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Government of Tamil Nadu
2017

FINANCE [Pay Cell] DEPARTMENT

G.O.Ms.No.303, Dated 11th October 2017.

(Heyvilambi, Puratasi-25, Thiruvalluvar Aandu 2048)

ABSTRACT

OFFICIAL COMMITTEE, 2017 - Recommendations of the Official Committee, 2017 on revision of pay, allowances, pension and related benefits – **Revision of Pay** - Orders - Issued - **The Tamil Nadu Revised Pay Rules, 2017** - Notified.

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.

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ORDER:

The Government of Tamil Nadu in the Government Order first read above constituted an Official Committee to examine and make recommendations on revision of scales of pay and allowances for State Government employees and teachers including employees of Local Bodies and revision of pension, family pension and retirement benefits based on the decisions of the Government of India on the recommendations of the Seventh Central Pay Commission and the High-Level Committee constituted by it for revision of allowances other than Dearness Allowance.

2. The Official Committee was also requested to submit its report to Government within four months i.e. on or before 30-06-2017. On the request of the Official Committee, 2017, its tenure was extended in the Government Order second read above upto 30-09-2017.

3. The Official Committee, 2017 has submitted its report to Government on 27-09-2017. The Government after careful consideration of the report of the Official Committee, 2017 has decided to accept its recommendations and pass the following orders:

NEW PAY STRUCTURE:

4. The existing system of Pay Bands and Grade Pay applicable to State Government employees and teachers including employees of local bodies shall be replaced by new system of level based Pay Matrix in a manner similar to that adopted by the Government of India for its employees. Accordingly, Pay Matrix as in Schedule-III and Schedule-IV of the Tamil Nadu Revised Pay Rules, 2017 shall replace the existing system of

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Pay Bands and Grade Pay. The Pay Matrix shall comprise of two dimensions viz. horizontal range and vertical range:

(i) In the 'Horizontal Range', level corresponds to a functional role in the hierarchy and has been assigned level numbers 1, 2, 3 and so on, till 32. The level numbers correspond to Grade Pays in the existing system. Movement from one level to a higher level would take place due to movement to a higher functional role, including that due to promotion.

(ii) In the 'Vertical Range', each step denotes 'pay progression' within that level, and indicates the steps of annual financial progression of three percent in each level, corresponding to one increment. Movement along vertical range arises due to sanction of annual increment or grant of Selection Grade/Special Grade / stagnation / bonus increment.

5. Schedule-I and Schedule-II of the Tamil Nadu Revised Pay Rules, 2017 indicate the pay levels for Government employees on time scales of pay and employees on special time scales of pay respectively corresponding to their grade pay under the existing system. Schedule-III and Schedule IV contain the Pay Matrix for employees on time scales of pay and employees on special time scales of pay respectively.

6. In the Pay Matrix, the minimum pay at Level-1 is Rs.15,700 and maximum pay at Level-32 is Rs.2,25,000 in respect of employees on time scale of pay.

FITMENT AND FIXATION OF PAY :

7. Fitment factor of **2.57** shall be applied uniformly to all employees while fixing pay of existing employees in the pay matrix, irrespective of their present grade pays or corresponding new levels. Pay plus grade pay of an employee at any level as on 1-1-2016 (Pay in the Pay Band + Grade Pay) shall be multiplied by a factor of 2.57 for the purpose of fixing the pay in the pay matrix.

OPTION FOR THE DATE OF MIGRATION TO THE REVISED PAY STRUCTURE:

8. Every existing employee shall be permitted to determine his date of migration to the revised pay structure by choosing any of the following options:

(a) to migrate to the revised pay structure with effect from 1st January 2016; or

(b) to continue in the existing pay structure until the date when his/her next or any subsequent increment falls due or until he/she vacates his/her post or ceases to draw pay in that pay structure and migrate to revised pay structure on such date; or

(c) to migrate to revised pay structure from the date of promotion between 1-1-2016 and the date when the Tamil Nadu Revised Pay Rules, 2017 are notified.

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FIXATION OF PAY AND INCREMENTS IN THE REVISED PAY STRUCTURE:

9. The fixation of pay and increments in the revised pay structure shall be governed by the Tamil Nadu Revised Pay Rules, 2017 appended with this order.

SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY :

10. The existing scheme of providing two increments for Selection Grade / Special Grade on completion of 10/20 years of service shall be continued in the revised pay structure also for employees holding posts in Level-1 [Employees holding the Ordinary Grade Posts in the existing Grade Pay Rs.1300/-] upto Level-23 [Employees holding the Ordinary Grade Posts in the existing Grade Pay Rs.5700/-]. Accordingly, such employees moving to Selection Grade/ Special Grade on or after 1-1-2016 shall be granted two increments in the same Level in Pay Matrix on that date.

STAGNATION INCREMENT AND BONUS INCREMENT:

11. In the revised pay structure, the existing concession of stagnation increment and bonus increment shall be continued as follows.-

(a) In the case of employees drawing Pay in the Level-24 and above on completion of every 10 years of service, they shall be granted with one increment at the rate of 3% of basic pay in the same Level as stagnation increment.

(b) 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 3% of basic pay in the same Level.

(c) In respect of employees stagnating at the maximum of the existing Pay Band for more than two years as on 1-1-2016, one increment in the applicable Level in the Pay Matrix shall be granted on 1-1-2016 for every two completed years of stagnation at the maximum of the said Pay Band. Grant of additional increment(s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix. [See Illustration-IV in Schedule-IV to this order.]

PERSONAL PAY:

12. The Personal Pay drawn by the Secondary Grade Teacher including other posts in the cadre of Secondary Grade Teacher / Head Master, High School / Deputy Tahsildar / Deputy Block Development Officer shall be shown separately in the fixation of pay and such Personal Pay in the revised pay structure shall be fixed by multiplying with a factor of 2.57,

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rounded off to next 100 rupees as detailed below:

Sl. No.	Posts	Existing Rate of Personal Pay drawn [Per Month]	Revised Rate of Personal Pay drawn [Per Month]
[1]	[2]	[3]	[4]
1.	Secondary Grade Teachers (including other posts in the cadre of Secondary Grade Teacher)/ Ordinary Grade Head Master, High School.	Rs.750	Rs.2,000
2.	Deputy Tahsildar	Rs.500	Rs.1,300
3.	Deputy Block Development Officer	Rs.500	Rs.1,300

13. The above revised Personal Pay shall also be applicable to the new recruits appointed to the above posts after the implementation of the revised pay structure.

14. The Personal Pay of Rs.60/- per month granted to directly recruited Assistants / Accountants as compensation for the difference in pay at the rate of Rs.60/- considering the difference between emoluments of graduate Junior Assistants and of the directly recruited Assistants/ Accountants shall be absorbed while fixing the pay in the revised pay structure.

