

Pay fixation :

- i) INITIAL APPOINTMENT
- ii) PROMOTION
- iii) INTERNAL SELECTION
- iv) SELECTION GRADE
- v) WAGE REVISION.

I) Appointment – Initial pay – Minimum of the time scale of pay.

II) Promotion fixation:

Ensuring 5% benefit from lower post pay - fix stage in higher post or next higher stage (B.P.Ms.No.9 dt:2-2-87) Asst. Rs.6020 = 5% 301 = 6321 st.above=6475

33(b) with 5% increase applicable in re-promotion after reversion.

Note (2) under S.R. 33(b) reads as follows:

"The pay fixed under S.R. 33(b) on each occasion of repromotion after reversion shall not exceed what the Board employee would have been entitled to had he continued in the same post without reversion".

If SG scale of lower post & higher post scale – identical – promotion fixation at option may be worked out at next higher post or from ordinary scale of lower post and fix with 5% benefit.

(B.P.Ms.No.11 dt:2-2-87)

Appointment to another post – not involve duties & responsibilities of greater importance allowed stage in new post or lower stage with PP and PP merged in next increment or future increment (SR 33(c)

(Ex.,S.G.Auditor appointed as Junior Auditor)

Typist/Steno typist can opt for 33(b) or 33(f) fixation – 33(f) fixation Pay + Typ.Spl.pay – Lower stage with P.P. – PP absorbed in future increment. If not opted within one month 33(f) will be fixed.

When a SG.Foreman Gr.I or Special Grade Foreman drawing the higher scale of pay promoted as JE Gr.II, carrying lower tsp he will be allowed to continue the same scale and allowed with next higher stage fixation next increment will be the one in the lower post.(Memo.No.48849/N2/86-8, dt:12-5-89) P.P. drawn in the post of SGFM Gr.I & Spl.Gr.F.M will continue in the promoted post of JE Gr.II. The JE Gr.II on his promotion as JE Gr.I will be entitled for 5% benefit.

U.O.Note No.35019-C1/97-1, Dated:7-11-1997.

Personal Pay drawn in the lower post of S.G.Foreman Gr.I shall be continue to be allowed in the higher post of JE Gr.II even after promotion. The above fixation procedure shall be followed in case of S.G.Vehicle Helper also.

Option: Options permitted on promotion for Date of Promotion and Date of Increment. If not opted pay shall be fixed on the date of promotion.

Option:

I (a) Ordinary Grade

(b) S.G.scale but less than Higher post scale:

- (i) 33(b) 5% Date of Promotion.
- (ii) 33(b) 5% Date of Increment.
- (iii) 33(f) for Typist and Steno-typist.

II S.G. scale and Higher post scale are identical:

- i) Ordinary Gr. Scale notional pay – Date of Promotion. 5%
- ii) Ordinary Gr. Scale notional pay – Date of Increment. 5%
- iii) Date of promotion.(One increment)
- iv) Date of increment. (two increment)

Stagnation increment to workmen annually.

Stagnation increment to Officer – biennially without maximum limit.

Internal selection fixation as per B.P.Ms. (FB) No.95, dt:20-11-1985 & Memo. No.66710/R1/85-9, (Secretariat Branch) dt.29-11-1985.
Memo. No.80175/C1/85-1, (Secretariat Branch) dt.29-11-1986.

Protection of lower post pay allowed. No benefit on Internal selection appointment since it is not a promotion.

Selection Grade introduced from 1-1-1979 B.P.Ms.288 dt:3-12-1979
S.G. upto the level of AEE. For EE 2 increment benefit.
No S.G. to SE & CE.

S.G. 10 years but reduced to 9 years from 8-7-1998.

S.G. to RWE next higher scale & for Provincial category promotion post scale, but there are some exceptions.

S.G. fixation – One increment – Stage in higher post or lower stage with P.P. and P.P. absorbed on promotion.

Allowing one increment is less than the higher post scale allow Minimum of the higher post scale.

After Movt. To S.G. normal increment will continue.

If S.G. & Normal increment falls on the same day allow S.G.fixation first and then allow annual increment.

