



FINANCE (PAY CELL) DEPARTMENT
G.O. Ms. No. 234, DATED: 1ST JUNE, 2009
(Vaikasi--18, Thiruvalluvar Aandu 2040)

OFFICIAL COMMITTEE, 2009 – Recommendations of the Official Committee on revision of scales of pay and allowances, etc. – Orders – Issued – The Tamil Nadu Revised Scales of Pay Rules, 2009 – Notified.

READ :

1. G.O.Ms.No.105, Finance (Pay Cell) Department, dated: 07—02--2006.
2. G.O.Ms.No.358, Finance (Pay Cell) Department, dated: 20—8—2008.
3. G.O.Ms.No.496, Finance (Pay Cell) Department, dated: 17--11-- 2008.
4. G.O.Ms.No.10, Finance (Pay Cell) Department, dated: 13—01--2009.
5. G.O.Ms.No.72, Finance (Pay Cell) Department, dated: 19—02--2009.

ORDER:

The Government of Tamil Nadu in the Government Order second read above constituted an Official Committee to examine and make necessary recommendations for the revision of scales of pay and allowances of 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. The Committee was also requested to examine the decision of the Government of India on the revision of pension, family pension, retirement benefits and make necessary recommendations. It has also been ordered that while making recommendations of scales of pay, the Committee will take into account the local conditions and the present relativities.

2. The Official Committee has submitted its report to Government on 27—05—2009. The Government has carefully examined the recommendations of the Committee and has taken the following decisions:--

(i) PAY STRUCTURE:-

(a) The Government while implementing the Central Pay scales to State Government employees has decided to adopt revised pay scales on “pay scale to pay scale” basis. Accordingly, the existing 28 standard pay scales shall be revised as indicated in the Schedule—I to the Revised Scales of Pay Rules ordered in paragraph -- 25 of this order.

(b) The recommendations of the Sixth Central Pay Commission has been implemented to Central Government employees with effect from 1—1—2006. The Sixth Central Pay Commission has recommended the revised pay structure under- 4 Pay Bands with 20 Grade Pays. Regarding the 1S pay scales as granted by the

Government of India for Group-D employees, it is noticed that, it is not a regular pay scale recommended by the Sixth Central Pay Commission, wherein all Group-D employees shall be initially placed in the -1S pay scale (i.e. Rs.4440—7440) with appropriate Grade pay and thereafter, such of those Group—D employees already possessing the revised minimum qualification prescribed for entry into the Group—C pay band along with a grade pay of Rs.1800/- would be placed in that grade (i.e. Rs.5200—20200 along with a grade pay of Rs.1,800/- with effect from 1—1—2006). Further, the existing Group-D employees who do not possess the minimum qualification would need to be retrained for a period of six months. After retraining with emphasis on multi-skilling, the Group-D employees have been placed in the Pay Band – I. The scales of pay brought under -1S category are given below:--

Sl. No.	EXISTING SCALES OF PAY Rs.	REVISED PAY (PAY BAND) Rs.	GRADE PAY Rs.
1.	2550—55—2660—60—3200	4440—7440	1300
2.	2610—60—3150—65—3540	4440—7440	1400
3.	2650—65—3300—70—4000	4440—7440	1650

(c) The Official Committee recommended that the system of abolishing Group—D employee by gradually absorbing them in the Regular Pay Band is not feasible and will not help maintaining the local pay relativity and hence recommended to retain the existing above three pay scales by modifying the pay scales by adopting the method of calculation adopted by Government of India (i.e.) by multiplying the basic pay by a factor of 1.86 at the minimum of the existing pay scale as has been done for other pay scales. However, the rates of grade pay as in Government of India have been recommended to be retained. Accordingly the Government accept the above recommendation of the Official Committee and grant the following revised scales of pay:

Sl. No.	EXISTING SCALES OF PAY Rs.	REVISED PAY (PAY BAND) Rs.	REVISED GRADE PAY Rs.
1.	2550—55—2660—60—3200	4800—10000	1300
2.	2610—60—3150—65—3540	4800—10000	1400
3.	2650—65—3300—70—4000	4800—10000	1650

(d) Further, the Government of India has granted two different revised scales of pay for the existing scale of Rs.8000—13500, one for promotees on the revised pay scale of Rs.9300--34800 (Pay Band – 2) with a Grade Pay of Rs.5,400/- and the other for direct recruits (Group – A entry) on the revised pay scale of Rs.15600—39100 (Pay Band—3) with the same Grade Pay of Rs.5,400/-. The scale of pay of Section Officers in Central Secretariat has been placed in the Pay Band—3 i.e. Rs.15600—39100 + Grade Pay of Rs.5,400/-. As the State Government is extending the same pay scale to the Section Officer / Private Secretary in Tamil Nadu Secretariat Service on par with their counterparts in Central Secretariat, the **Government direct that the Section Officer / Private Secretary in Secretariat / High Court / Tamil Nadu Public Service Commission shall also be placed in Pay Band –3.** Further, all middle management posts, such as Administrative Officer, Accounts Officer, Deputy Collector etc. including Group—I entry level posts are presently granted a uniform scale of pay both for promotees and direct recruits. Hence, the **Government direct that all the posts carrying the**

present scale of pay of Rs.8000—13500 shall be placed uniformly in Pay Band—3 and given the revised pay scale of Rs.15600—39100 with the Grade Pay of Rs.5,400/-. Further, taking note of the fact that the same Grade pay is allowed to the employees in Pay Band—2 from Rs.5000—8000 to Rs.6500—10500 in the Government of India, the Government has modified the Grade Pay as shown below so as to maintain the existing local relativity:--

Sl. No.	Existing Scale of pay (w.e.f. 1—1—96) Rs.	Revised Pay (Pay Band) Rs.	Revised Grade Pay Rs.
1.	5000—8000	9300—34800	4,200
2.	5300—8300	9300—34800	4,300
3.	5500—9000	9300—34800	4,400
4.	5900—9900	9300—34800	4,500
5.	6500—10500	9300—34800	4,600
6.	6500—11100	9300—34800	4,700

(ii) **Revision of scale of pay of Superintendents in Tamil Nadu Ministerial Service:**

(a) Considering the revision of scale of pay of Assistant Section Officers in Tamil Nadu Secretariat Service from Rs.5500—9000 to Rs.6500—10500 and following the directions of the Hon'ble Supreme Court, the Government has decided to revise the scale of pay of Ministerial Superintendents (Rs.5700—9200) one level above the Assistant Section Officers (Rs.6500—10500) but below the existing next higher scale of pay of Rs.8000—13500. Accordingly, the **Government direct that the scale of pay of Ministerial Superintendents shall be revised by evolving a new scale of pay of Rs.7000—11500 in the pre-revised scale duly granting the corresponding revised scale of pay in Pay Band -2 in the revised pay structure (i.e.) Rs.9300—34800 with Grade Pay of Rs.4,800/- with effect from 12--12—2007.**

(b) Taking note of the fact that certain posts which are interchangeable with Superintendents in Ministerial Service and Superintendents in other Services such as Assistant Commercial Tax Officer in Commercial Taxes, Deputy Block Development Officer in Rural Development, Deputy Tahsildar in Revenue, Sub-Registrar Grade—II in Registration and Superintendent / Sub-Treasury Officer in Treasuries and Accounts Departments are not granted the scale of pay equivalent to Superintendents, the Government has decided to extend the scale of pay of Superintendents in Ministerial service to these posts also. Accordingly, **Government direct that the revised scale of pay of Rs.9300—34800 with Grade Pay of Rs. 4,800/- shall also be extended to the posts of Superintendents in services other than Ministerial service and those posts which are interchangeable with that of Ministerial Superintendents in those service with effect from 12—12—2007.** In respect of other posts which are interchangeable posts with Superintendents as per service rules, the Heads of Departments are directed to send necessary proposal to Government in Finance Department along with a copy of relevant service rules for issue of orders separately department wise.

(c) Consequent on the revision of scale of pay of Superintendents as Rs.7000—11500 in the pre-revised scale there is an imperative need to place the promotion posts for Superintendents which are in the existing pay scale of

Rs.6500—10500 such as Tahsildars, Block Development Officers, Junior Administrative Officers, Assistant Accounts Officers etc. on a scale of pay above that of the Superintendents. Therefore, Government has decided to place these posts on a new pay scale of Rs.7500—12000 in the pre-revised scale and to grant corresponding revised scale of pay in the revised pay structure. Accordingly, **Government direct that the promotion posts for the Superintendents referred to in the paragraph 2 (ii) (b) above shall be granted the revised scale of pay of Rs.9300—34800 with Grade Pay of Rs.4,900/- with effect from 12—12—2007. The Government also direct that the above scale of pay shall be extended to the post of Inspector of Police.** In respect of other posts which are promotion posts for Superintendents as per service rules, the Heads of Departments are directed to send necessary proposal to Government in Finance Department along with a copy of relevant service rules for issue of orders separately department wise.

(iii) DEARNESS ALLOWANCE:

In the revised pay structure, the revised dearness allowance shall be sanctioned to State Government employees as granted by the Central Government to its employees with the same rates and from the same dates. Accordingly, the revised dearness allowance in the revised scales of pay under the revised pay structure shall be as indicated below : --

With effect from 1 st July, 2006	---	2%	of basic pay + grade pay.
With effect from 1 st January, 2007	---	6%	of basic pay + grade pay.
With effect from 1 st July, 2007	---	9%	of basic pay + grade pay.
With effect from 1 st January, 2008	---	12%	of basic pay + grade pay.
With effect from 1 st July, 2008	---	16%	of basic pay + grade pay.
With effect from 1 st January, 2009	---	22%	of basic pay + grade pay.

3. PAY FIXATION :

The pay of employees in the new pay scales shall 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 at index average 536 (1982 =100). The pay in the revised Pay Band / Pay scale shall be determined by multiplying the existing basic pay as on 1—1—2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.

- (a) The fixation of pay in the new pay scales shall be governed by the Tamil Nadu Revised Scales of Pay Rules, 2009.
- (b) **Appendix—I** to this order gives the detailed fitment tables for various existing scales of pay based on the formula prescribed which is given in the Tamil Nadu Revised Scales of Pay Rules, 2009. There shall be no deviation from the fitment tables, wherever available, while fixing the pay in the revised pay scale. There are certain cases in which the pay of employees drawing personal pay cannot be fixed as per the fitment table. In such cases, employees pay shall be fixed according to the Rules provided therein. The pay fixing officer shall, after verifying

the revised scale of pay and grade pay and the respective pay bands with reference to the existing pay scale given in the Schedule—I to the Tamil Nadu Revised Scales of Pay Rules, 2009 refer either to the fitment table or to the illustrations given and fix the pay in the revised scale of pay and grade pay as applicable to the respective pay bands with reference to the stage in the existing scales of pay of the employees concerned.

- (c) The **next annual increment in the revised pay structure shall be due on the date normally due in the existing scale of pay in four quarters** viz., January, April, July and October except in cases where the pay of a Government employee is stepped up due to junior getting more pay than senior for whom the next increment shall be on completion of one year of service from the date of such stepping up of pay.
- (d) The annual increment shall be at the rate of three per cent of the pay + grade pay in the revised pay scales.
- (e) The pay fixation statement relating to the Government employees in the Pay Band—3 and drawing pay in the scale of pay of Rs.15600—39100 with Grade Pay of Rs.7,600/- and above shall be prepared by the Heads of Offices in the form given in **Appendix—IV** for onward transmission to the Accountant General, Chennai or the Pay and Accounts Officer or Treasury Officer as the case may be, for approval and issue of pay slips. In respect of other employees, the Heads of Offices shall fix the pay in the new pay scales without consultation of the Accountant General or the Pay and Accounts Officer or Treasury Officer and a copy of form of **Appendix—IV** shall, however, be sent along with the pay bill for claiming the emoluments in the revised pay scales to the Treasury / Pay and Accounts Office for post-audit. The pay fixation statement in the form of **Appendix—IV** either as approved by the Accountant General / Pay and Accounts Officer / Treasury Officer or by the Heads of Offices shall be attached to the Service Book of the employees.
- (f) The arrears accruing on account of pay revision for the period from **1—1—2007 to 31—05—2009** shall be arrived at as per **Appendix – V** and the Interim Arrears sanctioned in the Government Order fourth read above shall be adjusted and the balance net arrears due for payment shall be arrived. The balance arrears so arrived shall be paid in **three equal annual instalments** as shown below:-
- i. 1st instalment in the year 2009—10
 - ii. 2nd instalment in the year 2010--11
 - iii. 3rd and final instalment in the year 2011—12

All the Heads of Department / Head of Offices are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to work out the Pay Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the employees in the revised scales of pay and make payment in the manner as ordered above. The Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in three equal annual instalments so as to claim the subsequent instalments without any difficulty.

4. SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY :

The existing scheme of Selection Grade / Special Grade shall be continued in the revised pay scales to employees drawing the Grade Pay from Rs.1,300 to Rs.6,000/- and such employees shall be allowed to move to Selection Grade on completion of 10 years of service in the Ordinary Grade post and to Special Grade on completion of 10 years in the Selection Grade post or 20 years of total service in a post. The pay of such employees who have moved to Selection Grade / Special Grade on or after 1-1-2006 shall be fixed on the date of award of Selection Grade / Special Grade by granting the benefit of one increment equal to three per cent of the basic pay including grade pay in the same Pay Band and Grade Pay.

5. STAGNATION INCREMENT :

- (i) The employees drawing Grade pay of Rs.6,600/- and above on completion of every 10 years of service shall be granted one increment at the rate of three per cent of basic pay including Grade pay.
- (ii) In the case of employees who have completed 30 years of continuous service in the same post, they shall be granted one bonus increment at the rate of three per cent of basic pay including Grade pay.
- (iii) In respect of employees who reached the maximum of the revised pay scale shall be allowed biennial increment at the rate of three per cent of basic pay including Grade pay as stagnation increment.

6. HOUSE RENT ALLOWANCE :

The existing scheme of House Rent Allowance followed in the State with revised slab rates and present classification of cities and towns shall be continued. However, the **existing slab rates shall be doubled**. The revised rates of House Rent Allowance in the revised pay scales shall be as indicated in the Statements (I) and (II) in **Appendix—II**. The revised rates of House Rent Allowance shall **take effect from 1st June, 2009**.

7. RENT RECOVERY :--

(i) The rates of rent recovery for occupying Government accommodation after the revision of pay scales shall be modified as below. In respect of employees in the **grade pay of Rs.1,900/-** and below, no rent recovery need be made for occupying quarters provided by Government or its agencies. For others, the revised rent recovery shall be as indicated below :

Sl.No.	Pay Range Rs.	Grade-I (a) Grade-I(b)	Grade—II	Grade—III	Other places
(1)	(2)	(3)	(4)	(5)	(6)
		(In percentage)			
1.	6000—10199	1.5	1.5	1	1
2.	10200--18599	3	3	3	2
3.	18600 and above	4	4	4	3

The revised rates of rent recovery shall take effect from **1st June, 2009**. The rent recovery already made at old rates with effect from 1—1—2006 to 31—05—2009 needs no revision even after the re-fixation of pay in the revised pay structure.

(ii) The Government also direct that the Government employees occupying houses provided by Accommodation Controller and who pay rent above the rate of rent prescribed for occupying Government quarters be allowed such amount in excess of the rent prescribed for occupation of Government quarters as House Rent Allowance subject to the maximum limit of House Rent Allowance eligible to them.

8. CITY COMPENSATORY ALLOWANCE:

The present rates of city compensatory allowance **shall be doubled with effect from 1st June, 2009**. The revised rates of City Compensatory Allowance are as indicated in **Appendix—III**.

9. SPECIAL PAY :

The existing quantum of special pay drawn by the employees shall be continued as such in the revised pay structure including the employees of Tamil Nadu House, New Delhi who are presently drawing special pay at the rate of 20% of the existing basic pay.

10. SPECIAL ALLOWANCE:

As the Official Committee has recommended higher scales of pay to the posts of Section Officers / Private Secretaries in Secretariat / High Court, Deputy Collector, Tahsildars and Deputy Tahsildars in Revenue Department, the Government direct that the existing quantum of Special Allowance granted to these categories of posts shall be continued at the same rates in the revised pay structure.

11. PERSONAL PAY :

The benefit of 5% personal pay granted to certain categories and adhoc personal pay granted to Office Assistants and Hospital Workers **shall be dispensed with** in the revised pay structure. However in order to avoid monetary loss to the incumbents who have already enjoyed the benefit of personal pay, Government direct that the personal pay drawn by such employees including the personal pay granted while moving on to Selection Grade / Special Grade shall be absorbed while fixing the pay in the revised pay structure.

12. AIDED EDUCATIONAL INSTITUTIONS:

These orders shall apply to employees of all the Government aided educational institutions in the State.

13. HIGH COURT AND OFFICIAL ASSIGNEE:

Orders on the revised scales of pay of the employees of High Court and Office of the Official Assignee will be issued separately by Home Department.

14. LEGISLATIVE ASSEMBLY SECRETARIAT :

Orders relating to the scales of pay of the employees of the Legislative Assembly Secretariat will be issued separately by the Legislative Assembly Secretariat.

15. TAMIL NADU PUBLIC SERVICE COMMISSION:

Orders relating to the pay of Chairman and Members and the scales of pay of the employees of Tamil Nadu Public Service Commission will be issued separately.

16. LOCAL BODIES :--

Government accept the recommendations of the Official Committee for the employees of Local Bodies. The revised scales of pay of the employees of these institutions shall be as in Schedule—I to the Tamil Nadu Revised Scales of Pay Rules, 2009. These orders are issued in exercise of the powers conferred under Sub-Section(1) of Section 86 of the Chennai City Municipal Corporation Act, 1919, under Section 106 of the Madurai City Municipal Corporation Act, 1971, under Section 108 of Coimbatore City Municipal Corporation Act, 1981 in respect of the employees of the Chennai, Madurai and Coimbatore Corporations respectively and under Section 8 of the Salem City Municipal Corporation Act, 1994 and under Section 8 of the Tiruchirappalli City Municipal Corporation Act, 1994 and under Section 8 of the Tirunelveli City Municipal Corporation Act, 1994 respectively in respect of employees of Salem, Tiruchirappalli and Tirunelveli Corporations and under Section 8 of Tiruppur City Municipal Corporation Act, 2008 and Section 8 of Erode City Municipal Corporation Act, 2008 and Section 8 of Vellore City Municipal Corporation Act, 2008 and Section 8 of Thuttukudi City Municipal Corporation Act, 2008 in respect of employees of Tiruppur, Erode, Vellore and Thuthukudi Corporations by Sub-Section (3) of Section 70 of the Tamil Nadu District Municipalities Act, 1920 and in respect of the employees of Municipal Councils and Town Panchayats and in exercise of the powers conferred by Section 102 of the Tamil Nadu Panchayats Act, 1994 in respect of employees of the Panchayats dealt with under the said Act.

17. The method of fixation of pay of the employees covered under **paragraph--12** and **16** above shall be as specified in **paragraph - 3** above.

18. The twenty eight standard pay scales as approved by the Government are given in **Schedule—I** to the Tamil Nadu Revised Scales of Pay Rules, 2009 to this order. The Government also direct that the new posts which are created in future shall be with reference to the above standard scales of pay and all Heads of Departments and Departments of Secretariat who moot out proposals for creation of new categories of posts should adhere to one of the pay scales under the four Pay Bands proposed in the revised pay structure with admissible Grade Pays.

19. POSTS ON SPECIAL TIME SCALES OF PAY :

(i) The Special time scale of pay of the post of Village Assistants shall be revised from Rs.1800—20—2240 to Rs.3500—6000 with Grade Pay of Rs.600/- notionally with effect from 1—1—2006 and with monetary benefit from 1—1—2007.

(ii) The Special time scale of pay of the post of Noon-Meal Organisers / Anganwadi Workers shall be revised from Rs.600—10—700—20—1600 to Rs.1300—3000 with Grade Pay of Rs.300/- notionally with effect from 1—1—2006 and then refixed in the revised Special time scale of pay of Rs.2500—5000 with Grade Pay of Rs.500/- notionally with effect from 1—9—2006 and with monetary benefit from 1—1—2007.

(iii) The posts of Panchayat Assistants / Anganwadi Workers / Mini Anganwadi Workers / Anganwadi Helper, Grade—I / Noon Meal Cooks / Panchayat Clerks / Anganwadi Helper Grade—II and Cook Assistant on consolidated Pay as on 1—1—2006 and subsequently brought on to Special time scale of pay shall be revised as given in **Schedule--II. The Makkal Nala Paniyalargal who are at present drawing a consolidated pay of Rs.950 + 50 Conveyance Allowance per month shall be brought to Special Time Scale of pay of Rs.2500—5000 + Grade Pay of Rs.500/- with effect from the date of issue of these orders (i.e.) 1-6-2009.**

(iv) In respect of posts which were on consolidated pay and brought on to Special time scale of pay after 1—1—2006, such employees in such posts shall be entitled for revision of Consolidated Pay notionally with effect from 1—1—2006 with monetary benefit from 1—1—2007 and upto the date of bringing them to Special time scale of pay as applicable to other employees on Consolidated pay. Later on these employees are entitled for the revised Special time scales of pay with effect from the dates indicated in **Schedule--II. The employees on Special time scales of pay shall be entitled for Dearness Allowance increase as sanctioned to regular Government employees from time to time. In addition these employees shall also be entitled for House Rent Allowance and City Compensatory Allowance as indicated in Appendix – II & III with effect from 1—6—2009.**

20. EMPLOYEES ON CONSOLIDATED PAY / FIXED PAY / HONORARIUM :

The Government direct that the existing rate of Consolidated Pay / Fixed Pay / Honorarium drawn by the employees as on 1—1—2006 shall be increased by 25%. Further, the employees drawing Consolidated Pay / Fixed Pay / Honorarium below Rs.600/- in the revised pay structure shall be granted Rs.20/- as adhoc increase and the employees drawing Rs.600/- and above shall be granted Rs.40/- as adhoc increase as and when Dearness Allowance is granted to the employees on regular / special time scales of pay. The revised remuneration of the employees on Consolidated Pay / Fixed Pay / Honorarium shall therefore be fixed as follows:

- i) Consolidated Pay / Fixed Pay / Honorarium as on 1—1—2006; plus
- ii) Total sum of adhoc increase of Rs.10/- in the case of those drawing below Rs.150/- p.m. and Rs.20/- in the case of those drawing Rs.150/- and above per month as the case may be and paid to them upto 1—1—2006.
- iii) 25% increase on (i) above and then rounding the resultant figure to the next multiple of Rs.10/-
- iv) From 1—7—2006 adhoc increase shall be granted at the rate of Rs.20/- for those drawing revised Consolidated Pay / Fixed Pay /

Honorarium upto Rs.600/-p.m. and Rs.40/- for those drawing Consolidated Pay / Fixed Pay / Honorarium of Rs.600/- and above.

Necessary illustrations are appended to this order in **Appendix –VI**. The arrears of these employees shall be computed and then the Interim Arrears already sanctioned to them shall be adjusted. Out of the net balance arrears amount so arrived after deducting the Interim Arrears, the same shall be paid in the manner as applicable to employees on regular pay scales / employees on special time scales of pay.

21. CONTRACT ASSISTANT / JUNIOR ASSISTANT :

The Consolidated Pay of the Assistants in Secretariat and Junior Assistant in the Ministerial Service who were appointed temporarily on contract basis in the year 2003 shall be enhanced by 25%. Accordingly, their **Consolidated pay shall be revised from Rs.4,000/- p.m. to Rs.5,000/- p.m. with effect from 1—1—2007**. The arrears of Consolidated Pay of these employees shall be computed and then the Interim Arrears already sanctioned to them shall be adjusted. Out of the net balance arrears amount so arrived after deducting the Interim Arrears the same shall be paid in the manner as applicable to employees on regular pay scales / employees on special time scales of pay.

22. The Heads of Departments and Regional Officers shall be responsible for fixation of pay of the employees and they should take special interest for speedy implementation of these orders without any discrepancies. They are requested to bring to the notice of the government any difficulties in the implementation of the revised pay scales. **The pay fixing authorities shall be responsible for fixing the pay of the employees with reference to the entitled appropriate pay band and grade pay as against the pre-revised scale of pay.** Further, any wrong fixation brought to the notice of Government will be viewed seriously. Recoveries shall be insisted upon in cases where over-payments are noticed on account of wrong fixation after giving due notice to the employees concerned. A review of the implementation of these orders shall be made part of the scheme of annual inspection of the concerned offices.

23. Judicial Officers of Subordinate Judiciary:

Considering the fact that the Supreme Court of India has constituted Justice E. Padmanabhan, One Member Committee for making necessary recommendations uniformly on revision of scales of pay of Judicial Officers of Subordinate Judiciary of all States, the Government direct that the scale of pay of the Judicial Officers and Pension of retired Judicial Officers shall be revised based on the recommendations of the Justice E.Padmanabhan, One Member Committee and further orders issued by the Hon'ble Supreme Court of India thereon.

24. Rectification of anomalies :

As the Official Committee has recommended revision of pay scales to the employees on a "Pay scale to Pay scale basis", the Committee has recommended that the anomalies in pay scales pointed out by various Employees Associations / Individual Employees to the Committee shall be examined by Government separately and suitable orders issued thereon. The Government accepts this recommendation.

25. The following notification will be published in the Tamil Nadu Government Gazette :--

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following rules, namely:--

RULES

Short title and Commencement :

- (1) These rules may be called the Tamil Nadu Revised Scales of Pay Rules, 2009.
- (2) They shall be deemed to have come into force notionally on the 1st January, 2006 and with monetary benefit from 1st January, 2007.