DEARNESS ALLOWANCE:

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

Sl. No.	Date from which payable	Rate of Dearness Allowance [per month]
[1]	[2]	[3]
1.	1-1-2016	0 [Zero]
2.	1-7-2016	2% of Basic Pay
3.	1-1-2017	4% of Basic Pay
4.	1-7-2017	5% of Basic Pay

AIDED EDUCATIONAL INSTITUTIONS:

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

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LOCAL BODIES:

17. The Government has decided to extend the revised pay structure recommended by the Official Committee, 2017 to the employees of Local Bodies. The level based new revised pay structure of the employees of these institutions shall be as in Schedule-III and Schedule-IV of the Tamil Nadu Revised Pay Rules, 2017 appended to this order. 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, section 106 of the Madurai City Municipal Corporation Act,1971, section 108 of Coimbatore City Municipal Corporation Act, 1981, section 8 of the Salem City Municipal Corporation Act, 1994, section 8 of the Tiruchirappalli City-Municipal Corporation Act, 1994, section 8 of the Tirunelveli City Municipal Corporation Act,1994, section 8 of Tiruppur City Municipal Corporation Act, 2008, section 8 of Erode City Municipal Corporation Act, 2008, section 8 of Vellore City Municipal Corporation Act, 2008, section 8 of Thoothukudi City Municipal Corporation Act, 2008, section 108 of Dindigul City Municipal Corporation Act, 2013 and section 108 of Thanjavur City Municipal Corporation of 2013. These orders are also issued in exercise of the powers conferred in sub section (3) of section 70 of the Tamil Nadu District Municipalities Act, 1920 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 covered under the said Act.

18. The method of fixation of pay of the employees covered under paragraph-16 and 17 above shall be as specified in paragraph-9 above.

19. The thirty two Level of Pay as revised by the Government are furnished in Schedule-I to the Tamil Nadu Revised Pay Rules, 2017 appended to this order. The Government also direct that the new posts which are created in future shall be with reference to the above standard Levels of Pay and all Heads of Departments and Departments of Secretariat formulating proposals for creation of new categories of posts should adhere to one of the Pay Level under the 32 Level of Pay in the revised pay structure.

POSTS ON SPECIAL TIME SCALES OF PAY :

20. Certain categories of posts have been placed on Special Time Scales of Pay (erstwhile non-standard scales of pay). These posts have been conferred with different special time scales of pay and maintained outside the purview of time scales of pay applicable to the regular employees. This has been done with the intention of providing better livelihood to these employees who mostly are not on full time basis.

21. The same methodology that has been adopted in arriving at the pay matrix for the employees on time scales is being adopted for the employees on Special Time Scales of Pay. Accordingly, pay matrix for posts on special time scales of pay shall be as in Schedule-IV.

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22. The employees on Special Time Scale of Pay shall be granted the same percentage of Dearness Allowance as applicable to employees on time scales of pay from time to time. These employees shall also be entitled for House Rent Allowance, City Compensatory Allowance, Medical Allowance and other allowances along with annual increment, as applicable to employees on time scales of pay from time to time.

EMPLOYEES ON CONSOLIDATED PAY / FIXED PAY / HONORARIUM :

23. Certain categories of posts were sanctioned on part-time basis by the Government on Consolidated Pay / Fixed Pay / Honorarium for implementation of schemes / programmes. The revised remuneration of the employees in Consolidated Pay / Fixed Pay / Honorarium shall be fixed as follows:

(i) Consolidated Pay / Fixed Pay / Honorarium as on 1-1-2016; plus

(ii) Total sum of adhoc increase at Rs.400/- in the case of those drawing upto Rs.600/- p.m. and Rs.800/- in the case of those drawing above Rs.600/- as the case may be paid to them upto 1-1-2016.

(iii) 30% increase on (i) above and then rounding of the resultant figure to the next multiple of Rs.100/-.

(iv) From 1-7-2016 adhoc increase shall be granted at the rate of Rs.50/- for those drawing revised Consolidated Pay / Fixed Pay / Honorarium upto Rs.2500/- per month and Rs.100/- for those drawing Consolidated Pay / Fixed Pay / Honorarium above Rs.2500/-. [See Illustrations in Appendix-I to this order].

ADHOC INCREASE:

24. In the revised pay structure, an adhoc increase in remuneration shall be sanctioned to employees on Consolidated Pay / Fixed Pay / Honorarium whenever Dearness Allowance is revised for employees on time scales of pay and employees on special time scale of pay. Accordingly, the revised adhoc increase shall be as indicated below :

Sl. No.	**With effect from**	**Employees drawing upto Rs.2500/- p.m.**	**Employees drawing above Rs.2500/- p.m.**
[1]	[2]	[3]	[4]
1.	1-1-2016	Nil	Nil
2.	1-7-2016	Rs.50	Rs.100
3.	1-1-2017	Rs.50	Rs.100
4.	1-7-2017	Rs.50	Rs.100

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FIXATION OF PAY UNDER TAMIL NADU REVISES PAY RULES, 2017 :

25. (1) In order to facilitate a smooth and systematic fixation of pay, a proforma for the purpose (Statement of Fixation of Pay) is enclosed at **Appendix-II**. The statement of fixation of pay in revised pay structure as per the Tamil Nadu Revised Pay Rules, 2017 be prepared in triplicate and one copy thereof be placed in the Service Book of the employee concerned and another copy made available to the concerned accounting authority [Accountant General / Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer] for post-check.

(2) The Commissioner of Treasuries and Accounts shall issue the instructions to the concerned authority to check the correctness of the fixation of pay in the revised pay structure and ensure the fixation of pay in order as per the Tamil Nadu Revised Pay Rules, 2017. All the particulars in the Statement of fixation of pay shall be entered in the e-Payroll and the consolidated data of the all the employees shall be handed over to the Finance Department on or before 1-1-2018.

(3) The statement of fixation of pay in respect of Government employees drawing pay in the Level-26 and above shall be fixed by the Pay and Accounts Officer / Treasury Officers / Sub-Treasury Officers / Accountant General as the case may be in the proforma given in Appendix-II based on the option exercised by such employees and pay slips issued. In respect of other employees, the Heads of Offices shall fix the pay in the new pay structure without consultation of the Accountant General or the Pay and Accounts Officer or Treasury Officer in the proforma given in Appendix-II and a copy thereof shall, however, be sent along with the pay bill for claiming the emoluments in the revised pay structure to the Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer for post-audit. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the fixation of pay due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. Therefore, the Drawing and Disbursing Officers should make it clear to the employees under their administrative control, while disbursing the revised pay; that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "Form of Option" under Rule 6(2) of the Tamil Nadu Revised Pay Rules, 2017 shall be obtained in writing from every employee at the time of exercising option under Rules 6(2) thereof.

