



GOVERNMENT OF KERALA

WATER RESOURCES (WSC) DEPARTMENT

GOVERNMENT ORDERS

ON

THE RECOMMENDATIONS OF THE  
FOURTH PAY REVISION COMMITTEE  
ON THE REVISION OF SCALES OF PAY,  
PENSION AND ALLIED MATTERS/RELATED  
BENEFITS OF THE EMPLOYEES OF  
KERALA WATER AUTHORITY

[G. O. (P) No. 46/2007/WRD Dated 30-7-2007]

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Government of Kerala  
2007

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GOVERNMENT OF KERALA

Abstract

REVISION OF SCALES OF PAY AND ALLIED MATTERS—REPORT OF THE FOURTH PAY REVISION  
COMMITTEE—ACCEPTED—ORDERS ISSUED

WATER RESOURCES (WSC) DEPARTMENT

G.O. (P) No. 46/07/WRD.

Dated, Thiruvananthapuram, 30th July, 2007.

- Read:—
1. G. O. (Ms.) No. 64/2005/WRD. dated 22-12-2005.
  2. G. O. (P) No. 145/2006/Fin. dated 25-3-2006.
  3. G. O. (P) No. 180/2006/Fin. dated 18-4-2006.

ORDER

1. The Government in their Order read as first paper above, constituted the Fourth Kerala Water Authority Pay Revision Committee with the following terms of reference:
  - (a) To examine the present structure of pay and conditions of service including promotional avenues, grade benefits and fringe benefits like risk allowances to the Kerala Water Authority employees including part-time and NMR workers and to suggest revision etc.
  - (b) To examine the pension structure of Kerala Water Authority employees both past and future and existing DCRG benefits and to propose revision.
  - (c) To examine the existing T.A. Rules, rates of D.A. etc. and to propose necessary revision.
  - (d) To look into anomalies if any, in the previous pay revision and to propose necessary modifications.
  - (e) To examine the date from which the pay revision decisions can be implemented.
  - (f) To examine whether Interim Relief has to be extended to the part-time workers of the Authority also and whether Interim Relief has to be sanctioned to the employees who joined the service of the Authority after 28-2-2002.
  - (g) While submitting the recommendations the Committee should consider fully the present and future financial position of the Authority.
2. The Committee submitted its Report to Government on 19-10-2006. The Government circulated copies of the report of the Pay Revision Committee among the Trade Unions and Associations functioning in KWA and held discussions with them. Consequently, an Addenda to the Recommendation of the IV Pay Revision Committee was submitted to the Government on 17-1-2007 incorporating the modifications/improvements evolved in the original Report of the Pay Revision Committee. Accordingly, Government have examined the Report and are pleased to issue the following orders:

### 3. Master Scale

The existing scales of pay will be revised with effect from 1-7-2004 as shown in Annexure I. The revised scales of pay of the various posts in Kerala Water Authority are evolved from the Master Scale of Rs. 4500-120(1)-4620-130(2)-4880-140(4)-5440-150(3)-5890-160(5)-6690-180(4)-7410-190(4)-8170-220(2)-8610-250(5)-9860-290(3)-10730-340(2)-11410-390(3)-12580-450(8)-16180-500(9)-20680-550(10)-26180-600(1)-26780-650 (8)-31980-700(6)-36180.

### 4. Date of Effect

The date of effect of revised scales of pay will be with effect from 1-7- 2004. Date of effect of revised time bound higher grade scheme, various allowances and other benefits (except surrender of earned leave) will be with effect from 1-3-2006. Date of effect of improved ratio/percentage based higher grades will be from the date of this order. Modification to rules 28A and 37 (a) Part I KSR (vide clauses 24 to 33) will apply to promotions, etc. taking place after the date of this order.

### 5. Number of scales of pay

The number of revised scales of pay with effect from 1- 7- 2004 will be 25.

### 6. Fixation of Pay

The Rules for the fixation of pay with illustrations are given in Annexure III.

### 7. Payment of Arrears

Arrears of salary on fixation of pay in the revised scales of pay for the period from 1-7-2004 to 31-3-2005 will be notional. The arrears from 1-4-2005 to 28-2-2006 will be credited to the GPF account of the employees. This will not be withdrawn till 31-3-2010, except in the case of those who retires/expires before 31-3-2010, in such cases the arrears will be released as and when occasion arises. Arrears of salary from 1-3-2006 onwards will be paid in cash.

### 8. Ratio/Percentage Based Grade Promotions

The existing ratio/percentage based higher grades that are not specifically modified or stopped will continue. The improved ratio/percentage based higher grades to various categories are indicated at the appropriate places in Annexure II. The newly introduced/improved ratio promotions will have effect only from the date of this Order.

### 9. Time Bound Grade Promotion Scheme

(1) The existing span of 10, 18 and 23 years for allowing grade promotion will be modified as 8, 16 and 23 years of service. Class IV employees will be allowed a fourth higher grade on completion of 28 years of total service, instead of 30 years of service as at present. The Rules for sanctioning time bound higher grade are given in Annexure IV.

(2) Revised rules for allowing time bound higher grade promotions are incorporated in Annexure IV.

## 10. Stagnation Increment

The existing scheme for the grant of stagnation increments will continue with the condition that maximum pay after drawing stagnation increments should not exceed Rs.34,080.

## 11. Dearness Allowance

The Employees of Kerala Water Authority (Regular, NMR Part-time Contingent) whose pay and allowance stand revised according to this Government Order will be eligible for DA @ 5% from the date of coming over to the revised scale (1-7-2004, in most cases).

## 12. Allowances

The Rates of Allowances admissible due to this Pay Revision are shown in Annexure V.

## 13. House Rent Allowance and City Compensatory Allowance

The House Rent Allowance and City Compensatory Allowance will be granted to the employees of Kerala Water Authority at the same rates for the pay ranges applicable to the Government employees from time to time. The Revised rates of House Rent Allowance are given in Annexure V.

## 14. Uniform Allowance

(1) The categories of posts, the uniform allowance payable and the periodicity of payment will be as shown in Annexure V. Payment of uniform allowance will be subject to the following conditions:

- (i) Uniform Allowance is inclusive of Stitching and Washing Allowance and cost of cloth. Separate payment for stitching charges and washing allowance will be discontinued. The practice (if existing) of supply of uniform cloth will also be discontinued.
- (ii) Uniform specifications (colour, type, items, size, etc.) will be as at present.
- (iii) Controlling Officers are free to discontinue sanctioning of Uniform Allowance and even recover the allowance sanctioned, if an employee does not wear uniform during duty time.

2. Those categories who have to wear uniform as per existing orders but have not been indicated in Annexure V will be paid uniform Allowance at the rate of Rs. 700 per annum (including cost of uniform cloth, stitching charges and washing allowance). The existing practice of supply of uniform articles will be discontinued.

## 15. Part-time Contingent Employees

(1) The emoluments of Part-time Contingent employees will be fixed as indicated below:

Category	Existing Rate	Revised Rate
(i). Part-time Sweepers/Cleaners (sweeping area 400 sq.m. and above but below 800 sq.m.)		2750+DA 5% (as on 1-7-2004)
(ii). Part-time Sweepers/Cleaners (Sweeping area 100 sq.m. and above but below 400 sq.m.)	Rs.1300 + DA @ 64% (as on 1-7-2004)	2350+DA 5% (as on 1 -7-2004)

(2) For those who have put in a total of 8 years of service as part-time contingent employee, an increase of Rs.150 in the basic remuneration will be allowed. For those who have put in a total of 16 years of service as part-time contingent employee, an increase of Rs.300 (Rs.150+150) in the basic remuneration will be allowed. For those who have put in a total of 23 years of service, an increase of Rs.400 (Rs.150+150+100) in the basic remuneration will be allowed.

(3) Earned Leave will be at the rate of 1/22 for the period spent on duty, subject to a maximum of 15 days in a year.

(4) Leave surrender facilities will be as admissible to Kerala Water Authority employees.

(5) C.C.A. at the rate of Rs.12 per month for those who are working in the designated cities will be admissible.

#### **16. Surrender of Earned Leave**

Earned leave that can be surrendered once in a financial year by all categories of employees will be enhanced from the present 20 days to 30 days. This will take effect from 1-4-2006.

#### **17. Maternity Leave**

The Maternity Leave will continue as at present.

#### **18. Ex Gratia Payment**

Till the implementation of a new insurance scheme, the existing rates of ex gratia payment (for death, accident, etc. while on duty) will continue.

#### **19. Employees who remain in the Pre-revised Scale of pay**

In the case of employees who remain in the pre revised scales of pay beyond 1-3-2006, the benefits like HRA and other additions to pay will be payable at the revised rates on the basis of their pre revised pay plus DA @ 59%.

#### **20. Interim Relief**

Interim Relief will not be payable from the date from which the employee opts for the revised scale. In respect of those who opt to continue in the pre-revised scale, no Interim Relief shall be paid beyond the date of option or six months from the date of this Order whichever is earlier. The Interim Relief already drawn by the employees (even if it is for a period prior to the date from which an employee opts to come over to the new scale) till such date of option will be adjusted from their entitlements on account of pay revision. If the Interim Relief received is more than the arrears payable on account of pay revision, recovery need not be made.

#### **21. Medical Allowance**

The existing medical reimbursement facility will continue until a Comprehensive Health Insurance Scheme covering the employees, pensioners and their family is evolved and implemented.

#### **22. Reimbursement of cost of spectacles**

The limit for spectacle allowance will stand raised from Rs. 300 to Rs. 500 (once during the entire service).

### 23. Revision of Pay scale of NMR Employees

The NMR employees will be treated on par with the regular establishment of employees of KWA for the purpose of revision of pay scales.

### 24. Amendments to Rule 28A and 37(a) Part I, KSR

The changes ordered as under as per G. O. (P) No.145/2006/Fin dated 25-3-2006 will be applicable *mutatis- mutandis* to the employees of KWA.

*The changes in pay fixation on promotion.*— Presently, under Rule 28A Part I KSR, for normal promotion (even if it is a ratio promotion or a time bound higher grade and even if there is no change in duties and responsibilities), one notional increment will be given in the lower scale and thereafter the pay will be fixed at the next higher stage in the higher promotion scale (even if it is a stage in the higher scale). With the introduction of the master scale, the increments will be identical irrespective of the scale of pay. So, rule 28A fixation will henceforth imply 2 increments. Rule 28A as it stands also provides that after such fixation, when the due date of increment in the lower scale comes, a refixation (i.e. an additional increment) will be granted, with future increments being given annually from the date of such refixation. In short, rule 28A as it stands will result in 2+1 increments on fixation and refixation and applies to all scales except the highest 4 or 5 scales. Hence change of this rule is ordered.

25. As the rules stand at present, for the highest 4 or 5 scales, pay fixation is given only under rule 37 (a) Part I KSR. This implies fixing the pay at the next higher stage in the higher scale (i.e. without 1 notional increment), even if the pay that the employee was getting in the lower scale was a stage in the higher scale. As per present rule as it stands now a further refixation will be given when the due date of increment in the lower scale arises. Thus, with the introduction of the master scale, rule 37(a) fixation will result in 1+1 increment on fixation and refixation. The State PRC has therefore recommended change of this rule.
26. The State Pay Revision Commission has suggested that in Rule 28A as well as in Rule 37(a), the refixation (when the due date of increment in the lower scale arises) may be done away with. It has also been recommended that while Rule 28A fixation be continued for regular promotions, Rule 37(a) alone be applied for time bound higher grade and ratio promotions not involving change in duties and responsibilities.
27. The State Pay Revision Commission has pointed out that with the introduction of the master scale, the very high rates of increment consequent to DA merger, the high pay scales, better grade promotion, ratio, etc., granting such benefits should be conditional to the Government accepting the recommendation of the PRC on pay fixation and pay refixation. The same applies *mutatis-mutandis* in KWA.
28. In all cases of time bound higher grade promotions to higher scales of pay (obviously not involving change of duties and responsibilities), the existing practice will continue. Thus, the pay in the higher time scale will be fixed in terms of Rule 28A Part I KSR— i.e. a notional increment will first be given in the lower scale and thereafter pay in the promoted scale will be fixed at the next stage above. Since, in a master scale, the increments are identical, even in different scales, Rule 28A fixation will essentially imply 2 increments. No subsequent refixation of pay, based on the change of pay in the scale of the lower post, will be allowed. The next increment in the higher scale will fall due on completion of 12 months from the date of coming over to the higher scale. He will, of course, have the option to avail the higher grade on a subsequent date not later than the date of his next increment in the lower scale.

29. In all cases of regular promotions from time bound grades to posts carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR— i.e. without any fixation or change in pay (because of the introduction of the master scale). The next increment in the same or higher scale will fall due on the date of increment in the time bound higher grade post.
30. In all cases of regular promotions including ratio based promotions, to posts having higher time scale of pay, whether it involves change of duties and responsibilities or not, the pay in the promoted scales will be fixed as per the provisions of Rule 28A, KSR Part I i.e. a notional increment will first be given in the lower scale and thereafter pay in the promoted scale will be fixed at the next stage above. Since, in a master scale, the increments are identical even in different scales, Rule 28A fixation, will essentially imply 2 increments. But no refixation of pay, based on the subsequent change of pay in the scale of pay of the lower post, will be allowed. Consequently, the next increment will fall due only on completion of 12 months from the date of coming over to the higher scale. However, in such cases, the promotee will be given the facility for option to be exercised within one month from the date of promotion, (a) to have his pay fixed under Rule 28A, from the date of promotion (without refixation, with the next increment falling due only after 1 year); or (b) to have the pay fixed initially at the stage of the time scale of the new post next above the pay in the lower post from which he is promoted without granting the notional increment on the date of promotion, but such increment being allowed on the date of accrual of the next increment in the scale of the lower post. In option (b), the next increment in the promoted scale will fall due only after 1 year from the date of this increment. In all future promotions, the promotion order should contain a provision that the officer may exercise option within one month. The option to be exercised will be in the following form:

#### Option in terms of Rule 28 A Part I KSR

Consequent upon my promotion as ..... with effect from.....  
FN/AN, I hereby opt that my initial pay in the promoted post may be fixed:

#(i) in terms of Rule 28A straightaway without any further review on account of increment in the lower post.

