engineer, PWD. at Rs.14300--18300 and to fix the corresponding scale with grade pay in the revised pay structure. As the post of Joint Commissioner of H.R&C.E Department is presently placed on par with the District Revenue Officers and Joint Directors of all other departments. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

#### **CHIEF AUDITOR (TEMPLE UNIT) / CHIEF AUDIT OFFICER**

The HR&CE Department Audit Staff Association has requested to revise the scale of pay of the above post on par with Joint Director of Local Fund Audit. At present this post is filled by deputation from Deputy Secretaries of Finance Department. As this post is held by a Deputy Secretary to Government in Finance Department, the incumbent of this post will draw grade pay as applicable in their parent Department.

#### **ASSISTANT AUDIT OFFICER**

The HR&CE Department Audit Staff Association has requested to revise the scale of pay of Assistant Audit Officer from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4900/-

on par with Tahsildar and Block Development Officer. As the Commission has recommended revision of scale of pay of Audit Superintendent which is the feeder post to Assistant Audit Officer on par with the Superintendents in the Tamil Nadu Ministerial Service, the Commission finds justification to place the promotion post of Assistant Audit Officer one level above that of Superintendents. Accordingly, the Commission recommends that the scale of pay of Assistant Audit Officer may be revised from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

### **AUDIT SUPERINTENDENT**

The HR&CE Department Audit Staff Association has requested to revise the scale of pay of Audit Superintendent from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Ministerial Superintendents. The One Man Commission 1998, and recommended to place the post of Audit Superintendent on par with Superintendent (Ministerial). This Commission also endorses the recommendations of One Man Commission 1998 and recommends that the scale of pay of Audit Superintendent in HR & CE Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.9300—34800 + Grade pay of Rs.4800/- on par with Superintendents in Tamil Nadu Ministerial Service notionally with effect from 12—12—2007.

### **AUDIT INSPECTOR**

The HR&CE Department Audit Staff Association has requested to revise the scale of pay of Audit Inspector from Rs.9300—34800 + Grade Pay of Rs.4200/- to Rs.9300—34800 + Grade Pay of Rs.4600/- on par with

Assistant Section Officer in Secretariat. The One Man Commission'1998 has pointed out that the post of Audit Inspector is a feeder category to the post of Audit Superintendent, and hence recommended for revision of scale of pay of Audit Inspector from Rs.5000—8000 to Rs.5300—8300 on with Assistant Inspector in the Local Fund Audit Department. The Commission noticed that the pay revision recommended by the One Man Commission'1998 has not been implemented. Hence, the Commission has once again examined the issue taking into account the pay revision recommended for the similar post in Local Fund Audit and Cooperative Audit Departments, and consider that there is justification to revise the scale of pay of Audit Inspectors on par with the above posts. Hence, the Commission recommends that the scale of pay of the Audit Inspector in HR&CE Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4200/- to Rs.9300—34800 + Grade Pay of Rs.4300/-.

#### **EXECUTIVE OFFICER (GRADE – I)**

The Tamil Nadu Thirukkivil Executive Officers Association has requested to revise the scale of pay of Executive Officer, Grade—I from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4900/- on par with the promotion post of Superintendent. This post is filled by direct recruitment as well as by promotion from the category of Executive Officer, Grade—II and the qualification prescribed is B.A., / B.Sc.,/ B.Com., with B.L. Degree. The Commission noticed that this post was placed on par with the Tahsildars and Block Development Officers in the pre-revised scale of pay which is one level above that of Ministerial Superintendents.

Further as the Commission has recommended to place the Executive Officer, Grade--II on par with Ministerial Superintendents at Rs.9300—34800 + Grade Pay of Rs.4800/-, the Commission finds justification to place this post on par with the promotional posts of Superintendents. Accordingly, the Commission recommends that the scale of pay of Executive Officer, Grade –I may be revised from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

### **EXECUTIVE OFFICER, GRADE—II**

The Tamil Nadu HR&CE Department Officers Association has requested to revise the scale of pay of the post of Executive Officer, Grade—II from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Deputy Tahsildars / Inspector. The Commission observed that the post of Executive Officer, Grade—II is filled either by promotion from Executive Officer, Grade—III or by transfer from Head Clerk / Inspector. The posts of Head Clerk / Inspector are placed on an identical pay scale as that of Ministerial Superintendent. As the Executive Officer, Grade—II is also filled by transfer from Head Clerk / Inspector, the Commission finds justification to place the post of Executive Officer, Grade—II on par with the post of Head Clerk / Inspector in HR&CE Department. Hence, the Commission recommends that the scale of pay of Executive Officer Grade—II may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade pay of Rs.4800/- notionally with effect from 12—12—2007.

Representations have been received from the HR&CE Officers Association, HR&CE Department Audit Staff Association and Tamil Nadu Thirukkivil Executive Officers Association requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	Deputy Commissioner	Rs.15600—39100 + Grade Pay of Rs.6600/-	Rs.15600—39100 + Grade Pay of Rs.7600/-
2.	Assistant Commissioner	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-
3.	Regional Audit Officer	Rs.15600—39100 Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-
4.	Executive Officer (Grade –III)	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay of Rs.4300/-
5.	Executive Officer (Grade –IV)	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
6.	Superintendent ( Inspector / Head Clerk / Manager)	Rs.9300—34800 + Grade Pay of Rs.4300/-	Rs.15600—39100 Grade Pay of Rs.5400/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **HORTICULTURE AND PLANTATION CROPS DEPARTMENT**

### **JOINT DIRECTOR**

The Tamil Nadu Horticulture Officers' Association has requested to fix the pay in the revised pay structure at Pay Band – 4 Rs.37400—67000 + Grade Pay of Rs.8700/-. The Commission observed that the post of Joint Director of Horticulture is placed on par with the Joint Directors in other departments. Hence comparison with the post of Superintending Engineer in Agricultural Engineering Department is not appropriate. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

### **HORTICULTURE OFFICER**

The Tamil Nadu Horticulture Officers' Association has requested to fix the pay in the revised pay structure in Pay Band – 3 Rs.15600—39100 + Grade Pay of Rs.5400. The Commission finds that the scale of pay of Horticulture Officer is on par with the Agricultural Officer in Agriculture Department. The Commission therefore recommends that the revised scale of pay recommended to the Agricultural officers in Agriculture Department may also be extended to the Horticulture Officers also. Accordingly the scale of pay of Horticulture Officer may be revised from Rs.6500—11100 to Rs.7500—12000 and to grant the revised pay scale of Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

## **FARM EMPLOYEES**

The Director, Tamil Nadu Horticulture Department, has requested to revise the special time scale of pay of Part Time Farm Employees in Horticulture Department from Rs.1300—2000 to Rs.2500—5000 + Grade Pay of Rs.500 as in the case of Noon-Meal Organisers. The Commission observed that the Part Time Farm Employees in Horticulture Dept., who have completed 10 years of service were brought under special time Scale of Pay of Rs.1300—2000 and were granted DA, HRA, CCA and Other Allowances as applicable to Noon-Meal Organisers based on the orders issued in G.O. Ms. No.497, Agriculture Department, Dated: 29.11.07. As the Official Committee 2009 has granted revision of scale of pay to Noon Meal Organisers from Rs.1300—2000 to Rs.2500—5000 + Grade Pay of Rs.500, the Commission finds justification to extend the same to the Farm Employees in Horticulture and Plantation Crops Department. Accordingly, the Commission recommends that the special time Scale of pay of the Farm Employees may be revised from Rs.1300—2000 to Rs.2500—5000 + Grade Pay of Rs.500 notionally with effect from 29-11-2007.

Representations have also been received from the Tamil Nadu Horticulture Officers Association / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Garden Instructor	Rs.5200—20200 + Grade Pay of Rs.1800	Rs.5200—20200 + Grade Pay of Rs.2400
2.	Assistant Director	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.6600

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
3.	Deputy Director	Rs.15600—39100 + Grade Pay of Rs.6600	Rs.15600—39100 + Grade Pay of Rs.7600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **INDUSTRIES AND COMMERCE DEPARTMENT**

### **JOINT DIRECTOR OF INDUSTRIAL CO-OPERATIVES**

The Tamil Nadu Industrial Co-operative Subordinate Officers Association has requested to revise the scale of pay of Joint Director of Industrial Cooperatives as Rs.14300—18300 in the pre-revised scale of pay with corresponding scale of pay in the revised pay structure at Rs.37400—67000 + Grade Pay of Rs.8700/- on par with Joint Director (Technical) working in the same Department. As this post is presently placed on par with Joint Directors in major departments in the pre-revised scale of pay of Rs.12000—15200, this post cannot be equated with the post of Joint Director (Technical) for which the qualification, mode of recruitment and the nature of work is entirely different. Similar differentiation is also made in the scale of pay of Joint Directors in Employment and Training Wing. The Joint Director of Industrial Co-operatives is presently placed on par with the Joint Directors of all other departments. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

### **INDUSTRIAL COOPERATIVE OFFICER**

The Tamil Nadu Industrial Co-operative Subordinate Officers Association has requested to revise the scale of pay of Industrial Cooperative Officer from Rs.9300—34800 plus Grade pay of Rs.4500/- to Rs.15600—39100 + Grade Pay of Rs.5400/- above the pay scale of Superintendent and Block Development Officers. The One Man Commission'1998 considering the key role played by the Cooperative

Sub-Registrar in the complex and sensitive administration of Cooperation Department has recommended that the scale of pay of Cooperative Sub-Registrar deserves to be restored to its earlier level of parity along with the scale of pay of Inspector of Police, Block Development Officers, Tahsildar. Accordingly, the Commission recommended improvement in the scale of pay of Cooperative Sub-Registrar from Rs.5900—9900 to Rs.6500—10500. It is noted by the Commission that the above recommendation has not been implemented by Government.

The Commission noticed that the post of Industrial Cooperative Officer was placed on a higher scale of pay of Rs.5900—9900 above the Superintendents and enjoying parity with the Cooperative Sub-Registrar in Cooperation Department prior to the higher revision of scale of pay granted to the Superintendents. Taking this into account and considering the recommendations of the One Man Commission'98, this Commission has also recommended to revise the scale of pay of Cooperative Sub-Registrar in Cooperation Department from Rs.5900—9900 to Rs.7500—12000 one level below Deputy Registrar (Rs.8000—13500) on par with the equivalent posts of Inspector of Police, Tahsildars and Block Development Officers for whom also the promotional posts of Deputy Superintendent of Police and Deputy Collectors are in the scale of pay of Rs.8000—13500 (pre-revised) with corresponding revised scale of pay in the revised pay structure. Hence the Commission finds justification to revise the scale of pay of the post of Industrial Cooperative Officer which is the feeder post for Assistant Director (Rs.8000—13500) on par with the Cooperative Sub-Registrar in Cooperation Department from Rs.5900—9900 to Rs.7500—12000 in the pre-revised scale of pay with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Industrial Cooperative Officer from

Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

### **SUPERVISOR OF INDUSTRIAL COOPERATIVES**

The Tamil Nadu Industrial Co-operative Subordinate Officers Association has requested to revise the scale of pay of Supervisor of Industrial Cooperatives from Rs.9300—34800 + Grade Pay of Rs.4200/- to Rs.9300—34800 + Grade pay of Rs.4400/-. This post is presently placed on par with that of Senior Inspector of Cooperative Societies and Senior Cooperative Auditor in Cooperative Department. The One Man Commission'1998 has also recommended for revision of scale of pay of Senior Inspector and Senior Cooperative Auditor from Rs.5000—8000 to Rs.5300—8300. Hence, this Commission also endorses the recommendation of One Man Commission'1998 to revise the scale of pay of the post of Supervisor of Industrial Cooperatives from Rs.5000—8000 to Rs.5300—8300 with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Supervisor of Industrial Cooperatives may be revised from Rs.9300—34800 + Grade Pay of Rs.4200/- to Rs.9300—34800 + Grade Pay of Rs.4300/-.

### **COMMERCIAL ACCOUNTANT / AUDITOR**

The Commercial Accountants in Industries and Commerce Department have requested to revise the scale of pay of Commercial Accountant from Rs.9300—34800 +Grade pay of Rs.4400/- to Rs.9300--34800 + Grade Pay of Rs.4800/- on par with the Superintendents in the Tamil Nadu Ministerial Service. The Commission observed that the qualified Superintendents are transferred and posted as Auditors and Commercial

Accountants. These two categories are considered to be interchangeable. Based on the recommendations of Official Committee'2009, the scale of pay of Superintendents has been revised from Rs.5700—9200 to Rs.7000—11500 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4800/- with effect from 12—12—2007. Considering the identical nature of work of the Commercial Accountant and Superintendents and also the fact that they are intertransferable posts with Superintendents, the Commission finds justification to retain the same pay relativity between the posts of Commercial Accountant and Superintendent by revising the scale of pay of the post of Commercial Accountant on par with Superintendents. Hence, the Commission recommends that the scale of pay of Commercial Accountant / Auditor in Industries and Commerce Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.9300—34800 + Grade pay of Rs.4800/- notionally with effect from 12—12—2007.

### **ASSISTANT ENGINEER (INDUSTRIES)**

The Tamil Nadu Industries Department Technical Officer's Association has requested to revise the scale of pay of Assistant Engineer from Rs.6500—11100 to Rs.8000—13500 with corresponding revised scale of pay. The qualification prescribed for<sup>54</sup> the post of Assistant Engineer (Industries) is a Degree in Engineering and the post is placed on par with similar post in Public Works Department. Hence, the Commission recommends that the upward revised scale of pay recommended for the post of Assistant Engineer in Public Works Department may be made applicable to the post of Assistant Engineer (Industries).

**Tester / Testing Assistant / Technical Assistant /  
Inspector (Quality Control)**

The Technical Staff of Central Electrical Testing Laboratory, Department of Industries and Commerce, Kakkalur, Tiruvallur District have requested to revise the scale of pay of abovesaid posts from Rs.6500—11100 to Rs.8000—13500 in the pre-revised scale of pay with corresponding revised scale of pay. It is observed that the One Man Commission'1998 based on the request of the Tamil Nadu Industries Department Electrical and Electronic Wing Technical Officials Association has restored the pay parity of Tester / Testing Assistant / Technical Assistant / Inspector (Quality Control) on par with Assistant Engineer retaining the pay parity that existed at the time of Fifth Tamil Nadu Pay Commission and also taking into account the level of similar posts in Central Government. As these posts were placed on par with Assistant Engineers, the Commission recommends that the upward revised scale of pay recommended for the post of Assistant Engineers in Public Works Department may be made applicable to these posts.

**SURVEY AND STATISTICAL INSPECTOR**

The Tamil Nadu Arasu Aluvalar Kazhagam (C&D) has requested to revise the scale of pay of Survey and Statistical Inspector from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Superintendent. The Commission observed that the post of Survey and Statistical Inspector deserves parity on par with the Superintendents considering the fact that one should have completed 10 years service as District Inspector (Cottage Industries) / Assistant / Assistant (Storekeeper) / Accountant for appointment to the post of Survey

and Statistical Inspector. Further, the Assistants who are appointed by recruitment by transfer to the posts of Survey and Statistical Inspector in the Tamil Nadu Industrial Subordinate Service are also entitled for postings as Superintendent. Hence, the Commission finds justification to revise the scale of pay for the post of Survey and Statistical Inspector from Rs.5300—8300 to Rs.7000—11500 in the pre-revised scale of pay with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Survey and Statistical Inspector may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/-.

### **ASSISTANT PROGRAMMER**

An individual holding the post of Assistant Programmer working in Industries and Commerce Department has requested to revise the scale of pay of Assistant Programmer from Rs.9300—34800 + Grade Pay of Rs.4300/- on par with Superintendent at Rs.9300—34800 + Grade Pay of Rs.4800/-. The Commission noticed that the post of Assistant Programmer in the departments of Government Data Centre, Public Works Department have been granted the pre-revised scale of pay of Rs.5900—9900 with corresponding revised scale of pay of Rs.9300—34800+ Grade Pay of Rs.4500/-. Considering the qualification and taking into account the promotion post of Programmer placed at Rs.8000—13500 ( Pre-revised), the Commission finds justification to revise the scale of pay of Assistant Programmer from Rs.5300—8300 to Rs.5900—9900 with corresponding revised scale of pay in the revised pay structure. Hence, the Commission recommends that the scale of pay of Assistant Programmer may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4500/-.

## **REQUEST OF THE ASSOCIATION**

The Tamil Nadu Arasu Aluvalar Kazhagam (C&D) Association has requested that as per G.O.Ms.No.237, Finance (Pay Cell) Department, Dated:1.6.2009 the grade pay of Survey and Statistical Inspector is now step down i.e. the daily allowance as per the pre-revised scales is Rs.75/- and the terminal charges is Rs.5/-. But the new revised pay structure they are placed in Grade- III and their daily allowance is only Rs.100/- with a raise of Rs.25/- only. In respect of terminal charges it is reduced to Rs.3/- by losing Rs.2/-. Therefore the Association has requested to revise the Daily allowance and Terminal Charges. As regards Daily Allowance and Terminal Charges, the Commission observed that the Official Committee has not recommended any revision and has only recommended for continuance of the existing quantum of Daily Allowance and Terminal Charges as per the pre-revised classification. The Commission finds no justification for further enhancement of Daily Allowance and Terminal Charges.

## **REQUEST OF THE INDIVIDUALS**

The Superintendent in Industries and Commerce Department has requested that pay fixation benefit of 1.86 factor may be extended to the promoted after 01—06—2009. The Commission noticed that necessary amendment to Rule 9 of Tamil Nadu Revised Scales of Pay Rules 2009 notified in G.O.Ms.No.234, Finance (PC) Department, dated: 1.6.2009 to the effect that the employees appointed between 1.1.2006 to 31.5.2009 are also entitled for the fitment benefit of 1.86 concession factor. Accordingly orders have been issued in G.O.Ms.No.258, Finance (PC) Department, dated: 23.06.2009. As such employees appointed / terminated and re-appointed on or after 1.6.2009 are entitled to have their pay fixed in the revised scale of pay in the minimum of the pay in the Pay band + Grade Pay. Moreover these

employees would have availed the 1.86 conversion factor in the post of Assistant and on promotion they are entitled for one increment + difference in Grade Pay, if any. Hence, the Commission finds no justification to grant the Fitment benefit once again on promotion.

A Steno Typist Grade-II working in District Industries Centre has requested to fix the Selection Grade scale of pay at Rs.5500—175—9000 in the post of Steno Typist Grade –II in pre-revised scale of pay. The Commission noticed that there are 3 Grades of Steno-typists available in the Heads of Departments. The scale of pay (pre-revised) of these posts are as follows:-

Steno-typist – Grade –I	.....	Rs.5300—8300
Steno-typist – Grade –II	.....	Rs.5000—8000
Steno-typist – Grade –III	.....	Rs.4000—6000

As per schedule –II of G.O.Ms.No.162, Finance (PC) Department, dated:13—4—1998, the Selection Grade scale of pay indicated therein for the post of Steno-typist-Grade—II is Rs.5500—9000. However as per the provisions under para—4(ii) of the above G.O. the Selection Grade scale of pay should be restricted to the level of the next level promotion post viz., Steno-typist Grade—I at Rs.5300—8300. This principle is commonly applicable to all categories. i.e. Selection Grade scale of pay should be restricted to the first level promotion post and Special Grade scale of pay to the level of second level promotion post. Therefore the appropriate, Selection Grade scale of pay of Steno-typist—Grade-II is Rs.5300—8300 only. Hence, the Commission finds no justification in the request of the individual.

Employees holding the post of Librarian Grade-I have requested that they are awarded Selection Grade after 1—1—2006 in the pre-revised scale of pay from Rs.5900—9000 to Rs.8000—13500. Therefore the individuals have requested to grant Selection Grade Pay scales of pay in the revised pay structure. The Commission noticed that the above requests have already been clarified in Letter No.34124/PC/2009-1, Dated:26.6.2009 to the effect that the employees who have moved to Selection Grade / Special Grade on or after 1—1—2006 shall be eligible for one increment at the rate of 3% of Basic Pay plus Grade Pay in corresponding revised pay fixed with reference to the ordinary grade in the pre-revised scale of pay since there is no separate Selection Grade / Special Grade scales of pay in the revised pay structure. However, the Commission finds that there is no bar for the employees to opt for the revised scale of pay on the date of Selection Grade on or after 01—01—2006. Hence, the Commission finds no justification in their request.

Representations have also been received from various Associations / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	ADDITIONAL DIRECTOR	Rs.37400—67000 + Grade Pay of Rs.8800/-	Rs.37400—67000 + Grade Pay of Rs.10000/- .
2.	DEPUTY DIRECTOR	Rs.15600—39100 + Grade Pay of Rs.6600/-	Rs.15600—39100 + Grade Pay of Rs.7600/-.
3.	ASSISTANT DIRECTOR	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-.
4.	ASSISTANT SUPERVISOR OF INDUSTRIAL COOPERATIVES	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade pay of Rs.4200/-.

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
5.	Junior Tester Grade – II, Electrician Grade – II, Test Attendant/ Skilled Assistant	Rs.5200—20200 + Grade Pay of Rs.1900/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
6.	Junior Assistant	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
7.	Assistant	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade pay of Rs.4200/-.

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **INSPECTOR OF FACTORIES**

### **ASSISTANT INSPECTOR OF FACTORIES**

Tamil Nadu Factory Inspectors Association has requested to revise the scale of pay of Assistant Inspector of Factories from Rs.9300—34800 + Grade Pay of Rs.4700 to Rs.15600—39100 + Grade Pay of Rs.5400. The Commission noticed that the qualification prescribed for the Assistant Inspector of Factories is a Degree in Mechanical / Electrical or Chemical Engineering or Degree in Textile Technology. Considering the qualification of Degree in Engineering, and taking into account the existing parity level with that of Assistant Engineers in Public Works Department, the Commission recommends that this post may be placed on par with Assistant Engineers of Public Works Department / Highways Department. The higher scale of pay recommended for Assistant Engineers in Public Works Department elsewhere will also apply to this post.

### **INSPECTOR OF FACTORIES**

This post is filled by both direct recruitment as well as by promotion from the post of Assistant Inspector of Factories. For direct recruits, the qualification is a degree in Mechanical / Electrical or Chemical or Textile Engineering. This post is placed on par with Assistant Executive Engineers in Public Works Department. Hence, the Commission recommends that the higher revision of scale of pay recommended for Assistant Executive Engineers in Public Works Department elsewhere will also be applicable to this post.

## **DEPUTY CHIEF INSPECTOR OF FACTORIES**

This post is filled by promotion from the category of Inspector of Factories. The scale of pay for this post is Rs.15600—39100 + Grade Pay of Rs.6600. This post is placed on par with Executive Engineer. Hence, the Commission recommends that the revision of scale of pay recommended for Executive Engineers in Public Works Department elsewhere will also be applicable to this post.

Representations have also been received from various Associations/ Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	CHIEF INSPECTOR OF FACTORIES	Rs.37400—67000 + Grade Pay of Rs.8900	Rs.37400—67000 + Grade Pay of Rs.12000
2.	ADDITIONAL CHIEF INSPECTOR OF FACTORIES	Rs.37400—67000 + Grade Pay of Rs.8800	Rs.37400—67000 + Grade Pay of Rs.10000
3.	JOINT CHIEF INSPECTOR OF FACTORIES	Rs.37400—67000 + Grade Pay of Rs.8700	Rs.37400—67000 + Grade Pay of Rs.8900

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **JUDICIAL**

### **[ OTHER THAN HIGH COURT ]**

#### **DEPUTY DIRECTOR - (Directorate of Prosecution)**

The Tamil Nadu Prosecuting Officers Association has requested to revise the scale of pay of the post of Deputy Director of Prosecution from Rs. 15600—39100 + Grade Pay of Rs.7,600/- to Rs.37400—6700 + Grade Pay of Rs.8,700/-. The Commission observed that this post has since been placed on par with that of Deputy Secretary to Government and Joint Directors of other departments. Therefore, the Commission finds that the existing parity level is quite appropriate and need not be disturbed.

#### **PRIVATE SECRETARY – (Government Litigations)**

The incumbents holding the post of Private Secretary in the Department of Government Litigation, High Court have represented that they were appointed as Private Secretary in the cadre of Section Officer and sanctioned Rs.6500—11100 in the pre-revised scale of pay. Therefore, they have requested to revise their scale of pay on par with that of Section Officers and Private Secretaries in the Tamil Nadu Secretariat. The Commission observed that though the technical qualification, nature of duties and responsibilities of the posts of Private Secretary in Secretariat and Department of Government Litigation are same and earlier placed in the identical scales of pay, subsequent revision made to the posts of Section

Officer / Private Secretary in Tamil Nadu Secretariat was omitted to be extended to the Private Secretary in the Department of Government Litigation. Taking note of the above fact, the Commission recommends for revision of scale of pay of the post of Private Secretary in the Department of Government Litigation from Rs.9300—34800 + Grade Pay of Rs.4,700/- to Rs.15600—39100 + Grade Pay of Rs.5,400/- notionally with effect from 12--12—2007.

The above revision may also be extended to the Private Secretaries in the Office of the Advocate General and Additional Advocate General / Government Pleader of High Court, Madras and Madurai Bench.

#### **INTERPRETERS – (High Court of Madras & Madurai)**

The individuals holding the post of Interpreters in High Court Madras and Madurai Bench have requested to revise their scale of pay on par with Section Officers / Private Secretaries in Tamil Nadu Secretariat. The Commission observed that though the Interpreters were earlier placed in the scale of pay of Rs.6500—11100 on par with that of Section Officers / Private Secretaries in Tamil Nadu Secretariat, subsequent pay revision made to them with effect from 12--12—2007 was omitted to be extended to the post of Interpreters. Taking note of the recommendations of the Registrar General, High Court and the pay parity enjoyed by the Interpreters with the Section Officers / Private Secretaries in Tamil Nadu Secretariat Service and as well as the Section Officers, Court Officers, Personal Assistants to Hon'ble Judges of High Court, the Commission finds justification to revise the scale of pay of Interpreters from Rs.6500—11100 to Rs.8000—13500 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission

recommends to revise the scale of pay of Interpreters in High Court Madras and Madurai Bench from Rs.9300—34800 + Grade Pay of Rs.4,700/- to Rs.15600—39100 + Grade Pay of Rs.5,400/- notionally with effect from 12--12—2007.

### **OVERSEER**

The Overseers working in High Court Madras and Madurai Bench have requested to revise their scale of pay on par with Assistant Section Officers in T.N. Secretariat and also fix the corresponding revised scale of pay taking into account the pay parity enjoyed earlier with Assistant Section Officer. The Commission noticed that in the Fifth Tamil Nadu Pay Commission scales of pay the post of Overseer in High Court Madras has been placed on par with that of Assistant Section Officer in Tamil Nadu Secretariat following the specific orders of the Hon'ble High Court. The Official Committee, 1998 had recommended uniform scale of pay of Rs.5500—9000 to the posts of Assistant Section Officer in T.N. Secretariat and Overseer in High Court. The Commission also observed that though this post had earlier been placed in the scale of pay of Rs.5500—9000 on par with that of Assistant Section Officers in Tamil Nadu Secretariat, the subsequent revision of pay made to the post of Assistant Section Officer in Secretariat with effect from 12--12—2007 was omitted to be extended to Overseer in High Court. Taking note of the above fact and in consideration of the pay parity that existed among these two posts in the Fifth Pay Commission scales of pay, the Commission finds justification to place the post of Overseer in High Court from Rs.5500—9000 to Rs.6500—10500 (pre-revised) with corresponding scale of pay in the revised pay structure. Accordingly, the Commission recommends to revise the scale of pay of Overseer in High Court Madras and

Madurai Bench from Rs.9300—34800 + Grade Pay of Rs.4,400/- to Rs.9300--34800 + Grade Pay of Rs.4,600/- notionally with effect from 12--12—2007.

### **FIXED TRAVELLING ALLOWANCE**

The Tamil Nadu State Civil Court's Senior Bailiffs Association and Tamil Nadu Civil Court Process Servers Association have requested to enhance the Fixed Travelling Allowance now sanctioned to them for the reason that the existing quantum is not enough for a whole month due to hike in fare. The Commission noticed that based on the recommendations of the Official Committee, 2009 orders have been issued to the effect that the quantum of Fixed Travelling Allowance sanctioned with effect from 1—1—96 and which was not revised after 1—1—96 shall be doubled. Accordingly, the Senior Bailiffs and Bailiffs are entitled for Rs,200/-pm. as the existing rate of Fixed Travelling Allowance sanctioned to them have been enhanced from Rs.150/- to Rs.200/-pm. with effect from 18—8—2006 by Home Department based on the recommendations of the First National Judicial Pay Commission. Therefore, the Commission finds no justification for further enhancement of the Fixed Travelling Allowance as requested by the Associations. However, the Commission is of the view that this issue may be examined based on the recommendations of the One Man Commission headed by Hon'ble Justice E. Padmanabhan by Home Department separately.

Representations have also been received from the Tamil Nadu Prosecuting Officers Association and Tamil Nadu State Civil Courts' Senior Bailiffs Association requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Joint Director	37400--67000 + Grade Pay -- 8700	Request complied by Official Committee,2009
2.	Additional Public Prosecutor / Assistant Director of Prosecution	15600—39100 + Grade Pay -- 6600	15600—39100 + Grade Pay -- 7600
3.	Additional Public Prosecutor Grade—I	15600—39100 + Grade Pay -- 5700	15600—39100 + Grade Pay -- 6600
4.	Additional Public Prosecutor Grade—II	15600—39100 + Grade Pay -- 5400	15600—39100 + Grade Pay -- 5700
5.	Senior Bailiffs	5200--20200 + Grade Pay -- 2000	5200--20200 + Grade Pay -- 2400

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **LABOUR DEPARTMENT**

### **JOINT COMMISSIONER OF LABOUR**

The Commission observed that the post of Joint Commissioner of Labour is placed on par with the Additional Commissioner of Commercial Tax and Additional Directors of other Heads of Department. Hence, the Commission recommends that it is reasonable to re-designate this post as Additional Commissioner of Labour without any change in the existing pay scale as in the case of Additional Commissioner of Commercial Tax and Additional Director of other Head of Departments.

### **DEPUTY COMMISSIONER OF LABOUR**

Tamil Nadu Labour Service Officers Association has requested to revise the scale of pay of Deputy Commissioner of Labour as Rs.12000—16500 in the pre-revised scale with corresponding revised scale of pay in the revised pay structure. The Commission observed that in the Hindu Religious and Charitable Endowment Department, the next below scale of pay of Additional Commissioner (i.e. Rs.15000—18600) is Rs.12000—16500 for the feeder post which is designated as Joint Commissioner and in other Heads of Departments also the feeder post for the post carrying scale of pay of Rs.15000—18600, is placed on Rs.12000—16500 (pre-revised). In order to maintain the hierarchical pay relativity and considering the job responsibilities of this post, the Commission recommends to place this post on par with the Joint Commissioner of HR & CE, Commercial Tax Department and other Joint Directors of all Head of Departments at Rs.12000—16500 (pre-revised) with corresponding revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.7600.

Consequent on the grant of higher scale of pay, the Commission also recommends that this post may be re-designated as Joint Commissioner of Labour as in Hindu Religious and Charitable Endowment and Commercial Tax Department.

### **ASSISTANT COMMISSIONER OF LABOUR**

Tamil Nadu Labour Service Officers Association has requested to revise the scale of pay of Assistant Commissioner of Labour as Rs.10000—15200 in the pre-revised scale with corresponding revised scale of pay in the revised pay structure. The Commission observed that in G.O. Ms. No. 71 / CT & R Dept., / dated 30.07.2008, the erstwhile post of Assistant Commissioner (now re-designated as Deputy Commissioner without change in pay scale) has been granted the scale of pay of Rs.10000—15200 (pre-revised). In order to maintain uniformity and horizontal pay relativity, the Commission finds justification to revise the scale of pay of this post on par with the Deputy Commissioner of Commercial Tax and Hindu Religious and Charitable Endowment Department from Rs.9100—14050 to Rs.10000—15200 (pre-revised) with corresponding revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.6600 and also to re-designate the post as Deputy Commissioner as in Commercial Tax and Hindu Religious and Charitable Endowment Department.

### **LABOUR OFFICER / INSPECTOR OF LABOUR / INSPECTOR OF PLANTATION**

The Commission observed that appropriate revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.5400 has been granted to the post of Labour Officer / Inspector of Labour / Inspector of Plantation. However in order to maintain uniformity among the posts in Hindu Religious and Charitable Endowment and Commercial Tax Departments, the Commission

recommends that these posts may be re-designated as Assistant Commissioner of Labour without change in pay scale in conformity with the changes recommended for the promotional posts.

### **DEPUTY INSPECTOR OF LABOUR**

Tamil Nadu Labour Service Officers Association has requested to revise the scale of pay of Deputy Inspector of Labour from Rs.9300—34800 + Grade Pay of Rs.4600 to Rs.9300—34800 + Grade Pay of Rs.4900. Considering the fact that this Commission has recommended placing of Assistant Inspector of Labour on par with the Ministerial Superintendent, this Commission finds justification to place the promotional post viz. Deputy Inspector of Labour a level above that of Assistant Inspector of Labour. Accordingly, the Commission recommends to revise the scale of pay of Deputy Inspector of Labour from Rs.6500—10500 to Rs.7500—12000 one level above the Assistant Inspector of Labour / Superintendent with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4900 notionally with effect from . 12.12.2007 and to re-designate this post as Labour Officer as in the case of Commercial Tax Officer in Commercial Tax Department.

### **ASSISTANT INSPECTOR OF LABOUR / STATISTICAL INSPECTOR / STAMPING INSPECTOR**

Tamil Nadu Labour Service Officers Association has requested to revise the scale of pay of Assistant Inspector of Labour/ Statistical Inspector / Stamping Inspector from Rs.9300—34800 + Grade Pay of Rs.4400 to Rs.15600—39100 + Grade Pay of Rs.5400 in the revised scale of pay.

The Commissioner of Labour has pointed out that in view of the practical difficulties in implementing the orders issued in G.O. Ms. No. 127, L&E Dept., dated 24.01.1985, the Government has cancelled the scheme of channelisation of services of Assistant of Labour Department for the purpose of promotion to the next cadre. However a common panel of Assistants is prepared for promotion to the post of Assistant Inspector of Labour / Statistical Inspector / Stamping Inspector / Superintendent with effect from the year 1985 under the Tamil Nadu Labour Subordinate Service. As the posts of Assistant Inspector of Labour / Statistical Inspector / Stamping Inspector were treated on par with Superintendent by the One Man Commission 1998, their scale of pay was revised from Rs.5300—8300 to Rs.5500—9000 in the pre-revised scales of pay. On the same analogy and taking into consideration that these posts are interchangeable posts having the same feeder post, the Commission finds justification to revise the scale of pay of Assistant Inspector of Labour / Statistical Inspector / Stamping Inspector on par with Superintendents from Rs.5500—9000 to Rs.7000—11500 in the pre-revised scale of pay with corresponding with corresponding revised scale of pay in the revised pay structure notionally with effect from 12.12.2007.

Accordingly, the Commission recommends that the scale of pay of Assistant Inspector of Labour / Statistical Inspector / Stamping Inspector may be revised from Rs.9300—34800 + Grade Pay of Rs.4400 to Rs.9300—34800 + Grade Pay of Rs.4800 notionally with effect from 12.12.2007.

## **LOCAL FUND AUDIT**

### **DIRECTOR**

The Tamil Nadu Local Fund Audit Officer's Association has represented to revise the scale of pay of the Director of Local Fund Audit equal to that of the Head of Department in Cooperative Audit Department at Rs.16400—20000 and allow the corresponding revised scale of pay in the pay band-4 at Rs.37400--67000 + Grade Pay of Rs.8,900/-. The Commission finds that the Fourth Tamil Nadu Pay Commission has recommended for classification of Heads of Departments (Non-IAS) into three groups. Accordingly, the Directors of major departments such as School Education, Elementary Education, Government Examinations, Medical Education, Medical Services, Chief Engineers etc. were classified as Group—I, the Director of Fire Services(Non-IPS), Registrar of Cooperative Societies (Housing), Economics & Applied Research, Drugs Control, State Health Transport, Motor Vehicle Maintenance, Local Fund Audit etc. were classified as Group—II Head of Departments and the other smaller departments such as Chief Inspector of Boilers, Tamil Development, Chief Internal Auditor etc. were classified as Group—III Heads of Departments. The Group—I, Group—II and Group—III Heads of departments were placed in the pre-revised scales of pay of Rs.16400—20000, Rs.15000—18600 and Rs.14300—18300 respectively. Considering the important duties and responsibilities of the Director of Medical Education, Director of Medical Services, Chief Engineers, the Tamil Nadu Fourth Pay Commission has rightly placed these posts on a higher scale of pay when compared to Director of Local Fund Audit. This Commission also endorses the views of the Tamil Nadu Fourth Pay Commission and opines that the post of Director of Local Fund Audit cannot be equated with Director of Medical Education, Director of Medical Services and Chief Engineers.

In view of the above, the Commission finds no justification to upgrade the scale of pay of the post of Director of Local Fund Audit.

### **CHIEF INTERNAL AUDITOR & CHIEF AUDITOR OF STATUTORY BOARDS**

The Tamil Nadu Local Fund Audit Officer's Association has requested to revise the scale of pay of the post of Chief Internal Auditor & Chief Auditor of Statutory Boards on par with Director of Local Fund Audit. The Commission finds that though the pay scales of Director of Local Fund Audit and Chief Internal Auditor were the same prior to 1—6—88, considering the duties and higher responsibilities of the post of Director of Local Fund Audit the Official Committee, 1992 has recommended higher pay scale to the DLFA. The Commission also noticed that the DLFA is acting as an administrator of all local body employees in addition to the duties of auditing the local bodies and that the powers of cadre control of the staff of Chief Internal Audit is also vested with the DLFA. Hence, the Commission finds no justification to place the post of Chief Internal Auditor on par with the Director of Local Fund Audit.

### **JOINT DIRECTOR**

The Tamil Nadu Local Fund Audit Officer's Association has requested to upgrade the post of Joint Director as Additional Director in the scale of pay of Rs.14300—18300 and fix the corresponding revised scale of pay. The Commission finds that this post is presently placed on par with the Joint Directors in other departments. In addition, the Joint Director is the feeder category for the post of Chief Internal Auditor which is already placed on Rs.14300—18300. Hence, the Commission is of the opinion that this post is appropriately placed and no anomaly exists.

## **DEPUTY DIRECTOR**

The Tamil Nadu Local Fund Audit Officers Association has requested to upgrade the post of Deputy Director as Joint Director in the pre-revised scale of pay of Rs.12000—16500 and fix the corresponding revised scale of pay of Rs.15600--39100 + Grade Pay of Rs.7,600/-. The Commission finds that this post is presently placed on par with the Deputy Directors in other departments and therefore no anomaly exists.

## **DEPUTY INSPECTOR & INSPECTOR OF LOCAL FUND AUDIT**

Tamil Nadu Local Fund Audit Service Association has requested to revise the scale of pay of the post of Deputy Inspector of Local Fund Audit on par with Ministerial Superintendent, Deputy Tahsildar, Assistant Commercial Tax Officer and its promotion post viz. Inspector of Local Fund Audit on par with that of Tahsildar, Block Development Officer, Inspector of Police, Assistant Accounts Officers etc. The Commission finds that the Deputy Inspectors of Local Fund Audit are acting as Superintendent and that the One Man Commission, 1998 has also recommended that this post should be treated on par with Ministerial Superintendent. In view of the above and taking note of the upward revision of scale of pay made to the Ministerial Superintendent, the Commission recommends to revise the scale of pay for the post of Deputy Inspector of Local Fund Audit from Rs.9300—34800 + Grade Pay of Rs.4,400/- to Rs.9300—34800 + Grade Pay of Rs.4,800/- on par with Ministerial Superintendent notionally with effect from 12—12—2007.

The Commission also finds that the post of Inspector of Local Fund Audit is the promotion post for the post of Deputy Inspector of Local Fund Audit. Consequent on the revision of scale of pay recommended to the feeder post of Deputy Inspector of Local Fund Audit, the Commission also

recommends to place the promotion post of Inspector of Local Fund Audit one level above that of feeder post at Rs.9300—34800 + Grade Pay of Rs.4,900/- on par with the Tahsildar, Block Development Officer etc. notionally with effect from 12—12—2007.

### **ASSISTANT INSPECTOR**

The Tamil Nadu Local Fund Audit Service Association has requested to revise the scale of pay of the post of Assistant Inspector of Local Fund Audit from Rs.5000—8000 to Rs.6500—10500 (pre-revised) on par with Assistant Section Officer in Tamil Nadu Secretariat. Considering the recommendations of the One Man Commission, 1998 to place this post on par with the comparable post of Senior Inspector of Cooperative Societies and Senior Cooperative Auditor and also taking note of the pay revision recommended to its promotion post viz. Deputy Inspector of Local Fund Audit, the Commission recommends for revision of scale of pay of the post of Assistant Inspector of Local Fund Audit from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800 with Grade Pay of Rs.4,300/-.

**MEDICAL EDUCATION AND MEDICAL &  
RURAL HEALTH SERVICES**

**DIRECTOR**

The Tamil Nadu Government Doctors Association has requested to revise the scale of pay of the Directors in Medical Department from Rs.37400—67000 + Grade Pay of Rs.8,900/- to Rs.37400—67000 + Grade Pay of Rs.12,000/-. The Commission observed that the Directors of Medical Department is comparable with that of the Directors in School Education and Collegiate Education and placed on identical scale of pay. Therefore, the Commission finds that the existing parity level is quite appropriate and need not be disturbed. However, the enhanced Grade Pay recommended to the scale of pay of Rs.37400—67000 + Grade Pay of Rs.8,900/- may also be made applicable to all the Directors in Medical Department.

