



TAMIL NADU GOVERNMENT GAZETTE EXTRAORDINARY PUBLISHED BY AUTHORITY

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Part III—Section 1(b)

**Service Rules including Ad hoc Rules, Regulations, etc.,
issued by Secretariat Departments.**

NOTIFICATIONS BY GOVERNMENT

HIGHWAYS AND MINOR PORTS DEPARTMENT

SPECIAL RULES FOR THE TAMIL NADU HIGHWAYS ENGINEERING SERVICE

[G.O.Ms. No.172, Highways and Minor Ports (HK1), 3rd November 2025,
ஐப்பசி 17, விசுவாவசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO B-50(a-1)/2025.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the Tamil Nadu Highways Engineering Service, the Governor of Tamil Nadu, hereby reissues the following Special Rules for the Tamil Nadu Highways Engineering Service (Section 17 in Volume II of the Tamil Nadu Services Manual, 2016): -

RULES

SECTION 17 — THE TAMIL NADU HIGHWAYS ENGINEERING SERVICE

1. Constitution. — The service shall consist of the following categories, namely: -

Category 1 Director General / Chief Engineer.

Category 2 Superintending Engineer.

Category 3 Divisional Engineer

Category 4 Assistant Divisional Engineer.

Category 5 Assistant Engineer.

2. Appointment. — Appointment to the categories specified in column (1) of the Table below shall be made by the methods specified in the corresponding entries in column (2) thereof :-

THE TABLE.

<i>Category.</i> (1)	<i>Method of recruitment.</i> (2)
1. Director General / Chief Engineer.	By promotion from among the Superintending Engineers.
2. Superintending Engineer.	By promotion from among the Divisional Engineer.
3. Divisional Engineer.	By promotion from among the Assistant Divisional Engineers.
4. Assistant Divisional Engineer.	(i) Promotion from among Assistant Engineers; or (ii) Recruitment by transfer from among Junior Engineers in the Tamil Nadu Highways Engineering Subordinate Service. Provided that the vacancies in the category of Assistant Divisional Engineer by promotion and recruitment by transfer shall be filled in the ratio of 3:1.
Assistant Engineer.	By direct recruitment.

3. Appointing Authority.— The appointing authority for the categories 1 to 4 shall be the Government and for the category of Assistant Engineer shall be the Director General, Highways Department.

4. Preparation of annual list of approved candidates.— For the purpose of drawing up of the annual list of approved candidates for appointment to the category 1 to 4, either by promotion or by recruitment by transfer, the crucial date on which the candidates should be qualified shall be the first April of every year.

5. Qualification.— (a) Age. - No person shall be eligible for appointment to the category by direct recruitment if he has completed or will complete the age of thirty-two years on the first day of July of the year in which the notification for recruitment is made:

Provided that on and from 13.09.2021 till 12.09.2026 the maximum age limit for appointment to the set category by direct recruitment shall be thirty-four years.

(b) Education and other Qualifications. - No person shall be eligible for appointment to the categories specified in column (1) of the table below, by the method specified in the corresponding entries in the column (2) unless he possesses the qualifications specified in the corresponding entries in column (3) thereof: -

THE TABLE.

<i>Category</i> (1)	<i>Method of recruitment</i> (2)	<i>Qualification</i> (3)
Superintending Engineer.	Promotion.	Must possess a degree in Civil Engineering from a University recognized by the University Grants Commission.
Divisional Engineer.	Promotion.	Must have put in service for a period of not less than five years as Assistant Divisional Engineer.
Assistant Divisional Engineer.	(a) Promotion.	Must have put in service for a period of not less than five years as Assistant Engineer.
	(b) Recruitment by transfer from among Junior Engineers in the Tamil Nadu Highways Engineering Subordinate Service.	(a) Must possess a Diploma in Civil Engineering awarded by the State Board of Technical Education and Training; and (b) Must have put in service for a period of not less than ten years as Junior Engineer.
Assistant Engineer.	Direct recruitment.	Must possess a degree in Civil Engineering from a University recognized by the University Grants Commission.

