



SECRETARIAT BRANCH
N.P.K.R.R. MAALIGAI,
144, ANNA SALAI
CHENNAI-2.

Memo.(Per) No.4927/A16/A161/2021-1, Dated : 08.04.2022.

Sub : TANGEDCO – Establishment - Fixation of pay to the employees appointed by Internal Selection after introduction of pay matrix system with effect from 01.12.2015 - Clarification – Issued.

- Ref :
1. B.P.Ms. (FB) No.95 (SB), dated: 20.11.1985.
 2. Memo. (Per.) No.11297/A3/A31/ 2014-1, (SB) dated: 19.11.2014.
 3. (Per.) FB TANGEDCO Proceeding No.9 (SB) dated: 02.03.2018.
 4. (Per.) FB TANGEDCO Proceeding No.10 (SB) dated: 02.03.2018.

In the reference first cited, orders were issued for fixation of pay to the employees appointed by Internal Selection by allowing protection of pay by grant of personal pay till the basic pay in the post to which he is appointed by Internal Selection becomes equal to or more than the basic pay in the previous post or till his promotion to the higher post whichever is earlier.

2. Consequent on introduction of Pay and Grade pay system with effect from 01.12.2007, revised orders were issued in the reference 2nd cited for fixation of pay to the employees appointed by Internal Selection with effect from 01.12.2007 duly modifying the order issued in the reference first cited. Accordingly, on and from 01.12.2007, the pay of the employees appointed by Internal Selection shall be fixed by granting the benefit of applicable Grade Pay to the appointed post and protecting the pay drawn in the previous post by fixing the minimum of the Pay Band and then the balance amount as Personal Pay. The next annual increment after appointment by internal selection will be on completion of one year of service subject to quarterly advancement.

3. In the Wage Revision 2015, a new method of pay matrix was introduced and a point of clarification has arisen on the fixation of pay to be allowed to the internally selected employees. After careful consideration, it is hereby clarified that the pay of the employees internally selected from one post to another post after 01.12.2015 shall be fixed at the minimum of the applicable level of pay matrix in the post in which he is appointed and the excess pay if any drawn by him in the previous post shall be shown as personal pay. The employee appointed by internal selection is the junior most in the said category, hence his next annual

increment shall be allowed as per the pay matrix and the Personal pay shall be continued till his next promotion or as ordered in the subsequent revision of wages.

4. The receipt of this Memo. shall be acknowledged.

**A.MANIKKANNAN
SECRETARY**

To

All Chief Engineers.

The Chief Financial Controller/General and Revenue/TANGEDCO & TANTRANSCO.

The Chief Internal Audit Officer/Audit Branch.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

Copy to:-

The Chairman cum Managing Director's Table.

The Inspector General of Police/Vigilance.

The Managing Director/TANTRANSCO.

All Directors/TANGEDCO & TANTRANSCO.

The Secretary/TANGEDCO.

The Legal Adviser/TANGEDCO.

The Executive Assistant to Chairman cum Managing Director.

The Industrial Relations Advisor /TANGEDCO.

The Chief Medical Officer/Head Quarters Dispensary/Chennai-2.

The Deputy Chief Engineer/Administrative Branch.

The Residential Manager/New Delhi.

All Senior Personnel Officers/Administrative Branch.

The Industrial Relations Officer/TANGEDCO.

The Chief Engineer/Information Technology.

The Assistant Personnel Officer/Tamil Development – for Publication
in the TANGEDCO Bulletin (2 copies).

The Director/TANGEDCO Printing Press.

All Branches.

All Officers/Sections/Cells in the Secretariat Branch.

// TRUE COPY // FORWARDED BY ORDER //

A. Jayanth
SECTION OFFICER

12/14/22