

**TAMILNADU STATE GOVERNMENT GUARANTEES
BETTER PAY SCALES & STATUS TO ITS ENGINEERS THAN THE CENTRE**

THE FOLLOWER LEADS THE LEADER

(K.V.RAMESH, Zonal Secretary/ICF & ACT/IRTSA)

1. After the implementation of Sixth Central Pay Commission Recommendations by Government of India on September, 2008, w.e.f- 1.1.2006, Government of Tamil Nadu revised scales of pay and allowances of its employees on 1st June, 2009, w.e.f-1.1.2007 following the principles of Sixth Central Pay Commissions Recommendations and the acceptance of it by the Government of India.
2. While implementing the Central Pay Scales to state Government employees, Tamil Nadu Government decided to adopt revised pay scales on '*pay scale to pay scale basis*' and the existing 28 scales were retained and revised as indicated in the Schedule-I following the principle of Sixth Central Pay Commission. (***For Schedule-I please see Annexure- I).***
3. Junior Engineers (having the Entry qualification of Diploma in Engineering) of Public Works Department of Tamilnadu were granted the Grade Pay of Rs.4400 and the Assistant Engineers (Having the Entry qualification of Graduate in Engineering) were granted the Grade Pay of Rs.4700.
4. Further Government of Tamil Nadu appointed "One Man Commission' to study the anomalies after the implementation of new pay scales. The order for the constitution of the commission G.O.Ms.No.444, Finance (PC) Department was issued on 09-09-2009. The commission has submitted its report in March 2010 - well with in the tenure. The Commission recommended for revision of pay scales from 1.1.2006 notionally.
5. 'One Man Commission' revised the Grade Pay of Assistant Engineers of PWD to Rs.5400 and extended the Grade Pay to all the posts in other Departments which is having the direct recruit element of Graduate Engineering. (***Part Recommendations of "one man commission" about PWD is given in Annexure-II)***
6. **Classification of Posts:-** Gazette No.36, (Part-III – section 1 (b)) Dated 15.09.2010 of Government of Tamil Nadu classified the posts under the Tamil Nadu state and subordinate service into the following Groups,

Group A - Employees in posts drawing **Grade Pay of Rs. 6,600** and above.

Group B - Employees in posts drawing **Grade Pay of Rs. 4,400 & above, but below Rs. 6,600.**

Group C - Employees in posts drawing Grade Pay of Rs. 1,400 and above, but below Rs. 4,400

Group D - Employees in posts drawing Grade Pay of Rs. 1,300

By this classification Group-B Gazetted status is being extended from the level of Junior Engineer. (***Gazette No.36 of Government of Tamil Nadu is attached in Anexure-III).***

7. Government of Tamil Nadu which always follows the Central government pay structure sensing the importance of Engineers and duties and responsibilities shouldered by them granted better pay scale and status to them.

Hierarchy of Engineers in Tamilnadu Government Departments

Chief Engineer	Rs.37400 – 67000 + 9500
Executive Engineer	Rs.37400 – 67000 + 7600
Assistant Executive Engineer	Rs.15600 – 39100 + 6600
Assistant Engineer	Rs.15600 – 39100 + 5400
Junior Engineer	Rs. 9300 – 34800 + 4400

The hierarchy of Engineers in Indian Railways

Principle Head of Department	Rs.37400 – 67000 +
Head of Department	Rs.37400 – 67000 + 8700
Dy. Head of Department	Rs.37400 – 67000 + 7600
Divisional Engineer/Works Manager	Rs.37400 – 67000 + 6600
Assistant Engineer/Manager	Rs.37400 – 67000 + 5400
Assistant Engineer/Manager	Rs. 9300 – 34800 + 4800
Senior Section Engineer	Rs. 9300 – 34800 + 4600
Junior Engineer	Rs. 9300 – 34800 + 4200

8. **Actually it ends up in a situation where the follower leads the leader.** State Government which follows the Central Government pay rules has grants better pay scales and status to its Engineers, but central Government fails to do so. Anomalies created after the implementation of revised pay scales were also promptly addressed in the shortest possible time by Government of Tamil Nadu.
9. Railways which declared specific duties and responsibilities of JEs & SSEs, that have direct bearing on the safety, punctuality and comfort of train operations, that can not be re-delegated to others is ignorant of granting justified pay scales and dignified status to them. Categories which are not shouldering the responsibilities like Technical supervisors are granted higher Grade Pays. Categories which work under the Technical Supervisors are granted the pay scales on par with them.
10. **It is only the natural justice that the Grade Pay of JEs in Railways should be upgraded from Rs.4200 to 4600 and SSEs from Rs.4600 to Rs.5400.**

(PAY SCALES FOR TAMILNADU GOVERNMENT EMPLOYEES)**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	15600-391 00	„	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.

