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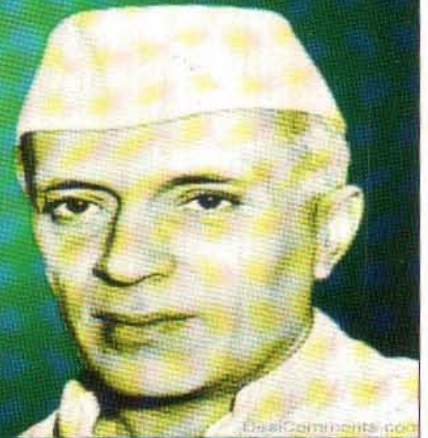


# பொறியியல் கதிர் PORIYIYAL KADHIR

TAMIL & ENGLISH MONTHLY

கதிர் 49	பாரிப்பு 3	திருவள்ளுவர் ஆண்டு 2048	நவம்பர் 2017
KADHIR 49	PAARIPPU 3	THIRUVALLUVAR AANDU 2048	NOVEMBER 2017

In the memory of  
Pandit Jawaharlal Nehru  
Let's celebrate children's day



Happy  
Children's Day

நூற்றாண்டு விழா சங்கம் - A CENTENARY ASSOCIATION

தோற்றம்  
1910



தமிழ்நாடு பொறியியல் சங்கம்  
பொதுப்பணித்துறை  
சேப்பாக்கம், சென்னை - 600 005.



நூற்றாண்டு  
2010

அரசு ஆணை எண்: Ms. 822 நாள். 27.09.1928 அங்கீகரிக்கப்பட்டது

TAMILNADU ENGINEERING ASSOCIATION - PWD  
CHEPAUK, CHENNAI - 600 005.

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# திருமண அழைப்பிதழ்



அன்புடையீர்! வணக்கம்.

நிகழும் மங்களகரமான 1193 - ஆம் ஆண்டு ஹேவிளம்பி வருடம் ஐப்பசி மாதம் 30-ம் தேதி (16-11-2017) வியாழக்கிழமை சித்திரை நட்சத்திரம் கூடிய சுபயோக சுபதினத்தில் காலை 10.30 மணிக்குமேல் 11.30 மணிக்குள் மகர லக்ஷத்தில்

கணபதிபுரம், சன்னதித்தெரு,  
தெய்வத்திரு. K. சிற்றம்பலம் பிள்ளை - தெய்வத்திரு. M. சரஸ்வதி  
மற்றும் திருவிதாங்கோடு திரு. P.T. சுப்பிரமணியம் -  
திருமதி. S. விஜயலெட்சுமி ஆகியோரது பேத்தியும், எங்களது  
குமாரத்தியுமான திருவளர்ச்செல்வி

**G.L. சரண்யா M.E.,**

நாகர்கோவில், சகோதரர் தெரு,  
தெய்வத்திரு. M. கணேசன் - திருமதி. T. வேலம்மாள் மற்றும்  
குலசேகரம் தெய்வத்திரு. B. சிவதாணு பிள்ளை -  
திருமதி. N. பரமேஸ்வரி ஆகியோரது பேரனும்,  
திரு. G. ராஜசேகர் - திருமதி. S. ஜெயமூர் இவர்களது குமாரருமான  
திருவளர்ச்செல்வன்

**R. மிதுன் கணேஷ் B.Tech., M.B.A.,**

(Production & Exploration Dept, Dubai Petroleum Establishment, UAE)

இவர்களுக்கு திருமணம் செய்வதாய் பெரியோர்களால் நிச்சயித்தவண்ணம் நாகர்கோவில், உடுப்பி இண்டர்நேஷனல் (வடசேரி பேருந்து நிலையம் அருகில்) சர்வமங்களா திருமண மண்டபத்தில் நடைபெறும் திருமணத்திற்கும், அதைச் சார்ந்த சகல விருந்து உபசரணைகளுக்கும் தாங்கள் தங்கள் குடும்ப சகிதம் வருகை தந்து மணமக்களை வாழ்த்தியருள அன்புடன் அழைக்கின்றோம்.

வரவேற்பு: மாலை 5.30 மணி முதல் 7.30 மணி வரை



தங்கள் அன்புள்ள....

**சி. கணபதி DCE., B.E., M.E.,**

உதவிப்பொறியாளர், PWD., சீர்காழி.  
மாநிலத்தலைவர், தமிழ்நாடு பொறியியல் சங்கம்,  
சேப்பாக்கம், சென்னை -5.  
சு. லதா, பொ.ப.து குடியிருப்பு, மயிலாடுதுறை.  
செல்: 94439 76402

**மயிலாடுதுறையில் வரவேற்பு**

நாள் : 25.11.2017 மாலை 5.30 மணி முதல் 7.30 மணி வரை  
இடம் : ஹோட்டல் பாம்பஸ், பேருந்து நிலையம் அருகில், மயிலாடுதுறை..



**பொதுச் செயலாளர் மடல்**



மடல் - 3 (2017 - 2018)



**தொடரும்**

**நம் பயணம் .....**

**அன்பார்ந்த பொறியாளர் சகோதர, சகோதரிகளே! வணக்கம்!**

மத்திய அரசின் ஏழாவது ஊதிய கமிஷன் அடிப்படையில் தமிழக அரசு ஊழியர்களுக்கான ஊதிய உயர்வு அரசாணைகள் வெளியிடப்பட்டுள்ளன. 01.01.2016 முதல் கருத்தியலான (Notional) ஊதிய உயர்வும், 01.10.2017 முதல் பணப்பயனுடன் கூடிய ஊதிய உயர்வும் அளிக்க ஆணை வழங்கப்பட்டுள்ளது.

மத்திய அரசு ஊழியர்களுக்கு வழங்கியதைப் போல தமிழக அரசு ஊழியர்களுக்கும் 01.01.2016 முதல் 31.09.2017 வரையிலான 21 மாதங்களுக்கு ஊதிய உயர்வு நிலுவை தொகை வழங்க தமிழக அரசை வேண்டிக்கேட்டுக் கொள்கிறோம்.

புதிதாக நியமனம் செய்யப்படும் இளநிலைப் பொறியாளர்களுக்கும், உதவிப் பொறியாளர்களுக்கும் இடையேயான ஊதிய வித்தியாசம் ரூ.1800 ஆக நிர்ணயிக்கப்பட்டுள்ளது. நமது அடிப்படை கொள்கையான இளநிலைப் பொறியாளர்களுக்கும் உதவிப் பொறியாளர்களுக்கும் "சம வேலைக்கு சம ஊதியம்" என்ற அடிப்படையில் ஓரளவு சம ஊதியம் வழங்கப்பட்டுள்ளது.

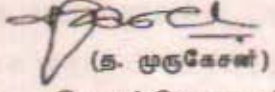
உச்சநீதி மன்றத்தில் ஊதியக் குறைப்பு அரசாணைக்கான வழக்கு நிலுவையில் உள்ளதால், ஊதியக் குறைப்பிற்கு பிறகும் பழைய ஊதியமே பெற்று வருபவர்களுக்கு தனியே அரசாணை வெளியிடப்படும் என தெரிவிக்கப்பட்டுள்ளது. உச்சநீதி மன்றத்தில் உள்ள மேற்கண்ட வழக்கை விரைந்து முடிக்க தமிழக அரசு முனைப்புடன் செயல்பட்டு வருகிறது. பொறுத்திருந்து பார்ப்போம்.



அரசு ஆணை எண்.1 சம்பந்தமான உச்சநீதி மன்ற தீர்ப்பு நமக்கு சாதகமாக வந்ததை தொடர்ந்து நம் சகோதர சங்கம் மறுசீராய்வு மனு (Review Petition) தாக்கல் செய்ய உள்ளதாக தெரிய வருகிறது. அதை நமது சங்கம் உரிய முறையில் எதிர்கொள்ளும்.

**வாழ்க தமிழ்நாடு பொறியியல் சங்கம்**  
**வளர்க பொறியாளர்களின் சங்க உணர்வு**  
**தேச நலன் காப்போம்.**

இத்துடன் இந்த மடலை நிறைவு செய்கிறேன். மீண்டும் அடுத்த மடலில் சந்திப்போம். நன்றி.