Selection Grade Personal pay will continue evenafter promotion if the individual opted in the Selection Grade method and will merge during Wage Revision.

Two increment benefit allowed to those who have not provided with S.G.
One normal increment and One increment(annual increment) advanced.

As per (Per) B.P.(FB) No.11 (S.B) Dated:8-2-2006 orders were issued for allowing Revised Selection Grade scales to some categories and introducing Selection Grade scales to some other categories which have no Selection Grade Scales with effect from 1-12-2002.

Promotion post scales were allowed as Revised Selection Grade scales to the following two categories:-

Category	Existing S.G. scale	Revised S.G. scale
1. Revenue Supervisor.	Rs.5850-200-11050 (Assment.Officer)	Rs.8100-275-15525
2. Section Officer/ Sectt.Branch.	Rs.9500-300-17600 (Under Secy.)	Rs.11000-350-20450

The following posts which have no Selection Grade scales, but have only the two increment benefits have been demarcated with new Selection Grade scales:

Category	Ordinary Grade scale	S.G. scale now allowed
Record Clerk	Rs.3370-100-6370	Rs.3795-110-7095
Staff Nurse	Rs.4200-130-7840	Rs.5600-175-10150
Pharmacist	Rs.4450-130-8350	Rs.5600-175-10150
Asst.Welfare Officer	Rs.5600-175-10150	Rs.5850-200-11050
Spl.Gr.Foreman	Rs.7225-225-13525	Rs.8100-275-15525

OFFICERS CATEGORY

Category	Ordinary Grade scale	S.G. scale now allowed
Chief Head Draughtsman	Rs.7225-225-13525	Rs.8100-275-15525
Labour Welfare Officer	Rs.8100-275-15525	Rs.11000-350-20450
Executive Engineer & Equivalent categories.	Rs.11000-350-20450	Rs.15100-425-21900

Those who have already moved to Selection Grade before 1-12-2002 have no additional benefit. Their existing pay plus P.P. if any shall be fitted in the Revised Selection Grade Scale in the same stage or lower stage with P.P.

The above Selection Grade shall be allowed only **after fixation in the Revised Scales of Pay** on 1-12-2002 or on the date of option.

The Revised S.G. scales allowed now will be disadvantageous to some of the Employees who have promoted between 1-12-2002 till 8-2-2006. In their cases protection shall be allowed and they shall be allowed to continue in the same pay already fixed without re-fixation in the revised selection grade scale.

(Per) B.P.(Ch) No.107 (S.B) Dated:16-6-2006

Revised Selection Grade & Special Grade allowed to Wireman/C.A. and equivalent categories in Distribution Circles and to the Tester Chemical as follows:-

Category	Ordinary Grade	S.G. scale	Spl.Gr. scale
Wireman/C.A. Distn.Circle only.	Rs.3370-100-6370	Rs.4200-130-7840	Rs.5600-175-10150
Tester Chemical	Rs.4200-130-7840	Rs.5850-200-11050	Rs.7225-225-13525

Memo.No.101074/A3/A31/2005-3, Dated:24-6-2006

Category	Ordinary Grade	S.G. scale	Spl.Gr. scale
Administrative Officer	Rs.9500-300-17600	Rs.11000-350-20450	Rs.15100-425-21900

Already moved to S.G. before 1-12-2002 but S.G. prescribed now – no increase in emoluments. Their Pay + P.P. shall be fixed in the revised S.G.scale at stage or Lower stage with P.P. wef 1.12.2002.

S.G.shall be ordered after fixation of pay in the Revised scales of pay fixation and not in the pre-revised scale. Employees promoted after movt to S.G. between 1-12-2002 and 8-2-2006 may continue the same pay already fixed without refixation to S.G.

(Per) B.P.(FB)No.12 dt:8-2-2012

Spl.Grade introduced w.e.f. 1-12-2002 in B.P.(FB)No.12 dt:8-2-2012 to those who have stagnated without promotion for 20 years with scale movement. On movement to Special Grade one increment shall be allowed in the present Selection Grade scale and pay shall be fixed in the Special Grade scale if there is a stage or with lower stage with Personal Pay.

