

GOVERNMENT OF TAMILNADU

Personal and Administrative Reforms (F.R.-I) Department
Letter No. 100868/FR-I)/90-1, dated 3.12.90

Sub: Fundamental Rules - Fixation of pay on par with the junior -
Draft format to be followed - Communicated -

- Ref: 1. G.O.Ms.No.1400, Finance (PC) Department, dated 21.12.78.
2. G.O.Ms.No. 305, Personnel & Administrative Reforms dated 3.4.82.
3. Letter No. 111835/Finance (PC.I) dt. 31.10.85.
4. G.O.Ms.No. 896, Personnel and Administrative Reforms (FR.I) Department, dated 10.9.86.
5. G.O.Ms.No.859, Finance (PC) Department, dated 11.9.86.
6. G.O.Ms.No.539, Finance (Pay Cell) Department dated 8.6.87
7. G.O.Ms.No.666, Finance, dated 23.6.89.
8. Letter No. 133966/Finance (PC) dated 20.12.89.

I am directed to invite attention to the reference cited, wherein instructions have been issued in respect of rectifying the anomaly of junior drawing more pay due only to the application of Tamilnadu Revised Scales of pay rules 1978, 1984 and 1988. In the Government Orders first and fifth cited, among other things, orders delegating powers to the Heads of Departments/appointing authorities to rectify the anomaly of junior drawing more pay, have also been issued. In the G.O. fourth cited, the power of Government have been delegated to the Heads of Departments only to rectify the anomaly of junior drawing more pay due to promotion to higher post subject to the ratification of the Government within one month from the date of issue of such re-fixation ordered by the Heads of Department.

2. In spite of the above instructions large number of proposals for ratifying the anomaly of junior drawing more pay due to the revision of scales of pay are also being sent to Government which do not require the ratification by the Government at all.

3. The Heads of departments are requested to examine the cases thoroughly and send cases for ratifications of the Government in cases wherein the junior drawing more pay has arisen due to the promotion and where in the conditions in ruling (2) under Fundamental Rule 22(B) are satisfied as per the G.O. fourth cited. All other refixation of Junior drawing more pay that arose due to revision of scales need not be referred to the Government for which powers have been delegated in the references first to eighth cited except reference number fourth.

4. Further, the proposals which are being received from the Heads of Departments to Government do not contain full details of service particulars, scale of pay applicable to the period of refixation, and pay drawn particulars of the individuals concerned to justify the anomaly, which makes the process time-consuming. Therefore, with a view to have uniformity, and to ensure the process of rectifying/ratifying the anomaly of Junior Drawing more pay, a draft format is enclosed.

5. I am directed to request to adopt the format while issuing refixation orders rectifying the anomaly of Junior drawing more pay which arose due to Fundamental Rule 22(B) fixation and sending proposals to Government for ratification.

Yours faithfully,
Sd/ -x-x-x- 4.12.80,
for Deputy Secretary to Government.

Comparative Statement for Rectifying Junior Drawing More Pay.

	Senior with Seniority No.	Junior with seniority No.
1. Name :		
2. Designation of the Lower Post. :		
3. Scale of pay applicable to the lower post as on 2.10.70/1.4.78/1.10.84/1.6.88 (as applicable to the case) :		
4. Scale of pay for the Selection Grade Post. :		

5. Date of appointment to Selection Grade :
6. Pay fixed in the Selection Grade. :
7. Name of the higher post and scale of pay :
8. Date of promotion and date of regular appointment :
9. Whether promoted from the ordinary grade of the lower post or from the Selection Grade post :
10. Pay fixed in the higher post. :
11. Method of pay fixation (whether proviso(5) under FR. 22(B) or ruling (8) under F.R. 22(B)) :
12. Date of subsequent increment :
13. Date from which the junior is getting more pay :
14. The reason for the anomaly :
15. The proviso under which the senior's pay can be stepped up on par with junior i.e. whether under the conditions in ruling(2) under FR. 22(B) or under FR 27 or as per G.O.Ms.No.151, P&A.R. (FR. II) dt. 20.2.82. :
16. Pay drawn particulars for a period of ten years prior to the date from which the junior is getting more pay, with reference to S.B. entries, to illustrate the anomaly. :

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