  
(த. முருகேசன்)  
பொதுச் செயலாளர்

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**Cell Nos.**

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988 444 98 97

**E.mail: d.murugavelsivan@gmail.com**

### பணி ஓய்வு பெற்றவர்கள்

(அரசாணை (வாலாயம்) எண். 558 பொதுப்பணித் (எப்1) துறை நாள் 31.10.2017)  
வ.எண் பெயர் (திருவாளர்கள்) பதவி

- |                        |  |
|------------------------|--|
| 1. K. இளம்பரிதி        | கண்காணிப்புப் பொறியாளர்/ இணை இயக்குநர் |
| 2. S. இராஜகோபாலன்      | செயற் பொறியாளர்                        |
| 3. S. சர்வேஸ்வரா       | செயற் பொறியாளர்                        |
| 4. R.M. பழனியப்பன்     | செயற் பொறியாளர்                        |
| 5. N. பாலசுப்பிரமணியன் | செயற் பொறியாளர்                        |
| 6. P. இராமகிருஷ்ணன்    | உதவி செயற் பொறியாளர்                   |

(ஆளுநரின் ஆணைப்படி)

எஸ்.கே. பிரபாகர்  
அரசு முதன்மைச் செயலாளர்



**28.10.2017 அன்று சென்னையில் நடைபெற்ற  
மையச் சங்க பொறுப்பாளர்கள் கூட்டம்**

தமிழ்நாடு பொறியியல் சங்கத்தின் மையச் சங்க பொறுப்பாளர்கள் கூட்டம் 28.10.2017 அன்று காலை 10.30 மணிக்கு சென்னை சேப்பாக்கம் பொறியியல் சங்க அலுவலகத்தில் மாநிலத் தலைவர் பொறியாளர் சி. கணபதி அவர்கள் தலைமையிலும், பொதுச் செயலாளர் பொறியாளர் த.முருகேசன் அவர்கள் முன்னிலையிலும் நடைபெற்றது.

மாநிலத் தலைவர் சங்க நடவடிக்கைகள் பற்றி பேசினார். பொதுச்செயலாளர் தன்னுடைய உரையில் சங்க நடவடிக்கைகள் குறித்து விரிவாக பேசினார். மேலும் பல்வேறு பிரச்சினைகள் குறித்து விவாதிக்கப்பட்டது.

மையச் சங்க பொறுப்பாளர்கள் தங்களுடைய கருத்துக்களை தெரிவித்தார்கள்.

**தீர்மானங்கள்:-**

1. அரசு ஆணை எண்.1 பொ.ப.து நாள். 02.01.1990 சம்பந்தமான உச்சநீதி மன்ற வழக்கின் தீர்ப்புக்கு எதிராக நமது சகோதர சங்கம் தாக்கல் செய்யும் மறுசீராய்வு மனுவை (Review Petition) உரிய முறையில் எதிர் கொள்வது என தீர்மானிக்கப்பட்டது.

2. கோயம்புத்தூர் இல்ல கட்டிடத்தின் இரண்டாம் தள கட்டுமான செலவினங்கள் சம்பந்தமாக கோவை-பொள்ளாச்சி கிளையின் முன்னாள் தலைவர் பொறியாளர் இராஜன் பிரேம்குமார் அவர்களால் கொடுக்கப்பட்டுள்ள வரவு, செலவு கணக்குகளை தணிக்கை செய்ய திருநெல்வேலி கிளையின் பொருளாளர் பொறியாளர் வி.இராமகிருஷ்ணன் மற்றும் கோவை-பொள்ளாச்சி கிளையின் செயலாளர் பொறியாளர் கே.என்.ரஞ்சன் ஆகியோர்களை நியமிக்க தீர்மானிக்கப்பட்டது.

3. சென்னை பொறியியல் இல்ல கட்டிடத்தை புதுப்பிக்கும் பணியை மழைக்காலம் முடிந்தவுடன் 2018 ஜனவரியில் தொடங்குவது என தீர்மானிக்கப்படுகிறது.



IN THE SUPREME COURT OF INDIA  
CIVIL APPELLATE JURISDICTION  
CIVIL APPEAL NO.995 OF 2009

ASSOCIATION OF ENGINEERS ...APPELLANT(S)  
VS.  
GOVERNMENT OF TAMIL NADU & ORS .. RESPONDENT(S)  
WITH

CIVIL APPEAL NOS.997-998 OF 2009

T. KANNAN ... APPELLANT(S)  
VS.

ASSOCIATION OF ENGINEERS, TAMIL  
NADU & ORS. ... RESPONDENT(S)

ORDER

1. The appellant has come up in appeals, questioning the adjudication made by the Tribunal, which has been affirmed by the High Court. The Tribunal had directed with respect to the posts of Assistant Engineers that the same shall be filled up in the ratio of 3:1, with reference to direct recruitment and recruitment by transfer from the eligible persons holding basic qualifications as per rules.

2. The case has a chequered history. In the year 1972, Government order, i.e., G.O.Ms.No.1745 dated 10th October, 1972 was promulgated, which amended the Special Rules for the Tamil Nadu Engineering Subordinate Service for appointment of Overseers, Head Draftsmen or Civil Draftsmen possessing L.C.E. and A.M.I.E. (India) qualification with a minimum service of three years as Junior Engineers re-designated as Assistant Engineers. The following amendment had been made in the said Rules:

"AMENDMENT

In the said Special Rules in Schedule-II to Branch 1 of Part-II after the existing proviso under Item-5(IV)(C) in Col.2 against the item 'Supervisors' in Col(1) the following shall be added, namely:-

"Provided further than an Overseer or Head Draftsman or Civil D'Man (possessing diploma in Civil Engineering and A.M.I.E. (India)



qualification shall be eligible for appointment as Junior Engineer if he has rendered service for not less than three years'."

3. As per the aforesaid amendment made, the Overseers or Head Draftsmen or Civil Draftsmen possessing the qualification of Diploma in Civil Engineering and the qualification of A.M.I.E. (India) were eligible for the posts of Junior Engineers. It was followed by another Government order, i.e., G.O.Ms.No.1356 dated 2.8.1980, which contained the proposal of the Government in paragraph 3, with respect to the promotion to the post of Junior Engineers and Supervisors, equivalent to Assistant Engineers and Junior Engineers respectively. A suggestion was made that quota should be filled up by way of transfer from the cadre of Head Draftsmen and Draftsmen, on acquiring the degree, qualification or its equivalent. Paragraph 3 is extracted hereunder:

"3. The Commission, is of the view that a person holding the post of Overseer and Draftsmen, Grade II and III carrying a lower pay cannot be equated to a person holding the higher post of Junior Engineer (now Assistant Engineer) on acquiring the degree qualification for the purpose of appointment to the still higher post of Assistant Engineers (now Assistant Executive Engineers) and that while considering him for promotion to a higher post, the rank held by him and the pay drawn by him in the lower post cannot be wholly ignored. The Commission is of the opinion that the provision made in the amendment issued in 1972, viz. Automatic conversion of Overseers/Head Draftsmen/Civil Draftsman as Assistant on acquiring A.M.I.E. qualification with three years service is not correct and that the anomaly should be set right. The Commission has therefore, suggested that Head Draftsmen and Draftsman Grade alone, whose scale of pay is higher than those of Junior Engineers and Supervisors (now Assistant Engineer and Junior Engineer respectively), on acquiring the degree qualification or its equivalent, be assigned rank below the last Junior Engineer (now Assistant Engineer) selected by the Commission in the year in which they acquire the qualification. The Government has decided to accept the recommendations of the Tamil Nadu Public Service Commission in this regard."

4. The same culminated into an amendment of the Rules. The following amendment had been made in the Rules, on 6.1.1983, which came into force on 2.8.1980 :



### "AMENDMENT"

In the said special Rules, in Part II, in Branch I, in schedule II, for the third proviso in column (2) against the post "Supervisors" in column (1) thereof, the following proviso shall be substituted, namely:-

"Provided also that the Head Draftsman or Draftsman, Grade I possessing A.M.I.E. (India) or B.E. Degree qualifications shall be eligible for appointment as Junior Engineer if he has rendered service for not less than three years".

5. The proposal had been accepted by amending the rules the posts of Junior Engineers re-designated as Assistant Engineers were required to be filled up from the grade of Head Draftsmen and Draftsmen Grade I, possessing the requisite qualification of AMIE or B.E. Degree and 3 years service.

6. Thereafter, another set of Rules had come into force, called Tamil Nadu Engineer Service Special Rules, 1985. Rule 2 deals with the appointment to several categories of officers and the method of their recruitment. We are concerned with the promotion to the post of Assistant Engineers, which is prescribed in Category No.5 of Rule 2(a) of the aforesaid Rules of 1985. The relevant provisions are extracted below:

"2. Appointment :- (a) Appointment to the several categories in this branch shall be made as follows:

"Category	Method of recruitment
5.Assistant Engineers	(1) Direct recruitment; or (2) Recruitment by transfer from Junior Engineers, Overseers, Head Draftsmen or Civil Draftsmen of the Tamil Nadu Engineering Subordinate Service."

Rule 5 of Rule of 1989 provided the eligibility criteria, method of recruitment and qualifications. For the purpose of recruitment to the post of Assistant Engineers, Rule 5 is extracted hereunder:

"5. Qualification" – No person shall be eligible for appointment to the category and by the method mentioned in Columns (1) and (2) of the table below unless he possesses the qualifications prescribed in the corresponding entry in column (3) thereof:-



" Table Category (1)	Method of recruitment (2)	Qualifications (3)
Assistant Engineer	Direct recruitment	<p>(1) Must possess the B.E. degree in Civil Engineering; or</p> <p>(2) (I) Must have passes in Sections A and B of the Institution of Engineers Examinations under Engineering branch, subject to the following further conditions namely:-</p> <p>(i) should furnish evidence of having undergone practical training in surveying for a period of not less than one year; or</p> <p>(ii) should have put in service for a period of not less than one year in Public Works Department as Overseer or Junior Engineer; or</p> <p>(iii) should hold the Upper Subordinate or L.C.E. diploma of the College of Engineering,</p> <p>(II)</p> <p>Practical experience for a period of not less than three years before or after passing Sections A and B of the Institution of Engineers Examinations; and</p> <p>(3) Must not have completed or will not</p>



Recruit-ment  
Transfer

complete 28 years of age on the first day of July of the year in which the selection for appointment is made;

Provided that other things being equal preference shall be given to those who have undergone one year of apprenticeship training under the Government of India Scheme or the State Government Apprenticeship Scheme.