All other existing conditions/orders in force wherever applicable for allowing movement to Selection Grade shall equally apply for movement to Special Grade also.

In respect of RWE employees only scale to scale movement mentioned as Selection Grade and Special Grade scales.

In respect of Provincial employees and Officers the ordinary grade, Selection Grade and Special Grade scales have been mentioned.

Memo.(Per) No.31984/A3/A31/2007-1, Dated:29-6-2007.

The period of temporary or permanent relinquishment for three years before 15-10-2005 shall not have any effect in allowing movement to Special Grade. Employees relinquished permanently after 15-10-2005 are not entitled for movement to Spl.Gr. and the temporary relinquishment period after 15-10-2005 shall be deducted from the period of service for movement to Spl.Grade.

No option on Movement to Selection Grade and Internal selection.

In any case Option once exercised is final.

Wage Revision Option:

- i) On next or subsequent increment.

- ii) On the date of promotion or on the date of fixation on promotion.
- iii) On the date of movt. To S.G. or Spl.Gr.
- iv) Internal selection.
- v) Completion of 15 years of regular service till 18-11-2009 for availing service weightage increment.

Option within 3 months from the date of issue of order. If not opted, pay will be fixed as on 1st December 2007.

1996 Wage Revision if opted for Service weightage increment during 1996 WR after 1-12-1996, next increment will be on completion of one year of qualifying service.

1996 – Pay+DA+40% pay = Revised pay in stage.

2002 – 6% of pay = Revised pay in stage (Rs.600 min.benefit Pay+DA)

2007 – 1.94 multiplication factor. (Rounded off to nearest 10)

1-12-2002 & 1-12-2007 Wage Revisions if opted for service weightage increment normal increment will be allowed.

After 1-12-2007 on movement to S.G. & Spl. Gr. One increment (3%) benefit only and no movement to scale is permitted.

After 1-12-2007 the rate of increment in the revised pay structure shall be 3% of Pay band + Gr.Pay and rounded off to the next multiple of 10. While calculation of increment fraction of rupee .99 paise and below should be ignored and one rupee or more should be rounded off to next multiple of 10.

If two increments are allowed for passing of B.Com., degree or P.G.Degree in Engineering, two 3% (6%) shall be allowed simultaneously and not one by one.

EE to SE fixation only as per table and not as per 1.94 factor during 2007 Wage Revision

ANNEXUREINTERNAL SELECTION FIXATION

Date	Pay in the previous post (Commercial Inspector) (Rs.5400-20200 + Rs.2700 (Grade Pay))	Pay in the present post (Assistant Engineer) (Rs.10100-34800 + Rs.4600 (GP))		
		Exclusive of Incentive increment	Inclusive of Incentive increment	Personal Pay
1.1.2008	13900 + 2700 (Grade Pay)	---	---	---
18.12.2008	13900 + 2700 (Grade Pay)	10100 + 4600 (Grade Pay)	10600 + 4600 (Grade Pay)	1900
1.1.2009	14400 + 2700 (Grade Pay)	10100 + 4600 (Grade Pay)	10600 + 4600 (Grade Pay)	2400
1.10.2009	14400 + 2700 (Grade Pay)	10600 + 4600 (Grade Pay)	11120 + 4600 (Grade Pay)	1900
1.1.2010	14920 + 2700 (Grade Pay)	10600 + 4600 (Grade Pay)	11120 + 4600 (Grade Pay)	2420
1.10.2010	14920 + 2700 (Grade Pay)	11120 + 4600 (Grade Pay)	11650 + 4600 (Grade Pay)	1900

Internal selection Personal Pay will merge during promotion.

An Executive Engineer/Electrical was promoted as Superintending Engineer/El., on 4-2-2012. He was drawing pay in the post of Executive Engineer on 1-10-2011. He had opted on the date of promotion and his pay to be fixed as follows:

1. Pay fixation on the Date of Promotion:

Pay drawn in the lower post of E.E. w.e.f.1-10-2011) Rs.38480 + 7000 G.P.
(Pay band Rs.15700-39100+7000 G.P.))

