



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

**Memo.(Per) No.26480/A16/A161/2022-1, Dated : 18.01.2023.**

Sub : TANGEDCO – Establishment - Fixation of pay to the employees appointed by Internal Selection after introduction of Grade Pay system from Higher Grade to Lower Grade - 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. Memo.(Per.) No.4927/A16/A161/2021-1,(SB) dated: 08.04.2022.
  4. The Superintending Engineer/Tuticorin EDC, Letter No.10765/381/SE/TEDC/TTN/Adm.1/ A2/ F.Audit/2022, dated 07.07.2022.

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In the reference first cited, orders had been issued among others as follows:-

"after the appointment of an employee by internal selection from one post to another post, if the basic pay admissible to him from time to time in the post to which he is appointed, is less than the basic pay that would have been drawn by him in the previous post had he continued in the previous post, protection to the extent of the difference shall be allowed by the grant of personal pay. Such a protection shall be allowed till the basic pay in the post to which he is appointed by internal selection becomes equal to or more than basic pay in the previous post or till his promotion to a higher post, whichever is earlier."

2. Consequent on introduction of pay and Grade Pay system with effect from 01.12.2007, necessary clarification had been issued in the reference second cited for pay fixation to the employees, who appointed through internal selection as follows:-

*In modification of B.P.Ms.(FB) No.95 (SB) dated 20.11.1985 consequent on introduction of Pay Band + Grade pay with effect from 1.12.2007, the employees appointed through internal selection shall be allowed the benefit of applicable Grade pay to the appointed post and duly protecting the pay drawn in the previous post by fixing the minimum of the Pay Band and then the balance amount as Personal pay.*

3. The Audit Party has raised objection and issued audit slip, based on the above clarification. Further, the Audit Party has stated that the employees appointed through internal selection shall be allowed the benefit of applicable Grade Pay to the appointed post and duly protecting the pay drawn in the previous post by fixing the minimum of the Pay Band and then the balance amount as Personal Pay.



4. In his letter dated 11.12.2018, the Superintending Engineer/ Tuticorin EDC had sought for clarification for fixation of pay in respect of Thiru P.Samikannu, appointed as Junior Assistant (Accounts) through internal selection from the post of Foreman I Grade, based on the Audit Slip raised by the Audit party.

5. In the letter no. 67729/A3/A31/2018-1, Secretariat Branch, dated 15.05.2019, though there was no specific direction given in the clarification issued in the reference second cited, it has been inadvertently informed that the fixation given to the above individual was not correct and, therefore, instructed to revise the pay of the above individual as per the Audit Slip.

6. In the reference third cited, after introduction of the pay matrix, the following further clarifications in respect of fixation of pay, while recruiting the candidates through internal selection made has been issued as follows:-

"After careful consideration, it is hereby clarified that the pay of the employees internally selected from one post to another post after 1.12.2015 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."

7. In the reference fourth cited, the Superintending Engineer/ Tuticorin EDC, has stated among others that one Thiru.N.Shanmugasundaram, Foreman 1<sup>st</sup> Grade has been selected to the post of Junior Assistant (Accounts) through Internal Selection on 4.7.2012 F.N. Hence, his pay has been fixed in the post of Junior Assistant (Accounts) by giving due protection of pay in the previous post i.e Foreman 1<sup>st</sup> Grade (i.e. the difference in Basic Pay + Grade Pay) as Personal Pay. But, the Audit Party has raised their objections based on the orders issued in B.P. Ms. (FB) No. 95 (SB), dated 20.11.1985 and subsequent clarification issued thereon. Hence, he has requested to clarify whether the pay of Thiru.N.Shanmugasundaram which already been fixed by his office at the time of internal selection in the post of Junior Assistant (Accounts) as 5400 + 2200 +10970 (pp) subject to protection of pay, if any be grant of personal pay as per the clarifications specified in the CE/PL/Chennai's Lr. No. 044760/310/G28/G282/2012-1, dated 5.6.2012 is correct or to revise his pay as per the audit slip issued by the Audit Party vide AP2/BOAB/TN, vide Audit Slip No.12, dated 19.5.2020.

8. The clarification requested by the Superintending Engineer/ Tuticorin EDC, has been examined in detail. After introduction of pay matrix system with effect from 01.12.2015, further clarifications have been issued in the reference 3<sup>rd</sup> cited, to the effect 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 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. Since, he is the junior most in the said category, 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. Hence, prior to 1.12.2015, the pay means Basic Pay + Grade Pay and therefore, the Dearness Allowance also calculated to both the Basic Pay + Grade Pay. Hence, it is understood that as and when the pay protection should be given to an employee, when he is selected either to the higher post or to the lower post, the difference of Basic Pay + Grade Pay should be given as Personal Pay. It is, therefore, the clarifications are issued as follows:-

- i. The Board's letter No.67729/A3/A31/2018-1, dated 15.05.2019, duly confirming the Audit objection on the fixation of pay in the internal selection, is hereby withdrawn.
- ii. The orders issued in the para 5 (ii) of the Memo. (Per.) No.11297/A3/A31/2014-1, (SB) dated 19.11.2014 is in order. The difference of Pay and Grade Pay of the employees who have been appointed by the Internal Selection from one post to another post during the period from 01.12.2007 and 30.11.2015, drawn higher Grade Pay in the existing post, but lower Grade Pay in the new post selected through the Internal Selection which have to be protected. (An illustration is shown in the Annexure)
- iii. The audit objection raised by the Audit Party on these fixations mentioned in this regard be dropped.

**A.MANIKKANNAN  
SECRETARY**

To

All Chief Engineers.

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

The Chief Internal Audit Officer/Audit Branch/Chennai-2.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

**Copy to:-**

The Chairman cum Managing Director's Table.

The Additional Director General of Police/Vigilance.

The Managing Director/TANTRANSCO.

All Directors/TANGEDCO & TANTRANSCO.

The Secretary/TANGEDCO.

The Legal Adviser/TANGEDCO.

The Personal 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.

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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.

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SECTION OFFICER

  
19/1/23

## ANNEXURE

### Illustration

A Foreman I Grade drawing pay of Rs.15,310 + 4,300 Grade Pay, on 01.04.2009, in the Pay Band of Rs.9,600 - 34,800 + 4,300 Grade Pay, is appointed through internal selection as Junior Assistant on 20.12.2009, in the Pay band of Rs.5,400-20,200+2,200 Grade Pay and his date of increment in the post of Junior Assistant on 1<sup>st</sup> October. On appointment as Junior Assistant, his pay shall be fixed as follows:-

Date	Pay drawn in the previous post (Foreman I Grade) (Rs.9,600-34,800+ 4,300 Grade Pay)	Pay to be fixed in the present post as Junior Assistant (Rs.5,400-20,200 + 2,200 Grade Pay)	
		Pay + Grade Pay	Personal Pay
01.04.2009	Rs.15,310 + 4,300 G.P	---	---
20.12.2009 Appointment of Internal Selection as Junior Assistant	Rs.15,310 + 4,300 G.P	Rs.5,400+ 2,200 G.P	Rs.12,010/- (i.e) duly Protecting the pay and difference amount of Grade pay.
01.10.2010 Next Annual Increment	Rs.5,990 + 2,200 + 12,010 (P.P)		

**:: TRUE COPY ::**

*A. Sajeeth*  
**SECTION OFFICER**

*19/12/23*