(4) All the Administrative Department of Secretariat / Heads of Department / Head of Offices are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to claim the revised pay forthwith based on the Proceedings / Orders issued by the Pay Fixation Authorities duly fixing the pay of the employees in the revised pay structure and make payment in the revised pay structure.

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FIXATION OF REVISED PAY / PENSION IN RESPECT OF EMPLOYEES DRAWING HIGHER PAY BASED ON COURT ORDERS:

26. Pay revision / pension revision in respect of employees in the categories drawing higher pay scales / pension by virtue of court cases pending in High Court / Supreme Court shall be issued separately.

27. Amendments to Fundamental Rules and Tamil Nadu Special Pay and Allowances Rules shall be notified separately.

28. The following notification shall be published in the Tamil Nadu Government Gazette:-

NOTIFICATION

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

RULES

1. Short title and commencement-

(1) These rules may be termed as the Tamil Nadu Revised Pay Rules, 2017.

(2) They shall be deemed to have come into force notionally with effect from 1st day of January, 2016 and with monetary benefit from 1st October, 2017.

2. Categories of Government employees to whom these rules apply-

(1) Save as otherwise provided under these rules, it shall apply to the persons appointed to civil services and posts on full time / regular basis in connection with the affairs of the Government of Tamil Nadu, who are under the administrative control of the Government of Tamil Nadu and whose pay is debitable to the Consolidated Fund of the State of Tamil Nadu.

(2) These rules shall not apply to—

(a) Members of All India Services working in connection with the affairs of Government of Tamil Nadu;

(b) Judicial Officers covered by Judicial Pay Commission;

(c) Persons not in whole time employment;

(d) Persons paid otherwise than on monthly basis, including those paid on daily wage basis or on contract basis or appointed under outsourcing policies;

(e) Any other class or category of persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

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3. Definition- In these rules, unless the context otherwise requires:

(i) "**existing basic pay**" means pay drawn in the prescribed Pay Band including Grade Pay on the date of migration to revised pay structure opted by a Government employee under rule 6, but does not include any other type of pay like "special pay", "personal pay" etc.

Provided that for existing directly recruited Assistants / Accountants in the Tamil Nadu Ministerial Service drawing personal pay of rupees sixty under the existing pay structure on the date of coming into force of these rules, existing basic pay shall include such personal pay.

(ii) "**existing Pay Band and Grade Pay**" in relation to a Government employee means the Pay Band and the Grade Pay applicable to the post held by the Government employee, whether in a substantive capacity or in officiating capacity, on the date of migration to revised pay structure opted by him under rule 6,;

(iii) "**existing pay structure**" in relation to a Government employee means the present system of Pay Band and Grade Pay applicable to the post held by the Government employee as on the date immediately prior to the coming into force of these rules whether in a substantive or officiating capacity.

Explanation.- The expressions "existing basic pay", and "existing Pay Band and Grade Pay", in respect of a Government employee who on the 1st day of January, 2016 was on deputation or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay in relation to the post which he would have held but for his being on deputation or on leave or on foreign service or officiating in higher post, as the case may be;

(iv) "**Pay Matrix**" means Matrix specified in Schedule-III and IV, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;

(v) "**Level**" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay specified in the Schedule-III and IV;

(vi) "**pay in the Level**" means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;

(vii) "**revised pay structure**" in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for that post;

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(viii) "**basic pay in the revised pay structure**" means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay/personal pay, etc; and

(ix) "**Schedule**" means Schedule appended to these rules.

4. Level of posts–

The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

5. Application of revised pay structure–

Save as otherwise provided in these rules, there shall be paid to a holder of a post in a substantive or in a officiating capacity or appointed temporarily under section 17 or promoted temporarily under section 47 of Tamil Nadu Government Servants (Conditions of Services) Act, 2016 (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay determined in the respective Level in the revised pay structure applicable to the post.

6. Date of migration of existing employees to Revised Pay Structure and exercising of option:

(1) An existing employee shall have the option of determining the date of migration to revised pay structure by electing (a) to migrate to the revised pay structure with effect from 1.1.2016 or (b) to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in that pay structure and to migrate to the revised pay structure on such date; or (c) to migrate to the revised pay structure from the date of promotion between 1-1-2016 and the date of notification of these rules.

(2) The option under sub-rule (1) shall be exercised in writing in the form (Form of Option) in Schedule-VI by submitting the Form of Option to the authority stated in sub-rule (3) within three months from the date of coming into force of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of coming into force of these rules, within three months from the date of such order:

Provided that-

(i) 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 on that date, 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; and

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(ii) in the case of a Government employee who is under suspension on that date, the option may be exercised within three months of the date of his return to duty if that date is later than the date prescribed in this sub-rule.

(iii) in the case of a person whose services were terminated on or after 1st January, 2016 and is consequently unable to exercise the option within the prescribed time limit on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, the option shall be exercised within three months of returning to duty or reappointment to the post.

(iv) in the case of a Government employee who has died on or after 1st January, 2016, he shall be deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is financially advantageous to their dependents and necessary action for fixation of pay shall be taken up by the Head of Office.

(3) The authority to whom the Option Form shall be required to be submitted shall be:

(i) if the pay and allowances are drawn by the head of his office: the head of his office;

(ii) if he is a self-drawing Government employee: his Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer concerned.

(4) If a Government employee does not exercise his option in writing within the time specified in sub-rule (2) above, such Government employee shall be deemed to have opted to migrate to the revised pay structure with effect from the 1st day of January, 2016 or the date of subsequent order as the case may be.

(5) The option once exercised shall **be final** and thereafter, pay of the Government employee shall be fixed in the revised pay structure with effect from the date of migration to the revised pay structure opted or deemed to have opted by him under these rules**.**

(6) If a Government employee opts to remain in the existing pay structure for a specified period, he shall be entitled to draw pay in the existing pay structure during that period and also to dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay structure at the end of the period specified in accordance with these rules.

Explanation 1- The option to retain the existing pay structure under this rule shall be admissible only in respect of one existing Pay Band and Grade Pay.

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Explanation 2- The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service after the date of issue of notification and he shall be allowed pay only in the revised pay structure.

Explanation 3- A Government Employee who is on earned leave, or any other leave on 1st day of January, 2016 and is entitled to leave salary shall also exercise option within the time limit stipulated under sub-rule (2), and upon exercising such option, shall be entitled to pay in 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 expire of leave and the period commencing on 1st January 2016 and ending with the date of such return shall count for future increment and the revised pay structure depending on whether it will count for future increments in the existing pay structure.

Explanation 4- A government employee who is on study leave on the 1st day of January, 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016 or from such date as opted by the employee under sub rule (2) of rule 6.