2. Definition:-- In these Rules, unless the context otherwise requires:--

- (i) ' basic pay ' means pay as defined in FR 9 (21) (a)(i).
- (ii) "present emoluments" shall comprise,
 - (a) the basic pay as on the 1st January, 2006 of a Government employee in the existing pay scale.

- Note :-**
- (i) In the case of employees drawing personal pay on 1st January, 2006 in the existing scales of pay, which as per the existing rules should be absorbed in the increments, will continue to be drawn in the revised pay and will be absorbed in future increments and as such this will not be included in the basic pay defined in clause (a) above.
 - (ii) In the case of employees drawing personal pay in the existing scales of pay, which as per the existing rules / orders should not be absorbed in the increments, such personal pay shall be treated as pay for purpose of clause (a) above and will be discontinued in the revised pay.
 - (b) "existing emoluments" mean the sum of (i) existing basic pay + personal pay (if admissible), (ii) dearness pay with reference to the basic pay and (iii) dearness allowance appropriate to the basic pay plus dearness pay at an index average 536 (1982 = 100).
 - (c) "pay in the pay band" means pay drawn in the running pay bands specified in the Schedule.
 - (d) "Grade pay" is the fixed amount corresponding to the pre-revised pay scales / posts.
 - (e) "Basic pay " in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like Special Pay.

3. (1) Revised Scale of Pay of Posts : -- The revised scale of pay for the existing scale of pay specified in column (2) of **Schedule—I** shall mean the revised pay specified in column (3) and grade pay specified in column(5) thereon.

(2) Application of Revised Scales of Pay : -- Save as otherwise provided in these Rules, there shall be paid to holders of all posts in a substantive or in officiating capacity or appointed temporarily under rule 10 (a) (i) or promoted temporarily under rule 39(a)(i) of the General Rules for the Tamil Nadu State and Subordinate Service Rules (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised scales of pay.

4. Fixation of Pay in the revised pay structure:-- The initial pay of a Government employee who elects to be governed by the revised pay structure from 1st January 2006 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have had a lien if it had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

(1) In the case of all employees :--

- (i) The pay in the pay band / pay scale shall be determined by multiplying the existing basic pay as on 1—1—2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band / pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band / pay scale;
- (iii) Where, in the fixation of pay, the pay of Government employees drawing pay at two or more consecutive stages in the existing scale gets bunched, that is to say gets fixed, in the revised pay structure at the same stage in the pay band, then for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band only and **grade pay should not be taken into account** for the purpose of granting increments to alleviate bunching.
- (iv) In the case of pay scales in Higher Administrative Grade (HAG) in the Pay Band—4, benefits of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade.
- (v) If by stepping up of the pay as above, the pay of a Government employee gets fixed at a stage in the revised pay band / pay scale (where applicable) which is higher than the stage in the revised pay an employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

- (vi) the pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

NOTE :- See Illustration -- 1 to 9 in Schedule—III to these rules.

(2) If a Government employee is on leave on 1st January 2006, he shall be entitled to the revised pay structure from that date, but the pay so fixed in the revised scale shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st January 2006 and ending with the date of such return will count for future increment in the revised pay structure depending on whether it will count for future increments in the existing scale.

(3) Similarly where a Government employee is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1—1—2006 or the date of option.

(4) A Government employee who on the 1st January 2006 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post or in the officiating post in the revised scale with effect from date for the purpose of computing his gratuity and pension.

(5) If a Government employee was under reduction of pay or stoppage of increment as a penalty on the 1st January 2006 his pay shall be fixed in the revised pay structure on the basis of present emoluments he drew on the 1st January 2006 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of penalty. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of penalty with reference to the present emoluments which he would have drawn on the 1st January, 2006 taking the fact into consideration whether the penalty awarded is with or without cumulative effect. If, for instance, a Government employee's increment falling due on the 1st January, 2006 had been postponed for a year without cumulative effect, his actual present emoluments as on the 1st January 2006 would be the basis for determination of his revised pay with effect from the 1st January, 2006 and the pay so fixed shall be in force upto the 31st December 2006. However, for purpose of determination of his pay with effect from 1st January 2007 his pay on the 1st January 2006 shall be refixed notionally based on the present emoluments which he would have received on the 1st January 2006 but for his penalty and he will get the next increment on the 1st January 2007 from that stage.

(6) If, however, the penalty of stoppage of increment due on the 1st January 2006 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual present emoluments as on the 1st January 2006. There shall be no refixation of pay in this case.

(7) If a Government employee is under suspension on the 1st January 2006, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised scales of pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

5. Rectification of anomaly of Junior getting more pay than Senior :--

(1) In cases where a senior Government employee appointed to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is appointed to the higher post on or after the 1st day of January, 2006, the pay in the pay band of the senior Government employee should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of appointment of the junior Government employee subject to the fulfilment of the following conditions, namely :--

- (a) both the junior and the senior Government employees should belong to the same category and should have been promoted to the same post.
- (b) the pre-revised scale of pay and the revised scale of pay along with grade pay of the lower and higher posts to which they are entitled to draw pay should be identical.
- (c) the senior Government employee at the time of appointment should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised scales of pay.

(3) Where a junior who opts to come over to the revised scale from a date subsequent to 1st January 2006 and happens to get more pay than that of his senior by way of fitment benefit, then the pay of the senior shall be stepped up to the level of the pay of the junior with effect from the date from which the junior draws such higher pay, provided that the senior was drawing pay higher than or equal to the pay of the junior in the pre-revised scales of pay from time to time.

6. Rate of Increment in the Revised Pay Structure:

The rate of increment in the revised pay structure shall be three per cent of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band.

7. Date of Annual Increments in the Revised Pay Structure:

- (i) The Government employees shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing scale of pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.
- (ii) The next increment of a Government employee in the revised pay scale shall be granted on the date he would have drawn increment had he continued in the existing pay scale.
- (iii) If a Government employee draws his next increment in the revised pay scale under sub-rule (ii) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a latter date, then the pay of such

senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

- (iv) In the case of Government employees who had been drawing stagnation increment beyond the maximum of the existing scale of pay and stagnating at the maximum in the existing scales for more than a year as on 1st January, 2006, the next increment in the revised scale shall be allowed on the 1st January, 2006 itself and subsequently sanctioned biennial increments.

NOTE : See Illustration – 1 to 9 in Schedule – III to these rules.

8. Option :-

(1) A Government employee may exercise option to remain in the existing scale of pay until the date on which he earns his next or any subsequent increments in the existing scale of pay or until he vacates his post or ceases to draw pay in that pay scale ;

Provided that, if a Government employee does not exercise his option within the period specified below he shall be deemed to have opted for the revised scales of pay with effect from the 1st January, 2006.

(2) The **option shall be exercised** in writing in the Form given in **Schedule-IV** to these Rules **within three months** from the date of publication of these Rules and intimated by the Government employee :-

- (i) if his pay and allowances are drawn by the head of his office, to the head of his office;
- (ii) if he is a self-drawing Government employee, to his Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer concerned.

Provided that in the case of a Government employee who was on leave on that date or who was discharged from service before and was not in the service on that date, or who was on deputation or on foreign service, the option shall be exercised in writing within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the State, as the case may be.

- (iii) Where a Government employee is under suspension on the 1st January, 2006, the option may be exercised within three months from the date on his return to duty if that date is later than the date prescribed in this sub-rule.
- (iv) The **option once exercised shall be final.**
- (v) If a Government employee opts to remain in the existing scale of pay for a specified period, he shall be entitled to draw pay in the existing pay scale during that period and also the amount of dearness allowance and other allowances at the existing rates and shall be fixed in the revised pay scale at the end of the period specified in accordance with the provisions under these Rules.

NOTE: (1) Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit on account of discharge on the expiry of the sanctioned post, resignation, dismissal or discharge on disciplinary grounds are entitled to the benefits in this rule.

NOTE: (2) Persons who have died on or after 1st January 2006 and could not exercise the option within the prescribed time limit be deemed to have opted for the revised scales on and from the 1st day of January 2006 or such later date as is more beneficial to their dependent, if the revised pay scales are more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office immediately.

9. Fixation of Pay of Employees appointed on or after 1—1—2006.

Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1—1—2006, the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after 1—1—2006. This procedure is also applicable in the case of those recruited between 1—1—2006 and the date of issue of this Notification / Orders. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e. basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

10) Fixation of Pay on Promotion on or after 1—1—2006.

In the case of promotion from one grade pay to another in the revised pay structure, the fixation shall be done in the manner given below:--

One increment equal to three per cent of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in grade pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology shall be followed. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

11. Date of effect :

The revised pay scales / Special time scales of pay / Consolidated Pay / Fixed Pay / Honorarium shall take **notional effect from 1st January, 2006 and with monetary benefit from 1st January, 2007.**

12. Power to remove difficulties:

The Government may, by order, remove any difficulty that may arise in giving effect to the provisions of these Rules.

13. Power to amend the rules:

- (1) The Government may, by order, amend the Rules:
- (2) All references made in these Rules shall be considered as relating to the rules as amended from time to time in exercise of the powers conferred by these Rules.

14. Effect of other rules:

Save as otherwise provided in these Rules, no provision of any other rules made or deemed to have been made under the proviso to Article 309 of the Constitution of India shall, in so far as it is inconsistent with any of the provision of these Rules, have any effect.

(BY ORDER OF THE GOVERNOR)

**K. GNANADESIKAN,
PRINCIPAL SECRETARY TO GOVERNMENT.**

To

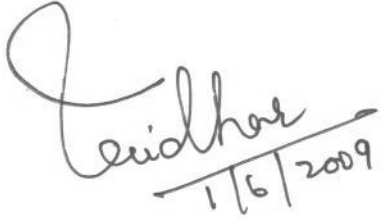
All Secretaries to Government.
 The Secretary, Legislative Assembly, Secretariat, Chennai-600 009.
 The Secretary to the Governor, Chennai--32.
 The Comptroller, Governors Household, Raj Bhavan, Chennai-32.
 The Secretary to the Governor, Chennai--32.
 The Governor's Secretariat, Raj Bhavan, Guindy, Chennai- 600 032.
 All Departments of Secretariat(OP / Bills), Chennai – 9.
 All Heads of Departments.
 All Collectors / All District Judges / All Chief Judicial Magistrates.
 The Accountant General (Accounts & Entitlements), Chennai- 600 018.
 The Accountant General (Accounts & Entitlements) Chennai-600 018 (By name).
 The Principal Accountant General (Audit.I), Chennai-600 018.
 The Principal Accountant General (Audit.I), Chennai-600 018 (By name).
 The Accountant General (Audit.II), Chennai-600 018.
 The Accountant General (Audit.II), Chennai-600 018 (By name).
 The Accountant General (CAB), Chennai-600 009 / Madurai.
 The Registrar General, High Court, Chennai-600 104.
 The Chairman, Tamil Nadu Public Service Commission, Chennai-600 002.
 The Registrar of all Universities in Tamil Nadu.
 The Director of Treasuries and Accounts, Chennai-15.
 The Director of Pension, DMS Complex, Chennai-600 006.
 The Director of Local Fund Audit, Chennai – 108.
 The Pension Pay Officer, Chennai- 600 006.
 The Pay and Accounts Officer, Secretariat, Chennai-9.
 The Pay and Accounts Officer,(North / South / East) Chennai- 1 / 35 / 5.
 The Pay and Accounts Officer, Madurai - 625 001.
 All Treasury Officers / Sub-Treasury Officers.

The Commissioner of Tribunal for Disciplinary Proceedings,
No.6, Manickeswari Road, Chennai-10.
The Commissioner, Corporation of Chennai / Madurai / Coimbatore
/Tiruchirapalli / Salem / Tirunelveli, Tuticorin, Vellore, Tirupur, Erode.
All State Owned Corporations and Statutory Boards.
All Divisional Development Officers / Revenue Divisional Officers/ Tahsildars.
All Block Development Officers / Municipal Commissioners.
All Chief Educational Officers / Panchayat Union Commissioners.
The Project Co-ordinator, Tamil Nadu Integrated Nutrition Project,
No.570, Anna Salai, Chennai-18.
All Recognised Service Associations.

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai—9.
The Secretary to Hon'ble Deputy Chief Minister, Chennai—9.
The Senior Personal Assistant to Hon'ble Minister, Finance, Chennai-9
The Private Secretary to Chief Secretary to Government, Chennai-9.
The Private Secretary to Principal Secretary to Government,
Finance Department, Chennai-9,
The Senior Research Officer, Pay Research Unit, Ministry of Finance
(Department of Expenditure) Room No.261, North Block, New Delhi.
Stock File / Spare Copies.

// Forwarded / By Order//



S. Sridhar
1/6/2009

SECTION OFFICER.