#(ii) initially at the next stage in the time scale of the promoted post without granting the notional increment on the date of promotion, but such increment being allowed on the date of accrual of the next increment in the scale of the lower post. i.e..... I understand that the next increment in the promoted scale will fall due only after 1 year from the date of this increment.

# Strike off whichever is not applicable.

Place :

Date :

Signature :

Name

Designation :



31. If, solely as a result of the option exercised by an employee in clause 30 above, a senior employee happens to draw less basic pay in the promoted scale than his junior in the same category, who is promoted on a later date, the pay of the senior will be stepped up to that of the junior with effect from the date on which the junior draws more pay subject to satisfaction of the 5 conditions specified in rule 6 of Annexure 2. Rule 28A fixation benefits will not be allowed for promotion to posts carrying more than a revised minimum of Rs. 21,230. In such cases fixation will be under Rule 37(a) but without the benefit of re-fixation.
32. Where promotion posts happen to have the same scale of pay of feeder category posts, the existing practice will continue i.e. one advance increment will be granted to the incumbent appointed by promotion to the posts carrying the scale of pay of feeder category posts. This advance increment will not be granted in the case of promotion from a time bound higher grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay.
33. In cases of upgradation of posts or in appointments to higher posts on the advice of PSC or otherwise (in respect of persons already in KWA service) pay will be fixed in terms of Rule 28A Part I KSR, but without re-fixation, on the same lines as in clause 28 above i.e. without the option.

**34. Authority to fix revised pay**

The pay of all employees will be fixed in accordance with these orders by the officers who draw and disburse their salary. In the case of employees drawing pay and allowances on the basis of the authorization issued by the Finance Manager and Chief Accounts Officer drawal of the revised salary will be authorised by the Finance Manager and Chief Accounts Officer on the basis of their option. The employees will forward their option to the officer who draws their salary and the others to the Finance Manager and Chief Accounts Officer. The option statement will be pasted in the Service Book of the employees after countersignature by the drawing officer.

35. Omissions or errors, if any, in respect of posts or scales of pay indicated in Annexure II of these orders should be reported to Government by the Managing Director, Kerala Water Authority within a month positively from the date of this order with relevant supporting documents for timely rectification.
36. Arrear claims preferred in pursuance of these orders will be paid without pre check in relaxation of Article 53, Kerala Financial Code, Volume I.

37. The Head of Office and other officers who inspect their subordinate offices, will check as far as possible, all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, the inspecting officer should record in the Service Books concerned that instructions have been given to the concerned officers to rectify the defects. The internal audit staff of KWA shall review fixation of pay, verify the entries in the Service Book and record the fact therein. If defects are detected in the case of Officers who are drawing Pay and Allowances on the basis of the authorization issued by the Finance Manager and Chief Accounts Officer, the inspecting officers should intimate them to the Finance Manager and Chief Accounts Officer for appropriate action.
38. Leave Salary/Pension Contribution based on the pay in the revised scales of pay will be recovered from 1-4-2005 or from the date of effect of option of the employees concerned in the revised scales of pay. Foreign employers will arrange the remittance at the revised rates from 1-4-2005 or from the date of option exercised by the employee concerned.
39. Recoveries will be insisted upon in cases where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve the pay fixation or countersign the option statement has any doubt on the application of these orders he shall seek clarification of the Pay Revision from Government through the Managing Director, Kerala Water Authority before approving the pay fixation and disbursing the pay.

40. **Pension**

The benefits of Pensioners/Family Pensioners of Kerala Water Authority will be revised as shown in Annexure VI.

By order of the Governor,

K. JAYAKUMAR  
*Principal Secretary to Government.*

To

The Managing Director, Kerala Water Authority.  
The Principal Accountant General, (Audit), Kerala, Thiruvananthapuram.  
The Accountant General (A&E), Kerala, Thiruvananthapuram.  
The Finance Department (Vide U.O. No. 10161/PUC-1/2007/Fin. dated 8-6-2007.)  
General Administration (SC) Department.

## SCALES OF PAY

**Revised Master Scale:** Rs. 4500-120(1)-4620-130(2)-4880-140(4)-5440-150(3)-5890-160(5)-6690-180(4)-7410-190(4)-8170-220(2)-8610-250(5)-9860-290(3)-10730-340(2)-11410-390(3)-12580-450(8)-16180-500(9)-20680-550(10)-26180-600(1)-26780-650(8)-31980-700 (6)-36180.

Existing scales of pay w.e.f. 1-3-1997	
S1	2700-70-2980-75-3280-80-3600-85-3770
S2	2770-70-2980-75-3280-80-3600-85-3940-90-4210
S3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4510
S4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135
S5	3440-80-3600-85-3940-90-4210-100-5010-125-5385
S6	3685-85-3940-90-4210-100-5010-125-5510
S7	3770-85-3940-90-4210-100-5010-125-5635-150-5785
S8	4210-100-5010-125-5635-150-6235
S9	4610-100-5010-125-5635-150-6235-175-7110
S10	4710-100-5010-125-5635-150-6235-175-7110-200-7710
S11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935
S12	5135-125-5635-150-6235-175-7110-200-7710-225-8160
S13	5385-125-5635-150-6235-175-7110-200-7710-225-8385
S14	5635-150-6235-175-7110-200-7710-225-8385-250-9135
S15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660
S16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810

Existing scales of pay w.e.f. 1-3-1997	
S17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135
S18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
S19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
S20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325-11785
S21	7710-225-8385-250-9385-275-10210-300-10810-325-12110
S22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810
S23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935
S24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360
S25	10210-300-10810-325-12110-350-12810-375-13935-425-15635
S26	12810-375-13935-425-16485
S27	14360-425-16485-500-18485
S28	14785-425-16485-500-18985
S29	16485-500-18985
S30	16985-500-19985
S31	17485-500-20485
S32	17985-500-20985

Revised scales of pay w.e.f. 1-7-2004	
S1	4500-120-4620-130-4880-140-5440-150-5890-160-6530
S2	4620-130-4880-140-5440-150-5890-160-6690-180-7410
S3	4750-130-4880-140-5440-150-5890-160-6690-180-7410-190-8170
S4	5020-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610
S5	5590-150-5890-160-6690-180-7410-190-8170-220-8610-250-9360
S6	6050-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730
S7	6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11070
S8	7600-190-8170-220-8610-250-9860-290-10730-340-11410-390-12190
S9	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030
S10	8610-250-9860-290-10730-340-11410-390-12580-450-13480
S11	9360-250-9860-290-10730-340-11410-390-12580-450-16180
S12	9610-250-9860-290-10730-340-11410-390-12580-450-16180-500-16680
S13	11070-340-11410-390-12580-450-16180-500-18680
S14	11410-390-12580-450-16180-500-20680
S15	12190-390-12580-450-16180-500-20680-550-21230
S16	12580-450-16180-500-20680-550-21780

Revised scales of pay w.e.f. 1-7-2004	
S17	13030-450-16180-500-20680-550-22330
S18	13930-450-16180-500-20680-550-22880
S19	16680-500-20680-550-25630
S20	21230-550-26180-600-26780-650-30030
S21	23430-550-26180-600-26780-650-31980-700-33380
S22	26780-650-31980-700-34080
S23	27430-650-31980-700-34780
S24	28080-650-31980-700-35480
S25	28730-650-31980-700-36180

## SCHEDULE OF POSTS AND SCALES OF PAY

Sl.No.	Category	Existing	Revised
1	Managing Director	17985-20985	28730-36180
2	Technical Member	17485-20485	28080-35480
3	Accounts Member	17485-20485	28080-35480
4	Chief Engineer (Senior Grade)	16985-19985	27430-34780
5	Finance Manager & Chief Accounts Officer	16485-18985	26780-34080
6	Chief Engineer	16485-18985	26780-34080
7	Accounts Manager	14360-18485	23430-33380
8	Deputy Chief Engineer/Superintending Engineer	14360-18485	23430-33380
9	Senior Administrative Officer	12810-16485	21230-30030
10	Executive Engineer (Higher Grade)	12810-16485	21230-30030
11	Senior Internal Auditor	12810-16485	21230-30030
12	Internal Auditor	10210-15635	21230-30030
13	Deputy Accounts Manager	10210-15635	16680-25630
14	Cost Accountant	10210-15635	16680-25630
15	Executive Engineer/PA to Superintending Engineer	10210-15635	16680-25630
16	Assistant Executive Engineer (Higher Grade)	8635-14360	13930-22880
17	Accounts Officer Grade I	8385-13935	13030-22330 *
18	Finance Officer Grade II	8385-13935	13030-22330 *
19	Administrative Officer Grade II	8385-13935	13030-22330 *
20	Principal Information Officer	7510-11785	13030-22330
21	Assistant Executive Engineer/Technical Assistant	7710-12110	12580-21780
22	Hydro Geologist	7710-12110	12580-21780
23	Data Base Administrator	10210-15635	12580-21780 β
24	Administrative Assistant	7510-11785	12580-21780
25	Accounts Officer Grade II	7510-11785	12580-21780
26	Law Officer Grade II	7510-11785	12580-21780
27	PA to Managing Director	7310-11460	12190-21230
28	Master Driller Hr.Gr./Chief Driller Hr.Gr./Mech. Supdt.Hr.Gr.	6935-11460	11410-20680
29	Head Surveyor	6935-11460	11410-20680
30	Confidential Assistant Selection Grade	6935-11460	11410-20680
31	Assistant Data base Administrator	7510-11785	11410-20680 β
32	Assistant Engineer/Head Draftsman	6935-11460	11410-20680
33	Revenue Officer	6760-11135	11070-18680 α
34	Senior Superintendent	6760-11135	11070-18680 α
35	Divisional Accountant	6760-11135	11070-18680 @
36	Life Guard cum Coach	6760-11135	11070-18680
37	Senior Sanitary Chemist (Hr.Gr.)	6760-11135	11070-18680
38	Confidential Assistant (Sr.Grade)	5635-9135	9360-16180
39	Fair Copy Superintendent (Hr.Grade)	5635-9660	9360-16180
40	Senior Sanitary Chemist	5635-9135	9360-16180
41	Legal Assistant	5635-9135	9360-16180
42	Junior Superintendent	5635-9135	9360-16180 α

\* 1/3rd Posts of Admin. Officer Gr.II/Fin. Officer Gr.II/Accts. Officers Gr.I will be placed in the higher scale of pay of Rs. 16680-25630.

@ 20% of the posts of DA will be placed in the Higher Grade of Pay of Rs. 12190 -21230.

β The incumbent DBA and ADBA will be eligible for the revised scales of pay corresponding to their pre-revised scales of pay. New recruits are entitled only for the scales of pay shown in this schedule.

α The revised ratio of HC,JS & SS/RO w.e.f. the date of this Order will be 5:3:1.

43	Fair Copy Superintendent	5635-9135	9360-16180
44	Mechanical Supdt./Master Driller/Chief Driller	5635-9135	9360-16180
45	Special Assistant to Arbitration cases	5635-9135	9360-16180
46	Senior Meter Inspector	5635-9135	9360-16180
47	D/man Grade I (HG)		9360-16180
48	Senior Plumbing Inspector	4810-7935	9360-16180
49	Selection Grade Typist	4810-7935	8610-13480
50	Head Clerk	4710-7710	8610-13480 $\alpha$
51	Computer Operator	4210-6235	8610-13480
52	Chief Vehicle Inspector	4810-7935	8610-13480
53	Confidential Assistant Grade I	4810-7935	8170-13030
54	Vehicle Inspector	4710-7710	8170-13030
55	Senior Grade Typist	4710-7710	8170-13030
56	Head Operator	4710-7710	8170-13030
57	Driller/Driller Mechanic	4710-7710	8170-13030
58	Surveyor Grade I	4710-7710	8170-13030
59	Electrical Overseer Grade I	4710-7710	8170-13030
60	Draftsman Grade I/Overseer Grade I	4710-7710	8170-13030 **
61	Plumbing Inspector	4610-7110	8170-13030 #
62	Water Works Superintendent	4610-7110	8170-13030
63	Sanitary Chemist	4610-7110	8170-13030
64	Bacteriologist	4610-7110	8170-13030
65	Mechanic Superintendent	4610-7110	8170-13030
66	Work Superintendent Grade I	4610-7110	8170-13030
67	Meter Inspector	4610-7110	8170-13030 #
68	Information Assistant	4810-7935	8170-13030
69	Life Guard	4210-6235	8170-13030
70	Roller Driver	4210-6235	6690-11070
71	U.D. Typist	4210-6235	6690-11070
72	UD Clerk/UD Store Keeper/UD Cashier	4210-6235	6690-11070
73	Telephone Operator	4210-6235	6690-11070
74	Driver Senior Grade	3770-5785	6690-11070
75	Chargeman	3770-5785	6690-11070
76	Surveyor Grade II	3770-5785	6690-11070
77	D man Gr. II/Overseer Grade II	3770-5785	6690-11070
78	Electrical Overseer Grade II	3770-5785	6690-11070
79	Head Fitter	3770-5785	6690-11070
80	Driver Grade I	3685-5510	6050-10730
81	Confidential Assistant Grade II	3685-5510	6050-10730
82	Assistant Shift Operator	3440-5385	5590-9360
83	Bore well Operator	3440-5385	5590-9360
84	PD Operator	3440-5385	5590-9360
85	Mechanical Operator	3440-5385	5590-9360
86	Shift Operator	3440-5385	5590-9360
87	Pump Operator	3440-5385	5590-9360
88	Operator	3440-5385	5590-9360
89	Mechanic /Motor Mechanic	3440-5385	5590-9360
90	Overseer Grade III/ Tracer	3440-5385	5590-9360
91	LD Typist	3205-5135	5020-8610

\*\* 20% of the posts of Draftsman Gr. I/Overseer Grade I will be placed in the higher grade.