Explanation 5- If a Government employee is under suspension on the 1st January 2016, 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 migrate to the revised pay structure only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

7. Fixation of pay in the revised pay structure at the time of migration:-

(1) The pay of a Government employee who opts or is deemed to have opted under rule 6 to be governed by the revised pay structure with effect from 1st day of January, 2016 or a different date of migration shall, unless the Government by special order in any specific case otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(i) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at shall be located in the respective Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix. (Illustration-I – See Schedule-V)

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(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level. (Illustration-II – See Schedule-V)

(2) Where in fixation of pay, the pay of Government employees drawing pay at two or more stages in the existing Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government employee drawing higher pay in existing pay structure shall be fixed at the next vertical Cell in the applicable Level.

Explanation: For this purpose, the pay drawn by two Government employees in a given Pay Band and Grade Pay or scale where the higher pay is at least 3 percent more than the lower pay shall constitute two stages. Employees drawing pay where the difference is less than 3 percent shall not be entitled for this benefit.

(3) If by stepping up of the pay as above, the pay of a Government employee gets fixed at a stage in the revised pay structure which is higher than the stage in the revised pay structure at which the pay of a Government employee who was drawing pay at the next higher stage or stages in the same existing pay structure gets fixed, the pay of the latter shall also be stepped up to the extent by which it falls short of that of the former.

(4) Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 pay greater than another Government employee junior to him in the same cadre, gets fixed in the revised pay structure in a Cell with pay lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of his junior.

(5) If a Government employee was under reduction of pay or stoppage of increment as a penalty on the 1st January 2016, his pay shall be fixed in the revised pay structure on the basis of emoluments he drew on the 1st January 2016 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 emoluments which he would have drawn on the 1st January, 2016 taking the fact into consideration whether the penalty awarded is with or without cumulative effect.

Illustration: If a Government employee's increment falling due on the 1st January, 2016 had been postponed for a year without cumulative effect, his actual present emoluments as on the 1st January 2016 would be the basis for determination of his revised pay with effect from the 1st January, 2016 and the pay so fixed shall be in force upto the 31st December 2016. However, for purpose of determination of his pay with effect from 1st January 2017 his pay on the 1st January 2016 shall

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be refixed notionally based on the present emoluments which he would have received on the 1st January 2016 but for his penalty and he will get the next increment on the 1st January 2017 from that stage.

If, however, the penalty of stoppage of increment due on the 1st January 2016 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual present emoluments as on the 1st January 2016. There shall be no refixation of pay in this case.

8. Fixation of pay of employees appointed first time in Government by direct recruitment or otherwise on or after 1st day of January, 2016-

Notwithstanding the provisions of rule 6, pay of an employee appointed to Government service for first time by direct recruitment or otherwise on or after 1st January 2016 shall be fixed, with effect from the date of appointment, at the minimum pay or the first Cell in the respective Level applicable to the post to which such employees are appointed:

Provided that where the existing emoluments of such employee is higher than such minimum pay or the first cell, the difference shall be paid as personal pay to be absorbed in subsequent increments in pay.

Explanation 1: "existing emoluments" means the sum of (i) basic pay excluding personal pay/special pay, if any and (ii) dearness allowance on the date of his appointment.

Explanation 2: Personal pay to be absorbed in subsequent increments in pay means that no further increments shall be sanctioned till the increments due become greater than the personal pay, and thereafter, increments due shall be paid and personal pay shall be discontinued.

9. Increments in Pay Matrix-

The increment shall be effected by moving vertically down along the applicable Level by one cell from the existing cell of pay in the pay matrix . (Illustration–III - see Schedule-V).

10. Date of next increment in the revised pay structure-

(1) There shall be four quarters for grant of increment namely, 1st January, 1st April, 1st July and 1st October of every year:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st April or 1st July or 1st October depending on the date of his appointment and promotion.

(i) The Government employees shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing pay structure as the case may be viz. 1st January, 1st April, 1st July and 1st October.

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(ii) The next increment of a Government employee in the revised pay structure shall be granted on the date he would have drawn increment had he continued in the existing pay structure on completion of the required qualifying service of one year.

(iii) lf 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 on a later date, then the pay of such senior shall be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

11. Stagnation and Bonus increment:-

(1) A Government employee drawing pay in the level 24 and above shall on completion of every term of 10 years of service in a particular level without promotion shall be granted one additional increment as stagnation increment on the date of completion of such term.

Provided that periods that such Government employee has worked in posts in the corresponding grade in the existing pay structure or corresponding pay scale prior to introduction of existing pay structure without promotion shall be counted while arriving at the term of service in the particular level.

(2) Government employee completing 30 years of continuous service in the same post shall be granted one additional increment as bonus increment on the date of completion of such period.

(3) Where a Government employee has been drawing maximum permissible pay of the applicable pay band or scale in the existing pay structure for more than two years as on 1st January 2016, he shall be sanctioned one additional increment for every two completed years of stagnation at such maximum permissible pay after fixing pay in the revised pay structure under rule 7, subject to the condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable level of the Pay Matrix. (Illustration-IV : Schedule-V)

12. Additional increments on award of Selection Grade and Special Grade-

(1) A Government employee in Level-1 to Level-23, on being awarded selection grade or special grade, shall be granted two additional increments in the same level in the Pay Matrix on the date of award of that grade.

(2) Where on award of selection or special grade to a Government employee, consequent to grant of additional increments, the pay of such Government employee gets fixed in the revised pay structure at a pay higher than pay in the same level of another Government employee senior to him in the same cadre, the pay of the latter shall be stepped up to the same Cell in the same level in the revised pay structure as that of his junior.

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Provided that upon refixing the pay of the senior as above, Fundamental Rule 27 shall apply and the next increment of the senior officer shall become due on completion of the requisite qualifying service with effect from the date of refixation of the pay.

13. Removal of anomalies-

(1) Where in the fixation of pay in the revised pay structure upon appointment or promotion to a higher post, pay of a Government employee gets fixed higher than that of a Government employee senior to him, who has been promoted earlier to the same higher post in the same cadre, the pay of such senior Government employee in the revised pay structure shall be stepped up to the same Cell in the revised pay structure as that of his junior in that higher post and such stepping up shall be done with effect from the date of promotion 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 cadre and the posts in which they have been promoted are identical in the same cadre;

(b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;

(c) the senior Government employees at the time of promotion should have drawn equal or more pay than the junior;

(d) the anomaly should have arisen directly as a result of the application of the provisions of Fundamental Rules or any other rule or order regulating pay fixation on such promotion in the revised pay structure;

Provided that where the pay of the junior employee is greater than that of the senior on account of any advance increments granted to him, the provisions of this sub rule shall not be invoked to step up the pay of the senior employee.

(2) The order relating to re-fixation of the pay of the senior employee in accordance with sub rule (1) shall be issued under the provisions of Fundamental Rules and the senior employee shall be entitled to the next increment on completion of the required qualifying service one year with effect from the date of re-fixation of pay.