**{Part of Report of One Man Commission to examine the Pay anomalies of
6th Pay commission –Tamil Nadu Government}**

PUBLIC WORKS DEPARTMENT

ENGINEER-IN-CHIEF/ CHIEF ENGINEER

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

EXECUTIVE ENGINEER

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

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

ASSISTANT EXECUTIVE ENGINEER

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

ASSISTANT ENGINEER

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

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

HEAD DRAUGHTING OFFICER

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

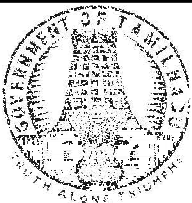
Accordingly orders were issued in G.O.Ms.No.552, Finance (Pay Cell) Department, dated: 28-09-98. Subsequently, the Engineer-in-Chief, WRO., PWD., and Chief Engineer (General) PWD., has brought to the notice of the Government that since the Head Draughting Officers are at present working under the technical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

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

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

SENIOR DRAUGHTING OFFICER

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



TAMIL NADU GOVERNMENT GAZETTE

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~~Aavani 30, Thiruvalluvar Aandu—2041~~

Part III—Section 1(b)

**Service Rules including Ad hoc Rules, Regulations, etc.,
issued by Secretariat Departments.**

NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT

CO-OPERATION, FOOD AND CONSUMER PROTECTION DEPARTMENT

Amendments to the Special Rules for the Tamil Nadu Co-operative Service [G.O. Ms. No. 95, Co-operation, Food and Consumer Protection (CD1), 30th July 2010, Aadi 14, Thiruvalluvar Aandu-2041.]

No. SRO B-60/2010.—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 amendments to the Special Rules for the Tamil Nadu Co-operative Service Section 7 in Volume II of the Tamil Nadu Services Manual, 1969.)

2. The amendments hereby made shall be deemed to have come into force on the 30th day of July 2010.

AMENDMENTS

In the said Special Rules, (1) in rule 2, in sub-rule (b), for clause (iii) the following clause shall be substituted, namely:— (iii) "Must have put in a minimum period of three years of service as Deputy Registrar of Co-operative Societies including the period of probation, the periods spent on foreign service or on deputation, the period of training but excluding periods spent on leave, suspension, etc";

(2) for rule 5, the following rule shall be substituted, namely:—

"5. *Probation*:—Every person appointed to the post of Deputy Registrar shall, from the date on which he Joins duty, be on probation for a total period of two years on duty within a continuous period of three years";

(3) in rule 6, for sub-rule (a) excluding the provisos thereunder, the following sub-rule shall be substituted, namely:—

"(a) Every person appointed to the Post of Deputy Registrar by direct recruitment shall undergo and pass the following training and tests, within the period of his probation, namely:—

(i) Training in the General Basic Course at any of the Institutes of Co-operative Management in Tamil Nadu imparting the course of Higher Diploma in Co-operative Management through Correspondence for a period of 36 weeks including 4 weeks of class room training on the subjects prescribed by the respective Institute of Co-operative management;

(ii) Practical study of such Co-operation organizations as may be specified by the Registrar of Co-operative Societies for 8 weeks;

(iii) Practical training in such department as may be specified by the Registrar of Co-operative Societies for 10 weeks;

(iv) Foundational Training Course 'A' at Civil Services Training Institute, Bhavanisagar for 5 weeks and passing of all tests conducted by the said institute at the end of the course;

(v) Holding of independent charge of the post of Co-operative Sub-Registrar for 29 weeks in such societies as may be allotted by the Registrar of Co-operative Societies:

Provided that during the period of such postings as co-operative Sub-Registrars, the Candidate shall also undergo 4 weeks of class room training in the institute of Co-operative Management imparting the course of Higher Diploma in Co-operative Management through correspondence course mentioned in clause (i) above.

(vi) Account test for Executive Officers; (vii) Examinations in Co-operation, Auditing, Book Keeping and Banking conducted by the Tamil Nadu Public Service Commission; and (viii) District Office Manual Test conducted by the Tamil Nadu Public Service Commission."