# 20% of the posts will be placed as Senior Meter Inspector and Senior Plumbing Inspector.

$\alpha$  The revised ratio of HC,JS & SS/RO w.e.f. the date of this Order will be 5:3:1.

92	LD Clerk/LD Store Keeper/LD Cashier	3205-5135	5020-8610
93	Works Superintendent Grade II	3205-5135	5020-8610
94	Meter Reader	3205-5135	5020-8610
95	Fitter	3205-5135	5020-8610
96	Blacksmith	3205-5135	5020-8610
97	Welder	3205-5135	5020-8610
98	Electrician/Auto Electrician Electrical Overseer Grade II	3205-5135	5020-8610
99	Plumber	3205-5135	5020-8610
100	Binder	3205-5135	5020-8610
101	Junior Lab Assistant	3205-5135	5020-8610
102	Deffedar	3205-5135	5020-8610
103	Lime Attendant Grade I	3205-5135	5020-8610
104	Well Driller	3205-5135	5020-8610
105	Mixer Driver	3205-5135	5020-8610
106	Chlorine Mechanic	3205-5135	5020-8610
107	Garden Superintendent	3205-5135	5020-8610
108	Driver Grade II	3205-5135	5020-8610
109	Boat Driver	3205-5135	5020-8610
110	Lime Attendant Grade II	2840-4510	4750-8170
111	Gunman cum Watcher	2840-4510	4750-8170
112	Mason	2840-4510	4620-7410
113	Care Taker	2840-4510	4620-7410
114	Pump Driver	2840-4510	4620-7410
115	Gardener	2770-4210	4620-7410
116	Skilled Worker	2770-4210	4620-7410
117	Sewage Farm Worker	2770-4210	4620-7410
118	Sewer Cleaner	2770-4210	4620-7410
119	Assistant Mechanic	2770-4210	4620-7410
120	Lime Maistry	2770-4210	4620-7410
121	Line Man	2770-4210	4620-7410
122	Turn Cock	2770-4210	4620-7410
123	Pipe Layer	2770-4210	4620-7410
124	Painter	2770-4210	4620-7410
125	Blue Printer	2770-4210	4620-7410
126	Last Grade Employees Gr I	2770-4210	4620-7410
127	Last Grade Employees Gr II	2700-3770	4500-6530
128	Telephone Attender	2700-3770	4500-6530
129	Boatman	2700-3770	4500-6530
130	Lorry Cleaner	2700-3770	4500-6530
131	Cleaner/Full time Sweeper	2700-3770	4500-6530
132	Shift Assistant cum Cleaner	2700-3770	4500-6530
133	Shift Assistant	2700-3770	4500-6530
134	Watcher	2700-3770	4500-6530
135	Shift Mazdoor	2700-3770	4500-6530
136	Unskilled Worker	2700-3770	4500-6530
137	Watchman cum valve operator	2700-3770	4500-6530
138	Lascar	2700-3770	4500-6530
139	Worker	2700-3770	4500-6530
140	Peon	2700-3770	4500-6530

## RULES FOR FIXATION OF PAY IN THE REVISED SCALE

1. The revised scales of pay shall come into force with effect from 1-7-2004.
2. Existing scale, for the purpose of these rules, is the scale of pay immediately prior to 1-7-2004.
3. Existing emoluments for the purpose of these rules shall be the total of—
  - (i) Basic pay in the existing scale as on the date of changeover to the revised scale, including the increments, if any, accruing on such date in the existing scale. Stagnation increments shall also be reckoned for this.
  - (ii) Personal pay, if any, not specifically ordered to be absorbed in future increase of pay.
  - (iii) Special pay drawn in lieu of higher time scale of pay, provided there is no such special pay attached to the revised scale.
  - (iv) 59% of the Dearness Allowance admissible on such pay [*vide items (i), (ii) & (iii) above*].

*Note: — Special pay, which is in addition to pay drawn in the existing scale, shall not be reckoned for fixation of pay in the revised scale.*

### Fitment Benefit

4. (1) To the existing emoluments computed above shall be added an amount equal to 6% (six per cent) of basic pay mentioned in rule 3(i), towards fitment benefit. If the amount computed as above falls short of Rs. 350, the fixation should be so made as to ensure that the employee gets a minimum fitment benefit of Rs. 350 in basic pay.
- (2) After adding the fitment benefit as at (1) above, if the computed emolument is not a stage in the revised scale, it will be fixed at the next stage in the new scale. If it is a stage in the revised scale, it will be fixed at that point. If the amount arrived at after adding fitment benefit to the existing emoluments, is less than the starting point of the revised scale, it will be fixed at the minimum of the revised scale.
- (3) In case the amount arrived at after adding fitment benefit to the existing emoluments is more than the maximum of the revised scale of pay, the revised pay will be fixed at the maximum, with the difference being treated as personal pay as indicated in sub-rule 5 (2) below.

### Service weightage

5. (1) To the pay so fixed, one increment for each completed 4 years of service, subject to a maximum of 4 increments in the revised scale, will be added.
- (2) If the amount arrived at under rule 5(1) above is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay. Such personal pay will not be absorbed in future increase in pay on account of earning of increments. This personal pay will count for all purposes, namely, subsequent fixation of pay, leave salary, drawal of allowances including Dearness Allowance and pension.

*Note: — Service for the purpose of this rule means service (where protection of pay is allowed) including broken periods of service qualifying for normal increments in the scales of pay. Service during the period of bar on increment without cumulative effect and dies-non period will also be reckoned. Time spent on leave that will not count for normal increment will not be reckoned.*



### Stepping up of Pay of Senior

6. In cases where a senior promoted to a higher post before 1-7-2004 (other than a time bound higher grade) draws less pay in the revised scale than his junior promoted to the higher post after 1-7-2004, the pay of the senior employee shall be stepped up to the level of the pay of the junior with effect from the date on which the junior draws more pay, provided that: —
- (i) The senior and the junior employees should belong to the same category. They should also have been promoted to the same category of post;
  - (ii) The pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should both be identical;
  - (iii) The senior employee at the time of promotion should have been drawing equal or more pay than the junior;
  - (iv) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay;
  - (v) The anomaly should not have arisen due to the option exercised on different dates or due to any advanced increments granted to the junior in the lower post or due to the increase service weightage to junior.

*Note:—(1) If, in the pre-revised scale in the lower post, the junior employee was drawing more pay than the senior, the senior to such junior will have no claim over the pay of the junior.*

*(2) In case where pay of an employee is stepped up in terms of rule 6, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.*

### Exercise of Option on Promotion

- 7.(1) All appointments and promotions made on or after 1-7-2004 shall be deemed to have been made in the revised scale of pay.
  - (2) However, an employee promoted to a higher scale (whether by regular promotion, ratio promotion or under the time bound higher grade scheme) on or after 1-7-2004 but before the date of this Government Order will have the option to continue in the pre-revised scale of the lower post till the date of such promotion and then first avail promotion to the pre-revised scale of the higher post and thereafter avail the benefits of this pay revision on the same date as such promotion. This option will be available only for the first promotion after 1-7-2004. This benefit of option will be restricted to the employees who were promoted on or after 1-7-2004 but before the date of this order.
  - (3) Employees who are promoted on or after 1-7-2004 are not allowed to exercise option to continue in the pre-revised scale of the lower post beyond the date of such promotion.
8. Provisional employees recruited through the employment exchange who were in service on 30-6-2004 and continued thereafter shall be eligible only for the minimum of the revised scale of pay from 1-7-2004, so however that the monetary benefit will be payable only from 1-4-2005 (if they had continued in service till then).

### Date of next increment

9. The next increment of an employee whose pay has been fixed in the revised scale of pay shall accrue on completion of one year in the revised scale. This will apply even in respect of cases of promotion referred to in rule 7 (2).

- 10. An employee whose increment is withheld for want of declaration of probation on 1-7-2004 or on the date of change-over to the new scale will also be allowed the benefit of fixation of pay, notionally counting the increment accrued but withheld, in relaxation of Rule 37 B(b), Part I Kerala Service Rules, subject to the condition that the next increment after such fixation will be allowed only after he is declared to have satisfactorily completed his probation and the period of approved service required to earn an increment.
- 11. In the case of an employee whose pay has been reduced with the effect of postponing future increments, fixation of pay in the revised scale will be allowed on the basis of the option exercised by him but he has to remain in that pay till the expiry of the period of reduction. The pay will, however, be fixed on the date of expiry of the period of reduction. The next increment in such cases will be allowed only on completion of approved service required to earn an increment from the date of such fixation.

**Exercise of options**

- 12. An employee can exercise option to come over to the revised scale of pay with effect from 1-7-2004 or with effect from any subsequent date that he opts, provided that such date shall not be beyond the date of his next promotion or 1 year from the date of this G.O., whichever is earlier. (As provided for in clause 20, in respect of those who opt to continue in the pre-revised scale, interim relief will not be payable beyond the date of option or 6 months from the date of this Order)
- 13. The option in writing is to be exercised within a period of six months from the date of this Government order.
- 14. The option is to be filed with the officer competent to fix his/her pay. It shall be in the form below:  
(See Rules for fixation of pay)

**FORM OF OPTION**

I,..... hereby elect to the revised scale of Rs.....with effect from.....

OR

I,..... hereby elect to continue in the existing scale of pay of Rs..... of my substantive/ officiating post mentioned below till.....200.... from which date, I may be given the corresponding higher scale.

I hereby agree to refund excess pay and allowances, if any, drawn by me, in case it is found later that I have been paid such excess (even if it is due to erroneous fixation).

Signature:  
Name:  
Designation:  
Office:

Station:  
Date:

(To be scored off if not applicable.)

15. The option once exercised shall be final. In the case of subsequent reversion (after the exercise of option as per these rules), the employee will be allowed to exercise option in respect of the lower post also, provided that such option is exercised within a period of three months from the date of order of reversion.
16. Re-option will not be allowed for any pay revision (including the present pay revision) except in cases involving retrospective revision of or change in scale of pay that takes effect on a date prior to the date of option exercised by the employee for the concerned pay revision. In such cases, arrears of salary/pension will be payable only with effect from the date of filing of re-option. Such re-option has to be exercised within 3 months of the date of issue of the order revising/changing the scale of pay retrospectively.
17. An employee is allowed to exercise option only in respect of the existing scale. If no option is exercised within the period of six months mentioned in rule 13 above, the date of effect of pay revision orders, i.e 1-7-2004 shall be treated as the date of option for coming into the revised scale and the officer competent to fix the employee's pay is to proceed accordingly. No subsequent option shall be entertained.
18. If an employee dies before the expiry of the time fixed for option and without exercising option, the officer competent to fix his/her pay in the revised scale of pay shall fix his/her pay with effect from the date which is more advantageous to the survivors of the deceased.
19. An employee on leave or on deputation or under suspension will be allowed to exercise option within a period of six months from the date of return to duty.
20. Persons whose services were terminated on or after 1-7-2004 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or discharge on disciplinary ground are also entitled to the benefits of the aforesaid rules.
21. All amendments issued by Government from time to time relating to these rules in respect of the State Government employees shall apply *mutatis-mutandis* to Kerala Water Authority employees.
22. A few illustrations of pay fixation are given below :

## ILLUSTRATIONS OF PAY FIXATION

		Case 1	Case 2	Case 3	Case 4	Case 5
1	Pre-Revised Scale	2840-70-2980-75-3280-80-3600-85-3940-90-4710-100-4510	4710-100-5010-125-5635-150-6235-175-7110-200-7710	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935	14360-425-16485-500-18485
2	Revised Scale	4750-130-4880-140-5440-150-5890-160-6690-180-7410-190-8170	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030	11410-390-12580-450-16180-500-20680	13030-450-16180-500-20680-550-22350	23430-550-26180-600-26780-650-31980-700-33380
3	Commencement of service	1-8-1992	1-7-2003	1-1-1984	1-1-1992	1-7-1977
4	No. of Years of service &	11.90	1	20.1	12.5	27
5	Service Weightage %	2	0	4	3	4
6	Pre-revised Basic Pay	3685	4710	9135	10210	14360
7	DA to be merged (59% of Pre-BP)	2174	2779	5390	6024	8472
8	Fitment Benefit (6% of Pre- BP, Min.Rs. 350)	350	350	548	613	862
9	Total (6+7+8)	6209	7839	15073	16847	23694
10	Stage in Revised scale	6210	8170	15280	17180	23980
11	Personal Pay on fitment					
12	Service weightage					
13	Value of 1 <sup>st</sup> increment \$	160	0	450	500	550
14	Value of 2nd increment \$	160	0	450	500	550
15	Value of 3rd increment \$	0	0	500	500	550
16	Value of 4 <sup>th</sup> increment \$	0	0	500	0	550
17	Weightage (Total of increment)	320	0	1900	1500	2200
18	Total (10+17)	6530	8170	17180	18680	26180
19	Basic Pay in revised scale (Re. BP)	6530	8170	17180	18680	26180
20	Personal Pay (PP) due weightage					
21	Total Personal Pay					
22	Total Re. BP + PP	6530				
23	DA as on 1-7-04 (5%)	327	409	859	934	1309
24	Total Pay +PP+DA in revised scale	6857	8579	18039	19614	27489

& 'Service' is No. of years of service as on date of option (1-7-2004 or later)

Service Weightage is value of No. of increments.

% One increment for every completed four (4) years of service.

\$ increment is the next consecutive increments in revised scale.

### SCHEME FOR TIME BOUND HIGHER GRADE PROMOTION

1. The Employees of KWA who remain in their entry posts in the scales of pay ranging from Rs. 4500-6530 to Rs. 8170-13030, will be granted three higher grades, as indicated in Table A, on completion of the following specified periods of service in their posts:

- (i) The first higher grade on completion of 8 years of service in the entry post.
- (ii) The second higher grade on completion of 16 years of service in the entry post and the first regular promotion post/time bound higher grade, taken together.
- (iii) The third higher grade on completion of 23 years of total service in the entry post, the first regular promotion post/time bound higher grade and the 2<sup>nd</sup> regular promotion post/time bound higher grade, taken together.