Must have acquired the following qualification after entering service as Junior Engineer, namely:-

(1) Degree in Civil Engineering or :

(2)(1) A Pass in Sections A and B of the Institution of Engineering Examination under Civil Engineering branch subject to the following further conditions, namely:-

(i) should furnish evidence of having undergone practical training in surveying for a period of not less than one year; or

(ii) should have put in service for a period of not less than one year in the Public Works Department as Overseer or Junior Engineer; or ,  
Madras;"

(iii) should hold the Upper Subordinate or L.C.E. diploma of the College of Engineering,



It is apparent from a reading of the aforesaid provisions made in Rule 5 of the Rules of 1985 that an Overseer or Junior Engineer can also seek the claim for direct recruitment as Assistant Engineer, in case he possess the requisite qualification, and had put in service for a period of not less than one year in the Public Works Department as an Overseer or Junior Engineer.

For recruitment by way of transfer, as per Rule 2 can be filled from Junior Engineers, Overseers, Head Draftsmen and Civil Draftsmen. It appears that grades of Draftsmen have been done away with and merged into category of Civil Draftsman. The aforesaid Rule 5 of Rules of 1985 make it clear one should possess the requisite qualification, as prescribed in the aforesaid rules, and had put in service for not less than one year in the Public Works Department as Overseer or Junior Engineer. Thus, there was clear departure made in the Rules of 1985 that holds the field today, from amendment made in 1985 w.e.f. 1980.

7. It was pointed out by Mr. Jayant Bhushan, learned senior counsel appearing for the appellant, that as a matter of fact the ratio of 3:1 is not maintained. He urged two submissions; firstly, the Overseers and Civil Draftsman Grade II and Grade III could not have been recruited by way of transfer to the post of Assistant Engineer; and secondly, that in the guise of the order of the Tribunal, a wrong is being done, by virtually making 56% recruitment on the posts of Assistant Engineers by way of direct recruitment, and 44% recruitment way of transfer. More posts than reserved as per quota are being occupied by Overseers and Civil Draftsmen.

8. On the other hand, Mr. V. Prakash, learned senior counsel appearing on behalf of the respondents submitted that ground urged as to ratio is based on misapprehension. He stated at the outset, that the ratio as ordered by the Tribunal is 3:1, that is to say that out of 100 posts, 75 posts have to be filled up by way of direct recruitment from the eligible persons and 25% posts have to be filled up by way of transfer by promotion of the candidates, i.e., Overseers and Civil Draftsman as per 1985 Rules is being maintained. The Rules of 1985 clearly holds the field and thus, there is no reason to make interference with the impugned order.

9. After hearing learned counsel for the parties, we are of the considered view that though initially in 1972, the Rule was that



Overseers and Draftsmen Gr. II and III could be recruited by way of transfer to the posts of Assistant Engineer, in case they had acquired the qualification after they had entered into the service and rendered requisite period of service, as prescribed by the Rules of 1972. However, thereafter, amendment came into force in 1983 w.e.f. 1980, and Overseers and Civil Draftsman Grade II and III were made ineligible for promotion as Assistant Engineer. The eligibility was confined to Head Draftsmen Gr. I. Thus, the position of 1972 was altered and given a go bye till 1985 rules came into force.

10. Then again position had been changed by the Rules of 1985. A bare reading of Rule 5, read with Rule 2(a) of Rules of 1985 makes it clear that the incumbents, working at the post of Overseers and Civil Draftsmen, in case they had requisite qualification and experience, are to be promoted by way of transfer to the posts of Assistant Engineers. It is clear that differentiation of grades of Draftsmen had been done away with and all Civil Draftsmen had been made eligible including Overseer under Rule 2 of 1985 Rules.

11. Thus, we find no force in the submissions urged by learned counsel for the appellant, as the Rules of 1985 holds the field, and the action of the respondents is in accordance with law.

12. With respect to the alleged illegal usurpation of the quota of direct recruitment. It is apparent that inter alia the incumbents, holding the post, in the Public Works Department, of Overseers or Junior Engineer after serving for one year becomes eligible to stake their claim to the post of direct recruitment. Thus, if they are appointed by way of direct recruitment, it could not be said that they had illegally usurped the quota reserved for direct recruitment. As a matter of fact, on being appointed by way of process of direct recruitment they are not to be treated as recruited against the quota reserved for recruitment by way of transfer. Once they have been selected by process of direct recruitment, they have to be counted towards quota of 75% reserved for the direct recruitment.

13. In view of the aforesaid discussion, and order passed by Tribunal there is no room to entertain the submission urged by the learned senior counsel appearing for the appellant. To put the doubt at rest, in our opinion the order of the Tribunal is quite clear. The relevant portion of the order of the Administrative Tribunal, is extracted hereunder:



"The Tamil Nadu Public Service Commission Advertisement No.9/94 and Publication of the results pursuant thereto are quashed to the extent that it is not in conformity with the ratio of 3:1. Those who were selected in this selection shall be given appointments only to the extent of 3 by way of direct recruitment and 1 by way of recruitment by transfer from the feeder categories mentioned in Rule 2(a)(5) of the Tamil Nadu Engineering Service Special Rules. Out of the 15 vacancies the Applicants in the O.As. shall be considered along with other feeder categories mentioned in the said Rule 2(a)(5) of Special Rules for the Tamil Nadu Engineering Service recruitment by transfer and appointment shall be made in the above 1 out of every 4 vacancies. Future vacancies shall be filled up in the above ratio, till altered by any Statutory Amendment.

O.A.4563/94 and 4564/94 fail and shall stand dismissed."

In view of aforesaid discussion, the second submission is hereby rejected.

14. The appeals are found bereft of merits same deserves to be and are hereby dismissed.

.....J.

[ARUN MISHRA]

.....J.

[MOHAN M. SHANTANAGOUDAR]

NEW DELHI;

14TH SEPTEMBER, 2017.

ITEM NO.110

COURT NO.10

SECTION XII

SUPREMECOURTOFINDIA

RECORD OF PROCEEDINGS

Civil Appeal No(s).995/2009

ASSOCIATION OF ENGINEERS

Appellant(s)

VERSUS

GOVERNMENT OF TAMIL NADU AND ORS.

Respondent(s)

(With appln.(s) for clarification/direction)

WITH C.A.Nos.997-998/2009 (XII)



Date : 14-09-2017 This appeal was called on for hearing today.

CORAM :

HON'BLE MR. JUSTICE ARUN MISHRA

HON'BLE MR. JUSTICE MOHAN M. SHANTANAGOUDAR

For Appellant(s)	Mr. Jayant Bhushan, Sr. Adv.
CA 995	Mr. N. Subramaniam, Adv. Mr. Pranav Sachdeva, AOR Ms. Neha Rathi, Adv.
CA 997-998	Ms. Kamini Jaiswal, Adv. Mr. N. Subramaniam, Adv. Mr. Pranav Sachdeva, AOR Mr. Nikhil Nayyar, AOR
For Respondent(s)	Mr. V. Prakash, Sr. Adv. Mr. Eashwar, Adv. Mr. A.V. Rangam, AOR Mr. Buddy A. Ranganathan, Adv.
State	Mr. K.V. Vijaykumar, AOR Ms. Maitreyee Mishra, Adv.
Intervenor	Mr. P. Rajendran, Adv. Mr. Beno Banugar, Adv. Mr. Harsh Prabha, Adv. For Mr. Sanjay Kumar Visen, AOR Mr. R. Nedumaran, AOR Ms. A. Sumathi, AOR Mr. B. Balaji, AOR

UPON hearing the counsel the Court made the following

**ORDER**

C.A.Nos.997-998/2009 are dismissed and C.A.No.995/2009 is allowed in terms of the signed reportable order.

(Sarita Purohit)

(Tapan Kumar Chakraborty)

Court master

Branch Officer

(Signed reportable order is placed on the file)



Government of Tamil Nadu  
2017



MANUSCRIPT SERIES

**FINANCE [Pay Cell] DEPARTMENT**

**G.O.Ms.No.303, Dated 11th October 2017.**

*(Heyvilambi, Puratasi-25, Thiruvalluvar Aandu 2048)*

**ABSTRACT**

**OFFICIAL COMMITTEE, 2017** - Recommendations of the Official Committee, 2017 on revision of pay, allowances, pension and related benefits - **Revision of Pay** - Orders - Issued - **The Tamil Nadu Revised Pay Rules, 2017** - Notified.