6. Probation.— (a) Every person appointed to a category of Assistant Divisional Engineer by recruitment by transfer shall from the date on which he joins duty, be on probation for a total period of one year on duty, within a continuous period of two years. The Director General shall be the authority competent to declare the satisfactory completion of probation in the category of Assistant Divisional Engineer by recruitment by transfer.

- (b) (i) Every person appointed to a category of Assistant Engineer by direct recruitment shall from the date on which he joins duty, be on probation for a total period of two years on duty, within a continuous period of three years.
- (ii) The Director General / The Chief Engineer, shall be the authority competent to declare the satisfactory completion of probation of Assistant Engineers in the Office of the Director General / Office of the Chief Engineer.
- (iii) The Superintending Engineer, shall be the authority competent to declare the satisfactory completion of probation of Assistant Engineers in the Office of the Superintending Engineer.
- (iv) The Divisional Engineer, shall be the authority competent to declare the satisfactory completion of probation of Assistant Engineers in his Division.

(c) The period of service rendered by a probationary Assistant Engineer on foreign service shall count for probation, and for increment, but for his deputation, if he would have continued as Assistant Engineer in the Tamil Nadu Highways Engineering Service.

7. Test.— Every person appointed to the category of Assistant Engineer by direct recruitment shall pass the Account Test for Highways Department Officers and Subordinates within the period of his probation.

8. Filling up of estimated vacancies in the post of Assistant Engineers/Junior Engineers.— Out of the total estimated vacancies arising in a panel year for the post of Assistant Engineers/Junior Engineers, 75% of vacancies shall be filled by Assistant Engineers in the Tamil Nadu Highways Engineering Service and remaining 25% of vacancies shall be filled by Junior Engineers in the Tamil Nadu Highways Engineering Subordinate Service.

9. Method of Promotion.— Promotion to the category of Director General / Chief Engineer, Superintending Engineer, Divisional Engineer or Assistant Divisional Engineer shall be made on grounds of merit and ability, seniority being considered only where merit and ability are approximately equal.

10. Reservation of appointments.— The principle of reservation of appointments contained in section 27 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Tamil Nadu Act 14 of 2016) shall apply to the appointment of Assistant Engineers to which direct recruitment is made.

11. Postings and transfers.— Postings and transfers of Assistant Divisional Engineers and Assistant Engineers shall be made by the Director General, Highways Department.

12. Savings.— Nothing contained in these rules regarding Educational qualifications shall adversely affect the serving Superintending Engineers, Divisional Engineers, Assistant Divisional Engineers, Assistant Engineers who possess the qualification of B.E (Mechanical) degree as on 02-04-2018 and the serving Junior Engineers in the Tamil Nadu Highways Engineering Subordinate Service who possess the qualification of D.M.E (Mech) as on 02-04-2018.

NOTIFICATION - II

[G.O.Ms. No.172, Highways and Minor Ports (HK1), 3rd November 2025,
ஐப்பசி 17, விசுவாவசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO B-50(a-2)/2025.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the Tamil Nadu Highways Engineering Subordinate Service, the Governor of Tamil Nadu, hereby reissues the following Special Rules for the Tamil Nadu Highways Engineering Subordinate Service (Section 15 in Volume III of the Tamil Nadu Services Manual, 2016): -

RULES

SECTION 15 — THE TAMIL NADU HIGHWAYS ENGINEERING SUBORDINATE SERVICE.

1. Constitution.— The service shall consist of the following categories namely :-

Class I		
Category 1.	Head Draughting Officer.	
Category 2.	Senior Draughting Officer.	
Category 3.	Draughting Officer.	
Category 4.	Junior Engineer.	
Category 5.	Junior Draughting Officer.	

Class II		
Category 1.	Skilled Assistant Grade I	Categories borne on Section 15B - Tamil Nadu Highways Engineering (work charged) Subordinate service rules brought into this service.
Category 2.	Skilled Assistant Grade II	

2. Appointment.— (a) Appointment to the categories specified in column (1) of the Table below shall be made by the methods specified in the corresponding entries in column (2) thereof :-

THE TABLE.