Table A

<i>Revised Scales of Pay in the entry post</i>	<i>1<sup>st</sup> Time Bound Higher Grade in the entry post</i>	<i>2<sup>nd</sup> Time Bound Higher Grade</i>	<i>3<sup>rd</sup> Time Bound Higher Grade</i>
1	2	3	4
4500-6530	4620-7410	4750-8170	5020-8610
4620-7410	4750-8170	5020-8610	5590-9360
4750-8170	5020-8610	5590-9360	6050-10730
5020-8610	5590-9360	6690-11070	8170-13030
5590-9360	6690-10730	8170-13030	8610-13480
6050-10730	6690-10730	8170-13030	8610-13480
6690-11070	7600-12190	8170-13030	9360-16180
7600-12190	8170-13030	9360-16180	9610-16680
8170-13030	8610-13480	9360-16180	9610-16680

2. A fourth time bound higher grade in the scale of Rs. 5590-9360 will be allowed to Class IV employees on completion of 28 years of total service, as Class IV employee.
3. Those on entry posts with pay scales ranging from Rs. 8610-13480 to Rs. 12580-21780 will be granted two time bound higher grades, as indicated in Table B, the first on completion of 8 years of service in the entry post and the second on completion of 16 years of total service in the entry post and first promotion post/higher grade, taken together. The competent authority sanctioning the time bound higher grade should indicate in the order whether the official possesses qualification for promotion and also specify the scale of pay admissible on time bound higher grade.

**Table B**

<i>Revised Scales of Pay in the Entry Post</i>	<i>1<sup>st</sup> Time Bound Higher Grade in the Entry post</i>	<i>2<sup>nd</sup> Time Bound Higher Grade</i>
1	2	3
8610-13480	9360-16180	11070-18680
9360-16180	11070-18680	12190-21230
9610-16680	11070-18680	12190-21230
11070-18680	12190-21230	13030-22330
11410-20680	12190-21230	13030-22330
12190-21230	13030-22330	13930-22880
12580-21780	13030-22330	13930-22880

4. For direct recruits against posts carrying the scale of Rs.13030-22330 to Rs.16680-25630, one higher grade promotion in the scales as shown below will be given on completion of 8 years of service in the entry scale:

**Table C**

<i>Revised Scales of Pay in the Entry Post</i>	<i>Time Bound Higher Grade for 8 years service in the Entry Post</i>
1	2
13030-22330	13930-22880
13930-22880	16680-25630
16680-25630	21230-30030

5. For incumbents in posts on scales of pay above Rs. 16680-25630, no time bound higher grade will be allowed.
6. If there is a regular promotion post in respect of the categories of posts coming under pay scales ranging from Rs. 4500-6530 to Rs. 9610-16680 and if such scale of pay is higher than the corresponding time bound higher grade proposed in Tables A & B above, then the time bound higher grade for such incumbent will be the scale of pay of such regular promotion post, provided he is otherwise qualified for such promotion. Even in cases where a particular category of posts in the normal hierarchy of promotion posts is not available, the scale of pay of the normal promotion post only will be allowed as the higher grade. While assigning such higher grade, only qualified hands i.e. those possessing the qualification, prescribed for the promotion post will get the scales of pay of regular promotion posts. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay at Annexure-I. The competent authority sanctioning the time bound higher grade should indicate in the order whether the official possesses qualification for promotion and also specify the scale of pay admissible on time bound higher grade.
7. If the scale of pay of the regular promotion post is lower than the time bound higher grade proposed in Tables A and B, then, the time bound higher grade proposed in the Tables above will be given. If, in such cases, the incumbent has already been given regular promotion before completion of 8 / 16/ 23 years of service, then he can be given the higher time bound higher grade scale as proposed in the Tables, subject to the condition that the pay will be fixed at the same stage in the higher grade scale i.e. he will not be eligible for further fixation. The total service in both the lower post and promotion post together shall be reckoned to determine eligibility for time bound higher grade.

8. In respect of categories of posts coming under the pay scale ranging from Rs. 11070-18680 to Rs. 12580-21780, the time bound higher grade scales will be as specified in the Table B above. Scales of pay of promotion posts will not be given as time bound higher grade in these cases. This is applicable in the case of employees enjoying the scale of pay of Rs. 11070-18680 and above, whether by regular promotion or by time bound higher grade.
9. In respect of those employees who were granted time bound higher grade promotions in the pre-revised scale prior to 1-7-2004 and even during the period from 1-7-2004 to 28-2-2006, the revised grade scales will be as shown in Tables A and B above with effect from the date of their option to come over to the revised scale, subject to provisions contained in rule 6 above. Corresponding revised scale of pre-revised grade scale (as per Annexure I) will not be allowed in such cases.
10. In the case of time bound grade promotion to higher scales of pay, the pay in the higher time scale will be fixed as provided for in clause 28 of this Government Order, in terms of Rule 28 A Part I KSR i.e., one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, as on the date of the higher grade promotion, irrespective of whether it is a stage in the higher time scale or not. Refixation based on due date of increment in the lower scale will not be given. With the introduction of the master scale, the increment rates will be equal in both the scales and so, this will ensure 2 full additional increments.
11. On getting regular promotion from a time bound higher grade post to a higher scale or the same scale of pay, pay will be fixed as provided for in clause 29 of the Government Order, in terms of Rule 30 i.e., there will be no change in pay and the next increment will be allowed on the due date of increment in the lower time bound grade post.
12. The scales of pay in column 1 of the Tables A and B above denote the pay scales of the posts to which the employees are recruited initially. Column 1 does not indicate the scale of pay of the promotion post or higher post held subsequently. The time bound higher grades allowable on completion of the prescribed periods of service on each such entry post will be as specified in Columns 2, 3 and 4 of the Table A and Columns 2 and 3 of Table B, as the case may be.
13. In case the 16/23 year higher grade scales as per Tables A and B above are equal to or lower than the scale of the first promotion post/second promotion post as the case may be, then the 16/23 year higher grade in such cases shall be the next higher scale above that of the promotion post, as per the list of standard scales of pay at Annexure I.

14. The service rendered in the entry post and reckoned for normal increments shall be treated as the qualifying service for granting higher grades in that post. Period of leave on loss of pay, which will not be taken into account for granting increments, will not be reckoned as qualifying service. In the case of temporary relinquishment of promotion, such period of relinquishment will not be reckoned as qualifying service for granting time bound higher grades.
15. The term 'entry post' shall be defined as the post to which an employee is initially appointed by direct recruitment by the competent authority. Appointments made by PSC by transfer from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of higher grade. The time bound higher grade admissible will be determined with reference to the initial entry post only. Service in posts having same scale will not be treated as qualifying service. Similarly, in the case of employees in Government service who subsequently get appointed in the services of Kerala Water Authority, their services in the Kerala Water Authority alone will be reckoned as qualifying service for Time Bound Higher Grade. Those who get regular promotion or appointment to higher posts within the period specified for each time bound higher grade will not be granted further time bound higher grade during that period.
16. As at present, those who relinquish regular promotions will not be given time bound higher grades.
17. The employees with entry scales of pay of Rs. 4620-7410 and Rs. 4750-8170 will be eligible for reckoning their prior Class IV service, if any for allowing the 23 year higher grade. This benefit will not be allowed to employees with entry scale of Rs. 5020-8610 and above.
18. Similarly, military service which will count for civil pension of ex-servicemen will be reckoned as qualifying service for allowing first higher grade. However, ex-servicemen enjoying protection of pay will not be allowed this benefit. In that case, service under Kerala Water Authority alone will be reckoned as qualifying service.
19. All other existing general terms and conditions of time bound higher grade promotions will continue subject to the modifications issued by Government from time to time.



## ALLOWANCES

The Rates of Allowances admissible with effect from 1-3-2006 due to this Pay Revision are shown below:

### 1. House Rent Allowance

House Rent Allowance will continue to be paid on a consolidated basis. The rates are enhanced as detailed below:

Pay Range (Rs.)	B Class City (Rs.)	C Class City/Town (Rs.)	Towns not in B & C (Rs.)	Other Places (Rs.)
4500-7299	400	280	280	150
7300-13699	600	390	340	
13700-17099	750	500	380	
17100-20199	1000	680	380	
20200 & above	1200	790	380	

### 2. Rent Recovery

With effect from the date of coming over to the revised scale, rent at the following rates will be recovered from the employees residing in KWA Quarters:

Sl.No.	Range	Rate
i	Those who draw pay in the scale of pay between Rs. 4500-6530 and Rs. 11070-18680	Nil
ii	Those who draw pay in the scale of pay of Rs.11410-20680 but below Rs.16680-25630	2% of Basic Pay
iii	Those of and above the scale of pay of Rs. 16680-25630	4% of Basic Pay

### 3. City Compensatory Allowance

City Compensatory Allowance for employees working in offices within the City limits of Thiruvananthapuram, Kochi and Kozhikode will be revised as follows:

Sl.No	Pay Range	Rate per Month
1	Below Rs.5000	Rs. 30
2	Rs.5000 and above but below Rs.7480	Rs. 40
3	Rs.7480 and above but below Rs.9590	Rs. 65
4	Rs.9590 and above.	Rs. 120

### 4. Travelling Allowance

(a) For the purpose of Travelling Allowance, Officers will be classified as follows:

Grade I	Rs. 14900 and above
Grade II (a)	Rs. 12400 and above but below Rs. 14900
Grade II (b)	Rs. 8000 and above but below Rs. 12400
Grade III	Rs. 5000 and above but below Rs. 8000
Grade IV	Below Rs. 5000

**(b) Class of Travel**

Eligible class for each Grade shall be as follows:

<i>Grade</i>	<i>Eligible Class</i>
Grade I	II AC
Grade II (a)	I Class. If the train does not have I Class, II AC
Grade II (b)	III AC. If the train does not have III AC, I Class
Grade III	II Class
Grade IV	II Class

**(c) Mileage Allowance**

Mileage allowance will be fixed @ Rs. 0.80 per km. for all categories of employees.

**(d) Incidental Rates for Road/Rail journeys**

Incidentals for journeys by the Road and Rail shall be revised as follows:

<i>Grade</i>	<i>Rate per K.M.</i>	
	<i>Existing (Rs.)</i>	<i>Revised (Rs.)</i>
Grade I	0.15	0.25
Grade II (a)	0.15	0.20
Grade II (b)	0.15	0.18
Grade III	0.10	0.15
Grade IV	0.10	0.15

**(e) Daily Allowance**

The Daily Allowance for tour shall be as follows:

<i>Grade</i>	<i>Existing Rate</i>		<i>Revised Rate</i>	
	<i>Inside State (Rs.)</i>	<i>Outside State (Rs.)</i>	<i>Inside State (Rs.)</i>	<i>Outside State (Rs.)</i>
Grade I	110	175	150	220
Grade II(a)	80	125	120	170
Grade II(b)	70	110	120	140
Grade III	60	90	100	110
Grade IV	60	90	100	110

**(f) Classification of Officials for the purpose of carrying personal effects**

The Classification of Officials for the purpose of carrying personal effects shall be as follows:

<i>Sl. No.</i>	<i>Category of Officers</i>	<i>Weight</i>
1	Officers whose actual pay is Rs.14,900 and above	2240 Kg.
2	Officers whose actual pay is Rs. 8,000 and above but below Rs.14,900	1120 Kg.
3	All other officers.	560 Kg.

**g. Loading and unloading charges for journeys on transfer**

The existing loading and unloading charges for journeys on transfer will continue:

<i>Grade</i>	<i>Rate (Rs.)</i>
Grade I	500
Grade II	375
Grade III	300
Grade IV	200

**h. Reimbursement of Room Rent**

Revised rates of room rent (against production of voucher) shall be as shown below:

<i>Grade</i>	<i>New Delhi, Mumbai, Kolkata, Chennai</i>		<i>Other Cities/Towns Outside State</i>	
	<i>Existing (Rs.)</i>	<i>Revised (Rs.)</i>	<i>Existing (Rs.)</i>	<i>Revised (Rs.)</i>
Grade I	550	1000	350	650
Grade II (a)	500	1000	300	650
Grade II (b)	375	750	275	500
Grade III	350	750	250	500
Grade IV	250	550	150	350

**i. Eligibility for Air Journey**

Officers having the scale of pay of Rs.16680-25630 and above will be eligible for air journey.

**j. Incidental rates for Air Journey**

Incidentals for air journeys will stand discontinued with effect from the date of this order.

**k. Accommodation outside the State**

The existing system will continue.

**l. Taxi fare to Grade I Officers**

The existing system will continue.

**m. Auto Rickshaw fare for journeys on tour**

Actual fare at the rate fixed by Government from time to time for a maximum of 2 journeys daily (plus 1 journey per tour from residence to Air Port/Railway Station/Bus Stand and 1 journey per tour from Air Port/Railway Station/Bus Stand to residence), limiting the distance of single journey to 8 kms., will be allowed, subject to maximum of Rs. 40 per 8 kms. journey (@ Rs. 5 per Km.).

**5. Leave Travel Concession**

The employees of KWA will be eligible for Leave Travel Concession as and when Government introduce this scheme for State Government Employees.

### 6. Ad hoc Allowance

The existing rate of Ad hoc Allowance of Rs. 150 p.m. will be enhanced to Rs. 300 per month. The employees appointed on or after 1-10-1994 are not entitled to this benefit.

### 7. Uniform Allowance

The categories of posts, the uniform allowance payable and the periodicity of payment will be as shown in the table under Clause 10 below:

### 8. Special Allowance to physically handicapped employees

Special allowance to all physically handicapped employees including part-time employees whose permanent/partial disability is not less than 40% will be enhanced from the existing rate of Rs. 200 to Rs. 300 per month. The conditions for sanction continue as at present.