**Read the following:-**

1. G.O.Ms.No.40, Finance (Pay Cell) Department, dated: 22-02-2017.
2. G.O.Ms.No.189, Finance (Pay Cell) Department, dated 27-06-2017.

**ORDER:**

The Government of Tamil Nadu in the Government Order first read above constituted an Official Committee to examine and make recommendations on revision of scales of pay and allowances for State Government employees and teachers including employees of Local Bodies and revision of pension, family pension and retirement benefits based on the decisions of the Government of India on the recommendations of the Seventh Central Pay Commission and the High-Level Committee constituted by it for revision of allowances other than Dearness Allowance.

2. The Official Committee was also requested to submit its report to Government within four months i.e. on or before 30-06-2017. On the request of the Official Committee, 2017, its tenure was extended in the Government Order second read above upto 30-09-2017.

3. The Official Committee, 2017 has submitted its report to Government on 27-09-2017. The Government after careful consideration of the report of the Official Committee, 2017 has decided to accept its recommendations and pass the following orders:

**NEW PAY STRUCTURE:**

4. The existing system of Pay Bands and Grade Pay applicable to State Government employees and teachers including employees of local bodies shall be replaced by new system of level based Pay Matrix in a manner similar to that adopted by the Government of India for its employees. Accordingly, Pay Matrix as in Schedule-III and Schedule-



IV of the Tamil Nadu Revised Pay Rules, 2017 shall replace the existing system of Pay Bands and Grade Pay. The Pay Matrix shall comprise of two dimensions viz. horizontal range and vertical range:

(i) In the 'Horizontal Range', level corresponds to a functional role in the hierarchy and has been assigned level numbers 1, 2, 3 and so on, till 32. The level numbers correspond to Grade Pays in the existing system. Movement from one level to a higher level would take place due to movement to a higher functional role, including that due to promotion.

(ii) In the 'Vertical Range', each step denotes 'pay progression' within that level, and indicates the steps of annual financial progression of three percent in each level, corresponding to one increment. Movement along vertical range arises due to sanction of annual increment or grant of Selection Grade/Special Grade / stagnation / bonus increment.

5. Schedule-I and Schedule-II of the Tamil Nadu Revised Pay Rules, 2017 indicate the pay levels for Government employees on time scales of pay and employees on special time scales of pay respectively corresponding to their grade pay under the existing system. Schedule-III and Schedule IV contain the Pay Matrix for employees on time scales of pay and employees on special time scales of pay respectively.

6. In the Pay Matrix, the minimum pay at Level-1 is Rs.15,700 and maximum pay at Level-32 is Rs.2,25,000 in respect of employees on time scale of pay.

#### **FITMENT AND FIXATION OF PAY :**

7. Fitment factor of 2.57 shall be applied uniformly to all employees while fixing pay of existing employees in the pay matrix, irrespective of their present grade pays or corresponding new levels. Pay plus grade pay of an employee at any level as on 1-1-2016 (Pay in the Pay Band + Grade Pay) shall be multiplied by a factor of 2.57 for the purpose of fixing the pay in the pay matrix.

#### **OPTION FOR THE DATE OF MIGRATION TO THE REVISED PAY STRUCTURE:**

8. Every existing employee shall be permitted to determine his date of migration to the revised pay structure by choosing any of the following options:

- (a) to migrate to the revised pay structure with effect from 1st January 2016; or
- (b) to continue in the existing pay structure until the date when



his/her next or any subsequent increment falls due or until he/she vacates his/her post or ceases to draw pay in that pay structure and migrate to revised pay structure on such date; or  
(c) to migrate to revised pay structure from the date of promotion between 1-1-2016 and the date when the Tamil Nadu Revised Pay Rules, 2017 are notified.

### **FIXATION OF PAY AND INCREMENTS IN THE REVISED PAY STRUCTURE:**

9. The fixation of pay and increments in the revised pay structure shall be governed by the Tamil Nadu Revised Pay Rules, 2017 appended with this order.

### **SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY :**

10. The existing scheme of providing two increments for Selection Grade / Special Grade on completion of 10/20 years of service shall be continued in the revised pay structure also for employees holding posts in Level-1 [Employees holding the Ordinary Grade Posts in the existing Grade Pay Rs.1300/-] upto Level-23 [Employees holding the Ordinary Grade Posts in the existing Grade Pay Rs.5700/-]. Accordingly, such employees moving to Selection Grade/ Special Grade on or after 1-1-2016 shall be granted two increments in the same Level in Pay Matrix on that date.

### **STAGNATION INCREMENT AND BONUS INCREMENT:**

11. In the revised pay structure, the existing concession of stagnation increment and bonus increment shall be continued as follows.-

(a) In the case of employees drawing Pay in the Level-24 and above on completion of every 10 years of service, they shall be granted with one increment at the rate of 3% of basic pay in the same Level as stagnation increment.

(b) In the case of employees who have completed 30 years of continuous service in the same post, they shall be granted one bonus increment at the rate of 3% of basic pay in the same Level.

(c) In respect of employees stagnating at the maximum of the existing Pay Band for more than two years as on 1-1-2016, one increment in the applicable Level in the Pay Matrix shall be granted on 1-1-2016 for every two completed years of stagnation at the maximum of the said Pay Band. Grant of additional increment(s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix. [See Illustration-IV in Schedule-IV to this order.]

**PERSONAL PAY:**

12. The Personal Pay drawn by the Secondary Grade Teacher including other posts in the cadre of Secondary Grade Teacher / Head Master, High School / Deputy Tahsildar / Deputy Block Development Officer shall be shown separately in the fixation of pay and such Personal Pay in the revised pay structure shall be fixed by multiplying with a factor of 2.57, rounded off to next 100 rupees as detailed below:

Sl. No.	Posts	Existing Rate of Personal Pay drawn [PerMonth]	Revised Rate of Personal Pay drawn [Per Month]
[1]	[2]	[3]	[4]
1.	Secondary Grade Teachers (including other posts in the cadre of Secondary Grade Teacher)/ Ordinary Grade Head Master, High School.	Rs.750	Rs.2,000
2.	Deputy Tahsildar	Rs.500	Rs.1,300
3.	Deputy Block Development Officer	Rs.500	Rs.1,300

13. The above revised Personal Pay shall also be applicable to the new recruits appointed to the above posts after the implementation of the revised pay structure.

14. The Personal Pay of Rs.60/- per month granted to directly recruited Assistants / Accountants as compensation for the difference in pay at the rate of Rs.60/- considering the difference between emoluments of graduate Junior Assistants and of the directly recruited Assistants/ Accountants shall be absorbed while fixing the pay in the revised pay structure.

**DEARNESS ALLOWANCE:**

15. In the revised pay structure, dearness allowance shall be sanctioned to State Government employees whenever granted by the Central Government to its employees at the same rates and from the same dates. Accordingly, the dearness allowance under the revised pay structure shall be as indicated below: -



Sl. No.	Date from which payable	Rate of Dearness Allowance [per month]
[1]	[2]	[3]
1.	1-1-2016	0 [Zero]
2.	1-7-2016	2% of Basic Pay
3.	1-1-2017	4% of Basic Pay
4.	1-7-2017	5% of Basic Pay

#### AIDED EDUCATIONAL INSTITUTIONS:

16. These orders shall apply to employees of all the Government aided educational institutions in the State.

#### LOCAL BODIES:

17. The Government has decided to extend the revised pay structure recommended by the Official Committee, 2017 to the employees of Local Bodies. The level based new revised pay structure of the employees of these institutions shall be as in Schedule-III and Schedule-IV of the Tamil Nadu Revised Pay Rules, 2017 appended to this order. These orders are issued in exercise of the powers conferred under sub section (1) of section 86 of the Chennai City Municipal Corporation Act, 1919, section 106 of the Madurai City Municipal Corporation Act, 1971, section 108 of Coimbatore City Municipal Corporation Act, 1981, section 8 of the Salem City Municipal Corporation Act, 1994, section 8 of the Tiruchirappalli City-Municipal Corporation Act, 1994, section 8 of the Tirunelveli City Municipal Corporation Act, 1994, section 8 of Tiruppur City Municipal Corporation Act, 2008, section 8 of Erode City Municipal Corporation Act, 2008, section 8 of Vellore City Municipal Corporation Act, 2008, section 8 of Thoothukudi City Municipal Corporation Act, 2008, section 108 of Dindigul City Municipal Corporation Act, 2013 and section 108 of Thanjavur City Municipal Corporation of 2013. These orders are also issued in exercise of the powers conferred in sub section (3) of section 70 of the Tamil Nadu District Municipalities Act, 1920 in respect of the employees of Municipal Councils and Town Panchayats and in exercise of the powers conferred by section 102 of the Tamil Nadu Panchayats Act, 1994 in respect of employees of the Panchayats covered under the said Act.

18. The method of fixation of pay of the employees covered under paragraph-16 and 17 above shall be as specified in paragraph-9 above.