**NON-MEDICAL DEMONSTRATOR / LABORATORY SUPERVISOR**

The Tamil Nadu Non-Medical Graduates Association has requested to revise the scale of pay of the posts of Non-Medical Demonstrator and Laboratory Supervisor from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,600/- on par with Medical Social Workers, Junior Analyst and Entomological Assistant. The Commission observed that the promotion post to the post of Non-Medical Demonstrator is Non-Medical Assistant to Professor of Bio-Chemistry is placed in the revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,500/- as against the pre-revised scale of pay of Rs.5900—9900. Considering the qualification prescribed for these posts and also taking note of the level of its promotion post, the Commission recommends to revise the scale of pay of the posts of

Non-Medical Demonstrator and Laboratory Supervisor from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-.

### **LABORATORY TECHNICIANS GRADE—I and GRADE—II**

The T.N. Government Medical Laboratory Technicians Association, T.N. Medical Laboratory Technicians Association and the T.N. Government Two Years Diploma Medical Laboratory Technicians Association have requested to revise the scale of pay of Laboratory Technicians on par with similar post in Government of India. The Commission observed that the post of Laboratory Technician Grade—II is filled by direct recruitment and the qualification prescribed is H.S.C. with two years diploma in Medical Laboratory Technology. The Commission elsewhere has recommended the pre-revised scale of pay of Rs.5000—8000 for all the para medical posts at the entry level for which two years' diploma qualification is prescribed as the minimum qualification. Taking this into account and considering the similarity in qualification, nature of duties and the job responsibilities of this post, the Commission recommends to revise the scale of pay of the post of Laboratory Technician Grade—II in all branches of Medical Department from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs.9300—34800 + Grade Pay of Rs.4200/-. Consequent on the higher scale of pay recommended to the post of Laboratory Technician Grade—II, the Commission recommends revision of scale of pay of its promotion post i.e Laboratory Technician Grade—I from Rs.5200—20200 + Grade Pay of Rs.2800/- to Rs.9300—34800 + Grade Pay of Rs.4400/-.

## **DENTAL HYGIENIST / DENTAL MECHANIC**

The Medical Department Employees Association and T.N. Government Dental Hygienists have requested to revise the scale of pay of the posts of Dental Hygienist / Dental Mechanic from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300--34800 + Grade Pay of Rs.4,200/- on par with similar post in Government of India. The Commission noticed that the qualification prescribed for the posts of Dental Hygienist / Dental Mechanic in Medical Department is the same as that of similar posts in Government of India and that the post of Dental Hygienist in Government of India has already been upgraded as Rs.5000—8000 (pre-revised). Hence, the Commission recommends to revise the scale of pay of these posts from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

## **E.C.G. / E.E.G. TECHNICIAN / AUDIO METRICIAN / E.C.G. OPERATOR**

T.N. Medical Department ECG. Technicians Association and Medical Department Employees Association have requested to revise the scale of pay to the posts of E.C.G. / E.E.G. Technician and Audiometrician from Rs.5200—20200 + Grade Pay of Rs.1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,800/-. The Commission noticed that the One Man Commission, 98 has recommended for revision of scale of pay of these posts from Rs.3050—4590 to Rs.4000—6000 (pre-revised) considering the qualification and the comparable post in Government of India. This Commission also endorses the recommendations of the One Man Commission, 98 and accordingly recommends to revise the scale of pay of the posts of E.C.G./ E.E.G. Technician and Audiometrician from Rs.5200—20200 + Grade Pay of Rs.1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,400/-. Consequently, the Commission also recommends that the scale of pay of the ECG. Operator

which is a promotion post for ECG. Technician may also be revised from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs.5200—20200 + Grade Pay of Rs.2,600/-.

### **CHIEF X-RAY TECHNICIAN**

The Tamil Nadu Radiological Assistants Association and Tamil Nadu X-Ray Technical Employees Association have requested to revise the scale of pay of the post of Chief X-Ray Technician from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.15600—39100 + Grade Pay of Rs.5,400/-. Considering the risky nature of work of this post and also taking into account the revision recommended for the post of Radiographer from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-, the Commission finds justification to place the promotion post of Radiographer viz. Chief X-Ray Technician one level above the existing pay scale. Accordingly, the Commission recommends to revise the scale of pay for the post of Chief X-Ray Technician from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-.

### **RADIOGRAPHER**

The Tamil Nadu Radiological Assistants Association and Tamil Nadu X-Ray Technical Employees Association have pointed out the risk faced by the Radiographers in their life time while discharging duties and therefore requested to revise the scale of pay of the post of Radiographer from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-. The Commission noticed that the One Man Commission, 98 has recommended to place this post on par with Staff Nurse considering the qualification and the recommendations of the Fifth Central Pay Commission. This Commission also endorses the recommendations of

the One Man Commission,98. The Commission also observed that the Radiographers are very much affected by radiation hazards and therefore finds justification to revise the scale of pay of Radiographer from Rs.4500—7000 to Rs.5000—8000 with corresponding revised scale of pay on par with comparable post in Government of India. Accordingly, the Commission recommends to revise the scale of pay of Radiographer from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

### **DARK ROOM ASSISTANT**

The Tamil Nadu Radiological Assistants Association and Tamil Nadu X-Ray Technical Employees Association have requested to revise the scale of pay of the post of Dark Room Assistant from Rs.5200—20200 + Grade Pay of Rs.1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,800/-. The Commission noticed that the One Man Commission, 98 has recommended revision of scale of pay for the post of Dark Room Assistant from Rs.3050—4590 to Rs.4000—6000 (pre-revised) taking into consideration the qualification prescribed to this post. This Commission also endorses the recommendations of the One Man Commission, 98 and accordingly recommends to revise the scale of pay of the post of Dark Room Assistant from Rs.5200—20200 + Grade Pay of Rs.1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,400/-.

### **X-RAY ATTENDANT**

Tamil Nadu X-Ray Technical Employees Association has requested to revise the scale of pay for the post of X-Ray Attendant from Rs.4800--10000 + Grade Pay of Rs.1,400/- to Rs. 9300--34800 + Grade Pay of Rs.4,400/-. The Commission noticed that the X-Ray Attendants are also prone to

radiation hazard and therefore considered to place this post one level above the existing scale of pay. Accordingly, the Commission recommends to revise the scale of pay of this post from Rs.4800--10000 + Grade Pay of Rs.1,400/- to Rs.4800--10000 + Grade Pay of Rs.1,650/-.

**REFRACTIONIST / OPHTHALMIC ASSISTANT / OPTICIAN / OPTOMETRIST.**

Tamil Nadu Government Refractionist Association has requested to revise the scale of pay of these posts from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-. The Commission noticed that the One Man Commission, 98 has recommended to revise the scale of pay of these posts from Rs.4500—7000 to Rs.5000—8000 (pre-revised) considering the diploma qualification prescribed for these posts. This Commission also endorses the recommendations of the One Man Commission, 98. Accordingly, the Commission recommends to revise the scale of pay for these posts from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of the posts of Refractionist / Ophthalmic Assistant / Optician and Optometrist in Medical Department from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

**STATISTICIANS / STATISTICAL ASSISTANT**

Tamil Nadu Statisticians Association (Medical Education Department) has requested to revise the scale of pay of these posts on par with Statistical Inspector in Economics & Statistics Department and also to change the nomenclature of these posts as Statistical Officer. The Commission observed that the One Man Commission, 98 has recommended to revise the scale of

pay for the post of Statistical Inspector in Economics & Statistics Department from Rs.5300—8300 to Rs.5500—9000 and accordingly orders were issued by Government. However, the posts of Statisticians / Statistical Assistant in Medical Department were omitted to be included in the above Government Order inspite of the fact that the qualification and method of recruitment of these posts are one and the same. Therefore, the Commission finds justification to place the posts of Statisticians / Statistical Assistant in Medical Department equivalent to that of Statistical Inspector in Economics & Statistics Department. Accordingly, the Commission recommends to revise the scale of pay for the posts of Statisticians / Statistical Assistant in Medical Department from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-. However, the Commission is of the view that the existing nomenclature of these posts are quite appropriate and do not require any change.

### **SOCIAL WELFARE OFFICER**

The Tamil Nadu Social Welfare Officers Association has requested to revise the scale of pay of the Social Welfare Officer [erstwhile Medical Social Worker and Psychiatric Social Worker] from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.15600--39100 + Grade Pay of Rs.5,400/-. Considering the qualification of Post Graduate Degree in Social Work and also the job responsibilities comparable posts in the departments of Social Welfare and Labour & Employment Departments, the Commission finds justification to revise the pre-revised scale of pay of Social Welfare Officer [erstwhile Medical Social Worker and Psychiatric Social Worker] from Rs.5900—9900 to Rs.6500—10500 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of this

post from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-.

### **LIBRARIAN GRADE—I**

The Tamil Nadu Medical Librarians Association has requested revision of scale of pay for the post of Librarian Grade—I on par with Librarians in Government Arts College, Veterinary College and Polytechnics with re-designation of this post as Librarian. The Commission finds that the said request of the Association is not feasible of compliance, since the Librarians in Government Arts College, Veterinary College and Polytechnics are governed by University Grants Commission / All India Council for Technical Education pay scales. However, the Commission noticed that the Librarians in High Court, Tamil Nadu Legislative Assembly, Law Library, Secretariat Library and in Tamil Nadu Archives were placed on a higher scale of pay of pay of Rs.9100—14050 and Rs.8000--13500 (pre-revised) respectively. The Commission also observed that the number of books maintained in Medical College Libraries, value of such books and annual allocation for purchase of books in Medical Colleges is comparatively more than that in Tamil Nadu Archives and the workload and job responsibilities of the Librarian Grade—I in Medical Colleges are not lesser when compared to the Librarians in Tamil Nadu Archives etc. Considering the above facts, the Commission finds justification to revise the scale of pay of the post of Librarian Grade—I in Medical Colleges from Rs.5900—9900 to Rs.8000—13500 (pre-revised) on par with Librarian in Tamil Nadu Archives with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Librarian Grade—I in Medical Colleges from Rs.9300—34800 + Grade Pay of Rs.4,500/- to

Rs.15600—39100 + Grade Pay of Rs.5,400/-. The Commission also recommends to re-designate the post of Librarian Grade—I in Medical Colleges as 'Librarian' so as to distinguish this category from the Librarian Grade—I under 'Common Category'.

### **ENGINE DRIVER**

Tamil Nadu Government All Hospital Engine Drivers Association has requested to revise the scale of pay of the post of Engine Drivers from Rs.4800--10000 + Grade Pay of Rs.1,650/- to Rs.5200--20200 + Grade Pay of Rs.1,900/- with re-designation of this post as Boiler Attendants. The Commission noticed that the One Man Commission, 98 has recommended to revise the scale of pay of this post from Rs.2650—4000 to Rs.3050—4590 (pre-revised) considering the qualification prescribed for this post (viz. Boiler Engine Trade Certificate). This Commission endorses the above recommendation of the One Man Commission, 1998. Accordingly, the Commission recommends to revise the scale of pay of the post of Engine Driver from Rs.4800—10000 + Grade Pay of Rs.1,650/- to Rs.5200--20200 + Grade Pay of Rs.1,900/-. Following the specific recommendations of the Director of Medical Education, the Commission also recommends to re-designate this post as 'Boiler Attendant' duly requesting the administrative department viz. Health & Family Welfare Department to initiate necessary action to amend the adhoc rules accordingly.

### **JUNIOR CHEMICAL ASSISTANT**

The King Institute of Preventive Medicine & Research Scientific Officers Association has requested to revise the scale of pay of the post of Junior Chemical Assistant from Rs.5300—8300 to Rs.5900—9900 on par with Junior Analyst and Junior Water Analyst. The Association in support of their

request has pointed out that the King Institute of Preventive Medicine is functioning for production and quality control of Immuno—Biologicals and vaccines such as Tetanus Toxoid, Diphtheria toxoid including anti-snake venom serum etc. The Commission finds that the duties and responsibilities and the qualification prescribed for this post is the same as that of Junior Water Analyst / Junior Analyst. Considering the qualification and job factors of the post of Junior Chemical Assistant, the Commission finds justification to revise the scale of pay of this post on par with Junior Water Analyst / Junior Analyst in Public Health & Preventive Medicine Department. Accordingly, the Commission recommends to revise the scale of pay of Junior Chemical Assistant from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-.

### **SCIENTIFIC ASSISTANT**

The Association of Scientific Assistants and Criminologist of T.N. Medical Colleges has requested to revise the scale of pay of the post of Scientific Assistant on par with that of similar post in Forensic Science Department. The Commission observed that the One Man Commission, 98 has recommended to revise the scale of pay for the post of Scientific Assistant Grade--I in Forensic Science Department and Scientific Assistant in Medical Department from Rs.5900—9900 to Rs.6500—10500. However, this revision was omitted to the post of Scientific Assistant in Medical Education Department. Hence, this Commission recommends to endorse the recommendation of One Man Commission, 1998. Considering the similarity in the qualification, nature of duties and responsibilities among the Scientific Assistant Grade—I and Scientific Assistant in Forensic Science & Medical Department, this Commission

recommends to place this post on par with the post of Scientific Assistant Grade--I in Forensic Science Department. Accordingly, the Commission recommends to revise the scale of pay of Scientific Assistant from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,900/-. The Commission also recommends that the nomenclature of the post of Scientific Assistant in Medical Education Department may also be re-designated as “Scientific Officer” as in the case of Scientific Assistant Grade--I in Forensic Science Department with a view to maintain uniformity among the posts in both Forensic Science and Medical Department.

**PROSTHETIC TECHNICIAN GRADE—II / GRADE—I / SENIOR PROSTHETIC TECHNICIAN**

The Orthotics & Prosthetics Association of India, T.N. Prosthetics and Orthotics Engineers Association, T.N. Government Prosthetics and Orthotics Engineer’s Association and Indian Orthotists & Prosthetists Association have requested to revise the scale of pay the posts of Senior Prosthetic Technician, Prosthetic Technician Grade—I and Grade—II as follows:-

Sl. No.	Name of the post	Existing scale of pay Rs.	Revision of scale of pay sought for Rs.
1.	Prosthetic Technician Grade—II	5200—20200 + Grade Pay -- 2800	9300—34800 + Grade Pay – 4200
2.	Prosthetic Technician Grade—I	9300—34800 + Grade Pay – 4200	9300—34800 + Grade Pay – 4500
3.	Senior Prosthetic Technician	9300—34800 + Grade Pay – 4300	9300—34800 + Grade Pay – 4600

The Commission observed that the One Man Commission, 98 has recommended for revision of scale of pay for the post of Prosthetic Technician Grade—II from Rs.4300—8300 to Rs.5000—8000 taking into account the revision recommended for para-medical posts with diploma qualification.

However, orders were issued by Government revising the scale of pay of the post of Prosthetic Technician Grade—II from Rs.4300—8300 to Rs.4500—7000. The Commission endorses the original recommendation of the One Man Commission, 98 and taking into consideration the diploma qualification and the scale of pay recommended to other entry level para-medical posts. Accordingly, the Commission recommends to revise the scale of pay of Prosthetic Technician Grade—II from Rs.5200--20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

Consequent on the improved scale of pay recommended to the Prosthetic Technician Grade—II, the Commission also finds justification to revise the scale of pay of the promotion posts viz. Prosthetic Technician Grade—I and Senior Prosthetic Technician. Accordingly, the Commission recommends to revise the scale of pay for the post of Prosthetic Technician Grade—I from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800 + Grade Pay of Rs.4,400/- and in the case of Senior Prosthetic Technician from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,500/-.

### **OCCUPATIONAL THERAPIST GRADE—I**

An individual holding the post of Occupational Therapist Grade—I in Government Institute of Rehabilitation Medicine, K.K. Nagar, Chennai has represented that her post was upgraded to the level of Physiotherapist Grade—I and therefore requested to revise the scale of pay of the post of Occupational Therapist Grade—I on par with the post of Physiotherapist Grade—I. The Commission observed that the Occupational Therapist Grade—I has been upgraded to the level of Physiotherapist Grade—I and placed on an identical scale of pay of Rs.5500—9000 (pre-revised).

Considering the qualification of Bachelor Degree in Physiotherapy, the scale of pay of the Physiotherapist Grade—I has been subsequently revised from Rs.5500—9000 to Rs.6500—10500 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,600/-. However, the above revision has not been extended to the post of Occupational Therapist Grade—I though the said post was earlier upgraded to the level of Physiotherapist Grade—I. Taking into consideration the job factors of the Occupational Therapist viz. imparting therapy for the leprosy patients and mentally challenged children, the Commission finds justification to place this post on par with Physiotherapist Grade—I with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay for the post of Occupational Therapist Grade—I from Rs.9300—34800 + Grade Pay of Rs.4,400/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-.

**LEPROSY PHYSIOTHERAPIST /**  
**PHYSIOTHERAPY TECHNICIAN (Leprosy)**

The Tamil Nadu Government Physiotherapy Technicians Association has requested to revise the scale of pay of the post of Leprosy Physiotherapist / Physiotherapy Technician (Leprosy) from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs. 9300—34800 + Grade Pay of Rs.4,500/- on par with Physiotherapist Grade—II taking into consideration the hazards faced in their life. Considering the qualification the Commission finds that these posts are not equated with the post of Physiotherapist Grade—II. However, the Commission noticed that the Official Committee, 98 has recommended to place the posts of Leprosy Inspector and Physiotherapy Technician (Leprosy) on identical scale of pay of Rs.4000—6000 (pre-revised). Subsequently, the post of Leprosy Inspector was re-designated

as Health Inspector Grade—I and placed on a higher scale of pay of Rs.4500—7000 (pre-revised). Considering the request of the Health Inspectors Association, the Commission elsewhere has recommended to place the post of Health Inspector Grade-I on par with other para-medical posts at Rs.5000—8000(pre-revised) and grant corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,200/-. Hence, the Commission is of the view that the scale of pay for the post of Leprosy Physiotherapist / Physiotherapy Technician (Leprosy) may also be revised from Rs.4000—6000 to Rs.5000—8000 with corresponding revised scale on par with Health Inspector Grade—I. Accordingly, the Commission recommends to revise the scale of pay for the post of Leprosy Physiotherapist / Physiotherapy Technician (Leprosy) in Medical Department from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs.9300—34800 + with Grade Pay of Rs.4,200/-.

### **ELECTRICIAN GRADE—I & MECHANIC GRADE—I**

The Tamil Nadu Government Medical Department Engineers Association has requested to revise the scale of pay of the posts of Electrician Grade—I and Mechanic Grade—I from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs. 9300—34800 + Grade Pay of Rs.4,200/-. The Commission observed that the requests for revision of scale of pay of the Trade Posts has been examined by the Commission separately and necessary recommendations made under “Trade Categories”. The recommendation made therein may also be made applicable to the trade posts in Medical department.

## **ENHANCEMENT OF ALLOWANCES.**

The Tamil Nadu Government Doctors Association has requested to enhance the existing rate of allowances including Non-Practicing Allowance. The Commission observed that based on the recommendations of the Official Committee, 2009, necessary orders have been issued enhancing the existing rates of various allowances. Therefore, the Commission finds no justification for further enhancement of the allowances including Non-Practicing Allowance as requested by the Association.

## **REQUEST OF THE INDIVIDUAL**

An individual holding the post of Prosthetic Craftsman in Tirunelveli Medical College has represented that he has been awarded Special Grade on 23-6-2009 and therefore requested to fix his pay in the revised scale of pay of Rs.9300-34800 + Grade Pay of Rs.4,200/- as against the pre-revised scale of pay granted to this post viz. Rs.5000-8000. The Commission observed that necessary clarification has already been issued to the effect that the employees who have moved to Selection Grade / Special Grade on or after 1-1-2006 shall be eligible for one increment at the rate of 3% of Basic Pay + Grade Pay in the corresponding revised pay fixed with reference to the Ordinary Grade scale of pay, as there is no separate Selection Grade / Special Grade scales of pay in the revised pay structure. The Commission therefore finds no justification to consider the request of the individual.

Representations have also been received from the T.N. Government Doctors Association, Government Pharmacy Teachers Association, T.N. Non-Medical Graduate Association, T.N. Government Officials Union, T.N. Government Employees Union, T.N. Medical Laboratory Technicians Association, T.N. Arasu Medical Record Officers and Technicians Association, T.N. Government Medical Department Engineers Association, The Research Assistants Association, The Orthotics & Prosthetics Association of India, Computer Operators in Medical Department and various Service Associations in Medical Department / Individuals requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay <b>Rs.</b>	Requested Scale of pay <b>Rs.</b>
1.	Additional Director / Dean / Director(AAMCI) / Upgraded institutions / King Institute	37400--67000+ Grade Pay – 8800	37400--67000+ Grade Pay – 10000
2.	Joint Director	37400--67000+ Grade Pay – 8700	37400--67000+ Grade Pay – 10000
3.	Assistant Reader (Pharmacy)	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 6600
4.	Reader / Professor (Non-Medical)	15600—39100 + Grade Pay – 6600	15600—39100 + Grade Pay – 7600
5.	Principal (Pharmacy)	15600—39100 + Grade Pay – 7700	37400--67000+ Grade Pay – 8700
6.	Tutor in Pharmacy	9300—34800 + Grade Pay – 4700	15600—39100 + Grade Pay – 5400
7.	Non-Medical Assistant to Professor of Biochemistry	9300—34800 + Grade Pay – 4500	9300—34800 + Grade Pay – 4900
8.	Laboratory Technician Grade—III	5200--20200 + Grade Pay – 1900	9300—34800 + Grade Pay – 4200
9.	Computer Operator	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4300

Sl. No.	Name of the Post	Existing Scale of pay <b>Rs.</b>	Requested Scale of pay <b>Rs.</b>
10.	Senior Medical Record Officer	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 6500
11.	Medical Record Officer	9300—34800 + Grade Pay – 4400	15600—39100 + Grade Pay – 5400
12.	Medical Record Technician	9300—34800 + Grade Pay – 4200	No Change
13.	Air-Condition Mechanic / Refrigeration Mechanic	5200--20200 + Grade Pay – 2800	9300—34800 + Grade Pay – 4200
14.	Research Assistant (Non-Medical / Science)	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 5700
15.	Prosthetic Craftsman	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4200
16.	Domestic Science Teacher	9300—34800 + Grade Pay – 4400	15600—39100 + Grade Pay – 5400
17.	Social Worker(Medical)	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4500

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **CHIEF PHARMACIST**

The Tamil Nadu Government Pharmacist Association and T.N.Government All Pharmacists Association have requested to revise the scale of pay of the Chief Pharmacist from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.15600—39100 + Grade Pay of Rs.5,400/-. The Commission has recommended to revise the scale of pay of all paramedical posts at the entry level on par with Staff Nurses based on the qualification and job responsibilities attached to the posts. Considering the revision granted to the post of Pharmacist, the Commission finds justification to place the promotion post of Pharmacist viz. Chief Pharmacist one level above the existing pay scale. Accordingly, the Commission recommends to revise the scale of pay for the post of Chief Pharmacist from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-. This pay revision may be made applicable to the similar posts in Medical Education, Public Health & Preventive Medicine and Indian Medicine & Homeopathy departments also.

## **PHARMACIST**

The Tamil Nadu Government Pharmacist Association and T.N.Government All Pharmacists Association have requested to revise the scale of pay of the Pharmacist on par with Staff Nurse and Sector Health Nurse. Considering the Diploma qualification prescribed for the post of Pharmacist and the scale of pay of similar post in Central Government, the Commission finds justification to revise the scale of pay of Pharmacist from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Pharmacist from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-. This pay revision may be

made applicable to the similar post posts in Medical Education, Public Health & Preventive Medicine and Indian Medicine & Homeopathy departments also.

### **TAILORING INSTRUCTOR**

An individual holding the post of Tailoring Instructor in Government Rehabilitation Centre for Blind, Madurai Medical College has requested to revise the scale of pay of his post on par with similar post in School Education Department. The Commission observed that the One Man Commission, 98 has recommended to revise the scale of pay for the post of Tailor in Director of Medical Education from Rs.2750—4400 to Rs.3050—4590 and accordingly orders were issued by Government omitting the post of Tailoring Instructor. Considering the qualification, nature of duties and responsibilities attached to this post and comparable post in Social Welfare Department and also following the direction of the Hon'ble High Court (Madurai), the Commission recommends to revise the scale of pay of this post from Rs.5200—20200 + Grade Pay of Rs.1,800/- to Rs.5200—20200 + Grade Pay of Rs.1,900/-.

### **SYSTEM ANALYST-cum-PROGRAMMER**

An individual holding the post of System Analyst-cum-Programmer in Medical & Rural Health Services has requested to revise the scale of pay of his post on par with similar post in C.T. & R. Department. The recommendation of the Commission regarding rationalization / revision of scale of pay of the categories in respect of the personnel working in the Computer Wing may be made applicable to this post.

### **TRADE POSTS**

The T.N.Medical Department Technical Employees Union have requested to revise the pre-revised scale of pay of the Trade Posts in Medical Department as Rs.4500—7000 and fix the corresponding scale in the revised pay structure. The requests for revision of scale of pay of the Trade

Posts have been examined by the Commission separately and necessary recommendations made under “Trade Categories”. The recommendation made therein may also be made applicable to the trade posts in Medical department.

### **ENHANCEMENT OF ALLOWANCES**

The T.N.Municipal Medical Officers Association has requested to extend the orders issued in G.O.Ms.No.236, Finance (PC) Department, dated: 1—6—2009 in respect of enhancement of Other Compensatory Allowance and Over Coat Allowance to the Medical Officers working in Local Bodies such as Panchayat Union, Municipality and Corporation. Considering the similarity in the method of recruitment, qualification and nature of duties of the Medical Officers working under Local Bodies and Government Primary Health Centres as that of Doctors of Primary Health Centres and also taking note of the benefits availed earlier as ordered in G.O.Ms.No.499, Finance (PC) Department, dated: 15—9—1998, the Commission finds justification to extend the enhanced rate of Other Compensatory Allowance and Over Coat Allowance ordered in G.O.Ms.No.236, Finance (PC) Department, dated: 1-6-2009 also to the Medical Officers working under Local Bodies.

The T.N.Government Nurses Association, Laboratory Technicians Association, Radiologist Association and Recreation Therapists have requested to enhance the existing rate of Allowances and sanction of Risk Allowance considering their nature of duties. The Commission observed that based on the recommendations of the Official Committee, 2009, necessary orders have been issued enhancing the existing quantum of various allowances. Therefore, the Commission finds no justification for further

enhancement of the allowances and also the sanction of new allowances as requested by the Associations.

The Government Rural Doctors Association and the Senior Professors retired between 1—6—2009 and 30—9—2009 have requested to extend the orders issued in G.O.Ms.No.354, Health & Family Welfare Department, dated: 23—10—2009. The Doctors working in Non-Clinical Departments have requested to grant an emolument package of Rs.30,000/- p.m. as allowance to alleviate and offset the imbalances of the present pay system. The Commission observed that the demands of the Government Doctors Association have already been sorted out based on the recommendations of the Committee constituted to look into the demands of Tamil Nadu Government Doctors Association and accordingly orders were issued in Health & Family Welfare Department. Therefore, the Commission is of the view that this issue may be examined by Health & Family Welfare Department / Municipal Administration & Water Supply Department.

Representations have also been received from the T.N. Arsu Maruthuvathurai Uzhiyar Sangaam, T.N. Government Nurses Association, T.N. Government Officials Union, T.N. Government Employees Union, T.N. Government Physiotherapist Association, T.N. Government Pharmacists Association, T.N. Government All Pharmacist Association, T.N. Government Medical Department Administrative Employees Association, Joint Active Society for Ministerial Staff (JASMINS), T.N. Government Medical Department All Employees Association,

T.N. Government Medical Department Engineers Association,  
T.N. Government Medical Department Technical Employees Union  
and various Service Associations in Medical Department /  
Individuals were requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Medical Store Officer	9300—34800 + Grade Pay – 4500	15600—39100 + Grade Pay – 5400
2.	Nursing Tutor, Grade—I	15600—39100 + Grade Pay – 5400	On par with similar post in Central Government
3.	Nursing Tutor, Grade—II	9300—34800 + Grade Pay – 4600	-- do --
4.	Nursing Superintendent, Grade—I	15600—39100 + Grade Pay – 5400	-- do --
5.	Nursing Superintendent, Grade-II	9300—34800 + Grade Pay – 4600	-- do --
6.	Nursing Superintendent, Grade-III	9300—34800 + Grade Pay – 4400	-- do --
7.	Nurse (Staff Nurse)	9300—34800 + Grade Pay – 4200	9300—34800 + Grade Pay – 4600
8.	Anesthesia Technician Grade-I	5200--20200 + Grade Pay – 1900	5200--20200 + Grade Pay – 2400
9.	Anesthesia Technician Grade-II	4800--10000 + Grade Pay – 1650	5200--20200 + Grade Pay – 1900
10.	Theatre Assistant	4800--10000 + Grade Pay – 1650	5200--20200 + Grade Pay – 1900
11.	Operation Nursing Assistant/ Theatre Assistant/ Dresser / Plaster Technician / Hospital Worker / Sanitary Worker	Placed in PB-1A & PB-1 with different Grade Pay	4800--10000 + Grade Pay – 1400
12.	Sergeant	5200--20200 + Grade Pay – 1900	On par with similar post in Secretariat and Police Department.
13.	Physiotherapist Grade-I	9300—34800 + Grade Pay – 4600	15600—39100 + Grade Pay – 5400
14.	Junior Engineer (Mechanic / Refrigeration)	9300—34800 + Grade Pay – 4400	15600—39100 + Grade Pay – 5400
15.	Workshop Superintendent / Electrical Supervisor	9300—34800 + Grade Pay – 4400	15600—39100 + Grade Pay – 5400
16.	Junior Assistant / Typist	5200--20200 + Grade Pay – 2000	5200--20200 + Grade Pay – 2800
17.	Assistant / Stenographer	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4600

Sl. No.	Name of the Post	Existing Scale of pay <b>Rs.</b>	Requested Scale of pay <b>Rs.</b>
18.	Superintendent	9300—34800 + Grade Pay – 4800	15600—39100 + Grade Pay – 5400
19.	Director (Barnard Institute of Radiology)	37400—67000 + Grade Pay – 8700	37400—67000 + Grade Pay – 10000
20.	Professor of Radiology Physics	15600—39100 + Grade Pay – 5700	37400—67000 + Grade Pay – 8700

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **PUBLIC HEALTH & PREVENTIVE MEDICINE**

### **DIRECTOR (Health Services)**

The Tamil Nadu Government Health Officers Association has requested to grant fixed pay of Rs.80,000/-pm. instead of the revised time scale of pay of Rs.37400—67000 + Grade Pay of Rs.8,900/- to the post of Director as in Central Government. As the Directors of Medical Department have placed on par with the other Heads of Departments, the Commission finds no justification to accede to the request. However, the enhanced Grade Pay recommended by the Commission elsewhere for the scale of pay of Rs.37400—67000 + Grade Pay of Rs.8,900/- may also be made applicable to the posts of Directors in Medical Department in order to maintain the local pay relativity.

### **JOINT DIRECTOR ( SBHI )**

The Tamil Nadu Government Public Health Statistical Staff Association has requested to revise the scale of pay of Joint Director (SBHI) as Rs.14300—18300 in the pre-revised scale of pay with corresponding scale of pay in the revised pay structure. As this post has been placed on par with other Joint Directors in various departments, the Commission finds no justification to consider this request.

### **STATISTICAL ASSISTANT**

The Tamil Nadu Government Public Health Statistical Staff Association and the Tamil Nadu Government Officials Union have requested to revise the scale of Statistical Assistant from Rs.9300—34800 + Grade Pay of Rs.4,300/-

to Rs.9300—34800 + Grade Pay of Rs.4,800/-on par with Ministerial Superintendent considering the Post Graduate qualification prescribed to this post. Considering the nature of work, the Commission finds that this post is not comparable with the post of Ministerial Superintendent. However, taking into account the qualification and job factors, the Commission finds justification to equate this post with the Statistical Inspector in Economics & Statistics Department. Accordingly, the Commission recommends to revise the scale of pay of Statistical Assistant in Medical Department from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-.

### **JUNIOR ANALYST / JUNIOR WATER ANALYST**

The Tamil Nadu Government Health Services Scientists Association, T.N. Government Official Association, T.N. Government Public Health Analyst Association and King Institute Preventive Medicine Scientific Officers Association have requested to revise the scale of pay of the post of Junior Analyst / Junior Water Analyst above that of Ministerial Superintendent as in the earlier Pay Commission scales of pay. The Commission observed that the One Man Commission,98, has recommended to revise the scale of pay of the Junior Analyst / Junior Water Analyst in Public Health & Preventive Medicine Department from Rs.5300—8300 to Rs.5900—9900 (pre-revised) considering the Post Graduate qualification prescribed for the direct recruits. Considering the recommendations of the One Man Commission, 98 and also the higher status in the scale of pay enjoyed earlier by these posts, the Commission finds justification to revise the scale of pay of these posts as Rs.6500—10500 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Junior

Analyst / Junior Water Analyst in Public Health & Preventive Medicine Department from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-. The above revision may also be made applicable to the post of Junior Analyst in State Drugs Control Department.

### **GOVERNMENT ANALYST & CHIEF WATER ANALYST**

The Tamil Nadu Government Health Services Scientists Association has requested to revise the scale of pay of Government Analyst & Chief Water Analyst. as Rs. 14300—18300 in the pre-revised scale of pay with corresponding scale of pay in the revised pay structure. The Commission finds that these posts are placed at the appropriate level. As these posts are placed on par with District Revenue Officer and Joint Directors of all other departments. Therefore, the Commission does not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

### **ENTOMOLOGICAL ASSISTANT**

The Tamil Nadu Public Health Entomologists Union has requested to revise the scale of pay of the post of Entomological Assistant from Rs.5900—9900 to Rs.8000—13500 on par with that of District Maternal Child Health Officer in the pre-revised scales of pay and also requested to re-designate them as Junior Entomologist. Taking note of the higher qualification of M.Sc. (Zoo) or M.Sc. (Medical Entomology) and one year Post Graduate Diploma in Public Health Entomology prescribed for the entry level post, the One Man Commission, 1998 has recommended to revise the scale of pay of this post from Rs.5300—8300 to Rs.6500—10500. But it is observed that orders were issued revising the scale of pay of this post from

Rs.5300—8300 to Rs.5900—9900 only. Considering the qualification and endorsing the recommendations of the One Man Commission, '98, this Commission recommends to revise the pre-revised scale of pay of this post from Rs.5900—9900 to Rs.6500—10500 with corresponding revised scale of Rs.9300—34800 + Grade Pay of Rs.4,600/-. Further, considering the recommendations made by the Secretary, Health & Family Welfare Department, the Commission also recommends that the nomenclature of this post may be changed as Junior Entomologist, since it will be more appropriate as compared to the designation of its promotional post viz. Senior Entomologist.

### **BLOCK HEALTH SUPERVISOR / COMMUNITY HEALTH NURSE**

The Tamil Nadu Health Inspectors Association, Tamil Nadu Block Health Supervisors Association and the Public Health Department Officials Association have requested to revise the pre-revised scale of pay of the post of Block Health Supervisor / Community Health Nurse from Rs.5300—8300 to Rs.8000—13500 on par with the post of Health and Malaria Inspector Grade—I in Central Government under the Ministry of Railway or equal to Ministerial Superintendent and fix the corresponding scale of pay in the revised pay structure. The Commission noticed that the post of Block Health Supervisor is the promotional post for Health Inspector Grade—I. Likewise the Community Health Nurse is the promotional post for Sector Health Nurse. As the Commission has recommended to revise the scale of pay of the post of Health Inspector Grade—I from Rs.4500—7000 to Rs.5000—8000 on par with that of Sector Health Nurse, the Commission also recommends to elevate the scale of pay of its promotion post viz. Block Health Supervisor and Community Health Nurse from Rs.5300—8300 to Rs.5500—9000

(pre-revised) with corresponding revised scale of pay of Rs.9300—34800 with Grade Pay of Rs.4,400/-

### **HEALTH INSPECTOR GRADE—I**

The Tamil Nadu Health Inspectors Association and other Health Inspector Associations have requested to revise the pre-revised scale of pay of the Health Inspector Grade--I [erstwhile MPHS(M)] on par with Sector Health Nurse [erstwhile MPHS (F)] from Rs.4500—7000 to Rs.5000—8000 and grant the corresponding scale in the revised pay structure. Taking into account the qualification prescribed for the post of Sector Health Nurse and Health Inspector Grade—I and in consideration of the pay parity that existed among these two posts in the Fifth Pay Commission scales of pay and also keeping in view the recommendations made for the other para-medical posts, the Commission finds justification to place the post of Health Inspector Grade—I on par with Sector Health Nurse so as to maintain horizontal pay relativity with other para-medical posts, the Commission recommends to revise the pre-revised scale of pay of the post from Rs.4500—7000 to Rs.5000—8000 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,200/-.

### **HEALTH INSPECTOR GRADE—II**

The Tamil Nadu Health Inspectors Association has requested to revise the pre-revised scale of pay of the post of Health Inspector Grade—II from Rs.3200—4900 to Rs.5500—9000 with corresponding scale of pay in the revised pay structure or to place this category equal to that of Health Inspector Grade—I as they are doing similar work. The Commission observed that this is an entry level post and comparable with that of Village Health Nurse. As the Commission has recommended to revise the scale of

pay of the post of Village Health Nurse from Rs.3200—4900 to Rs.4000—6000 (pre-revised) and also considering the recommendations made for its promotion post viz. Health Inspector Grade—I, the Commission recommends to revise the scale of pay of the post of Health Inspector Grade—II also from Rs.3200—4900 to Rs.4000—6000 (pre-revised) with corresponding revised scale of pay of Rs.5200—20200 with Grade Pay of Rs.2,400/-

### **FOOD INSPECTOR**

The Tamil Nadu Public Health Department Food Inspectors Federation has requested revision of scale of pay for the post of Food Inspector (Health Inspector) from Rs.4500—7000 to Rs.8000—13500 in the pre-revised scale of pay with corresponding scale in the revised pay structure. The Commission noticed that the qualification prescribed for the post of Food Inspector in Medical Department is equal to that of similar post in Government of India. Considering the above fact and also taking into account the duties and responsibilities attached to the post, the Commission finds justification to revise the scale of pay of the posts of Food Inspectors (Health Inspector / Sanitary Inspector) on par with Health Inspector Grade—I from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Food Inspectors (Health Inspector / Sanitary Inspector) from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 with Grade Pay of Rs.4,200/-. The Commission also recommends to extend the above pay revision to the Sanitary Inspectors in Corporation and Municipalities duly amending the adhoc rules prescribing the same qualification as in Municipal Corporations with due protection to the existing incumbents.

## **NON-MEDICAL SUPERVISOR**

The Tamil Nadu Leprosy Eradication Supervisory Officials Association, Tamil Nadu Public Health Department Officials Union (Leprosy Control Union) affiliated to the Tamil Nadu Government Officials Union have requested to revise the scale of pay of the Non-Medical Supervisor from Rs.5000—8000 to Rs.5500 –9000 (pre-revised) with corresponding revised scales of pay in the revised pay structure. The Commission noticed that this post is the promotional post for Health Inspector Grade—I (erstwhile Leprosy Inspector). As the Commission has recommended to place the Health Inspector Grade—I at Rs.5000--8000(pre-revised) with corresponding revised scales of pay, the Commission finds justification to revise the scale of pay of Non-Medical Supervisor from Rs.5000—8000 to Rs.5500—9000(pre-revised) with corresponding revised scales of pay. Accordingly, the Commission recommends that the scale of pay of Non-Medical Supervisor may be revised from Rs.9300—34800 + Grade Pay of Rs.4,200/- to Rs.9300—34800 + Grade Pay of Rs.4,400/- on par with the Block Health Supervisor.

## **OPHTHALMIC ASSISTANT**

The Tamil Nadu Government Ophthalmic Assistants Association and the Tamil Nadu Senior Ophthalmic Assistants Association have requested to revise the scale of pay of the post of Ophthalmic Assistant from Rs.4500—7000 to Rs.5000—8000 (pre-revised) on par with similar post in nearby Union Territory of Pondicherry with corresponding scale of pay in the revised pay structure and to re-designate the said post as Ophthalmic Officer. The One Man Commission, 1998 taking note of the diploma qualification prescribed for the Ophthalmic Assistants, has recommended to revise the pay scale from Rs.4500—7000 to Rs.5000—8000. However, it is noticed that this recommendation has not been implemented by

Government. The Commission endorses the above recommendations of the One Man Commission, 98 and recommends to revise the scale of pay of this post from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,200/-. The Commission observed that this post is an entry level post and therefore the present nomenclature is appropriate. Further, the above revision may also be extended to the categories of Ophthalmic Assistants / Refractionist / Optometrist / Opticians in Medical Education and Medical Services Department as the qualification prescribed to these posts are also similar as that of Ophthalmic Assistant.

### **SECTOR HEALTH NURSE / LADY HEALTH VISITORS**

The Tamil Nadu Sector Health Nurses & Community Health Nurses Association and Lady Health Visitors Association have requested to re-designate the post of Lady Health Visitors as Sector Health Nurse. Considering the qualification, nature of duties and job responsibilities of these posts and also taking note of the specific recommendations of the Director of Public Health & Preventive Medicine, the Commission recommends to re-designate the post of Lady Health Visitor working in the Directorate of Medical and Rural Health Services / Medical Education / Family Welfare / Corporations and Municipalities as “Sector Health Nurse”.

### **VILLAGE HEALTH NURSE (erstwhile Female Multi-purpose Health Worker) / AUXILIARY NURSE MID-WIFE / MATERNITY ASSISTANT**

The Tamil Nadu Government Village Health Nurses Association and some District Village Health Nurses Association have requested to revise the scale of pay of the post of Village Health Nurse from Rs.3200—4900 to

Rs.4000—6000 (pre-revised) on par with similar posts in Central Govt. and also to grant the corresponding revised scale of pay in the revised pay structure. The One Man Commission, 1998 has observed that the qualification prescribed for these posts and similar posts in Central Government are the same and therefore, recommended to revise the scale of pay of the posts of Village Health Nurse, Auxiliary Nurse Mid-wife and Maternity Assistant from Rs.3200—4900 to Rs.4000—6000. This Commission also endorses the above recommendation of the One Man Commission, '98, considering the similarity in qualification and job responsibilities attached to the post. Accordingly, the scale of pay of the posts of Village Health Nurse, Auxiliary Nurse Mid-wife and Maternity Assistant may be revised from Rs.3200—4900 to Rs.4000—6000 (pre-revised) with corresponding revised scale of pay of Rs.5200—20200 with Grade Pay of Rs.2,400/-.