### 9. Education Allowance to the parents of physically handicapped/mentally retarded children

The rate of education allowance to the parents of physically handicapped/mentally retarded children will be enhanced from Rs. 100 to Rs. 150 per month. Existing conditions regarding eligibility etc. will continue.

### 10. Allowances

Sl.No	Category	Existing	Revised
<b>A</b>	<b>Special Allowance</b>		
	Sr. Administrative Officer	145	170
	Finance Gr.II Accounts Officer Gr.I Administrative Officer Gr.I	110	130
	Technical Assistant to Managing Director (AE/AEE)	135	150
	Confidential Assistants attached to Chairman/Chief Engineer/FM&CAO	70	70
	P.A. to Managing Director/CA to Technical Member and Accounts Member	110	120
	Junior Supdt. attached to the Vigilance wing of Head Office and Regional Chief Engineers	50	50
	Typist attached to the Vigilance wing of Head Office	40	50
	Peon attached to M.D.	40	40
	Peon attending Treasury Duty	40	50
	Driver	110	110
	Drivers attached to Chairman, Managing Director, Technical Member and Accounts Member	Nil	250
	Law Officer appointed from the cadre of JS/DS/US from the Law Department of the Government	200	250
<b>B</b>	<b>Allowance to Employees attached with Investigation, Planning and Design Wing</b>		
	SE/Executive Engineer	360	430
	Asst.Exe. Engineer/ Asst. Engineer	300	360
	All other Technical Staff (Draughtsman, Surveyor, Overseer etc)	180	220
	Other categories of Last Grade Employees	40	50
	Other categories of Ministerial staff other than Last Grade Employees	60	70
<b>C</b>	<b>Compensatory Allowance</b>		
	Fair Copy Supdt. for distribution of stationary, tappal, despatch etc.)	55	60

<b>D</b>	<b>Uniform Allowance</b>		
	Operator		700
	Driver		700
	Shift Assistant		700
	Mechanic		700
	Plumber		700
	Head Fitter		700
	Fitter		700
	Mason		700
	Worker (Skilled/Unskilled)		700
	Turn Cock		700
	Garden Supdt.		700
	Gardener		700
	Blue Printer		700
	Lascar		700
	Electrician		700
	Cleaner		700
	Watcher		700
	Shift Mazdoor		700
	Boat Driver		700
	Charge Man		700
	Motor Mechanic		700
	Lineman		700
	Chlorine Mechanic		700
	Blacksmith		700
	Sweeper		700
Telephone Attender		700	
Sewer Cleaner		700	
Pump Driver		700	
Daffedar		700	
Peon		700	
<b>E</b>	<b>Cutting Allowance</b>		
	Garden Supdt.	15	30
	Gardener	10	20

F	Special Allowance admissible to employees handling cash		
Amount of average monthly cash disbursed			
1. Above Rs.1 lakh p.m. & up to Rs.2 lakhs	130		150
2. Above Rs. 2 lakhs & up to 5 lakhs p.m.	130		200
3. Above Rs. 5 lakhs & up to 10 lakhs p.m.			250
4. Above Rs. 10 lakhs p.m.			300
LDC/UDC/HC/JS engaged in Revenue Collection Centres are also entitled to this allowance			
Special Allowance to Physically handicapped persons	200		300
Peon attending the cyclostyling/duplicating work limited to number of such work	25		40
LDC posted to Swimming Pool for handling Cash.	45		50
G	Risk/Compensatory Allowance		
Asst. Engineer (Water/Sewerage Treatment Plant)	65		70
Mechanical Supdt.	65		70
Head Operator	55		60
Operator	55		60
Mechanic (Chlorine)	55		60
Plumber	55		60
Fitter	55		60
Work Supdt.	55		60
Cleaner	55		60
Mason	55		60
Sewer Cleaner/Cleaner/Worker engages for sewer cleaning	250		300
Lascar	55		60
Blacksmith	45		50
Sweeper	45		50
Pipe Layer	45		50
Electrician	45		50
Chemist/Senior Chemist	35		40

<b>H</b>	<b>Permanent Conveyance Allowance</b>		
	Assistant Engineer	90	140
	Mechanical Superintendent	90	140
	Meter Reader	75	60
	Meter Inspector	75	60
	Drainage Inspector	75	60
	Unskilled Worker	50	60
	Fitter	50	60
	Mason	50	60
	Plumber	50	60
	Turn Cock	50	60
<b>I</b>	<b>Ad-hoc Allowance (Personal Allowance)</b>		
	All employees appointed before 1-10-1994	150	300
<b>J</b>	<b>Higher Qualification Allowance</b>		
	Higher qualification allowances of all kinds will continue	200	250
<b>K</b>	<b>Headquarters Allowance</b>		
	Class IV Employees attached to the Office of MD		50
	All other Employees upto the level of Chief Engineer attached to Office of the MD		100
<b>L</b>	<b>Night Shift Allowance</b>		
	Overtime Allowance/Night Shift Allowance to the employees working at Night Shift	10	20

## REVISION OF PENSION AND OTHER RELATED BENEFITS

All the benefits of the Pensioners/Family Pensioners of the Kerala Water Authority will be revised in accordance with G. O. (P) No.180/2006/Fin. dated 18-4-2006.

### 1. Basic Principles

1.1. The minimum basic pension will be enhanced to Rs.2400 per month (after merger of 59% Dearness Relief), from Rs. 1275 per month as at present. The maximum ceiling on pension will be 50% of the maximum of the highest scale of pay in the Kerala Water Authority (i.e. 50% of Rs. 36,180)

### 2. Revision of Pension/Family Pension in respect of those who retire/expire while in service on or after 1-7-2004.

2.1. In respect of those who retire/die while in service on or after 1-7-2004, the pensionary benefits will be calculated with reference to the revised pay introduced with effect from 1-7-2004, applying the normal formulae/rules as existing now. They will be eligible for commutation of pension at the enhanced rate of 40% (for those retiring on or after 1-3-2006) in accordance with paragraph 5 below, increased ceiling of DCRG of Rs. 3,30,000 (for those retiring/expiring while in service on or after 1-4-2005) in accordance with paragraph 6 below, increased medical allowance from 1-3-2006 in accordance with paragraph 8 below and terminal leave surrender based on revised salary.

2.2. The present system of computation of pension at 50% of ten months average emoluments in all cases, subject to the satisfaction of the condition of earning full pension or part thereof (depending on the length of qualifying service) will continue.

2.3. For computing the ten months emoluments for the purpose of average emoluments for pension, in respect of employees who retired from service on or after 1-7-2004 and who, during part of the said period of 10 months, drew pay in the pre-revised scale, their pay in the pre-revised scale may be enhanced notionally by adding DA at 59%.

2.4. Pensioners/Family Pensioners of Kerala Water Authority (who retire/die while in service after 1-7-2004) are eligible for DR @ 5% of revised Pension/Family Pension with effect from 1-4-2005. Further increase in DR due with effect from 1-1-2005, 1-7-2005, 1-1-2006, etc. will be as admissible to State Government Employees from time to time.

2.5. In the case of employees who retain pre-revised scale and retire or die while in service on or after 1-7-2004, pension, DCRG and Family Pension, as the case shall be calculated in terms of these orders. Emoluments for the calculation of pensionary benefits in such cases will be basic pay in the pre revised scale, plus DA at 59%. As emoluments for DCRG include DA as on the date of retirement, DCRG in such cases shall be calculated on the basis of admissible revised DA after the merger of 59% of the DA with Basic Pay.



### 3. Revision of Pension in respect of those who retired/expired prior to 1-7-2004.

- 3.1. **Date of effect:**— Pension in respect of those who retired/expired prior to 1-7-2004 shall be revised from 1-4-2005, in accordance with the principles laid down herein. During the period from 1-7-2004 till 1-4-2005, they shall continue to get pension at the same rate as prior to revision.
- 3.2. **Revised Basic Pension** :— To arrive at the revised Basic Pension, Calculated Value, comprising the following, shall be first determined:
- (i) Existing Basic Pension;
  - (ii) Fitment benefit of 6% of existing basic pension (i.e. of (i) above). If it involves fraction of a rupee, it shall be rounded off to the next higher rupee.
  - (iii) 59% of existing Basic Pension [(i.e. of (i) above)] as rounded off to the next higher rupee.
- 3.3. If the total of (i) to (iii) above (called Calculated Value) is less than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired, then, in the case of pensioners having Qualifying Service of 30 years and above, the pension shall be stepped up to 50% of the minimum of the revised scale. In the case of others with qualifying service of less than 30 years, pension proportionate to the Qualifying Service as indicated in Schedule 1 (see illustration 1) alone will be admissible.
- 3.4. Subject to the provisions of paragraph 3.6 below, if the Calculated Value is greater than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired, the basic pension, based on Qualifying Service, shall be fixed at such Calculated Value if it is a stage in Schedule 1 or at the immediate next stage in Schedule 1, if the Calculated Value is not a stage in the Schedule (Stages are detailed in Schedule 1). Pensioners with lesser Qualifying Service are eligible only for proportionate pension (See illustrations 2 & 3).
- 3.5. Proportionate pension means the maximum pension admissible for any particular stage multiplied by the Qualifying Service factor ( $QS/30$ ). The detailed table for determining proportionate pension is given in Schedule 1.
- 3.6. While fixing the revised basic pension as indicated in paragraph 3.4 above, a minimum benefit of Rs.200/- over the basic pension plus merged DR at 59% shall be ensured. If, in any case, the pension fixed at a stage in the schedule does not ensure a benefit of Rs. 200, the shortage may be added to the pension already fixed and this will be the final revised basic pension, even if it is not a stage in Schedule 1.
- 3.7. If, in any case, the amount so arrived at is less than the minimum pension (Rs. 2400), it shall be enhanced to the level of the revised minimum pension.
- 3.8. Dearness Relief (DR) on the revised basic pension will be 5% as on 1-4-2005. As and when the 3% DR instalment as on 1-1-2005 is released, the DR will go up from 64% to 67% of the pre-revised

basic pension from 1-1-2005 to 31-3-2005 and from 5% to 8% of the revised basic pension from 1-4-2005. Further increase in DR with effect from 1-1-2005, 1-7-2005, etc. in respect of Kerala Water Authority Pensioners/Family Pensioners will be as admissible to State Government employees from time to time.

3.9. If the post held by the pensioner at the time of retirement/death while in service is no longer in existence in KWA from which he/her retired or if the entire categories to which the pensioner belonged, have moved over to other scales of pay after his/her retirement/death while in service or if the designation of the post has changed in such a way that it is no longer possible to ascertain as to which is the revised scale corresponding to the post from which the pensioner/employee retired/died while in service, the revised basic pension shall be fixed based on the corresponding scale of pay, over successive pay revisions, as indicated in Schedule 3.

3.10. The provisions contained in paragraph 3 will not apply to ex-gratia pensioners and part-time contingent pensioners who are covered by the provisions of paragraph 11 and paragraph 12 below.

3.11. Revised pension as worked out under paragraph 3 is not commutable.

#### **4. Revision of Family Pension in respect of those who retired/expired while in service prior to 1-7-2004**

4.1. Family Pension in respect of those who retired/expired while in service prior to 1-7-2004 shall be revised from 1-4-2005, in accordance with the principles laid down herein. During the period from 1-7-2004 till 1-4-2005, they shall continue to get family pension at the same rate as prior to revision.

4.2. To arrive at the Revised Family Pension in respect of those who retired/died while in service prior to 1-7-2004, Calculated Value, comprising the following shall be first determined:

- (i) Existing Basic Family Pension;
- (ii) Fitment benefit at 6% of the existing Basic Family Pension [i.e. of (i) above];
- (iii) DR at 59% of the existing Basic Family Pension [i.e. of (i) above].

4.3. The revision as above is applicable to both normal and higher rates of Family Pension.

4.4. In the case of normal Family Pension, if the total of items (i) to (iii) above is less than the family pension corresponding to the minimum of the corresponding revised scale of the post from which the pensioner retired/died while in service, as indicated in column No. 4 of Schedule 2, it shall be stepped up to that amount subject to a minimum of Rs. 2400. For determining the corresponding revised scale of the post from which the pensioner retired/died while in service, the provisions of paragraph 3.9 above will apply.

4.5. If, in any case, the Family Pension arrived at as above does not ensure a benefit of Rs. 200 over the existing basic Family Pension plus merged DR at 59%, the shortage shall be added to the Family Pension already fixed and this will be the final Revised Family Pension, even if it is not a stage in Schedule 2.

4.6 The higher rate of Family Pension will be the higher of the following:

(i) Calculated Value as at paragraph 4.2 above;

(ii) Twice the normal Family Pension as at paragraph 4.4/4.5 above, limited to pension as revised vide paragraph 3.2 above.

4.7 The ceiling on the amount of maximum Family Pension will be 30% of the highest pay in the Kerala Water Authority i.e. 30% of Rs. 36180 or Rs. 10854 (See Schedule 2).

4.8 In the case of those drawing Family Pension at the minimum rate and the required details are not available for revised calculation; it shall be fixed at the revised minimum Family Pension viz. Rs. 2400 per month.

4.9 Dearness Relief (DR) on the revised family pension will be 5% as on 1-4-2005. As and when the 3% DR instalment as on 1-1-2005 is released, the DR will go up from 64% to 67% of the pre-revised family pension from 1-1-2005 to 31-3-2005 and from 5% to 8% of the revised family pension from 1-4-2005. Further increase in DR with effect from 1-7-2005, 1-1-2006, etc. in respect of Kerala Water Authority Pensioners/Family Pensioners will be as admissible to State Government employees from time to time.

#### **5. Commutation of Pension and Restoration of Commuted Portion of Pension.**

5.1 The existing rate of  $\frac{1}{3}$ <sup>rd</sup> of the basic pension for commutation of pension will be enhanced to 40%. This shall be applicable only in the case of retirement on or after 1-3-2006. Those who retired from 1-7-2004 to 28-2-2006 are entitled to commute only  $\frac{1}{3}$ <sup>rd</sup> of the pension admissible on the revised pay. Regarding restoration, existing rules will continue.