19. The thirty two Level of Pay as revised by the Government are furnished in Schedule-I to the Tamil Nadu Revised Pay Rules, 2017



appended to this order. The Government also direct that the new posts which are created in future shall be with reference to the above standard Levels of Pay and all Heads of Departments and Departments of Secretariat formulating proposals for creation of new categories of posts should adhere to one of the Pay Level under the 32 Level of Pay in the revised pay structure.

**POSTS ON SPECIAL TIME SCALES OF PAY :**

**20.** Certain categories of posts have been placed on Special Time Scales of Pay (erstwhile non-standard scales of pay). These posts have been conferred with different special time scales of pay and maintained outside the purview of time scales of pay applicable to the regular employees. This has been done with the intention of providing better livelihood to these employees who mostly are not on full time basis.

**21.** The same methodology that has been adopted in arriving at the pay matrix for the employees on time scales is being adopted for the employees on Special Time Scales of Pay. Accordingly, pay matrix for posts on special time scales of pay shall be as in Schedule-IV.

**22.** The employees on Special Time Scale of Pay shall be granted the same percentage of Dearness Allowance as applicable to employees on time scales of pay from time to time. These employees shall also be entitled for House Rent Allowance, City Compensatory Allowance, Medical Allowance and other allowances along with annual increment, as applicable to employees on time scales of pay from time to time.

**EMPLOYEES ON CONSOLIDATED PAY / FIXED PAY / HONORARIUM:**

**23.** Certain categories of posts were sanctioned on part-time basis by the Government on Consolidated Pay / Fixed Pay / Honorarium for implementation of schemes / programmes. The revised remuneration of the employees in Consolidated Pay / Fixed Pay / Honorarium shall be fixed as follows:

- (i) Consolidated Pay / Fixed Pay / Honorarium as on 1-1-2016; plus
- (ii) Total sum of adhoc increase at Rs.400/- in the case of those drawing upto Rs.600/- p.m. and Rs.800/- in the case of those drawing above Rs.600/- as the case may be paid to them upto 1-1-2016.
- (iii) 30% increase on (i) above and then rounding of the resultant figure to the next multiple of Rs.100/-.
- (iv) From 1-7-2016 adhoc increase shall be granted at the rate of Rs.50/- for those drawing revised Consolidated Pay / Fixed Pay / Honorarium upto Rs.2500/- per month and Rs.100/- for those drawing Consolidated Pay / Fixed Pay / Honorarium above Rs.2500/-. [See Illustrations in Appendix-I to this order].

**ADHOC INCREASE:**

24. In the revised pay structure, an adhoc increase in remuneration shall be sanctioned to employees on Consolidated Pay / Fixed Pay / Honorarium whenever Dearness Allowance is revised for employees on time scales of pay and employees on special time scale of pay. Accordingly, the revised adhoc increase shall be as indicated below :

Sl. No.	With effect from	Employees drawing upto Rs.2500/- p.m.	Employees drawing above Rs.2500/- p.m.
[1]	[2]	[3]	[4]
1.	1-1-2016	Nil	Nil
2.	1-7-2016	Rs.50	Rs.100
3.	1-1-2017	Rs.50	Rs.100
4.	1-7-2017	Rs.50	Rs.100

**FIXATION OF PAY UNDER TAMIL NADU REVISES PAY RULES, 2017:**

25. (1) In order to facilitate a smooth and systematic fixation of pay, a proforma for the purpose (Statement of Fixation of Pay) is enclosed at **Appendix-II**. The statement of fixation of pay in revised pay structure as per the Tamil Nadu Revised Pay Rules, 2017 be prepared in triplicate and one copy thereof be placed in the Service Book of the employee concerned and another copy made available to the concerned accounting authority [Accountant General / Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer] for post-check.

(2) The Commissioner of Treasuries and Accounts shall issue the instructions to the concerned authority to check the correctness of the fixation of pay in the revised pay structure and ensure the fixation of pay in order as per the Tamil Nadu Revised Pay Rules, 2017. All the particulars in the Statement of fixation of pay shall be entered in the e-Payroll and the consolidated data of the all the employees shall be handed over to the Finance Department on or before 1-1-2018.

(3) The statement of fixation of pay in respect of Government employees drawing pay in the Level-26 and above shall be fixed by the Pay and Accounts Officer / Treasury Officers / Sub-Treasury Officers / Accountant General as the case may be in the proforma given in Appendix-II based on the option exercised by such employees and pay slips issued. In respect of other employees, the Heads of Offices shall fix the pay in the new pay structure without consultation of the Accountant General or the Pay and Accounts Officer or Treasury Officer



in the proforma given in Appendix-II and a copy thereof shall, however, be sent along with the pay bill for claiming the emoluments in the revised pay structure to the Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer for post-audit. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the fixation of pay due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. Therefore, the Drawing and Disbursing Officers should make it clear to the employees under their administrative control, while disbursing the revised pay; that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "Form of Option" under Rule 6(2) of the Tamil Nadu Revised Pay Rules, 2017 shall be obtained in writing from every employee at the time of exercising option under Rules 6(2) thereof.

(4) All the Administrative Department of Secretariat / Heads of Department / Head of Offices are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to claim the revised pay forthwith based on the Proceedings / Orders issued by the Pay Fixation Authorities duly fixing the pay of the employees in the revised pay structure and make payment in the revised pay structure.

#### **FIXATION OF REVISED PAY / PENSION IN RESPECT OF EMPLOYEES DRAWING HIGHER PAY BASED ON COURT ORDERS:**

26. Pay revision / pension revision in respect of employees in the categories drawing higher pay scales / pension by virtue of court cases pending in High Court / Supreme Court shall be issued separately.

27. Amendments to Fundamental Rules and Tamil Nadu Special Pay and Allowances Rules shall be notified separately.

28. The following notification shall be published in the Tamil Nadu Government Gazette:-

#### **NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Tamil Nadu hereby makes the following rules, namely:-

#### **RULES**

##### **1. Short title and commencement-**

(1) These rules may be termed as the Tamil Nadu Revised Pay Rules, 2017.



(2) They shall be deemed to have come into force notionally with effect from 1st day of January, 2016 and with monetary benefit from 1st October, 2017.

## 2. Categories of Government employees to whom these rules apply-

(1) Save as otherwise provided under these rules, it shall apply to the persons appointed to civil services and posts on full time / regular basis in connection with the affairs of the Government of Tamil Nadu, who are under the administrative control of the Government of Tamil Nadu and whose pay is debitable to the Consolidated Fund of the State of Tamil Nadu.

(2) These rules shall not apply to—

(a) Members of All India Services working in connection with the affairs of Government of Tamil Nadu;

(b) Judicial Officers covered by Judicial Pay Commission;

(c) Persons not in whole time employment;

(d) Persons paid otherwise than on monthly basis, including those paid on daily wage basis or on contract basis or appointed under outsourcing policies;

(e) Any other class or category of persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

**3. Definition-** In these rules, unless the context otherwise requires:

(i) **"existing basic pay"** means pay drawn in the prescribed Pay Band including Grade Pay on the date of migration to revised pay structure opted by a Government employee under rule 6, but does not include any other type of pay like "special pay", "personal pay" etc.

Provided that for existing directly recruited Assistants / Accountants in the Tamil Nadu Ministerial Service drawing personal pay of rupees sixty under the existing pay structure on the date of coming into force of these rules, existing basic pay shall include such personal pay.

(ii) **"existing Pay Band and Grade Pay"** in relation to a Government employee means the Pay Band and the Grade Pay applicable to the post held by the Government employee, whether in a substantive capacity or in officiating capacity, on the date of migration to revised pay structure opted by him under rule 6,;

(iii) **"existing pay structure"** in relation to a Government employee means the present system of Pay Band and Grade Pay applicable to



the post held by the Government employee as on the date immediately prior to the coming into force of these rules whether in a substantive or officiating capacity.

**Explanation.-** The expressions “existing basic pay”, and “existing Pay Band and Grade Pay”, in respect of a Government employee who on the 1st day of January, 2016 was on deputation or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay in relation to the post which he would have held but for his being on deputation or on leave or on foreign service or officiating in higher post, as the case may be;

(iv) **“Pay Matrix”** means Matrix specified in Schedule-III and IV, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;

(v) **“Level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay specified in the Schedule-III and IV;

(vi) **“pay in the Level”** means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;

(vii) **“revised pay structure”** in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for that post;

(viii) **“basic pay in the revised pay structure”** means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay/personal pay, etc; and

(ix) **“Schedule”** means Schedule appended to these rules.

#### **4. Level of posts-**

The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

#### **5. Application of revised pay structure-**

Save as otherwise provided in these rules, there shall be paid to a holder of a post in a substantive or in a officiating capacity or appointed temporarily under section 17 or promoted temporarily under section 47 of Tamil Nadu Government Servants (Conditions of Services) Act, 2016 (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay determined in the respective Level in the revised pay structure applicable to the post.



## 6. Date of migration of existing employees to Revised Pay Structure and exercising of option:

(1) An existing employee shall have the option of determining the date of migration to revised pay structure by electing (a) to migrate to the revised pay structure with effect from 1.1.2016 or (b) to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in that pay structure and to migrate to the revised pay structure on such date; or (c) to migrate to the revised pay structure from the date of promotion between 1-1-2016 and the date of notification of these rules.