14. Date of effect-

The revised Pay Level for regular Government employees and employees on special time scales of pay / Consolidated Pay / Fixed Pay / Honorarium shall take notional effect from 1st January, 2016 with monetary benefit from 1st October, 2017.

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15. Power to relax / amend the rules-

Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, the Government, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as deemed necessary for dealing with the case in a just and equitable manner.

16. Interpretation-

If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the State Government for decision and the Government may, by order remove any difficulty that may arise in giving effect to the provisions of these rules.

17. 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.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 (Audi-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.
The Pension Pay Officer, Chennai- 600 035.
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, 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 lntegrated Nutrition Project, No.570, Anna Salai, Chennai-18.
All Recognised Service Associations.

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai-9.
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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11/10/17

SECTION OFFICER.

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SCHEDULE-I

LIST OF LEVELS OF PAY
[REGULAR GOVERNMENT EMPLOYEES]

Sl. No.	Group	Existing Scales of Pay		Revised Levels of Pay			
		Pay Band	Grade Pay	Level	Minimum	-	Maximum
[1]	[2]	[3]	[4]	[5]	[6]		[7]
1	**D**	**PB-1A Rs.4800-10000**	**1300**	**1**	**15700**	**-**	**50000**
2	C		1400	**2**	15900	-	50400
3	C		1650	**3**	16600	-	52400
4	**C**	**PB-1 Rs.5200-20200**	**1800**	**4**	**18000**	**-**	**56900**
5	C		1900	**5**	18200	-	57900
6	C		2000	**6**	18500	-	58600
7	C		2200	**7**	19000	-	60300
8	C		2400	**8**	19500	-	62000
9	C		2600	**9**	20000	-	63600
10	C		2800	**10**	20600	-	65500
11	**C**	**PB-2 Rs.9300-34800**	**4200**	**11**	**35400**	**-**	**112400**
12	C		4300	**12**	35600	-	112800
13	B		4400	**13**	35900	-	113500
14	B		4450	**14**	36000	-	114000
15	B		4500	**15**	36200	-	114800
16	B		4600	**16**	36400	-	115700
17	B		4700	**17**	36700	-	116200
18	B		4800	**18**	36900	-	116600
19	B		4900	**19**	37200	-	117600
20	B		5100	**20**	37700	-	119500
21	**B**	**PB-3 Rs.15600-39100**	**5200**	**21**	**55500**	**-**	**175700**
22	B		**5400**	**22**	**56100**	**-**	**177500**
23	B		5700	**23**	56900	-	180500
24	B		6000	**24**	57700	-	182400
25	A		6600	**25**	59300	-	187700
26	A		7600	**26**	61900	-	196700
27	A		7700	**27**	62200	-	197200
28	**A**	**PB-4 Rs.37400-67000**	**8700**	**28**	**123100**	**-**	**215900**
29	A		8800	**29**	123400	-	216300
30	A		8900	**30**	123600	-	216600
31	A		9500	**31**	125200	-	219800
32	A		10000	**32**	128900	-	225000

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SCHEDULE-II

LIST OF LEVELS OF PAY
[EMPLOYEES ON SPECIAL TIME SCALES OF PAY]

Sl. No.	Group	Existing Scales of Pay		Revised Levels of Pay		
		Pay Band	Grade Pay	Level	Minimum -	Maximum
[1]	[2]	[3]	[4]	[5]	[6]	[7]
1		STS-1 Rs.950-2000	200	**1**	3000 -	9000
2		STS-2 Rs.1300-3000	300	**2**	4100 -	12500
3		STS-3 Rs.1800-3300	400	**3**	5700 -	18000
4		STS-4 Rs.2500-5000	500	**4**	7700 -	24200
5		STS-5 Rs.3500-6000	600	**5**	10500 -	33100
6		STS-5 Rs.3500-6000	800	**6**	11100 -	35100

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SCHEDULE-III

PAY MATRIX

[FOR REGULAR GOVERNMENT EMPLOYEES]

Pay Band	PB-1A Rs.4800-10000			PB-1 Rs.5200-20200						
Grade Pay	1300	1400	1650	1800	1900	2000	2200	2400	2600	2800
Level	1	2	3	4	5	6	7	8	9	10
1	15700	15900	16600	18000	18200	18500	19000	19500	20000	20600
2	16200	16400	17100	18500	18700	19100	19600	20100	20600	21200
3	16700	16900	17600	19100	19300	19700	20200	20700	21200	21800
4	17200	17400	18100	19700	19900	20300	20800	21300	21800	22500
5	17700	17900	18600	20300	20500	20900	21400	21900	22500	23200
6	18200	18400	19200	20900	21100	21500	22000	22600	23200	23900
7	18700	19000	19800	21500	21700	22100	22700	23300	23900	24600
8	19300	19600	20400	22100	22400	22800	23400	24000	24600	25300
9	19900	20200	21000	22800	23100	23500	24100	24700	25300	26100
10	20500	20800	21600	23500	23800	24200	24800	25400	26100	26900
11	21100	21400	22200	24200	24500	24900	25500	26200	26900	27700
12	21700	22000	22900	24900	25200	25600	26300	27000	27700	28500
13	22400	22700	23600	25600	26000	26400	27100	27800	28500	29400
14	23100	23400	24300	26400	26800	27200	27900	28600	29400	30300
15	23800	24100	25000	27200	27600	28000	28700	29500	30300	31200
16	24500	24800	25800	28000	28400	28800	29600	30400	31200	32100
17	25200	25500	26600	28800	29300	29700	30500	31300	32100	33100
18	26000	26300	27400	29700	30200	30600	31400	32200	33100	34100
19	26800	27100	28200	30600	31100	31500	32300	33200	34100	35100
20	27600	27900	29000	31500	32000	32400	33300	34200	35100	36200
21	28400	28700	29900	32400	33000	33400	34300	35200	36200	37300
22	29300	29600	30800	33400	34000	34400	35300	36300	37300	38400
23	30200	30500	31700	34400	35000	35400	36400	37400	38400	39600
24	31100	31400	32700	35400	36100	36500	37500	38500	39600	40800
25	32000	32300	33700	36500	37200	37600	38600	39700	40800	42000
26	33000	33300	34700	37600	38300	38700	39800	40900	42000	43300
27	34000	34300	35700	38700	39400	39900	41000	42100	43300	44600
28	35000	35300	36800	39900	40600	41100	42200	43400	44600	45900
29	36100	36400	37900	41100	41800	42300	43500	44700	45900	47300
30	37200	37500	39000	42300	43100	43600	44800	46000	47300	48700
31	38300	38600	40200	43600	44400	44900	46100	47400	48700	50200
32	39400	39800	41400	44900	45700	46200	47500	48800	50200	51700
33	40600	41000	42600	46200	47100	47600	48900	50300	51700	53300
34	41800	42200	43900	47600	48500	49000	50400	51800	53300	54900
35	43100	43500	45200	49000	50000	50500	51900	53400	54900	56500
36	44400	44800	46600	50500	51500	52000	53500	55000	56500	58200
37	45700	46100	48000	52000	53000	53600	55100	56700	58200	59900
38	47100	47500	49400	53600	54600	55200	56800	58400	59900	61700
39	48500	48900	50900	55200	56200	56900	58500	60200	61700	63600
40	50000	50400	52400	56900	57900	58600	60300	62000	63600	65500

SCHEDULE-III. – contd.