#### **6. Ceiling on Death-Cum-Retirement Gratuity**

6.1 The ceiling on maximum amount of DCRG will be raised from Rs. 2,80,000 to Rs. 3,30,000 with effect from 1-4-2005. Those who retired from 1-7-2004 to 31-3-2005 are eligible for enhanced rate of DCRG on account of revised pay, but the maximum DCRG will be Rs. 2.80 lakh only.

#### **7. Dearness Relief**

7.1 Pensioners/Family Pensioners are eligible for DR @ 5% of revised Pension/Family Pension with effect from 1-4-2005.

#### **8. Medical Allowance to Pensioners and Family Pensioners**

8.1 Pensioners/Family Pensioners are eligible for medical allowance of Rs.100 per month, irrespective of their age.

## 9. Interim Relief

9.1 The Interim Relief being paid to the Pensioners/Family Pensioners will be stopped when the revised pension starts being paid or on 31-10-2006, whichever is earlier. The total Interim Relief drawn by the Pensioner/Family Pensioner from 1-8-2005 will be adjusted in lump from the arrears payable.

## 10. Arrears of Pension

10.1 The arrears on account of revision of Pension/Family Pension shall be disbursed in cash. In the case of arrears of Pension/Family Pension in respect of those who retired prior to 1-7-2004 and died on or after 1-4-2005, lifetime arrears shall be paid to the heirs/nominees without insisting on fresh sanction from Finance Manager and Chief Accounts Officer/Pension Sanctioning Authority by the pension disbursing authority. In respect of those retiring after 1-7-2004, they will be paid arrears in cash from 1-7-2004 onwards.

10.2 Excess if any on account of revision of pensionary benefits shall be recovered from the balance of DCRG, arrears of pension, arrears of dearness relief and future dearness relief on pension.

## 11. Ex-gratia pensioners

11.1 An ad hoc increase of 10% in the pension is sanctioned to all ex-gratia pensioners who retired prior to 1-7-2004. This will take effect from 1-4-2005. They are not entitled to DR on pension.

11.2 The revised rates of ex-gratia pension shown in the table below will be admissible with effect from 1-4-2005 for those retiring after 1-7-2004, in accordance with G.O. (P)No. 109/07/Fin dated 14-3-2007.

Completed year of Qualifying Service	Consolidated Amount (Rs. Per month)	
	Existing	Revised
9 years	1148	2160
8 years	1070	1920
7 years	893	1680
6 years	765	1440
5 years	638	1200
4 years	510	960
3 years & below	400	720

## 12. Part-time contingent Pensioners

12.1 In the case of part-time contingent employees who retired prior to 1-7-2004 Pension/Family Pension shall comprise of the following: (i) Existing Basic Pension/Family Pension (ii) Fitment benefit at 6% of Basic Pension/Family Pension (iii) DR at 59% of Basic Pension/Family Pension.

12.2 However, a minimum benefit of Rs. 125 shall be ensured, subject to the further condition that such revised pension/family pension shall not be less than the minimum specified in paragraph 12.3 below. Schedules 1 and 2 (i.e. fixing of pension and family pension based on the minimum of the corresponding revised scale of pay) will not be applicable in the case of part-time contingent pensioners and part-time contingent family pensioners.

- 12.3 The Pension/Family Pension admissible to the part-time contingent employee retiring on or after 1-7-2004 are revised as follows:

	Existing	Revised
<i>Part-time contingent pensioners</i>		
Minimum	425	800
Maximum	850	1500
<i>Part-time contingent Family pensioners</i>		
Minimum	375	700
Maximum	575	1200

- 12.4 The revised Part-time Invalid Pension on or after 1-7-2004 will be Rs. 700 per month.

- 12.5 Gratuity to part-time contingent employees retiring/expiring while in service after 1-7-2004 will continue to be governed by the existing rules but on the basis of the revised remuneration.

### 13. Authorisation of revised pensionary claim

- 13.1 The revised pensionary claims on account of fixation of pay in the revised scales of pay sanctioned from 1-7-2004 will be authorised by the Finance Manager and Chief Accounts Officer (i.e. for those retiring after 1-7-2004). In the case of officers (retiring after 1-7-2004), pension sanctioning authorities will forward to the Finance Manager and Chief Accounts Officer all cases of pension requiring revision on the basis of fixation of pay in the revised scales of pay with Service Book, pay fixation statement and a calculation statement showing the revised pensionary benefits.
- 13.2 In respect of retirements/deaths prior to 1-7-2004 for revision of pension/Family Pension, application in *Appendix 1* shall be given by the pensioner to the Disbursing Officer concerned.
- 13.3 In case scale of pay, the basic pay last drawn, designation and Qualifying Service at the time of retirement are not readily available in the pension records, the pensioners/family pensioners must obtain the documents required to prove these or a certificate mentioning these from the respective pension sanctioning authority and attach these to the application in *Appendix 1*. Such a certificate can be in the form mentioned in *Appendix 2*.
- 13.4 Revision of Pension/Family Pension in respect of those who retired prior to 1-7-2004 will be made by officers specifically authorized in this regard. A statement of revised pension/Family Pension in the prescribed form (*Appendix 3*) shall be prepared in triplicate by the authorized officer under intimation to the Finance Manager and Chief Accounts Officer, who will update the entries in his register. One copy will also be sent to the pension sanctioning authority.

### 14. Applicability

In general these orders shall apply to all those who are on KWA pension scheme.

### 15. Miscellaneous

A few illustrations of re-fixation of Pension/Family Pension are given in *Schedule 4*.

## SCHEDULE 1

<i>Table for calculation of Pension for Qualifying Service range from maximum to 20 years</i>												
Row No.	Basic Pay	Max. Pension	Years									
			29	28	27	26	25	24	23	22	21	20
1	2	3	4	5	6	7	8	9	10	11	12	13
1	4500	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
2	4620	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
3	4750	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
4	4880	2440	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
5	5020	2510	2426	2400	2400	2400	2400	2400	2400	2400	2400	2400
6	5160	2580	2494	2408	2400	2400	2400	2400	2400	2400	2400	2400
7	5300	2650	2562	2473	2400	2400	2400	2400	2400	2400	2400	2400
8	5440	2720	2629	2539	2448	2400	2400	2400	2400	2400	2400	2400
9	5590	2795	2702	2609	2516	2422	2400	2400	2400	2400	2400	2400
10	5740	2870	2774	2679	2583	2487	2400	2400	2400	2400	2400	2400
11	5890	2945	2847	2749	2651	2552	2454	2400	2400	2400	2400	2400
12	6050	3025	2924	2823	2723	2622	2521	2420	2400	2400	2400	2400
13	6210	3105	3002	2898	2795	2691	2588	2484	2400	2400	2400	2400
14	6370	3185	3079	2973	2867	2760	2654	2548	2442	2400	2400	2400
15	6530	3265	3156	3047	2939	2830	2721	2612	2503	2400	2400	2400
16	6690	3345	3234	3122	3011	2899	2788	2676	2565	2453	2400	2400
17	6870	3435	3321	3206	3092	2977	2863	2748	2634	2519	2405	2400
18	7050	3525	3408	3290	3173	3055	2938	2820	2703	2585	2468	2400
19	7230	3615	3495	3374	3254	3133	3013	2892	2772	2651	2531	2410
20	7410	3705	3582	3458	3335	3211	3088	2964	2841	2717	2594	2470
21	7600	3800	3673	3547	3420	3293	3167	3040	2913	2787	2660	2533
22	7790	3895	3765	3635	3506	3376	3246	3116	2986	2856	2727	2597
23	7980	3990	3857	3724	3591	3458	3325	3192	3059	2926	2793	2660
24	8170	4085	3949	3813	3677	3540	3404	3268	3132	2996	2860	2723
25	8390	4195	4055	3915	3776	3636	3496	3356	3216	3076	2937	2797
26	8610	4305	4162	4018	3875	3731	3588	3444	3301	3157	3014	2870
27	8860	4430	4282	4135	3987	3839	3692	3544	3396	3249	3101	2953
28	9110	4555	4403	4251	4100	3948	3796	3644	3492	3340	3189	3037
29	9360	4680	4524	4368	4212	4056	3900	3744	3588	3432	3276	3120
30	9610	4805	4645	4485	4325	4164	4004	3844	3684	3524	3364	3203

## SCHEDULE 1 (Contd.)

Table for calculation of Pension for Qualifying Service range from maximum to 20 years

Row No.	Basic Pay	Max Pension	Years									
			29	28	27	26	25	24	23	22	21	20
1	2	3	4	5	6	7	8	9	10	11	12	13
31	9860	4930	4766	4601	4437	4273	4108	3944	3780	3615	3451	3287
32	10150	5075	4906	4737	4568	4398	4229	4060	3891	3722	3553	3383
33	10440	5220	5046	4872	4698	4524	4350	4176	4002	3828	3654	3480
34	10730	5365	5186	5007	4829	4650	4471	4292	4113	3934	3756	3577
35	11070	5535	5351	5166	4982	4797	4613	4428	4244	4059	3875	3690
36	11410	5705	5515	5325	5135	4944	4754	4564	4374	4184	3994	3803
37	11800	5900	5703	5507	5310	5113	4917	4720	4523	4327	4130	3933
38	12190	6095	5892	5689	5486	5282	5079	4876	4673	4470	4267	4063
39	12580	6290	6080	5871	5661	5451	5242	5032	4822	4613	4403	4193
40	13030	6515	6298	6081	5864	5646	5429	5212	4995	4778	4561	4343
41	13480	6740	6515	6291	6066	5841	5617	5392	5167	4943	4718	4493
42	13930	6965	6733	6501	6269	6036	5804	5572	5340	5108	4876	4643
43	14380	7190	6950	6711	6471	6231	5992	5752	5512	5273	5033	4793
44	14830	7415	7168	6921	6674	6426	6179	5932	5685	5438	5191	4943
45	15280	7640	7385	7131	6876	6621	6367	6112	5857	5603	5348	5093
46	15730	7865	7603	7341	7079	6816	6554	6292	6030	5768	5506	5243
47	16180	8090	7820	7551	7281	7011	6742	6472	6202	5933	5663	5393
48	16680	8340	8062	7784	7506	7228	6950	6672	6394	6116	5838	5560
49	17180	8590	8304	8017	7731	7445	7158	6872	6586	6299	6013	5727
50	17680	8840	8545	8251	7956	7661	7367	7072	6777	6483	6188	5893
51	18180	9090	8787	8484	8181	7878	7575	7272	6969	6666	6363	6060
52	18680	9340	9029	8717	8406	8095	7783	7472	7161	6849	6538	6227
53	19180	9590	9270	8951	8631	8311	7992	7672	7352	7033	6713	6393
54	19680	9840	9512	9184	8856	8528	8200	7872	7544	7216	6888	6560
55	20180	10090	9754	9417	9081	8745	8408	8072	7736	7399	7063	6727
56	20680	10340	9995	9651	9306	8961	8617	8272	7927	7583	7238	6893
57	21230	10615	10261	9907	9554	9200	8846	8492	8138	7784	7431	7077
58	21780	10890	10527	10164	9801	9438	9075	8712	8349	7986	7623	7260
59	22330	11165	10793	10421	10049	9676	9304	8932	8560	8188	7816	7443
60	22880	11440	11059	10677	10296	9915	9533	9152	8771	8389	8008	7627
61	23430	11715	11325	10934	10544	10153	9763	9372	8982	8591	8201	7810

## SCHEDULE 1 (Contd.)

Table for calculation of Pension for Qualifying Service range from maximum to 20 years

Row No.	Basic Pay	Max. Pension	Years									
			29	28	27	26	25	24	23	22	21	20
1	2	3	4	5	6	7	8	9	10	11	12	13
62	23980	11990	11590	11191	10791	10391	9992	9592	9192	8793	8393	7993
63	24530	12265	11856	11447	11039	10630	10221	9812	9403	8994	8586	8177
64	25080	12540	12122	11704	11286	10868	10450	10032	9614	9196	8778	8360
65	25630	12815	12388	11961	11534	11106	10679	10252	9825	9398	8971	8543
66	26180	13090	12654	12217	11781	11345	10908	10472	10036	9599	9163	8727
67	26780	13390	12944	12497	12051	11605	11158	10712	10266	9819	9373	8927
68	27430	13715	13258	12801	12344	11886	11429	10972	10515	10058	9601	9143
69	28080	14040	13572	13104	12636	12168	11700	11232	10764	10296	9828	9360
70	28730	14365	13886	13407	12929	12450	11971	11492	11013	10534	10056	9577
71	29380	14690	14200	13711	13221	12731	12242	11752	11262	10773	10283	9793
72	30030	15015	14515	14014	13514	13013	12513	12012	11512	11011	10511	10010
73	30680	15340	14829	14317	13806	13295	12783	12272	11761	11249	10738	10227
74	31330	15665	15143	14621	14099	13576	13054	12532	12010	11488	10966	10443
75	31980	15990	15457	14924	14391	13858	13325	12792	12259	11726	11193	10660
76	32680	16340	15795	15251	14706	14161	13617	13072	12527	11983	11438	10893
77	33380	16690	16134	15577	15021	14465	13908	13352	12796	12239	11683	11127
78	34080	17040	16472	15904	15336	14768	14200	13632	13064	12496	11928	11360
79	34780	17390	16810	16231	15651	15071	14492	13912	13332	12753	12173	11593
80	35480	17740	17149	16557	15966	15375	14783	14192	13601	13009	12418	11827
81	36180	18090	17487	16884	16281	15678	15075	14472	13869	13266	12663	12060