Add: Notional increment equal to 3% Rs.1370/-) Rs. 1370

Rs.39850

Pay to be fixed in the promoted post of S.E/El.,
On 4-2-2012

Rs.39850 + 8700 G.P.

Next increment on 1-1-2013

2. Pay fixation on the Date of Increment:

Pay drawn in the lower post of E.E. w.e.f.1-10-2011) Rs.38480 + 7000 G.P.
(Pay band Rs.15700-39100+7000 G.P.))

Pay to be fixed in the promoted post of S.E/El.,
On 4-2-2012

Rs.38480 + 8700 G.P.

Refixation on 1-10-2012:

Pay drawn on 1-10-2012
(15700-39100 +7000)

Rs.38480 + 7000 G.P.

Add: On 1-10-2012 Normal increment equal to
3% of Basic Plus G.P. Rs.1370/-) Rs. 1370

Rs.39850 + 7000 GP

Add: 1-10-2012 – Promotion increment

3% of Basic Plus G.P. Rs.1410

) Rs.1410

Pay fixed in the promoted post of S.E/El.,

On 1-10-2012 (38200-67000+8700)G.P.

Rs.41,260 + 8700 G.P.

Next increment on 1st October 2013.

An Executive Engineer/Electrical has reached the maximum of the pay band on 1-10-2011 and his pay fixed on 1-10-2011 at Rs.39100+750 PP +Rs.7000 G.P. Due to stagnation, he is entitled for his next annual increment on 1-10-2013. Meanwhile, he was promoted as Superintending Engineer/El., on 10-2-2012. If he had opted on the date of promotion and his pay to be fixed as follows:

1. Pay fixation on the Date of Promotion:

Pay drawn in the lower post of E.E. w.e.f.1-10-2011) Rs.39100+750 PP+ 7000 G.P.
(Pay band Rs.15700-39100+7000 G.P.))

Add: Notional increment equal to 3% Rs.1410/-) Rs. 1410

Rs.41260

Pay to be fixed in the promoted post of S.E/El.,

On 4-2-2012

Rs.41260 + 8700 G.P.

(Rs.38200-67000 + 8700 G.P.)

Next increment on 1-1-2013

1. Pay fixation on the Date of Increment:

Pay drawn in the lower post of E.E. w.e.f.1-10-2011) Rs.39100+750 PP+ 7000 G.P.
(Pay band Rs.15700-39100+7000 G.P.))

Pay to be fixed in the promoted post of S.E/El.,

On 4-2-2012

Rs.39100+750 PP+ 8700 G.P

Refixation on 1-10-2013:

Pay drawn on 1-10-2013

Rs.39100+750 PP+ 8700 G.P

(15700-39100 +7000)

Add: On 1-10-2013 Normal increment equal to

3% of Basic Plus G.P. Rs.1410/-

) Rs. 1410

Rs.39100+2160 PP

Add: 1-10-2013 – Promotion increment

3% of Basic Plus G.P. Rs.1410

) Rs.1450

Pay fixed in the promoted post of S.E/El.,

On 1-10-2013 (38200-67000+8700)G.P.

Rs.42,710 + 8700 G.P.

Next increment on 1st October 2014.

KINDS OF PAY ANOMALY:-

- 1) **Incentive anomaly,**
- 2) **Selection Grade anomaly,**
- 3) **Wage Revision anomaly,**
- 4) **Promotion anomaly.**

I.Incentive Anomaly (Per.) B.P. Ms.(Ch.) No.84 (Adm.Br.) dt.8.3.91.

When the senior employees drew incentive increment for passing a test / acquiring a special qualification in pre-revised scale of pay and the junior to such senior employees drew incentive increment for passing the same test / acquiring the same special qualification after fixation of his pay in a succeeding revised scale of pay.

Fixation on each occasion of the senior and the junior should be verified first. If any discrepancy found it should be rectified and then only anomaly should be rectified.

Electrical Engineer cannot cite Mechanical or Civil Engineer vice versa.