PAY MATRIX

[FOR REGULAR GOVERNMENT EMPLOYEES]

Pay Band	PB-2 Rs.9300-34800									
Grade Pay	4200	4300	4400	4450	4500	4600	4700	4800	4900	5100
Level	11	12	13	14	15	16	17	18	19	20
1	35400	35600	35900	36000	36200	36400	36700	36900	37200	37700
2	36500	36700	37000	37100	37300	37500	37800	38000	38300	38800
3	37600	37800	38100	38200	38400	38600	38900	39100	39400	40000
4	38700	38900	39200	39300	39600	39800	40100	40300	40600	41200
5	39900	40100	40400	40500	40800	41000	41300	41500	41800	42400
6	41100	41300	41600	41700	42000	42200	42500	42700	43100	43700
7	42300	42500	42800	43000	43300	43500	43800	44000	44400	45000
8	43600	43800	44100	44300	44600	44800	45100	45300	45700	46400
9	44900	45100	45400	45600	45900	46100	46500	46700	47100	47800
10	46200	46500	46800	47000	47300	47500	47900	48100	48500	49200
11	47600	47900	48200	48400	48700	48900	49300	49500	50000	50700
12	49000	49300	49600	49900	50200	50400	50800	51000	51500	52200
13	50500	50800	51100	51400	51700	51900	52300	52500	53000	53800
14	52000	52300	52600	52900	53300	53500	53900	54100	54600	55400
15	53600	53900	54200	54500	54900	55100	55500	55700	56200	57100
16	55200	55500	55800	56100	56500	56800	57200	57400	57900	58800
17	56900	57200	57500	57800	58200	58500	58900	59100	59600	60600
18	58600	58900	59200	59500	59900	60300	60700	60900	61400	62400
19	60400	60700	61000	61300	61700	62100	62500	62700	63200	64300
20	62200	62500	62800	63100	63600	64000	64400	64600	65100	66200
21	64100	64400	64700	65000	65500	65900	66300	66500	67100	68200
22	66000	66300	66600	67000	67500	67900	68300	68500	69100	70200
23	68000	68300	68600	69000	69500	69900	70300	70600	71200	72300
24	70000	70300	70700	71100	71600	72000	72400	72700	73300	74500
25	72100	72400	72800	73200	73700	74200	74600	74900	75500	76700
26	74300	74600	75000	75400	75900	76400	76800	77100	77800	79000
27	76500	76800	77300	77700	78200	78700	79100	79400	80100	81400
28	78800	79100	79600	80000	80500	81100	81500	81800	82500	83800
29	81200	81500	82000	82400	82900	83500	83900	84300	85000	86300
30	83600	83900	84500	84900	85400	86000	86400	86800	87600	88900
31	86100	86400	87000	87400	88000	88600	89000	89400	90200	91600
32	88700	89000	89600	90000	90600	91300	91700	92100	92900	94300
33	91400	91700	92300	92700	93300	94000	94500	94900	95700	97100
34	94100	94500	95100	95500	96100	96800	97300	97700	98600	100000
35	96900	97300	98000	98400	99000	99700	100200	100600	101600	103000
36	99800	100200	100900	101400	102000	102700	103200	103600	104600	106100
37	102800	103200	103900	104400	105100	105800	106300	106700	107700	109300
38	105900	106300	107000	107500	108300	109000	109500	109900	110900	112600
39	109100	109500	110200	110700	111500	112300	112800	113200	114200	116000
40	112400	112800	113500	114000	114800	115700	116200	116600	117600	119500

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SCHEDULE-III. – contd.

PAY MATRIX

[FOR REGULAR GOVERNMENT EMPLOYEES]

Pay Band	PB-3 Rs.15600-39100						
Grade Pay	5200	5400	5700	6000	6600	7600	7700
Level	21	22	23	24	25	26	27
1	55500	56100	56900	57700	59300	61900	62200
2	57200	57800	58600	59400	61100	63800	64100
3	58900	59500	60400	61200	62900	65700	66000
4	60700	61300	62200	63000	64800	67700	68000
5	62500	63100	64100	64900	66700	69700	70000
6	64400	65000	66000	66800	68700	71800	72100
7	66300	67000	68000	68800	70800	74000	74300
8	68300	69000	70000	70900	72900	76200	76500
9	70300	71100	72100	73000	75100	78500	78800
10	72400	73200	74300	75200	77400	80900	81200
11	74600	75400	76500	77500	79700	83300	83600
12	76800	77700	78800	79800	82100	85800	86100
13	79100	80000	81200	82200	84600	88400	88700
14	81500	82400	83600	84700	87100	91100	91400
15	83900	84900	86100	87200	89700	93800	94100
16	86400	87400	88700	89800	92400	96600	96900
17	89000	90000	91400	92500	95200	99500	99800
18	91700	92700	94100	95300	98100	102500	102800
19	94500	95500	96900	98200	101000	105600	105900
20	97300	98400	99800	101100	104000	108800	109100
21	100200	101400	102800	104100	107100	112100	112400
22	103200	104400	105900	107200	110300	115500	115800
23	106300	107500	109100	110400	113600	119000	119300
24	109500	110700	112400	113700	117000	122600	122900
25	112800	114000	115800	117100	120500	126300	126600
26	116200	117400	119300	120600	124100	130100	130400
27	119700	120900	122900	124200	127800	134000	134300
28	123300	124500	126600	127900	131600	138000	138300
29	127000	128200	130400	131700	135500	142100	142400
30	130800	132000	134300	135700	139600	146400	146700
31	134700	136000	138300	139800	143800	150800	151100
32	138700	140100	142400	144000	148100	155300	155600
33	142900	144300	146700	148300	152500	160000	160300
34	147200	148600	151100	152700	157100	164800	165100
35	151600	153100	155600	157300	161800	169700	170100
36	156100	157700	160300	162000	166700	174800	175200
37	160800	162400	165100	166900	171700	180000	180500
38	165600	167300	170100	171900	176900	185400	185900
39	170600	172300	175200	177100	182200	191000	191500
40	175700	177500	180500	182400	187700	196700	197200

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SCHEDULE-III. – contd.