Category (1)	Method of recruitment (2)
Class I	
1. Head Draughting Officer.	By promotion from among the Senior Draughting Officers.
2. Senior Draughting Officer.	By promotion from among the Draughting Officers.
3. Draughting Officer.	By promotion from among the Junior Draughting Officers.
4. Junior Engineer	By promotion from among Junior Draughting Officers who have put in service for a period of not less than five years as Junior Draughting Officer.
5. Junior Draughting Officer	(i) 75% by Direct Recruitment; (ii) 25% by promotion from among the Skilled Assistants Grade – I.
Class II	
1. Skilled Assistant Grade I	By promotion from among Skilled Assistants Grade II who have put in service for a period of not less than five years as Skilled Assistant Grade II.
2. Skilled Assistant Grade II	(i) 75% by direct recruitment; and (ii) 25% by recruitment by transfer from among the Gang Mazdoors in the Tamil Nadu Basic Service, who have rendered service for a period of not less than five years as Gang Mazdoor: Provided that if no suitable persons are available in the category of Gang Mazdoor, such vacancies shall be filled up by direct recruitment.

3. Appointing authority.— The appointing authority for all the categories in Class I shall be the Director General, Highways Department. For categories 1 and 2 in Class II, it shall be the respective Divisional Engineers.

4. Preparation of annual list of approved candidates.— For the purpose of drawing up the annual list of approved candidates for appointment to a category either by promotion or by recruitment by transfer, the crucial date on which the candidate should be qualified shall be the first April every year.

5. Qualification.— (a) Age .- No person shall be eligible for appointment by direct recruitment if he has completed or will complete the age of thirty years on the first day of July of the year in which the notification for recruitment is made:

Provided that on and from 13.09.2021 till 12.09.2026 the maximum age limit for appointment to the set category by direct recruitment shall be thirty-two years.

(b) Education and other Qualifications.- No person shall be eligible for appointment by direct recruitment or by promotion or by recruitment by transfer to a category specified in column(1) of the table below by the method mentioned in column (2), unless he possesses the qualifications specified in the corresponding entries in column (3) thereof:-

THE TABLE.

<i>Category.</i> (1)	<i>Method of Recruitment.</i> (2)	<i>Qualifications.</i> (3)
Junior Draughting Officer.	Direct recruitment.	A Diploma in Civil Engineering awarded by the State Board of Technical Education.
	Promotion.	Must have rendered the service for a period of not less than two years in the post of Skilled Assistant - Grade I - from the date of acquiring Diploma in Civil Engineering.
Skilled Assistant Grade II.	Direct recruitment.	Must possess an I.T.I. Certificate in Civil Draughtsmanship from a Government recognized Institute and should have been obtained by passing the required qualification in the order of studies viz., 10th + ITI (10+2) by regular mode.
	Recruitment by transfer from Gang Mazdoor.	(a) Must possess an I.T.I. Certificate in Civil Draughtsmanship from a Government recognized Institute and he must have acquired the qualification 10th Pass + I.T.I pursuing it in a regular mode of study viz., 10th + ITI (10+2). (b) Must have completed five years of service as Gang Mazdoor.

6. Probation.— (i) Every person appointed to any of the categories by direct recruitment shall, from the date on which he joins duty, be on probation for a total period of two years on duty, within a continuous period of three years.

(ii) A person appointed to the category of Skilled Assistant Grade II by recruitment by transfer shall, from the date on which he joins duty, be on probation for a total period of one year on duty, within a continuous period of two years.

7. Tests.— Every person promoted as Junior Engineer should pass the Account Test for Highways Department Officers and Subordinates within a period of three years from the date of appointment.

8. Method of Promotion or recruitment by transfer.— Promotion or recruitment by transfer to categories in the service shall be made on grounds of merit and ability, seniority being considered only where merit and ability are approximately equal.