Pay should be worked out if both of them had not passed the test and even after working out the junior drew more pay that anomaly should be rectified.

Senior and junior - same category.

(ii) **Pay of the senior should be equal to or pay higher than the junior from time to time.**

(iii) **Both should acquired same test qualification / special qualification.**

(iv) **Senior acquired qualification earlier than the junior.**

(v) **The quantum of incentive for acquiring the qualification should be same.**

- (vi) Monetary benefit should be given to the senior with effect from 1.12.88.-

Selection Grade Pay anomaly :

(Per.) B.P. (FB) No.53 (Sectt. Br.), dt.27.6.89:-

Where the seniors moving to the Selection Grade earlier draw lesser pay than the junior moving to Selection Grade later, rectification of pay anomaly may be permitted to the senior employee on par with the pay of the junior.

Employees promoted before movement to S.G. may cite rectification of pay anomaly on par with his junior who was promoted after movement to S.G. and thus drawing higher pay.

Monetary benefit should be allowed to the senior after refixation of pay with effect from 1.4.86.

Senior employee may cite his junior for movement to Selection Grade eventhough he has not completed the required 10/9 years of service for step up as per clause 3(h) of B.P.Ms.No.288 dt:3-12-1979.

Wage Revision pay anomaly :

(Per.) B.P. (Ch.) No.223, (Sectt.Br.) dt.21.11.2009:-

According to the revision of pay orders issued by the Board, the next increment of an employee whose pay has been fixed in the revised scale shall be granted on the date on which he would have drawn the increment had he continued in the pre-revised scale of pay and thereby become eligible for higher pay than his senior whose next increment falls due at a later date. This can be rectified as per the WR Regulations by stepping up of pay.

Both should have equal service weightage increments.

Promotion pay anomaly:- (Regulation 33 (b) of TNEB S.R.)

In case where an employee promoted to a higher post while in the pre-revised scale of pay draws less pay in the revised scale than his junior who is promoted to the higher post after revision of scale of pay, the pay of the senior employee may be stepped-up to that of the junior with effect from the date on which the junior draws more pay. After 1-12-2007 this kind of anomaly arising since the 3% benefit allowed is higher than the incremental stage.

Anomaly arising in between 2.4.80 and 30.11.84, the monetary benefit shall be given after w.e.f.1.12.84.

Anomaly arising after 1.12.84 monetary benefit shall be given w.e.f.1.4.86.

Pay anomaly in respect of Junior Assistants, Typists, Steno - Typists and Assessors working in the Circle

The Seniority in respect of Junior Assistants, Typists, Steno - Typists and Assessors is maintained in circlewide and they come to statewide seniority on the date of preparation of panel for promotion to the higher post of Assistant and Inspector of Assessment. The Superintending Engineers of the circles are the competent authority for rectification of pay anomaly in the post of Junior Assistants, Typists, Steno - Typists and Assessors and they may refix the pay of seniors on par with their junior, if both are working with in the same circle in the above post and the monetary benefit may be given effect to with effect from the date of refixation of pay. However, in certain cases the pay anomaly is rectified prior to the period mentioned below the monetary benefit shall be allowed with effect from.

Monetary benefit

Incentive anomaly	1.12.88
Selection Grade anomaly	1.4.86
(allowing one increment benefit)	

anomaly arising in between the
 period 2.4.80 and 30.11.84 1.12.84

If the senior and the junior are working in different circles, the rectification of pay anomaly shall be considered by the Chief Engineer/Personnel after promotion of the senior and junior in the post of Assistant and the monetary benefit consequent on the refixation of pay shall be given effect to with effect from the date of promotion of junior and senior which ever is later. In certain cases, the pay anomaly is rectified prior to the date mentioned below the monetary benefit shall be given effect with effect from.

Monetary benefit

Incentive anomaly	1.12.88
Selection Grade anomaly (allowing one increment benefit)	1.4.86
Promotion anomaly ensuring 5% benefit	1.4.86
anomaly arising in between the period 2.4.80 to 30.11.84	1.12.84

Other important rules:-

- (i) Anomaly arising on a date between 2.4.80 and 30.11.84 if it persists even after fixation of pay in the revised scale of pay on 1.12.84, the monetary benefit shall be allowed with effect from 1.12.84 or the date of option exercised in the revised scale.