Table for calculation of Pension for Qualifying Service range from 19 to 10 years												
Row No.	Basic Pay	Max. Pension	Years									
			19	18	17	16	15	14	13	12	11	10
1	2	3	14	15	16	17	18	19	20	21	22	23
1	4500	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
2	4620	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
3	4750	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
4	4880	2440	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
5	5020	2510	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
6	5160	2580	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
7	5300	2650	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
8	5440	2720	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
9	5590	2795	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
10	5740	2870	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
11	5890	2945	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
12	6050	3025	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
13	6210	3105	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
14	6370	3185	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
15	6530	3265	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
16	6690	3345	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
17	6870	3435	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
18	7050	3525	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
19	7230	3615	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
20	7410	3705	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
21	7600	3800	2407	2400	2400	2400	2400	2400	2400	2400	2400	2400
22	7790	3895	2467	2400	2400	2400	2400	2400	2400	2400	2400	2400
23	7980	3990	2527	2400	2400	2400	2400	2400	2400	2400	2400	2400
24	8170	4085	2587	2451	2400	2400	2400	2400	2400	2400	2400	2400
25	8390	4195	2657	2517	2400	2400	2400	2400	2400	2400	2400	2400
26	8610	4305	2727	2583	2440	2400	2400	2400	2400	2400	2400	2400
27	8860	4430	2806	2658	2510	2400	2400	2400	2400	2400	2400	2400
28	9110	4555	2885	2733	2581	2429	2400	2400	2400	2400	2400	2400
29	9360	4680	2964	2808	2652	2496	2400	2400	2400	2400	2400	2400
30	9610	4805	3043	2883	2723	2563	2403	2400	2400	2400	2400	2400

## SCHEDULE 1 (Contd.)

Table for calculation of Pension for Qualifying Service range from 19 to 10 years

Row No.	Basic Pay	Max. Pension	Years									
			19	18	17	16	15	14	13	12	11	10
1	2	3	14	15	16	17	18	19	20	21	22	23
31	9860	4930	3122	2958	2794	2629	2465	2400	2400	2400	2400	2400
32	10150	5075	3214	3045	2876	2707	2538	2400	2400	2400	2400	2400
33	10440	5220	3306	3132	2958	2784	2610	2436	2400	2400	2400	2400
34	10730	5365	3398	3219	3040	2861	2683	2504	2400	2400	2400	2400
35	11070	5535	3506	3321	3137	2952	2768	2583	2400	2400	2400	2400
36	11410	5705	3613	3423	3233	3043	2853	2662	2472	2400	2400	2400
37	11800	5900	3737	3540	3343	3147	2950	2753	2557	2400	2400	2400
38	12190	6095	3860	3657	3454	3251	3048	2844	2641	2438	2400	2400
39	12580	6290	3984	3774	3564	3355	3145	2935	2726	2516	2400	2400
40	13030	6515	4126	3909	3692	3475	3258	3040	2823	2606	2400	2400
41	13480	6740	4269	4044	3819	3595	3370	3145	2921	2696	2471	2400
42	13930	6965	4411	4179	3947	3715	3483	3250	3018	2786	2554	2400
43	14380	7190	4554	4314	4074	3835	3595	3355	3116	2876	2636	2400
44	14830	7415	4696	4449	4202	3955	3708	3460	3213	2966	2719	2472
45	15280	7640	4839	4584	4329	4075	3820	3565	3311	3056	2801	2547
46	15730	7865	4981	4719	4457	4195	3933	3670	3408	3146	2884	2622
47	16180	8090	5124	4854	4584	4315	4045	3775	3506	3236	2966	2697
48	16680	8340	5282	5004	4726	4448	4170	3892	3614	3336	3058	2780
49	17180	8590	5440	5154	4868	4581	4295	4009	3722	3436	3150	2863
50	17680	8840	5599	5304	5009	4715	4420	4125	3831	3536	3241	2947
51	18180	9090	5757	5454	5151	4848	4545	4242	3939	3636	3333	3030
52	18680	9340	5915	5604	5293	4981	4670	4359	4047	3736	3425	3113
53	19180	9590	6074	5754	5434	5115	4795	4475	4156	3836	3516	3197
54	19680	9840	6232	5904	5576	5248	4920	4592	4264	3936	3608	3280
55	20180	10090	6390	6054	5718	5381	5045	4709	4372	4036	3700	3363
56	20680	10340	6549	6204	5859	5515	5170	4825	4481	4136	3791	3447
57	21230	10615	6723	6369	6015	5661	5308	4954	4600	4246	3892	3538
58	21780	10890	6897	6534	6171	5808	5445	5082	4719	4356	3993	3630
59	22330	11165	7071	6699	6327	5955	5583	5210	4838	4466	4094	3722
60	22880	11440	7245	6864	6483	6101	5720	5339	4957	4576	4195	3813

Table for calculation of Pension for Qualifying Service range from 19 to 10 years

Row No.	Basic Pay	Max. Pension	Years									
			19	18	17	16	15	14	13	12	11	10
1	2	3	14	15	16	17	18	19	20	21	22	23
61	23430	11715	7420	7029	6639	6248	5858	5467	5077	4686	4296	3905
62	23980	11990	7594	7194	6794	6395	5995	5595	5196	4796	4396	3997
63	24530	12265	7768	7359	6950	6541	6133	5724	5315	4906	4497	4088
64	25080	12540	7942	7524	7106	6688	6270	5852	5434	5016	4598	4180
65	25630	12815	8116	7689	7262	6835	6408	5980	5553	5126	4699	4272
66	26180	13090	8290	7854	7418	6981	6545	6109	5672	5236	4800	4363
67	26780	13390	8480	8034	7588	7141	6695	6249	5802	5356	4910	4463
68	27430	13715	8686	8229	7772	7315	6858	6400	5943	5486	5029	4572
69	28080	14040	8892	8424	7956	7488	7020	6552	6084	5616	5148	4680
70	28730	14365	9098	8619	8140	7661	7183	6704	6225	5746	5267	4788
71	29380	14690	9304	8814	8324	7835	7345	6855	6366	5876	5386	4897
72	30030	15015	9510	9009	8509	8008	7508	7007	6507	6006	5506	5005
73	30680	15340	9715	9204	8693	8181	7670	7159	6647	6136	5625	5113
74	31330	15665	9921	9399	8877	8355	7833	7310	6788	6266	5744	5222
75	31980	15990	10127	9594	9061	8528	7995	7462	6929	6396	5863	5330
76	32680	16340	10349	9804	9259	8715	8170	7625	7081	6536	5991	5447
77	33380	16690	10570	10014	9458	8901	8345	7789	7232	6676	6120	5563
78	34080	17040	10792	10224	9656	9088	8520	7952	7384	6816	6248	5680
79	34780	17390	11014	10434	9854	9275	8695	8115	7536	6956	6376	5797
80	35480	17740	11235	10644	10053	9461	8870	8279	7687	7096	6505	5913
81	36180	18090	11457	10854	10251	9648	9045	8442	7839	7236	6633	6030

## SCHEDULE 2

Table for calculation of Family Pension			
Row No.	Basic Pay	Max. Pension	Family Pension
1	2	3	4
1	4500	2400	2400
2	4620	2400	2400
3	4750	2400	2400
4	4880	2440	2400
5	5020	2510	2400
6	5160	2580	2400
7	5300	2650	2400
8	5440	2720	2400
9	5590	2795	2400
10	5740	2870	2400
11	5890	2945	2400
12	6050	3025	2400
13	6210	3105	2400
14	6370	3185	2400
15	6530	3265	2400
16	6690	3345	2400
17	6870	3435	2400
18	7050	3525	2400
19	7230	3615	2400
20	7410	3705	2400
21	7600	3800	2400
22	7790	3895	2400
23	7980	3990	2400
24	8170	4085	2451
25	8390	4195	2517
26	8610	4305	2583
27	8860	4430	2658
28	9110	4555	2733
29	9360	4680	2808
30	9610	4805	2883
31	9860	4930	2958
32	10150	5075	3045
33	10440	5220	3132
34	10730	5365	3219
35	11070	5535	3321
36	11410	5705	3423
37	11800	5900	3540
38	12190	6095	3657
39	12580	6290	3774
40	13030	6515	3909

## SCHEDULE 2 (Contd.)

Table for calculation of Family Pension			
Row No.	Basic Pay	Max. Pension	Family Pension
1	2	3	4
41	13480	6740	4044
42	13930	6965	4179
43	14380	7190	4314
44	14830	7415	4449
45	15280	7640	4584
46	15730	7865	4719
47	16180	8090	4854
48	16680	8340	5004
49	17180	8590	5154
50	17680	8840	5304
51	18180	9090	5454
52	18680	9340	5604
53	19180	9590	5754
54	19680	9840	5904
55	20180	10090	6054
56	20680	10340	6204
57	21230	10615	6369
58	21780	10890	6534
59	22330	11165	6699
60	22880	11440	6864
61	23430	11715	7029
62	23980	11990	7194
63	24530	12265	7359
64	25080	12540	7524
65	25630	12815	7689
66	26180	13090	7854
67	26780	13390	8034
68	27430	13715	8229
69	28080	14040	8424
70	28730	14365	8619
71	29380	14690	8814
72	30030	15015	9009
73	30680	15340	9204
74	31330	15665	9399
75	31980	15990	9594
76	32680	16340	9804
77	33380	16690	10014
78	34080	17040	10224
79	34780	17390	10434
80	35480	17740	10644
81	36180	18090	10854

## Pay Scale effective from 1978 and corresponding scale revised in 1983

Sl. No.	Scales of Pay (1978)	Sl. No.	Scales of Pay (1983)
1	280-5-340-6-400	1	550-10-650-15-800
2	290-5-330-6-390-7-425	2	575-10-645-15-900
3	300-6-360-7-402-8-450		
4	310-6-328-7-356-8-436-9-490	3	600-10-650-15-830-20-950
5	330-8-410-9-455-10-515	4	640-15-820-20-1000
6	340-8-380-9-425-10-535	5	660-15-810-20-1050
7	350-10-460-12-580	6	675-20-975-25-1125
8	370-10-450-12-510-15-600	7	675-25-1100-30-1340
9	390-12-438-13-490-15-685	8	700-20-940-25-1140
10	420-13-485-15-635-17-720	9	740-20-920-25-1245
11	350-15-650-16-730	10	780-20-880-25-1080-30-1320
12	450-15-525-16-605-18-785	11	825-25-1100-30-1430
13	470-16-550-18-730-20-830	12	850-25-1100-30-1400-40-1600
14	450-15-525-16-605-18-785-20-885		
15	520-18-700-20-800-25-900	13	950-25-1100-30-1400-40-1640
16	535-18-625-20-825-25-950	14	975-25-1100-30-1400-40-1720
17	570-20-670-25-920-30-1070	15	1050-30-1200-40-2000
18	600-20-660-25-860-30-1100		
19	650-25-850-30-1150	16	1100-40-1500-50-2100
20	700-25-800-30-890-35-1030-40-1270	17	1150-40-1470-50-2270
21	725-25-800-30-890-35-1030-40-1350	18	1250-50-1600-60-1900-75-2500
22	750-30-990-40-1150-50-1450		
23	800-30-830-40-950-50-1550	19	1300-60-1600-75-2650
24	910-40-950-50-1550	20	1500-60-1560-75-2685
25	975-50-1325-60-1625	21	1600-75-2200-85-2710
26	1125-60-1725	22	1950-75-2100-85-2950
27	1200-60-1800		
28	1300-60-1600-75-1900	23	2100-85-2440-100-3040
29	1450-75-2050	24	2250-100-2850-125-3350
30	1650-75-2175	25	2450-100-2850-125-3600
31	1800-75-2250	26	2600-100-2800-125-3800
32	2500-125/2-2750	27	3700-125-4200

## Pay Scale effective from 1983 and corresponding scale revised in 1988

Sl. No	Scales of pay (1983)	Sl. No	Scales of pay (1988)
1	550-10-650-15-800	1	750-10-760-15-805-20-925-25-1025
2	575-10-645-15-900	2	775-15-805-20-925-25-1100-30-1160
3	600-10-650-15-830-20-950	3	805-20-925-25-1100-30-1190
4	640-15-820-20-1000	4	825-20-925-25-1100-30-1250-40-1290
5	660-15-810-20-1050	5	845-20-925-25-1100-30-1250-40-1370
6	675-20-975-25-1125	6	865-20-925-25-1100-30-1250-40-1450
7	675-25-1100-30-1340		
8	700-20-940-25-1140	7	905-20-825-25-1100-30-1250-40-1490
9	740-20-920-25-1245	8	950-25-1100-30-1250-40-1530-60-1590
10	780-20-880-25-1080-30-1320	9	1000-25-1100-30-1250-40-1530-60-1710
11	825-25-1100-30-1430	10	1050-25-1100-30-1250-40-1530-60-1830
12	850-25-1100-30-1400-40-1600	11	1100-30-1250-40-1530-60-1830-80-2070
13	950-25-1100-30-1400-40-1640	12	1220-30-1250-40-1530-60-1830-80-2150
14	975-25-1100-30-1400-40-1720	13	1250-40-1530-60-1830-80-2230
15	1050-30-1200-40-2000	14	1330-40-1530-60-1830-80-2470-85-2555
16	1100-40-1500-50-2100	15	1370-40-1530-60-1830-80-2470-85-2640
17	1150-40-1470-50-2270	16	1450-40-1530-60-1830-80-2470-85-2725-100-2825
18	1250-50-1600-60-1900-75-2500	17	1590-60-1830-80-2470-85-2725-100-2925-125-3050
19	1300-60-1600-75-2650	18	1650-60-1830-80-2470-85-2725-100-2925-125-3175
20	1500-60-1560-75-2685	19	1830-80-2470-85-2725-100-2925-125-3425
21	1600-75-2200-85-2710	20	2070-80-2470-85-2725-100-2925-125-3550
22	1950-75-2100-85-2950	21	2470-85-2725-100-2925-125-3675
23	2100-85-2440-100-3040	22	2640-85-2725-100-2925-125-3675-140-3815
24	2250-100-2850-125-3350	23	2825-100-2975-125-3675-140-4095
25	2450-100-2850-125-3600	24	3050-125-3675-140-4095-170-4435
26	2600-100-2800-125-3800	25	3175-125-3675-140-4095-170-4605
27	3700-125-4200	26	4435-170-5285
			<b>Master Scale:</b> 750-10-760-15-805-20-925-25-1100-30-1250-40-1530-60-1830-80-2470-85-2725-100-2925-125-3675-140-4095-170-5285