SWARAN SINGH,
Principal Secretary to Government.

ENVIRONMENT AND FORESTS DEPARTMENT

Ad hoc rules relating to temporary post of Deputy Director (Impact Assessment Division) in the Directorate of Environment.*[G.O. Ms. No. 122, Environment and Forests (EC-2), 28th August 2010.]*

No. SRO B-61/2010.—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:—

2. The rules hereby made shall be deemed to have come into force on the 13th September 2000. **RULES**

The General and Special Rules applicable to the holders of the permanent posts in Class V of the Tamil Nadu General Services shall apply to the holder of the temporary post of Deputy Director (Impact Assessment) of Directorate of Environment, subject to the modifications specified in the following rules:—

2. **Constitution.**—The post shall constitute a separate category in the said service. 3. **Appointment.**—Appointment to the post shall be made by transfer from among the holder of the post of Deputy Director in the Tamil Nadu General Service or by recruitment by transfer from the Engineering Service.

4. **Qualification.**—No person shall be eligible for appointment to the post unless he possess the following qualification, namely:—

(1) Must have passed a Bachelor Degree in Civil Engineering or Environmental Engineering or Chemical Engineering or a Post Graduate degree in Zoology or Botany or Agriculture or Forestry or Geology or Chemistry.

(2) Must have worked in a post carrying the same scale of pay for a period of not less than three years. 5. **Probation.**—Every person appointed to the post shall, from the date on which he joins duty be on probation for a total period of one year on duty within a continuance period of two years.

6. **Pay.**—There shall be paid to the holder of the post a monthly pay calculated in the scale of Rs. 3,000-100-3,500-125-4,000.

Provided that on and from the 1st January 1996 the monthly pay shall be calculated in the scale of Rs. 10,000-325-15,200 and from the 1st January 2006 the monthly pay shall be calculated in the scale of Rs. 15,600-39,100+6,600/- Grade pay.

DEBENDRANATH SARANGI,
Additional Chief Secretary to Government.

PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT

Amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 102, Personnel and Administrative Reforms (S), 16th July 2010 ஆணி 32, திருவள்ளூர் ஆண்டு-2041.]

No. SRO B-62/2010.—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 amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 1st January 2006.

AMENDMENT

In the said Rules, in rule 21, in the proviso to sub-rule (b), for the expression "to the posts in the scale of pay, the minimum of which does not exceed Rs. 4000/-" the expression "to the posts with Grade Pay which does not exceed Rs. 2400/-" shall be substituted.

Amendment to the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 111, Personnel and Administrative Reforms (S), 9th August 2010, யு.ஓ. 24, பி.ஓ.எஸ். 2041.]

No. SRO B-63/2010.—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 amendment to the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 1st January 2006.

AMENDMENT

In the said Rules, in Part I - Preliminary, for rule 2-A, the following rule shall be substituted namely:—

“2-A. **Classification:**—Persons holding posts under the Tamil Nadu State and Subordinate Services shall be classified into the following four groups, namely:—

Group A - Employees in posts drawing Grade Pay of Rs. 6,600/- and above.

Group B - Employees in posts drawing Grade Pay of Rs. 4,400/- and above, but below Rs. 6,600/-.

Group C - Employees in posts drawing Grade Pay of Rs. 1,400/- and above, but below Rs. 4,400/-.

Group D - Employees in posts drawing Grade Pay of Rs. 1,300/-.

Amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 114, Personnel and Administrative Reforms (S), 11th August 2010, அடி. 26, திருவள்ளூர் ஆண்டு-2041.]

No. SRO B-64/2010.—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 amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 17th July 2006.

AMENDMENT

In the said Rules, after rule 54-A, the following rule shall be inserted, namely:—

“54-B. **Age concession for persons affected due to the ban on direct recruitment**—Notwithstanding anything contained in the Special rules for the various State and Subordinate Services or in any adhoc rules applicable to any temporary post, in the case of a person who have been affected due to the ban on direct recruitment that was imposed on the 29th November 2001, the upper age limit shall be raised to a maximum period of five years reckoned on and from the 17th July 2006, ending with the 16th July 2011, in computing his age for appointment to any post under the State Government except the categories of posts of Teachers, Doctors and Police Constabulary and shall be applicable in respect of notifications issued or selections made by competent recruiting authorities or appointments made by competent appointing authorities during the aforesaid period”.

K.N. VENKATARAMANAN,
Secretary to Government.