



FINANCE [Pay Cell] DEPARTMENT

G.O.Ms.No.311, Dated 23rd October 2017.

(Heyvilambi, Ippasi-6, Thiruvalluvar Aandu 2048)

ABSTRACT

OFFICIAL COMMITTEE, 2017 - Recommendations of the Official Committee, 2017 – **Fixation of Pay on Promotion** in the revised pay structure - Orders - Issued.

Read the following:-

1. G.O.Ms.No.40, Finance (Pay Cell) Department, dated: 22-02-2017.
2. G.O.Ms.No.189, Finance (Pay Cell) Department, dated 27-06-2017.
3. G.O.Ms.No.303, Finance (Pay Cell) Department, dated 11-10-2017.

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ORDER:

The Official Committee, 2017 constituted to examine the revision of pay and allowances has *inter-alia* made recommendations regarding the fixation of pay of Government employees on promotion in the revised pay structure.

2. In the Government Order third read above, the existing system of Pay Bands and Grade Pay applicable to State Government employees and teachers including employees of local bodies has been replaced by a new system of level based Pay Matrix and the Tamil Nadu Revised Pay Rules, 2017 has been notified. The Government after careful consideration of the report of the Official Committee, 2017 on the recommendation for fixation of pay on promotion has decided to accept the same and pass the following orders:-

Fixation of pay on promotion on or after 1st day of January, 2016:

3. The fixation of pay on promotion from one Level to another Level in the revised pay structure shall be made in either of the following two methods as may be opted by Government employee under eighth proviso of FR 22-B, namely: -

(a) on the date of promotion / appointment to the higher posts under clause (i) of the eighth proviso of FR 22-B:

One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in

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the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Example-I

For those who have been promoted from the lower Level, the fixation of pay in the higher Level will depend on the pay they were already drawing in the lower Level. For instance, if a person who was drawing Rs.31,300 in Level-8 gets a promotion to Level-10, his pay fixation shall be as shown in Table :

PAY MATRIX					
Grade Pay	2400	2600	2800	4200	4300
Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12
1	19500	20000	20600	35400	35600
2	20100	20600	21200	36500	36700
3	20700	21200	21800	37600	37800
4	21300	21800	22500	38700	38900
5	21900	22500	23200	39900	40100
6	22600	23200	23900	41100	41300
7	23300	23900	24600	42300	42500
8	24000	24600	25300	43600	43800
9	24700	25300	26100	44900	45100
10	25400	26100	26900	46200	46500
11	26200	26900	27700	47600	47900
12	27000	27700	28500	49000	49300
13	27800	28500	29400	50500	50800
14	28600	29400	30300	52000	52300
15	29500	30300	31200	53600	53900
16	30400	31200	32100	55200	55500
17	31300	32100	33100	56900	57200
18	32200	33100	34100	58600	58900
19	33200	34100	35100	60400	60700
20	34200	35100	36200	62200	62500

If a **Junior Assistant** drawing a Basic Pay of, say, Rs.31,300 in Level-8 is promoted to **Assistant** in Level-10, the steps for arriving at his pay on promotion as **Assistant** will be to first add one increment within Level-8 to arrive at Rs.32,200, and then fix the pay at Rs.33,100 in Level-10 as Rs.33,100 is the nearest, next higher figure to Rs.32,200 in the column of figures for Level-10.

Step-1: After grant of one increment in Level-8 the pay increases to Rs.32,200 in Level-8 itself.

Step-2: Locate the equal or next higher amount in level 10 which in this case will be Rs.33,100. Hence, the new pay on promotion from Level-8 to Level-10 will be fixed at Rs.33,100.

Example-II

If a person drawing a Basic Pay of, say, Rs.85,800 in Level-26 is promoted to Level-29, the steps to arriving at his pay on promotion will be to first add one increment within Level-26 to arrive at Rs.88,400, and then fix the pay at Rs.1,23,400 in Level-29 i.e. the minimum pay, **i.e.** the first Cell in the applicable Level in the following manner:-

		PAY MATRIX				
1.	Existing Level : 26	Grade Pay	7600	7700	8700	8800
2.	Basic Pay in Previous Level : Rs.85,800	Levels / Pay Progression	Level 26	Level 27	Level 28	Level 29
3.	Add one increment : Rs.88,400 within Level-26	1	61900	62200	123100	123400
4.	Promoted Level : 29	2	63800	64100	126800	127100
5.	Equal to or next higher figure to Rs.88,400 in the column of figures for Level-29 or first Cell in Level-29.	3	65700	66000	130600	130900
6.	Revised Pay in Promoted Post. : Rs.1,23,400	4	67700	68000	134500	134800
		5	69700	70000	138500	138800
		6	71800	72100	142700	143000
		7	74000	74300	147000	147300
		8	76200	76500	151400	151700
		9	78500	78800	155900	156300
		10	80900	81200	160600	161000
		11	83300	83600	165400	165800
		12	85800	86100	170400	170800
		13	88400	88700	175500	175900
		14	91100	91400	180800	181200
		15	93800	94100	186200	186600
		16	96600	96900	191800	192200
		17	99500	99800	197600	198000
		18	102500	102800	203500	203900
		19	105600	105900	209600	210000
		20	108800	109100	215900	216300

(b) Fixation of pay under clause (ii) of the eighth proviso under FR 22-B on the date of accrual of increment in the lower post:

- (i) His pay shall be initially fixed from the date of promotion / appointment to higher post till his Date of Next Increment (DNI) in the lower post at the next higher Cell in the level of the higher post. He shall draw this pay from the date of promotion till the date of re-fixation of pay on the Date of Next Increment (DNI).
- (ii) Government Servant shall have his pay re-fixed from the Date of his Next Increment accruing in the Level of the lower post as follows: -

Two increments (one accrued on account of annual increment and the second accrued on account of promotion / appointment to higher post) shall be

granted in the Level of lower post starting from the pay last drawn in the lower post and he shall be placed, at a Cell equal to the figure so arrived, in the Level of the higher post; and if no such Cell is available in the higher Level, he shall be placed at the next higher Cell in the Level of the higher post.