### **DIETICIAN**

The Tamil Nadu Dieticians Association has requested to revise the scale of pay of the post of Dietician from Rs.5500—9000 to Rs.6500--10500 (pre-revised) on par with that of Nursing Tutor Grade—II and grant the corresponding revised scale of pay. The Commission finds that the qualification prescribed for the posts of Nursing Tutor Grade—II and Dietician is B.Sc. (Nursing) (4 years course) / hereas B.Sc.(Home Science) is a 3 years course. Further, the duties and responsibilities, workload of Nursing Tutor cannot be compared with the Dietician. Hence, the Commission finds no justification to consider the request of the Dieticians Association.

### **TECHNICAL ASSISTANT (Immunisation)**

An individual holding the post of Technical Assistant (IMM) in Public Health & Preventive Medicine Department has requested to revise the scale of pay of his post from Rs.5300—8300 to Rs.5900--9900 on par with the Entomological Assistant, Junior Analyst and Junior Water Analyst with corresponding scale in the revised pay structure. The Commission finds that the qualification prescribed for this post is M.Sc.(Statistics) or M.Sc. in Mathematics with Statistics. Hence, considering the Post Graduate degree qualification and the multifarious works carried out by the Physically Handicapped person, the Commission recommends to revise the scale of pay of the Technical Assistant (IMM) from Rs.5300—8300 to Rs.5900—9900 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 with Grade Pay of Rs.4,500/-.

### **AUDIO—VISUAL OPERATOR**

An individual holding the post of Audio-Visual Operator in Health Manpower Development Institute, Salem has represented that the qualification prescribed for the posts of Assistant Engineer, Lecturer in Cinematography, Sound Engineer & Electronics Engineer in Information & Tourism Department and the post of Audio-Visual Operator are similar i.e. Diploma in Electronics & Communication Engineering or in Film Technology. Therefore, the individual has requested to upgrade the post of Audio-Visual Operator as Audio Visual Officer or Technical Officer and elevate the scale of pay of this post as Rs.8000—13500 and also grant corresponding scale of pay in the revised pay structure. The Commission observed that the qualification prescribed for the post of Junior Engineer, in PWD. is Diploma in Engineering and placed in the scale of pay of

Rs.5500—9000 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,400/-. Therefore, taking note of the technical qualification of this post viz. Diploma in Electronics and Communication Engineering or in Film Technology, the Commission recommends to revise the scale of pay of the post of Audio-Visual Operator in Public Health & Preventive Medicine Department from Rs.5300—8300 to Rs.5500—9000 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,400/-.The Commission also finds no valid grounds for re-designating the post as Audio-Visual Officer or Technical Officer as requested by the individual and therefore to continue in the same nomenclature.

**LABORATORY TECHNICIAN GR—III [erstwhile Laboratory Assistants (Malaria)] / FIELD ASSISTANT (Malaria)**

The Tamil Nadu Anti-Malaria Laboratory & Field Assistant Association has requested to revise the scale of pay of the posts of Laboratory Technician Gr—III / Field Assistants from Rs.5200—20200 + 1800 to Rs.5200—20200 + 2400. The Commission observed that the qualification prescribed for these posts have been amended as Pass in Plus Two Examination and must possess one year Certificate Course in Medical Laboratory Technology. Further, taking note of the fact that in Central Government all posts of Laboratory Staff (commonly designated as Laboratory Attendants Grade—I, II and III) were placed in the pre-revised scale of pay of Rs.3050—4590, the Commission recommends to revise the scale of pay of the posts of Laboratory Technician Grade—III / Field Assistant from Rs.2750—4400 to Rs.3050—4590 (pre-revised) with corresponding revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.1,900/-.

## **REDESIGNATION OF THE POST OF P.A. to DIRECTOR ( ESI )**

The Labour & Employment and Health & Family Welfare have referred a file to One Man Commission based on the proposal of Director of Medical & Rural Health Services to re-designate the post of Personal Assistant to Director, Medical & Rural Health Services (ESI) as Deputy Director (Schemes), considering the job factors of this post and comparable posts in the level of Deputy Directors in Medical Department. The Commission noticed that the post of Personal Assistant to Director (ESI) has been upgraded to the rank of Senior Civil Surgeon and placed on an identical scale of pay of Rs.12000—16500 (pre-revised) as that of the other Deputy Directors. The Commission also finds that the Deputy Directors (Medical) / ( TB ) and ( Leprosy ) under the control of Director, Medical & Rural Health Services are also placed on an identical scale of pay of Rs.12000—16500 (pre-revised). Considering the job factors and the parity in scales of pay, the Commission finds justification to redesignate this post as recommended by the Public Health & Preventive Medicine Department. Accordingly, the Commission recommends to re-designate the post of Personal Assistant to Director, Medical & Rural Health Services (ESI) as Deputy Director (ESI--Schemes) without any change in the existing scale of pay.

Representations have also been received from the Tamil Nadu Government Health Officers Association / Service Associations in Medical Department and Individuals requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		Rs.	Rs.
1.	Additional Director (Health Services)	37400--67000 + Grade Pay -- 8800	75500 -- 80000

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
2.	Joint Director (Health Services)	37400--67000 + Grade Pay -- 8700	37400--67000 + Grade Pay -- 12000
3.	Deputy Director (Health Services)	15600—39100 + Grade Pay – 7600	37400--67000 + Grade Pay -- 10000
4.	Health Officer	15600—39100 + Grade Pay – 5700	15600—39100 + Grade Pay – 7600
5.	Deputy Director (SBHI)	15600—39100 + Grade Pay – 6600	15600—39100 + Grade Pay – 7600
6.	Assistant Director (SBHI)	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 5700
7.	Senior Analyst (Food)	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 6600
8.	Deputy Government Analyst / Deputy Chief Water Analyst	15600—39100 + Grade Pay – 5700	15600—39100 + Grade Pay – 7600
9.	Public Analyst (Food Analysis Laboratory)	15600—39100 + Grade Pay – 6600	15600—39100 + Grade Pay – 7600
10.	Chief Entomologist / Public Analyst	15600—39100 + Grade Pay – 6600	15600—39100 + Grade Pay – 7600
11.	Senior Entomologist	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 6600
12.	Health Education Training Officer	15600—39100 + Grade Pay – 5400	37400—67000 Grade Pay – 8700
13.	Health Educator	9300—34800 + Grade Pay – 4500	15600—39100 + Grade Pay – 5400
14.	Senior Sanitarian / Technical Personal Assistant Grade—I	9300—34800 + Grade Pay – 4500	15600—39100 + Grade Pay – 6600
15.	District Maternal Child Health Officers	15600—39100 + Grade Pay – 5400	15600—39100 + Grade Pay – 5700
16.	Maternal Child Health Officers	9300—34800 + Grade Pay – 4500	15600—39100 + Grade Pay – 5400
17.	Machine Supervisor	9300—34800 + Grade Pay – 4300	9300—34800 + Grade Pay – 4800
18.	Punch Operator	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4300
19.	Superintendent	9300—34800 + Grade Pay – 4800	9300—34800 + Grade Pay – 5400
20.	Assistant / Stenographer	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4200
21.	Junior Assistant / Typist	5200--20200 + Grade Pay – 2000	5200--20200 + Grade Pay – 2800
22.	Mechanic (Refrigeration)	5200--20200 + Grade Pay – 2400	9300—34800 + Grade Pay – 4400
23.	Nursing Assistant Grade—I	5200--20200 + Grade Pay – 1400	5200--20200 + Grade Pay – 2400
24.	Nursing Assistant Grade—II	5200--20200 + Grade Pay – 1300	5200--20200 + Grade Pay – 2400
25.	Theatre Assistant / Theatre Technician / Plaster Technician Grade--I	5200--20200 + Grade Pay – 1900	5200--20200 + Grade Pay – 2400

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
26.	Theatre Assistant / Theatre Technician / Plaster Technician Grade--II	5200--20200 + Grade Pay – 1650	5200--20200 + Grade Pay – 2400
27.	Sanitary Workers	4800--10000 + Grade Pay – 1300	5200--20200 + Grade Pay – 1900

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **FAMILY WELFARE**

### **DISTRICT EXTENSION EDUCATOR**

Tamil Nadu Information, Education and Communication Officials Association has requested to revise the scale of pay of the post of District Extension Educators on par with Block Development Officer. The Commission observed that the post of District Extension Educator is a District level post and the incumbents of this post plays a vital role in implementing the various Welfare Schemes announced by Government from time to time. Further, they are also imparting training to the Block Extension Educators for conducting Health Programmes. Therefore, the Commission finds justification to place this post equivalent to the level of Ministerial Superintendents from Rs.5900—9900 to Rs.7000—11500 with the corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,800/- notionally with effect from 12—12—2007.

### **BLOCK EXTENSION EDUCATOR**

Tamil Nadu Information, Education and Communication Officials Association has requested to revise the scale of pay of the post of Block Extension Educators on par with Ministerial Superintendent. The Commission finds that the promotion post for Block Extension Educators is District Extension Educator and considering the fact that the District Extension Educator has been placed at the level of Superintendents, the Commission recommends for revision of scale of pay of the post of Block Extension Educator from Rs.5300—8300 to Rs.5900—9900 with the corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,500/-.

## **STATISTICAL ASSISTANT / STATISTICAL INVESTIGATOR**

Tamil Nadu Family Welfare Statistical Officials Association has requested to revise the scale of pay of the post of Statistical Assistant on par with that of Statistical Inspector in Economics & Statistics Department. Taking note of the qualification and nature of duties of this post and the recommendations of the One Man Commission,98, the Commission recommends to revise the scale of pay of the post of Statistical Assistant / Statistical Investigator from Rs.5300—8300 to Rs.5500—9000 with the corresponding revised scale of pay of Rs.9300—34800 + with Grade Pay of Rs.4,400/-.

## **FAMILY WELFARE ASSISTANT (MALE)**

Tamil Nadu Family Welfare Assistants Association has requested to revise the scale of pay of the post of Family Welfare Assistant on par with Auxiliary Nurse Mid-wife. The One Man Commission, 1998 has observed that the request of the Family Welfare Assistant to revise their scale of pay on par with ANM / VHN is not justified. However, the Commission recommended to revise the pay scale from Rs.2750—4400 to Rs.3200—4900. Taking note of the recommendations of the One Man Commission,98 the Commission recommends that the scale of pay of the post of Family Welfare Assistant (Male) may be revised from Rs.5200—20200 + Grade Pay of Rs.1,800/- to Rs.5200—20200 + Grade Pay of Rs.2,000/-.

Representations have also been received from the Tamil Nadu Block Health Statisticians Association, Tamil Nadu Information, Education & Communication Officials Association and individual employee of Family Welfare Department requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		Rs.	Rs.
1.	Social Scientist	15600--39100 + Grade Pay – 5400	15600--39100 + Grade Pay -- 6600
2.	Block Health Statistician	5200—20200 + Grade Pay - 2400	9300--34800 + Grade Pay - 4800

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **INDIAN MEDICINE AND HOMEOPATHY DEPARTMENT**

### **PROFESSOR / READER etc.**

Tamil Nadu Post Graduate Siddha Doctors' Association has requested to revise the scale of pay of this post on par with their counterpart in Allopathic System of Medicine from Rs.15600—39100 + 6600 to Rs.15600—39100 + Grade Pay of Rs.7600. The Commission finds that this issue has already been examined by the One Man Commission '98 in a detailed manner. It is observed by One Man Commission'98 that though the entry level post of Assistant Surgeon (Allopathy) and Assistant Medical Officer (Indian Medicine) are placed on the same pay scale (i.e.Rs.8000—13500), the promotional posts for the Medical Officer in Indian Medicine are placed on a lower pay scale when compared with Allopathy side. The Commission examined the promotional levels of the posts in the scale of pay of Rs.8000—13500 (pre-revised) and found that in normal course the promotional posts are placed at Rs.10000—15200 (pre-revised). However the Medical Officer in Indian Medicine Department which is a promotion post for Assistant Medical Officer (Rs.8000—13500) have been placed at Rs.9100—14050, which is not appropriate and anomalous. Taking note of the above fact, the One Man Commission-1998 has recommended for upgradation of pay scales of the Medical Officers in Indian Medicine Department on par with their counterpart in Allopathy side. This Commission also endorses the recommendations of One Man Commission '98 to place the Medical Officer in Indian Medicine on par with Allopathy Doctors. Consequently as a measure of rationalisation,

the Commission also recommends the following revision of scale of pay for the promotional posts to the Medical Officers as given below:

Sl. No.	Name of the Post	Pre-revised pay scale Rs.	Existing revised scale of pay Rs.	Upgraded (pre-revised) pay scale Rs.	Revised pay scale with pay band Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1.	District Medical Officer, Lecturer, Lecturer in Pathology, Medical Officer, Resident Medical Officer, Scrutinizing Medical Officer	9100— 14050	15600— 39100 + 5700	10000— 15200	15600— 39100 + 6600
2.	Deputy Director (Cancer and AIDS), Director (Varma), Pharmacy Superintendent, Professor, Reader, Superintendent, Arignar Anna Government Hospital, Chennai, Superintendent and Special Officer.	10000— 15200	15600— 39100 + 6600	12000— 16500	15600— 39100 + 7600
3.	Joint Director and Principals	12000— 16500	15600— 39100 + 7600	14300— 18300	37400— 67000 + 8700

### **TAMIL PANDIT**

The Principal Secretary and Director of Indian Medicine and Homeopathy has requested to revise the scale of pay of Tamil Pandits on par with the Tamil Pandits borne on School Education and other departments. The Commission finds that the revision of scale of pay of Rs.5500—9000 granted to B.T. Assistant in School Education was omitted to be extended to

the post of Tamil Pandit in Indian Medicine and Homeopathy Department. Therefore, the Commission recommends that the scale of pay recommended for the Tamil Pandits in School Education Department may also be extended to this post.

### **CHIEF PHARMACIST**

Tamil Nadu Indhiya Murai Marunthalunarkal Sangam has requested to revise the scale of pay of Chief Pharmacist in Indian Medicine and Homeopathy Department on par with their counterpart in Allopathic System of Medicine. The Commission has recommended to upgrade the scale of pay of Chief Pharmacist in the Directorate of Medical Services and Chennai Corporation from Rs.5300—8300 to Rs.5500—9900 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.9300—34800 + 4400. Hence, the Commission finds justification to place this post on par with their counterparts in Medical Department (Allopathy side). Accordingly, the Commission recommends to revise the scale of pay of Chief Pharmacist from Rs.5300—8300 to Rs.5500—9900 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 with grade pay of Rs.4400.

### **PHARMACY SUPERVISOR**

Tamil Nadu Indhiya Murai Marunthalunarkal Sangam has requested to revise the scale of pay of Pharmacy Supervisor on par with their counterparts under Allopathic System of Medicine. The Commission has recommended revision of scale of pay for the posts of Pharmacist and Chief Pharmacist on par with their counterparts under Allopathy side. Consequently, the Commission also finds justification to revise the scale of pay of Pharmacy Supervisor in Indian Medicine Department. Accordingly, the Commission

recommends that the scale of pay of Pharmacy Supervisor may be revised from Rs.5000—8000 to Rs.5300—8300 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4300.

### **PHARMACIST**

Tamil Nadu Indhiya Murai Marunthalunarkal Sangam has requested to revise the scale of pay on par with their counterpart under Allopathic System of Medicine. The Commission has recommended for upgrading the scale of pay of Pharmacist from Rs.5200—20200 + Grade Pay of Rs.2800 to Rs.9300—34800 + Grade Pay of Rs.4200 under the control of Director of Medical Education / Director of Medical and Rural Health Services. Considering the similarity in the job factors, duties and responsibilities, the Commission finds justification to extend the above upgraded scale of pay to the Pharmacist in Indian Medicine Department. Accordingly, the Commission recommends that the scale of pay of Pharmacist in Indian Medicine Department may be revised from Rs.5200—20200 + 2800 to Rs.9300—34800 + Grade Pay of Rs.4200.

### **MASSEUR**

Tamil Nadu Indian Medicine – Masseurs Association has requested to revise the scale of pay for the post of Masseur from Rs.4800—10000 + Grade Pay of Rs.1400 to Rs.5200—20200 + Grade Pay of Rs.2000. The Commission observed that the revised qualification prescribed for direct recruits is S.S.L.C + One Year certificate course in Masseur Training conducted by the Government of Tamil Nadu at Arignar Anna Government Hospital of Indian Medicine, Chennai. Considering the revised qualification prescribed for this post and the arduous nature of work, the Commission finds

justification to revise the scale of pay of this post from Rs.2610—3540 to Rs.3050—4590 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay for the post of Masseur from Rs.4800—10000 + Grade Pay of Rs.1400 to Rs.5200—20200 + Grade Pay of Rs.1900.

Representations have also been received from Indian Medicine Department Employees Association / The Non-Medical Graduate Association of Tamil Nadu / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay + Grade Pay Rs.</b>	<b>Requested Scale of Pay + Grade Pay Rs.</b>
1.	Special Officer (Translation)	15600—39100+5700	15600—39100+6600
2.	Commercial Accountant	9300—34800+4400	9300—34800+4800
3.	Pharmacy Attendant	4800—10000+1400	To re-designate as Pharmacy Assistant
4.	Technical Assistant	9300—34800+4200	9300—34800+4300
5.	Laboratory Assistant	5200—20200+2800	On par with Laboratory Assistant under Allopathy side.

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **STATE DRUGS CONTROL**

### **JOINT DIRECTOR**

The Tamil Nadu Drugs Control Officers' Association has requested to revise the scale of pay of the post of Joint Director from Rs.15600—39100 with Grade Pay of Rs.7,600/- to Rs. 37400—67000 with Grade Pay of Rs.8,700/-. The Joint Director of State Drugs Control is presently placed on par with the Joint Directors of all other departments. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued. finds no anomaly in the existing scale of pay.

### **DRUGS INSPECTOR**

The Tamil Nadu Drugs Control Officers' Association has requested to revise the scale of pay of the post of Drugs Inspector on par with their counterparts in Central Government. The Commission observed that the scale of pay of the post of Drugs Inspector in Central Drugs Standard Control Organisation has been revised from Rs.6500—10500 to Rs.7500—12000 notionally with effect from 1—1—1996 with monetary benefit from 1—10—2005. Taking note of the fact that a higher scale of pay has been granted to their counterparts in Government of India, the Commission recommends that the scale of pay for the post of Drugs Inspector may be revised from Rs.6500—11100 to Rs.7500—12000 with the corresponding revised scale of pay of Rs.9300—34800 with Grade Pay of Rs.4,900/- notionally with effect from 12—12—2007.

### **JUNIOR ANALYST**

The Government Analysts in Drugs Testing Laboratory has requested to revise the scale of pay of the post of Junior Analyst from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-.

The Commission observed that this post has been placed on par with Junior Analyst / Junior Water Analyst in Public Health & Preventive Medicine Department. Considering the qualification and also taking note of the recommendations of the One Man Commission,98, the Commission has recommended to revise the scale of pay of Junior Analyst / Junior Water Analyst in Public Health & Preventive Medicine Department from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-. Taking into consideration the pay parity enjoyed by the Junior Analyst in Drugs Control with the Junior Analyst / Junior Water Analyst in Public Health & Preventive Medicine Department, the Commission finds justification to revise the scale of pay of Junior Analyst in Drugs Control from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,600/-

#### **TECHNICIAN GRADE—I**

The Tamil Nadu Government Analysts in Drugs Testing Laboratory have requested to revise the scale of pay of the Technician Grade—I from Rs.4500—7000 to Rs.5000—8000 with corresponding revised scales of pay in the revised pay structure. The Commission noticed that the qualification prescribed for direct recruits is a Diploma in Pharmacy. Therefore, the Commission finds justification to place this post on par with the post of Pharmacist in Medical Services Department at Rs.5000—8000 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Technician Grade—I from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

#### **LABORATORY TECHNICIAN GRADE--II**

The Tamil Nadu Government Analysts in Drugs Testing Laboratory have requested to revise the scale of pay of the Laboratory Technician

Grade—II from Rs.3050—4590 to Rs.4000—6000 with corresponding revised scales of pay in the revised pay structure. The Commission observed that the qualification prescribed for this post is Minimum General Educational Qualification and filled by recruitment by transfer from among the Laboratory Attendant. This post cannot be compared with the post of Laboratory Technician Grade—II in Medical Education Department, since the qualification prescribed for the direct recruits in Medical Education Department and Medical Services Department is Higher Secondary Course with two years Diploma in Medical Laboratory Technology. Considering the difference in qualification and method of recruitment of these posts, the Commission finds no justification to revise the scale of pay of Laboratory Technician Grade—II in the State Drugs Control. As this post is comparable with that of the post of Laboratory Technician Grade III in Public Health and Preventive Medicine Department, the Commission recommends that the designation of this post may be changed as “Laboratory Technician”.

Representations have also been received from the Tamil Nadu Drugs Control Officers’ Association requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		Rs.	Rs.
1.	Director	37400--67000 + Grade Pay – 8800	37400--67000 + Grade Pay – 8900
2.	Deputy Director	15600--39100 + Grade Pay – 6600	15600--39100 + Grade Pay -- 7600
3.	Assistant Director	15600--39100 + Grade Pay – 5700	15600--39100 + Grade Pay -- 6600

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **STATE HEALTH TRANSPORT**

### **GRADE – I POSTS:-**

**(FITTER GRADE I/ ELECTRICIAN GRADE I/ TINKER GRADE I/  
LINER GRADE I/ WELDER GRADE I/ CARPENTER GRADE I/  
PAINTER GRADE I)**

The Tamil Nadu Government Health Transport Department Employees Association and the Tamil Nadu Workshop Technical Staff Association have requested to fix the pay in the revised pay structure at Pay Band of Rs.9300—34800 + Grade Pay of Rs.4200. The Commission observed that the abovesaid posts are classified as trade posts and is a promotion post for Grade II trade posts and uniformly placed in the pre-revised scale of pay of Rs.4000—6000 with corresponding revised scale of pay of Rs.5200—20200 + Grade pay of Rs.2400. Hence, the Commission recommends that any change in the scale of pay recommended for trade posts may also be made applicable to these posts.

### **GRADE – II POSTS**

**(Fitter Grade —II, Electrician —II, Welder—II, Machinist—II)**

The Tamil Nadu Government Health Transport Department Employees Association and the Tamil Nadu Workshop Technical Staff Association have requested to fix the pay in the revised pay structure in Pay Band of Rs.5200—20200 + Grade Pay of Rs.2800 and also change the nomenclature as Junior Technical Officer. The Commission observed that the abovesaid posts are classified as Trade Posts and the scale of pay of Trade posts (Grade – II) at entry level posts are uniformly placed in the pre-revised scale of pay of Rs.3050—4590 with corresponding revised scale of pay of Rs.5200—20200 + Grade pay of Rs.1900/- in all Departments. Hence, the Commission recommends that any change recommended in the scale of pay of trade posts may also be made applicable to these posts.

### **SPECIAL GRADE POSTS**

#### **Fitter Special and Electrician Special (Assistant Storekeeper, Mechanic Grade I and Technical Assistant Grade III)**

The Tamil Nadu Government Health Transport Department Employees Association and the Tamil Nadu Workshop Technical Staff Association have requested to fix the pay in the revised pay structure at Rs.9300—34800 + Grade Pay of Rs.4200. The Commission observed that these posts are promotional posts to the Grade-I posts under the respective trade and presently placed on a uniform pre-revised scale of pay of Rs.4300—6000 with corresponding revised scale of pay of Rs.5200—20200 + Grade pay of Rs.2600. Hence, the Commission recommends that any change recommended in the scale of pay of trade posts may also be made applicable to these posts.

### **ASSISTANT ENGINEER**

The Tamil Nadu Government Health Transport Department Employees Association, the Tamil Nadu Health Transport Department Engineers and Supervisors Association and Tamil Nadu Workshop Technical Employees have requested to revise the scale of pay of Assistant Engineer from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.5400/- and change the nomenclature as “Automobile Engineer”. The Commission observed that this post is placed on par with Assistant Engineer in Public Works Department. Hence, the Commission recommends that the upward revision of scale of pay recommended to Assistant Engineer in Public Works Department may also be made applicable to the post of Assistant Engineer in State Health Transport Department.

## **WORKSHOP SUPERINTENDENT**

The Tamil Nadu Government Health Transport Department Engineering and Supervisors Employees Association and the Tamil Nadu Workshop Technical Staff Association have requested to revise the scale of pay of Workshop Superintendent from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.6600/- and change the nomenclature of the post as “Works Manager”. The Commission finds that the qualification prescribed for direct recruits is a degree in Automobile / Mechanical Engineering and that this post is presently placed on par with Assistant Engineers in Public Works Department. Hence, the Commission recommends that the scale of pay of Workshop Superintendent may be revised on par with Assistant Engineer in Public Works Department.

## **MATERIAL MANAGER / TECHNICAL OFFICER / AUTOMOBILE ENGINEER**

The Tamil Nadu Government Health Transport Department Employees Association and the Tamil Nadu Workshop Technical Staff Association have requested to revise the scale of pay of these posts from Rs.15600—39100 + Grade Pay of Rs.5400/- to Rs.15600—39100 + Grade Pay of Rs.7600. The Commission observed that consequent on the revision of scale of pay of Assistant Engineer / Workshop Superintendent on par with Assistant Engineers in Public Works Department there is justification to place these posts one step above the Assistant Engineers viz., on par with Assistant Executive Engineers. Hence, the Commission recommends that the scale of pay of these posts may be placed on par with Assistant Executive Engineer in Public Works Department.

## **DEPUTY DIRECTOR**

The Tamil Nadu Government Health Transport Department Employees Association, Tamil Nadu Workshop Technical Staff Association and the Tamil Nadu State Health Transport Department Engineers and Supervisors Association have requested to revise the scale of pay of Deputy Director from Rs.15600—39100 + Grade Pay of Rs.6600/- to Rs.37400—67000 + Grade Pay of Rs.8700/- and to re-designate the post as “Additional Director”. The Commission observed that this post is filled by promotion from the post of Material Manager / Technical Officer / Automobile Engineer and also is enjoying parity with the Executive Engineers of Public Works Department. Taking into account the pay revision recommended for the feeder category viz., Material Manager / Technical Officer / Automobile Engineer on par with Assistant Executive Engineer in Public Works Department, the Commission recommends that the upward revision of scale of pay recommended for Executive Engineers in Public Works Department may also be made applicable to the post of Deputy Director.

## **FOREMAN**

Thiru M.Kumaravelu and two others in the cadre of Foreman in State Health Transport have requested to revise the scale of pay for the post of Foreman from Rs.4500—7000 to Rs.5500—9000 (Pre-revised ) with effect from 1-1-96 on par with Foreman in Electrical Inspectorate and they have requested to revise the scale of pay with effect from 1-1-2006 for the post of Foreman in State Health Transport from Rs.5500—9000 to Rs.7000—11500 (pre-revised) with corresponding revised scale of pay from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with Central Government

scales of pay. The Hon'ble High Court in its order dated 08—12—2009 in W.P.No.25207 of 2009 has directed to consider the request and pass appropriate orders, on merits and in accordance with law, within a period of eight weeks thereafter. The Commission finds that these posts are trade posts. The Commission has recommended elsewhere for revision of scale of pay of trade categories in the pre-revised scale of pay of Rs.4500—7000 to Rs.5000—8000 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4200/-. Hence, the Commission recommends that the above revision may also be made applicable to the post of Foreman in State Health Transport Department.

### **FITTER SPECIAL**

Thiru M.Kumaravelu and two others in the cadre of Foreman in State Health Transport have requested to revise the scale of pay for the post of Fitter Special from Rs.4300—6000 to Rs.5000—8000 (Pre-revised) with corresponding revised scale of pay from Rs.5200—20200 + Grade Pay of Rs.2600/- to Rs.9300—34800 + Grade Pay of Rs.4200/- on par with Lighting Inspector in Chennai Corporation. The Hon'ble High Court in its order dated 08—12—2009 in W.P.No.25207 of 2009 has directed to consider the request and pass appropriate orders, on merits and in accordance with law, within a period of eight weeks thereafter. The Commission finds that the Fitter Special in State Health Transport is a trade post and a promotion post for the post of Fitter. The Commission has elsewhere recommended that the scale of pay of trade categories in the pre-revised scale of pay of Rs.4300—6000 as Rs.4500—7000 with corresponding revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2800/-. Hence, the Commission recommends that the above recommendation may also be made applicable to the post of Fitter Special in State Health Transport.

Representation has also been received from the Tamil Nadu Government Health Transport Department Employees Association requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Director	Rs.37400—67000 + Grade Pay of Rs.8800	Rs.37400—67000 + Grade Pay of Rs.10000
2.	Foreman (Mechanical, Electrical, Storekeeper, Service Engineer, Foreman Workshop)	Rs.5200—20200 + Grade Pay of Rs.2800	Rs.9300—34800 + Grade Pay of Rs.4400
3.	Store Superintendent	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4800
4.	General Foreman	Rs.9300—34800 + Grade Pay of Rs.4400	Rs.9300—34800 + Grade Pay of Rs.4800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **MILK PRODUCTION AND DAIRY DEVELOPMENT**

### **DEPARTMENT**

#### **EXTENSION ASSISTANT**

The Extension Assistant Association in Milk Production and Dairy Development Department has requested to revise the scale of pay for the post of Extension Assistant from Rs.5200—20200 + Grade Pay of Rs.2000/- to Rs. 9300—34800 + Grade Pay of Rs.4200. The Commission finds that the post of Extension Assistant is filled by direct recruitment and the qualification prescribed for this post is a Bachelors' Degree. Further, the nature of work of the Extension Assistant is coordinating the Tamil Nadu Dairy Development to increase the milk procurement. The OMC'98 has recommended for revision of scale of pay of Extension Assistant on par with Dairy Extension Assistant in the Animal Husbandry Department from Rs.5000—8000 to Rs.5500—9000 in the pre-revised scale of pay.

The Commission finds that the post of Dairy Extension Assistant is a vanishing category and presently not in existence and therefore it is not appropriate to compare this post with that of Dairy Extension Assistant in Animal Husbandry Department. However, considering the qualification of a Bachelors' Degree prescribed for this post, the Commission recommends for revision of scale of pay of this post from Rs.3200—4900 to Rs.4000—6000 in the pre-revised scale of pay as in the case of Ministerial Assistant with corresponding revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2400/-.

## **MOTOR VEHICLES MAINTENANCE DEPARTMENT**

### **TECHNICAL ASSISTANT / GENERAL FOREMAN**

The Tamil Nadu Government Motor Vehicles Maintenance Department Engineers Association has requested to change the designation of Technical Assistant / General Foreman as Assistant Engineer. The Commission finds that at present the posts of Technical Assistant / General Foreman in Motor Vehicles Maintenance Department is placed on par with Assistant Engineers in P.W.D considering the qualification of Degree in Engineering. Hence, the Commission recommends that the scale of pay of Technical Assistant / General Foreman in Motor Vehicles Maintenance Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4700 to Rs.15600—39100 + Grade Pay of Rs.5400, as that of Assistant Engineer in P.W.D.

### **AUTOMOBILE ENGINEER**

The Tamil Nadu Government Motor Vehicles Maintenance Department Engineers Association has requested to change the designation of Automobile Engineer as Assistant Director (Automobile). The Commission finds that the post of Automobile Engineer is filled up through TNPSC or by promotion from the category of Technical Assistant / General Foreman in the scale of pay of Rs.8000—13500 and on par with Assistant Executive Engineer in Public Works Department. Hence, the Commission recommends that the scale of pay of Automobile Engineer may be revised from Rs.15600—39100 + Grade Pay of Rs.5400 to Rs.15600—39100 + Grade Pay of Rs.6600 on par with Assistant Executive Engineers in P.W.D. However the Commission finds no justification to change the nomenclature of the post of Automobile Engineer.

Representations have been received from the Tamil Nadu Government Motor Vehicles Maintenance Organisation Employees Association requesting revision of scale of pay for the following posts :-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	<b><u>Grade I Posts</u></b> Mechanic Grade – I (Fitter Grade – I), Repairer (Fitter Grade – I), Road Tester, Time Keeper (Fitter Grade – I), Bench Fitter, Grade – I Electrician Grade – I, Armature Winder, Liner Grade – I, Welder Grade – I, Machinist Grade – I	Rs.5200— 20200 + Grade Pay of Rs.2400	Rs.9300— 34800 + Grade Pay of Rs.4400
2.	<b><u>Grade II Posts</u></b> Mechanic Grade – II (Fitter Grade – II), Store Attender (Fitter Grade – II), Pump Operator, Tools Keeper, Tyre Man, Driver—Cum—Fitter, Electrician-II, Liner—II, Painter, Scrubber, Blacksmith, Hammer Man, Carpenter, Tinker, Turner	Rs.5200— 20200 + Grade Pay of Rs.1900	Rs.5200— 20200 + Grade Pay of Rs.2800
3.	<b><u>Special Grade Posts</u></b> Fitter Special (Assistant Store Keeper, Mechanic Grade – I), and Charge Man.	Rs.5200— 20200 + Grade Pay of Rs.2600	Rs.9300— 34800 + Grade Pay of Rs.4200
4.	<b><u>Supervisory Grade Posts</u></b> Foreman, Maistry (Foreman), Store Keeper (Foreman Store Keeper).	Rs.5200— 20200 + Grade Pay of Rs.2800	Rs.9300— 34800 + Grade Pay of Rs.4400
5.	Night Watchman	Rs.4800— 10000 + Grade Pay of Rs.1300	Rs.5200— 20200 + Grade Pay of Rs.2400

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scale of pay of these categories.

## **MUNICIPAL ADMINISTRATION**

### **RESIDENT MATRON**

Tmt. Roslin Premkumari, Resident Matron, Karaikudi Municipality has requested to revise the scale of pay of Resident Matron from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.9300—34800 + Grade Pay of Rs.4200 on par with Staff Nurse as the qualification prescribed for this post is similar to that of Staff Nurse. The Commission observed that comparison of this post with that of Staff Nurse is not appropriate due to the fact that the work load, stress and job responsibilities of the Staff Nurse are more than the Resident Matron in Municipal Hospital. However, the Commission finds justification to place this post on par with Auxiliary Nurse Mid-Wives / Maternity Assistant by revising the scale of pay from Rs.2750—4400 to Rs.4000—6000 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Resident Matron may be revised from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.2400.

### **PROGRAMMER**

Tamil Nadu Municipal Information Technology Officers Association and Tamil Nadu Municipal Superior Employees Association have requested to revise the scale of pay of Rs.6500—10500 to Rs.7450—11500 (pre-revised) on par with Central Government. The Commission observed that comparison made by the association with similar post in Department of Information Technology, NIC, and Government of India is not appropriate. As the qualification, method of recruitment and nature of duties of Computer officials in Central Government is not comparable with Municipal officials. Hence, the

Commission recommends that the level / nomenclature of the posts / scale of pay for the Computer personnel recommended by the Commission elsewhere based on their qualification (both academic / technical) may also be made applicable to this post.

### **ASSISTANT PROGRAMMER**

Tamil Nadu Municipal Information Technology Officers Association and Tamil Nadu Municipal Superior Employees Association have requested to revise the scale of pay of Rs. 5300—8300 to 6500—10500 (pre-revised) on par with Central Government. The Commission noticed that no specific adhoc rules relating to the abovesaid posts have been framed. Hence, the qualification and method of recruitment followed in other Government departments have not been adopted in Municipalities also. Further, the comparison made by the association with similar post in Department of Information Technology, NIC, and Government of India is not appropriate as the qualification, method of recruitment and nature of duties of Computer officials in Central Government is different from Municipal officials. Hence, the Commission recommends that the level / nomenclature of the posts / scale of pay recommended for the Computer personnel based on their qualification (both academic / technical) may also be made applicable to this post.

### **DATA ENTRY OPERATOR**

Tamil Nadu Municipal Information Technical Officers Association and Tamil Nadu Municipal Superior Employees Association have requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.2000 to Rs.5200—20200 + Grade Pay of Rs.2400 on par with similar post in Central Government and other Government Departments in the State. The Commission observed that the Data Entry Operators in Government Data

Centre and Commercial Tax Departments are placed in the scale of pay of Rs.4000—6000 (pre-revised) with the revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2400. Hence, the Commission finds justification to place the Data Entry Operators in Municipalities also on par with similar posts in Government Data Centre / Commercial Tax Departments. Accordingly, the Commission recommends that the scale of pay of Data Entry Operators in Municipalities may be revised from Rs.5200—20200 + Grade Pay of Rs.2000 to Rs.5200—20200 + Grade Pay of Rs.2400.

### **SANITARY INSPECTOR**

The TN Municipal Corporation Sanitary Inspector Welfare Association has requested to revise the scale of pay of the post of Sanitary Inspector from Rs.5200—20200 + Grade Pay of Rs.2800 to Rs.9300—34800 + Grade Pay of Rs.4400 on par with Health Inspector in Central Public Health as against the pre-revised scale of pay of Rs.5500—9000. The Commission observed that the above request has already been examined under the Municipal Corporations / Medical Department and it has been recommended to revise the scale of pay of Sanitary Inspectors from Rs.4500—7000 to Rs.5000—8000 with corresponding revised scale of pay of Rs.9300—34800 + Grade pay of Rs.4200. Hence, the Commission recommends that the above revision of scale of pay may also be made applicable to all Sanitary Inspectors in Municipalities / Town Panchayats.

### **TECHNICAL ASSISTANT AND SKILLED ASSISTANT GRADE I & II**

The Tamil Nadu Municipalities Engineering Department and Water Supply Employees Association has requested to merge the post of Tap Inspector with the other Technical posts and grant uniform scale of pay in the revised pay structure. The Commission observed that common Service Rules

applicable to all the Corporations in the State have been framed in G.O. Ms. No. 237, MA & WS Dept., Dated: 26-09-06. In the said G.O. among others, orders have been issued for grouping of Technical Posts in the Engineering and Water Supply Department. i.e. Technical Assistant (Rs.1350—2200) Skilled Assistant, Grade – I (Rs.1100—1660) and Skilled Assistant Grade – II (Rs.950—1500). Therefore, there is no need to merge the category of Tap Inspector with other Technical Post as reported by the association, as the posts of Skilled Assistant Gr.I and Gr.II is already on par with that of Grade I and Grade II Trade Posts. The Commission finds that the existing pay parity is quite appropriate. In respect of the post of Technical Assistant, no anomaly exists. Hence, the Commission recommends that the scale of pay of the following posts may be retained at the existing level as shown below :-

<b>Technical Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>In corresponding Revised Scale of Pay of Rs.</b>
Technical Assistant	4500—7000	5200—20200 + G.P of Rs.2800
Skilled Assistant Gr.I	4000—6000	5200—20200 + G.P of Rs.2400
Skilled Assistant Gr.II	3050—4590	5200—20200 + G.P of Rs.1900

### **CONSOLIDATED PAY / DAILY WAGE WORKERS**

The Tamil Nadu Municipalities NMR Workers Welfare Association has requested to regularize the services of the employees who are working on Consolidated Pay / Daily Wages and to bring them into time scale of pay. It has also been requested to fix the scale of pay of the employees who were brought into time scale of pay with effect from . 01-01-1996 instead of from the date of issue of the said order. The Commission observed that the above request is not feasible of compliance as any pay revision orders issued regularizing after the implementation of the recommendations of the Official

Committee, 1998 i.e. general pay revision have been given effect only the date of issue of orders. Further requests have been made by various categories of employees working on Consolidated Pay and Non-Standard / Special Time scale of pay for bringing them into regular time scale of pay has to be decided based on the policy decision of the Government. As regards, the employees on daily wages the Commission recommends that the wages fixed by the District Collector may be adopted.

### **REQUEST OF THE RETIRED OFFICER**

Thiru.Godfrey Pandian, Regional Director of Municipal Administration (Retd.), Chennai has requested to revise the scale of pay of the posts of Regional Directors of Municipal Administration and Joint Directors of Municipal Administration from Rs.15600—39100 + Grade Pay Rs.7600 to Rs.37400—67000 + Grade Pay Rs.8700. The Commission observed that there is no justification to revise the scale of pay for the posts of Regional Directors and Joint Directors as they are appropriately placed. However the recommendation made by the Commission elsewhere for upward revision of scale of pay for the posts of District Revenue Officers / Joint Directors / Deputy Secretary to Government in the existing scale of pay of Rs.15600—39100 + Grade Pay of Rs.7600 may also be made applicable to the post of Joint Director of Municipal Administration. Consequently, the retired officer would also be entitled for revision of pension with reference to para 2(vi) of G.O. Ms. No. 235, Finance (PC) Department, dated 01.06.2009.

### **TRADE POSTS Grade I / II**

The trade post of Fitter Grade II, Electrician Grade II, Pipe Line Fitter Grade II, Fitter Bed Operator Grade II, Head Work Fitter Grade II, Mechanic Grade II, Tap Inspector, Meter Reader, Wireman, Switch Board Operator,

Tube well Mechanic, Turn Coach, Fountain Cleaner, Helper, Gang Mazdoor, Halem Worker, Tank Watchman, Wireman Helper, Park Watchman, Avenue Maistry, Traveller Banglor Matty, Cleaner Motor, Fitter Helper Turner have sought revision of scale of pay. The Commission finds that these posts are trade posts. Hence, the Commission recommends that the recommendations made under “trade posts” may be made applicable uniformly to all the Grade I / II trade posts under Municipal Administration.