SCHEDULE – I

(See rule—3(1))

RECOMMENDED REVISED PAY SCALES WITH GRADE PAY

Group No.	EXISTING SCALES OF PAY	REVISED PAY	Pay Band	GRADE PAY
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.		Rs.
1.	2550—55—2660—60—3200	4800—10000	PB 1A	1300
2.	2610—60—3150—65—3540	4800—10000	“	1400
3.	2650—65—3300—70—4000	4800—10000	“	1650
4.	2750—70—3800—75—4400	5200—20200	PB 1	1800
5.	3050—75—3950—80—4590	5200—20200	“	1900
6.	3200—85—4900	5200—20200	“	2000
7.	3625—85—4900	5200—20200	“	2200
8.	4000—100—6000	5200—20200	“	2400
9.	4300—100—6000	5200—20200	“	2600
10.	4500—125—7000	5200—20200	“	2800
11.	5000—150—8000	9300—34800	PB 2	4200
12.	5300—150—8300	9300—34800	“	4300
13.	5500—175—9000	9300—34800	“	4400
13(a)	5700—175—9200 (*)	9300—34800	“	4450
14.	5900—200—9900	9300—34800	“	4500
15.	6500—200—10500	9300—34800	“	4600
16.	6500—200—11100	9300—34800	“	4700
17.	7000—225—11500 (*)	9300—34800	“	4800
18.	7500—250—12000 (**)	9300—34800	“	4900
19.	8000—275—13500	15600—39100	PB 3	5400
20.	9100—275—14050	15600—39100	“	5700
21.	9650—300—15050	15600—39100	“	6000
22.	10000—325—15200	15600—39100	“	6600
23.	12000—375—16500	15600—39100	“	7600
24.	12750—375—16500	15600—39100	“	7700
25.	14300—400—18300	37400—67000	PB 4	8700
26.	15000—400—18600	37400—67000	“	8800
27.	16400—450—20000	37400—67000	“	8900
28.	17400—500—21900	37400—67000	“	10000

(*) The existing scale of pay of Ministerial Superintendents (Rs.5700—9200) including interchangeable posts has been upgraded as proposed in Group No.17 above.

(**) The promotion posts to the Ministerial Superintendents viz. Tahsildars, Block Development Officers etc. presently in the scale of pay of Rs.6500—10500 has been upgraded as proposed in Group.No.18 above.

SCHEDULE – II

(See paragraph—19 of the order)

Sl. No.	Name of post	Existing Non-standard scale of pay Rs.	Revised Special time scale of pay with Grade Pay Rs.
1.	Revenue Department: Village Assistant	1800—20—2240	3500—6000 + Rs.600/-
2.	S.W & NMP: Noon Meal Organisers / Anganwadi Workers	1300-20-1500-25-2000 (w.e.f. 1-9-06)	1300—3000 + Rs.300/- (w.e.f. 1-1-2006) 2500—5000 + Rs.500/- (notionally w.e.f.1-9-06 and with monetary benefit from 1-1-2007)
3.	Mini Anganwadi Workers	975-15-1125-20-1325 (w.e.f.15-9-08)	1800—3300 + Rs.400/- (w.e.f.15-9-08)
4.	Anganwadi Helper Grade—I / Noon Meal Cooks	660-15-810-20-1010 (w.e.f.15-9-08)	1300—3000 + Rs.300/- (w.e.f.15-9-08)
5.	Anganwadi Helper Grade—II / Cook Assistant	500-10-600-20-800 (w.e.f.15-9-08)	950—2000 + Rs.200/- (w.e.f.15-9-08)
6.	R.D. Department : Panchayat Assistant	1300-20-1500-25-2000 (w.e.f. 1-9-06)	2500—5000 + Rs.500/- (notionally w.e.f.1-9-06 and with monetary benefit from 1-1-2007)
7.	Panchayat Clerk	625-10-725-20-925 (w.e.f. 1-9-06)	1300—3000 + Rs.300/- (notionally w.e.f.1-9-06 and with monetary benefit from 1-1-2007)
8.	Makkal Nala Paniyalargal	Rs.950 + 50 C.A.	2500—5000 + Rs.500/- (w.e.f. the date of issue of order)

SCHEDULE – III

(See Note under rule – 4)

ILLUSTRATION - I

An Office Assistant is drawing a basic pay of Rs.3,020/- as on 1-1-2006 in the existing scale of pay of Rs.2550--55—2650—60—3200. Revised scale of pay applicable to the Post of Office Assistant is Rs.4800—10000 + Grade Pay of Rs.1,300/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.2550—55—2660—60--3200
2. Pay Band applicable	:	PB-1A. Rs.4800—10000 +1300
3. Existing Basic Pay as on 1-1-2006	:	Rs.3,020/-
4. Pay after multiplication by a factor of 1.86	:	Rs.5,620/-
5. Pay in the Pay Band PB-1A	:	Rs.5,620/-
6. Grade Pay (attached to the scale)	:	Rs.1,300/
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.6,920/-

ILLUSTRATION - II

A Junior Assistant is drawing a basic pay of Rs.3,965/- as on 1-1-2006 in the existing scale of pay of Rs.3200—85—4900. Revised scale of pay applicable to the Junior Assistant is Rs.5200—20200 + Grade Pay of Rs.2,000/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.3200—85—4900
2. Pay Band applicable	:	PB -1. Rs.5200—20200+2000
3. Existing Basic Pay as on 1-1-2006	:	Rs.3,965/-
4. Pay after multiplication by a factor of 1.86	:	Rs.7,375/-
5. Pay in the Pay Band PB-1	:	Rs.7,380/-
6. Grade Pay (attached to the scale)	:	Rs.2,000/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.9,380/-

ILLUSTRATION - III

An Assistant is drawing a basic pay of Rs.4,500/- as on 1-1-2006 in the existing scale of pay of Rs.4000—100—6000. Revised scale of pay applicable to the Post of Office Assistant is Rs.5200—20200 + Grade Pay of Rs.2,400/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.4000—100—6000
2. Pay Band applicable	:	PB-1. Rs.5200—20200+2400
3. Existing Basic Pay as on 1-1-2006	:	Rs.4,500/-
4. Pay after multiplication by a factor of 1.86	:	Rs.8,370/-
5. Pay in the Pay Band PB-1	:	Rs.8,370/-
6. Grade Pay (attached to the scale)	:	Rs.2,400/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.10,770/-

ILLUSTRATION - IV

An Assistant Director is drawing a basic pay of Rs.9,650/- as on 1-1-2006 in the existing scale of pay of Rs.8000—275—13500. Revised scale of pay applicable to the Post of Assistant Director is Rs.15600—39100+Grade Pay of Rs.5,400/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.8000—275—13500
2. Pay Band applicable	:	PB-3. Rs.15600—39100+5400
3. Existing Basic Pay as on 1-1-2006	:	Rs.9,650/-
4. Pay after multiplication by a factor of 1.86	:	Rs.17,949/-
5. Pay in the Pay Band PB-3	:	Rs.17,950/-
6. Grade Pay (attached to the scale)	:	Rs.5,400/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.23,350/-

ILLUSTRATION - V

An Under Secretary to Government is drawing a basic pay of Rs.10,975/- as on 1-1-2006 in the existing scale of pay of Rs.10000—325—15200. Revised scale of pay applicable to the Post of Under Secretary to Government is Rs.15600—39100 + Grade Pay of Rs.6,600/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.10000—325—15200
2. Pay Band applicable	:	PB -3. Rs.15600—39100+6600
3. Existing Basic Pay as on 1-1-2006	:	Rs.10,975/-
4. Pay after multiplication by a factor of 1.86	:	Rs.20,420/-
5. Pay in the Pay Band PB-3	:	Rs.20,420/-
6. Grade Pay (attached to the scale)	:	Rs.6,600/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.27,020/-

ILLUSTRATION - VI

A Selection Grade Personal Assistant in Secretariat is drawing a basic pay of Rs.8,300 + 125 as Personal Pay as on 1-1-2006 in the existing scale of pay of Rs.6500—200—10500. Revised scale of pay applicable to the Post of Selection Grade Personal Assistant is Rs.9300-34900 + Grade Pay of Rs.4,600/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.6500—200--13500
2. Pay Band applicable	:	PB-2. Rs.9300—34800 + 4,600
3. Existing Basic Pay as on 1-1-2006	:	Rs. 8,300 + 125 = 8,425/-
4. Pay after multiplication by a factor of 1.86	:	Rs. 15,671/-
5. Pay in the Pay Band PB-2	:	Rs.15,680/-
6. Grade Pay (attached to the scale)	:	Rs.4,600/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.20,280/-

ILLUSTRATION – VII

An Assistant is drawing a basic pay of Rs.4,500/- + 5% Personal Pay of Rs.225/- p.m. as on 1-1-2006 in the existing scale of pay of Rs. 4000—100—6000. Revised scale of pay applicable to the Post of Assistant is Rs.5200—20200 + Grade Pay of Rs.2,400/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.4000—100--6000
2. Pay Band applicable	:	PB-1. Rs.5200—20200 + 2,400/-
3. Existing Basic Pay + 5% Personal Pay as on 1-1-2006	:	Rs.4,500 + 225 = 4,725/-
4. Pay after multiplication by a factor of 1.86	:	Rs.8,789/-
5. Pay in the Pay Band PB-1 after including the benefit of bunching.	:	Rs.8,790/-
6. Grade Pay (attached to the scale)	:	Rs. 2,400/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.11,190/-

ILLUSTRATION - VIII

An Assistant Director is drawing a basic pay of Rs.9,650/- as on 1-1-2006 in the existing scale of pay of Rs.8000—275—13500. Revised scale of pay applicable to the Post of Assistant Director is Rs.15600—39100 + Grade Pay of Rs.5,400/-. Subsequently, the officer has been promoted as Deputy Director with effect from 1-4-2006 the revised scale of pay is Rs.15600—39100 with Grade Pay of Rs.6,600/-. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.8000—275—13500
2. Pay Band applicable	:	PB-3. Rs.15600 – 39100 + 5400
3. Existing Basic Pay as on 1-1-2006	:	Rs.9,650/-
4. Pay after multiplication by a factor of 1.86	:	Rs.17,949/-
5. Pay in the Pay Band PB-3	:	Rs.17,950/-
6. Grade Pay (attached to the scale)	:	Rs. 5,400/
7. Revised Basic Pay – Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.23,350/-

Promotion as Deputy Director with effect from 1-4-2006

Pay in the post of Assistant Director as on 1-1-2006 - Rs.23,350/-

**Deputy Director w.e.f.1-4-2006 in the PB-3.
Rs.15600—39100 with Grade Pay of Rs.6600/-**

One i/c equal to 3% of the sum of the pay in the pay band and existing grade pay (i.e. 3% of Rs.23,350/-) - Rs. 710/-

Total - - Rs.24,060/-

Add : Difference in Grade Pay between the promotion post and lower post (Rs.6,600—5,400) - Rs. 1,200/-

Pay to be fixed in the post of Deputy Director as on 1-4-2006 - **Rs.25,260/-**

ILLUSTRATION - IX

An Assistant Section Officer is drawing a basic pay of Rs.5,500/- as on 1-1-2006 in the existing scale of pay of Rs.5500—175—9000 with his date of increment on 1st July. Subsequently, the scale of pay of Assistant Section Officer has been revised as Rs.6500—10500 with effect from 12-12-2007. The revised scale of pay applicable to the Post is Rs.9300—34800 + Grade Pay of Rs.4,400/- and Rs.9300—34800 + 4,600 with effect from 12-12-2007. His pay in the revised scale shall be fixed as follows:-

1. Existing Scale of Pay	:	Rs.5500—175—9000
2. Pay Band applicable	:	PB-2. Rs.9300—34800+4400
3. Existing Basic Pay as on 1-1-2006	:	Rs. 5,500/-
4. Pay after multiplication by a factor of 1.86	:	Rs.10,230/-
5. Pay in the Pay Band PB-2.	:	Rs.10,230/-
6. Grade Pay (attached to the scale)	:	Rs. 4,400/-
7. Revised Basic Pay = Total of Pay in the Pay Band and Grade Pay (5+6)	:	Rs.14,630/-
Pay as on 1-1-2006	--	Rs.14,630/-
Date of increment	- 1-7-2006 @ 3%	Rs. 440/-
Total	-	Rs.15,070/-
Add: Subsequent increment as on 1-7.2007 @ 3%	-	Rs. 460/-
Total	-	Rs.15,530/-
Difference in Grade Pay between the existing scale of pay and the revised scale of pay (Rs.4600 – 4400)	-	Rs. 200/-
Pay to be fixed as on 12-12-2007	-	Rs.15,730/-

SCHEDULE – IV

(See Rule --8)

**FORM FOR EXERCISING OPTION UNDER THE TAMIL NADU
REVISED SCALES OF PAY RULES, 2009.**

I, holding the post of
in the scale of Rs..... do hereby elect * to come under the revised scale
of pay before / after earning increment in the existing scale of pay with effect from 1st
January, 2006 / to retain the existing scale of pay and rate of dearness allowance for the
period uptoand come under the revised scale with effect from
.....