(Per.) B.P. Ms. (FB) No.91, dt.20.11.85.

Memo.No.8425-C1/88-1, dt.27.5.89.

- (ii) The cases of anomaly which do not fall under S.R.33(b) relating to the period prior to 1.12.79 but got set-right consequent on the refixation of pay in the revised scale need not be considered for rectification of pay anomaly.

- (iii) All the past cases of anomaly arising prior to 2.4.80 which satisfy all the conditions in the note under S.R.33(b) will be rectified under S.R.37.

Authority competent for rectifying pay anomaly:-

- | | |
|---|--------------------|
| (i) Class III Service of employees whose seniority is maintained in circle wide | S.E. concerned. |
| (ii) Class III Service of employees whose seniority is maintained in statewide . | C.E./Personnel. |
| (iii) Class II Service of officers whose seniority in maintained statewide. | Secretary. |
| (iv) Class I Service of officers whose seniority is maintained statewide. | Secretary/T.N.E.B. |

WAGE REVISION & INCENTIVE ANOMALY

SENIOR			JUNIOR	
20-10-95	2150	1 st Appointment	20-1-1996	2150
1-10-96	2230	Increment	---	---
15-11-96	2310	ED Test	---	---
1-12-96	7225	Wage Revn.	1-12-1996	7225
---	---	Increment	1-1-1997	7450
---	---	ED Test	29-5-1997	7675
1-10-97	7450	Increment		

Assistant Executive Engineer promoted as Executive Engineer

Wage Revision Anomaly in the post of Executive Engineer/Electrical

SENIOR		JUNIOR	
1-10-2005 A.E.E.	Rs.14,675/-	1-10-2005	Rs.14,675/-
S.G. A.E.E.	Rs.14,850/- + 125 PP	--	--
Promoted as EE on 7-9-2006	Rs.14,850/- + 125 PP	--	--
1-10-2006 Fixation	Rs.15,900/- (Rs.11000-350-20450)	1-10-2006	Rs.14,975/-
--	--	Promoted as EE 22-1-2007	Rs.15,900/- (Rs.11000-350-20450)
1-7-2007 GJ	Rs.16250/-	1-7-2007 GJ	Rs.16,250/-
1-10-2007	Rs.16,600/-	--	--
1-12-2007 WR	Rs.33390 + 7000 GP	1-12-2007 WR	Rs.32690 + 7000 GP
--	--	1-1-2008	Rs.33880 + 7000 GP
1-10-2008	Rs.34,610 + 7000 GP	--	--

Wage Revision Anomaly in the post of Assistant Engineer/Electrical

SENIOR		JUNIOR	
1-10-2006 TA	Rs.5,370/-	1-1-2007 TA	Rs.5,370/-
2-6-2007 JE Gr.II	Rs.5,775/-	--	--
2-6-2007 E.D. Test	Rs.5,950/-	--	--
1-7-2007 GJ	Rs.6,125/-	1-7-2007 GJ	Rs.5,500/-
1-11-2007 A.E.	Rs.7,225/-	24-11-2007 A.E. 24-11-2007 E.D. Test	Rs.7,225/- Rs.7,450/-
1-12-2007 WR	Rs.14,020 + 4600 GP	1-12-2007 WR	Rs.14,460 + 4600 GP
1-10-2008	Rs.14,580 + 4600 GP	1-10-2008	Rs.15,040 + 4600 GP

Anomaly arising on the date of promotion of the junior on 24-11-2007 (E.D. Test).

SOME IMPORTANT ORDERS TO REMEMBER

Memo.No.108-R1/80-10, Dated:30-9-1980.

Period of EOL without Pay and allowances with or without Medical Certificate shall not be taken into account for calculation of service for movement to Selection Grade.