### **VEHICLE ALLOWANCE AND RISK ALLOWANCE**

The Tamil Nadu Municipality Grade III and Town Panchayat Field Staff Association, the Tamil Nadu Municipality Street Light Maintenance Employees Association and the Tamil Nadu Municipality Tax Collectors Association have requested to enhance the vehicle allowance and risk allowance. The Commission observed that enhancement of allowances have been recommended by the Official Committee 2009 and accordingly orders have also been issued. Hence, the Commission finds no justification to further enhance the above allowances.

Representations have also been received from the Tamil Nadu Municipal Corporation Sanitary Inspectors Welfare Association, the Tamil Nadu Government Officials' Union, the Tamil Nadu Municipality Grade – III and Town Panchayat Field Staff Association, the Tamil Nadu Municipality Street Light Maintenance Employees Association, the Tamil Nadu Municipality Sanitary Supervisors Association, the Tamil Nadu Municipal Town Planning Officer's Association and Tamil Nadu Municipal Town Planning Technical Subordinate Staff Association, the Tamil Nadu Municipal N.M.R. Worker's Welfare Association, the Tamil Nadu Municipal Information Technology Officers Association, the Tamil Nadu Municipality Tax Collectors Association,

the Tamil Nadu Municipality Officer's Association, the Tamil Nadu Municipalities Engineering Dept., and Water Supply Employees Associations / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Medical Officer	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.5700
2.	Town Planning Officer, Grade II	Rs.9300—34800 + Grade Pay of Rs.4400	Rs.9300—34800 + Grade Pay of Rs.4600
3.	Town Planning Inspector	Rs.5200—20200 + Grade Pay of Rs.2800	Rs.9300—34800 + Grade Pay of Rs.4400
4.	Assistant Wireman	Rs.4800—10000 + Grade Pay of Rs.1300	Rs.5200—20200 + Grade Pay of Rs.1900
5.	Wireman / Meter Reader	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400
6.	Fitter	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.5200—20200 + Grade Pay of Rs.2400
7.	Manager/Accountant (Spl. Grade Municipality)	Rs.9300—34800 + Grade Pay of Rs.4600	Rs.15600—39100 + Grade Pay of Rs.5400
8.	Manager/Accountant (Sel. Grade Municipality)	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.9300—34800 + Grade Pay of Rs.4600
9.	Manager / Accountant (Grade—I Municipality)	Rs.9300—34800 + Grade Pay of Rs.4300	Rs.9300—34800 + Grade Pay of Rs.4400
10.	Manager / Accountant (Grade—II & III Municipality)	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4300
11.	Assistant & Steno Typist Gr.III	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200
12.	Junior Assistant, Typist & Driver	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.5200—20200 + Grade Pay of Rs.2400
13.	Office Assistant, Basic Servant, Sanitary Worker and Cleaner	Rs.4800—10000 + Grade Pay of Rs.1300	Rs.5200—20200 + Grade Pay of Rs.2400
14.	Sanitary Supervisor	Rs.4800—10000 + Grade Pay of Rs.1650	Rs.5200—20200 + Grade Pay of Rs.2000

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
15.	Revenue Officer, Grade I	Rs.9300—34800 + Grade Pay of Rs.4600	Rs.15600—39100 + Grade Pay of Rs.5400
16.	Revenue Officer, Grade II	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.9300—34800 + Grade Pay of Rs.4600
17.	Revenue Officer, Grade III	Rs.9300—34800 + Grade Pay of Rs.4300	Rs.9300—34800 + Grade Pay of Rs.4500
18.	Revenue Officer, Grade IV	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4400
19.	Assistant Revenue Officer	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **MUSEUM DEPARTMENT**

### **ASSISTANT CURATOR AND GALLERY GUIDES**

The Tamil Nadu Museum Employees Association has requested to revise the scale of pay from Rs.5200—20200+2400 (Pre-revised Rs.4000—6000) to Rs.5200—20200+2800 (pre-revised Rs.4500—7000). The Commission observed that the existing pay scale and the qualification is also the same as that of the directly recruited Ministerial Assistant. In addition possession of knowledge in Sanskrit and Ancient Indian History is required for this post. Considering the above qualification, the Commission recommends to revise the pay scale of the post of Assistant Curator and Gallery Guides from Rs.4000—6000 to Rs.4500—7000 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.5200—20200 with grade pay of Rs.2800 in the revised pay structure.

### **CRAFTSMAN**

The Tamil Nadu Museum Employees Association has requested to revise the scale of pay from Rs.5200—20200+2400 (pre-revised Rs.4000—6000) to Rs.5200—20200 with grade pay of Rs.2800 (pre-revised Rs.4500—7000). The Commission finds that though the qualification prescribed for the post of Craftsman is a Diploma in Electrical or Electronic Engineering; an alternative qualification of a certificate in electrical or electronic engineering with 3 years experience is prescribed as the minimum qualification. Hence, this post cannot be compared with the Junior Engineers. However, considering the qualification and experience prescribed for this post; the Commission recommends to elevate the scale of pay of this post from Rs.4000—6000 to Rs.4500—7000 in the pre-revised scale with corresponding revised scale of pay of Rs.5200—20200+2800.

## **LABORATORY ASSISTANT**

Tamil Nadu Museum Employees Association has requested to revise the scale of pay of Laboratory Assistant from Rs.5200—20200+2200 (pre-revised Rs.3625—4900) to Rs.5200—20200 with grade pay of Rs.2800 (pre-revised Rs.4500—7000). The Commission observed the similarity in educational qualification as that of Craftsman in the same Department and the existing disparity in the pay scales of these two posts is not justified. The Commission therefore recommends revision of pay scale of Laboratory Assistant on par with Craftsman as Rs.5200—20200+2800.

## **DRAUGHTSMAN**

Tamil Nadu Museum Employees Association has requested to revise the scale of pay of Draughtsman from Rs.5200—20200+2000 (pre-revised Rs.3200—4900) Rs.5200—20200 with grade pay of Rs.2200 (pre-revised Rs.3625—4900). The Commission is of the view that the Draughtsman in Museum department is analogous and carries the same scale of pay of Assistant Draughtsman in Highways and P.W.D. The Commission therefore finds no justification to disturb the existing level.

## **CABINET MAKER**

Tamil Nadu Museum Technical Staff Welfare Association has requested to fix the scale of pay as per the recommendation of the One Man Commission-1998 (i.e.Rs.3050—4590) in the pre-revised scale of pay with corresponding revised scale of pay in the revised pay structure. The Commission with a view to maintain the uniformity among the Grade-II Trade Post and considering the qualification for appointment as eight years experience in making furniture recommends for revision of scale of pay from Rs.2750—4400 to Rs.3050—4590 in the pre-revised scale with corresponding revised scale of pay of Rs.5200—20200+1900.

Representations have also been received from various Associations/

Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Taxidermist, Grade-I	5200—20200+2400	9300—34800+4200
2.	Taxidermist, Grade-II	5200—20200+1800	5200—20200+2400
3.	Photographer	5200—20200+1900	5200—20200+2800
4.	Assistant Photographer	5200—20200+1800	5200—20200+2200
5.	Care-Taker	5200—20200+1800	5200—20200+2200
6.	Technical Assistant	5200—20200+1800	5200—20200+2200
7.	Carpenter	4800—10000+1650	5200—20200+1900
8.	Hand Compositor	4800—10000+1650	5200—20200+1900
9.	Layeron	4800—10000+1650	5200—20200+1900
10.	Senior Machine Minder	4800—10000+1650	5200—20200+1900
11.	Painter-cum-Polisher	4800—10000+1650	5200—20200+1900
12.	Ticket Sales Attender	4800—10000+1400	5200—20200+2200
13.	Gallery Guard	4800—10000+1300	4440—7440+1800
14.	Gardner	4800—10000+1300	4440—7440+1600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **NATIONAL CADET CORPS**

### **AEROMODELLING INSTRUCTOR —CUM— STOREKEEPER**

An individual working as Aeromodelling Instructor —cum— Store Keeper has requested to revise the scale of pay of his post from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4800 on par with Superintendents in Tamil Nadu Ministerial Service with effect from 1.1.96. The Commission observed that the mode of recruitment and nature of duties of the Aeromodelling Instructor —cum—Store Keeper is not comparable with the post of Superintendent. Hence, the Commission finds no justification to revise the scale of pay of this post.

## **POLICE**

### **SUB-INSPECTOR OF POLICE**

The Police personnel and Sub-Inspectors working in various divisions of Police Department have requested to revise the scale of pay of the Sub-Inspector of Police on par with Ministerial Superintendent at Rs.9300—34800 + Grade Pay of Rs.4,800/-. The Commission finds no justification to compare the post of Superintendents with Sub-Inspector of Police. However, taking note of the method of recruitment and duties and responsibilities of the post of Sub-Inspector of Police and the level of similar post in Central Government, the Commission considers to revise the scale of pay of this post from Rs.5300—8300 to Rs.5500—9000 in the pre-revised scales of pay with the corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scale of pay of Sub-Inspector of Police from Rs.9300—34800 + Grade pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,400/-.

### **SENIOR REPORTER & JUNIOR REPORTER (Shorthand Bureau).**

The Reporters in Police Shorthand Bureau, Special Branch CID have requested to revise the scale of pay of the posts of Senior Reporter and Junior Reporter on par with their counterparts in Tamil Nadu Legislative Assembly Secretariat. The Director General of Police has also recommended for revision of scale of pay of the above posts in line with the recommendations of the Third Police Commission. Considering the technical qualification prescribed for this post and also taking note of the recommendations of the One Man Commission, 98 the Commission recommends to place the post of Senior Reporter in Police Shorthand Bureau on par with the Reporter in Tamil Nadu Legislative Assembly Secretariat and

recommends to revise the pre-revised scale of pay of this post from Rs.5900—9900 to Rs.8000—13500 with the corresponding revised scale of pay. The Commission accordingly recommends that the scale of pay of Senior Reporter may be revised from Rs.9300—34800 + Grade pay of Rs.4,500/- to Rs.15600—39100 with Grade Pay of Rs.5,400/-.

The Commission also observed that the post of Junior Reporter is the feeder category to the post of Senior Reporter and therefore finds justification to revise the scale of pay of the post of Junior Reporter. Accordingly, the Commission recommends to revise the scale of pay of the post of Junior Reporter from Rs.9300—34800 + Grade pay of Rs.4,300/- to Rs.9300—34800 with Grade Pay of Rs.4,500/-.

**SENIOR MANAGER, MANAGER, ASSISTANT MANAGER & SPECIAL BRANCH ASSISTANT IN SPECIAL BRANCH CID AND INTELLIGENCE SECTION**

The staff of Intelligence Section of Chennai Police Commissionerate have requested to place the Special Branch staff one level below the staff working in Tamil Nadu Secretariat Public (SC) Department. The Director General of Police and the Commissioner of Police have also pointed out the recommendations of the Third Police Commission and recommended for revision of scale of pay of the above posts. The Commission noticed that the duties and responsibilities of the staff of Special Branch / Intelligence wing are very much similar to the work pattern of the staff of Public (SC) Department and considering the fact that they are appointed by transfer in Public (SC) Department, they were placed one level below the staff of Public (SC) Department. However, consequent on the revision of scale of pay of Assistant Section Officers / Section Officers of Secretariat the scale of pay of the staff of Public (SC) Department have been further revised without making

any change in the scale of pay of the Special Staff of Special Branch CID and Intelligence Wing. Therefore, the Commission finds justification to maintain the earlier pay parity that existed between the staff of Public (SC) Department and Special Staff of Special Branch CID and Intelligence Wing. Accordingly, the Commission recommends to revise the scale of pay of the posts of Senior Manger, Manager, Assistant Manager & Special Branch Assistant in Special Branch CID and Intelligence Section as shown below:

Name of the post	Existing scale of pay	Revised scale of pay recommended by OMC.
	From	To
	Rs.	Rs.
Senior Manager	15600--39100 + Grade Pay Rs.5,700/-	15600--39100 + Grade Pay Rs.6,000/-
Manager	15600--39100 + Grade Pay Rs.5,400/-	15600--39100 + Grade Pay Rs.5,700/-
Assistant Manager	9300—34800 + Grade Pay Rs.4,600/-	15600--39100 + Grade Pay Rs.5,400/-
Special Branch Assistant	9300—34800 + Grade Pay Rs.4,400/-	9300—34800 + Grade Pay Rs.4,800/-

The above revision may be given notional effect from 30—06--2008 as was given to the staff of Public (SC) Department in Secretariat.

### **AUDIO VISUAL TECHNICIAN**

The Additional Director General of Police (Administration) has requested to re-designate the post of Audio Visual Technicians as Senior Photographers and to revise their scale of pay from Rs.4000—6000 to Rs.5900—9900 in the pre-revised scale of pay. The Commission finds that qualification prescribed for the post of Audio Visual Technician is SSLC. with three years experience, while it is a Diploma in Photography and three years experience is required for Senior Photographer. Further, the Audio Visual Technicians is filled by direct recruitment and whereas the Senior

Photographer is a promotional post for Photographer and therefore re-designating the post as Senior Photographer is not justified. However, considering the fact that the Audio Visual Technicians are handling highly expensive equipments and their nature of work and job responsibilities are comparatively more than the Photographers, the Commission recommends to revise the scale of pay of the post of Audio Visual Technician from Rs.4000—6000 to Rs.5000—8000 (pre-revised) with corresponding scale of pay in the revised pay structure. Accordingly, the Commission recommends that the scale of pay of Audio Visual Technicians in Police Department may be revised from Rs.5200—20200 + Grade Pay of Rs.2,400/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

### **LIBRARIAN**

Librarian working in the office of the Additional Director General of Police, Crime Branch CID. has represented to revise the scale of pay of his post from Rs.4000—6000 to Rs.5900—9900 with corresponding scale of pay in the revised pay structure. Taking note of the revised qualification prescribed for this post as a Degree or Diploma in Library Science, the Commission recommends to re-designate this post as Librarian Grade—I and also revise the scale of pay of this post from Rs.4000—6000 to Rs.5900—9900 with corresponding revised scale of Rs.9300—34800 + Grade Pay of Rs.4,500/-.

### **COOK & BARBER**

Representations have been made by the Cooks and Barbers working in Armed Police Battalion for revision of scale of pay of these posts on par with their counterparts in Prison, Police Hospitals and other Government departments. Considering the mode of appointment and the pay parity

enjoyed by these posts in the pre-revised scales of pay, the Commission finds justification to revise the pre-revised scale of pay of these posts from Rs.2550—3200 to Rs.2610—3540 with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Cooks and Barbers in Armed Police Battalion may be revised from Rs.4800—10000 + Grade Pay of Rs.1,300/- to Rs.4800—10000 + Grade Pay of Rs.1,400/-.

The Inspectors of Police who have moved to Selection Grade in that category after 1—1—2006 i.e. on 28—9—2007 and opted to come over to the revised scale of pay have requested to clarify as to whether the rate of Dearness Allowance as on the date to be taken into account for calculating the new pay as per G.O.Ms.No.234, Finance (PC) Department, dated: 1—1—2006. The Commission observed that the pay of employees in the new pay scales was ordered to be fixed with reference to the emoluments as on 1—1—2006, which shall comprise of (i) basic pay, (ii) dearness pay with reference to the basic pay + personal pay (if admissible ) and (iii) dearness allowance with reference to the basic pay + dearness pay as on 1—1—2006 (i.e. at the rate of 24%) and therefore necessary clarification has also been issued to consider only 24% Dearness Allowance in this regard. Therefore, the Commission endorses the stand taken in the Official Committee,2009 and the further clarification issued by Government.

Representations have also been received from the Tamil Nadu Police Department Ministerial Staff Association, Reporters in Police Shorthand

Bureau and Tamil Nadu Police Transport Workshop Technical Staff

Association requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		<b>Rs.</b>	<b>Rs.</b>
1.	Additional Superintendent of Police	15600--39100 + Grade Pay -- 6600	15600--39100 + Grade Pay -- 7600
2.	Deputy Superintendent of Police	15600--39100 + Grade Pay -- 5400	15600--39100 + Grade Pay -- 6600
3.	Chief Administrative Officer	15600--39100 + Grade Pay -- 6600	15600--39100 + Grade Pay -- 7600
4.	Senior Administrative Officer	15600--39100 + Grade Pay -- 5700	15600--39100 + Grade Pay -- 6600
5.	Personal Assistant (Administration)	15600--39100 + Grade Pay -- 5400	15600--39100 + Grade Pay -- 5700
6.	Inspector of Police	9300--34800 + Grade Pay -- 4900	15600--39100 + Grade Pay -- 7600
7.	Head Constable	5200--20200 + Grade Pay -- 2400	5200--20200 + Grade Pay -- 2800
8.	Police Constable Grade—I	5200--20200 + Grade Pay -- 2000	5200--20200 + Grade Pay -- 2400
9.	Police Constable Grade—II	5200--20200 + Grade Pay -- 1900	5200--20200 + Grade Pay -- 2000
10.	Chief Reporter	15600--39100 + Grade Pay -- 5700	15600--39100 + Grade Pay -- 7600
11.	Senior Chief Reporter	15600--39100 + Grade Pay -- 6600	37400—67000 + Grade Pay -- 8800
12.	Senior Photographer	9300--34800 + Grade Pay -- 4500	9300--34800 + Grade Pay -- 4600
13.	Photographer	9300--34800 + Grade Pay -- 4200	9300--34800 + Grade Pay -- 4300
14.	Works Manager	15600--39100 + Grade Pay -- 6600	37400—67000 + Grade Pay -- 8700
15.	Automobile Engineer	15600--39100 + Grade Pay -- 5400	15600--39100 + Grade Pay -- 6600
16.	Technical Assistant	9300--34800 + Grade Pay -- 4500	9300--34800 + Grade Pay -- 4900

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
		<b>Rs.</b>	<b>Rs.</b>
17.	Foreman (Mechanic)	5200--20200 + Grade Pay -- 2800	9300--34800 + Grade Pay -- 4700
18.	Fitter Special / Assistant Store Keeper / Chargeman	5200--20200 + Grade Pay -- 2600	9300--34800 + Grade Pay -- 4500
19.	<b>Grade—I</b> Trade Posts viz. Fitter, Electrician, Tinker, Blacksmith, Painter, Welder, Carpenter, Liner, Turner and Bench Fitter	5200--20200 + Grade Pay -- 2400	9300--34800 + Grade Pay -- 4500
20.	<b>Grade—II</b> Trade Posts viz. Fitter, Electrician, Tinker, Blacksmith, Painter, Welder, Carpenter, Liner, Turner and Bench Fitter	5200--20200 + Grade Pay -- 1900	9300--34800 + Grade Pay -- 4200
21.	Superintendent	9300--34800 + Grade Pay -- 4800	15600--39100 + Grade Pay -- 5400
22.	Assistant	5200--20200 + Grade Pay -- 2400	9300—34800 + Grade Pay -- 4200
23.	Steno-typist	5200--20200 + Grade Pay -- 2400	9300—34800 + Grade Pay -- 4200
24.	Junior Assistant	5200--20200 + Grade Pay -- 2000	5200—20200 + Grade Pay -- 2800
25.	Typist	5200--20200 + Grade Pay -- 2000	5200—20200 + Grade Pay -- 2800

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **PRISONS**

### **PROBATION OFFICER**

The Tamil Nadu Prison Department Probation Officials Association has requested to revise the scale of pay from Rs.9300—34800 + Grade Pay of Rs.4500 to Rs.9300—34800 + Grade Pay of Rs.4900 on par with Inspector of Police and Tahsildar. The Commission observed that the pre-revised pay scale of Inspector of Police is Rs.6500—10500 and for Probation Officer is Rs.5900—9900 i.e. one level below that of the Inspector of Police. Taking into account this pay relativity and considering the fact that the Probation Officer carried a higher pay scale than Ministerial Superintendent in the pre-revised pay structure, the Commission finds justification to place the post of Probation Officer to the level of Superintendents in the pre-revised scale of pay of Rs.7000—11500 with corresponding revised scales of pay. Accordingly, the revised scale of pay of Probation Officer in Prison Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4500 to Rs.9300—34800 + Grade Pay of Rs.4800 notionally with effect from 12—12—2007.

### **CHIEF HEAD WARDER**

The Chief Head Warders have requested to revise their scale of pay on par with Head Constable in the Police Department from Rs.5200—20200 + Grade Pay of Rs.2000 to Rs.5200—20200 + Grade Pay of Rs.2400. The Commission observed that the qualification and mode of recruitment of the post of Chief Head Warder are similar to that of Head Constable in Police Department. The One Man Commission 1998 has opined that the job factors of this post in Prison Department are equally arduous and hazardous in nature, and comparable with the posts in Police Department and

hence, recommended the revision of scale of pay for the post of Chief Head Warder on par with that of Head Constable. Further, considering the recommendations of this Commission to grant higher scales of pay to the posts of Warder Grade I and Grade II, the Commission finds justification to endorse the recommendations of One Man Commission '98 by revising the scale of pay of Chief Head Warder on par with Head Constable in Police Department. Accordingly, the Commission recommends that the scale of pay of Chief Head Warder in Prisons Department may be revised from Rs.5200—20200 + Grade Pay of Rs.2000 to Rs.5200—20200 + Grade Pay of Rs.2400 on par with Head Constable in Police Department.

### **WARDER GRADE I**

The individual Warders Grade I of Prisons Department have requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.1900 to Rs.5200—20200 + Grade Pay of Rs.2000 on par with Constable Grade-I in the Police Department. The Commission observed that the One Man Commission '98 has recommended to place the Warder Grade I in Prisons Department on par with Police Constable Grade I. However the revision of scale of pay made to Police Constable Grade I was omitted to be extended to the Warder Grade I in Prisons Department. Hence, the Commission finds justification to revise the scale of pay of Warder Grade I in Prison Department from Rs.3050—4590 to Rs.3200—4900 (pre-revised) with corresponding revised scales of pay. Accordingly, the Commission recommends that the scale of pay of Warder Grade I in Prisons Department may be revised from Rs.5200—20200 + Grade Pay of Rs.1900 to Rs.5200—20200 + Grade Pay of Rs.2000 on par with Police Constable Grade I in Police Department.

## **WARDER GRADE II**

The individual Warders Grade II of Prisons Department have requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.1900 on par with Police Constable Grade II. The Commission noticed that the revision granted to Police Constable Grade II from Rs.2750—4400 to Rs.3050—4590 (pre-revised) based on the recommendations of One Man Commission '98 was omitted to be extended to Warders Grade II in Prisons Department. Considering the duties and responsibilities discharged by the Warders Grade II as pointed out by the Director General of Prisons, the Commission finds every justification to retain the parity which existed prior to the revision made by One Man Commission 1998 by revising the scale of pay of Warder Grade II from Rs.2750—4400 to Rs.3050—4590 (pre-revised) with corresponding revised scales of pay. Accordingly, the Commission recommends that the scale of pay of Warder Grade II in Prisons Department may be revised from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.1900 on par with Police Constable Grade II.

## **FITTER**

The individual (Th.G.Sivakumar) has requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.2400 on par with the trade posts Police / Public Works Department. The Commission observed that the above said post is an entry level Trade post and the scale of pay of Grade – II Trade posts is Rs.3050—4590 (pre-revised) in the various technical Department and therefore finds justification to place the post of Fitter on par with the entry level Grade II trade posts. Accordingly, the Commission recommends that the

scale of pay of Fitter in Prisons Department may be revised from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.1900.

### **ELECTRICAL SUPERVISOR**

An individual working as Electrical Supervisor in Prisons Department has requested to revise the scale of pay of his post from Rs.9300—34800 + Grade Pay Rs.4200 to Rs.9300—34800 + Grade Pay Rs.4600 on par with Assistant Engineer in Public Works Department. The Commission observed that the qualification prescribed for this post is a Diploma in Electrical Engineering with practical experience in erection or construction work for a period of not less than two years in Tamil Nadu Electricity Board. Considering the diploma qualification in engineering the Commission finds justification to place this post on par with Junior Engineer in Public Works Department. Hence, the Commission recommends that the scale of pay of Electrical Supervisor in Prisons Department may be revised from Rs.9300—34800 + Grade Pay of Rs.4200 to Rs.9300—34800 + Grade Pay of Rs.4400.

### **CRAFT INSTRUCTOR (PLUMBER)**

The individual (Th. A.R. Panneerselvam, Craft Instructor) has requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.2400 to Rs.5200—20200 + Grade Pay of Rs.2800 on par with Junior Training Officer. The Commission observed that the qualification, mode of recruitment and nature of duties of Craft Instructor is not comparable with the post of Junior Training Officer. However based on the recommendations of One Man Commission '98 the scale of pay of Tailoring Instructor / Weaving Instructor has been revised from Rs.4000—6000 to Rs.4500—7000 in the pre-revised scale of pay. Similar revision was omitted

to be extended to the Craft Instructors in Prisons Department. Considering the fact that this is a solitary post, the Commission finds justification to revise the scale of pay of Craft Instructor from Rs.4000—6000 to Rs.4500—7000 in the pre-revised scale of pay with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Craft Instructor in Prisons Department may be revised from Rs.5200—20200 with Grade Pay of Rs.2400 to Rs.5200—20200 with Grade Pay of Rs.2800 on par with Tailoring Instructor / Weaving Instructor.

### **BINDING MAISTRY**

An individual Binding Maistry in Prisons Department has requested to revise the scale of pay from Rs.4800—10000 + Grade Pay of Rs.1400 to Rs.5200—20200 + Grade Pay of Rs.1900 on par with Grade II trade post. The Commission has elsewhere recommended for rationalisation of the trade posts placed on lower scales of pay when compared to Grade II trade posts. Hence, the Commission recommends that the scale of pay recommended therein may be made applicable to the post of Binding Maistry in Prisons Department.

### **REQUEST OF THE INDIVIDUAL**

An individual has represented that two types of Grade Pay has to been followed (i.e. one in the case of promotion before 01-01-2006 and promotion after 01-01-2006 including movement to Selection Grade). The individual has been awarded Selection Grade on 01-06-2008. Further, if his pay on attaining Selection Grade is fixed as per the instruction issued in the G.O., the individual faces monetary loss. Hence, the individual has requested to revise the Grade Pay as Rs.4200 for those who moved to Selection Grade on or

after 01-01-2006. The Commission noticed that similar requests received from many employees have already been examined by Government and necessary clarification has been issued in Govt. Lr. No. 34124/PC/2009-1, dated 26.06.09, to the effect that the employees who have moved to Selection Grade / Special Grade on or after 01.01.06 are eligible for one increment at the rate of 3% of Basic Pay plus Grade Pay in corresponding revised pay fixed with reference to the ordinary grade in the pre-revised scale of pay. The employees are also permitted to exercise option to come over to the revised scale of pay even on the date of award of Selection Grade, if they desire so as to get the higher scale of pay benefit and Grade Pay. Hence, the Commission finds no justification to consider the request of the individual.

Representations have also been received from the Tamil Nadu Prison Department Probation Officials Association and from the individual employees requesting revision of scale of pay for the following posts :-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Wireman	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2800
2.	Motor Attendant	Rs.4800—10000 + Grade Pay of Rs.1300	Rs.5200—20200 + Grade Pay of Rs.1900
3.	Weaving Jobber	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2800
4.	Welder	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400
5.	Pipe Line Fitter	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2800
6.	Hand Made Supervisor	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
7.	Warping and Sizing Jobber	Rs.4800—10000 + Grade Pay of Rs.1650	Rs.5200—20200 + Grade Pay of Rs.1900
8.	Pulp Making Assistant	Rs.4800—10000 + Grade Pay of Rs.1400	Rs.5200—20200 + Grade Pay of Rs.1900

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
9.	Assistant Tent Maistry	Rs.5200—20200 + Grade Pay of Rs.1800	Rs.5200—20200 + Grade Pay of Rs.1900

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## PUBLIC LIBRARIES

Representations have been received from various Associations of Public Libraries Department / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	Deputy Librarian	Rs.9300—34800 + Grade Pay of Rs.4600	Rs.15600—39100 + Grade Pay of Rs.5700
2.	Assistant Librarian	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.15600—39100 + Grade Pay of Rs.5400
3.	Bibliography Assistant Grade – I	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.15600—39100 + Grade Pay of Rs.5400
4.	Reference Assistant	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.15600—39100 + Grade Pay of Rs.5400
5.	Bibliography Assistant Grade – II	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
6.	Classification Assistant	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
7.	Librarian for Children’s Library	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
8.	Librarian for Compilation of Bibliography Children’s Literature	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
9.	Upper Division Assistant	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
10.	Lower Division Assistant	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.5200—20200 + Grade Pay of Rs.2800
11.	Binder	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2800
12.	Preservation Clerk	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400
13.	Micro Film Operator	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
14.	Micro Film Technical Assistant	Rs.5200—20200 + Grade Pay of Rs.1800	Rs.5200—20200 + Grade Pay of Rs.2400

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
15.	Librarian Grade – III	Rs.5200—20200 + Grade Pay of Rs.2000 (Trained) Rs.5200—20200 + Grade Pay of Rs.1900 (Untrained)	Rs.5200—20200 + Grade Pay of Rs.2800
16.	Librarian Grade – II	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
17.	Librarian Grade – I	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.9300—34800 + Grade Pay of Rs.4800
18.	Librarian in Rural Libraries	C.P. Rs.1500/-	Time Scale of Pay

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **PUBLIC WORKS DEPARTMENT**

### **ENGINEER-IN-CHIEF/ CHIEF ENGINEER**

Association of Engineers and Assistant Engineers Association has requested to revise the scale of pay of Engineer-in-Chief as Rs.22400—24500 in the pre-revised scale of pay with corresponding scale of pay of Rs.37400—67000 with grade pay of Rs.12000 in the revised pay structure. The post of Engineer-in-Chief / Chief Engineer, P.W.D is presently granted the revised scale of pay of Rs.37400—67000 + Grade Pay of Rs.8900/- and placed on par with all other Heads of Departments. As the Commission has elsewhere recommended for enhancing the Grade Pay of Head of Departments / Additional Secretary to Government in the scale of pay of Rs.37400—67000 from Rs.8,900/- to Rs.9,500/-, the Commission recommends that this enhanced Grade Pay will also be made applicable to the post of Engineer-in-Chief / Chief Engineer, P.W.D.

### **EXECUTIVE ENGINEER**

Association of Engineers and Assistant Engineers Association has requested to revise the scale of pay of Executive Engineer from Rs.10000—15200 to Rs.14300—18300 in the pre-revised scale of pay with the revised scale of pay of Rs.37400—67000+7600 in the revised pay structure. The Commission finds that as per the Engineering Service Rules, the post of Head Draughting Officer is the feeder category for Assistant Executive Engineer and working under the technical control of Executive Engineers. Hence, the Commission considers that it is quite reasonable to place the Assistant Executive Engineer at-least on par with Head Draughting Officer at Rs.10000—15200. Consequently the Commission finds justification to revise the scale of pay of Executive Engineer which is the promotional post

to Assistant Executive Engineer from Rs.10000—15200 to the next higher pay scale of Rs.12000—16500. Accordingly, the Commission recommends that the scale of pay for the post of Executive Engineer may be revised from Rs.15600—39100 + Grade Pay of Rs.6600 to Rs.15600—39100 with grade pay of Rs.7600.

### **ASSISTANT EXECUTIVE ENGINEER**

Association of Engineers and Assistant Engineers Association has requested to revise the scale of pay of Assistant Executive Engineer as Rs.10000—15200 in the pre-revised scale of pay and as Rs.20000—50000+6600 in the revised pay structure. The Commission taking note of the duties and responsibilities of the post and also considering the local relativity due to the upward revision of scale of pay recommended for Executive Engineers and also the hierarchical relativity with that of Head Draughting Officers as stated in the previous para the Commission considers it quite reasonable to revise the pay scale of Assistant Executive Engineer from Rs.8000—13500 to Rs.10000—15200 in the pre-revised scale with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Assistant Executive Engineers in P.W.D may be revised from Rs.15600—39100 + Grade Pay of Rs.5400 to Rs.15600—39100 with grade pay of Rs.6600 in the revised pay structure.

### **ASSISTANT ENGINEER**

Association of Engineers and Assistant Engineers Association has requested to revise the scale of pay of Assistant Engineers from Rs.6500—11100 to Rs.8000—13500 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.15600—39100+5400 in the revised pay structure. The Commission finds that the post of Assistant Engineer is

filled by direct recruitment through Tamil Nadu Public Service Commission and the prescribed educational qualification is B.E. The other professionally qualified personnel such as Assistant Surgeon, Assistant Medical Officers (Indian Medicine), Assistant Public Prosecutors etc., are placed on a higher scale of pay of Rs.8000—13500 whereas the Assistant Engineers are placed in the scale of pay of Rs.6500—11100 (pre-revised). Further, the Commission observed that the Senior Draughting Officer with the qualification of either a certificate or diploma which is a lower category for Assistant Engineer (If Senior Draughting Officer is having B.E degree, he can be promoted as Assistant Engineer) is placed in the pay scale of Rs.6500—11100 equal to the Assistant Engineers which is considered an anomaly. The Commission elsewhere has now recommended revision of scale of pay of the post of Senior Draughting Officer from Rs.6500—11100 to Rs.7500—12000. Keeping this in view and taking note of the qualification of professional degree and duties and responsibilities of the post of Assistant Engineer, the Commission recommends to revise the scale of pay of the post of Assistant Engineer from Rs.6500—11100 to Rs.8000—13500 with corresponding revised scale of pay of Rs.15600—39100 with grade pay of Rs.5,400/-.

### **HEAD DRAUGHTING OFFICER**

Tamil Nadu Draughtsman's Association has requested to revise the scale of pay of Head Draughting Officer as Rs.12000—16500 in the pre-revised scale of pay with corresponding revised scale of pay in the revised pay structure. The Commission observed that the One Man Commission'98 has recommended to revise the scale of pay of Head Draughting Officers as Rs.10000—15200 taking note of the improvement in the scale of pay recommended for Senior Grade Town Planning Officer in the Municipalities / Chief Town Planning Officer in Madurai Corporation.

Accordingly orders were issued in G.O.Ms.No.552, Finance (Pay Cell) Department, dated: 28-09-98. Subsequently, the Engineer-in-Chief, WRO., PWD., and Chief Engineer (General) PWD., has brought to the notice of the Government that since the Head Draughting Officers are at present working under the technical control of Deputy Superintending Engineer (in the rank of Executive Engineer) in Circle Offices, enhancement of the pay scale of Head Draughting Officer had created administrative inconvenience.

Taking note of the peculiar circumstances of the office set up in the Circle Offices, Government considered that the level of Head Draughting Officers in the P.W.D may be placed between the pay scales of Executive Engineers and Assistant Executive Engineer to the level that existed prior to the revision is appropriate. Accordingly, the orders issued in G.O.Ms.No.552, Finance (Pay Cell) Department, dated: 28-09-98 was cancelled and the excess pay in the higher scale of pay of Rs.10000—15200 drawn by Head Draughting Officers from 1-9-98 to the date of the revised order issued in G.O.Ms.No.3, Finance (Pay Cell) Department, dated: 4-1-99 was treated as waived. Subsequently, the Tamil Nadu Draughtsman Association filed Original Application in the Tamil Nadu Administrative Tribunal and obtained stay on the operation of the orders issued in G.O.Ms.No.3, Finance (Pay Cell) Department, dated: 4-1-99 and the Head Draughting Officers are presently continued in the scale of pay of Rs.10000—15200 (pre-revised). As this Commission has recommended to place the scale of pay of Executive Engineers one level above that of Head Draughting Officers (i.e) at Rs.15600—39100 + 7600, the Commission finds that administrative inconvenience as reported by the Engineer-in-Chief and Chief Engineer, WRO., earlier may not arise. Hence, the Commission finds justification to revise the scale of pay of Head Draughting Officer from Rs.9100—14050 to

Rs.10000—15200 with corresponding revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.6600 in line with the recommendations of One Man Commission'98.

### **SENIOR DRAUGHTING OFFICER**

Tamil Nadu Draughtsmen's Association has requested to revise the scale of pay of the post of Senior Draughting Officer from Rs.6500—11100 to Rs.8000—13500 in the pre-revised scale of pay with corresponding revised scale of pay in the revised pay structure. The Commission finds that the Senior Draughting Officer has been placed above that of Ministerial Superintendent and hence finds justification to revise the scale of pay of Senior Draughting Officer one level above that of the Ministerial Superintendent from Rs.6500—11100 to Rs.7500—12000 in the pre-revised scale of pay with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Senior Draughting Officer may be revised from Rs.9300—34800 + Grade Pay of Rs.4700 to Rs.9300—34800 with grade pay of Rs.4900 notionally with effect from 12—12—2007.

Representations have also been received from Association of Engineers and Assistant Engineers Association / Diploma Engineers' Council, Tamil Nadu / Tamil Nadu Draughtsman Association / Tamil Nadu Engineering Association / Federation of Hydrogeologist and Geophysicist / PWD Research and Quality Control Officers Association / PWD Employees Electrical Employees Association / Tamil Nadu P.W.Workshop and Warehouse Technical Employees Association / Tamil Nadu P.W.D Employees

Association / Tamil Nadu P.W.D Irrigation Employees Union / Individuals

requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Superintending Engineer	37400—67000+8700	37400—67000+8900
2.	Junior Engineer	9300—34800+4400	15600—39100+5400
3.	Overseer	5200—20200+2800	9300—34800+4200
4.	Special Grade Draughting Officer	15600—39100+5400	15600—39100+6600
5.	Draughting Officer	9300—34800+4400	9300—34800+4800
6.	Junior Draughting Officer	5200—20200+2800	9300—34800+4200
7.	Deputy Director (Geology)	15600—39100+6600	15600—39100+7600
8.	Assistant Director (Geophysics)	15600—39100+5400	15600—39100+6600
9.	Assistant Director (Geo Chemistry)	15600—39100+5400	15600—39100+6600
10.	Assistant Director (Geology)	15600—39100+5400	15600—39100+6600
11.	Assistant Geochemist	9300—34800+4700	15600—39100+5400
12.	Assistant Geologist	9300—34800+4700	15600—39100+5400
13.	Assistant Geophysicist	9300—34800+4700	15600—39100+5400
14.	Senior Research Assistant	9300—34800+4700	15600—39100+5400
15.	Junior Research Assistant	9300—34800+4400	9300—34800+4900
16.	Technical Assistant	5200—20200+2800	9300—34800+4200
17.	Computer Programmer	15600—39100+5400	15600—39100+6600
18.	Assistant Programmer	9300—34800+4500	9300—34800+4700
19.	General Foreman	9300—34800+4400	9300—34800+4500
20.	Junior Foreman	9300—34800+4200	15600—39100+5400
21.	Laboratory Assistant	9300—34800+4200	9300—34800+4800
22.	Artisan Special	5200—20200+2600	9300—34800+4200

Sl. No.	Name of the Post	Existing Scale of Pay Rs.	Requested Scale of Pay Rs.
23.	Driller	5200—20200+2400	9300—34800+4200
24.	Assistant Driller	5200—20200+1900	5200—20200+2400
25.	Electrical Maistry	5200—20200+2400	To merge with Work Inspector
26.	Electrician / Helper Gr-II	4800—10000+1300	5200—20200+1900
27.	Building Maistry Gr-I	5200—20200+2400	To merge with Work Inspector
28.	Building Maistry Gr-II	5200—20200+1900	
29.	Work Inspector Grade-I	5200—20200+2400	9300—34800+4200
30.	Work Inspector Grade-II	5200—20200+2000	5200—20200+2400
31.	Works Clerk Grade-I	5200—20200+1900	Re-designate as Work Inspector
32.	Works Clerk Grade-II	5200—20200+1800	5200—20200+2000
33.	Time Keeper	5200—20200+1900	To be re-designated as Work Inspector
34.	Head Lascar	4800—10000+1650	9300—34800+4200
35.	Lascar	4800—10000+1300	5200—20200+1800
36.	Head Mazdoor	4800-10000+1650	5200—20200+1800
37.	Semi Skilled Workman	4800—10000+1650	Merge and re-designate as Work Inspector
38.	Cleaner	4800—10000+1300	5200—20200+1900
39.	Irrigation Assistant	4800—10000+1400	5200—20200+1800
40.	Dam Assistant	4800—10000+1650	9300—34800+4200
41.	Helper	4800—10000+1400	Merge and re-designate as Work Inspector 5200—20200+2000
42.	Mazdoor	4800—10000+1300	5200—20200+1900
43.	Sarang Mazdoor, Sarang Mazdoor Gr-I and Sarang Mazdoor Gr-II	4800—10000+1650	5200—20200+1900
44.	Sweeper	4800—10000+1300	5200—20200+1900

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
45.	Time Clerk	4800—10000+1300	Merge and re-designate as Work Inspector
46.	Work Assistant		

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **REGISTRATION DEPARTMENT**

### **DEPUTY INSPECTOR GENERAL OF REGISTRATION**

The Tamil Nadu Registration Department State Service Association has requested to revise the scale of pay of Deputy Inspector General of Registration from Rs.15600—39100 + Grade Pay of Rs.7600 to Rs.30000/- by formulating an intermediary pay scale. As the Deputy Inspector General of Registration is presently placed on par with Joint Directors in various departments and Deputy Commissioners (now designated as Joint Commissioner) in Commercial Taxes Department including District Revenue Officers. Therefore, the Commission do not find any valid reason to consider the request and accordingly recommend that the existing pay relativity may be continued.