9. Reservation of appointments.— The principle of reservation of appointments contained in section 27 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Tamil Nadu Act 14 of 2016) shall apply to the appointment to the categories to which direct recruitment is made.

10. Savings.— (i) Nothing contained in these rules regarding appointment to the category of Junior Engineer shall adversely affect those serving as Draughting Officers and Skilled Assistants on the date of issue of these rules, subject to the following saving clause, namely:-

<i>Category.</i>	<i>Method of Recruitment.</i>
Junior Engineer	By Transfer / By Promotion from among. - (1) Draughting Officers. (2) Junior Draughting Officers. (3) Skilled Assistants Grade I who have rendered service for a period of not less than 4 years and have completed a minimum service of 2 years from the date of acquiring Diploma in Civil Engineering: Provided that the vacancies shall be filled by transfer from among the Draughting Officers, by promotion from among the Junior Draughting Officers and by promotion from among the Skilled Assistants Grade I in the ratio 1: 6 : 3: Provided further that if a qualified candidate in a category is not available, the vacancy shall be allotted to the next category in cyclic order.

(ii) Nothing contained in rule 5(b) as regards educational qualifications prescribed for appointment of Gang Mazdoors as Skilled Assistant Grade-II by recruitment by transfer shall apply to those who have already in service as on 06.06.2016 in Tamil Nadu Basic Service in Highways Department.

NOTIFICATION - III

[G.O.Ms. No.172, Highways and Minor Ports (HK1), 3rd November 2025,
ஐப்பசி 17, விசுவாவசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO B-50(a-3)/2025.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the Chief Personnel Officer and Administrative Officer in Highways Department of Tamil Nadu General Service, the Governor of Tamil Nadu, hereby reissues the following Special Rules for the Chief Personnel Officer and Administrative Officer in Highways Department of Tamil Nadu General Service (Class XXXIX of Section 16 in Volume II of the Tamil Nadu Services Manual, 2016): -

RULES

CLASS XXXIX — CHIEF PERSONNEL OFFICER AND ADMINISTRATIVE OFFICER IN HIGHWAYS DEPARTMENT OF TAMIL NADU GENERAL SERVICE.**1. Constitution.—** This class shall consist of the following categories, namely:-

Category 1. Chief Personnel Officer in Highways Department.

Category 2. Administrative Officer in Highways Department.

2. Appointment.— Appointment to the categories specified in column (1) of the Table below shall be made by the method specified in the corresponding entries in column (2) there of : -

THE TABLE.

Category. (1)	Method of recruitment. (2)
1. Chief Personnel Officer.	By promotion from among the Administrative Officers.
2. Administrative Officer.	By recruitment by transfer from among the Superintendents in Highways Department.

3. Appointing authority. — The appointing authority for category 1 shall be the Government and for category 2, the Director General, Highways Department.**4. Qualification: —** No Superintendent shall be eligible for appointment as Administrative Officer unless he has served for a period of not less than two years as Superintendent in Highways Department.**5. Probation. —** Every person appointed as Administrative Officer shall from the date on which he joins duty be on probation for a total period of one year on duty within a continuous period of two years.

NOTIFICATION - IV

[G.O.Ms. No.172, Highways and Minor Ports (HK1), 3rd November 2025,
ஐப்பசி 17, விசுவாவசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO B-50(a-4)/2025.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the Chief Accounts Officer and Accounts officer in Highways Department of Tamil Nadu General Service, the Governor of Tamil Nadu, hereby reissues the following Special Rules for the Chief Accounts Officer and Accounts officer in Highways Department of Tamil Nadu General Service (Class LV of Section 16 in Volume II of the Tamil Nadu Services Manual, 2016): -

RULES

CLASS LV — CHIEF ACCOUNTS OFFICER AND ACCOUNTS OFFICER IN HIGHWAYS DEPARTMENT OF TAMIL NADU GENERAL SERVICE.**1. Constitution.—** This class shall consist of the following categories, namely:-

Category 1 Chief Accounts Officer in Highways Department.

Category 2 Accounts Officer in Highways Department.