2. The option hereby exercised is final and will not be modified at any subsequent
date.

3. I hereby also undertake that any excess payment that may be found to have been
made as a result of incorrect fixation of pay or any excess payment detected in the light of
discrepancies noticed subsequently will be refunded by me to the Government either by
adjustment against future payments due to me or otherwise without insisting for any prior
notice.

Dated:.....2009.

Signed before me

Signature:

Signature
(with date)

Head of the Office
(in the case of Non-self drawing Officers)

Accounts Officer
(in the case of Self drawing Officers)

Received the above declaration.

Dated :.....2009.

Signature.

Assistant Accountant – General /
Pay and Accounts Officer,
Head of Office.

* Strike out whichever is not applicable.

APPENDIX – I**TABLE NO.1**

Existing Scale	Revised Pay Band + Grade Pay
Rs.2550--55--2660—60—3200	PB-1A Rs.4800-- 10000+Rs.1300

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	2550	1275	918	4743	4800	1300	6100
2	2605	1303	938	4846	4850	1300	6150
3	2660	1330	958	4948	4950	1301	6251
4	2720	1360	979	5059	5060	1300	6360
5	2780	1390	1001	5171	5180	1300	6480
6	2840	1420	1022	5282	5290	1300	6590
7	2900	1450	1044	5394	5400	1300	6700
8	2960	1480	1066	5506	5510	1300	6810
9	3020	1510	1087	5617	5620	1300	6920
10	3080	1540	1109	5729	5730	1300	7030
11	3140	1570	1130	5840	5840	1300	7140
12	3200	1600	1152	5952	5960	1300	7260

TABLE NO.2

Existing Scale
Rs.2610--60--3150--65—3540

Revised Pay Band + Grade Pay
PB-1A Rs.4800--
10000+Rs.1400

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	2610	1305	940	4855	4860	1400	6260
2	2670	1335	961	4966	4970	1400	6370
3	2730	1365	983	5078	5080	1400	6480
4	2790	1395	1004	5189	5190	1400	6590
5	2850	1425	1026	5301	5310	1400	6710
6	2910	1455	1048	5413	5420	1400	6820
7	2970	1485	1069	5524	5530	1400	6930
8	3030	1515	1091	5636	5640	1400	7040
9	3090	1545	1112	5747	5750	1400	7150
10	3150	1575	1134	5859	5860	1400	7260
11	3215	1608	1158	5981	5990	1400	7390
12	3280	1640	1181	6101	6110	1400	7510
13	3345	1673	1204	6222	6230	1400	7630
14	3410	1705	1228	6343	6350	1400	7750
15	3475	1738	1251	6464	6470	1400	7870
16	3540	1770	1274	6584	6590	1400	7990

TABLE NO.3

Existing Scale **Revised Pay Band + Grade Pay**
Rs.2650--65--3300—70—4000 **PB-1A Rs.4800--
10000+Rs.1650**

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	2650	1325	954	4929	4930	1650	6580
2	2715	1358	978	5051	5060	1650	6710
3	2780	1390	1001	5171	5180	1650	6830
4	2845	1423	1024	5292	5300	1650	6950
5	2910	1455	1048	5413	5420	1650	7070
6	2975	1488	1071	5534	5540	1650	7190
7	3040	1520	1094	5654	5660	1650	7310
8	3105	1553	1118	5776	5780	1650	7430
9	3170	1585	1141	5896	5900	1650	7550
10	3235	1618	1165	6018	6020	1650	7670
11	3300	1650	1188	6138	6140	1650	7790
12	3370	1685	1213	6268	6270	1650	7920
13	3440	1720	1238	6398	6400	1650	8050
14	3510	1755	1264	6529	6530	1650	8180
15	3580	1790	1289	6659	6660	1650	8310
16	3650	1825	1314	6789	6790	1650	8440
17	3720	1860	1339	6919	6920	1650	8570
18	3790	1895	1364	7049	7050	1650	8700
19	3860	1930	1390	7180	7180	1650	8830
20	3930	1965	1415	7310	7310	1650	8960
21	4000	2000	1440	7440	7440	1650	9090

TABLE NO.4

Existing Scale
Rs.2750--70--3800--75--4400

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.1800

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	2750	1375	990	5115	5200	1800	7000
2	2820	1410	1015	5245	5250	1800	7050
3	2890	1445	1040	5375	5380	1800	7180
4	2960	1480	1066	5506	5510	1800	7310
5	3030	1515	1091	5636	5640	1800	7440
6	3100	1550	1116	5766	5770	1800	7570
7	3170	1585	1141	5896	5900	1800	7700
8	3240	1620	1166	6026	6030	1800	7830
9	3310	1655	1192	6157	6160	1800	7960
10	3380	1690	1217	6287	6290	1800	8090
11	3450	1725	1242	6417	6420	1800	8220
12	3520	1760	1267	6547	6550	1800	8350
13	3590	1795	1292	6677	6680	1800	8480
14	3660	1830	1318	6808	6810	1800	8610
15	3730	1865	1343	6938	6940	1800	8740
16	3800	1900	1368	7068	7070	1800	8870
17	3875	1938	1395	7208	7210	1800	9010
18	3950	1975	1422	7347	7350	1800	9150
19	4025	2013	1449	7487	7490	1800	9290
20	4100	2050	1476	7626	7630	1800	9430
21	4175	2088	1503	7766	7770	1800	9570
22	4250	2125	1530	7905	7910	1800	9710
23	4325	2163	1557	8045	8050	1800	9850
24	4400	2200	1584	8184	8190	1800	9990

TABLE NO.5

Existing Scale
Rs.3050--75--3950--80--4590

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.1900

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	3050	1525	1098	5673	5680	1900	7580
2	3125	1563	1125	5813	5820	1900	7720
3	3200	1600	1152	5952	5960	1900	7860
4	3275	1638	1179	6092	6100	1900	8000
5	3350	1675	1206	6231	6240	1900	8140
6	3425	1713	1233	6371	6380	1900	8280
7	3500	1750	1260	6510	6510	1900	8410
8	3575	1788	1287	6650	6650	1900	8550
9	3650	1825	1314	6789	6790	1900	8690
10	3725	1863	1341	6929	6930	1900	8830
11	3800	1900	1368	7068	7070	1900	8970
12	3875	1938	1395	7208	7210	1900	9110
13	3950	1975	1422	7347	7350	1900	9250
14	4030	2015	1451	7496	7500	1900	9400
15	4110	2055	1480	7645	7650	1900	9550
16	4190	2095	1508	7793	7800	1900	9700
17	4270	2135	1537	7942	7950	1900	9850
18	4350	2175	1566	8091	8100	1900	10000
19	4430	2215	1595	8240	8240	1900	10140
20	4510	2255	1624	8389	8390	1900	10290
21	4590	2295	1652	8537	8540	1900	10440

TABLE NO.6

Existing Scale
Rs.3200--85—4900

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.2000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	3200	1600	1152	5952	5960	2000	7960
2	3285	1643	1183	6111	6120	2000	8120
3	3370	1685	1213	6268	6270	2000	8270
4	3455	1728	1244	6427	6430	2000	8430
5	3540	1770	1274	6584	6590	2000	8590
6	3625	1813	1305	6743	6750	2000	8750
7	3710	1855	1336	6901	6910	2000	8910
8	3795	1898	1366	7059	7060	2000	9060
9	3880	1940	1397	7217	7220	2000	9220
10	3965	1983	1428	7375	7380	2000	9380
11	4050	2025	1458	7533	7540	2000	9540
12	4135	2068	1489	7692	7700	2000	9700
13	4220	2110	1519	7849	7850	2000	9850
14	4305	2153	1550	8008	8010	2000	10010
15	4390	2195	1580	8165	8170	2000	10170
16	4475	2238	1611	8324	8330	2000	10330
17	4560	2280	1642	8482	8490	2000	10490
18	4645	2323	1672	8640	8640	2000	10640
19	4730	2365	1703	8798	8800	2000	10800
20	4815	2408	1734	8957	8960	2000	10960
21	4900	2450	1764	9114	9120	2000	11120

TABLE NO.7

Existing Scale
Rs.3625--85—4900

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.2200

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	3625	1813	1305	6743	6750	2200	8950
2	3710	1855	1336	6901	6910	2200	9110
3	3795	1898	1366	7059	7060	2200	9260
4	3880	1940	1397	7217	7220	2200	9420
5	3965	1983	1428	7376	7380	2200	9580
6	4050	2025	1458	7533	7540	2200	9740
7	4135	2068	1489	7692	7700	2200	9900
8	4220	2110	1519	7849	7850	2200	10050
9	4305	2153	1550	8008	8010	2200	10210
10	4390	2195	1580	8165	8170	2200	10370
11	4475	2238	1611	8324	8330	2200	10530
12	4560	2280	1642	8482	8490	2200	10690
13	4645	2323	1672	8640	8640	2200	10840
14	4730	2365	1703	8798	8800	2200	11000
15	4815	2408	1734	8957	8960	2200	11160
16	4900	2450	1764	9114	9120	2200	11320

TABLE NO.8

Existing Scale
Rs.4000--100—6000

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.2400

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	4000	2000	1440	7440	7440	2400	9840
2	4100	2050	1476	7626	7630	2400	10030
3	4200	2100	1512	7812	7820	2400	10220
4	4300	2150	1548	7998	8000	2400	10400
5	4400	2200	1584	8184	8190	2400	10590
6	4500	2250	1620	8370	8370	2400	10770
7	4600	2300	1656	8556	8560	2400	10960
8	4700	2350	1692	8742	8750	2400	11150
9	4800	2400	1728	8928	8930	2400	11330
10	4900	2450	1764	9114	9120	2400	11520
11	5000	2500	1800	9300	9300	2400	11700
12	5100	2550	1836	9486	9490	2400	11890
13	5200	2600	1872	9672	9680	2400	12080
14	5300	2650	1908	9858	9860	2400	12260
15	5400	2700	1944	10044	10050	2400	12450
16	5500	2750	1980	10230	10230	2400	12630
17	5600	2800	2016	10416	10420	2400	12820
18	5700	2850	2052	10602	10610	2400	13010
19	5800	2900	2088	10788	10790	2400	13190
20	5900	2950	2124	10974	10980	2400	13380
21	6000	3000	2160	11160	11160	2400	13560

TABLE NO.9

Existing Scale
Rs.4300--100—6000

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.2600

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	4300	2150	1548	7998	8000	2600	10600
2	4400	2200	1584	8184	8190	2600	10790
3	4500	2250	1620	8370	8370	2600	10970
4	4600	2300	1656	8556	8560	2600	11160
5	4700	2350	1692	8742	8750	2600	11350
6	4800	2400	1728	8928	8930	2600	11530
7	4900	2450	1764	9114	9120	2600	11720
8	5000	2500	1800	9300	9300	2600	11900
9	5100	2550	1836	9486	9490	2600	12090
10	5200	2600	1872	9672	9680	2600	12280
11	5300	2650	1908	9858	9860	2600	12460
12	5400	2700	1944	10044	10050	2600	12650
13	5500	2750	1980	10230	10230	2600	12830
14	5600	2800	2016	10416	10420	2600	13020
15	5700	2850	2052	10602	10610	2600	13210
16	5800	2900	2088	10788	10790	2600	13390
17	5900	2950	2124	10974	10980	2600	13580
18	6000	3000	2160	11160	11160	2600	13760

TABLE NO.10

Existing Scale
Rs.4500--125—7000

Revised Pay Band + Grade Pay
PB-1 Rs.5200--20200+Rs.2800

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	4500	2250	1620	8370	8370	2800	11170
2	4625	2313	1665	8603	8610	2800	11410
3	4750	2375	1710	8835	8840	2800	11640
4	4875	2438	1755	9068	9070	2800	11870
5	5000	2500	1800	9300	9300	2800	12100
6	5125	2563	1845	9533	9540	2800	12340
7	5250	2625	1890	9765	9770	2800	12570
8	5375	2688	1935	9998	10000	2800	12800
9	5500	2750	1980	10230	10230	2800	13030
10	5625	2813	2025	10463	10470	2800	13270
11	5750	2875	2070	10695	10700	2800	13500
12	5875	2938	2115	10928	10930	2800	13730
13	6000	3000	2160	11160	11160	2800	13960
14	6125	3063	2205	11393	11400	2800	14200
15	6250	3125	2250	11625	11630	2800	14430
16	6375	3188	2295	11858	11860	2800	14660
17	6500	3250	2340	12090	12090	2800	14890
18	6625	3313	2385	12323	12330	2800	15130
19	6750	3375	2430	12555	12560	2800	15360
20	6875	3438	2475	12788	12790	2800	15590
21	7000	3500	2520	13020	13020	2800	15820