### **SUB-REGISTRAR, GRADE-I**

The Sub-Registrar Association has requested before the Official Committee to revise the scale of pay of Sub-Registrar, Grade-I from Rs.6500—10500 to Rs.8000—13500 on par with Selection Grade Co-operative Sub-Registrar. The Commission noticed that based on the recommendations of the One Man Commission 1998, the scale of pay of Superintendent was revised from Rs.5300—8300 to Rs.5500—9000 notionally with effect from 1—1—1996 with monetary benefit from 1—9—98 and this revision was extended to the interchangeable posts with Superintendents such as Deputy Tahsildar, Deputy Block Development Officer etc., The One Man Commission has recommended for revision of scale of pay of Sub-Registrar, Grade-II on par with Superintendent (Ministerial). But the said recommendation was omitted to be included at the

time of issue of orders. However, the Official Committee, 2009 taking note of the fact that the higher scale of pay granted to the Superintendents (Rs.7000—11500) should be extended to the interchangeable posts with Superintendents has placed these posts on par with Superintendents. Accordingly, the scale of pay of Sub-Registrar, Grade-II in Registration Department has been revised from Rs.5300—8300 to Rs.7000—11500 with effect from 12—12—2007 with corresponding revised scale of pay of Rs.9300—34800 with Grade Pay of Rs.4800/-. Considering the above facts the Commission recommends that the scale of pay of the promotion post for Sub-Registrar, Grade—II viz., Sub-Registrar, Grade-I may be revised from Rs.9300—34800 with Grade Pay of Rs.4600/- to Rs.9300—34800 with Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

Representations have also been received from the Tamil Nadu Registration Department State Service Associations and the Sub-Registrar Associations requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	ADDITIONAL INSPECTOR GENERAL OF REGISTRATION	Rs.37400—67000 + Grade Pay of Rs.8800/-	Rs.37400—67000 + Grade Pay of Rs.8900/-
2.	ASSISTANT INSPECTOR GENERAL OF REGISTRATION	Rs.15600—39100 + Grade Pay of Rs.6600/-	Rs.25000/- (by formulating a new intermediary scale)
3.	DISTRICT REGISTRAR	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.6600/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **REHABILITATION DEPARTMENT**

**DEPUTY WARDEN / WEAVING INSTRUCTOR / CRAFT TEACHER /  
RATTEN WORK INSTRUCTOR / DRAWING MASTER / MUSIC TEACHER /  
PRE-SCHOOL TEACHER / PHYSICAL EDUCATION TEACHER /  
SECONDARY GRADE TEACHER**

The Tamil Nadu Govt., Special School Teachers Federation has requested to revise the scale of pay of the above posts from Rs.4500—7000 to Rs.5500—9000 (pre-revised) with corresponding revised scale of pay along with Special Pay of Rs.990. The Commission observed that these posts are presently placed on par with the Secondary Grade Teachers in School Education Department. Hence, the Commission recommends that the recommendation made for the post of Secondary Grade Teacher in School Education Department may also be made applicable to these posts.

The Tamil Nadu Government Special School Teachers Federation has requested to revise the scale of pay of the following posts in the pre-revised scales of pay with corresponding revised scales of pay.

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>(Pre-revised Scale of Pay) From Rs.</b>	<b>(Pre-revised Scales of Pay) To Rs.</b>
1.	Head Master, High School	6500—10500	8000—13500
2.	Head Master, Higher Secondary School	8000—13500	10000—15200
3.	B.T. Assistant	5500—9000	6500—10500
4.	P.G. Assistant	6500—10500	8000—13500
5.	Head Master, Primary School	5300—8300	5900—9900
6.	Head Master, Middle School	5900—9900	6500—10500

The Commission noticed that the above posts are presently, placed on par with similar posts in School Education / Elementary Education Department. Hence, the Commission recommends that the recommendation

made for similar posts in School Education / Elementary Education Department may also be made applicable to the above posts.

### **ORTHOTIC TECHNICIAN**

The Tamil Nadu Government Employees Union and the Orthotic Technicians Association have requested to revise the scale of pay of Orthotic Technician from Rs.4500—7000 to Rs.5000—8000 on par with similar post in Central Government. The Commission observed that this post in Government of India is placed at Rs.5000—8000 (pre-revised) with corresponding revised scale of pay. Further, the Commission also noticed that the One Man Commission 1998 has also recommended to place this post at Rs.5000—8000 (pre-revised). This Commission also endorses the above recommendation of One Man Commission 1998. Accordingly, the Commission recommends that the scale of pay for the post of Orthotic Technician may be revised from Rs.5200—20200 + Grade Pay of Rs.2800 to Rs.9300—34800 + Grade Pay of Rs.4200.

### **DISTRICT DISABLED REHABILITATION OFFICER**

The Tamil Nadu Govt., Special School Teachers Federation and Tamil Nadu Govt. Rehabilitation Officials' Association Merged Joint Action Committee have requested to revise the scale of pay of District Disabled Rehabilitation Officer from Rs.6500—10500 to Rs.8000—13500 (pre-revised) with corresponding revised scale of pay on par with District Level Officer. The Commission observed that the One Man Commission '98 has already examined this request. Considering the qualification of Post Graduate degree in Social Work / Sociology / Psychology and also taking into account the fact that District Heads of the Department are performing duties for the welfare of the entire handicapped population in the District vested with the responsibility

for implementing various schemes of Rehabilitation for the Disabled, the One Man Commission 1998 recommended to revise the scale of pay of this post from Rs.6500—10500 to Rs.8000—13500 (pre-revised). This Commission also endorses the recommendation of the One Man Commission 1998. Accordingly, the Commission recommends that the scale of pay of District Rehabilitation Disabled Officers may be revised from Rs.9300—34800 + Grade Pay of Rs.4600 to Rs.15600—39100 + Grade Pay of Rs.5400 on par with other District level Officers.

### **ORTHOTIC—CUM—PROSTHETIC ENGINEER**

Thiru. A.Dhinakaran, Orthotic-cum-Prosthetic Engineer has requested to revise the scale of pay from Rs.9300—34800 + Grade Pay of Rs.4200 to Rs.15600—39100 + Grade Pay of Rs.5400 and to re-designate the post as Orthotic-cum-Prosthetic Engineer Grade-I. Taking into account this Commission has recommended to revise the scale of pay of Orthotic Technician from Rs.5200—20200 + Grade Pay of Rs.2800 to Rs.9300—34800 + Grade Pay of Rs.4200, the Commission finds it reasonable to place the Orthotic—Cum—Prosthetic Engineer, a level above the Orthotic Technician so as to maintain the existing pay relativity. Accordingly, the Commission recommends that the scale of pay of Orthotic—Cum—Prosthetic Engineer may be revised from Rs.9300—34800 + Grade Pay of Rs.4200 to Rs.9300—34800 + Grade Pay of Rs.4400.

### **THERAPIST**

Therapist in Department of Rehabilitation for Disabled has requested to revise the scale of pay of Therapist from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4500 on par with Physiotherapist Grade—I in Medical Department. The Commission noticed

that the Physiotherapists, Grade I and Grade II under Medical Department were granted the scale of pay of Rs.5500—9000 and Rs.5000—8000 as against the pre-revised scale of pay of Rs.1640—2900 and Rs.1400—2600 with effect from . 01.01.1996. Subsequently, the Government has revised the scale of pay of Physiotherapists Grade I and Grade II from Rs.5500—9000 to Rs.6500—10500 and from Rs.5000—8000 to Rs.5900—9900 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4600 and Rs.9300—34800 + Grade Pay of Rs.4500 respectively. Considering the higher status enjoyed by the Therapist when compared to the post of Physiotherapist Grade II, the Commission finds justification to extend the higher scale of pay granted to Physiotherapist Grade II to the Therapist by revising their scale of pay from Rs.5300—8300 to Rs.5900—9900 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Therapists may be revised from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4500.

### **PLACEMENT OFFICER**

An individual holding the post of Placement Officer in the Department of Rehabilitation for Disabled has requested to revise the scale of pay of his post from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.15600—39100 + Grade Pay of Rs.5400. The Commission observed that in the National Institute for Visually Handicapped, Dehradun, the post of Placement Officer is placed on a higher scale of pay. Further, the Commission also noticed that there are only two Placement Officers, and one among them has obtained “Best Placement Officer” National Award from the President of India. Considering the above fact, the Commission recommends that the

scale of pay for the post of Placement Officer may be revised from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4400.

### **HEAD WARDEN**

Government Rehabilitation Home Head Warden and Warden Welfare Association have requested to revise the scale of pay of Head Warden on par with the post of Head Constable in Police Department. The Commission observed that the post of Head Warden in the Prison Department has been placed on par with Police Constable Grade I. Hence, the Commission finds justification to revise the scale of pay of Head Warden on par with Police Constable Grade —I. Accordingly, the Commission recommends that the scale of pay of Head Warden may be revised from Rs.5200—20200 + Grade Pay of Rs.1900 to Rs.5200—20200 + Grade Pay of Rs.2000 on par with the post of Police Constable Grade I in Police Department.

### **WARDEN**

Government Rehabilitation Home Head Warden and Warden Welfare Association has requested to revise the scale of pay of Warden from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.1900 on par with Constable Grade —II in Police Department. The Commission observed that the post of Head Warden in Prison Department has been placed on par with Police Constable Grade—I. Hence, the Commission finds justification to revise the scale of pay of Warden on par with Police Constable Grade —II. Accordingly, the Commission, recommends that the scale of pay of Warden may be revised from Rs.5200—20200 + Grade Pay of Rs.1800 to Rs.5200—20200 + Grade Pay of Rs.1900 on par with Police Constable in Police Department.

## **MULTIPURPOSE REHABILITATION ASSISTANT**

Tamil Nadu Government Special School Teachers Association has requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.2000 to Rs.5200—20200 + Grade Pay of Rs.2400. The Commission observed that the One Man Commission '98 considering the qualification of a pass in SSLC plus certificate in Rehabilitation – Cum – Physiotherapy, job factors and duties and responsibilities attached to this post has recommended to revise the scale of pay of this post from Rs.3200—4900 to Rs.4000—6000 (pre-revised). This Commission also endorses the above recommendation of One Man Commission '98. Accordingly, the Commission recommends that the scale of pay of Multipurpose Rehabilitation Assistant from Rs.5200—20200 + Grade Pay of Rs.2000 to Rs.5200—20200 + Grade Pay of Rs.2400.

Representations have also been received from the Tamil Nadu Government Special School Teachers Federation, The Audiologist – Cum – Speech Therapist Association / Individuals requesting revision of scale of pay for the following posts :-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Workshop Attendant	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400
2.	Electrician Grade II	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2800
3.	Guards	Rs.4800—10000 + Grade Pay of Rs.1400	Rs.5200—20200 + Grade Pay of Rs.1800
4.	Audiologist – Cum – Speech Therapist	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.15600—39100 + Grade Pay of Rs.5400
5.	Leather Workers	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
6.	Powerloom Instructors	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.15600—39100 + Grade Pay of Rs.5400
7.	Audiometrician	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.9300—34800 + Grade Pay of Rs.4200
8.	Vocational Guidance Officer	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4600
9.	Pottery Instructor / Tailoring Instructor / Weaving Instructor	Rs.5200—20200 + Grade Pay of Rs.1800	Rs.5200—20200 + Grade Pay of Rs.2600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scale of pay of these categories.

## REVENUE ADMINISTRATION DEPARTMENT

### DISTRICT REVENUE OFFICER

Tamil Nadu Revenue Department Official's Union / Tamil Nadu Civil Services Association, Chennai / Individual, D.R.Os have requested to revise the scale of pay of D.R.Os from Rs.15600—39100 + Grade Pay of Rs.7600 to Rs.37400—67000 with grade pay of Rs.8700 in the revised pay structure. The Commission finds that no anomaly exists in the revised scale of pay of District Revenue Officers.

The Commission finds that the post of District Revenue Officer is filled by promotion from the post of Deputy Collector (Rs.15600—39100 + 5400). The Commission observed that the local hierarchical structure in the Heads of Department i.e. middle level management is as follows:

Name of the post	Pre-revised scale of pay	Present scale of pay
Assistant Director	Rs.8000—13500	Rs.15600—39100 + 5400
Deputy Director	Rs.10000—15200	Rs.15600—39100 + 6600
Joint Director	Rs.12000—16500	Rs.15600—39100 + 7600

It may be seen from the above that the promotion post for Assistant Director is Deputy Director which is placed in the scale of pay of Rs.10000—15200 (pre-revised) / Rs.15600—39100 + 6600 (revised) whereas the District Revenue Officers are placed on a higher scale of pay of Rs.12000—16500 (pre-revised) / Rs.15600—39100 + 7600 i.e. one level above that of the other middle level management posts such as Deputy Directors in the Heads of Departments considering the duties and responsibilities of the DROs. Further, the Commission also observed that the District Revenue Officers on completion of certain specific years of service are conferred the status of IAS. and thereafter they are governed by rules and pay scales as applicable to the All India Service Officers. Further, similar request from the Deputy Secretary to

Government has also been discussed elaborately under the chapter “Secretariat”. In the circumstances, the Commission finds that the present scale of pay of District Revenue Officers is quite appropriate and do not find any justifiable reason to revise upward the pay scale of DROs. which will distort the existing pay scales in the Pay Band—3..

### **TAHSILDAR**

Tamil Nadu Tahsildars and Deputy Tahsildars Association has requested to designate the service of the Tahsildar as Tamil Nadu Administrative Service (TAS) and an individual has requested to revise the scale of pay of Tahsildars as Rs.9300—34800 with grade pay of Rs.4900 and to designate the service as Tamil Nadu Administrative Service.

The Commission finds that the scale of pay of Tahsildar has already been revised from Rs.6500—10500 to Rs.7500—12000 in the pre-revised scale of pay with effect from 12-12-2007 with corresponding revised scale of pay of Rs.9300—34800 with grade pay of Rs.4900 based on the recommendations of the Official Committee. Hence, the Commission finds that the present scale of pay appropriate and also considers no merit to designate the service as Tamil Nadu Administrative Service.

Representations have also been received from various Associations of Revenue Department requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Village Assistant	3500—6000+600	4800—10000+1300
2.	Village Administrative Officer	5200—20200+2000	9300—34800+4200
3.	Deputy Tahsildar	9300—34800+4800	15600—39100+5400
4.	Deputy Collector	15600—39100+5400	15600—39100+6600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

**RURAL DEVELOPMENT AND**  
**PANCHAYAT RAJ DEPARTMENT**

**JOINT DIRECTOR**

The Tamil Nadu Rural Development Panchayat Union Employees Association has requested to revise the scale of pay of Joint Director from Rs.15600—37100 + Grade Pay of Rs.7600/- to Rs.37400—67000 + Grade Pay of Rs.9000/-. As the Joint Directors of Rural Development Department is presently placed on par with the Joint Directors of other departments / District Revenue Officers Therefore, the Commission find no valid grounds to disturb the existing pay relativity.

**RADIO SUPERVISOR**

The Tamil Nadu Rural Development Panchayat Union Employees Association has requested to revise the scale of pay of the post of Radio Supervisor from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.9300—34800 + Grade Pay of Rs.4200 on par with their counterparts working in PWD and also to re-designate the post as Technical Assistants (RCP). The Commission noticed that the minimum qualification prescribed for the post is SSLC plus ITI Certificate / National Trade Certificate. Further, the Job responsibilities and the workload in Public Works Department are more and not comparable with the post in Village Panchayats. However, the Commission considering the scale of pay granted to the similar post in Public Works Department, recommends to revise the scale of pay of Radio Supervisors in Rural Development Department from Rs.4000—6000 to Rs.4500—7000 with corresponding revised scale of pay.

Accordingly, the Commission recommends that the scale of pay of Radio Supervisors may be revised from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.5200—20200 + Grade Pay of Rs.2800/- without any change in the existing nomenclature.

### **PHARMACIST**

The Tamil Nadu Rural Development Panchayat Union Employees Association has requested to revise the scale of pay of the post of Pharmacist from Rs.4500—7000 to Rs.5000—8000 in the pre-revised scale of pay with corresponding scale of pay in the revised pay structure. As this post is presently placed on par with that of similar post in Medical Department, the Commission recommends that the revision of scale of pay recommended for the post of Pharmacist under Medical Department may also be made applicable to this post.

### **AUXILIARY NURSE MID-WIFE**

Tamil Nadu Rural Development & Panchayat Union Employees Association / Tamil Nadu Rural Development Department Officers Association have requested to revise the scale of pay of Auxiliary Nurse Mid-Wife from Rs.5200—20200 + Grade Pay of Rs.2000/- to Rs.5200—20200 + Grade Pay of Rs.2400/- for Ordinary Grade, Rs.2600/- for Selection Grade and Rs.2800/- for Special Grade. The Commission observed that necessary recommendation has been made to revise the scale of pay of Auxiliary Nurse Midwives / Maternity Assistant / Village Health Nurse in Public Health and Preventive Medicine from Rs.3200—4900 to Rs.4000—6000 (Pre-revised) with corresponding revised scale of pay based on the recommendations of the One Man Commission 1998. Hence, the Commission recommends to revise

the scale of pay of Auxiliary Nurse Midwives in Rural Development Department on par with similar post in P.H & P.M. Department.

**FEMALE NURSING ASSISTANT / MALE NURSING ASSISTANT  
(HOSPITAL ASSISTANT (NURSING ASSISTANT GRADE—I) )**

Tamil Nadu Rural Development & Panchayat Union Employees Association has requested to revise the scale of pay in the pay band –1S with Grade Pay of Rs.1500/- for Ordinary Grade, Rs.2400/- for Selection Grade and Rs.2600/- for Special Grade. The Commission finds that this post is placed on par with Maternity Nursing Assistant in Medical Department. Therefore, the Commission recommends that the upward revision of scale of pay recommended for this post under Medical Department may be made applicable to this Post.

**PANCHAYAT OVERHEAD WATER TANK OPERATORS /  
SANITARY WORKERS**

The Tamil Nadu Panchayat Over head Tank Operators and Sanitary Workers Staff Association has requested to grant the time scale of pay. The Commission finds that there are several categories on Consolidated Pay, no discrimination can be shown to the Over Head Tank Operator and Sanitary workers alone. The Commission also noticed that the Official Committee 2009 has recommended increase of Consolidated Pay at 25% of the existing pay. The Commission therefore finds no justification to grant time scale of pay to those posts.

**COMPUTER ASSISTANT**

Tamil Nadu Rural Development Department Computer Assistant Association has requested that the 25% Consolidated pay increase benefit ordered in G.O.Ms.No.234, Finance (PC) Department, Dated:1.6.2009

may also be extended to the Computer Assistant. The Commission noticed that the Computer Assistant are appointed on a Consolidated Pay of Rs.4,000/- p.m. under the National Rural Employment Guarantee Scheme and appointed by the District Collector on a time bound basis. Hence, the Commission finds that the request does not come under the ambit of G.O.Ms.No.234, Finance (PC) Department, dated: 1.6.2009 and therefore finds no justification to consider the request.

### **MAKKAL NALA PANIYALARGAL**

The Tamil Nadu Makkal Nala Paniyalargal Association in various Districts have requested to revise the scale of pay of Makkal Nala Paniyalargal from Rs.2500—5000 + Grade of Rs.500/- to Rs.4800—10000 + Grade Pay of Rs.1300/- on par with Office Assistant scales of pay and to transfer qualified persons to other departments for appointment as Junior Assistants. The Commission noticed that the Official Committee 2009 has granted the special time scale of pay of Rs.2500—5000 + Grade Pay of Rs.500 to the Makkal Nala Paniyalargal as against the Consolidated Pay of Rs.950/- + Rs.50/- Conveyance Allowance with effect from date of issue of orders i.e. with effect from 01.06.2009. The Commission observed that this post is presently placed in the appropriate revised special time scale of pay of Rs.2500—5000 + Grade Pay of Rs.500/-. Hence the Commission finds no justification to consider their request to grant regular time scale of pay.

### **TAX COLLECTORS IN PANCHAYAT UNION**

The District President, Panchayat Grade—I Tax Collector (Bill Collector) Association, Palayampatti Panchayat, Virudhunagar District has requested to grant time scale of pay to the Tax Collectors on par with Panchayat Clerk. The Commission observed that the Tax Collectors

(13 members) working in 8 Village Panchayats for the past 15 years were granted Consolidated Pay from the concerned Village Panchayat Fund. The Official Committee 2009 has recommended an increase of 25% over the existing Consolidated Pay. The Commission observed that appointment of the Tax Collectors has been made by the concerned Village Panchayat Presidents without following any specific Service Rules. Moreover the pay is paid by the concerned Village Panchayats and therefore, the Commission finds no justification to comply with the request of the Association to grant special time scale of pay.

### **OTHER REQUEST OF THE ASSOCIATION**

The Tamil Nadu Rural Development Department Officers Union has pointed out that the Deputy Block Development Officer scale of pay has been revised from 5500—9000 to Rs.7000—11500 with effect from 12—12—2007. At the same time the Extension Officers in Rural Development has been upgraded as Deputy Block Development Officer with effect from 28—08—2008. Some Junior Extension Officers who opted to come under revised scale of pay of Rs.7000—11500 with effect from 28—08—2008 and have to forego their arrears will be getting benefits. Several senior Extension Officers who opted to come under revised scale of pay from 1—1—2006 would get lesser pay than his junior. Therefore the Association has requested to sanction one increment benefit for every two stages in the revised pay structure. The Official Committee 2009 has recommended that the employees opting for the upgraded scales in the pre-revised scale of pay of Rs.7000—11500 shall be entitled for fixation of pay in the upgraded pre-revised scale of pay with effect from 12—12—2007 with reference to the provisions under FR 23. In case any 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 can be set right under Rule 5(3) of the Tamil Nadu Revised scales of Pay Rules, 2009. Accordingly, necessary clarification has been issued under Point(3) of Government Letter No.45113/PC/2009-1, Finance, dated:17—8—2009. Hence, the Commission finds that there is no justification to consider the request.

Representations have also been received from Tamil Nadu Rural Development Panchayat Union Employees Association / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	ADDITIONAL DIRECTOR	Rs.37400—67000 + Grade Pay of Rs.8800/-	Rs.37400—67000 + Grade Pay of Rs.9000/-
2.	ASSISTANT DIRECTOR	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.5500/-
3.	ACCOUNTANT/ ASSISTANT/ RURAL WELFARE OFFICER – Grade-I	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.5200—20200 + Grade Pay of Rs.2500/- / SG Rs.2700/- and Spl.Gr.Rs.2900/-
4.	JUNIOR ASSISTANT / RURAL WELFARE OFFICER – Grade-II	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
5.	PANCHAYATS ASSISTANTS	Rs.2500—5000 + Grade Pay of Rs.500/-	Rs.4800—10000 + Grade Pay of Rs.1300/-.
6.	TECHNICAL ASSISTANTS (TELEVISION)	Rs.9300—34800 + Grade Pay of Rs.4400/-	Rs.9300—34800 + Grade Pay of Rs.4900/-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
7.	MEDICAL OFFICER	Rs.15600—39100 + Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.5700/-
8.	ROAD ROLLER DRIVER	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2300/-
9.	Driver	Rs.5200—20200 + Grade Pay of Rs.2000/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
10.	FITTER / ELECTRICIAN	Rs.5200—20200 + Grade Pay of Rs.1900/-	Rs.9300—34800 + Grade Pay of Rs.4300/-
11.	Road Inspector	Rs.5200—20200 + Grade Pay of Rs.1800/-	Rs.5200—20200 + Grade Pay of Rs.2400/-
12.	Gang Coolies (Farm Mazdoor)	Rs.4800—10000 + Grade Pay of Rs.1300/-	Rs.4800—10000 + Grade Pay of Rs.2000/-
13.	OVERSEER	Rs.5200—20200 + Grade Pay of Rs.2800/-	Rs.9300—34800 + Grade Pay of Rs.4200/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **SEED CERTIFICATION**

### **DIRECTOR**

The Tamil Nadu Government Agricultural Graduates Association has requested to revise the scale of pay for the post of Director from Rs.37400—67000+8900 to Rs.37400—67000+10000. The Commission finds that the post of Director has already been placed on par with the other Heads of departments and hence, no anomaly exists. Therefore, the Commission finds no justification to further revise the scale of pay of the above post.

## **SERICULTURE DEPARTMENT**

### **ADMINISTRATIVE OFFICER**

Tamil Nadu Government Sericulture Department Ministerial Employees Association and the Tamil Nadu Government Officials Union have requested to revise the scale of pay of the post of Administrative Officer from Rs.9300—34800 + Grade Pay of Rs.4,600/- to Rs.15600—39100 + Grade Pay of Rs.5,400/- on par with Administrative Officer in other departments. The Commissioner of Sericulture has also recommended for revision of scale of pay of the said post. The Commission finds that the post of Administrative Officer is a middle level management post and also promotional post for Superintendent / Commercial Accountant in Sericulture Department. Similar post in all other departments have been placed on the pre-revised scale of pay of Rs.8000—13500. The Commission therefore recommends to revise the scale of pay of the post of Administrative Officer in Sericulture Department also as Rs.8000—13500 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.5,400/-.

### **COMMERCIAL ACCOUNTANT**

The Commercial Accountants have represented to the Commission that the post of Commercial Accountant is an interchangeable post with Superintendent and therefore requested for revision of scale of pay of this post from Rs.9300—34800 with Grade Pay of Rs.4,400/- to Rs.9300—34800 with Grade Pay of Rs.4,800/-. The Commissioner of Sericulture has also recommended the same. The Commission observed that though the post of

Commercial Accountant and Superintendent are interchangeable posts and placed in the same pay scales earlier, subsequent revision made to the post of Superintendent was omitted to be extended to the Commercial Accountant in Sericulture Department. Taking note of the above fact, the Commission recommends for revision of scale of pay of the post of Commercial Accountant from Rs.9300—34800 + Grade Pay of Rs.4,400/- to Rs.9300—34800 + Grade Pay of Rs.4,800/- notionally with effect from 12—12—2007.

### **INSPECTOR OF SERICULTURE**

Tamil Nadu Government Sericulture Department Ministerial Employees Association and the Tamil Nadu Government Officials Union have requested to revise the scale of pay of the post of Inspector of Sericulture from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,700/- on par with Inspector of Fisheries and Agriculture Officer. The Commissioner of Sericulture has also recommended for revision of scale of pay of the said post. However, the Commission finds that the qualification prescribed for this post is three years Bachelors Degree, whereas four years degree for Agriculture Officer and Inspector of Fisheries. The work load and job factors of the post of Inspector of Sericulture are not comparable with that of Agriculture Officer and Inspector of Fisheries. In view of the above the Commission finds no justification for further revision of the scale of pay of the above post.

Representations have also been received from the Tamil Nadu Sericulture Extension Employees Association requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Assistant Inspector of Sericulture	9300—34800 + Grade Pay -- 4200	9300—34800 + Grade Pay -- 4600
2.	Junior Inspector of Sericulture	5200—20200 + Grade Pay -- 2000	5200—20200 + Grade Pay -- 2400

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **SOCIAL DEFENCE**

### **MASON INSTRUCTOR**

The Mason Instructor of Social Defence has requested to revise the scale of pay from Rs.3050—4590 to Rs.4500—7000 on par with Mat Weaving Instructor / Tailoring Instructor Grade - II in the pre-revised scale of pay with corresponding revised scale of pay. The Commission observed that the post of Mason Instructor was earlier placed on par with Grade II Instructors considering the similarity in the educational and technical qualification. However, the One Man Commission '98 has already recommended that all the Grade II Instructors may be placed uniformly in the pay scale of Rs.4500—7000 and Grade I Instructors in the pay scale of Rs.5000—8000. Accordingly, orders were issued in G.O. Ms. No. 554, Fin (PC) Dept., Dated: 28/09/98, among others revising the scale of pay of Mat Weaving Instructor Grade - II from Rs.3050—4590 to Rs.4500—7000 notionally with effect from 01-01-96 with monetary benefit from 01-09-98, omitting the post of Mason Instructor alone.

Considering the long pending demand, the Director of Social Defence has requested the Commission to revise the scale of pay of Mason Instructor as Rs.4500—7000. Taking into account the pay parity that existed between the post of Mason Instructor and other Grade II Instructors, the Commission recommends that the scale of pay of Mason Instructor may be revised from Rs.5200—20200 + Grade Pay of Rs.1900 to Rs.5200—20200 + Grade Pay of Rs.2800 on par with the Mat Weaving Instructor / Tailoring Instructor Grade-II.

Representations have also been received from Individual Workshop Assistant requesting revision of scale of pay for the post of Workshop Assistant (Arc Welding and Carpentry) from Rs.5200—20200 + Grade Pay of

Rs.1900 to Rs.5200—20200 + Grade Pay of Rs.2800. The Commission examined the above request based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds that this post is presently placed on par with Grade II trade posts. Hence, the Commission finds no anomaly in the existing scale of pay of the post of Workshop Assistant.

## **SOCIAL WELFARE**

Certain Superintendents in Social Welfare Department have represented before the Commission that the Superintendent Panel for the year 2009—10 has been issued and they joined as Superintendent after 31.05.09 in Social Welfare Department. They have pointed out that as per the existing orders, employees who are appointed or promoted and joined on or after 1.06.2009 are not entitled for the fitment benefit or 1.86 conversion factor. Hence, they have requested that pay fixation benefit of 1.86 factor may be extended to the Superintendent in Social Welfare who were promoted after 01.06.2009.

The Commission observed that necessary amendment to Rule 9 of Tamil Nadu Revised Scales of Pay 2009 has been notified in G.O.Ms.No.234, Finance (PC) Department, dated 01.06.2009 to the effect that the employees appointed between 01.01.2006 to 31.05.2009 are also entitled for the Fitment benefit of 1.86 concession factor. Accordingly orders have been issued in G.O. Ms. No.258, Finance (PC) Department, dated 23.06.2009. As such employees appointed / terminated and reappointed on or after 01.06.2009 are entitled to have their pay fixed in the revised scale of pay in the minimum of the pay in the Pay Band + Grade Pay. Moreover these employees would have availed the 1.86 conversion factor in the post of Assistant and on promotion they are entitled for one increment + difference in Grade Pay, if any.

As per Rule 10 of the Tamil Nadu Revised Scales of Pay Rules 2009, the fixation of pay on promotion shall be one increment at 3% of pay in the pay band plus grade pay rounded off to the next multiple of 10. The difference in grade pay corresponding to the promotion post and feeder post

will thereafter be granted. Hence, the Commission finds no justification to consider the request of the Superintendents promoted on or after 01.06.2009.

Representations have also been received from the Tamil Nadu Social Welfare Department 'B' Class Officers Association, the Tamil Nadu Social Welfare Department Employees Association, the Tamil Nadu Nutritious Meals Employees Association, the Tamil Nadu ICDS Instructors / Supervisors Association, the Tamil Nadu Social Welfare Department Field Employees Association, the Social Welfare and Nutritious Meal Program Department District Technical Trainers Association / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	District Social Welfare Officer / Programme Officer	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.6600
2.	Tailoring Instructor / Craft Instructor	Rs.5200—20200 + Grade Pay of Rs.1900	On par with Lecturers granted by UGC Scales of Pay.
3.	Organisers / Anganwadi Workers	Rs.2500—5000 + Grade Pay of Rs.500	Rs.5200—20200 + Grade Pay of Rs.2000
4.	Anganwadi Helper Grade I / Noon Meal Cooks	Rs.1300—3000 + Grade Pay of Rs.300	Rs.4800—10000+ Grade Pay of Rs.1400
5.	Anganwadi Helper Grade II / Cook Assistant	Rs.950—2000 + Grade Pay of Rs.200	Rs.4800—10000+ Grade Pay of Rs.1300
6.	Supervisor Grade I	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4500
7.	Supervisor Grade II	Rs.5200—20200 + Grade Pay of Rs.2000	Rs.9300—34800 + Grade Pay of Rs.4200
8.	Child Development Project Officer	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.15600—39100 + Grade Pay of Rs.5400
9.	Superintendent	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.9300—34800 + Grade Pay of Rs.4600
10.	Extension Officer	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4400

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
11.	Junior Matron	Rs.5200—20200 + Grade Pay of Rs.1800	Rs.5200—20200 + Grade Pay of Rs.2800
12.	Matron	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4400
13.	Health Instructor / Nutritionist / Pre-school Instructor / Social Welfare Teacher	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.15600—39100 + Grade Pay of Rs.7600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **SMALL SAVINGS DEPARTMENT**

### **FIELD OFFICERS**

The Tamil Nadu Small Savings Field Officers Welfare Association has requested to revise the scale of pay of Field Officers from Rs.5300—8300 to Rs.7000—11500 i.e. on par with Superintendent. The Commission observed that though the scale of pay of Superintendent and Field Officers was identical prior to 01—01—96, this parity was not maintained after 01—01—96. Further as per the orders issued in G.O.Ms.No.258, Finance, dated:05—07—2008, it was specifically stated that the duties and responsibilities of Field Officers are not comparable with that of Superintendents and it was decided that pay parity cannot be maintained among these two posts. Further the Commissioner of Small Savings was requested to send necessary proposal to Government for amendment to adhoc rule to delete the post of Field Officer as an interchangeable post with that of Superintendent. Though no amendments to the relevant rules have been issued till now, it is considered that it is an administrative delay and the facts brought out in the said Government Order cannot be ignored. Therefore the Commission finds no justification to consider the pay parity among the posts of Field Officers and Superintendents.

### **DISTRICT SAVINGS OFFICER**

The Commissioner, Small Savings Department has requested to revise the scale of pay of District Savings Officer from Rs.6500—10500 to Rs.7500—12000 i.e. on par with promotional post of Superintendent citing the provision in adhoc rules. The Commission observed that the General and Special Rules applicable to the post of Tahsildars shall apply to the post of District Savings Officer. Further the post of District Savings Officer is filled by

transfer from the post of Block Development Officers, Tahsildars and Superintendents (also from Field Officers). As the scales of pay of Tahsildars and Block Development Officers have been elevated, the Commission finds justification to revise upward the scale of pay of District Savings Officers also on par with Tahsildars and Block Development Officers. Accordingly, the Commission recommends that the pre-revised scale of pay of Rs.6500—10500 for the post of District Savings Officer which is filled by transfer from the posts of Tahsildars and Block Development Officers and also a promotion post for Superintendent / Field Officer may be revised from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

## **STATE ELECTION COMMISSION**

Tamil Nadu State Election Commission Employees have requested to revise the scale of pay on par with Tamil Nadu Public Service Commission. The Commission observed that the Tamil Nadu Public Service Commission's staff pattern is on par with Secretariat Staff pattern i.e., nomenclature qualification, mode of recruitment and scale of pay under Tamil Nadu Public Service Commission Regulations Act, 1954 has been amended in the G.O.Ms.No.7, P. & A.R. Department, dated: 04-01-1996. It may be pointed out that majority of the employees in State Election Commission have been appointed by transfer from Government Departments or by deputation and therefore they are entitled for the scale of pay as applicable in their parent department. Hence, the Commission finds no justification to revise the scale of pay of the employees of the State Election Commission on par with Tamil Nadu Public Service Commission.

## **STATIONERY AND PRINTING DEPARTMENT**

### **WORKS MANAGER**

The Anaithu Thozhilnutpa Aluvalargal, Stationery and Printing Department has requested to grant a higher scale of pay of Rs.37400—67000 + Grade Pay of Rs.8900/- to the post of Works Manager in Stationery and Printing Department. The Commission observed that the Works Managers are holding overall charge of the printing section including manning and execution in so far as Central Press and also head of the Central Press Unit. Considering the qualification and job factors, the post is appropriately placed at Rs.15600—39100 + Grade Pay of Rs.7600/-. As this post is presently placed on par with the post of Joint Directors in other departments, the Commission find no justification to disturb the existing pay relativity.

### **TOP SENIOR FOREMAN**

The Supervising Employees Association has requested to revise the scale of pay of Top Senior Foreman from Rs.5300—8300 to Rs.5900—9900. Whereas, the Supervising Employees Association has requested to revise the scale of pay of the above post as Rs.6500—10500 (pre-revised). The Commission observed that the post of Top Senior Foreman is filled by promotion from the category of Senior Foreman. The Top Senior Foreman is in charge of various sections in computing, machine Binding Department and is responsible for timely execution of work of Senior Foreman and Junior Foreman. Hence, the Commission recommends that the scale of pay of Top Senior Foreman in Stationery and Printing Department may be revised

from Rs.9300—34800 with Grade pay of Rs.4300 to Rs.9300—34800 with Grade pay of Rs.4500/-.

### **SENIOR FOREMAN**

The Supervising Employees Association has requested to revise the scale of pay from Rs.5000—8000 to Rs.5700—9200, and the Supervising Employees Association has requested to revise the scale of pay of the above post as Rs.5900—9900 (pre-revised). The Commission observed that this post is filled by promotion from the category of Junior Foreman. The Senior Foreman is in-charge of various sections in computing, machine Binding Department and responsible for timely execution of the work by the Junior Foreman. Consequent on the higher scale of pay recommended for Top Senior Foreman, the Commission finds justification to revise the scale of pay of Senior Foreman from Rs.5000—8000 to Rs.5500—9000 (pre-revised). The Commission accordingly recommends that the scale of pay of Senior Foreman in Stationery and Printing Department may be revised from Rs.9300—34800 with Grade pay of Rs.4200/- to Rs.9300—34800 with Grade pay of Rs.4400/-.

### **JUNIOR FOREMAN**

The Employees Association of the Government Central Press have requested to revise the scale of pay from Rs.5200—20200 + Grade Pay of Rs.2800/- (Pre-revised Rs.4500—7000) to Rs.9300—34800 + Grade Pay of Rs.4450/-. The Commission observed that this post is filled by promotion from various categories and also from Technical Assistant who possess a Diploma in Printing. They are assigned with the job of distribution of work to the various workers and extracting the work from them. They are immediate supervisor for the workers. They maintain the records and prepare

necessary job orders for printing. As the Technical Assistants are in the scale of pay of Rs.5200—20200 + Grade Pay of Rs.2400/- for which improvement in the pay scale has been recommended, the Commission finds justification to improve the scale of pay of its promotion post viz., Junior Foreman as Rs.5000—8000 (pre-revised). Accordingly, the Commission recommends that the scale of pay of Junior Foreman in the Stationery and Printing Department which is a supervisory post may be revised from Rs.5200—20200 with Grade pay of Rs.2800/- to Rs.9300—34800 with Grade pay of Rs.4200/-.

### **TECHNICAL ASSISTANT**

The Supervising Employees Association has requested to revise the scale of pay for the post of Technical Assistant from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.9300—34800 + Grade Pay of Rs.4400/-. The Commission observed that the post of Technical Assistant is filled by direct recruitment and the qualification prescribed is a pass in SSLC with Diploma in Printing Technology. The Technical Assistant assists the Senior Foreman and Top Senior Foreman and co-ordinates various activities in planning section. As the post of Technical Assistant in Public Works Department are placed in the scale of pay of Rs.4500—7000, the Commission finds justification to equate the Technical Assistant in Stationery and Printing Department on par with their counterparts in PWD press with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay for the post of Technical Assistant in Stationery and Printing Department may be revised from Rs.5200—20200 with Grade pay of Rs.2400/- to Rs.5200—20200 with Grade pay of Rs.2800/-.

## **OVERSEERS**

The Supervising Employees Association has requested to revise the scale of pay for the post of Overseer from Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.15600—39100 + Grade Pay of Rs.5400/-. The Commission observed that this post is filled by promotion and the qualification prescribed for this post is a Diploma in Printing Technology. As this post was enjoying a higher status than the Ministerial Superintendents and considering the fact that this post was placed above the Top Senior Foreman, the Commission finds justification to revise the scale of pay of Overseer from Rs.5900—9900 to Rs.6500—10500 with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Overseers may be revised from Rs.9300—34800 + Grade Pay of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4600/-.

The Tamil Nadu Arasu Achaga Thozhilnutpa Paniyalargal Nalan Kakkum Sangam has filed W.P. No. 19570 /2009 to direct the respondent [viz. Government of Tamil Nadu Chief Secretary to Government] to dispose of the representation Dated: 22-06-2009 within a specified time. The Hon'ble High Court in its Order Dated: 17-11-2009 in W.P. No. 19570 / 2009 has directed the respondent to consider and dispose the petitioners representation Dated: 22-06-2009 within eight weeks for the date of receipt of a copy of this order. The petitioner was also directed to present a copy of this order as well as another copy of the representation before the respondent. Accordingly the representation has been received from the Association along

with the copy of Judgment order and the same has been examined by this Commission as below:-

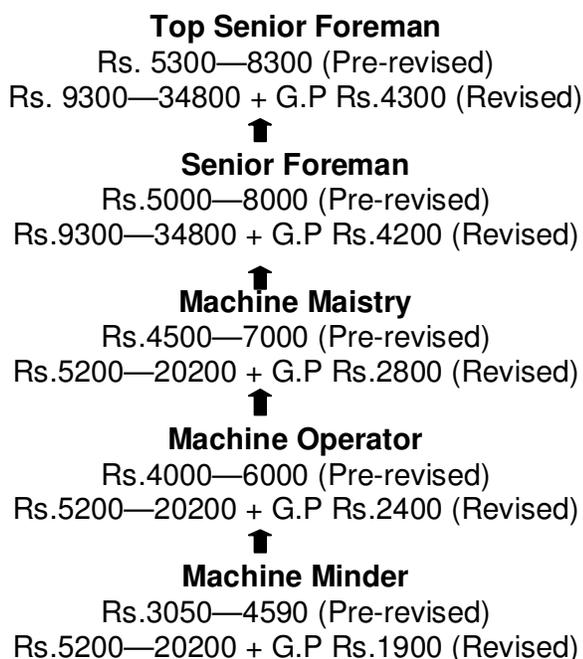
The Association in their representation Dated: 22-06-2009 has made the following requests:-

1. To revise the scale of pay of Machine Minder from Rs.3050—4590 to Rs.5500—9000 and to redesignate the post as Offset Machine Minder.
2. The promotion post of Machine Minder viz. Machine Operator may be revised from Rs.4000—6000 to Rs.6500—10500 and to redesignate the post as Offset Machine Operator.
3. The further promotion posts of Machine Maistry / Senior Foreman may be merged and granted the scale of pay of Rs.8000—13500 and redesignated as Offset Machine Supervisor.
4. The post of Top Senior Foreman may be redesignated as Offset Chief Supervisor and the scale of pay may be revised as Rs.10000—15200.

The Commission observed that the post of Machine Operator is filled by promotion from the post of Machine Minder. The Machine Operators are responsible for proper printing on the automatic printing machine and to keep the machine entrusted to him in good condition and the scale of pay for this post is on par with that of Grade I Trade post. i.e. Rs.4000—6000 (pre-revised). The post of Machine Minder which is a feeder post for Machine Operator is filled by direct recruitment and the qualification prescribed for this post is SSLC with Technical Trade Certificate from any of the institutions approved and recognized by the Government or must have put a minimum period of apprenticeship. The scale of pay for this post is on par with that of Grade II Trade Post i.e. Rs.3050—4590.