(2) The option under sub-rule (1) shall be exercised in writing in the form (Form of Option) in Schedule-VI by submitting the Form of Option to the authority stated in sub-rule (3) within three months from the date of coming into force of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of coming into force of these rules, within three months from the date of such order:

Provided that-

(i) in the case of a Government employee who was on leave on that date or who was discharged from service before and was not in the service on that date, or who was on deputation or on foreign service on that date, the option shall be exercised in writing within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the State, as the case may be; and

(ii) in the case of a Government employee who is under suspension on that date, the option may be exercised within three months of the date of his return to duty if that date is later than the date prescribed in this sub-rule.

(iii) in the case of a person whose services were terminated on or after 1st January, 2016 and is consequently unable to exercise the option within the prescribed time limit on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, the option shall be exercised within three months of returning to duty or reappointment to the post.

(iv) in the case of a Government employee who has died on or after 1st January, 2016, he shall be deemed to have opted for



the revised pay structure on and from the 1st day of January, 2016 or such later date as is financially advantageous to their dependents and necessary action for fixation of pay shall be taken up by the Head of Office.

(3) The authority to whom the Option Form shall be required to be submitted shall be:

(i) if the pay and allowances are drawn by the head of his office: the head of his office;

(ii) if he is a self-drawing Government employee: his Pay and Accounts Officer / Treasury Officer / Sub-Treasury Officer concerned.

(4) If a Government employee does not exercise his option in writing within the time specified in sub-rule (2) above, such Government employee shall be deemed to have opted to migrate to the revised pay structure with effect from the 1st day of January, 2016 or the date of subsequent order as the case may be.

(5) The option once exercised shall be final and thereafter, pay of the Government employee shall be fixed in the revised pay structure with effect from the date of migration to the revised pay structure opted or deemed to have opted by him under these rules.

(6) If a Government employee opts to remain in the existing pay structure for a specified period, he shall be entitled to draw pay in the existing pay structure during that period and also to dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay structure at the end of the period specified in accordance with these rules.

**Explanation 1-** The option to retain the existing pay structure under this rule shall be admissible only in respect of one existing Pay Band and Grade Pay.

**Explanation 2-** The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service after the date of issue of notification and he shall be allowed pay only in the revised pay structure.

**Explanation 3-** A Government Employee who is on earned leave, or any other leave on 1st day of January, 2016 and is entitled to leave salary shall also exercise option within the time limit stipulated under sub-rule (2), and upon exercising such option, shall be entitled to pay in the revised pay structure from that date, but the pay so fixed in the revised scale shall be admissible to him only from the date of his



return to duty in the post after the expire of leave and the period commencing on 1st January 2016 and ending with the date of such return shall count for future increment and the revised pay structure depending on whether it will count for future increments in the existing pay structure.

**Explanation 4-** A government employee who is on study leave on the 1st day of January, 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016 or from such date as opted by the employee under sub rule (2) of rule 6.

**Explanation 5-** If a Government employee is under suspension on the 1st January 2016, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to migrate to the revised pay structure only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

#### **7. Fixation of pay in the revised pay structure at the time of migration:-**

(1) The pay of a Government employee who opts or is deemed to have opted under rule 6 to be governed by the revised pay structure with effect from 1st day of January, 2016 or a different date of migration shall, unless the Government by special order in any specific case otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(i) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at shall be located in the respective Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix. (Illustration-I - See Schedule-V)

(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level. (Illustration-II - See Schedule-V)

(2) Where in fixation of pay, the pay of Government employees drawing pay at two or more stages in the existing Pay Band and Grade



Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government employee drawing higher pay in existing pay structure shall be fixed at the next vertical Cell in the applicable Level.

**Explanation:** For this purpose, the pay drawn by two Government employees in a given Pay Band and Grade Pay or scale where the higher pay is at least 3 percent more than the lower pay shall constitute two stages. Employees drawing pay where the difference is less than 3 percent shall not be entitled for this benefit.

(3) If by stepping up of the pay as above, the pay of a Government employee gets fixed at a stage in the revised pay structure which is higher than the stage in the revised pay structure at which the pay of a Government employee who was drawing pay at the next higher stage or stages in the same existing pay structure gets fixed, the pay of the latter shall also be stepped up to the extent by which it falls short of that of the former.

(4) Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 pay greater than another Government employee junior to him in the same cadre, gets fixed in the revised pay structure in a Cell with pay lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of his junior.

(5) If a Government employee was under reduction of pay or stoppage of increment as a penalty on the 1st January 2016, his pay shall be fixed in the revised pay structure on the basis of emoluments he drew on the 1st January 2016 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of penalty. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of penalty with reference to the emoluments which he would have drawn on the 1st January, 2016 taking the fact into consideration whether the penalty awarded is with or without cumulative effect.

**Illustration:** If a Government employee's increment falling due on the 1st January, 2016 had been postponed for a year without cumulative effect, his actual present emoluments as on the 1st January 2016 would be the basis for determination of his revised pay with effect from the 1st January, 2016 and the pay so fixed shall be in force upto the 31st December 2016. However, for purpose of determination of his



pay with effect from 1st January 2017 his pay on the 1st January 2016 shall be refixed notionally based on the present emoluments which he would have received on the 1st January 2016 but for his penalty and he will get the next increment on the 1st January 2017 from that stage.

If, however, the penalty of stoppage of increment due on the 1st January 2016 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual present emoluments as on the 1st January 2016. There shall be no refixation of pay in this case.

**8. Fixation of pay of employees appointed first time in Government by direct recruitment or otherwise on or after 1st day of January, 2016-**

Notwithstanding the provisions of rule 6, pay of an employee appointed to Government service for first time by direct recruitment or otherwise on or after 1st January 2016 shall be fixed, with effect from the date of appointment, at the minimum pay or the first Cell in the respective Level applicable to the post to which such employees are appointed:

Provided that where the existing emoluments of such employee is higher than such minimum pay or the first cell, the difference shall be paid as personal pay to be absorbed in subsequent increments in pay.

**Explanation 1:** "existing emoluments" means the sum of (i) basic pay excluding personal pay/special pay, if any and (ii) dearness allowance on the date of his appointment.

**Explanation 2:** Personal pay to be absorbed in subsequent increments in pay means that no further increments shall be sanctioned till the increments due become greater than the personal pay, and thereafter, increments due shall be paid and personal pay shall be discontinued.

**9. Increments in Pay Matrix-**

The increment shall be effected by moving vertically down along the applicable Level by one cell from the existing cell of pay in the pay matrix. (Illustration-III - see Schedule-V).

**10. Date of next increment in the revised pay structure-**

(1) There shall be four quarters for grant of increment namely, 1st January, 1st April, 1st July and 1st October of every year:

Provided that an employee shall be entitled to only one annual



increment either on 1st January or 1st April or 1st July or 1st October depending on the date of his appointment and promotion.

(i) The Government employees shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing pay structure as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of a Government employee in the revised pay structure shall be granted on the date he would have drawn increment had he continued in the existing pay structure on completion of the required qualifying service of one year.

(iii) If a Government employee draws his next increment in the revised pay scale under sub-rule (ii) above and thereby becomes eligible for higher pay than his senior whose next increment falls due on a later date, then the pay of such senior shall be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

#### **11. Stagnation and Bonus increment:-**

(1) A Government employee drawing pay in the level 24 and above shall on completion of every term of 10 years of service in a particular level without promotion shall be granted one additional increment as stagnation increment on the date of completion of such term.

Provided that periods that such Government employee has worked in posts in the corresponding grade in the existing pay structure or corresponding pay scale prior to introduction of existing pay structure without promotion shall be counted while arriving at the term of service in the particular level.

(2) Government employee completing 30 years of continuous service in the same post shall be granted one additional increment as bonus increment on the date of completion of such period.

(3) Where a Government employee has been drawing maximum permissible pay of the applicable pay band or scale in the existing pay structure for more than two years as on 1st January 2016, he shall be sanctioned one additional increment for every two completed years of stagnation at such maximum permissible pay after fixing pay in the revised pay structure under rule 7, subject to the condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable level of the Pay Matrix. (Illustration-IV : Schedule-V)



## **12. Additional increments on award of Selection Grade and Special Grade-**

(1) A Government employee in Level-1 to Level-23, on being awarded selection grade or special grade, shall be granted two additional increments in the same level in the Pay Matrix on the date of award of that grade.

(2) Where on award of selection or special grade to a Government employee, consequent to grant of additional increments, the pay of such Government employee gets fixed in the revised pay structure at a pay higher than pay in the same level of another Government employee senior to him in the same cadre, the pay of the latter shall be stepped up to the same Cell in the same level in the revised pay structure as that of his junior.

Provided that upon refixing the pay of the senior as above, Fundamental Rule 27 shall apply and the next increment of the senior officer shall become due on completion of the requisite qualifying service with effect from the date of refixation of the pay.