TABLE NO.11

Existing Scale
Rs.5000--150—8000

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4200

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	5000	2500	1800	9300	9300	4200	13500
2	5150	2575	1854	9579	9580	4200	13780
3	5300	2650	1908	9858	9860	4200	14060
4	5450	2725	1962	10137	10140	4200	14340
5	5600	2800	2016	10416	10420	4200	14620
6	5750	2875	2070	10695	10700	4200	14900
7	5900	2950	2124	10974	10980	4200	15180
8	6050	3025	2178	11253	11260	4200	15460
9	6200	3100	2232	11532	11540	4200	15740
10	6350	3175	2286	11811	11820	4200	16020
11	6500	3250	2340	12090	12090	4200	16290
12	6650	3325	2394	12369	12370	4200	16570
13	6800	3400	2448	12648	12650	4200	16850
14	6950	3475	2502	12927	12930	4200	17130
15	7100	3550	2556	13206	13210	4200	17410
16	7250	3625	2610	13485	13490	4200	17690
17	7400	3700	2664	13764	13770	4200	17970
18	7550	3775	2718	14043	14050	4200	18250
19	7700	3850	2772	14322	14330	4200	18530
20	7850	3925	2826	14601	14610	4200	18810
21	8000	4000	2880	14880	14880	4200	19080

TABLE NO.12

Existing Scale
Rs.5300--150—8300

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4300

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	5300	2650	1908	9858	9860	4300	14160
2	5450	2725	1962	10137	10140	4300	14440
3	5600	2800	2016	10416	10420	4300	14720
4	5750	2875	2070	10695	10700	4300	15000
5	5900	2950	2124	10974	10980	4300	15280
6	6050	3025	2178	11253	11260	4300	15560
7	6200	3100	2232	11532	11540	4300	15840
8	6350	3175	2286	11811	11820	4300	16120
9	6500	3250	2340	12090	12090	4300	16390
10	6650	3325	2394	12369	12370	4300	16670
11	6800	3400	2448	12648	12650	4300	16950
12	6950	3475	2502	12927	12930	4300	17230
13	7100	3550	2556	13206	13210	4300	17510
14	7250	3625	2610	13485	13490	4300	17790
15	7400	3700	2664	13764	13770	4300	18070
16	7550	3775	2718	14043	14050	4300	18350
17	7700	3850	2772	14322	14330	4300	18630
18	7850	3925	2826	14601	14610	4300	18910
19	8000	4000	2880	14880	14880	4300	19180
20	8150	4075	2934	15159	15160	4300	19460
21	8300	4150	2988	15438	15440	4300	19740

TABLE NO.13

Existing Scale
Rs.5500--175—9000

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4400

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	5500	2750	1980	10230	10230	4400	14630
2	5675	2838	2043	10556	10560	4400	14960
3	5850	2925	2106	10881	10890	4400	15290
4	6025	3013	2169	11207	11210	4400	15610
5	6200	3100	2232	11532	11540	4400	15940
6	6375	3188	2295	11858	11860	4400	16260
7	6550	3275	2358	12183	12190	4400	16590
8	6725	3363	2421	12509	12510	4400	16910
9	6900	3450	2484	12834	12840	4400	17240
10	7075	3538	2547	13160	13160	4400	17560
11	7250	3625	2610	13485	13490	4400	17890
12	7425	3713	2673	13811	13820	4400	18220
13	7600	3800	2736	14136	14140	4400	18540
14	7775	3888	2799	14462	14470	4400	18870
15	7950	3975	2862	14787	14790	4400	19190
16	8125	4063	2925	15113	15120	4400	19520
17	8300	4150	2988	15438	15440	4400	19840
18	8475	4238	3051	15764	15770	4400	20170
19	8650	4325	3114	16089	16090	4400	20490
20	8825	4413	3177	16415	16420	4400	20820
21	9000	4500	3240	16740	16740	4400	21140

TABLE NO.13(a)

Existing Scale
Rs.5700--175—9200

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4450

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	5700	2850	2052	10602	10610	4450	15060
2	5875	2938	2115	10928	10930	4450	15380
3	6050	3025	2178	11253	11260	4450	15710
4	6225	3113	2241	11579	11580	4450	16030
5	6400	3200	2304	11904	11910	4450	16360
6	6575	3288	2367	12230	12230	4450	16680
7	6750	3375	2430	12555	12560	4450	17010
8	6925	3463	2493	12881	12890	4450	17340
9	7100	3550	2556	13206	13210	4450	17660
10	7275	3638	2619	13532	13540	4450	17990
11	7450	3725	2682	13857	13860	4450	18310
12	7625	3813	2745	14183	14190	4450	18640
13	7800	3900	2808	14508	14510	4450	18960
14	7975	3988	2871	14834	14840	4450	19290
15	8150	4075	2934	15159	15160	4450	19610
16	8325	4163	2997	15485	15490	4450	19940
17	8500	4250	3060	15810	15810	4450	20260
18	8675	4338	3123	16136	16140	4450	20590
19	8850	4425	3186	16461	16470	4450	20920
20	9025	4513	3249	16787	16790	4450	21240
21	9200	4600	3312	17112	17120	4450	21570

TABLE NO.14

Existing Scale
Rs.5700--175—9200

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4800

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	5700	2850	2052	10602	10610	4800	15410
2	5875	2938	2115	10928	10930	4800	15730
3	6050	3025	2178	11253	11260	4800	16060
4	6225	3113	2241	11579	11580	4800	16380
5	6400	3200	2304	11904	11910	4800	16710
6	6575	3288	2367	12230	12230	4800	17030
7	6750	3375	2430	12555	12560	4800	17360
8	6925	3463	2493	12881	12890	4800	17690
9	7100	3550	2556	13206	13210	4800	18010
10	7275	3638	2619	13532	13540	4800	18340
11	7450	3725	2682	13857	13860	4800	18660
12	7625	3813	2745	14183	14190	4800	18990
13	7800	3900	2808	14508	14510	4800	19310
14	7975	3988	2871	14834	14840	4800	19640
15	8150	4075	2934	15159	15160	4800	19960
16	8325	4163	2997	15485	15490	4800	20290
17	8500	4250	3060	15810	15810	4800	20610
18	8675	4338	3123	16136	16140	4800	20940
19	8850	4425	3186	16461	16470	4800	21270
20	9025	4513	3249	16787	16790	4800	21590
21	9200	4600	3312	17112	17120	4800	21920

TABLE NO.15

Existing Scale
Rs.5900--200—9900

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4500

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	5900	2950	2124	10974	10980	4500	15480
2	6100	3050	2196	11346	11350	4500	15850
3	6300	3150	2268	11718	11720	4500	16220
4	6500	3250	2340	12090	12090	4500	16590
5	6700	3350	2412	12462	12470	4500	16970
6	6900	3450	2484	12834	12840	4500	17340
7	7100	3550	2556	13206	13210	4500	17710
8	7300	3650	2628	13578	13580	4500	18080
9	7500	3750	2700	13950	13950	4500	18450
10	7700	3850	2772	14322	14330	4500	18830
11	7900	3950	2844	14694	14700	4500	19200
12	8100	4050	2916	15066	15070	4500	19570
13	8300	4150	2988	15438	15440	4500	19940
14	8500	4250	3060	15810	15810	4500	20310
15	8700	4350	3132	16182	16190	4500	20690
16	8900	4450	3204	16554	16560	4500	21060
17	9100	4550	3276	16926	16930	4500	21430
18	9300	4650	3348	17298	17300	4500	21800
19	9500	4750	3420	17670	17670	4500	22170
20	9700	4850	3492	18042	18050	4500	22550
21	9900	4950	3564	18414	18420	4500	22920

TABLE NO.16

Existing Scale
Rs.6500--200—10500

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4600

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	6500	3250	2340	12090	12090	4600	16690
2	6700	3350	2412	12462	12470	4600	17070
3	6900	3450	2484	12834	12840	4600	17440
4	7100	3550	2556	13206	13210	4600	17810
5	7300	3650	2628	13578	13580	4600	18180
6	7500	3750	2700	13950	13950	4600	18550
7	7700	3850	2772	14322	14330	4600	18930
8	7900	3950	2844	14694	14700	4600	19300
9	8100	4050	2916	15066	15070	4600	19670
10	8300	4150	2988	15438	15440	4600	20040
11	8500	4250	3060	15810	15810	4600	20410
12	8700	4350	3132	16182	16190	4600	20790
13	8900	4450	3204	16554	16560	4600	21160
14	9100	4550	3276	16926	16930	4600	21530
15	9300	4650	3348	17298	17300	4600	21900
16	9500	4750	3420	17670	17670	4600	22270
17	9700	4850	3492	18042	18050	4600	22650
18	9900	4950	3564	18414	18420	4600	23020
19	10100	5050	3636	18786	18790	4600	23390
20	10300	5150	3708	19158	19160	4600	23760
21	10500	5250	3780	19530	19530	4600	24130

TABLE NO.17

Existing Scale
Rs.6500--200—10500

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4900

Upgraded to the scale of pay of
Rs.7500--250—12000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	6500	3250	2340	12090	12090	4900	16990
2	6700	3350	2412	12462	12470	4900	17370
3	6900	3450	2484	12834	12840	4900	17740
4	7100	3550	2556	13206	13210	4900	18110
5	7300	3650	2628	13578	13580	4900	18480
6	7500	3750	2700	13950	13950	4900	18850
7	7700	3850	2772	14322	14330	4900	19230
8	7900	3950	2844	14694	14700	4900	19600
9	8100	4050	2916	15066	15070	4900	19970
10	8300	4150	2988	15438	15440	4900	20340
11	8500	4250	3060	15810	15810	4900	20710
12	8700	4350	3132	16182	16190	4900	21090
13	8900	4450	3204	16554	16560	4900	21460
14	9100	4550	3276	16926	16930	4900	21830
15	9300	4650	3348	17298	17300	4900	22200
16	9500	4750	3420	17670	17670	4900	22570
17	9700	4850	3492	18042	18050	4900	22950
18	9900	4950	3564	18414	18420	4900	23320
19	10100	5050	3636	18786	18790	4900	23690
20	10300	5150	3708	19158	19160	4900	24060
21	10500	5250	3780	19530	19530	4900	24430

TABLE NO.18

Existing Scale
Rs.6500--200—11100

Revised Pay Band + Grade Pay
PB-2 Rs.9300--34800+Rs.4700

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	6500	3250	2340	12090	12090	4700	16790
2	6700	3350	2412	12462	12470	4700	17170
3	6900	3450	2484	12834	12840	4700	17540
4	7100	3550	2556	13206	13210	4700	17910
5	7300	3650	2628	13578	13580	4700	18280
6	7500	3750	2700	13950	13950	4700	18650
7	7700	3850	2772	14322	14330	4700	19030
8	7900	3950	2844	14694	14700	4700	19400
9	8100	4050	2916	15066	15070	4700	19770
10	8300	4150	2988	15438	15440	4700	20140
11	8500	4250	3060	15810	15810	4700	20510
12	8700	4350	3132	16182	16190	4700	20890
13	8900	4450	3204	16554	16560	4700	21260
14	9100	4550	3276	16926	16930	4700	21630
15	9300	4650	3348	17298	17300	4700	22000
16	9500	4750	3420	17670	17670	4700	22370
17	9700	4850	3492	18042	18050	4700	22750
18	9900	4950	3564	18414	18420	4700	23120
19	10100	5050	3636	18786	18790	4700	23490
20	10300	5150	3708	19158	19160	4700	23860
21	10500	5250	3780	19530	19530	4700	24230
22	10700	5350	3852	19902	19910	4700	24610
23	10900	5450	3924	20274	20280	4700	24980
24	11100	5550	3996	20646	20650	4700	25350

TABLE NO.19

Existing Scale
Rs.8000--275—13500

Revised Pay Band + Grade Pay
PB-3 Rs.15600--39100+Rs.5400

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	8000	4000	2880	14880	15600	5400	21000
2	8275	4138	2979	15392	15600	5400	21000
3	8550	4275	3078	15903	15910	5400	21310
4	8825	4413	3177	16415	16420	5400	21820
5	9100	4550	3276	16926	16930	5400	22330
6	9375	4688	3375	17438	17440	5400	22840
7	9650	4825	3474	17949	17950	5400	23350
8	9925	4963	3573	18461	18470	5400	23870
9	10200	5100	3672	18972	18980	5400	24380
10	10475	5238	3771	19484	19490	5400	24890
11	10750	5375	3870	19995	20000	5400	25400
12	11025	5513	3969	20507	20510	5400	25910
13	11300	5650	4068	21018	21020	5400	26420
14	11575	5788	4167	21530	21530	5400	26930
15	11850	5925	4266	22041	22050	5400	27450
16	12125	6063	4365	22553	22560	5400	27960
17	12400	6200	4464	23064	23070	5400	28470
18	12675	6338	4563	23576	23580	5400	28980
19	12950	6475	4662	24087	24090	5400	29490
20	13225	6613	4761	24599	24600	5400	30000
21	13500	6750	4860	25110	25110	5400	30510