Moreover, the post of Offset Machine Man in Government of India, Directorate of Printing, is filled from among those with Matriculation and equivalent with 5 years working experience on offset machine doing single and double colour work or Apprentice certificate with 2 years working experience and the post of Machine Minder cannot be compared with this post.

The Commission also observed that the hierarchical structure of the posts of Machine Minder and its promotion posts along with scale of pay is shown below.



The Commission finds that the post of Machine Minder and Machine Operator are presently placed on par with the Grade II / Grade I trade posts viz. Rs.3050—4590 / Rs.4000—6000 (pre-revised) respectively and cannot be compared with the posts in Central Government Press consequent on the Modernisation of Government Central Press, Chennai and the rationalisation of the categories. However, there is no justification to neither to re-designate nor to revise the scale of pay of Machine Minder / Machine Operator which will lead to consequential revision of scale of pay of their promotion posts and

disturb the existing pay relativities among the similarly placed technical categories.

The Commission has elsewhere recommended for revision of scale of pay of Grade I and Grade II trade posts from Rs.4000—6000 to Rs.4300—6000 and from Rs.3050—4590 to Rs.3200—4900 (pre-revised) one level above the existing scale of pay with corresponding revised scales of pay. Hence, the Commission recommends that the above revision of scale of pay may also be made applicable to the posts of Machine Operator and Machine Minder in Stationery and Printing Department. Accordingly, the Commission recommends that the scale of pay of the post of Machine Minder may be revised from Rs.5200—20200 + Grade Pay of Rs.1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,000/-. Consequently the promotion post viz. Machine Operator may be placed in the revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2,600/-.

### **SPECIAL PAY**

Thiru S.Lillian, Superintendent, Stationery and Printing Department, Chennai has requested to double the Special Pay to the staff of Stationery and Printing Department. The Commission observed that the Official Committee 2009, has recommended to continue the same quantum of Special Pay in the revised pay structure. Hence, the Commission endorses the recommendation of Official Committee, 2009 and therefore finds no justification to consider the request of the staff of Stationery and Printing Department for enhancement of Special pay.

Representations have been received from the Anaithu Thozhilnupta Aluvalargal Stationery and Printing Department Association, Time Keepers Government Central Press, The Government Printing Computers Association, Tamil Nadu Government Press Offset Technical Employees Welfare Association, Tamil Nadu Arasu Achaga Thozhilnutpa Paniyalarkal Nalam

Kakkum Sangam, The Central Printing Binding Employees Welfare Association, Tamil Nadu Government Press Head Despatch Section Employees Sangam , The Supervisory Employees Association, Tamil Nadu Government Press Compositors and Imposers Association, Tamil Nadu Government Press General Workers Union, The Tamil Nadu Government Branch Press Employees Association, Salem, The Tamil Nadu Government Press Warehouse Staffs Welfare Association, The Tamil Nadu Government Press Technical Employee's Union / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	General Manager	Rs.37400—67000 + Grade Pay of Rs.8700	Rs.37400—67000 + Grade Pay of Rs.10000
4.	Deputy Works Manager	Rs.15600—39100 + Grade Pay of Rs.6600	Rs.37400—67000 + Grade Pay of Rs.8700
5.	Assistant Works Manager	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.15600—39100 + Grade Pay of Rs.7600
6.	Head Computer	Rs.9300—34800 + Grade Pay of Rs.4200	Rs.9300—34800 + Grade Pay of Rs.4400
7.	Senior Head Computer	Rs.9300—34800 + Grade Pay of Rs.4300	Rs.9300—34800 + Grade Pay of Rs.4700
8.	Chief Computer	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.9300—34800 + Grade Pay of Rs.4800
9.	Computer	Rs.5200—20200 + Grade Pay of Rs.2800	Rs.9300—34800 + Grade Pay of Rs.4200
10.	Plate Maker	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200
11.	Plate Processor	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200
12.	Time Keeper Grade – I	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200
13.	Time Keeper Grade – II	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2600
12.	Machine Maistries	Rs.5200—20200 + Grade Pay of Rs.2800	Rs.15600—39100 + Grade Pay of Rs.5400
13.	Binder Grade – I	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.5200—20200 + Grade Pay of Rs.2800

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
14.	Binder Grade – II	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400
15.	Foundry Worker	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2400
16.	Chief Despatcher	Rs.9300—34800 + Grade Pay of Rs.4300	Rs.9300—34800 + Grade Pay of Rs.4500
17.	Head Despatcher	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200
18.	Despatcher	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.5200—20200 + Grade Pay of Rs.2800
19.	Compositors	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.9300—34800 + Grade Pay of Rs.4200
20.	Imposers	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.9300—34800 + Grade Pay of Rs.4200
21.	<b><u>TECHNICAL CATEGORIES / GRADE-II TRADE POSTS</u></b> (Binder Gr-II, Junior Electrician, Plumber-cum-Electrician, Fitter, Turner, Blacksmith, Junior Mechanic, Mithiling Lathe Operator, Knife Grinding Operator, Junior Mechanic (Lino), Junior Mono Type Casting Attendent, Foundry Worker, Junior Mounter, Junior Carpenter, Assistant Plate Maker, Printer, Engraver, Etcher, Re-toucher, Re-toucher-cum-Artist, Despatching Clerk, Despatcher, Time Keeper Gr-II, Warehouseman-press)	Rs.5200—20200 + Grade Pay of Rs.1900	Rs.9300—34800 + Grade Pay of Rs.4200
22.	Ware House Keeper	Rs.5200—20200 + Grade Pay of Rs.2800	Rs.9300—34800 + Grade Pay of Rs.4200
23.	Ware House Clerk	Rs.5200—20200 + Grade Pay of Rs.2400	Rs.5200—20200 + Grade Pay of Rs.2800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **STATE PLANNING COMMISSION**

The Member-Secretary, State Planning Commission has forwarded the proposal to the Commission for revision of scale of pay of the following posts:-

1. Planning Superintendent
2. Private Secretary
3. Technical Assistants

### **PLANNING SUPERINTENDENT**

The Planning Superintendents have requested to revise their pay in the revised pay structure on par with Section Officers / Private Secretaries in Secretariat in Pay Band – 3 i.e. Rs.15600—39100 + Grade Pay Rs. 5400/-. It is seen that the mode of appointment to the post of Planning Superintendent is as follows:-

- (i) by promotion from the category of Senior Planning Assistants in the State Planning Commission and
- (ii) by recruitment by transfer from the category of Section Officer in Finance Department including the Central Cash Bureau in the Tamil Nadu Secretariat Service.

The Commission noticed that the Planning Superintendent were one level below the Section Officer in Secretariat as follows:-

	<b>Section Officer Rs.</b>	<b>Planning Superintendent Rs.</b>
01.06.1988	2000—3500	2000—3200
01.01.1996	6500—11100	6500—10500
12.12.2007	8000—13500 (Subsequently revised)	---

The Commission observed that there is difference in the scale of pay of the Planning Superintendent and Section Officers even in the pre-revised pay scales. The Commission consider that the job responsibilities of a Section Officer is more and not comparable with that of Planning Superintendent and hence, the Commission finds that there is no justification to revise the scale of pay of Planning Superintendents on par with the Section Officers. However, the Commission consider that it is appropriate to place this post on

par with Ministerial Superintendent. The Commission therefore recommends that the scale of pay of Planning Superintendents may be revised from Rs.9300—34800 with Grade Pay of Rs.4600 to Rs.9300—34800 with Grade Pay of Rs.4800 notionally with effect from 12.12.2007.

### **PRIVATE SECRETARY**

The Private Secretaries in State Planning Commission have requested to revise their scale of pay on par with Section Officers / Private Secretaries in Secretariat at Rs.15600—39100 + Grade Pay Rs. 5400/-. The Commission consider that the duties and job responsibilities of the Private Secretary in State Planning Commission is not comparable with those of Section Officers / Private Secretary in Secretariat. However, the Commission consider that this post may be placed on par with Steno Typist Grade—I. Accordingly, the Commission recommend that the scale of pay of this post may be revised from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4800/- notionally with effect from 12—12—2007.

### **TECHNICAL ASSISTANT**

The Technical Assistants have requested to fix their pay in the revised pay structure on par with Assistant Section Officers in Secretariat at Rs.9300—34800 + Grade Pay of Rs. 4600/-. The Commission noticed that the qualification prescribed for the post of Technical Assistant is a Post Graduate Degree in Economics / Mathematics / Statistics. Considering the P.G. Degree qualification and the job responsibility of this post, the Commission finds that there is justification to revise the scale of pay of Technical Assistants from Rs.5500—9000 to Rs.6500—10500 in the pre-revised scale of pay with corresponding revised scale of pay. Accordingly, the Commission recommends that the scale of pay of Technical

Assistants in State Planning Commission may be revised from Rs.9300—34800 with Grade pay of Rs.4400 to Rs.9300—34800 with Grade pay of Rs.4600.

### **LIBRARIAN**

The Member Secretary, State Planning Commission has recommended and forwarded the representation of Thiru M.Paramasivan, Librarian in State Planning Commission to revise the scale of pay for the post of Librarian in State Planning Commission from Rs.9300—34800 + Grade Pay of Rs.4500 to Rs.15600—39100 + Grade Pay of Rs.5400. The Commission observed that the post of Librarian in State Planning Commission and Assistant Librarian in Secretariat were placed on an identical scale of pay Rs.9300—34800 + Grade Pay of Rs.4500 (pre-revised Rs.5900—9900). The Commission has elsewhere recommended to revise the scale of pay of Assistant Librarian in Secretariat Library from Rs.5900—9900 to Rs.6500—10500 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade pay of Rs.4600. Hence, the Commission finds justification to revise the scale of pay of Librarian in State Planning Commission also on par with Assistant Librarian in Secretariat Library. Accordingly, the Commission recommends that the scale of pay of the post of Librarian in State Planning Commission may also be revised from Rs.5900—9900 to Rs.6500—10500 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4600.

## **STATE TRANSPORT AUTHORITY**

### **REGIONAL TRANSPORT OFFICER**

The Tamil Nadu Transport Department Officers Association has pointed out that the post of Regional Transport Officer is a field post and an important management cadre post not only to carry out their day to day duties and responsibilities but also to execute the orders of the Hon'ble Court. The Association has also informed that in neighbouring States like, Andhra, Karnataka and Maharashtra the Regional Transport Officers have been placed in the pre-revised scale of pay of Rs.10000—15200 and the One Man Commission, 98 has also recommended for revision of scale of pay as Rs.10000--15200. Taking into account of these facts the Association has requested to revise the pre-revised scale of pay of the Regional Transport Officer from Rs.8000—13500 to Rs.10000—15200 and also grant the corresponding scale of pay in the revised pay structure under Pay Band-3 with Grade of Rs.6,600/-.

The Commission has carefully examined the request of the Association and observed that the post of Regional Transport Officer is a crucial field post with extensive regulatory functions under the Motor Vehicle Act. The Commission has also noticed that the workload of the Regional Transport Officer have increased enormously consequent on the increase of Transport and Non-Transport vehicles. Considering the job responsibilities attached to the post of Regional Transport Officer and also taking into account the recommendations of the earlier One Man Commission, 98 it is considered more appropriate to place the Regional Transport Officer in the pre-revised scale of pay of Rs.10000—15200 and grant the corresponding revised pay scale of Rs.15600—39100 with Grade Pay of Rs.6,600/-. The Commission

accordingly recommends that the scale of pay of Regional Transport Officers may be revised from Rs.15600—39100 + Grade Pay of Rs.5,400/- to Rs.15600—39100 + Grade Pay of Rs.6,600/- notionally with effect from 12—12—2007.

**MOTOR VEHICLE INSPECTOR (NON-TECHNICAL),  
PERSONAL ASSISTANT to R.T.O. and MOTOR VEHICLE  
INSPECTOR (GRADE—I)**

Tami Nadu Transport Department Officers Association, Tamil Nadu Transport Department Staff Association and the Tamil Nadu Motor Vehicles Inspector's (Technical) Association have represented to grant higher scale of pay for the posts of Motor Vehicle Inspector (Non-Technical), Personal Assistant to Regional Transport Officer and Motor Vehicle Inspector (Grade—I). The Association has pointed out that the post of Motor Vehicle Inspector (NT) is an intermediate post between the post of Superintendent and Personal Assistant to Regional Transport Officer and therefore requested upward revision of scale of pay considering the higher scale of pay given to the Ministerial Superintendent in the revised pay structure.

The Commission noticed that the hierarchical level in Transport Department is that the post of Superintendent is the feeder post for Motor Vehicle Inspector (Non-Technical) which is the feeder post for the post of P.A. to Regional Transport Officer. Further, it is noticed that the post of Personal Assistant to Regional Transport Officer and the post of Motor Vehicle Inspector (Grade—I) carry the identical pre-revised scale of pay (Rs.6500—10500) and also the feeder posts for the post of Regional Transport Officer. The Commission also observed that the post of Motor Vehicle Inspector Grade—I is the Head of Office in Unit Offices of Transport

Department and is also controlling the Superintendent. Considering the above facts and also taking into account the upward revision of scale of pay granted to the post of Superintendent, the Commission finds that there is justification to place its promotion post viz. Motor Vehicle Inspector (Non-Technical) one level above that of the post of Superintendent. Consequently, the post of Personal Assistant to Regional Transport Officer which is the promotion post of Motor Vehicle Inspector (Non-Technical) may also be placed one level above that of the Motor Vehicle Inspector (Non-Technical). In order to maintain the existing pay relativity of the posts of P.A. to Regional Transport Officer and Motor Vehicle Inspector, Grade—I, which are the feeder posts for Regional Transport Officer, Commission also considers it necessary to place the post of Motor Vehicle Inspector, Grade—I on par with that of P.A. to Regional Transport Officer. Accordingly, the Commission recommends that the scales of pay of the posts of Motor Vehicle Inspector (Non-Technical), P.A. to Regional Transport Officer and Motor Vehicle Inspector, Grade—I may be revised as follows:--

Sl. No.	Name of the post	Existing pre-revised scale	Existing revised scale + Grade Pay	Upgraded pre-revised scale	Corresponding revised scale + Grade Pay
		Rs.	Rs.	Rs.	Rs.
1.	Motor Vehicle Inspector (Non-Technical)	5900—9900	9300—34800 + 4500	7500—12000	9300—34800 + 4900 notionally with effect from 12—12—2007.
2.	Personal Assistant to Regional Transport Officer	6500—10500	9300—34800 + 4600	8000—13500	15600—39100 + 5400 notionally with effect from 12—12—2007.

Sl. No.	Name of the post	Existing pre-revised scale	Existing revised scale + Grade Pay	Upgraded pre-revised scale	Corresponding revised scale + Grade Pay
		Rs.	Rs.	Rs.	Rs.
3.	Motor Vehicle Inspector, Grade—I	6500--10500	9300—34800 + 4600	8000—13500	15600—39100 +5400 notionally with effect from 12—12—2007.

### **MOTOR VEHICLE INSPECTOR, GRADE—II**

The Tamil Nadu Motor Vehicles Inspectors (Technical) Association has requested to revise the scale of pay of the post of Motor Vehicle Inspector Grade—II from Rs.9300—34800 + Grade Pay of Rs.4,400/- to Rs.9300—34800 + Grade Pay of Rs.4,800/-. Considering the Diploma qualification prescribed for the post of Motor Vehicle Inspector, Grade—II and the existing parity with that of Junior Engineer in Public Works Department, the Commission finds no justification to revise the scale of pay of the post of Motor Vehicle Inspector, Grade—II.

## SURVEY & SETTLEMENT

### MANAGER (TECHNICAL)

Tamil Nadu Nila Alavu Kanika Varaivalar Onrippu and Tamil Nadu Survey Officers Association (Central) [affiliated to Tamil Nadu Government Officials Union] have requested to revise the scale of pay of the post of Manager (Technical) on par with Tahsildar. The Commission noticed that this post has no hierarchical relativity neither with the Tahsildar nor Superintendent. Considering the method of recruitment, duties and job responsibilities of this post, the Commission finds that there is no anomaly in the existing pay scale of the post of Manager (Technical).

Representations have also been received from the Tamil Nadu Nila Alavu Kanika Varaivalar Onrippu, Tamil Nadu Survey Officers Association (Central), Tamil Nadu Government Survey and Land Records Field Assistant Association, The Government Photo Zinco Press Industrial Employees Union, Tamil Nadu Government Officials Union and Tamil Nadu Government Employees Union requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Head Draughtsman	9300—34800 + Grade Pay -- 4300	9300—34800 + Grade Pay -- 4800
2.	Overseer	9300—34800 + Grade Pay -- 4500	On par with Central Government employees
3.	Technical Assistant	9300—34800 + Grade Pay -- 4200	-- do --
4.	Reproduction Personnel Grade--I	5200--20200 + Grade Pay -- 2800	-- do --
5.	Reproduction Personnel Grade--II	5200--20200 + Grade Pay -- 2400	-- do --
6.	Reproduction Assistant	5200--20200 + Grade Pay -- 1900	-- do --
7.	Head Typographer	9300—34800 + Grade Pay -- 4200	9300—34800 + Grade Pay -- 4300

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
8.	Typographer Grade—I	5200--20200 + Grade Pay -- 2400	9300—34800 + Grade Pay – 4200
9.	Typographer Grade—II	5200--20200 + Grade Pay -- 1900	5200--20200 + Grade Pay -- 2000
10.	Field Surveyors	5200--20200 + Grade Pay -- 2000	5200--20200 + Grade Pay – 2800
11.	Maintenance Firka Surveyor	5200--20200 + Grade Pay -- 2400	9300—34800 + Grade Pay – 4200
12.	Sub-Inspector of Survey	9300—34800 + Grade Pay – 4200	9300—34800 + Grade Pay – 4400
13.	Deputy Inspector of Survey	9300—34800 + Grade Pay – 4300	15600--39100 + Grade Pay – 5400
14.	Inspector of Survey	9300—34800 + Grade Pay – 4500	15600--39100 + Grade Pay – 6600
15.	Field Assistant	4800--10000 + Grade Pay -- 1300	5200--20200 + Grade Pay -- 1900

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **DEPARTMENT OF SUGAR**

### **CESS VERIFICATION OFFICER**

The Commissioner of Sugar has brought to notice of the Commission that the post of Cess Verification Officer is a promotion post for Superintendent in his department and therefore requested for revision of scale of pay of this post from Rs.9300—34800 with Grade Pay of Rs.4,500/- to Rs.9300—34800 with Grade Pay of Rs.4,900/-. The Commission observed that the post of Cess Verification Officer is filled by recruitment by transfer from among the holders of the post of Superintendents who have worked for not less than two years. Hence, the Commission finds justification to place this post equal to that of the posts interchangeable with the post of Superintendent in the pre-revised scale of pay of Rs.5900—9900 and recommends to revise the scale of pay Cess Verification Officer from Rs.5900—9900 to Rs.7000—11500 (pre-revised) with corresponding scale of pay in the revised pay structure. Accordingly, the Commission recommends to revise the scale of pay of Cess Verification Officer in the Department of Sugar from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300--34800 + Grade Pay of Rs.4,800/- notionally with effect from 12--12—2007.

**TAMIL DEVELOPMENT, RELIGIOUS ENDOWMENT &  
INFORMATION DEPARTMENT**

**TAMIL NADU FILM DIVISION**

**VIDEO EDITOR**

An individual holding the post of Video Editor in Tamil Nadu Film Division has requested to revise his scale of pay from Rs.5500—9000 to Rs.5900—9900 on par with that of Editor with corresponding revised scale of pay. The Commission observed that the One Man Commission, 98 has recommended to revise the scale of pay for the posts of Assistant Lecturer and Sound Recordist in Film and Television Institute of Tamil Nadu from Rs.5500—9000 to Rs.5900—9900. However, this revision was not extended to the posts of Editor and Video Editor in Tamil Nadu Film Division though the qualification, method of recruitment of these posts are similar that of Assistant Lecturer and Sound Recordist in Film and Television Institute of Tamil Nadu. Considering the above facts and also taking note of the recommendations of the Chief Producer, Tamil Nadu Film Division the post of Editor in TNFD. had been revised from Rs.5500—9000 to Rs.5900—9900 notionally with effect from 1-1-1996 and with monetary benefit from 10-3-2008. The above revision was omitted to be given to the post of Video Editor inspite of the parity enjoyed with the post of Editor in TNFD.. Assistant Lecturer and Sound Recordist in Film and Television Institute of Tamil Nadu. Taking into consideration the above facts, the Commission finds justification to place this post on par with Editor in TNFD. Accordingly, the Commission recommends to revise the scale of pay for the post of Video Editor in Tamil Nadu Film Division from Rs.9300—34800 + Grade Pay of Rs.4,400/- to Rs.9300—34800 + Grade Pay of Rs.4,500/-.

**SKILLED ASSISTANT , SKILLED ATTENDER and SEMI--SKILLED ATTENDERS**

The Skilled Assistant , Skilled Attender and Semi-Skilled Attenders working in Tamil Nadu Film Division have requested to re-designate their posts as Camera Assistant and to revise their scales of pay from Rs.4800—10000 + 1650 / Rs.4800—10000 + 1400 to Rs.5200--20200 + Grade Pay of Rs.1,900/- on par with Camera Assistant in MGR. Film Institute. The Commission observed that the qualification, method of recruitment and job factors of the posts of Skilled Assistant, Skilled Attender and Semi--Skilled Attenders are not comparable with Camera Assistant in Film Institute and therefore finds no anomaly in the existing scale of pay of these posts. The Commission also finds no valid grounds for re-designating the posts of Skilled Assistant , Skilled Attender and Semi--Skilled Attenders as Camera Assistant and therefore recommends to continue in the same nomenclature.

## **INFORMATION & PUBLIC RELATIONS WING**

### **PHOTOGRAPHERS**

The Photographers of Information & Public Relation Wing under TDRE & Information Department have requested to streamline the existing posts of Assistant Photographer, Additional Chief Photographer, Chief Photographer as Photographer, Senior Photographer, Deputy Chief Photographer, Chief Photographer and accordingly grant the improved scales of pay with corresponding revised scales of pay in the revised pay structure. The Photographers in support of their request has pointed out that they are working round the clock round the year, whether it rains or shines, whether it is a holiday or a holyday with lower pay than similar posts in Police and Forensic Science Departments. The Commission noticed that the qualification prescribed for the Photographers in Police Department is Diploma in Photography with experience but whereas Minimum General Educational Qualification with experience for Photographers in Information & Public Relation and the same difference is continued for promotional posts. However, considering the similarity in the job factors, duties and responsibilities, the Commission finds justification to revise the scale of pay of the Post of Assistant Photographer from Rs.4000—6000 to Rs.4500—7000 (pre-revised) with corresponding revised scale of pay.

The Commission also observed that the promotion posts for Assistant Photographer are Additional Chief Photographer and Chief Photographer, which are now placed on an identical scale of pay of Rs.5300—8300 (pre-revised) with the revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,300/-. Consequent on the revision of scale of pay recommended to the post of Assistant Photographer, the Commission finds justification to

revise the scales of pay of its promotion posts viz. Additional Chief Photographer and Chief Photographer from Rs. 5300—8300 to Rs.5900—9900 (pre-revised) and from Rs. 5300—8300 to Rs.6500—10500 (pre-revised) respectively with corresponding revised scales of pay. Taking into account the hierarchical levels among the Photographic Officials in Police, Forensic Science and I & PR. wing of TD. RE & Information Departments, the Commission recommends to re-designate the posts of Additional Chief Photographer and Assistant Photographer in Information & Public Relation wing as Senior Photographer and Junior Photographer respectively.

Accordingly, the Commission recommends that the scales of pay of the posts of Chief Photographer, Additional Chief Photographer and Assistant Photographer may be revised as follows:--

Sl. No	Name of the post	Existing pre-revised scale of pay	Existing scale of pay + Grade Pay	Revised scale of pay recommended by OMC.
		Rs.	Rs.	Rs.
1.	Chief Photographer	5300—8300	9300—34800 + 4300	9300—34800 + 4600
2.	Addl. Chief Photographer (to be re-designated as <b>Senior Photographer</b> )	5300—8300	9300—34800 + 4300	9300—34800 + 4500
3.	Assistant Photographer (to be re-designated as <b>Junior Photographer</b> )	4000—6000	5200—20200 + 2400	5200—20200 + 2600

### **UPPER DIVISION ACCOUNTANTS**

The Upper Division Accountants in Information and Public Relations wing of Tamil Development & Religious Endowment Department have requested to change the nomenclature of the post of Upper Division

Accountants as Assistant Section Officer (Accounts) as that of Assistant Section Officer (Translation) in Tamil Development & Culture Department. The Commission observed that the post of Assistant Section Officer is the promotion post in Secretariat Service for the entry level post of Assistant and Upper Division Accountant is an entry level post. The Commission also observed that the nature of duties and responsibilities of the post of Upper Division Accountants are not comparable with that of Assistant Section Officer in Secretariat Service. However, the Upper Division Accountants have been placed on par with Assistant Section Officers in Secretariat following the Court orders and the Court has not made any observation regarding re-designation as requested by the Upper Division Accountants. Hence, the Commission also finds no merit for re-designating the post of Upper Division Accountants as Assistant Section Officer(Accounts).

### **ACCOUNTANTS / ACCOUNTANT--cum—CASHIERS**

The serving and retired Accountant-cum-Cashiers/Accountants of Information and Public Relations wing under Tamil Development & Religious Endowment Department have requested to revise their scale of pay on par with Section Officers in Secretariat with retrospective effect from 1-6-88, 1-1-96 and 12-12-2007 with corresponding scale of pay in the revised pay structure. The individuals have also requested to allow them to fix their Selection Grade and Special Grade pay without any restriction as was allowed to Teacher category. The Commission observed that consequent on the revision of scale of pay made to Upper Division Accountants on par with Assistant Section Officers in Secretariat retrospectively with effect from 1—6—88, following the orders of the Hon'ble Supreme Court of India, this anomalous situation had arisen, since the promotional posts of Upper Division

Accountants viz. Accountant-cum-Cashier and Accountant are placed on a lower scale of pay. The Commission also finds that the incumbents who got retrospective scale revision as Upper Division Accountant in the Ordinary Grade are deprived-of fixing their pay in the appropriate Selection Grade / Special Grade scales of pay but for the general conditions stipulated in para—4 of the G.O.Ms.No.304, Finance (PC) Department, dated: 28-3-90 and G.O.Ms.No.162, Finance (PC) Department, dated: 13-4-98 and this anomalous situation continues in the revised scales of pay also. Though the request for retrospective revision of scale of pay does not come under the purview of One Man Commission, this Commission finds merit in the request made by the retired employees to rectify the anomaly in the Selection Grade / Special Grade scales of pay. Hence, the Commission recommends that this anomaly may be examined separately and rectified at Government level.

Consequent on the retrospective revision of scales of pay ordered to Upper Division Accountant from Rs.1400—2600 to Rs.1640—2900 with effect from . 1—6—88 and Rs.5500—9000 with effect from . 1—1—96 and Rs.6500—10500 with effect from . 12—12—07 in the pre-revised and revised scales of pay on par with that of Assistant Section Officers in Secretariat, the Commission also finds justification to revise the scale of pay of the promotion posts viz. Assistant-cum-Cashier and Accountant from Rs.5300—8300 to Rs.7000—11500 and from Rs.5900—9900 to Rs.7500—12000 (pre-revised) respectively with corresponding revised scales of pay. Accordingly, the Commission recommends to revise the scales of pay of Assistant-cum-Cashier and Accountant in Information and Public Relations wing under Tamil Development & Religious Endowment Department

from Rs.9300—34800 + Grade Pay of Rs.4,300/- to Rs.9300—34800 + Grade Pay of Rs.4,800/- and from Rs.9300—34800 + Grade Pay of Rs.4,500/- to Rs.9300—34800 + Grade Pay of Rs.4,900/- respectively notionally with effect from 12—12—2007.

## **TAMIL NADU FILM & TELEVISION INSTITUTE**

### **PRINCIPAL**

The Government Film and Television Institute Teachers Welfare Association and Government Film & Television Institute Employees Association have requested to revise the scale of pay of Principal in Film Institute from Rs.12000—16500 to Rs.16400—20000 (pre-revised) on par with Principal in Polytechnics with corresponding revised scale of pay as recommended by the All India Council for Technical Education. As this post has been placed on par with District Revenue Officers and Joint Directors in various departments, the Commission finds no anomaly in the existing scale of pay.

### **CAMERA ASSISTANT GRADE—I and GRADE—II**

The Government Film & Television Institute Employees Association have requested to revise the scale of pay of the Camera Assistant Grade-I and Grade-II from Rs.5500—9000 to Rs.9100—14050 and from Rs. 3050—4590 to Rs.6500—10500 (pre-revised) respectively with corresponding revised scale of pay in the revised pay structure. Taking note of the qualification, method of recruitment and job factors of Camera

Assistant Grade—I, the Commission finds no justification to revise the scale of pay of Camera Assistant Grade—I and therefore recommends to retain in the existing scale of pay. The Commission also observed that though the post of Camera Assistant Grade—I is filled by promotion from the category of Camera Assistant Grade—II which is placed on a lower scale of pay, the Commission finds justification to revise the scale of Camera Assistant Grade—II from Rs.3050—4590 to Rs.3200—4900 (pre-revised) with corresponding revised scale of pay from Rs.5200—20200 + Grade Pay of Rs1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,000/-.

### **FILM CHECKER & LABORATORY ASSISTANT**

The Government Film & Television Institute Employees Association has requested to revise the scales of pay of Film Checker and Laboratory Assistant from Rs. 3050—4590 to Rs.6500--10500 (pre-revised) with corresponding scale of pay in the revised pay structure. The Commission observed that the posts of Film Checker & Laboratory Assistant are allied posts of Cameraman and also considered as feeder posts to Camera Assistant Grade—I. Considering the revision recommended to the post of Camera Assistant Grade—II, the Commission finds justification to upgrade the scales of pay of these posts also one level above the existing pay scale from Rs.3050—4590 to Rs.3200—4900 (pre-revised) with corresponding revised scale of pay. Accordingly, the Commission recommends to revise the scales of pay of Film Checker & Laboratory Assistant in Film & Television Institute from Rs.5200—20200 + Grade Pay of Rs1,900/- to Rs.5200—20200 + Grade Pay of Rs.2,000/-.

## **GRADING ASSISTANT**

The Government Film & Television Institute Employees Association has requested to allow the scale of pay of Rs.5000—8000 (pre-revised) to the post of Grading Assistant in Film Institute as recommended by Official Committee,1998 which was erroneously downgraded as Rs.4500—7000 at the time of issue of orders based on the recommendations of the One Man Commission. The above said Association has also requested to revise the scale of pay of this post from Rs.5000—8000 to Rs.8000—13500 (pre-revised) and also grant the corresponding scale in the revised pay structure. The Commission noticed that the scale of pay of Grading Assistant in Film Institute has been downgraded due to oversight considering that this post has been placed at Rs.4300—6000 with effect from 1-1-1996. Therefore, this Commission finds justification to continue the scale of pay of Rs.5000—8000 as recommended by the Official Committee, 1998. Accordingly, this Commission recommends to place the post of Grading Assistant in Film Institute at Rs.5000—8000 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,200/-.

## **PROJECTIONIST**

The Government Film & Television Institute Employees Association has requested to revise the scale of pay of Projectionist from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.15600—39100 + Grade Pay of Rs.5,400/-. The Commission observed that the One Man Commission, 1998 has recommended to revise the scale of pay of Projectionist in Film & Television Institute from Rs.4500—7000 to Rs.5000—8000 (pre-revised) considering the special nature of job factors and also in view of the improved scale of pay recommended to the posts on Rs.4300-6000(pre-revised). However, it is

noticed that this recommendation has not been implemented by Government. This Commission therefore endorses the above recommendation of the One Man Commission, 1998. Accordingly, the Commission recommends to revise the scale of pay of this post from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4,200/-.

**COLOUR PROCESSING ASSISTANT, PROCESSING ASSISTANT, PRINTING ASSISTANT, BOOM ASSISTANT, SUPERVISOR and MAINTENANCE ASSISTANT**

The Government Film & Television Institute Employees Association has requested to revise the scales of pay of Colour Processing Assistant , Processing Assistant , Printing Assistant , Boom Assistant, Supervisor and Maintenance Assistant from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.15600—39100 + Grade Pay of Rs.5,400/-. The Commission observed that the One Man Commission, 1998 has recommended to revise the scales of pay of the abovesaid posts from Rs.4300—6000 to Rs.5000—8000 (pre-revised) considering the diploma qualification with 2—3 years experience required for these posts. But it is noticed that orders have been issued revising the scale of pay of these posts from Rs.4300—6000 to Rs.4500—7000 (pre-revised) only. Considering the qualification and nature of job factors, this Commission endorses the original recommendation of the One Man Commission, 1998, to revise the scale of pay of the above posts from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scales of pay. Accordingly, the Commission recommends that the scale of pay of the above mentioned posts may be revised from Rs.5200—20200 + Grade Pay of Rs.2,800/- to Rs.9300—34800 + Grade Pay of Rs.4,200/-.

## **SKILLED ASSISTANT and ARTISAN GRADE—II**

The Government Film & Television Institute Employees Association has requested to revise the scales of pay of Skilled Assistant and Artisan Grade—II from Rs.2650—4000 to Rs.6500—10500 (pre-revised) with corresponding scale of pay in the revised pay structure. The Commission observed that ITI. certificate qualification in the respective trade is the pre-requisite qualification for all the entry level Grade-II trade posts. As the qualification required for these posts is ITI with three years experience, the Commission finds justification to revise the scale of pay of these posts from Rs.2650—4000 to Rs.3050—4590 (pre-revised) on par with similarly placed Grade—II trade posts with corresponding revised scales of pay. Accordingly, the Commission recommends to revise the scale of pay of the posts of Skilled Assistant and Artisan Grade—II in Film & Television Institute from Rs.4800—10000 + Grade Pay of Rs.1,650/- to Rs.5200—20200 + Grade Pay of Rs.1,900/-.

Representations have also been received from the Government Film, Television Institute Teachers Welfare Association and Government Film & Television Institute Employees Association and individuals requesting revision of scale of pay for the following posts:--

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of pay Rs.
1.	Lighting Assistant	5200--20200 + Grade Pay -- 1900	9300--34800 + Grade Pay -- 4200
2.	Electronic Engineer	9300--34800 + Grade Pay -- 4400	9300--34800 + Grade Pay -- 4600
3.	Assistant Draughtsman	5200--20200 + Grade Pay -- 2000	5200--20200 + Grade Pay -- 2400
4.	Film Operator / Projector Operator / Cinema Operator	5200--20200 + Grade Pay -- 2400	9300--34800 + Grade Pay -- 4400
5.	Assistant Producer(video)	15600--39100 + Grade Pay -- 5700	15600--39100 + Grade Pay -- 7600

Sl. No.	Name of the Post	Existing Scale of pay	Requested Scale of pay
6.	Senior Reporter	15600--39100 + Grade Pay -- 5400	15600--39100 + Grade Pay -- 6600
7.	Head of Section	15600--39100 + Grade Pay -- 5700	15600--39100 + Grade Pay -- 7600
8.	Lecturer	9300--34800 + Grade Pay -- 4600	15600--39100 + Grade Pay -- 6600
9.	Assistant Lecturer / Associate Lecturer	9300--34800 + Grade Pay -- 4500	15600--39100 + Grade Pay -- 5700
10.	Instructor / Demonstrator	9300--34800 + Grade Pay -- 4200	15600--39100 + Grade Pay -- 5400
11.	Sound Recordist	9300--34800 + Grade Pay -- 4500	15600--39100 + Grade Pay -- 5700
12.	Production Manager & Art Director	9300--34800 + Grade Pay -- 4500	15600--39100 + Grade Pay -- 5700
13.	Maintenance Engineer	9300--34800 + Grade Pay -- 4400	15600--39100 + Grade Pay -- 5700
14.	Wireman, Grade—II	5200--20200 + Grade Pay -- 1900	9300--34800 + Grade Pay -- 4600
15.	Mechanic	5200--20200 + Grade Pay -- 1900	9300--34800 + Grade Pay -- 4600
16.	Laboratory Attendant	4800--10000 + Grade Pay -- 1400	9300--34800 + Grade Pay -- 4600
17.	Helper	4800--10000 + Grade Pay -- 1300	5200--20200 + Grade Pay -- 1900

The Commission examined the above requests based on the qualification, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **TAMIL NADU PUBLIC SERVICE COMMISSION**

### **ASSISTANT SECTION OFFICER**

The Tamil Nadu Public Service Commission Employees Association has requested to revise the scale of pay of Assistant Section Officer from Rs.6500—10500 to Rs.7500—12000 with corresponding revised scale of pay. As this post is presently placed on par with Assistant Section Officer in Secretariat, the Commission finds no justification to further revise the pay scale of this post.

### **ACCOUNTANT**

The Tamil Nadu Public Service Commission Employees Association has requested to merge the post of Accountant with the post of Assistant Section Officer and also change the nomenclature of the post of Accountant. The revision of scale of pay granted to Assistant Section Officers in Tamil Nadu Secretariat Service on par with Assistants in Central Secretariat Service from Rs.5500—9000 to Rs.6500—10500 with effect from 12—12—2007, was also extended to the Assistant Section Officers in TNPSC. The said revision was not extended to the Accountants in TNPSC. The Commission noticed that these two posts are considered as feeder categories for Section Officers in TNPSC. The Commission therefore finds that there is justification to revise the scale of pay of Accountant in TNPSC from Rs.9300—34800 + Grade Pay of Rs.4400/- to Rs.9300—34800 + Grade Pay of Rs.4600/- on par with Assistant Section Officers notionally with effect from 12—12—2007. The Commission also recommends that the nomenclature of the post may be changed as Assistant Section Officer (Accounts).

## **SENIOR RESEARCH ASSISTANT**

The Tamil Nadu Public Service Commission Employees Association has requested to revise the scale of pay of Senior Research Assistant on par with their counterparts in Finance (BPE). The Commission, observed that the enhanced scale of pay granted to the Senior Research Assistant / Cost Analyst in Finance (BPE) from Rs.5500—9000 to Rs.6500—10500 by the One Man Commission '1998 was not extended to the Senior Research Assistant in TNPSC. In addition the pay scale of Senior Research Assistant in Finance (BPE) was further revised from Rs.6500—10500 to Rs.8000—13500, consequent on the revision of scale of pay of Assistant Section Officers as Rs.6500—10500 with effect from 12—12—2007. The Commission noticed that the higher pay scale was granted to the post of Senior Research Assistant in Finance (BPE) based on the qualification / experience and also higher job responsibilities attached to the post. As the post of Senior Research Assistant is appropriately placed, the Commission finds no justification to further revise their scale of pay.

## **TECHNICAL EDUCATION**

### **DATA ENTRY OPERATOR**

Data Entry Operators in the Directorate of Technical Education Department has requested before the Official Committee to revise the scale of pay of Data Entry Operator from Rs.3200—4900 to Rs.4000—6000 (pre-revised). The Commission noticed that the Data Entry Operators in various Departments have been granted the scale of pay of Rs.4000—6000. The Tamil Nadu Public Service Commission selects the candidates as Data Entry Operators in the scale of pay of Rs.4000—6000 and the candidates should possess the educational qualification for the post of Data Entry Operator viz. pass in the SSLC Examination with Typewriting English by Senior Grade and experience for a period of not less than two years in any computer centre using III/IV Generation Computer Machine. The Commission finds that the Data Entry Operators in other departments are presently in the scale of pay of Rs.4000—6000 and hence the Commission finds justification to revise the scale of pay of Data Entry Operator in Technical Education Department from Rs.3200—4900 to Rs.4000—6000 in the pre-revised scale of pay with corresponding revised scales of pay. Hence the Commission recommends that the post of Data Entry Operator in Technical Education Department may be revised from Rs.5200—20200 + Grade Pay of Rs.2000/- to Rs.5200—20200 + Grade Pay of Rs.2400/-.

**JUNIOR DRAUGHTING OFFICER, TECHNICAL ASSISTANT,  
SANITARY INSPECTOR, DRAUGHTSMAN, GRADE—III, AND  
PHARMACIST**

Tamil Nadu Government Engineering College Technical Employees Association has requested to revise the scale of pay of the above post from Rs.4500—7000 to Rs.6500—10500 (pre-revised) with corresponding revised pay structure from Rs.5200—20200 + Grade Pay of Rs.2800/- to Rs.9300—34800 + Grade Pay of Rs.4600/- on par with Central Government Technical employees scale of pay. The Commission examined these requests and recommends that the scale of pay for the post of Junior Draughting Officer, Technical Assistant, Draughtsman Grade—III, Sanitary Inspector and Pharmacist in Public Works/ Health Departments may also be made applicable to the above posts.

**Mazdoor, Grade—I**

The Individual Mazdoor Grade—I working in Government Engineering College have requested to grant 5% P.P. as granted to Artisan, Grade—II, Mechanic Grade—II and Oil Engine Driver etc., The Commission observed that 5% Personal Pay has been granted to the categories of employees in Ministerial Service and alike in lieu of further revision of scale of pay as on 01—09—98. The Official Committee 2009 has also recommended for withdrawal of Personal Pay in the revised pay structure. Hence, the Commission finds no justification to extend the 5% Personal Pay to the post of Mazdoor, Grade—I.