An illustration on how pay shall be fixed as per (i) and (ii):

		PAY MATRIX					
		Grade Pay	2400	2600	2800	4200	4300
		Levels / Pay Progression	Level 8	Level 9	Level 10	Level 11	Level 12
	1		19500	20000	20600	35400	35600
	2		20100	20600	21200	36500	36700
	3		20700	21200	21800	37600	37800
	4		21300	21800	22500	38700	38900
	5		21900	22500	23200	39900	40100
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	7		23300	23900	24600	42300	42500
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	16		30400	31200	32100	55200	55500
	17		31300	32100	33100	56900	57200
	18		32200	33100	34100	58600	58900
	19		33200	34100	35100	60400	60700
	20		34200	35100	36200	62200	62500

(A) If a Junior Assistant drawing a Basic Pay of, say, Rs.31,300 in Level-8 is promoted to Assistant in Level-10, the steps for arriving at his pay on promotion as Assistant under clause (ii) of the eighth proviso under FR 22-B will be as follows from the date of promotion till Date of Next Increment (DNI) in the Level of the lower post i.e. Junior Assistant :-	
1.	Level in the revised pay : Level-8 structure.
2.	Basic Pay in the revised : Rs.31,300 pay structure.
3.	Granted promotion in : Level-10
4.	Pay in the promotional Level i.e. Level-10 [next higher to Rs.31,300 in Level-10] : Rs.32,100
5.	Pay from the date of : Rs.32,100 promotion till Date of Next Increment (DNI)
(B) The pay shall be re-fixed on the date of accrual of Next Increment in the lower post as follows: -	
1.	Level in the revised pay : Level-8 structure.
2.	Basic Pay in the revised : Rs.31,300 pay structure
3.	Granted promotion in : Level-10
4.	Pay from the date of : Rs.32,100 promotion till Date of Next Increment (DNI)
5.	Re-fixation on Date of : Rs.33,200 Next Increment (DNI) Pay after giving two increments in Level-8.
6.	Pay re-fixed in the : Rs.34,100 promotional Level i.e. Level-10 [either equal to or next higher to Rs.33,200 in Level-10].

- (iii) In all such cases where Government Servant opts to have his pay fixed from the date of his next increment in the Level of the lower post, the next increment in the higher post shall be after the completion of one year period of qualifying service from the date of refixation of pay under (ii) above.
- (iv) It is further reiterated that in order to enable the officials to exercise the option within the time limit prescribed, the option clause for pay fixation on promotion / appointment to higher post with effect from date of promotion/ Date of Next Increment (DNI) shall invariably be incorporated in the promotion/appointment order so that there are no cases of delay in exercising the options due to administrative lapse.

REVISED OPTION BY GOVERNMENT EMPLOYEE IN CERTAIN CASES:

4. The Government employees promoted / appointed to higher posts during the period between 1-1-2016 (i.e. from the date of implementation (notional)) and upto the day of date of issue of orders (both days inclusive) and also those employees promoted / appointed to higher posts prior to 1-1-2016 and whose next increment in the lower post fell due on or after 1-1-2016 in the revised pay structure may be permitted to exercise revised option within three months from the date of issue of orders under eighth proviso of FR 22-B to have their pay fixed either (a) under clause (i) i.e. on the date of promotion / appointment to the higher post directly under FR 22-B or (b) under clause (ii) i.e. on the date of accrual of next increment in the lower post.

5. The Government also direct that the authorities concerned shall fix the pay of a Government employee on promotion from one Level to another Level in the above manner.

6. This order issues with the concurrence of Personnel and Administrative Reforms [FR.I] Department Vide its U.O.No.35557 / P&AR [FR.I] / 2017-1, dated: 23-10-2017.

7. Necessary amendments to the Fundamental Rules will be issued separately by the Personnel and Administrative Reforms [FR.II] Department.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM
ADDITIONAL CHIEF 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-600 003.
 The Registrar of all Universities in Tamil Nadu.
 The Director of Treasuries and Accounts, Chennai-35.
 The Director of Pension, Chennai-600 035.
 The Director of Local Fund Audit, Chennai-35.
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 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.
 The Personnel and Administrative Reforms [FR-II] Department, Chennai-9 [for issue
 of necessary amendment to Fundamental Rules]

Copy to:

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 The Deputy Secretary to Hon'ble Deputy Chief Minister, Chennai-9.
 The Senior Personal Assistant to Hon'ble Chief Minister, Chennai-9.
 The Private Secretary to Chief Secretary to Government, Chennai-9.
 The Senior Private Secretary to Additional Chief 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.
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 23/10/17
SECTION OFFICER.