TABLE NO.20

Existing Scale
Rs.9100--275—14050

Revised Pay Band + Grade Pay
PB-3 Rs.15600--39100+Rs.5700

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	9100	4550	3276	16926	16930	5700	22630
2	9375	4688	3375	17438	17440	5700	23140
3	9650	4825	3474	17949	17950	5700	23650
4	9925	4963	3573	18461	18470	5700	24170
5	10200	5100	3672	18972	18980	5700	24680
6	10475	5238	3771	19484	19490	5700	25190
7	10750	5375	3870	19995	20000	5700	25700
8	11025	5513	3969	20507	20510	5700	26210
9	11300	5650	4068	21018	21020	5700	26720
10	11575	5788	4167	21530	21530	5700	27230
11	11850	5925	4266	22041	22050	5700	27750
12	12125	6063	4365	22553	22560	5700	28260
13	12400	6200	4464	23064	23070	5700	28770
14	12675	6338	4563	23576	23580	5700	29280
15	12950	6475	4662	24087	24090	5700	29790
16	13225	6613	4761	24599	24600	5700	30300
17	13500	6750	4860	25110	25110	5700	30810
18	13775	6888	4959	25622	25630	5700	31330
19	14050	7025	5058	26133	26140	5700	31840

TABLE NO.21

Existing Scale
Rs.9650--300—15050

Revised Pay Band + Grade Pay
PB-3 Rs.15600--39100+Rs.6000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	9650	4825	3474	17949	17950	6000	23950
2	9950	4975	3582	18507	18510	6000	24510
3	10250	5125	3690	19065	19070	6000	25070
4	10550	5275	3798	19623	19630	6000	25630
5	10850	5425	3906	20181	20190	6000	26190
6	11150	5575	4014	20739	20740	6000	26740
7	11450	5725	4122	21297	21300	6000	27300
8	11750	5875	4230	21855	21860	6000	27860
9	12050	6025	4338	22413	22420	6000	28420
10	12300	6150	4428	22878	22880	6000	28880
11	12650	6325	4554	23529	23530	6000	29530
12	12950	6475	4662	24087	24090	6000	30090
13	13250	6625	4770	24645	24650	6000	30650
14	13550	6775	4878	25203	25210	6000	31210
15	13850	6925	4986	25761	25770	6000	31770
16	14150	7075	5094	26319	26320	6000	32320
17	14450	7225	5202	26877	26880	6000	32880
18	14750	7375	5310	27435	27440	6000	33440
19	15050	7525	5418	27993	28000	6000	34000

TABLE NO.22

Existing Scale
Rs.10000--325—15200

Revised Pay Band + Grade Pay
PB-3 Rs.15600--39100+Rs.6600

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	10000	5000	3600	18600	18600	6600	25200
2	10325	5163	3717	19205	19210	6600	25810
3	10650	5325	3834	19809	19810	6600	26410
4	10975	5488	3951	20414	20420	6600	27020
5	11300	5650	4068	21018	21020	6600	27620
6	11625	5813	4185	21623	21630	6600	28230
7	11950	5975	4302	22227	22230	6600	28830
8	12275	6138	4419	22832	22840	6600	29440
9	12600	6300	4536	23436	23440	6600	30040
10	12925	6463	4653	24041	24050	6600	30650
11	13250	6625	4770	24645	24650	6600	31250
12	13575	6788	4887	25250	25250	6600	31850
13	13900	6950	5004	25854	25860	6600	32460
14	14225	7113	5121	26459	26460	6600	33060
15	14550	7275	5238	27063	27070	6600	33670
16	14875	7438	5355	27668	27670	6600	34270
17	15200	7600	5472	28272	28280	6600	34880

TABLE NO.23

Existing Scale
Rs.12000--375—16500

Revised Pay Band + Grade Pay
PB-3 Rs.15600--39100+Rs.7600

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	12000	6000	4320	22320	22320	7600	29920
2	12375	6188	4455	23018	23020	7600	30620
3	12750	6375	4590	23715	23720	7600	31320
4	13125	6563	4725	24413	24420	7600	32020
5	13500	6750	4860	25110	25110	7600	32710
6	13875	6938	4995	25808	25810	7600	33410
7	14250	7125	5130	26505	26510	7600	34110
8	14625	7313	5265	27203	27210	7600	34810
9	15000	7500	5400	27900	27900	7600	35500
10	15375	7688	5535	28598	28600	7600	36200
11	15750	7875	5670	29295	29300	7600	36900
12	16125	8063	5805	29993	30000	7600	37600
13	16500	8250	5940	30690	30690	7600	38290

TABLE NO.24

Existing Scale
Rs.12750--375—16500

Revised Pay Band + Grade Pay
PB-3 Rs.15600--39100+Rs.7700

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	12750	6375	4590	23715	23720	7700	31420
2	13125	6563	4725	24413	24420	7700	32120
3	13500	6750	4860	25110	25110	7700	32810
4	13875	6938	4995	25808	25810	7700	33510
5	14250	7125	5130	26505	26510	7700	34210
6	14625	7313	5265	27203	27210	7700	34910
7	15000	7500	5400	27900	27900	7700	35600
8	15375	7688	5535	28598	28600	7700	36300
9	15750	7875	5670	29295	29300	7700	37000
10	16125	8063	5805	29993	30000	7700	37700
11	16500	8250	5940	30690	30690	7700	38390

TABLE NO.25

Existing Scale
Rs.14300--400—18300

Revised Pay Band + Grade Pay
PB-4 Rs.37400--67000+Rs.8700

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	14300	7150	5148	26598	37400	8700	46100
2	14700	7350	5292	27342	37400	8700	46100
3	15100	7550	5436	28086	38530	8700	47230
4	15500	7750	5580	28830	38530	8700	47230
5	15900	7950	5724	29574	39690	8700	48390
6	16300	8150	5868	30318	39690	8700	48390
7	16700	8350	6012	31062	40890	8700	49590
8	17100	8550	6156	31806	40890	8700	49590
9	17500	8750	6300	32550	42120	8700	50820
10	17900	8950	6444	33294	42120	8700	50820
11	18300	9150	6588	34038	43390	8700	52090

TABLE NO.26

Existing Scale
Rs.15000--400—18600

Revised Pay Band + Grade Pay
PB-4 Rs.37400--67000+Rs.8800

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	15000	7500	5400	27900	39690	8800	48490
2	15400	7700	5544	28644	39690	8800	48490
3	15800	7900	5688	29388	40890	8800	49690
4	16200	8100	5832	30132	40890	8800	49690
5	16600	8300	5976	30876	42120	8800	50920
6	17000	8500	6120	31620	42120	8800	50920
7	17400	8700	6264	32364	43390	8800	52190
8	17800	8900	6408	33108	43390	8800	52190
9	18200	9100	6552	33852	44700	8800	53500
10	18600	9300	6696	34596	44700	8800	53500

TABLE NO.27

Existing Scale
Rs.16400--450—20000

Revised Pay Band + Grade Pay
PB-4 Rs.37400--67000+Rs.8900

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	16400	8200	5904	30504	39690	8900	48590
2	16850	8425	6066	31341	40890	8900	49790
3	17300	8650	6228	32178	40890	8900	49790
4	17750	8875	6390	33015	42120	8900	51020
5	18200	9100	6552	33852	42120	8900	51020
6	18650	9325	6714	34689	43390	8900	52290
7	19100	9550	6876	35526	43390	8900	52290
8	19550	9775	7038	36363	44700	8900	53600
9	20000	10000	7200	37200	44700	8900	53600

TABLE NO.28

Existing Scale
Rs.17400--500—21900

Revised Pay Band + Grade Pay
PB-4 Rs.37400--67000+Rs.10000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	17400	8700	6264	32364	42120	10000	52120
2	17900	8950	6444	33294	42120	10000	52120
3	18400	9200	6624	34224	43390	10000	53390
4	18900	9450	6804	35154	43390	10000	53390
5	19400	9700	6984	36084	44700	10000	54700
6	19900	9950	7164	37014	44700	10000	54700
7	20400	10200	7344	37944	46050	10000	56050
8	20900	10450	7524	38874	46050	10000	56050
9	21400	10700	7704	39804	47440	10000	57440
10	21900	10950	7884	40734	47440	10000	57440

TABLE NO.29

Existing Scale
Rs.600--10--700--20--1100

Revised Scale + Grade Pay
Rs.1300--3000+Rs.300

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	600	300	216	1116	1300	300	1600
2	610	305	220	1135	1300	300	1600
3	620	310	223	1153	1340	300	1640
4	630	315	227	1172	1340	300	1640
5	640	320	230	1190	1380	300	1680
6	650	325	234	1209	1380	300	1680
7	660	330	238	1228	1430	300	1730
8	670	335	241	1246	1430	300	1730
9	680	340	245	1265	1480	300	1780
10	690	345	248	1283	1480	300	1780
11	700	350	252	1302	1530	300	1830
12	720	360	259	1339	1530	300	1830
13	740	370	266	1376	1580	300	1880
14	760	380	274	1414	1580	300	1880
15	780	390	281	1451	1630	300	1930
16	800	400	288	1488	1630	300	1930
17	820	410	295	1525	1680	300	1980
18	840	420	302	1562	1680	300	1980
19	860	430	310	1600	1740	300	2040
20	880	440	317	1637	1740	300	2040
21	900	450	324	1674	1780	300	2080
22	920	460	331	1711	1780	300	2080
23	940	470	338	1748	1840	300	2140
24	960	480	346	1786	1840	300	2140
25	980	490	353	1823	1900	300	2200
26	1000	500	360	1860	1900	300	2200
27	1020	510	367	1897	1960	300	2260
28	1040	520	374	1934	1960	300	2260
29	1060	530	382	1972	1980	300	2280
30	1080	540	389	2009	2010	300	2310
31	1100	550	396	2046	2050	300	2350

TABLE NO.30

Existing Scale
Rs.1300--20--1500--25--2000

Revised Scale + Grade Pay
Rs.2500--5000+Rs.500

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	1300	650	468	2418	2500	500	3000
2	1320	660	475	2455	2500	500	3000
3	1340	670	482	2492	2580	500	3080
4	1360	680	490	2530	2580	500	3080
5	1380	690	497	2567	2660	500	3160
6	1400	700	504	2604	2660	500	3160
7	1420	710	511	2641	2740	500	3240
8	1440	720	518	2678	2740	500	3240
9	1460	730	526	2716	2830	500	3330
10	1480	740	533	2753	2830	500	3330
11	1500	750	540	2790	2920	500	3420
12	1525	763	549	2837	2920	500	3420
13	1550	775	558	2883	3010	500	3510
14	1575	788	567	2930	3010	500	3510
15	1600	800	576	2976	3110	500	3610
16	1625	813	585	3023	3110	500	3610
17	1650	825	594	3069	3210	500	3710
18	1675	838	603	3116	3210	500	3710
19	1700	850	612	3162	3310	500	3810
20	1725	863	621	3209	3310	500	3810
21	1750	875	630	3255	3410	500	3910
22	1775	888	639	3302	3410	500	3910
23	1800	900	648	3348	3520	500	4020
24	1825	913	657	3395	3520	500	4020
25	1850	925	666	3441	3630	500	4130
26	1875	938	675	3488	3630	500	4130
27	1900	950	684	3534	3740	500	4240
28	1925	963	693	3581	3740	500	4240
29	1950	975	702	3627	3860	500	4360
30	1975	988	711	3674	3860	500	4360
31	2000	1000	720	3720	3980	500	4480

TABLE NO.31

Existing Scale
Rs.1800--20—2240

Revised Scale + Grade Pay
Rs.3500--6000+Rs.600

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	1800	900	648	3348	3500	600	4100
2	1820	910	655	3385	3500	600	4100
3	1840	920	662	3422	3605	600	4205
4	1860	930	670	3460	3605	600	4205
5	1880	940	677	3497	3720	600	4320
6	1900	950	684	3534	3720	600	4320
7	1920	960	691	3571	3840	600	4440
8	1940	970	698	3608	3840	600	4440
9	1960	980	706	3646	3960	600	4560
10	1980	990	713	3683	3960	600	4560
11	2000	1000	720	3720	4080	600	4680
12	2020	1010	727	3757	4080	600	4680
13	2040	1020	734	3794	4210	600	4810
14	2060	1030	742	3832	4210	600	4810
15	2080	1040	749	3869	4340	600	4940
16	2100	1050	756	3906	4340	600	4940
17	2120	1060	763	3943	4480	600	5080
18	2140	1070	770	3980	4480	600	5080
19	2160	1080	778	4018	4620	600	5220
20	2180	1090	785	4055	4620	600	5220
21	2200	1100	792	4092	4760	600	5360
22	2220	1110	799	4129	4760	600	5360
23	2240	1120	806	4166	4910	600	5510

APPENDIX – II
(See paragraph – 6 of the order)
STATEMENT - I

REVISED RATES OF HOUSE RENT ALLOWANCE

Pay Range (Pay Band + Grade Pay)	Amount of House Rent Allowance (Rupees per Mensum)				
	Grade 1(a) Chennai City and places around the City at a distance not exceeding 32 Kms from the city limits	Grade 1 (b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Places in Grade II and places around 8 Kms from town limits	Places in Grade-II	Unclassified Places
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1) Upto 5299	500	300	240	160	120
2) 5300 - 6699	560	400	300	200	140
3) 6700 - 8189	680	500	360	240	160
4) 8190 - 9299	800	600	440	300	180
5) 9300 - 10599	1000	720	540	380	200
6) 10600 - 11899	1200	840	640	460	220
7) 11900 - 13769	1400	960	760	560	240
8) 13770 - 14509	1600	1100	880	660	260
9) 14510 - 15999	1800	1240	1000	760	280
10) 16000 - 17299	2000	1380	1120	860	300
11) 17300 - 19529	2200	1480	1240	900	320
12) 19530 - 20089	2400	1600	1360	1000	340
13) 20090 - 21019	2600	1700	1400	1000	360
14) 21020 - 21579	2800	1800	1400	1000	380
15) 21580 - 22139	2900	1800	1400	1000	400
16) 22140 - 24999	3000	1800	1400	1000	400
17) 25000 and above	3200	1800	1400	1000	400

Note :- In cases where the revised rate of House Rent Allowance falls short of double the rate in the existing quantum of HRA due to revised Pay Ranges, in such cases the quantum of HRA shall be actually doubled.

