



ABSTRACT

State Public Sector Undertakings / Boards – Orders of Government on the recommendation of Sixth Central Pay Commission – Applicability to the employees of State Public Sector Undertakings / Boards – Orders – issued.

Finance (BPE) Department

G.O.Ms.No.250

Dated: 17.06.2009

Read:

1. G.O.Ms.No. 22, Finance (BPE) Department, dated:23.1.2009.
2. G.O.Ms.No. 234, Finance (Pay Cell) Department, dated:1.6.2009.

ORDER:

In the Government order first read above, the Chief Executive Officers of State Public Sector Undertakings / Boards were allowed to pay Interim arrears as allowed for Government Servants by placing the G.O. Ms.No.10, Finance (PC) Department, Dated: 13.1.2009 & G.O.Ms.No. 11, Finance (PC) Department, Dated: 13.1.2009 before the respective Boards for adoption to their employees to the extent relevant, pending implementation of the recommendations of Official Committee, subject to fulfilling certain conditions stipulated therein.

2. Now, the Government in G.O. second read above have issued orders on the recommendations of the Official Committee on revision of scales of pay & allowances etc. to the Govt. employees based on the recommendations of the Central Sixth Pay Commission. While extending the previous Pay Commission recommendation to the employees of the State Public Sector Undertakings / Boards certain guidelines were issued in G.O.Ms.No. 200, Finance (BPE) Department, Dated: 6.5.1998. With a view to bringing out parity and standardization in the pay scales available to the employees of State Public Sector Undertakings / Boards vis-a-vis Government Employees, the Government now direct that the orders issued in the Government order second read above be

extended to the employees of State Public Sector Undertakings / Boards subject to the following conditions:-

(i) The State Public Sector Undertakings / Boards may adopt the revised pay scales on "pay scale to pay scale" basis. Accordingly, the existing 28 standard pay scales shall be revised as indicated in the Schedule-I to the Revised Scales of Pay Rules ordered in paragraph-25 of the G.O. second read above.

(ii) No deviation shall be made in the standard scales of pay prescribed by Government or to increase or reduce the pay scales or to make alterations on the maximum of the scale of pay.

(iii) The State Public Sector Undertakings / Boards should not propose upgradation of any post in any higher scales of pay than the corresponding revised scales prescribed for the existing scales of pay without prior approval of the Government.

(iv) Depending on the financial position of the Corporation / Board and the pay structure prevailing, the Board may decide and make its recommendations as to whether the revised scales of pay for their employees should be applicable with prospective effect or retrospective effect (i.e. notionally from 1.1.2006 and with monetary benefit from 1.1.2007) or later. The Board of Directors may analyse the financial implications with reference to the ability of the Public Sector Undertakings / Boards to meet the additional financial commitment from their internal generation of funds. Where the internal generation of funds is not very comfortable, the Board may take a view on either postponement of the revision of scale of pay or making the revision of scale of pay effective from a future date. Under no circumstance the Public Sector Undertakings / Boards should resort to financial assistance from Government either directly or indirectly. In respect of loss making Public Sector Undertakings, if the Board, after thorough discussion is convinced that suitable improvement in the functioning of the Corporation can be made and that pay revision is absolutely necessary, may forward the proposal to Government for its prior approval.

(v) The existing scale of pay of Superintendents in State Public Sector Undertakings / Boards is Rs. 5500-175-9000 whereas the scale of pay of Ministerial Superintendents was Rs. 5700-175-9200. This higher scale was not extended to the employees of State Public Sector Undertakings / Boards.

However, the pre-revised scale of Rs. 5700-175-9200 for Ministerial Superintendents has been revised as Rs. 7000-225-11500 and both these scales are now in the common scale of Rs. 9300-34800 with the difference of Grade Pay of Rs. 4400 and Rs. 4800 respectively. Hence, the revised pay scale of Rs. 9300-34800 with the Grade Pay of Rs. 4800 may be allowed to the Superintendents of State Public Sector Undertakings / Boards also, on par with Ministerial Superintendents to mitigate the past disparity.

(vi) In respect of Assistants in Secretariat and Junior Assistants in Ministerial Service who were appointed temporarily on contract basis in the year 2003, some of whom, who were moved over to TASMAL on contract basis, the orders issued in para 21 of G.O. second read above, revising the consolidated pay from Rs. 4000/- p.m. to Rs. 5000/- p.m. with effect from 1.1.2007 will be applicable.

(vii) As regards sanction of Dearness Allowance, the State Public Sector Undertakings / Boards may be permitted to draw the revised DA as per para 2(iii) of G.O. second read above, subject to the conditions already stipulated in the Government Letter No. 42803, Finance (BPE) Department / 2008, Dated: 13.8.2008.

(viii) The arrears accruing on account of pay revision shall be arrived as per Appendix-V of the G.O. second read above and the Interim Arrears sanctioned in the G.O. first read above shall be adjusted and the balance net arrears due for payment shall be arrived. After due consideration of the financial position of the concerned State Public Sector Undertakings / Boards, the balance arrears so arrived shall be paid in three equal annual instalments as below:-

- (a) 1st instalment in the year 2009-10
- (b) 2nd instalment in the year 2010-11
- (c) 3rd and final instalment in the year 2011-12

(ix) In respect of Technical & Administrative Supervisory category in Transport Corporations for whom Government scale of pay were allowed with effect from 1.1.2008, the revised scale of pay as per G.O. second read above will take effect from the date of issue of this order. As regards the Health Allowance for Managerial Cadre employees of State Transport Undertakings, Transport Department may examine the case in consultation with Finance Department and issue separate orders.

3. The revised pay scales need not be made applicable to the following categories:-

(i) Persons employed on part-time basis or on all inclusive daily wage basis.

(ii) Persons employed on contract whose conditions of pay would be governed by the terms of contract.

(iii) Employees in receipt of pay, variable D.A. and other allowances on the pattern determined by award of any Wage Board or by the agreement entered into with the worker's Unions under the Industrial Dispute Act.

4. The Chief Executive Officers of all State Public Sector Undertakings / Boards are requested to place this order before the Board of Directors in the next meeting.

(BY ORDER OF THE GOVERNOR)

**R. THIAGARAJAN,
SPECIAL SECRETARY TO GOVERNMENT**

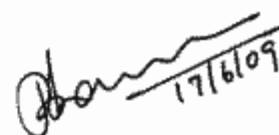
To

The Chief Executive Officers of all State Public Sector Undertakings / Boards.
The Accountant General (Audit), Chennai-6/18/35.
The Secretaries to Government, All Departments of Secretariat.

Copy to:

All Finance Directors
Stock File / Spare Copy

// Forwarded // By Order //



ASSISTANT DIRECTOR