Representations have been received from the Tamil Nadu Engineering College Technical Employees Association /Tamil Nadu Arasu Anaithu Poriyiyal Kalluri Thozhil Nutpa Aluvalarkal Ondriyam / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	Instructor (Workshop), Precision Mechanic, Special Grade Mechanic (Mechanic Grade—I) and Skilled Assistant.	Rs.5200—20200 + Grade Pay of Rs.2600/-	Rs.9300—34800 + Grade Pay of Rs.4600/-
2.	Foreman Instructor, Foreman (Foundry), Foundry Instructor, Foreman (Instrumentation), Foreman (Auto), Foreman / Boiler Foreman, Supervisor (Laundry Technician), Chemist (Dye Technology), Assistant Instructor, Agama Siromany and Foreman (Electrical)	Rs.9300—34800 + Grade Pay of Rs.4200/-	Rs.15600—39100 + Grade Pay of Rs.5400/-
3.	Junior Draughting Officer, Technical Assistant and Draughtsman, Grade—III	Rs.5200—20200 + Grade Pay of Rs.2800/-	Rs.9300—34800 + Grade Pay of Rs.4600/-
4.	Mazdoor, Grade—I / Head Mazdoor, Work Inspector, Grade—III, Sergeant, Tannery Operative, Grade—II, Gasman, Audio Visual Assistant, Library Attender, Fireman and Machine Operator.	Rs.4800—10000 Grade Pay of Rs.1650/-	Rs.5200—20200 + Grade Pay of Rs.1900/-
5.	Telegraphic Mechanic, Signal Instructor, Photographer, Mechanic, Glass Bowler, Electronic Draughtsman / Instructor.	Rs.5200—20200 + Grade Pay of Rs.2400/-	Rs.9300—34800 + Grade Pay of Rs.4400/-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
6.	Photographer, Mason, Grade—II, Fitter, Grade—II Plumber, Pump House Motor Driver, Wireman/Wireman, Grade—II, Mechanic, Grade—II Electrician, Grade—II, Welder, Grade—II, Painter, Grade—II , Radio Mechanic, Telephone Mechanic, Machinist (Dye Maker), Armature Winder, Boiler Attender, Grade—I, Instrument Mechanic, Electrician, Grade—II, Electrical Maistry, Dye Sinker, Artisan, Grade—II, Gasman, Foreman Carpenter, Instrument Repairer, Grade—II, Oil Engine Driver, Steam Engine Driver, Skilled Assistant, Maistry, Mason/Brick Layer, Sheet Metal Worker, Binder, Electronic Instrument Mechanic, Laboratory Assistant, Welding Mechanic, Typewriting Mechanic, Assistant to help in Fishing and Imposer for Composing.	Rs.5200—20200 + Grade Pay of Rs.1900/-	Rs.5200—20200 + Grade Pay of Rs.2800/-
7.	Maistry	Rs.5200—20200 + Grade Pay of Rs.1900/-	Rs.5200—20200 + Grade Pay of Rs.2800/-
8.	Cleaner / Conductor-cum-Cleaner	Rs.4800—10000 + Grade Pay of Rs.1400/-	Rs.5200—20200 + Grade Pay of Rs.1800/-.
9.	Lorry Cleaner	Rs.4800—10000 + Grade Pay of Rs.1300/-	Rs.5200—20200 + Grade Pay of Rs.1800/-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
10.	Artisan, Grade—I	Rs.5200—20200 + Grade Pay of Rs.2400/-	Merge and fix a suitable scale of pay.
11.	Artisan, Grade—II	Rs.5200—20200 Grade Pay of Rs.1900/-	Merge and fix a suitable scale of pay.

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **TREASURIES AND ACCOUNTS DEPARTMENT**

### **JOINT DIRECTORS**

The Tamil Nadu Treasuries and Accounts Officers Association has requested to revise the scale of pay of Joint Directors from Rs.15600—39100 + Grade Pay of Rs.7600 to Rs.37400—67000 + Grade Pay Rs.8700. As the Joint Director of Treasuries and Accounts department is presently placed on par with the similar post of Joint Directors in all other departments. the Commission finds no justification to disturb the existing pay relativity.

### **ACCOUNTS OFFICER / ASSISTANT PAY ACCOUNTS OFFICER /**

### **ADDITIONAL TREASURY OFFICER**

The Tamil Nadu Treasuries and Accounts Officers Association has requested to revise the scale of pay of Accounts Officer from Rs.15600--39100+ 5400 to Rs.15600—39100 + Grade Pay of Rs.6600/-. This post is filled by direct recruitment or by promotion from the posts of Assistant Accounts Officer and Assistant Treasury Officer. the Commission observed that the post of Accounts Officer is also filled by direct recruitment and the direct recruits should possess the qualification of a pass in Chartered Accountancy / ICWA. Considering the qualification of Chartered Accountancy / Cost Accountancy for direct recruits and also taking into account the pay scale revision recommended for the feeder posts, the Commission finds justification to revise the scale of pay of these posts. Accordingly, the Commission recommends that the scale of pay of the post of Accounts Officer may be revised from Rs.15600—39100 + Grade Pay of Rs.5400/- to Rs.15600—39100 + Grade Pay of Rs.5700/- notionally with effect

from 12—12—2007. Similar pay revision may also be extended to the intertransferable posts of Assistant Pay and Accounts Officer and Additional Treasury Officer in Treasuries and Accounts Department.

### **ASSISTANT TREASURY OFFICER / SUB-TREASURY OFFICER**

The Tamil Nadu Treasuries and Accounts Officers Association has requested before the Official Committee to revise the scale of pay of Assistant Treasury Officer / Sub- Treasury Officer from Rs.6500—10500 to Rs.7450—12000 + Grade Pay of Rs.4800/- in the pre-revised scale of pay with corresponding revised scale of pay. The Commission observed that the Sub-Treasury Officer is a feeder category to Additional Treasury Officer and has been placed above that of the Superintendent. Therefore the Commission finds justification to revise the scale of pay of Assistant Treasury Officer on par with the promotion posts for Superintendents viz. Tahsildars, Block Development Officers etc.,(Rs.7500—12000 Pre-revised). Accordingly, the Commission recommends that the scale of pay of the above posts may be revised from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007.

Representations have also been received from various Associations / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	CHIEF ACCOUNTS OFFICER/ TREASURY OFFICER	Rs.15600--39100+ Grade pay of Rs.6600.	Rs.15600—39100 + Grade Pay of Rs.7600.
2.	ASSISTANT ACCOUNTS OFFICER	Rs.9300--34800+ Grade pay of Rs.4900.	Rs.15600—39100 + Grade Pay of Rs.5400.

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
3.	ACCOUNTANT (Selection Grade)	Rs.9300—34800 + Grade pay of Rs.4200.	Rs.9300—34800 + Grade Pay of Rs.4400
4.	ACCOUNTANT	Rs.5200—20200 + Grade pay of Rs.2400.	Rs.5200—20200 + Grade Pay of Rs.2800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

### **SECURITY COMPENSATORY ALLOWANCE:**

The Junior Assistant and Cashier who have joined in the Treasuries and Accounts Department have deposited a sum of Rs.1,000/- as Security deposit for handling cash. Hence, they were allowed a monthly Security Compensatory Allowance of Rs.15/- p.m. in the Third Pay Commission scales of pay. The Association has requested to enhance the Security Compensatory Allowance from Rs.15/- to Rs.100/- per month.

The Official Committee has recommended enhancement of various allowances including Security Compensatory Allowance. Accordingly among others, orders were issued in G.O.Ms.No.236, Finance (Pay Cell) Department, Dated: 1.6.2009 to the effect that the Security Compensatory Allowance shall be doubled. Therefore, the Junior Assistant / Cashier (Security) are entitled for Security Compensatory Allowance of Rs.30/- p.m. Hence, the Commission finds no justification to further revise the existing Security Compensatory Allowance of Rs.30/- p.m.

## **TOURISM DEPARTMENT**

### **ASSISTANT TOURIST OFFICER GRADE – II**

The Tamil Nadu Government Tourism Department Employees Association has requested to revise the scale of pay of Assistant Tourist Officer Gr-II from Rs.4000—6000 to Rs.5000—8000 in the pre-revised scale of pay. The Commission observed that the method of recruitment and qualification prescribed for the post of Assistant Tourist Officer Grade – II is similar to that of a Ministerial Assistant and the pay scale granted to this post is on par with the Ministerial Assistant. Hence, the Commission finds no justification to revise the scale of pay of this post as requested.

### **ASSISTANT TOURIST OFFICER GRADE – I**

The Tamil Nadu Government Tourism Department Employees Association has requested to revise the scale of pay of Assistant Tourist Officer Gr-I from Rs.5300—8300 to Rs.5900—9900 in the pre-revised scale of pay. The Commission finds that this post is appropriately placed and hence, no justification to grant higher scale of pay.

### **ASSISTANT PUBLICATION OFFICER**

The Tamil Nadu Government Tourism Department Employees Association has requested to revise the scale of pay of Assistant Publication Officer from Rs.5900—9900 to Rs.6500—10500 (pre-revised) on par with the ASOs of Secretariat. The revised scale of pay of Assistant Section Officer is Rs.9300—34800 + Grade Pay of Rs.4600. The Commission has examined the request and finds that the nature of work and job responsibilities of the post of Assistant Section Officer in Secretariat and Assistant Publication Officer are not comparable and hence cannot be equated. Hence, the Commission finds no justification to make any change in the existing Scale of Pay.

## TOWN AND COUNTRY PLANNING

The Commissioner of Town and Country Planning has forwarded the requests of the employees seeking revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
	Research Officer	Rs.15600—39100 + Grade Pay of Rs.5400	Rs.37400—67000 + Grade Pay of Rs.8700
	Senior Research Assistant	Rs.9300—34800 + Grade Pay of Rs.4700	Rs.15600—39100 + Grade Pay of Rs.6600
	Research Assistant	Rs.9300—34800 + Grade Pay of Rs.4500	Rs.9300—34800 + Grade Pay of Rs.4800

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **TOWN PANCHAYAT DEPARTMENT**

### **JOINT DIRECTOR**

Tamil Maanila Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Joint Director of Town Panchayats in the revised pay structure. The Commission finds that this post has already been placed on par with the similar post of Joint Director in other departments. Hence, the Commission finds no anomaly in their request.

### **EXECUTIVE ENGINEER**

Tamil Maanila Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Executive Engineer in the revised pay structure. The Commission finds that the post of Executive Engineer in Town Panchayat is placed on par with the Executive Engineer in P.W.Department. Hence, the Commission recommends that the upward revision of scale of pay recommended for the post of Executive Engineer in P.W.D may also be made applicable to this post.

### **ASSISTANT EXECUTIVE ENGINEER**

Tamil Maanila Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Assistant Executive Engineer from Rs.15600—39100+5400 to Rs.15600—39100 with grade pay of Rs.6600 in the revised pay structure. The Commission finds that this post is presently placed on par with the Assistant Executive Engineer in P.W.Department. Hence, the Commission recommends that the higher scale of pay recommended for the post of Assistant Executive Engineer in P.W.D may also be made applicable to this post.

### **ACCOUNTS OFFICER**

Tamil Maanila Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Accounts Officer in the revised pay structure. The present revised scale of pay of Accounts Officer is Rs.15600—39100 + Grade Pay of Rs.5400. As the above post is filled by Accounts Officers of Treasuries and Accounts Department, the Commission recommends that the scale of pay recommended for Accounts Officer in Treasuries and Accounts Department may also be made applicable to this post.

### **ASSISTANT ENGINEER**

Tamil Maanila Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Assistant Engineers in the revised pay structure. The Commission finds that the post of Assistant Engineer is placed on par with Assistant Engineers in P.W.D. Hence, the Commission recommends that the higher scale of pay recommended for the post of Assistant Engineer in P.W. Department may also be made applicable to this post.

### **EXECUTIVE OFFICER (SPECIAL GRADE)**

Tamil Nadu Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Executive Officer (Special Grade) from Rs.9300—34800 + Grade Pay of Rs.4600 to Rs.9300—34800 with grade pay of Rs.4900. The Commission observed that the post of Executive Officer (Special Grade) is filled by promotion from the post of Ministerial Superintendent and Head Assistant. As such, the Commission finds justification to place the above post one level above the post of Ministerial

Superintendent viz., Rs.7500—12000 (pre-revised). Accordingly, the Commission recommends that scale of pay for the post of Executive Officer (Special Grade) in Town Panchayats may be revised from Rs.9300—34800 + Grade Pay of Rs.4600 to Rs.9300—34800 with grade pay of Rs.4900 notionally with effect from 12-12-2007.

### **EXECUTIVE OFFICER (SELECTION GRADE)**

Tamil Nadu Peruratchi Seyal Aluvalarkal Sangam has requested to revise the scale of pay of Executive Officer (Selection Grade) on par with Deputy Tahsildar from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4800. The Commission observed that the post of Ministerial Superintendent and Executive Officer (Selection Grade) are interchangeable. As the posts of Deputy Tahsildar, Deputy Block Development Officers etc., interchangeable with Ministerial Superintendent have been placed in the pre-revised scale of pay of Rs.7000—11500 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4800; the Commission recommends revision of scale of pay of Executive Officer (Selection Grade) from Rs.9300—34800 + Grade Pay of Rs.4300 to Rs.9300—34800 + Grade Pay of Rs.4800 notionally with effect from 12-12-2007.

### **SANITARY INSPECTOR**

Tamil Nadu Town Panchayat Employees Association has requested revision of scale of pay of Sanitary Inspector in the revised pay structure. The Commission finds that the post of Sanitary Inspectors is available in Corporation and Municipalities. Therefore, the Commission recommends that the higher revision of scale of pay recommended to the Sanitary Inspectors in Corporation and Municipalities may also be made applicable to the post of Sanitary Inspector in Town Panchayats.

## **WORKS OVERSEER**

Tamil Nadu Town Panchayat Employees Association, State Centre has requested to revise the scale of pay for the post of Works Overseer from Rs.5200—20200 with grade pay of Rs.1900 to Rs.5200—20200 with grade pay of Rs.2400. The Commission finds that the above post is filled by direct recruitment through employment exchange and the qualification prescribed is 'Diploma in Civil Engineering'. Considering the above diploma qualification, the Commission finds justification to place the post of Work Overseer on par with Junior Engineers in Public Works Department. Accordingly, the Commission recommends that the scale of pay of the post of Works Overseer may be revised from Rs.3050—4590 to Rs.5500—9000 in with corresponding revised scale of pay of Rs.9300—34800 with grade pay of Rs.4400.

Representations have also been received from Tamil Maanila Peruratchi Seyal Aluvalarkal Sangam / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay + Grade Pay Rs.</b>	<b>Requested Scale of Pay + Grade Pay Rs.</b>
1.	Director	37400—67000+8800	37400—67000+12000
2.	Additional Director	37400—67000+8800	37400—67000+8900
3.	Assistant Director	15600—39100+5400	Request Complied
4.	Executive Officer Grade-I	9300—34800+4200	Request Complied
5.	Executive Officer Grade-II	5200—20200+2400	5200—20200+2800
6.	Accountant	9300—34800+4200	Request Complied
7.	Bill Collectors	5200—20200+2000	5200—20200+2400
8.	Tractor Driver	5200—20200+2000	5200—20200+2400
9.	Meter Reader	4800—10000+1300	5200—20200+1900

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay + Grade Pay Rs.</b>	<b>Requested Scale of Pay + Grade Pay Rs.</b>
10.	Kudineer Thitta Uthaviyalar, Kudineer Vazhangal Paramarippavar, Kaipampu Paramarippavar, Theru Vilakku Paramarippu Uthaviyalar.	4800—10000+1300	5200—20200+1900
11.	Street Light Electrician	4800—10000+1650	5200—20200+1900
12.	Panchayat Assistant Grade-I and Grade-II	2500—5000+500	4800—10000+1300
13.	Sanitary Supervisor	4800—10000+1650	5200—20200+2000
14.	Sanitary Officer	2500—5000+500	9300—34800+4600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

**URBAN LAND CEILING AND URBAN LAND TAX**  
**DEPARTMENT**

**REDESIGNATION OF THE POST OF P.A. TO DIRECTOR**

The Director of Urban Land Ceiling and Urban Land Tax has requested to re-designate the nomenclature of the post of Personal Assistant to Director, who is working as second level officer in the Directorate, as Assistant Commissioner (Office) or Assistant Commissioner (Hqrts), because it will help to issue the orders on interchangeable proposal without confusion in the posts. The Commission observed that the scale of pay for the post of Personal Assistant to Director of Urban Land Ceiling and Urban Land Tax and the Assistant Commissioner is the same viz. Rs.15600—39100 + Grade Pay of Rs.5400/-. Hence, the Commission recommends that the nomenclature of the post of Personal Assistant to Director may be re-designated as “Assistant Commissioner (Head Quarters)” without any change in the existing scale of pay.

## **VIGILANCE AND ANTI-CORRUPTION**

### **MANAGER / ADDITIONAL MANAGER**

The Additional Director General of Police and Director, Vigilance and Anti-Corruption has forwarded the requests of Manager / Additional Manager / Assistant Manager / Special Branch Assistant of the Confidential Branch of Directorate of Vigilance and Anti-Corruption for revision of scale of pay. The revised scale of pay for the post of Manager / Additional Manager in Directorate of Vigilance and Anti-Corruption is Rs.15600—39100 + Grade Pay of Rs.5400. The Commission has elsewhere recommended to revise the scale of pay of the Manager / Additional Manager from Rs.15600—39100 + Grade Pay of Rs.5400/- to Rs.15600—39100 + Grade Pay of Rs.5700/-. Hence, the Commission finds justification to place the Manager / Additional Manager in Vigilance and Anti-Corruption Department on par with their counterparts in Police Department. Accordingly, the Commission recommends that the scale of pay for the post of Manager / Additional Manager in Vigilance and Anti-Corruption may be revised from Rs.15600—39100 + Grade Pay of Rs.5400 to Rs.15600—39100 + Grade Pay of Rs.5700. notionally with effect from 30—06—2008.

### **ASSISTANT MANAGER**

The Assistant Managers in Directorate of Vigilance and Anti-Corruption are placed in the revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4600. The Commission observed that this post was granted parity with the post of Assistant Manager in Police Department. The Commission has elsewhere recommended to revise the scale of pay of the Assistant Manager in Police Department from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.15600—39100 + Grade Pay of Rs.5400/-. Hence, the Commission finds

justification to place the Assistant Manager in Vigilance and Anti-Corruption Department on par with their counterparts in Police Department. Accordingly, the Commission recommends that the scale of pay for the post of Assistant Manager in Vigilance and Anti-Corruption may be revised from Rs.9300—34800 + Grade Pay of Rs.4600/- to Rs.15600—39100 + Grade Pay of Rs.5400/- notionally with effect from 30—06—2008.

### **SPECIAL ASSISTANT**

The Special Assistants in the Directorate of Vigilance and Anti-Corruption have been granted the revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4400 and they have requested parity with the post of Ministerial Superintendent (Rs.9300—34800 + Grade Pay of Rs.4800). This post is filled by direct recruitment. The qualification prescribed for this post is a Bachelors' Degree with technical qualification of Typewriting Higher Grade and Shorthand (preferable). The Commission observed that the Special Assistants in Directorate of Vigilance and Anti-Corruption were enjoying pay parity with Superintendents till the revision granted by the One Man Commission '98 and this parity was disturbed when the subsequent revision was made to Superintendent based on Court orders. Further the Official Committee 2009 has granted a higher scale of pay of Rs.7000—11500 to Superintendent with effect from 12—12—2007 with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4800. As the Special Assistants were enjoying parity with the Ministerial Superintendents till One Man Commission '98 and considering the nature of duties performed by them and also the higher scale revision recommended to the promotion post, the Commission finds justification to retain the pay parity with Superintendents in Tamil Nadu Ministerial Service. Accordingly, the

Commission recommends that the scale of pay of Special Assistant in Vigilance and Anti-Corruption may be revised from Rs.9300—34800 + Grade Pay of Rs.4400 to Rs.9300—34800 + Grade Pay of Rs.4800 on par with the Superintendent in Tamil Nadu Ministerial Service notionally with effect from 12—12—2007.

## **KHADI AND VILLAGE INDUSTRIES BOARD**

Representations have been received from the Tamil Nadu Khadi and Village Industries Board Employees Association Tamil Nadu Khadi and Village Industries Board Leather Supervisors Association, Tamil Nadu Khadi and Village Industries Board Munnetra Sangam, Tamil Nadu Khadi and Village Industries Board Employees Welfare Association / Individuals requesting revision of scale of pay for the following posts:-

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
1.	Mechanic	9300—34800+4300	9300—34800+4450
2.	Assistant Khadi Officer	9300—34800+4300	9300—34800+4800
3.	Khadi Inspector	9300—34800+4200	9300—34800+4800
4.	Khadi Assistant Grade-I	5200—20200+2400	9300—34800+4450
5.	Khadi Assistant Grade-III	4800—10000+1400	5200—20200+2000
6.	Helper Grade-II	4800—10000+1300	5200—20200+2000
7.	Supervisor Grade-IV (Leather)	5200—20200+2000	9300—34800+4200
8.	Assistant Development Officer (Soap)	9300—34800+4500	15600—39100+5400
9.	Technician Grade-II (Soap)	5200—20200+2600	9300—34800+4800
10.	Soap Chemist	5200—20200+1900	5200—20200+2400
11.	Bee Fieldman Grade-I	5200—20200+1800	5200—20200+2000
12.	Bee Fieldman Grade-III	4800—10000+1300	5200—20200+2000
13.	Apiarist Grade-III	5200—20200+1900	5200—20200+2000
14.	Palmgur Organiser Grade-III	5200—20200+1900	5200—20200+2000

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Scale of Pay Rs.</b>	<b>Requested Scale of Pay Rs.</b>
15.	District Inspector of Cottage Industries Grade-I	9300—34800+4300	9300—34800+4450
16.	General Superintendent	15600—39100+5700	15600—39100+6600

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **CORPORATION OF CHENNAI**

### **SECTION MANAGER AND SUPERINTENDENT IN CORPORATION OF CHENNAI**

The Section Managers working in Chennai Corporation have requested to revise the scale of pay of the posts of Section Manager and Superintendent in Chennai Corporation on par with the Superintendents and promotional posts of Superintendents respectively in Tamil Nadu Ministerial Service and also to re-designate them as Superintendent. The Commission noticed that the posts of Superintendent and Section Manager were in existence in Chennai Corporation right from the Second Pay Commission scales of pay. In Chennai Corporation the post of Superintendent is the promotion post to Section Manager and feeder post for the post of Section Manager is Assistant. The Second Pay Commission has categorically pointed out that Section Managers correspond to Superintendents in Government Service and recommended the same scale of pay of Superintendents in Government Departments. The method of appointment and nature of duties and responsibilities of the post of Superintendent / Section Manager in Chennai Corporation and Ministerial Superintendent are one and the same. The Commission therefore finds justification to retain the parity level that existed between the posts of Section Managers / Superintendents in Tamil Nadu Ministerial Service right from the Second Pay Commission and upto the Fifth Tamil Nadu Pay Commission. Accordingly, the Commission recommends that the scale of pay of Section Managers in Chennai Corporation may be revised from Rs.5300—8300 to Rs.7000—11500 (pre-revised) with corresponding revised scale of pay from Rs.9300—34800 + Grade of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- and the Superintendent in Chennai Corporation which is a promotion post for

Section Managers may also be revised from Rs.5900—9900 to Rs.7500—12000 (pre-revised) with corresponding revised scale of pay from Rs.9300—34800 + Grade of Rs.4500/- to Rs.9300—34800 + Grade Pay of Rs.4900/- notionally with effect from 12—12—2007. The Commission also recommends that the nomenclature of the post of Superintendent in Chennai Corporation may be re-designated as “Senior Section Managers” in order to avoid confusion among the post of Superintendent in Tamil Nadu Ministerial Service and the level of its scale of pay.

**ENTOMOLOGICAL ASSISTANT, SENIOR ENTOMOLOGIST AND CHIEF VECTOR CONTROL OFFICER IN CORPORATION OF CHENNAI**

The Public Health Entomologists in Chennai Corporation have requested to revise the scales of pay of the Entomological Assistant, Senior Entomologist and Chief Vector Control Officer on par with the Entomologists working under National Vector Borne Disease Control Programme in Government of India at Rs.8000—13500, 10000—15200 and Rs.12000—16500 respectively and fix the corresponding scale in the revised pay structure. It has also been requested to re-designate them as Deputy Assistant Director (VBDC), Assistant Director (VBDC) and Deputy Director (VBDC). The Commission noticed that all the pre-revised scales of pay of the above posts and the similar posts in Public Health and Preventive Medicine Department are the same. The Commission has elsewhere recommended to revise the scale of pay of Entomological Assistant from Rs.5900—8300 to Rs.6500—10500 and to re-designate the post as “Junior Entomologist”. In order to maintain the horizontal relativity and considering the similarity in nature of work and job responsibilities, the Commission recommends to place the post of Entomological Assistant in

Corporation of Chennai on par with their counterparts in PH&PM Department and to re-designate the post of Entomological Assistant as “Junior Entomologist”. As regards the post of Senior Entomologist and Chief Entomologist, the Commission finds no justification to revise the scale of pay of these posts.

**AUXILIARY NURSE MID-WIFE, MULTIPURPOSE HEALTH WORKER AND MATERNITY ASSISTANT**

Tamil Nadu Government Corporation Multipurpose Health Assistants Association has requested to revise the scale of pay of the posts of Auxiliary Nurse Mid-wife, Multipurpose Health Worker and Maternity Assistant on par with Health Inspector / Multipurpose Health Assistant (Male) and to fix the scale of pay of Rs.9300—34800 + Grade Pay of Rs.4200/-. Following the recommendations of One Man Commission'1998, this Commission has recommended to revise the scale of pay of the posts of Auxiliary Nurse Mid-wife / Multipurpose Health Worker / Health Assistant / Maternity Assistant in PH & PM Department from Rs.3200—4900 to Rs.4000—6000 with corresponding revised scale of pay. Therefore the Commission recommends that the above revision may also be extended to similar posts in other Municipal Corporations including Chennai Corporation.

**PHARMACIST (ALLOPATHY / INDIAN MEDICINE), CHIEF PHARMACIST AND MEDICAL STORE KEEPER (MEDICAL STORE OFFICER)**

The Chennai Corporation Pharmacists Association has requested to revise the scale of pay of Pharmacist from Rs.4500—7000 to Rs.5500—9000 (pre-revised) with corresponding revised pay from Rs.5200—20200 + Grade Pay of Rs.2800/- to Rs.9300--34800 +

Grade Pay of Rs.4400/- on par with Junior Engineer and also requested to grant higher scale of pay to its promotion posts in the revised pay structure. The Commission has recommended to revise the pay scale of Pharmacist in Medical Department from Rs.4500—7000 to Rs.5000—8000 on par with other para-medical Posts and the post of Chief Pharmacist from Rs.5300—8300 to Rs.5500—9000 in the pre-revised scales of pay with corresponding revised scales of pay. Therefore, the Commission recommends that the above revision may also be extended to the posts of Pharmacist and Chief Pharmacist in all Municipal Corporations including Corporation of Chennai so as to maintain horizontal pay relativity. However, the Commission recommends no change in the scale of pay for the post of Medical Store Officer, since this post is already placed on a higher pay scale of Rs.5900—9900 (Pre-revised scale of pay).

### **CHIEF REPORTER**

The Reporters in Council Department of Chennai Corporation have requested to revise the scale of pay of the post of Chief Reporter from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.6600/- on par with their counterparts in Tamil Nadu Legislative Assembly Secretariat. The Commission finds that the post of Senior Reporter in Police Shorthand Bureau has been equated with the post of Chief Reporter in Corporation of Chennai. Hence, the Commission recommends that the scale of pay of Chief Reporter in Chennai Corporation may be revised from Rs.6500—11100 to Rs.8000--13500 (pre-revised) with corresponding revised scale of pay from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.5400/-.

## **REPORTER**

The Reporters in Council Department of Chennai Corporation have requested to revise the scale of pay of the post of Reporter from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.15600—39100 + Grade Pay of Rs.5400/- on par with their counterparts in T.N. Legislative Assembly Secretariat. The Commission finds that the post of Junior Reporter in Police Shorthand Bureau has been placed on par with the post of Reporter in Corporation of Chennai. As the Commission has recommended to revise the scale of pay of Junior Reporter in Police Shorthand Bureau from Rs.5300—8300 to Rs.5900—9900 (Pre-revised) with corresponding revised scale of pay from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4500/-, the Commission finds justification to extend the same upgraded scale of pay to the post of Reporter in Chennai Corporation.

## **SANITARY INSPECTOR**

Tamil Nadu Municipal Corporation Sanitary Inspectors Welfare Association, Coimbatore, Chennai Corporation Sanitary Inspectors and Sanitary Officers Association and Tamil Nadu Graduate Food Inspectors Association have requested to revise the scale of pay of the post of Sanitary Inspector from Rs.4500—7000 to Rs.5500—9000 (pre-revised) with corresponding revised scale of pay from Rs.5200—20200 + Grade Pay of Rs.2800/- to Rs.9300—34800 + Grade Pay of Rs.4400/- and the pay of Food Inspector from Rs.4500—7000 to Rs.8000—13500 / Rs.7450—11500 on par with Central Government Scale of pay. Taking into account the qualification of B.Sc., (Chemistry) with Sanitary Inspectors Course, the Commission has recommended to revise the scale of pay of the Health Inspector / Food Inspectors in Medical Departments

from Rs.4500—7000 to Rs.5000—8000 in the pre-revised scale of pay with corresponding revised scale of pay of Rs.9300—34800 + Grade Pay of Rs.4200/-. Hence, the Commission recommends to extend the above upward revised scale of pay to similar posts in all Corporations, Municipal Corporations, Municipalities and Town Panchayats. The Commission finds that the Sanitary Inspectors in Municipalities are on a lower qualification of S.S.L.C with Certificate in Sanitary Course. However, the Commission recommends that the above higher revision may also be extended to the Sanitary Inspectors in Municipalities and Town Panchayats giving due protection to the existing incumbents and take action by the Government to issue necessary amendment to adhoc rules immediately duly prescribing the qualification of B.Sc., (Chemistry) with Sanitary Inspectors Course for future recruits.

### **PARK OVERSEER**

The Park Overseer working under Parks and Garden Division in Chennai Corporation have requested to revise the scale of pay of Park Overseer on par with similar post in Rajaji Hall under the control of Information and Public Relations Department from Rs.3050—4590 to Rs.4000—6000 with corresponding revised scale of pay. The Commission finds that this post is placed at the appropriate level. Hence, the Commission finds no justification to further revise the scale of pay for the post of Park Overseer in Chennai Corporation.

### **PLAY GROUND INSTRUCTOR**

The Corporation of Chennai Play Ground Instructors Association have requested to revise the scale of pay of the post of Play Ground Instructors from Rs.4000—6000 to Rs.4500—7000 (pre-revised) with

corresponding revised pay from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.5200—20200 + Grade Pay of Rs.2800/- on par with Physical Education Teacher in Chennai Corporation. The Commission considering the qualification and method of recruitment of the posts of Physical Education Teacher and Play Ground Instructor in Corporation and the special provision for these posts i.e. interchangeability, recommends that the scale of pay for the post of Play Ground Instructor may be revised from Rs.4000—6000 to Rs.4500—7000 (Pre-revised) with corresponding revised scale of pay from Rs.5200—20200 + Grade Pay of Rs.2400/- to Rs.5200—20200 + Grade Pay of Rs.2800/-.

### **VETERINARY OFFICER**

The Chennai Corporation Veterinarians Association has requested to revise the scale of pay of the post of Veterinary Officer on par with Joint Director of Animal Husbandry Department. The Commission finds that the qualification and method of recruitment of the post of Veterinary Officer in Chennai Corporation and in Animal Husbandry Department are one and the same. However, the hierarchical structure in the Animal Husbandry Department is different with that of Corporation and considering the method of recruitment and nature of duties and responsibilities attached to this post, the comparison with Joint Director of Animal Husbandry Department is not appropriate. However, the Commission under Animal Husbandry Department has recommended to revise the scale of pay of Veterinary Assistant Surgeons in Animal Husbandry Department from Rs.6500—11100 to Rs.8000—13500 with consequential revision of scale of pay of the promotion post viz., Assistant Director of Animal Husbandry from Rs.8000—13500 to Rs.9100—14050 (Pre-revised) with corresponding revised scale of pay. Hence, the Commission recommends to place the

Veterinary Officer in Corporation of Chennai one level above the Veterinary Assistant Surgeons at Rs.9100—14050 in the pre-revised scale of pay with Corresponding revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.5700/-.

**SUPERINTENDENT SLAUGHTER HOUSE,**  
**ASSISTANT SUPERINTENDENT SLAUGHTER HOUSE /**  
**VETERINARY ASSISTANT SURGEON**

The Chennai Corporation Veterinarians Association has requested to revise the scale of pay of the posts of Superintendent, Slaughter House, Assistant Superintendent, Slaughter House / Veterinary Assistant Surgeon on par with Veterinary Assistant Surgeon in Animal Husbandry Department. The Commission has recommended to revise the scale of pay of Veterinary Assistant Surgeons in Animal Husbandry Department from Rs.6500—11100 to Rs.8000—13500 (Pre-revised) with corresponding revised scale of pay of Rs.15600—39100 + Grade Pay of Rs.5400/-. Hence, the Commission recommends to extend the above upgraded scale of pay to the post of Superintendent Slaughter House/ Assistant Superintendent, Slaughter House / Veterinary Assistant Surgeon in Corporation of Chennai.

**STREET LIGHT MAINTENANCE WORKERS**

Chennai Corporation Electrical Department All Employees Welfare Association has requested to revise the scale of pay of Street Light Maintenance Worker from Rs.2550—3200 to Rs.3050—4590 (pre-revised) with corresponding revised scale of pay in the revised pay structure. The Commission noticed that on regularisation, the ITI qualified NMRs have been brought on to time scale of pay of Rs.2550—3200 applicable to the last

grade Government servants. However, the Commission observed that all the entry level Grade—II trade posts with ITI qualification have been granted the scale of pay of Rs.3050—4590(Pre-revised). As the employees working in Chennai Corporation Street Light maintenance of the Electrical Department are ITI holders, the Commission recommends that the scale of pay of Street Light Maintenance Workers (ITI holders) in the Electrical Department may be revised from Rs.4800—10000 + Grade Pay of Rs.1300/- to Rs.5200—20200 + Grade Pay of Rs.1900 notionally with effect from the date of their regularisation viz. 23—2—2006.

### **EXECUTIVE ENGINEER**

Chennai Corporation Engineers Association has requested to revise the scale of pay of Executive Engineer from Rs.15600—39100 + Grade Pay of Rs.6600/- to Rs.15600—39100 + Grade Pay of Rs.7600/-. The Commission recommends that the upward scale of pay recommended for the post of Executive Engineer in Public Works Department may also be made applicable to the post of Executive Engineer in Corporation of Chennai.

### **ASSISTANT EXECUTIVE ENGINEER**

Chennai Corporation Engineers' Association has requested to revise the scale of pay of Assistant Executive Engineer from Rs.15600—39100 + Grade Pay of Rs.5400/- to Rs.15600—39100 + Grade Pay of Rs.6600/-. The Commission recommends that the upward pay scale recommended for Assistant Executive Engineer in Public Works Department may also be extended to the post of Assistant Executive Engineer in Chennai Corporation.

### **ASSISTANT ENGINEER**

Chennai Corporation Engineers Association has requested to revise the scale of pay of Assistant Engineer from Rs.9300—34800 + Grade Pay of Rs.4700/- to Rs.15600—39100 + Grade Pay of Rs.5400. The Commission recommends that the upward pay scale recommended for the post of Assistant Engineer in Public Works Department may also be made applicable to the post of Assistant Engineer in Chennai Corporation.

### **ASSESSOR**

The Assessors in Chennai Corporation have requested to revise the scale of pay of Assessor from Rs.9300—34800 + Grade pay of Rs.4300/- to Rs.9300—34800+Grade Pay of Rs.4800/- on par with the Superintendents of the Tamil Nadu Ministerial Service. The Commission considering the pay parity among the Assessor and Section Manager in the Revenue Wing and Establishment wing of Chennai Corporation in the previous Pay Commission periods and also taking into account the revision of scale of pay recommended for Section Managers from Rs.5300—8300 to Rs.7000—11500 (Pre-revised) on par with the Superintendents, recommends to retain the same pay relativity between the posts of Assessor and Section Managers. Accordingly, the Commission recommends that the scale of pay of Assessor in Chennai Corporation may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade pay of Rs.4800/- notionally with effect from 12—12—2007.

Representations have also been received from Chennai City Municipal Corporation Health Officers Association / Individuals requesting revision of scale of pay for the following posts:-

Sl. No.	Name of the Post	Existing Scale of pay Rs.	Requested Scale of Pay Rs.
1.	ASSISTANT HEALTH OFFICER	Rs.15600—39100 + Grade Pay of Rs.5700/-	Rs.15600—39100 + Grade Pay of Rs.7600/-
2.	ADDITIONAL HEALTH OFFICER	Rs.15600—39100 Grade Pay of Rs.6600/-	Rs.37400—67000 + Grade Pay of Rs.8700/-
3.	HEALTH OFFICER	Rs.37400—67000 + Grade Pay of Rs.8700/-	Rs.37400—67000 + Grade Pay of Rs.8800/- ( at Rs.39690/-)
4.	ADDITIONAL LAW OFFICER	Rs.15600—39100 Grade Pay of Rs.5400/-	Rs.15600—39100 + Grade Pay of Rs.7600/-.
5.	TAX COLLECTOR / REVENUE ASSISTANT / BILL COLLECTOR	Rs.5200—20200 Grade Pay of Rs.2000/-	Rs.9300—34800 + Grade Pay of Rs.4800/-
6.	SANITARY OFFICER	Rs.9300—34800 Grade Pay of Rs.4500/-	Rs.9300—34800 + Grade Pay of Rs.4900/-
7.	AYAH	Rs.1300—3000 + Grade Pay of Rs.300/-	Rs.4800—10000 + Grade Pay of Rs.1300/-
8.	JUNIOR DRAUGHTING OFFICER / TECHNICAL ASSISTANTS	Rs.5200—20200 + Grade Pay of Rs.2800/-	Rs.9300—34800 + Grade Pay of Rs.4200/-

The Commission examined the above requests based on the qualifications, nature of duties, job responsibilities attached to these posts and also the local relativities and finds no anomaly in the existing scales of pay of these categories.

## **COIMBATORE CORPORATION**

### **SUPERINTENDENT**

The individual Superintendents of Coimbatore Corporation have requested to revise the scale of pay on par with Superintendent in Tamil Nadu Ministerial Service i.e. at Rs.9300—34800 + Grade Pay of Rs.4800. The Commission observed that the Superintendent in this Corporation is a section head in the office and supervises the work of Assistant / Junior Assistant and Typists in the Section attached to them. This post is filled by promotion from the category of Assistant as that of the Superintendents in the Tamil Nadu Ministerial Service. However, it is noticed that based on the recommendations of the Official Committee, 1998, the scale of pay of Superintendent has been revised as Rs.5300—8300 as against the pre-revised scale of pay of Rs.1600—2660. Subsequently on the recommendations of the One Man Commission, 1998 the scale of pay of Superintendents was further revised from Rs.5300—8300 to Rs.5500—9000, notionally with effect from 1.1.96 with monetary benefit from 1.9.98. Based on the orders of the Hon'ble Supreme Court, the scale of pay of Superintendent in TNMS has been revised retrospectively from 1600—2660 to Rs.1700—3005 with effect from 1.6.88 and from Rs.5500—9000 to Rs.5700—9200 with effect from 1.1.96. Consequent on the revision of scale of pay of ASO's in Secretariat from Rs.5500—9000 to Rs.6500—10500 with effect from 12.12.2007, the Official Committee has recommended to revise the scale of pay of Superintendent from Rs.5700—9200 to Rs.7000—11500 with effect from 12.12.2007 with corresponding revised scale of pay in the revised pay structure. However, the above revision in the scale of pay has not been extended to the Superintendent in Coimbatore Municipal Corporation. The Commission also

observed that the Superintendents in the Coimbatore Corporation were enjoying pay parity with the Superintendents in the TNMS in the Fifth Tamil Nadu Pay Commission scales of pay viz. Rs.1600—2660 and therefore finds justification to restore the parity between the Superintendents in the Tamil Nadu Ministerial Service and the Superintendents in the Coimbatore Corporation.

Accordingly, the Commission recommends that the scale of pay of Superintendents in Coimbatore Corporation may be revised from Rs.9300—34800 + Grade Pay of Rs.4300/- to Rs.9300—34800 + Grade Pay of Rs.4800/- on par with the Superintendents in Tamil Nadu Ministerial Service notionally with effect from 12—12—2007.

## **INFORMATION TECHNOLOGY EMPLOYEES**

Tamil Nadu All Government Departments and Government Undertakings Information Technology Employees Confederation has requested to revise the scale of pay at multifarious levels. The Commission observed that the Information Technology Employees are employed in all Government Departments with various designations such as Data Entry Operators, Junior Programmer, Assistant Programmer, Deputy Programmer, Programmer etc on different scales of pay. The qualification prescribed, the pay scale granted and the designation of these posts in all departments are not uniform. In order to bring uniformity among these posts, the Commission considers that it is necessary to classify these posts based on the qualification and to prescribe a common designation with the uniform pay scale as was done in the case of "Trade Posts during IV Pay Commission period. Taking into consideration of the above facts, the Commission classified these Information Technology Employees as detailed below:

<b>Name of the Post</b>	<b>Qualification</b>	<b>Proposed Scale of Pay Rs.</b>
Data Entry Operator	Degree with Typewriting Higher (English and Tamil) and Certificate in Data Entry Operator course obtained from reputed computer training organisation.	5200—20200 + 2400 (Pre-revised 4000—6000)
Assistant Programmer	A Bachelor Degree in Science with Statistics (or) Economics (or) Commerce with P.G.D.C.A	9300—34800+4400 (Pre-revised 5300—8300 & 5500-9000)
Programmer	MCA or M.Sc., (I.T/ C.S)	9300—34800+4600 (Pre-revised 5900-9900 & 6500—10500)
System Analyst	B.E., Computer Science / Information Technology (No experience required) <b><u>or</u></b>	15600—39100+5400 (Pre-revised 8000—13500)

Name of the Post	Qualification	Proposed Scale of Pay Rs.
	M.C.A / M.Sc.,(I.T) with two years experience in Software.	
Senior Systems Manager	B.E., Computer Science / Information Technology with three years experience in Software. <u>or</u> MCA / M.Sc., Computer Science / Information Technology with five years experience in Software	15600—39100+6600 (Pre-revised 10000—15200)

The Commission recommends that the above classification may be examined and necessary general orders may be issued by Government for compliance uniformly in all Government Departments during creation of such posts as was issued in the case of "Trade Posts".