2. Appointment.— (i) Appointment to category 1 shall be made by promotion from among the Accounts Officers - category 2.

(ii) Appointment to category 2 shall be made by recruitment by transfer from among the Divisional Accountants in Highways Department.

3. Qualification.— No person shall be eligible for appointment to category 2 unless he has served for a period of not less than five years as Divisional Accountant in the Highways Department.

4. Appointing authority.— The appointing authority for category 1 shall be the Government and for category 2 shall be the Director General, Highways Department.

5. Probation.— Every person appointed as Accounts Officer shall from the date on which he joins duty, be on probation for a total period of one year on duty within a continuous period of two years.

6. Savings.— Nothing contained in these rules shall adversely affect those serving as Audit Superintendents on the date of issue of these rules and the following clause shall apply to recruitment by transfer from Audit Superintendents as Accounts Officers, namely:-

- (a) The vacancies in the category of Accounts Officer shall be filled by recruitment by transfer from among the serving Audit Superintendents working in the Accounts Branch and the Divisional Accountants in Highways Department in the ratio 1:1 till the Audit Superintendents in service get promoted as Accounts Officers.
- (b) The Audit Superintendents in service in the Accounts Branch must have served as Audit Superintendents for a period of not less than five years to be eligible for promotion to Category 2.

NOTIFICATION - V

[G.O.Ms. No.172, Highways and Minor Ports (HK1), 3rd November 2025,
ஐப்பசி 17, விகவாவசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO B-50(a-5)/2025.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the Divisional Accountant in Highways Department of Tamil Nadu General Subordinate Service, the Governor of Tamil Nadu, hereby reissues the following Special Rules for the Divisional Accountant in Highways Department of Tamil Nadu General Subordinate Service (Class XXXVIII of Section 13 in Volume III of the Tamil Nadu Services Manual, 2016): -

RULES

CLASS XXXVIII — DIVISIONAL ACCOUNTANT IN HIGHWAYS DEPARTMENT OF TAMIL NADU GENERAL SUBORDINATE SERVICE.

1. Constitution.— This class shall consist the category of Divisional Accountant in Highways Department.

2. Appointment .— Appointment to the category of Divisional Accountant shall be made by recruitment by transfer from among the Assistants of the Tamil Nadu Ministerial Service in Highways Department. For the appointment of Divisional Accountants, the seniority shall be in the Assistants category from the Assistants having required qualification on the crucial date.

3. Appointing authority.— The appointing authority for the category shall be the Director General, Highways Department.

4. Qualification.— Must have passed the Divisional Accountant Grade Examination (i.e., Divisional test) conducted by the Accountant General, Tamil Nadu.

5. Preparation of annual list of approved candidates.— For the purpose of drawing up the annual list of approved candidates for appointment to a category, the crucial date on which the candidates should be qualified shall be the first April of every year.

6. Probation.— Every person appointed as Divisional Accountant shall be on probation for a period of one year on duty within a continuous period of two years.

7. Savings.—

(i) The category of Audit Superintendent in Class XXXVIII A is merged with that of Divisional Accountant. Similarly, the category of Audit Assistant in the Class XXXVIII A is merged with that of Assistant in the Tamil Nadu Ministerial Service in Highways Department.

(ii) Nothing contained in these rules shall adversely affect those serving as Audit Superintendents and as Audit Assistants on the date of issue of these rules including the Audit Assistants recruited through TNPSC vide TNPSC Notification No.08/2024, dated 20-06-2024, subject to the following clauses, namely:-

- (a) Those appointed as Audit Assistants shall be on probation for a total period of two years on duty within a continuous period of three years and they should pass departmental test for Audit Assistant of Highways department conducted by the TNPSC for completion of probation.

- (b) The category of Audit Superintendent shall continue to exist till the Audit Assistant in service now got promoted as Audit Superintendents.
- (c) An Audit Assistant must have passed the Departmental Test for Audit Superintendent conducted by the TNPSC to be eligible for promotion as Audit Superintendent.

R. SELVARAJ,
Secretary to Government.