## **13. Removal of anomalies-**

(1) Where in the fixation of pay in the revised pay structure upon appointment or promotion to a higher post, pay of a Government employee gets fixed higher than that of a Government employee senior to him, who has been promoted earlier to the same higher post in the same cadre, the pay of such senior Government employee in the revised pay structure shall be stepped up to the same Cell in the revised pay structure as that of his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government employee subject to the fulfilment of the following conditions, namely:-

(a) both the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;

(b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;

(c) the senior Government employees at the time of promotion should have drawn equal or more pay than the junior;

(d) the anomaly should have arisen directly as a result of the application of the provisions of Fundamental Rules or any other



rule or order regulating pay fixation on such promotion in the revised pay structure;

Provided that where the pay of the junior employee is greater than that of the senior on account of any advance increments granted to him, the provisions of this sub rule shall not be invoked to step up the pay of the senior employee.

(2) The order relating to re-fixation of the pay of the senior employee in accordance with sub rule (1) shall be issued under the provisions of Fundamental Rules and the senior employee shall be entitled to the next increment on completion of the required qualifying service one year with effect from the date of re-fixation of pay.

#### **14. Date of effect-**

The revised Pay Level for regular Government employees and employees on special time scales of pay / Consolidated Pay / Fixed Pay / Honorarium shall take notional effect from 1st January, 2016 with monetary benefit from 1st October, 2017.

#### **15. Power to relax / amend the rules-**

Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, the Government, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as deemed necessary for dealing with the case in a just and equitable manner.

#### **16. Interpretation-**

If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the State Government for decision and the Government may, by order remove any difficulty that may arise in giving effect to the provisions of these rules.

#### **17. Effect of other rules-**

Save as otherwise provided in these Rules, no provision of any other rules made or deemed to have been made under the proviso to Article 309 of the Constitution of India shall, in so far as it is inconsistent with any of the provision of these Rules, have any effect.

**(BY ORDER OF THE GOVERNOR)**

**K.SHANMUGAM**

**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**



## SCHEDULE-I

**LIST OF LEVELS OF PAY**  
[REGULAR GOVERNMENT EMPLOYEES]

Sl. No.	Group	Existing Scales of Pay		Revised Levels of Pay		
		Pay Band	Grade Pay	Level	Minimum	Maximum
[1]	[2]	[3]	[4]	[5]	[6]	[7]
1	D	PB-1A Rs.4800-10000	1300	1	15700	- 50000
2	C		1400	2	15900	- 50400
3	C		1650	3	16600	- 52400
4	C	PB-1 Rs.5200-20200	1800	4	18000	- 56900
5	C		1900	5	18200	- 57900
6	C		2000	6	18500	- 58600
7	C		2200	7	19000	- 60300
8	C		2400	8	19500	- 62000
9	C		2600	9	20000	- 63600
10	C		2800	10	20600	- 65500
11	C	PB-2 Rs.9300-34800	4200	11	35400	- 112400
12	C		4300	12	35600	- 112800
13	B		4400	13	35900	- 113500
14	B		4450	14	36000	- 114000
15	B		4500	15	36200	- 114800
16	B		4600	16	36400	- 115700
17	B		4700	17	36700	- 116200
18	B		4800	18	36900	- 116600
19	B		4900	19	37200	- 117600
20	B		5100	20	37700	- 119500
21	B	PB-3 Rs.15600-39100	5200	21	55500	- 175700
22	B		5400	22	56100	- 177500
23	B		5700	23	56900	- 180500
24	B		6000	24	57700	- 182400
25	A		6600	25	59300	- 187700
26	A		7600	26	61900	- 196700
27	A		7700	27	62200	- 197200
28	A	PB-4 Rs.37400-67000	8700	28	123100	- 215900
29	A		8800	29	123400	- 216300
30	A		8900	30	123600	- 216600
31	A		9500	31	125200	- 219800
32	A		10000	32	128900	- 225000



**SCHEDULE-II**

**LIST OF LEVELS OF PAY**  
**[EMPLOYEES ON SPECIAL TIME SCALES OF PAY]**

Sl. No.	Group	Existing Scales of Pay		Revised Levels of Pay		
		Pay Band	Grade Pay	Level	Minimum	Maximum
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1		STS-1 Rs.950-2000	200	1	3000	- 9000
2		STS-2 Rs.1300-3000	300	2	4100	- 12500
3		STS-3 Rs.1800-3300	400	3	5700	- 18000
4		STS-4 Rs.2500-5000	500	4	7700	- 24200
5		STS-5 Rs.3500-6000	600	5	10500	- 33100
6		STS-5 Rs.3500-6000	800	6	11100	- 35100

## தமிழக அரசுக்கு கனிவான வேண்டுகோள்!

பொதுப்பணித்துறை நிர்வாகம் மேம்பட தமிழ்நாடு பொறியியல் பணிவிதிகளில் (Tamilnadu Engineering Service Rules) உள்ளது போல், மற்ற மாநிலங்களில் உள்ளதுபோல், மத்திய அரசில் உள்ளது போல் ஏற்கனவே தமிழக பொதுப்பணித்துறையில் கடைபிடித்ததுபோல் உதவி செயற்பொறியாளர் (Assistant Executive Engineer) பதவிகளில் 5.88% பதவிகளை நேரடி நியமனம் மூலம் தேர்வு செய்ய வேண்டுகிறோம்.



**தமிழ்நாடு பொறியியல் சங்கம்**

பொதுப்பணித்துறை,  
சேப்பாக்கம், சென்னை-600 005.



**நூற்றாண்டு விழா சங்கம் - A CENTENARY ASSOCIATION**



அனுப்புநர்

P.A.M. ஆதம் சாகுல் ஹமீது  
உ.செ.பொ (பணி நிறைவு),  
46, தெற்கு தைக்கா தெரு,  
மேலப்பாளையம்,  
திருநெல்வேலி- 627 005.  
செல்: 94434 52527



பெறுநர்

தோழர் Er. த.முருகேசன்  
பொதுச்செயலாளர்  
தமிழ்நாடு பொறியியல் சங்கம், பொ.ப.து  
சேப்பாக்கம், சென்னை - 600 005.

அன்புள்ள தோழர் Er. த.முருகேசன் அவர்களுக்கு வணக்கம்.

அக்டோபர் மாத பொறியியல் கதிர் கிடைக்கப்பெற்று மிக மிக மகிழ்ச்சியடைந்தேன். அரசு ஆணை எண்.1 பொ.ப.து நாள். 02.01.1990 சம்பந்தமான உச்சநீதி மன்ற வழக்கில் (நான் ஓய்வு பெற்றுவிட்டேன்) இருந்தாலும் நமது பொறியியல் சங்கத்தை என்னால் பிரித்து பார்க்க முடியவில்லை நமக்கு கிடைத்த வெற்றி உங்களுக்கும் ஏனைய தோழர்களுக்கும் கிடைக்கப்பெற்றது என்றாலும் தங்களின் முழு உழைப்பிற்கு கிடைத்த வெற்றியாகவே கருதுகிறேன். தங்களுடைய வெற்றி கிடையாது என்று நீங்கள் கூறினாலும் அது உங்களின் பெருந்தன்மையை காட்டுகிறது.

இறைவன் தான் நேரில் வந்து எதையும் செய்ய முடியாது. யாராவது ஒருவர் மூலம் நல்லதை செய்வான். அதுபோல் நமது சங்கத்திற்கு உங்கள் மூலமாக உங்கள் உழைப்பின் மூலமாக இது கிடைக்கப்பெற்றது. மீண்டும் தங்களை வாழ்த்தி பல்லாண்டு வாழ இறைவனை வேண்டுகிறேன்.

மேலும் இத்துடன் பொறியியல் கதிருக்கும் சங்கத்திற்கும் ஒரு சிறிய தொகையை (ரூ.1600/-) காசோலையாக அனுப்பியுள்ளேன்.

நன்றி. வணக்கம்.

இப்படிக்கு

(P.A.M.ADHAM SHAHUL HAMEED)



### நன்கொடை

தமிழ்நாடு பொறியியல் சங்கம் திருநெல்வேலி - தூத்துக்குடி கிளை உறுப்பினர் பொறியாளர் P.A.M. ஆதம்சாகுல்ஹ்மீது உ.செ.பொ (ஓய்வு) அவர்கள் சங்க வளர்ச்சி நிதியாக ரூ.1600/- (ஆயிரத்து ஆறுநூறு மட்டும்) வழங்கியுள்ளார்.

தமிழ்நாடு பொறியியல் சங்கம் திருநெல்வேலி - தூத்துக்குடி கிளை உறுப்பினர் பொறியாளர் V.M. வினோத்குமார் உ.பொ அவர்கள் அரசாணை எண்.1 வழக்கு நிதியாக ரூ.10000/- மட்டும் வழங்கியுள்ளார்.

தமிழ்நாடு பொறியியல் சங்கம் திருநெல்வேலி - தூத்துக்குடி கிளை உறுப்பினர் பொறியாளர் சகாய இளங்கோ உ.பொ அவர்கள் அரசாணை எண்.1 வழக்கு நிதியாக ரூ.3000/- மட்டும் வழங்கியுள்ளார்.