STATEMENT -- II
HRA – RENT FREE QUARTERS

Pay Range (Pay Band + Grade Pay)	Amount of House Rent Allowance (Rupees per Mensem)					
	Grade 1(a) Chennai City and places around the City at a distance not exceeding 32 Kms from the city limits	Grade 1 (b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Grade II (a) Headquarters Kanchipuram, Vellore, Dharmapuri, Salem, Cuddalore, Thanjavur, Tiruchirapalli, Tirunelveli, Nagarcoil, Erode, Uthagamandlam and Pudukottai	Grade II (b) places other than those mentioned in Column (4)	Grade II Places	Unclassified Places
Rs.	Rs.	Rs.	Rs.	Rs.		Rs.
1) Upto 5299	660	460	400	340	260	200
2) 5300 - 6699	720	560	460	400	300	220
3) 6700 - 8189	840	660	520	460	340	240
4) 8190 - 9299	960	760	600	540	400	260
5) 9300 - 10599	1160	880	700	640	480	280
6) 10600 - 11899	1360	1000	800	740	560	300
7) 11900 - 13769	1560	1120	920	860	660	320
8) 13770 - 14509	1760	1260	1040	980	760	340
9) 14510 - 15999	1960	1400	1160	1100	860	360
10) 16000 - 17299	2160	1540	1280	1220	960	380
11) 17300 - 19529	2360	1640	1400	1340	1000	400
12) 19530 - 20089	2560	1760	1520	1460	1100	420
13) 20090 - 21019	2720	1860	1560	1500	1100	440
14) 21020 - 21579	2960	1960	1560	1500	1100	460
15) 21580 - 22139	3060	1960	1560	1560	1100	480
16) 22140 - 24999	3160	1960	1560	1560	1100	480
17) 25000 and above	3160	1960	1560	1560	1100	480

Note :- In cases where the revised rate of House Rent Allowance falls short of double the rate in the existing quantum of HRA due to revised Pay Ranges, in such cases the quantum of HRA shall be actually doubled.

APPENDIX – III

(See paragraph—8 of the order)

Revised rate of City Compensatory Allowance**(Rupees per month)**

Sl. No.	EMPLOYEES IN THE PAY RANGE	Chennai City and areas around the City at a distance not exceeding 32 Kms. from the City limits.	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli areas around them at a distance not exceeding 16 Kms. from the City limits.
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1.	Below 8000	180	90
2.	8001—12000	250	130
3.	12001—16000	400	200
4.	16001 and above	600	360

Note :- In cases where the revised rate of City Compensatory Allowance falls short of double the rate in the existing quantum of CCA. due to revised Pay Ranges, in such cases the quantum of CCA shall be actually doubled.

APPENDIX -- IV

(See paragraph 3 (e) of the Order)

**STATEMENT OF FIXATION OF PAY OF INDIVIDUAL GOVERNMENT SERVANT
IN THE REVISED SCALE OF PAY.**

Department	:	
Office	:	
Name of the Government Servant		:	
Date of :-			
(a) Exercising Option		:	
(b) Receipt of option by Head of Office		:	
Whether option has been attached to the Service Book		:	
Date opted to come over to the revised scale	:	
			Substantive
			Officiating or temporary
1.	Name of the post	:	
2.	Existing scale of pay	:	
3.	Present emoluments on the 1 st January 2006 or on the date of the employee joining the service after 1—1—2006	:	
(i)	Pay	:	
(ii)	Personal Pay (if any)	:	
(iii)	Dearness pay	:	
(iv)	Dearness Allowance as on 1-1-2006 on Pay + Dearness Pay + Personal pay (if any).	:	
	Total emoluments	:	
4.	Revised Scale of Pay with Pay Band and Grade Pay	:	

5.	(i)	Pay in the revised scale of pay shall be determined by multiplying the existing basic pay as per 3(i) above by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10 as indicated in the Fitment Table.	
	(ii)	Fitment Table No.	:
6.		If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the Officiating post, revised pay fixed as per rule.	: : : : : :
7.		Is this a case in which the revised pay cannot be fixed with reference to the Fitment Table ?. If so why?	: : :
8.		If the answer to the question at Serial No.7 is 'yes' the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail.	: : : : :
9.		Date of next increment in the revised scale	: :
10.		Quantum of Special Pay, if any, attached to the post.	: :

**Head of Office/
Accountant General /
Pay and Accounts Officer.**

APPENDIX -- V

(See paragraph -- 3(f) of the order)

An Assistant is drawing a basic pay of Rs.4,500/- as on 1—1—2006 in the existing scale of pay of Rs.4000—100—6000. The revised scale of pay is Rs.5200—20200 plus Grade Pay of Rs.2,400/-. His pay in the revised scale shall be fixed at Rs.10,770/- with effect from 1—1—2006. The subsequent increments on 1—7—2006 raised his pay to Rs.11,100/- and to Rs.11,440/- on 1—7—2007. His arrears from 1—1—2006 to 31—5—2009 has been regulated taking into account that pay revision has been given notional effect from 1—1—2006 with monetary benefit from 1—1—2007.

Pay	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
From 1-1-2006 to 30-6-2006				
Pay as on 1-1-2006	10770	4500		
Dearness Pay		2250		
Dearness Allowance @ 24%		1620		
Total	10770	8370	2400	(Notional)
From 1-7-2006 to 31-12-2006				
Pay as on 1-7-2006 (10770 + i/c @ 3%)	11100	4600		
Dearness Pay		2300		
Dearness Allowance @ 29%		2001		
Dearness Allowance @ 2%	222			
Total	11322	8901	2421	(Notional)
From 1-1-2007 to 30-6-2007				
Pay as on 1-1-2007	11100	4600		
Dearness Pay		2300		
Dearness Allowance @ 35%		2415		
Dearness Allowance @ 6%	666			
Total	11766	9315	2451	14706
From 1-7-2007 to 31-12-2007				
Pay as on 1-7-2007 (11100 + i/c @ 3%)	11440	4700		
Dearness Pay		2350		
Dearness Allowance @ 41%		2891		
Dearness Allowance @ 9%	1030			
Total	12470	9941	2529	15174
From 1-1-2008 to 30-6-2008				
Pay as on 1-1-2008	11440	4700		
Dearness Pay		2350		
Dearness Allowance @ 47%		3314		
Dearness Allowance @ 12%	1373			
Total	12813	10364	2449	14694

From 1-7-2008 to 31-12-2008

Pay as on 1-7-2008 (11440 + i/c @ 3%)	11790	4800		
Dearness Pay		2400		
Dearness Allowance @ 54%		3888		
Dearness Allowance @ 16%	1886			
Total	13676	11088	2588	15528

From 1-1-2009 to 30-5-2009

Pay as on 1-1-2009	11790	4800		
Dearness Pay		2400		
Dearness Allowance @ 64%		4608		
Dearness Allowance @ 22%	2594			
Total	14384	11808	2576	12880

Arrears from :

	Rs.	Rs.	Rs.	
1-1-2007 to 30-6-2007	14706			
1-7-2007 to 31-12-2007	15174			
1-1-2008 to 30-6-2008	14694			
1-7-2008 to 31-12-2008	15528			
1-1-2009 to 31-5-2009	12880			
Total		72982		

Interim Arrears sanctioned :
(3 months Basic Pay + Dearness
Pay+ Dearness Allowance) :

35424

Balance amount due =

37558**Arrears Payment in 3 instalments**

First instalment 2009--10	12520
Second instalment 2010--11	12519
Third and final instalment 2011--12	12519

APPENDIX-VI

(See paragraph – 20 of the order)

ILLUSTRATION – I

An employee is drawing Consolidated pay of Rs.900/- as on 1-1-2006. His consolidated pay with effect from 1-1-2006 will be revised as follows:

Existing Consolidated pay as on 1-1-2006	--	Rs. 900
Increase allowed upto 1-1-2006 (20 x 20)	--	Rs. 400
Total	--	Rs.1,300
25% on existing consolidated pay (rounded to multiples of 10)	--	Rs. 230
		Rs.1,530
Benefit (Rs.1,530 – 1,300)	--	Rs. 230

1-1-2007 to 30-6-2007	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	1,530	1300		
Adhoc Increase	80	40		
Total	1,610	1,340	270 x 6	1,620

1-7-2007 to 31-12-2007	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	1,530	1,300		
Adhoc Increase	120	60		
Total	1,650	1,360	290 x 6	1,740

1-1-2008 to 30-6-2008	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	1,530	1,300		
Adhoc Increase	160	80		
Total	1,690	1,380	310 x 6	1,860

1-7-2008 to 31-12-2008	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	1,530	1,300		
Adhoc Increase	200	100		
Total	1,730	1,400	330 x 6	1,980

1-1-2009 to 31-5-2009	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	1,530	1,300		
Adhoc Increase	240	120		
Total	1,770	1,420	350 x 5	1,750

Calculated Arrears :

From 1-1-2007 to 30-6-2007	--	Rs. 1,620
From 1-7-2007 to 31-12-2007	--	Rs. 1,740
From 1-1-2008 to 30-6-2008	--	Rs. 1,860
From 1-7-2008 to 31-12-2008	--	Rs. 1,980
From 1-1-2009 to 31-5-2009	--	Rs. 1,750
Total	--	Rs.8,950

Less:

Interim Arrears sanctioned in January, 2009 at the rate of three months total emoluments as on 1—1—2009.	--	Rs.4,260
Balance Due	--	Rs.4,690

Amount payable as Ist Instalment in 2009-10	---	Rs.1,564/-
Amount payable as IInd Instalment in 2010-11	---	Rs.1,563/-
Amount payable as IIIrd Instalment in 2011-12	---	Rs.1,563/-

ILLUSTRATION - II

An employee is drawing Consolidated pay of Rs.320/- as on 1-1-2006.
His consolidated pay with effect from 1-1-2006 will be revised as follows:

Existing Consolidated pay as on 1-1-2006	--	Rs. 320
Increase allowed upto 1-1-2006 (10 x 20)	--	Rs. 200
Total	--	Rs. 520
25% on existing consolidated pay	--	Rs. 80
Total		Rs.600
Benefit with effect from 1-1-2006	--	Rs. 80

1-1-2007 to 30-6-2007	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	600	520		
Adhoc Increase	40	20		
Total	640	540	100 x 6	600

1-7-2007 to 31-12-2007	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	600	520		
Adhoc Increase	60	30		
Total	660	550	110 x 6	660

1-1-2008 to 30-6-2008	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	600	520		
Adhoc Increase	80	40		
Total	680	560	120 x 6	720

1-7-2008 to 31-12-2008	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	600	520		
Adhoc Increase	100	50		
Total	700	570	130 x 6	780

1-1-2009 to 31-5-2009	Due Rs.	Drawn Rs.	Difference Rs.	Arrears Rs.
Consolidated pay	600	520		
Adhoc Increase	120	60		
Total	720	580	140 x 5	700

Calculated Arrears :

From 1-1-2007 to 30-6-2007	--	Rs. 600
From 1-7-2007 to 31-12-2007	--	Rs. 660
From 1-1-2008 to 30-6-2008	--	Rs. 720
From 1-7-2008 to 31-12-2008	--	Rs. 780
From 1-1-2009 to 31-5-2009	--	Rs. 700

Total -- Rs.3,460

Less:

Interim Arrears sanctioned in January, 2009 at the rate of three months total emoluments as on 1—1—2009. -- Rs.1,740

Balance Due -- Rs.1,720

Amount payable as Ist Instalment in 2009-10 --- Rs.574/-

Amount payable as IInd Instalment in 2010-11 --- Rs.573/-

Amount payable as IIIrd Instalment in 2011-12 --- Rs.573/-