Memo.No.79682/C2/86-1, Dated:31-3-1986

Service rendered in the higher post shall also be taken into account for calculation of service for movement to Selection Grade in the lower post.

Memo (Per) No.48849/N2/86-8, dated:12-5-1989.

Selection Grade Foreman Gr.I carrying higher scale of pay of Rs.975-50-1125-60-1425-70-1705-80-1945 promoted as Junior Engineer Gr.II carrying the lower scale of Rs.920-45-1145-50-1395-60-1635 may continue in the same scale applicable to lower post even after promotion. On the date of promotion, they shall be allowed pay fixation at the next higher stage and the next increment shall be allowed to them on the date on which they would draw the next increment had they continued in the lower post of Selection Grade Foreman Gr.I.”

Memo.No.5062/C1/96-1, Dated:11-9-1996.

The authorities who are competent to order rectification of pay anomaly or modification of pay for any other reason at a later date, resulting in change of pay or date of increment in the lower post, shall include the following clause in the order itself:-

“Consequent on the stepping of or modification of pay ordered in para...above, if Thiru.....desires to revise the option for fixation of pay in the revised scales of pay or for refixation of pay in the higher post with reference to change of pay or increment date in the lower post, may exercise a revised option, within two months from the date of receipt of this order.”

Memo.No.82457/C1/96-2, Dated:26-3-21997

Special Grade Foreman	
Completed 10 years of service on	7-7-96
Superannuated on	31-8-96
Next annual increment falls due on	1-7-97

Entitled for one increment only on his movement to Selection Grade on 7-7-1996 since the advancement of annual increment does not arise because he is superannuated on 31-8-1996.

(Per)B.P.(FB) No.49 (S.B) Dated:20-11-2007

Allowing service weightage increment and **all other benefits** to the employees taking into account the period of service rendered by them as Helper/Office Helper (Trainees).

Memo.No.88741/A3/A31/2009-1, Dated:13-1-2010

Employees on E.O.L. on 1-7-2007 and joined duty after 1-12-2007 may be allowed Golden Jubilee increment first in the pre-revised scale then fixation of pay allowed in the Revised Scales of Pay.

Lr.No.12149/A3/A31/2010-1, Dated:26-2-2010.

Fixation of pay to the Assistant Engineer appointed by internal selection from the post of Commercial Inspector – Clarification – Issued.

Memo.No.96048/A3/A31/2009-1, Dated:12-3-2010.

Payment of Wage Revision arrears to Legalheirs of the deceased employee shall be made in one lumpsum immediately to the spouse/legal heirs after adjusting the interim arrears if any if the employee expired after 1-12-2007.

Memo.No.20141/A3/A31/2010-1, Dated:30-3-2010.

Payment of difference amount (arrears) for Additional charge allowance and Double Wages consequent on Revision of wages with effect from 1-12-2007

Letter No.4543/A3/A31/2010-1, Dated:17-5-2010.

Request to exercise option for revised scales of pay on the date of movement to Selection Grade on 26-2-2010 i.e.,beyond the date of settlement (18-11-2009) – Not feasible of compliance – Clarification – Issued.

(Per)B.P.(Ch)No.223 & 224 (SB) Dated:21-11-2009

Memo.(Per) No.49461/A3/A31/2010- 1 & 2, dt:7-7-2010.

Completed 10 years of service in the Selection Grade post or 20 years of total service in a post “ Completed 11 years of service ”.

Letter No.4540/A3/A31/2010-1, Dated:6-8-2010.

Promoted on 5-1-2007 – Opted for fixation of pay on the date of increment on 1-7-2007 – Golden Jubilee increment allowed after promotion fixation on 1-7-2007 – In order –Audit objection – Not in order.

(Per) CMD TANGEDCO Pro.No.49 (SB) No.8-3-2012.

For the purpose of movement to Selection Grade/Special Grade the service rendered in the former Circles shall also be taken into account along with the service in the present Circle in respect of the Junior Assistant/Assessor/Typist/Steno-typist categories. This will not be made applicable to the employees transferred to the Offices like Secretariat Branch, Administrative Branch and Accounts Branch where separate seniority is maintained.