## **DISTRICT PASSPORT CELL**

All Districts Passport Computer Operators' Welfare Association has requested that the 25% Consolidated Pay increase benefit ordered in G.O. Ms. No.234, Finance (PC) Deptt, dated 01.06.2009 may be extended to the Data Entry Operator in District Passport Cell also. The Commission observed that the Data Entry Operators are appointed by the District Collector on a time bound basis for the District Passport Cell. Further, the 25% increase in Consolidated Pay has been granted to the Assistant / Junior Assistant only to those appointed on Consolidated Pay on Contract basis based on the recommendations of Official Committee 2009. Any increase in Consolidated Pay of the employees appointed on Contract basis for specific purpose has to be decided by the concerned Administrative Departments. Hence, the Commission recommends no change in the existing rate of Consolidated Pay drawn by Data Entry Operators in District Passport Cell.

## GENERAL ISSUES

### (I) FIXATION OF PAY OF JUNIOR ASSISTANTS / AGRICULTURAL OFFICERS SELECTED PRIOR TO 01—06—2009 AND APPOINTED ON OR AFTER 1-6-2009 –ALLOWING OF FITMENT BENEFIT / CONVERSION FACTOR OF 1.86

Certain Service Associations / Individual employees have brought to the notice of the One Man Commission that about 4100 Junior Assistants who were recruited through TNPSC, have been intimated in the month of May,2009 regarding their allotment of Government departments and also informed to await for further communication from the appointing authority concerned. Accordingly, some Heads of departments have issued appointment orders to some of the individuals to join as Junior Assistants in the month of May and June, 2009. In some cases, though the individuals were given appointment order in the month of May,2009 itself, the Contract Assistants who were in service from 2003 onwards were relieved by the departments lately, which has resulted in their joining in the post of Junior Assistant at a later date beyond 31-5-2009. The Associations / individual employees have pointed out that the delay in relieving them is due to administrative reasons and they should not be penalized for no fault of them. It has been pointed out that the individuals who joined / appointed prior to 1-6-2009 are getting higher emoluments when compared to employees appointed on or after 1-6-2009 based on the orders issued in G.O.Ms.No.258, Finance (PC) Department, dated:23-6-09. Therefore, it has been requested to rectify the anomaly and grant equal pay on par with their counterparts who joined duty prior to 1-6-09.

Likewise the Agricultural Officers working in Seed Certification, Agriculture Department and Horticulture have also brought to the notice of the One Man Commission that the TNPSC has published the Selection list in

March'2009 and the services of the Agricultural Officers selected were placed at the disposal of the Regional Joint Directors by the Director of Agriculture vide Proceedings No.AOE1/33261/09, dated:18—05—2009 and certain Joint Directors have issued posting orders at later date beyond 31—5—2009, which is purely administrative delay and they stand to lose a sum of Rs.4004/- every month when compared to some of their juniors in Tamil Nadu Public Service Commission seniority list. Therefore, the Associations have requested to rectify the anomaly and grant equal pay on par with their counterparts in the same batch who joined duty prior to 1.6.2009.

The Commission observed that as per the existing orders, the pay of a new recruit **appointed on or after 1—6—2009 shall be fixed at the minimum of the pay in the Pay Band + Grade Pay as applicable. [For example in the case of a new entrant in the revised scale of pay of Rs.5200—20200 + Grade Pay of Rs.2000/- his Basic Pay is fixed at Rs.7200/- (i.e. Rs.5200 + 2000) only.]** Hence, the pay of the Junior Assistants / Agricultural Officers who joined service prior to 01—06—2009 and on or after 01—06—2009 shall be fixed as follows:-

Employees joined prior to 1—6—2009 [G.O.Ms.No.258, Fin(PC)Dept, dt: 23— 6—2009]			Employees joined on or after 1—6--2009		
Scale of pay : Rs.5200—20200 + Grade Pay of Rs.2,000/-			<b>Minimum</b> of the Scale of pay : Rs.5200—20200 + Grade Pay of Rs.2,000/-		
	Rs.			Rs.	
Basic Pay ..	5960		Minimum of the ..	5200	
(1.86 fitment benefit)			scale of pay		
Grade Pay ..	2000		... ..	2000	
Dearness Allowance @ ..	1751		... ..	1584	
22%					
House Rent Allowance ..	680		... ..	680	
City Compensatory ..	180		... ..	180	
Allowance					
<b>Total ..</b>	<b>10571</b>		<b>... ..</b>	<b>9644</b>	
Difference : Rs.10571 – 9644 = <b>Rs.927/-</b>					

Likewise the Agricultural Officers joined prior to 01—06—2009 and on or after 01—06—2009 are entitled for the following emoluments :-

<b>Agricultural Officer : Rs.9300—34800 + Grade Pay of Rs.4700/-</b>					
Appointed prior to 1—6--2009			Appointed on or after 1—6--2009		
Basic Pay	..	Rs. 12090	Minimum of the	..	Rs. 9300
(1.86 fitment benefit)			scale of pay		
Grade Pay	..	4700	...	..	4700
Dearness Allowance	..	3694	...	..	3080
@22%					
House Rent Allowance	..	2000	...	..	1600
City Compensatory	..	600	...	..	400
Allowance					
<b>Total</b>	..	<b>23084</b>	...	..	<b>19080</b>
Difference : Rs.23084 – 19080 = <b>Rs.4,004/-</b>					

From the above, the Commission also observed that disparity in pay of Junior Assistants/ Agricultural Officers recruited by the TNPSC in March'2009 and May, 2009 and who joined on or after 1—6—2009 has arisen due to delay in relieving the individual employees by the departments where they were working as Contract Assistants and in the case of Agricultural Officers delay in joining duty is due to issue of posting orders by the Regional Joint Directors of Agriculture which is purely administrative delay and not the fault of the individuals. As the monetary loss pointed out in the above table would be recurring during the entire service period, there is justification to protect the same. Considering the peculiar circumstances of the case, and also taking into account the fact that some of the juniors are drawing more pay than seniors due to their joining prior to 01—06—2009 and the seniors joining duty after 01—06—2009 and also considering the fact that the Selection list has been published by the TNPSC prior to 01—06—2009 itself, the Commission finds justification to rectify the anomaly. Accordingly the Commission

recommends that orders may be issued by Government relaxing Rule 9 of the Tamil Nadu Revised Scale of Pay Rules, 2009 in favour of the incumbents recruited by the Tamil Nadu Public Service Commission in March'2009 and May,2009 prior to 01—06—2009 in the same batch and appointed on a subsequent date on or after 01—06—2009 due to administrative delay with a view to compensate the monetary loss incurred by the individual employees. The Commission also recommends that the above fitment benefit may be given notional effect from the date of appointment of the individual employees concerned.

**(ii) GENERAL REQUEST**

The Association of Engineers and Assistant Engineers' Association, Tamil Nadu Public Works Department, Nagercoil, The Tamil Nadu Secretariat Association, Steno-grapher in Various departments, Technical Assistant in Chennai Corporation and Secondary Grade Teachers and Several Assistant Engineers working in various Government department have requested to extend the pay fixation benefit of 1.86 factor to the newly recruited employees who have joined service after 01—06—2009. The Commission observed that in this case, though the Tamil Nadu Public Service Commission has conducted its examination in May 2008 and Oral Interview in April 2009, appointment orders were issued by the Tamil Nadu Public Service Commission only after 1—6—2009 and the persons who have thus joined duty after 01—06—2009 should be treated as 'New recruits'. Hence, the Commission finds that they have no right to claim the fitment benefit applicable to those employees in service / appointed prior to 1—6—2009 and they are only entitled to have their pay fixed in the minimum of the pay band + Grade Pay applicable to the post. Hence, the Commission finds no justification to consider their request.

## TRADE POSTS

Representations have been received from Tamil Nadu Government Officials Association, Tamil Nadu Government Employees Union and various Service Associations requesting to revise the scales of pay of the Trade Posts on par with similar posts in Central Government. The Federation of the Tamil Nadu Technical Employees Association has also requested to revise the existing scales of pay of Grade--II trade posts from Rs.3050—4590 to 4500—7000, Grade--I trade posts from Rs.4000—6000 to Rs.5500--9000, Special trade posts from 4300—6000 to Rs.6500—10500 and Supervisory trade posts from Rs.4500—7000 to Rs.8000--13500 (pre-revised) respectively with corresponding revised scales of pay. The above said associations have also requested to bring all the technical posts into four groups and designate them as Junior Technical Officer, Assistant Technical Officer, Technical Officer and Supervisory Technical Officer.

2) The Commission observed that the Official Committee,1992 constituted to go into the anomalies arising out of the recommendations of Fifth Tamil Nadu Pay Commission has recommended that Grade—II Trade posts requiring ITI qualification may be allowed an uniform pay scale of Rs.950—1500 irrespective of the academic qualification of SSLC pass or SSLC failed equating these posts with the post of “Skilled” under Government of India and all Grade—I trade posts were placed on Rs.1100—1660. The Commission has also recommended to retain the scales of pay fixed based on the recommendations of the Fifth Tamil Nadu Pay Commission to various other trade posts for which practical experience alone is required. Accordingly, general orders have been issued to the effect that all Grade—II

trade posts hither-to classified under Group—II requiring ITI certificate allowing the scale of pay of Rs.950—1500 and all such Grade—I trade posts allowed Rs.1100—1660. It was also ordered that the pre-requisite qualification for all entry level trade post or Grade—II posts should be uniformly fixed as ITI certificate, if it is not so, suitable amendment to the relevant adhoc rules should be made.

3) The Commission also observed that based on the recommendations of the Official Committee, 1998 the revised scales of pay of the Grade—II and Grade--I trade posts in all departments have been revised as Rs.3050—4590 and Rs.4000—6000 respectively. Consequently, the next level promotional posts like Chageman / Artisan Special/Assistant Foreman etc. in various departments were placed in the next higher level scale of pay of Rs.4300—6000. The Official Committee, 2009 has recommended revised scales of pay to all Trade Posts corresponding to the pre-revised scales of pay as follows:--

		Pre-revised scale of pay (w.e.f. 1-1- 96)	Revised scale of pay + Grade Pay ( w.e.f.1-1-06)
		Rs.	Rs.
Supervisory Posts (Foreman etc.)	...	4500—7000	5200—20200 + 2800
Special Trade Posts ( Fitter Special / Mechanical Special etc.)	...	4300—6000	5200—20200 + 2600
Grade—I (promotion posts)	...	4000—6000	5200—20200 + 2400
Grade –II (entry level posts)	...	3050—4590	5200—20200 + 1900
Other Trade Posts	...	2750—4400	5200—20200 + 1800
	...	2650—4000	4800—10000 + 1650
	...	2610—3540	4800—10000 + 1400
	...	2550--3200	4800—10000 + 1300

4) This Commission has examined the requests of various Service Associations and individual employees in Trade Posts following the decision of Government of India to merge the Unskilled and Semi-skilled workers in the scale of pay of Rs.2550—3200 and Rs.2650—4000; the Commission has considered the request of the technical employees appointed with ITI Certificate / practical experience in the respective trade and finds justification to rationalize the trade posts and make the following revision in their scales of pay.

- i) To merge the Unskilled and Semi-skilled employees now existing in trade posts in the scales of pay from Rs.2550—3200 to Rs.2750—4400 (pre-revised) and to place such posts on a higher scale of pay of Rs.3050—4590 (pre-revised) with corresponding revised scale of pay duly re-designating these posts as **Unskilled**.
- ii) Consequent on the above upgraded scale of pay of Rs.3050—4590 (pre-revised) recommended to Unskilled and Semi-skilled employees, the Commission finds justification to place the entry level Grade—II trade posts one level above the existing scale of pay from Rs.3050—4590 to Rs.3200—4900 (pre-revised) with corresponding revised scale of pay duly re-designating the Grade—II trade posts as **Skilled Assistant Grade--II**.
- iii) The Government of India has not made any recommendation in respect of further revision of scale of pay of Grade—I trade posts viz. Highly Skilled workers. However, considering one level jump recommended to Grade-II trade posts and also taking into account the plus two qualification prescribed for certain trade courses, the Commission finds justification to place the Grade—I trade posts

one level above the existing scale of pay from Rs.4000—6000 to Rs.4300—6000 (pre-revised) with corresponding revised scale of pay duly re-designating the Grade—I trade posts as **Skilled Assistant Grade--I.**

- iv) Consequent on the upgraded scale of pay recommended to Grade-I trade posts, the Commission also finds justification to place the promotion posts to Grade—I trade posts one level higher than the existing scale of pay. The Commission, therefore recommends to revise the scale of pay of the promotion posts to Grade—I trade posts viz. Artisan Special / Assistant Foreman etc. from Rs.4300—6000 to Rs.4500—7000 with corresponding revised scale of pay duly recommending to re-designate these posts as **Special Artisan.**
- v) The Supervisory technical posts presently in the scale of pay of Rs.4500—7000 (pre-revised) such as Foreman (Mechanical), Maistry, Chageman (Mechanical / Electrical), Assistant Store Keeper, Tailoring / Weaving Instructor, Boot Maistry, Soap Chemist, Phenyle Assistant and certain posts in Stationery & Printing Department, the requisite qualification for direct recruits is Diploma qualification. As the One Man Commission has elsewhere recommended to place all para-medical posts with diploma qualification at Rs.5000—8000 (pre-revised), the Commission finds every justification to revise the scale of pay of the Supervisory Technical posts from Rs.4500—7000 to Rs.5000—8000 (pre-revised) with corresponding revised scale of pay duly re-designating these supervisory posts as **Supervisor.**

Accordingly, the Commission recommends to revise the scales of pay of the trade posts uniformly in all Government Departments / Local Bodies as shown below:--

Sl. No	Name of the post	Existing pre-revised scale	Existing scale + Grade Pay	Revised scale of pay recommended by OMC.
		<b>Rs.</b>	<b>Rs.</b>	<b>Rs.</b>
1.	Supervisory posts ( re-designated as) <b>Supervisor</b>	4500—7000	5200—20200 + <b>2800</b>	9300—34800 + <b>4200</b>
2.	Special Grade Trade Posts ( re-designated as) <b>Special Artisan</b>	4300—6000	5200—20200 + <b>2600</b>	5200—20200 + <b>2800</b>
3.	Grade—I (promotion posts) ( re-designated as) <b>Skilled Assistant Grade--I</b>	4000—6000	5200—20200 + <b>2400</b>	5200—20200 + <b>2600</b>
4.	Grade –II (entry level posts) ( re-designated as) <b>Skilled Assistant Grade--II</b>	3050—4590	5200—20200 + <b>1900</b>	5200—20200 + <b>2000</b>
5.	Other Trade Posts ( re-designated as) <b>Unskilled</b>	2750—4400 2650—4000 2610—3540 2550—3200	5200—20200 + 1800 4800—10000 + 1650 4800—10000 + 1400 4800—10000 + 1300	5200—20200 + <b>1900</b>

5) The abovesaid Associations have also requested to enhance the existing rate of HRA & CCA, Uniform Allowances, Stitching Allowance, Washing Allowance and sanction of Risk Allowance considering their nature of duties. The Commission observed that based on the recommendations of the Official Committee, 2009, necessary orders have been issued enhancing the existing quantum of various allowances. Therefore, the Commission finds no justification for further enhancement of these allowances and also the sanction of new allowances as requested by the Associations.

## **PENSION AND RETIREMENT BENEFITS**

### **ENHANCED SCALE OF PAY / PENSION**

The Retired Official Association and some of the Retired Officers have requested revision of scale of pay of Deputy Secretary to Government and equally placed posts such as District Revenue Officers, Joint Directors, Deputy Commissioner of Commercial Taxes and Joint Commissioner, HR&CE etc., from Rs.15600—39100 + Grade Pay of Rs.7600/- to Rs.37400—67000 and in the same Grade Pay. The Commission has not recommended upgraded scale of pay to the posts of Joint Directors, District Revenue Officers, Deputy Secretaries and other equivalent posts. Hence, the retired District Revenue Officers / Deputy Secretary to Government and Joint Directors are entitled for 50% of minimum of the revised pay scale (PB—3) recommended by the Official Committee as per the existing orders in force.

### **REQUEST OF THE EX. VILLAGE OFFICERS AND**

#### **EX. VILLAGE ASSISTANT**

The Ex-Village Officers and Ex-Village Assistants have requested that the Special Pension and Special Family Pension of Rs.350/- and Rs.250/- respectively now sanctioned to them may be enhanced to Rs.3050/- (i.e. minimum Pension) on par with State Government Pensioners. The Commission noticed that Government has allowed Interim Arrears to the Pensioners like Ex-gratia Pensioners, Ex-Village Assistants and their families / Erstwhile Village Munsif / Karnam Pensioners and Family Pensioners vide clarification issued in Government Letter No.2595/Finance (PC)/2009-01, Finance, dated:23—1—2009. But in the general orders issued for pension revision, no revision has been indicated to the above / mentioned category of

pensioners. However, it is ascertained by the Commission that the issue has already been examined by Revenue Department in consultation with Finance (Pension) Department and orders in this regard are likely to be issued shortly. Hence, the Commission finds no separate action is called for on this issue.

### **ENHANCEMENT OF MINIMUM PENSION**

Several Pensioners Association have requested that the Minimum Pension of Rs.3,050/- now sanctioned to the State Government Pensioners may be enhanced to Rs.3,500/- p.m. on par with Central Government. The Commission finds that minimum Pension / family Pension has been enhanced to Rs.3500/- p.m. by Government of India taking into account the minimum of Pay Band 1 / Pay scale and its Grade Pay ( i.e.  $Rs.5200 + 1800 = 7000/2 = Rs.3,500/-$ ). Whereas in State Government the minimum revised scale of pay applicable is  $Rs.4800—10000 + Grade Pay of Rs.1300/- = 6100 /2 = Rs.3,050/-$ . Hence, the Commission finds that the Minimum Pension fixed for State Government Pensioners is in order and does not require any change.

### **TWENTY YEARS OF QUALIFYING SERVICE**

Various pensioners association have requested that employees who have rendered twenty years of qualifying service are eligible for getting the full pension benefit in Government of India and the same may also be extended to the State Government employees. The Commission finds that the net qualifying service of the State Government employees for full pension benefit has been reduced from 33 years to 30 years with effect from 01—07—1996. Hence, the Commission finds no justification to bring down the Net Qualifying

Service for full pension to 20 years. Therefore the Commission recommends that the existing statusquo may be continued.

### **ADDITIONAL QUANTUM OF PENSION**

Several Pensioners' Association and individual Pensioners have requested to grant 20% increase in Pension as additional quantum of Pension to the Pensioners aged 80 years and above as ordered to Central Government Pensioners. The Commission finds that the fixation of pension will be subject to the provision that the revised pension, in no case shall be lower than fifty per cent of the minimum of the pay in the revised pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired. The Commission finds no justification to grant additional quantum of pension on percentage basis to the Pensioners / Family Pensioners beyond 80 years of age since any discrimination in such percentage increase to the old age Pensioners / Family Pensioners may not stand the test of law since the different percentage increases given to pensioners based on the year of retirement as granted earlier by the Fifth Tamil Nadu Pay Commission to give due weightage in the pension for the old retirees was quashed by the Court and the same percentage increases was given to all the retirees by issuing a common order in G.O.Ms.No.579, Finance (Pension) Department, dated : 15—09—2006. The Official Committee 2009 has also not recommended additional quantum of pension to the old age pensioners. This Commission also endorses the recommendation of the Official Committee 2009 which is in consonance with the principal of "one rank one pension".

## **MULTIPLYING THE PERSONAL PAY BY THE FACTOR OF 1.86**

The Headmasters of High School and Higher Secondary Schools were drawing personal pay Rs.500/- and Rs.600/-. The Pay is fixed for the Headmasters who have joined this post after 01—01—2006 to sanction the multiplying the personal pay by the factor of 1.86. Further, a retired Head Master has stated that as on 1.1.2006, he has worked as a P.G Teacher and he has joined as a High School Headmaster on 5.11.2008. The scale of pay for the above two posts is Rs.6500—200—10500. Therefore, he has requested that the personal pay may be taken into account for multiplying the factor of 1.86. The Commission finds that the Government has already clarified the methodology of fixation of pay taking into account the Personal Pay drawn by the Headmasters of High Schools and Higher Secondary Schools who have joined the above post prior to or on 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. (Vide Government Letter No.45113, Finance (PC) Department, dated:17—8—2009). Hence, the Commission finds that the question of taking into account the Personal Pay drawn by the Head Masters in the revised scales of pay does not arise.

## **REQUEST OF PENSIONERS ASSOCIATION**

Various Pensioners Association and individual Pensioners have requested to sanction the following

- i) The Government of India has granted revision of pension with effect from 1—1—2006 with all monetary benefits. In State Government the revision of pensionary benefits have been given effect from 1—1—2006 with monetary benefit from 1—1—2007. Therefore, the Association requested that the revision of pensionary benefits may be made with monetary effect from 1—1—2006 in tune with Central Government.
- ii) The Central Government has sanctioned family pension to unmarried daughters of pensioners till her death. That benefit may be sanctioned to State Government Pensioners unmarried daughter's also.
- iii) The Central Government has sanctioned to their Pensioners / widow daughter family pension till her death. That benefit may be sanctioned to State Government Pensioner widow daughter's also.
- iv) Identity Card has been issued by Central Government to their Pensioners. This may also be issued to State Government Pensioners.
- v) The Tamil Nadu Family Pensioner Benefit Fund of Rs.25,000/- now sanctioned to Family Pensioners may be enhanced to Rs.50,000/-.

- vi) The 30% train travel concession sanctioned by the Central Government to its Pensioners. This pattern may also be extended by the Bus travel to the State Government Pensioners.
- vii) The Medical Allowance may be enhanced from Rs.50/- to Rs.250/- p.m.
- viii) The HRA, CCA and Hill Allowance may be sanctioned to the State Government Pensioners.
- ix) The Contributory Pension Scheme implemented by the State Government as on 1—4—2003 may be abolished.

The Commission finds that the above requests may be considered based on the policy decision of the Government and the capacity to pay the existing benefits. Hence, the Commission recommends that these requests have to be considered by Government and the Commission finds no justification to further grant the above concessions as sought for by the Association.

### **PAYMENT OF ARREARS**

Various Pensioners' associations and individual pensioners have requested the payment of arrears of pension in one lumpsum. Further, they have stated that the revision of Pension and Pensionary benefits has been granted by the Government with notional effect from 01—01—2006 and with monetary benefit from 01—01—2007. The Period of calculating pensionary benefits is only from 01—01—2007 to 31—05—2009. The Pensioners and Family Pensioners have pointed out that they have already got Interim arrears of three months Basic Pension + Dearness Pay +Dearness Allowance as on 01—01—2009 and that amount will be deducted in the arrear amount.

The balance arrear amount is very meagre. Therefore, the Associations have requested that the balance of revised pension arrear amount may be paid in one lumpsum instead of waiting till the next financial year 2011-2012. The Commission observed that the employees retired prior to 1—1—2006 are treated as pensioners in the ambit of the Pay Revision / Pension Revision ordered by the Official Committee 2009. These pensioners were granted Interim Arrears in January'2009 at the rate of 3 months Basic Pension + Dearness Pension + Dearness Allowance as applicable on 1—1—2009. Subsequently, the balance arrears of pension to pensioners was ordered to be paid in three instalments. ( i.e. 1<sup>st</sup> instalment in the year 2009—10, second instalment in the year 2010—11 and third and final instalment in the year 2011—12). Consequent on the payment of Interim Arrears (3 months Basic Pension + Dearness Pay + Dearness Allowance) the balance pension arrears would be very meagre. The Commission consider that this is a policy matter to be decided by the Government. Hence, the Commission recommends that the matter may be referred to the Government for due consideration.

### **ANOMALIES IN PENSION**

Various Pensioners Association and Several individual Pensioners have requested to rectify the anomalies in their Pension / Family Pension in respect of those retired before 01—01—2006 and after 01—01—2006 as the pension / pay fixation benefit is not equalised. Therefore they have requested the revision of pension benefit may be equated on par with those retired after 01—01—2006 in the revised scales of pay. The Commission finds that the request of the Association to grant Pension / Family Pension to those retired prior to 1—1—2006 on par with those retired on or after 01—01—2006 is not feasible of compliance, since the pre—2006

retirees have already been extended pension revision equivalent to 50% of the revised scale of pay + Grade Pay applicable to the post last held by the employees concerned at the time of retirement with effect from 01—01—2006. Hence, the Commission finds no justification to consider this request.



## COST OF RECOMMENDATIONS

As already mentioned in the Introduction Chapter, the request of the Employees Associations / Pensioners were examined by the Commission, taking into account the Central Parity, prevailing local anomaly and inadequacy of pre-revised pay scales for some of the categories of posts the Commission has made necessary recommendations in this regard department wise. The financial commitment on these recommendations would be around Rs. 223 crores per annum, of which the commitment on recommendations for the grant of Special Allowances for Secondary Grade Teachers and Head Masters of High School alone would be around Rs.71 crores. More than 2 lakhs of employees will be benefited by these recommendations. The details of financial implications are as follows:-

	Rupees in crores (Per annum)
Pay Fixation	105.62
Trade Posts --	6.64
D.A @ 35%	39.29
Special Allowance for Secondary Grade Teachers and Head Masters of High School	71.13
<b>Total ...</b>	<b>222.68</b>





## **ACKNOWLEDGEMENT**

The Official Committee constituted to examine and make necessary recommendations for the revision of scales of pay and allowances to State Government employees and Teachers including employees of Local Bodies based on the decisions of the Central Government on the recommendations of the Sixth Central Pay Commission has recommended revised pay scales on “pay scale to pay scale” basis. Accordingly, 28 corresponding revised pay scales have been granted as against the existing pre-revised scales of pay. Hence, the task of this Commission is to examine anomalies, if any arising out of the recommendations of the Official Committee. This Commission therefore has made an extensive examination of the request made by various associations on Central pay parity and the anomalies in the levels brought to the notice of the Commission department-wise. One of the appreciable fact is that the task was possible due to the immediate response made by the service associations in submitting memoranda with detailed backgrounds regarding similar posts in Central Government which enabled the Commission to actively undertake the work.

The Commission has also taken into account the various recommendations made by the earlier One Man Commission, 1998 while making recommendations. The Commission also found that the discussion with the various service associations were useful regarding the duties and responsibilities discharged by the employees / categories in comparison with similar posts in Government of India. Further, the Commission has also sought the remarks / reports of the various Heads of Departments including Medical / Technical Departments for rationalizing the paramedical posts as well as the trade posts. The Commission has also obtained particulars regarding the scale of pay granted to the Central Government teachers

working in the Kendriya Vidyalaya Sangathan Schools. The Commission wishes to thank the Heads of Departments concerned and the Kendriya Vidyalaya Sangathan for the cooperation and valuable information / particulars furnished by them.

The Commission wishes to place on record the yeoman services rendered with devotion by the officers and supporting staff of the Commission, their efforts in examining complicated issues backed with required data and various back records paved way for smooth completion of the task of the Commission. The list of officers and the staff members of the Commission is annexed to this report.

The Commission also records its thanks to every member of the office of the Commission for their long hours of work with utmost sincerity and devotion.

*R.Ranjana* 31/3/2010

**RAJEEV RANJAN,  
CHAIRMAN, ONE MAN COMMISSION.**

CHENNAI – 9

31<sup>st</sup> March, 2010.





# **LIST OF OFFICERS / SUPPORTING STAFF OF**

## **ONE MAN COMMISSION**

### **ADDITIONAL SECRETARY**

THIRU M.PADMANABHAN

### **DEPUTY SECRETARY**

THIRU R.V.NATHAN

### **UNDER SECRETARY**

THIRU S.RADHAKRISHNAN

### **SECTION OFFICER**

THIRU D.SRIDHAR

### **ASSISTANT SECTION OFFICERS**

THIRU T.V.MURUKANANTH

THIRU M.SENTHILVEL

THIRU P.RAJAKUMAR

THIRU K.BALAMURUGAN

### **PRIVATE SECRETARIES**

TMT. R.BHARATHI

SELVI. R.THENMOZHI

### **ASSISTANT**

THIRU P.PANDIARAJAN

### **TYPIST**

THIRU S.P.JAYAKUMAR

### **RECORD CLERK**

THIRU H.SABOOR AHMED

### **DUFFADAR**

THIRU M.ANTHONY

### **OFFICE ASSISTANTS**

THIRU K.V.GANESHBABU

THIRU R.VETRIVEL









**ANNEXURE -- I**  
**LIST OF RECOGNISED / UNRECOGNISED ASSOCIATIONS**  
**HEARD BY ONE MAN COMMISSION.**

1. Tamil Nadu Government Officials Union.
2. Tamil Nadu Forest Staff Association (Z)
3. Tamil Nadu Tahsildar, Deputy Tahsildar Association.
4. Tamil Nadu Forest Service Association.
5. Tamil Nadu Forest Staff Association (M).
6. Tamil Nadu Temple Executive Officers Federation.
7. Tamil Nadu Arasu Motor Vehicle Maintenance Department Employees Association.
8. The Tamil Nadu Health Inspectors Association.
9. Tamil Nadu Local Fund Audit Services Association.
10. Tamil Nadu Assistant Agricultural Officers Association.
11. Tamil Nadu Government Employees Union (KB).
12. Tamil Nadu Government Nurses Association.
13. Tamil Nadu Government Employees Union (MP).
14. Tamil Nadu Government Village Health Nurses Association.
15. Tamil Nadu Draughtsmens' Association.
16. Tamil Nadu Asiriyar Kootani.
17. Tamil Nadu Thodakapalli Asiriyar Mandram.
18. Tamil Nadu Cooperative Audit Officers Association.
19. Tamil Nadu Secretariat Association.
20. Tamil Nadu Government Employees Association.
21. Tamil Nadu Revenue Officials Association.
22. Tamil Nadu Government Medical Department Staff Association.
23. Tamil Nadu Government Pharmacists' Association.
24. Tamil Nadu Police Department Ministerial Employees Association.
25. Tamil Nadu Local Fund Audit Department Inspectors Association.
26. Public Health Department Officials Association.
27. Tamil Nadu Radiological Assistants Association.
28. The Tamil Nadu Government Medical Laboratory Technician's Association.
29. The Tamil Nadu Industrial Training Officials Association.
30. Public Works Department Electrical Employees Association.
31. Tamil Nadu Government Officials Association ( C & D) Group.
32. Tamil Nadu Veterinary Assistant Surgeons Association.
33. Association of Tamil Nadu Highways Engineers.
34. Association of Engineers & Assistant Engineers Association (TNPWD).
35. Tamizhaga Arambappalli Asiriyar Kootani.
36. The Tamil Nadu Elementary School Teachers Federation.
37. Tamil Nadu Post Graduate Teachers Association.
38. Tamil Nadu Higher Secondary School Headmasters Association.
39. Tamil Nadu Higher Secondary Post Graduate Teachers Association.
40. Tamil Nadu High and Higher Secondary School Headmasters Association.
41. Tamil Nadu Graduate Teachers' Association.
42. Tamizhaga Tamilasiriar Kazhagam.
43. Promoted B.Ts' and Tamil Teachers Kazhagam.
44. Tamil Nadu High-Higher Secondary School Graduate Teachers Association.
45. Tamil Nadu Government Agricultural Graduates' Association.
46. Tamil Nadu Survey Officer's Union (Central).
47. Tamil Nadu Municipal Bill Collectors Association.
48. Tamil Nadu Agricultural Marketing Department (Marketing Division) Employees Association.

49. Tamil Nadu Health Visitors Association.
50. Tamil Nadu Local Fund Audit Officer's Association.
51. Tamil Nadu Municipal Officers Association.
52. Tamil Nadu State Municipal and Corporation Sanitary Inspectors and Sanitary Officers Association.
53. Tamil Nadu Radio Supervisors Association.
54. The Tamil Nadu Industrial Cooperative Subordinate Officers' Association.
55. Tamil Nadu Rural Development Panchayat Union Employees Association.
56. Tamil Nadu Secretariat Retired Officers Association.
57. Tamil Nadu Government Agricultural Laboratory Assistants Association.
58. Tamil Nadu Public Works Department Irrigation Employees Union.
59. Tamizhaga Asiriyar Kootani.
60. The Tamil Nadu Treasuries and Accounts Officers Association.
61. Federation of Ministerial Staff of Tamil Nadu – FEDOMINS.
62. Tamil Nadu Town Panchayat Executive Officers Association.
63. Tamil Nadu Commercial Taxes Service Association.
64. Tamil Nadu Government Statistics Subordinate Officers Association.
65. Tamil Nadu Medical Laboratory Technicians Association.
66. Tamil Nadu Livestock Inspectors Association.
67. Tamil Nadu Government Department Drivers Central Association.
68. Tamil Nadu Secretariat Drivers Association.
69. Tamil Nadu Government Office Assistants & Basic Servants State Central Association.
70. Maternal Child Health Officers Association.
71. All India Teachers Peravai.
72. Tamil Nadu Medical Department Administration Employees Association.
73. Tamil Nadu Public Health Entomologist Association.
74. Tamil Nadu Anti Malaria Laboratory Field Assistants Association.
75. Tamil Nadu Dieticians Association.
76. Tamil Nadu Labour Service Officials Association.
77. Tamil Nadu Government Survey and Land Records Field Assistant Association.
78. Tamil Nadu Village Administrative Officers Association.
79. Tamil Nadu Government Village Assistants State Association.
80. Tamil Nadu Secretariat Private Secretaries, Personal Assistants & Personal Clerks Association.
82. Tamil Nadu Civil Services and Retired Revenue Officers Association.
83. Tamil Nadu Retired Officials Association.
84. Retired Officials Association, (State Centre).
85. Tamil Nadu Motor Vehicles Inspectors' (Technical) Association.
86. Tamil Nadu Cooperative Audit Department Officers Association (Regd.).
87. Government Siddha Doctors State Association.
88. Tamil Nadu Government Ophthalmic Assistant Association.
89. The Officers of Hindu Religious & Charitable Endowment Department.
90. Tamil Nadu Engineering Association – Public Works Department.
91. Tamil Nadu Sericulture Staff Association.
92. Tamil Nadu Municipal Sanitary Supervisors Association.
93. Tamil Nadu All Government Departments and Government Undertakings Information Technology Employees Federation.
94. Tamil Nadu Police Transport Workshop Technical Staff Association.
95. Federation of the Tamil Nadu Technical Employees Association.
96. Government Press Supervisory Staff Association.
97. Tamil Nadu Secretariat Office Assistants Association.
98. Tamil Nadu Overseers Association.
99. Retired Doctors Association.

100. Tamil Nadu Leprosy Eradication Supervisory Officials Association.
101. Connemara Public Library Staff Association.
102. Tamil Nadu Museum Employees Association.
103. Tamil Nadu Village Health Nurse Association (Dharmapuri District).
104. Tamil Nadu Village Health Nurse Association (Kumbakonam).
105. Tamil Nadu Sericulture Department Officers Association.
106. Tamil Nadu Government PWD Workshops & Stores Technical Employees Association.
107. Tamil Nadu State Civil Court's Senior Bailiff's Association.
108. Tamil Nadu Village Administrative Officers Munnetra Sangam.
109. Tamil Nadu Nutritious Meal Employees Association.
110. Tamil Nadu Fisheries Executive Subordinates Association.
111. Tamil Nadu PWD. Employees Association.
112. Tamil Nadu Social Welfare Department Employees Association.
113. Photographers of Information & Public Relation Department (Secretariat / Collectorate).
114. Auxiliary Nurse Mid-wife Association, Tiruchirappalli.
115. Government Rural Doctors Association.
116. Employees of Tamil Nadu Pollution Control Board.
117. Tamil Nadu Government All Pharmacist Association.
118. Tamil Nadu Engineers' Federation.
119. Tamil Nadu PWD. Senior Engineers Association.
120. Tamil Nadu Arasu Anaithu Paniyalar Kazhagam.
121. Technical Staff Association (Government Aided Engineering Colleges).
122. Forensic Sciences Department Technicians and Laboratory Assistants Welfare Association.
123. Tamil Nadu Government Prisons Department Technical Staff Association.
124. Tamil Nadu Child Development Project Officers Welfare Association.
125. Tamil Nadu Government Corporation Multipurpose Health Workers Association.
126. All Bharat Confederation of Senior Citizens and Pensioners.
127. Tamil Nadu Government Stenographers Association.
128. Tamil Nadu Secretariat Temporary Typists Association.
129. Retired Anganwadi Workers Association.
130. Makkal Nalapaniyalarkal Sangam.



**FINANCE (PAY CELL) DEPARTMENT**  
**G.O. Ms. No. 444, DATED: 9<sup>th</sup> SEPTEMBER, 2009**  
(Aavani--24, Thiruvalluvar Aandu 2040)

**Revised Scales of Pay, 2009** – Orders issued based on the recommendations of the Official Committee on pay revision – Rectification of anomalies, if any – Constitution of One Man Commission – Orders – Issued.

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**Read:**

G.O.Ms.No.234, Finance (Pay Cell) Department, dated: 01—6—2009.

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**ORDER :-**

Based on the recommendations of the Official Committee, 2009, orders have been issued in the Government Order read above revising the scales of pay of Employees / Teachers including employees of Local Bodies on a “Pay scale to Pay scale basis” notionally with effect from 1—1—2006 and with monetary benefit from 1—1—2007. Now, some Employees / Teachers Associations pointing out certain anomalies in their revised pay scales have requested to constitute an One Man Commission to redress their grievance.

2) After careful consideration, accepting the request of various Employees Associations, Government direct that an One Man Commission shall be constituted duly headed by Thiru Rajeev Ranjan, I.A.S., Principal Secretary to Government, Commercial Taxes and Registration Department.

3) The following are the terms of reference of the Commission:--

- (i) Representations on anomalies, if any, consequent on the implementation of the revised scales of pay or in the method of fixation of pay in the revised pay structure or other benefits on pay revision shall be examined by the One Man Commission.
- (ii) The Commission shall make specific recommendations to the Government on the representations / anomalies considered by the Commission.
- (iii) The Commission shall submit its report to Government by 31--12--2009.

4) All Departments of Secretariat and Heads of Departments are requested to furnish the information called for by the One Man Commission.

/p.t.o./

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5) The Joint Secretary to Government, Finance (Pay Cell) Department shall assist the One Man Commission. As regards supporting staff to the One Man Commission, orders will be issued separately.

**(BY ORDER OF THE GOVERNOR)**

**K.S. SRIPATHI,**  
CHIEF SECRETARY TO GOVERNMENT.

To

Thiru Rajeev Ranjan, I.A.S., Principal Secretary to Government,  
Commercial Taxes and Registration Department, Chennai – 9.

All Secretaries to Government.

All Departments of Secretariat.

All Heads of Departments.

The Accountant General, Chennai - 18 / 35 / 9.

**Copy to:**

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

The Special Personal Assistant to Hon'ble Minister (Finance), Chennai – 9.

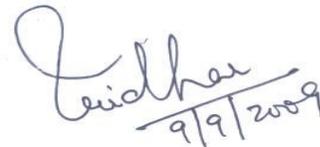
The Private Secretary to Chief Secretary to Government, Chennai – 9.

The Private Secretary to Principal Secretary to Government,  
Finance Department, Chennai– 9.

Finance (OP.I / OP.II / Bills) Department, Chennai – 9.

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**// Forwarded / By Order//**



**SECTION OFFICER.**



(Abstract)

One Man Commission – Constituted to examine and rectify anomalies, if any, in the recommendations of the Official Committee – Extension of the tenure of the Commission – Orders – Issued.

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**FINANCE (PAY CELL) DEPARTMENT**

**G.O.(Ms).No.565**

**Dated:24—12—2009.**

மார்ச்சு—09,

திருவள்ளூர் ஆண்டு 2040.

**Read:**

G.O.Ms.No.444, Finance (PC) Department, dated:09—09—2009.

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**ORDER :-**

In the Government Order read above, orders have been issued constituting an One Man Commission duly headed by Thiru Rajeev Ranjan, I.A.S., presently Principal Secretary to Government, Industries Department, Chennai-9 to go into the anomalies, if any, arising out of the recommendations of the Official Committee and make specific recommendations to the Government on the representations / anomalies considered by the Commission. The One Man Commission has been requested to submit its report to Government by 31—12—2009.

2) The One Man Commission held hearing with about 130 Recognised / Unrecognised Service Associations from 5—10—2009 to 01—12—2009 and these Associations including several individual employees / Pensioners have submitted their detailed Memoranda / Representations to the One Man Commission seeking redressal of their grievances / pay anomalies. As the tenure of the One Man Commission expires on 31—12—2009 and as it will take some more time to process and finalise the report, the One Man Commission has sought extension of the tenure of the Commission for a further period of three months beyond 31—12—2009.

/p.t.o./

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3) After careful consideration, Government direct that the tenure of the One Man Commission constituted in the Government Order read above shall be extended for a further period of three months beyond 31—12—2009.

**(BY ORDER OF THE GOVERNOR)**

**K.GNANADESIKAN,**  
PRINCIPAL SECRETARY TO GOVERNMENT.

**To**

Thiru Rajeev Ranjan, I.A.S., Principal Secretary to Government,  
Industries Department, Chennai – 9.  
All Secretaries to Government.  
All Departments of Secretariat.  
All Heads of Departments.  
The Accountant General, Chennai - 18 / 35 / 9.

**Copy to:**

The Secretary to Hon'ble Chief Minister, Chennai – 9.  
The Special 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.  
Finance (OP.I / OP.II / Bills) Department, Chennai – 9.  
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**SECTION OFFICER**