

3. (1) Revised Scale of Pay of Posts : -- The revised scale of pay for the existing scale of pay specified in column (2) of **Schedule—I** shall mean the revised pay specified in column (3) and grade pay specified in column(5) thereon.

(2) Application of Revised Scales of Pay : -- Save as otherwise provided in these Rules, there shall be paid to holders of all posts in a substantive or in officiating capacity or appointed temporarily under rule 10 (a) (i) or promoted temporarily under rule 39(a)(i) of the General Rules for the Tamil Nadu State and Subordinate Service Rules (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised scales of pay.

4. Fixation of Pay in the revised pay structure:-- The initial pay of a Government employee who elects to be governed by the revised pay structure from 1st January 2006 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have had a lien if it had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

(1) In the case of all employees :--

- (i) The pay in the pay band / pay scale shall be determined by multiplying the existing basic pay as on 1—1—2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band / pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band / pay scale;
- (iii) Where, in the fixation of pay, the pay of Government employees drawing pay at two or more consecutive stages in the existing scale gets bunched, that is to say gets fixed, in the revised pay structure at the same stage in the pay band, then for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band only and **grade pay should not be taken into account** for the purpose of granting increments to alleviate bunching.
- (iv) In the case of pay scales in Higher Administrative Grade (HAG) in the Pay Band—4, benefits of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade.
- (v) If by stepping up of the pay as above, the pay of a Government employee gets fixed at a stage in the revised pay band / pay scale (where applicable) which is higher than the stage in the revised pay an employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

- (vi) the pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

NOTE :-- See Illustration -- 1 to 9 in Schedule—III to these rules.