

8.17 Pay – Personal pay – Grant of personal pay to certain categories of employees – orders – issued.

FINANCE (PAY CELL) DEPARTMENT

G.O. (Ms) No.664

Dated : 24.08.1992

Read :

1. G.O. (Ms) No. 6666, Finance (Pay cell) Department, dated 27-6-1989.
2. G.O. (Ms) No. 451, P & AR Department, dated 31-10-90
3. G.O. (Ms) No. 293, P & AR Department, dated 12-08-91
4. G.O. (Ms) No.595, Finance (Pay cell) Department, dated 01-8-92

Order :

Based on the recommendations of the Fifth Tamil Nadu Pay Commission orders were issued in the Government order categories of posts in Government and local bodies. The Fifth Pay Commission's recommendations followed one basis principle that pay scales in the State may be brought in line with equivalent scales of pay in the Centre. This was a radical reform involving the change over from about 17 scales in the state to 25 Central Scales of pay. Further the old scheme of selection Grade and special grade was dispensed with and a new scheme introduced. Since the guiding principles was to move over to equivalent Central scales of pay some consequent changes in horizontal relativities which prevailed in the state were inevitable.

2. The main grievance has been voiced by Record Clerks, Junior Assistants, Assistants and Superintendents. Their case was referred to the official committee constituted in the Government Order second read above. Orders were issued on the report of the Committee in the Government Order fourth read above. In these orders the request for further revision of scales of pay by the ministerial staff categories has been rejected. Instead a scheme of promotions for the ministerial staff on a rationalised basis has been announced. Government has also made its intention clear that the guiding principle of the fifth Pay Commission's recommendations namely to move over to central scales of pay will be adhered to Various Government Employees' Associations have continued to urge the Government that at least some alternative means should be found to redress their main grievance namely that certain comparable categories prior to the Fifth Pay Commission have moved to higher scales of pay. In Making a major transition to the new pay scale system as incorporated in the Central scales of pay some difficulties are inevitable. The effort should be to iron out such difficulties without disturbing the realisation of the main objective to shift to Central scales of pay.

3. The issues involved have been further discussed with the various Employees' Associations. They have accepted the position that any further scale revision would not be possible in view of the change over to Central scales of pay. At the same time they have requested the Government to extend some means of alleviating and compensating their relative change in emoluments. After detailed discussions, it has been agreed upon that the Government will not accept any plea for further revision of scales of pay beyond the equivalent Central Scales of pay. Hence there shall be no further revision of scales of pay of all categories in the new scales of pay namely

Rs.775 – 1030, Rs.950 – 1500, Rs.975 – 1660, Rs.1200 – 2040 and Rs.1600 – 2660. These scales for the categories therein are therefore treated as final and firmly settled.

4. At the same time the plea of these employees for Government to extend some sympathetic consideration has been taken note of Government consider that these categories should be positively motivated in undertaking important items of work entrusted to them. Further job responsibilities of these categories require due recognition. Keeping in mind the importance of the job responsibilities attached to the categories in these scales of pay and the need to positively motivate these categories to undertake their responsibilities, Government have decided to grant a personal pay at five percent of the basic pay to all categories of staff in the following scales of pay. Government accordingly direct that five percent of the basic pay computed as on 01-8-92 be granted as personal pay to the following:-

- i) All categories of staff in the pre revised scales of pay at Rs.475 – 775 moving over to the revised scale of pay of Rs.775 – 1030.
- ii) All categories of staff in the pre revised scale of pay of Rs.610 – 1075 moving over to the revised scale of pay of Rs. 950 – 1500 or Rs.975 – 1660.
- iii) All categories of staff in the pre-revised scale of pay of Rs.705 – 1230 moving over to the revised scale of pay of Rs.1200 – 2040, and
- iv) All categories of staff in the pre-revised scale of pay of Rs.905 – 1545 moving over to the revised scale of pay of Rs.1600 – 2660.

5. The personal pay is sanctioned under exceptional circumstances as an one time transitional measure for all the categories in the specified scales. It will apply also to the employees in the revised selection Grade and Special Grade of these categories. The personal pay will be computed as on 01-08-92 and will be continued as such in the event of promotion within these categories. The fraction of personal pay shall be rounded off to the nearest rupee (ie), 50 paise and above shall be treated as a rupee and below 50 paise shall be ignored. It will not apply to any promotion beyond the scale of pay of Rs.1600 – 2660. This personal pay will be absorbed in the fitment procedure evolved whenever the next pay commission is constituted. There shall be no entitlement for this personal pay from any other categories in any other scale. This scheme of personal pay is exclusive to the specified scales of pay keeping in mind the job responsibilities attached to the categories in these scales of pay.

6. These orders shall also apply to the employees of local bodies and non-teaching staff of aided educational institutions.

7. These orders shall take effect from 1st August, 1992.

(By order of the Governor)

N. NARAYANAN,
Secretary to Government.