தமிழ்நாடு பொறியியல் சங்கம் திருநெல்வேலி - தூத்துக்குடி கிளை உறுப்பினர் பொறியாளர் M. இளங்கோ உ.பொ அவர்கள் அரசாணை எண்.1 வழக்கு நிதியாக ரூ.5000/- மட்டும் வழங்கியுள்ளார்.

தமிழ்நாடு பொறியியல் சங்கம் திருநெல்வேலி - தூத்துக்குடி கிளை உறுப்பினர் பொறியாளர் M.B. தங்கஜெய்லானி உ.பொ அவர்கள் அரசாணை எண்.1 வழக்கு நிதியாக ரூ.5000/- மட்டும் வழங்கியுள்ளார்.

### சிறப்பு வழக்கு நிதி வழங்கியவர்கள்

1. X. பஸ்டின் வேணு	உ.பொ	திருநெல்வேலி கிளை ரூ. 10000/-
2. C. பாலமுரளிதரன்	உ.பொ	திருநெல்வேலி கிளை ரூ. 10000/-
3. M. சாந்தி	உ.பொ	திருநெல்வேலி கிளை ரூ. 10000/-
4. N. அன்பழகன்	உ.பொ	திருநெல்வேலி கிளை ரூ. 5000/-
5. S. ஜெகநாதன்	உ.பொ	திருநெல்வேலி கிளை ரூ. 5000/-
6. M. தாணுமூர்த்தி	உ.பொ	கன்னியாகுமரி கிளை ரூ. 5000/-
7. T. வெங்கடேசன்	உ.பொ	தர்மபுரி கிளை ரூ. 15000/-
8. P. சேகர்	உ.பொ	தர்மபுரி கிளை ரூ. 15000/-
9. S.S. சாந்தி	உ.பொ	சேலம் கிளை ரூ. 15000/-
10. C.K. ஞானசேகரன்	உ.பொ	சென்னை கிளை ரூ. 10000/-



பிஸ்மில்லா ஹிர்ரஹ்மானிர் ரஹிம்

## நிக்காஹ் (என்னும்)திருமண அழைப்பிதழ்

அன்புடையீர்

அஸ்ஸலாமு அலைக்கும் (வரஹ்...)

எல்லாம் வல்ல அல்லாஹ்வின் நல்லருளாலும், நபிகள் நாயகம் (ஸல்) அவர்களின் "துஆ" பரக்கத்தாலும் நிகழும் சங்கையான ஹிஜ்ரி 1439 - ஆம் ஆண்டு ரபிய்யுல் அவ்வல் பிறை 13, (03.12.2017) ஞாயிற்றுக்கிழமை காலை 11.30 மணி அளவில்

சிவகாசி

ஐனாப். M.B. தங்க ஜெய்லானி - (மர்ஹூமா). செய்யதலி பாத்து

அவர்களின் புதல்வியுமான

தீன்குலச்செல்வி

**Dr. T. ரயிஷா அலி பாத்திமா B.S.M.S.,**

(சித்த மருத்துவர் - மலையப்பசாமி வைத்தியசாலை, தென்காசி)

தென்காசி,

(மர்ஹூம்) G. முகம்மது மைதீன் - ஐனாபா. மைதீன் பாத்திமா அவர்களின்

புதல்வனுமான

தீன்குலச்செல்வன்

**M. முகம்மது பிலால் M.E.,**

(Phoenix Builders, Tenkasi)

இன்ஷா அல்லாஹ், இவர்களது நிக்காஹ் (திருமணம்) பெரியோர்களால் நிச்சயிக்கப்பட்டு, தென்காசி, இசக்கி மஹாலில் (திருநெல்வேலி ரோடு, வாய்க்கால் பாலம் அருகில்) வைத்து நடைபெறும் நிக்காஹ் மஜ்லிஸிற்கும் மற்றும் அதைச்சார்ந்த சகல வைபவங்களுக்கும் தாங்கள் தங்கள் குடும்பசகிதம் வருகை தந்து மணமக்களின் நல்வாழ்விற்கு எல்லாம் வல்ல அல்லாஹ்விடம் "துஆ" செய்ய அன்புடன் அழைக்கின்றோம்.

தங்கள் அன்புள்ள....

ஐனாப். M.B. தங்க ஜெய்லானி DCE.,B.E.,

உதவிப் பொறியாளர், PWD, கடையநல்லூர்.

ஐனாபா.M. சல்மா ராஜாத்தி M.A.,B.Ed.,M.Phil.,

பட்டதாரி உதவி ஆசிரியை, பஞ்சாயத்து யூனியன்

நடுநிலைப்பள்ளி, பாவந்தூர்.

225 D/10, Dr. அப்துல்கலாம் நகர், களக்கோடி தெரு,

தென்காசி. செல்: 89258 15788.



## திருமண வரவேற்பு அழைப்பிதழ்

அன்புடையீர்,

நிகழும் மங்களகரமான ஹேவிளம்பி வருடம் கார்த்திகை மாதம் 06 - ஆம் நாள் (22-11-2017) புதன்கிழமை மாலை 6.00 மணிக்கு மேல் இரவு 9.00 மணி வரை

திண்டுக்கல் மாவட்டம், பழனி வட்டம், நெய்க்காரப்பட்டி, தெய்வத்திருவாளர்கள். மயில்சாமிக்கவுண்டர் - பொன்னம்மாள் மகன்வழிப்பேரனும், லட்சுமியம்மாள். K. பொன்னுசாமிக்கவுண்டர் - பாப்பாத்தி மகன்வழிப் பேரனும்,

M. தங்கவேல் கவுண்டர் - பூங்கொடி ஆகியோர் குமாரனுமான மாடகுலச் செல்வன்

**T. ரமேஷ்குமார் B.E.,**  
Accenture, Bangalore.

திருப்பூர் மாவட்டம். தாராபுரம் வட்டம், கருங்காளிலக, தெய்வத்திருவாளர்கள். சடையப்பகவுண்டர் - காளியம்மாள் மகன்வழிப் பேத்தியும், மருள்பட்டி. முத்துச்சாமிக்கவுண்டர் - தெய்வத்திரு, முத்தம்மாள் மகன்வழிப் பேத்தியும், S. பொன்னுசாமிக்கவுண்டர் - ராஜாத்தி ஆகியோர் குமாரத்தியுமான வெண்ணுவன் குலச்செல்வி

**P. நந்தினி M.E.,**

ஆகியோர் திருமண வரவேற்பு விழா உடுமலைப்பேட்டை, கொழுமம் ரோடு, கண்ணமநாயக்கனார் பிரிவு C.N.R திருமண மண்டபத்தில் இனிதே நடைபெற உள்ளதால் தாங்கள் தங்கள் சுற்றமும் நட்பும் சூழ வருகை தந்து மணமக்களை வாழ்த்தியருள அன்புடன் அழைக்கின்றோம்.

தங்கள் அன்புள்ள....

S. பொன்னுசாமி, உதவி செயற்பொறியாளர், பொதுப்பணித்துறை, பணிநிறைவு

P. ராஜாத்தி

சகோதரன். P. அஜய்குமார் B.Tech., Amazon, India  
அண்ணன் - அண்ணி

P. அழகேஸ்வரன் - நர்மதா

மாஸ்டர். A. பொன்சந்திப்

5/313A, செல்லம் நகர், உடுமலை.

செல்: 98552 77322.

தமிழ்நாடு பொறியியல் சங்கம் சென்னைக் கிளையின் முன்னாள் தலைவர் பொறியாளர் G.சக்திவேல் உ.செ.பொ அவர்கள் பணிஓய்வை முன்னிட்டு அமைப்பு மற்றும் சட்டச் செயலாளர் உள்ளிட்ட பொறுப்பாளர்கள் வாழ்த்து தெரிவித்தனர்.



தமிழ்நாடு பொறியியல் சங்கத்தின் முன்னாள் தெற்கு மண்டல செயலாளர் பொறியாளர் பெ. இராமகிருஷ்ணன் உ.செ.பொ அவர்கள் பணி ஓய்வை முன்னிட்டு திருநெல்வேலி - தூத்துக்குடி கிளை பொறுப்பாளர்கள் வாழ்த்து தெரிவித்தனர்.



தமிழ்நாடு பொறியியல் சங்கத்தின் முன்னாள் தெற்கு மண்டல செயலாளர்  
பொறியாளர் பெ. இராமகிருஷ்ணன் உ.செ.பொ அவர்கள் பணி ஓய்வை  
முன்னிட்டு பொதுச்செயலாளர் வாழ்த்து தெரிவிக்கிறார்.



தொலைபேசி : சங்கம் : 28525786  
இல்லம் : 28551993

பொறியியல் கதிர்  
PORIYIAL KADHIR



அனுப்புநர்:  
தமிழ்நாடு பொறியியல் சங்கம்  
சேப்பாக்கம், சென்னை - 600 005.  
முகவரி சரியில்லையேல் திருப்பி அனுப்பவும்

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