PAY MATRIX

[FOR REGULAR GOVERNMENT EMPLOYEES]

Pay Band	PB-4 Rs.37400-67000				
Grade Pay	8700	8800	8900	9500	10000
Level	28	29	30	31	32
1	123100	123400	123600	125200	128900
2	126800	127100	127300	129000	132800
3	130600	130900	131100	132900	136800
4	134500	134800	135000	136900	140900
5	138500	138800	139100	141000	145100
6	142700	143000	143300	145200	149500
7	147000	147300	147600	149600	154000
8	151400	151700	152000	154100	158600
9	155900	156300	156600	158700	163400
10	160600	161000	161300	163500	168300
11	165400	165800	166100	168400	173300
12	170400	170800	171100	173500	178500
13	175500	175900	176200	178700	183900
14	180800	181200	181500	184100	189400
15	186200	186600	186900	189600	195100
16	191800	192200	192500	195300	201000
17	197600	198000	198300	201200	207000
18	203500	203900	204200	207200	213200
19	209600	210000	210300	213400	219600
20	215900	216300	216600	219800	225000

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SCHEDULE-IV

PAY MATRIX

[FOR EMPLOYEES ON SPECIAL TIME SCALE OF PAY]

Pay Band	950-2000	1300-3000	1800-3300	2500-5000	3500-6000	3500-6000
Grade Pay	200	300	400	500	600	800
Level	1	2	3	4	5	6
1	3000	4100	5700	7700	10500	11100
2	3100	4200	5900	7900	10800	11400
3	3200	4300	6100	8100	11100	11700
4	3300	4400	6300	8300	11400	12100
5	3400	4500	6500	8500	11700	12500
6	3500	4600	6700	8800	12100	12900
7	3600	4700	6900	9100	12500	13300
8	3700	4800	7100	9400	12900	13700
9	3800	4900	7300	9700	13300	14100
10	3900	5000	7500	10000	13700	14500
11	4000	5200	7700	10300	14100	14900
12	4100	5400	7900	10600	14500	15300
13	4200	5600	8100	10900	14900	15800
14	4300	5800	8300	11200	15300	16300
15	4400	6000	8500	11500	15800	16800
16	4500	6200	8800	11800	16300	17300
17	4600	6400	9100	12200	16800	17800
18	4700	6600	9400	12600	17300	18300
19	4800	6800	9700	13000	17800	18800
20	4900	7000	10000	13400	18300	19400
21	5000	7200	10300	13800	18800	20000
22	5200	7400	10600	14200	19400	20600
23	5400	7600	10900	14600	20000	21200
24	5600	7800	11200	15000	20600	21800
25	5800	8000	11500	15500	21200	22500
26	6000	8200	11800	16000	21800	23200
27	6200	8400	12200	16500	22500	23900
28	6400	8700	12600	17000	23200	24600
29	6600	9000	13000	17500	23900	25300
30	6800	9300	13400	18000	24600	26100
31	7000	9600	13800	18500	25300	26900
32	7200	9900	14200	19100	26100	27700
33	7400	10200	14600	19700	26900	28500
34	7600	10500	15000	20300	27700	29400
35	7800	10800	15500	20900	28500	30300
36	8000	11100	16000	21500	29400	31200
37	8200	11400	16500	22100	30300	32100
38	8400	11700	17000	22800	31200	33100
39	8700	12100	17500	23500	32100	34100
40	9000	12500	18000	24200	33100	35100

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SCHEDULE-V

Illustration I (see Rule 7 (1)(i))

A **Junior Assistant** is presently drawing a Basic Pay of ₹12,560 in GP 2400 [Pay in the PB ₹10,160 + GP ₹2,400 = ₹12,560]. For Normal Fitment, his/her Basic Pay will first be multiplied by a factor of 2.57 and then rounded-off to the nearest Rupee i.e. 12560 x 2.57 = 32,279.20, which will be rounded-off to ₹32,279. He/She will then be placed in the Pay Matrix in the Level corresponding to GP 2400 (**Level-8** in this case) in a cell either equal to or next higher to ₹32,279.

Accordingly, his/her salary will be fixed at ₹33,200 as shown below:

1.	Existing Pay Band	:	PB-1
2.	Existing Grade Pay	:	₹ 2400
3.	Existing Pay in PB	:	₹ 10,160
4.	Existing Basic Pay	:	₹ 12,560 (A)
5.	Pay after multiplication by a fitment factor of 2.57 : 12560 x 2.57 =	:	₹ 32,279.20 (rounded off to 32279)
6.	Level corresponding to GP 2400	:	Level 8
7.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 32279 in Level 8) :	:	₹ 33,200 (B)

PAY MATRIX

Grade Pay	1900	2000	2200	2400	2600
Levels / Pay Progression	Level 5	Level 6	Level 7	Level 8	Level 9
1	18200	18500	19000	19500	20000
2	18700	19100	19600	20100	20600
3	19300	19700	20200	20700	21200
4	19900	20300	20800	21300	21800
5	20500	20900	21400	21900	22500
6	21100	21500	22000	22600	23200
7	21700	22100	22700	23300	23900
8	22400	22800	23400	24000	24600
9	23100	23500	24100	24700	25300
10	23800	24200	24800	25400	26100
11	24500	24900	25500	26200	26900
12	25200	25600	26300	27000	27700
13	26000	26400	27100	27800	28500
14	26800	27200	27900	28600	29400
15	27600	28000	28700	29500	30300
16	28400	28800	29600	30400	31200
17	29300	29700	30500	31300	32100
18	30200	30600	31400	32200	33100
19	31100	31500	32300	**33200**	34100
20	32000	32400	33300	34200	35100
21	33000	33400	34300	35200	36200
22	34000	34400	35300	36300	37300

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Illustration-II (see Rule 7 (1)(ii))

An **Additional Director** is presently drawing a Basic Pay of ₹53,590 (Pay in the Pay Band ₹44790 + Grade Pay ₹8800 = ₹53590). After multiplying ₹53,590 with 2.57, a figure of ₹1,37,726.30 is arrived at. This is rounded off to ₹1,37,726.

The level corresponding to GP 8800 is Level 29, as may be seen from Table, which gives the full correspondence between existing Grade Pay and the new Levels being proposed.

In the column for Level 29, the figure equal to or higher than ₹1,37,726 is ₹1,38,800.

Hence the pay of **Additional Director** will be fixed at ₹1,38,800 in level 29 in the new pay matrix as shown below:

1.	Existing Pay Band	:	PB-4
2.	Existing Grade Pay	:	₹ 8800
3.	Existing Pay in PB	:	₹ 44,790
4.	Existing Basic Pay	:	₹ 53,590 (A)
5.	Pay after multiplication by a fitment factor of 2.57 : 137726 x 2.57 =	:	₹ 1,37,726.30 (rounded off to 1,37,726)
6.	Level corresponding to GP 8800	:	Level 29
7.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 137726 in Level -29) :	:	₹ 1,38,800 (B)

PAY MATRIX

Grade Pay	8700	8800	8900	9500	10000
Levels / Pay Progression	Level 28	Level 29	Level 30	Level 31	Level 32
1	123100	123400	123600	125200	128900
2	126800	127100	127300	129000	132800
3	130600	130900	131100	132900	136800
4	134500	134800	135000	136900	140900
5	138500	**138800**	139100	141000	145100
6	142700	143000	143300	145200	149500
7	147000	147300	147600	149600	154000
8	151400	151700	152000	154100	158600
9	155900	156300	156600	158700	163400
10	160600	161000	161300	163500	168300
11	165400	165800	166100	168400	173300
12	170400	170800	171100	173500	178500
13	175500	175900	176200	178700	183900
14	180800	181200	181500	184100	189400
15	186200	186600	186900	189600	195100
16	191800	192200	192500	195300	201000
17	197600	198000	198300	201200	207000
18	203500	203900	204200	207200	213200
19	209600	210000	210300	213400	219600

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SCHEDULE-V. – contd.

Illustration-III (see Rule 9)

Example-1: A **Junior Assistant**, who, after having been fixed in the Pay Matrix, is drawing a Basic Pay of ₹32,200 in Level 8. When he gets an annual increment on 1st of July, he will just move one stage down in the same Level. Hence, after increment, the pay will be ₹33,200.

Example-2: An employee in the Basic Pay of ₹28,500 in Level 10 will move vertically down the same Level in the cells and on grant of increment, his Basic Pay will be ₹29,400.

Example-3: An employee in the Basic Pay of ₹55,200 in Level 11 will move vertically down the same Level in the cells and on grant of increment, his Basic Pay will be ₹56,900.

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
21	35200	36200	37300	64100	64400
22	36300	37300	38400	66000	66300

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SCHEDULE-V. – contd.

Illustration-IV (see Rule 11(3))

Sl. No.	Pay Band and Grade Pay or scale	PB-1A Rs.4800-10000 G.P. Rs.1300	PB-3 Rs.15600-39100 G.P. Rs.7600
[1]	[2]	[3]	[4]
1.	Maximum of the applicable Pay Band and Grade Pay	11300	46700
2.	Date on which pay fixed at maximum of the applicable Pay Band and Grade Pay	01.07.2013	01.04.2012
3.	Revised Pay in the applicable Level in the new Pay Matrix	29300	122600
4.	No. of years completed at maximum of the applicable Pay Band and Grade Pay as on 01.01.2016	2 years and 6 months	3 year and 9 months
5.	No. of increment(s) to be granted on 01.01.2016	01	01
6.	Revised Pay after grant of increment on 01.01.2016	30200	126300
7.	Date of Next Increment in the applicable Level in the new Pay Matrix	01.07.2016	01.04.2016

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SCHEDULE-VI

(See Rule – 6(2))

FORM FOR EXERCISING OPTION UNDER THE TAMIL NADU REVISED PAY RULES, 2017

*I, ...holding the post of .....hereby elect the revised pay structure with effect from 1st January, 2016.

*I, ...holding the post of .....hereby elect to continue on Pay Band and Grade Pay on my substantive/officiating post mentioned below until (a) the date of my next increment OR (b) the date of my subsequent increment falling due on ..... OR (c) the date I vacate the present post OR (d) the date on which I cease to draw pay in the existing pay structure OR (e) the date of my promotion/upgradation on ..... (between 1-1-2016 and the date of notification).

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

* To be scored out, if not applicable.

Dated : .....2017. Signature:

UNDERTAKING

I hereby 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 : .....2017. Signature:

Signed before me

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:.....2017.

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

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* Strike out whichever is not applicable.

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APPENDIX - I

Illustration (see para-28)

I. An employee drawing Consolidated Pay / Fixed Pay / Honorarium of Rs.615/- as on 1-1-2016.

His fixed pay with effect from 1-1-2016 will be refixed as follows:

(i)	Existing Fixed Pay as on 1-1-2016	:	Rs. 615
(ii)	Adhoc increase allowed upto 1-1-2016	:	Rs. 800
(iii)	Total [(i)+(ii)]	:	Rs. 1415
(iv)	30% on existing Fixed Pay [Rounded to next 10]	:	Rs. 200
(v)	Revised Fixed Pay w.e.f. 1-1-2016	:	Rs.1615
(vi)	Benefit as on 1-1-2016	:	Rs. 200
(vii)	Increase	:	14.13%

II. An employee drawing Consolidated Pay of Rs.510/- as on 1-1-2016.

His consolidated pay with effect from 1-1-2016 will be refixed as follows:

(i)	Existing Consolidated Pay as on 1-1-2016	:	Rs.510
(ii)	Adhoc increase allowed upto 1-1-2016	:	Rs.400
(iii)	Total [(i)+(ii)]	:	Rs.910
(iv)	30% on existing Consolidated Pay [Rounded to next 10]	:	Rs.150
(v)	Revised Consolidated Pay w.e.f. 1-1-2016	:	Rs.1060
(vi)	Benefit as on 1-1-2016	:	Rs.150
(vii)	Increase	:	16.48%

***

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APPENDIX - II

STATEMENT OF FIXATION OF PAY UNDER TAMIL NADU REVISED SCALES OF PAY RULES, 2017

1. Name of the Employee :

2. Designation of the post in which pay is to be fixed as on 1.1.2016. :

3. Status[substantive /officiating) :

4. Pre-revised Pay Band and Grade Pay

(a) Pay Band :

(b) Grade Pay :

5. Existing Emoluments

(a) Basic Pay in the pre-revised structure as on January 1, 2016

(i) Pay in the applicable Pay Band

(ii) Grade Pay

(b) Dearness Allowance sanctioned with effect from 1.1.2016 :

(c) Existing Emoluments [(a)+(b)] :

6. Basic Pay (Pay in the applicable Pay Band and applicable Grade Pay) in the pre-revised structure as on January 1, 2016

7. Applicable Level in the Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S.No.4. :

8. Amount arrived at by multiplying basic pay as at S.No.6 2.57 :

Rounded Off to :

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9. Applicable Cell in the Level either equal to or just above the Amount at S,No.8. **:**

10. Revised Basic Pay (as per Sl.No.9) **:**

11. Personal Pay, if any [Rule] **:**

12. Date of next increment [Rule 10] and pay after grant of increment **:**

Date of Increment	Pay after Increment in applicable Level of Pay Matrix
(1)	
(2)	
(3)	

13. Any other relevant information **:**

Date :

Office :

Signature & Designation of Head of Office.

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