## Pay Scale effective from 1988 and corresponding scale revised in 1992

Sl. No.	Scales of pay (1988)	Sl. No.	Scales of pay (1992)
1	750-10-760-15-805-20-925-25-1025	1	810-25-910-30-1090
2	775-15-805-20-925-25-1100-30-1160	2	835-25-910-30-1090-35-1230-45-1320
3	805-20-925-25-1100-30-1190	3	860-25-910-30-1090-35-1230-45-1365
4	825-20-925-25-1100-30-1250-40-1290	4	970-30-1090-35-1230-45-1500-65-1565
5	845-20-925-25-1100-30-1250-40-1370	5	1090-35-1230-45-1500-65-1695
6	865-20-925-25-1100-30-1250-40-1450	6	1125-35-1230-45-1500-1760
7	905-20-825-25-1100-30-1250-40-490	7	1195-35-1230-45-1500-1760-85-1845
8	950-25-1100-30-1250-40-1530-60-1590	8	1225-45-1500-65-1760-85-2100
9	1000-25-1100-30-1250-40-1530-60-1710	9	1410-45-1500-65-1760-85-2355
10	1050-25-1100-30-1250-40-1530-60-1830	10	1455-45-1500-65-1160-85-2440
11	1100-30-1250-40-1530-60-1830-80-2070	11	1500-65-1760-85-2440-90-2710
12	1220-30-1250-40-1530-60-1830-80-2150	12	1630-65-1760-85-2440-90-2710-105-2815
13	1250-40-1530-60-1830-80-2230	13	1695-65-1760-85-2440-90-2710-105-2920
14	1330-40-1530-60-1830-80-2470-85-2555	14	1760-85-2440-90-2710-105-2920-130-3050
15	1370-40-1530-60-1830-80-2470-85-2640	15	2100-85-2440-90-2710-105-2920-130-3310
16	1450-40-1530-60-1830-80-2470-85-2725-100-2825	16	2185-85-2440-90-2710-105-2920-130-3440
17	1590-60-1830-80-2470-85-2725-100-2925-125-3050	17	2270-85-2440-90-2710-105-2920-130-3570
18	1650-60-1830-80-2470-85-2725-100-2925-125-3175	18	2440-90-2710-105-2920-130-3200
19	1830-80-2470-85-2725-100-2925-125-3425	19	2530-90-2710-105-2920-130-3700-150-4150
20	2070-80-2470-85-2725-100-2925-125-3550	20	2710-105-2920-130-3700-150-4300
21	2470-85-2725-100-2925-125-3675	21	3050-130-3700-150-4300-175-5175
22	2640-85-2725-100-2925-125-3675-140-3815	22	4000-150-4300-175-5350
23	2825-100-2975-125-3675-140-4095	23	4300-175-5350-190-5540
24	3050-125-3675-140-4095-170-4435	24	4650-175-5350-190-5730
25	3175-125-3675-140-4095-170-4605	25	5175-125-5350-190-5920
26	4435-170-5285	26	5350-190-6300
<b>Master Scale:</b> 750-10-760-15-805-20-925-25-1100-30-1250-40-1530-60-1830-80-2470-85-2725-100-2925-125-3675-140-4095-170-5285		<b>Master Scale:</b> 8010-25(4)-910-30(6)-1090-35(4)-1230-45(6)-1500-65(4)-1760-85(8)-2440-90(3)-2710-105(2)-2920-130(6)-3700-150(4)-4300-175(6)-5350-190(5)-6300	

## Pay Scale effective from 1992 and corresponding scale revised in 1997

Sl. No.	Scales of pay (1992)	Sl. No.	Scales of pay (1997)
S1	810-25-910-30-1090	S1	2700-70-2980-75-3280-80-3600-85-3770
S2	835-25-910-30-1090-35-1230-45-1320	S2	2770-70-2980-75-3280-80-3600-85-3940-90-4210
S3	860-25-910-30-1090-35-1230-45-1365	S3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4710
S4	970-30-1090-35-1230-45-1500-65-1565	S4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135
S5	1090-35-1230-45-1500-65-1695	S5	3440-80-3600-85-3940-90-4210-100-5010-125-5385
S6	1125-35-1230-45-1500-1760	S6	3685-85-3940-90-4210-100-5010-125-5510
S7	1195-35-1230-45-1500-1760-85-1845	S7	3770-85-3940-90-4210-100-5010-125-5635-150-5785
S8	1225-45-1500-65-1760-85-2100	S8	4210-100-5010-125-5635-150-6235
S9	1410-45-1500-65-1760-85-2355	S9	4610-100-5010-125-5635-150-6235-175-7110
S10	1455-45-1500-65-1160-85-2440	S10	4710-100-5010-125-5635-150-6235-175-7110-200-7710
S11	1500-65-1760-85-2440-90-2710		
S12	1630-65-1760-85-2440-90-2710-105-2815	S11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935
S13	1695-65-1760-85-2440-90-2710-105-2920	S12	5135-125-5635-150-6235-175-7110-200-7710-225-8160
S14	1760-85-2440-90-2710-105-2920-130-3050	S13	5385-125-5635-150-6235-175-7110-200-7710-225-8385
S15	2100-85-2440-90-2710-105-2920-130-3310	S14	5635-150-6235-175-7110-200-7710-225-8385-250-9135
S16	2185-85-2440-90-2710-105-2920-130-3440	S15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660
S17	2270-85-2440-90-2710-105-2920-130-3570	S16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810
S18	2440-90-2710-105-2920-130-3200	S17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135
S19	2530-90-2710-105-2920-130-3700-150-4150		
S20	2710-105-2920-130-3700-150-4300	S18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
S21	3050-130-3700-150-4300-175-5175	S19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
S22	4000-150-4300-175-5350	S20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325-11785
S23	4300-175-5350-190-5540	S21	7710-225-8385-250-9385-275-10210-300-10810-325-12110



S24	4650-175-5350-190-5730	S22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810
S25	5175-125-5350-190-5920	S23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935
S26	5350-190-6300	S24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360
		S25	10210-300-10810-325-12110-350-12810-375-13935-425-15635
		S26	12810-375-13935-425-16485
		S27	14360-425-16485-500-18485
		S28	14785-425-16485-500-18985
		S29	16485-500-18985
		S30	16985-500-19985
		S31	17485-500-20485
		S32	17985-500-20985
<b>Master Scale:</b> 8010-25(4)-910-30(6)-1090-35(4)-123045(6)-1500-65(4)-1760-85(8)-2440-90(3)-2710-105(2)-2920-130(6)-3700-150(4)-4300-175(6)-5350-190(5)-6300		<b>Master Scale:</b> 2700-70(4)-2980-75(4)-3280-80(4)-3600-85(4)-3940-90(3)-4210-100(8)-5010-125(5)-5635-150(4)-6235-175(5)-7110-200(3)-7710-225(3)-8385-250(4)-9385-425(6)-16485-500(9)-20985	

## Pay Scale effective from 1997 and corresponding scale revised in 2004

<i>Scales of pay (1997)</i>		<i>Scales of pay (2004)</i>	
S1	2700-70-2980-75-3280-80-3600-85-3770	S1	4500-120-4620-130-4880-140-5440-150-5890-160-6530
S2	2770-70-2980-75-3280-80-3600-85-3940-90-4210	S2	4620-130-4880-140-5440-150-5890-160-6690-180-7410
S3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4710	S3	4750-130-4880-140-5440-150-5890-160-6690-180-7410-190-8170
S4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135	S4	5020-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610
S5	3440-80-3600-85-3940-90-4210-100-5010-125-5385	S5	5590-150-5890-160-6690-180-7410-190-8170-220-8610-250-9360
S6	3685-85-3940-90-4210-100-5010-125-5510	S6	6050-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730
S7	3770-85-3940-90-4210-100-5010-125-5635-150-5785	S7	6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11070
S8	4210-100-5010-125-5635-150-6235	S8	7600-190-8170-220-8610-250-9860-290-10730-340-11410-390-12190
S9	4610-100-5010-125-5635-150-6235-175-7110	S9	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030
S10	4710-100-5010-125-5635-150-6235-175-7110-200-7710	S10	8610-250-9860-290-10730-340-11410-390-12580-450-13480
S11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935	S11	9360-250-9860-290-10730-340-11410-390-12580-450-16180
S12	5135-125-5635-150-6235-175-7110-200-7710-225-8160	S12	9610-250-9860-290-10730-340-11410-390-12580-450-16180-500-16680
S13	5385-125-5635-150-6235-175-7110-200-7710-225-8385	S13	11070-340-11410-390-12580-450-16180-500-18680
S14	5635-150-6235-175-7110-200-7710-225-8385-250-9135	S14	11410-390-12580-450-16180-500-20680
S15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660	S15	12190-390-12580-450-16180-500-20680-550-21230
S16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810	S16	12580-450-16180-500-20680-550-21780
S17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135	S17	13030-450-16180-500-20680-550-22330
S18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	S18	13930-450-16180-500-20680-550-22880
S19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	S19	16680-500-20680-550-25630

## Pay Scale effective from 1997 and corresponding scale revised in 2004

Scales of Pay (1997)		Scales of Pay (2004)	
S20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325-11785	S20	21230-550-26180-600-26780-650-30030
S21	7710-225-8385-250-9385-275-10210-300-10810-325-12110	S21	23430-550-26180-600-26780-650-31980-700-33380
S22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810	S22	26780-650-31980-700-34080
S23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935	S23	27430-650-31980-700-34780
S24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360	S24	28080-650-31980-700-35480
S25	10210-300-10810-325-12110-350-12810-375-13935-425-15635	S25	28730-650-31980-700-36180
S26	12810-375-13935-425-16485		
S27	14360-425-16485-500-18485		
S28	14785-425-16485-500-18985		
S29	16485-500-18985		
S30	16985-500-19985		
S31	17485-500-20485		
S32	17985-500-20985		
<b>Master Scale:Rs. 2700-70(4)-2980-75(4)-3280-80(4)-3600-85(4)-3940-90(3)-4210-100(8)-5010-125(5)-5635-150(4)-6235-175(5)-7110-200(3)-7710-225(3)-8385-250(4)-9385-425(6)-16485-500(9)-20985</b>		<b>Revised Master Scale: Rs. 4500-120(1)-4620-130(2)-4880-140(4)-5440-150(3)-5890-160(5)-6690-180(4)-7410-190(4)-8170-220(2)-8610-250(5)-9860-290(3)-10730-340(2)-11410-390(3)-12580-450(8)-16180-500(9)-20680-550(10)-26180-600(1)-26780-650(8)-31980-700(6)-36180.</b>	

## SCHEDULE 4

## Illustrations of Re-fixation of Pension and Family Pension

		Case No. 1	Case No. 2	Case No. 3
1	Date of retirement	31/10/1984	31/3/1997	31/03/2001
2	Scale of Pay at the time of retirement	2250-3350	6760-11135	5635-9135
3	Corresponding Scale in the New Revision	23430-33380	11070-18680	9160-16180
4	Basic Pay at the time of Retirement	3350	8160	8160
5	Average Emoluments at the time of retirement	3275	6900	8115
6	No. of years of Qualifying Service (QS.)	31	27	28
7	Existing pension as on 1-4-2005	5420	3105	3787
8	DR @ 64%	3469	1987	2424
9	Pre-revised Pension + DR as on 1-4-2005(7+8)	8889	5092	6211
<b>Revision of Pension</b>				
10	Pre-revised Basic Pension (BP)	5420	3105	3787
11	DR @ 59%	3198	1832	2234
12	Total Pre-revised BP+DR @ 59% (10+11)	8618	4937	6021
13	Fitment 6% of Pre-Revised BP	325	186	227
14	Calculated Value (CV) (Row 12+Row13)	8943	5123	6248
15	50% of the minimum of revised scale for the Qualifying Service (Corresponding value)	11715	4982	4275
16	Explanation for "17. Corresponding Value"	Row No. 61; Column No. 3 on page 2 of Sch.1.	Row No. 35 Column No. 6 on page 1 of Sch. 1	Row No. 41; Column No. 5 on page 2 of Sch.1.
17	Revised Basic Pension (Preliminary)	11715	5135	6291
18	Explanation for "19. Revised Basic Pension (Preliminary),"	Calculated value is less than minimum: therefore, Revised Pension corresponding to Minimum of New Scale (Rs.23430) is Rs. 11715.	Corresponding value (Rs. 4982) is less than calculated value (Rs. 5123). Therefore go down column 6 until a stage equal to or higher than Rs. 5123 is reached (Row 36). This is Rs. 5135.	Corresponding value (Rs. 4275) is less than calculated value (Rs. 6248). Therefore go down column 5 until a stage equal to or higher than Rs. 6248 is reached (Row 41). This is Rs. 6291.
19	Increase over Pre-revised BP+DR @ 59% (Row 17—Row 12)	3097	198	270
20	Add Minimum required to ensure increase of Rs. 200 (Rs. 200 minus Row 19)	0	2	0
21	Revised Basic Pension (Final) (Row 20+ Row 17)	11715	5137	6291
22	DR @ 5%	586	257	315
23	Total Revised BP+DR @ 5% (23+24)	12301	5394	6606
24	Increase in BP + DR (23- 9)	3412	302	395

## Illustrations of Revision of Family Pension Normal Rate

	Retirement	Case No. 1	Case No. 2
		Death while in Service	
1	Date of Retirement/Death	30/11/1989	13-4-1986 (death)
2	Scale of Pay at the time of Retirement	825-1290	950-1640
3	Corresponding Scale in the new revision	5020-8610	8390-16180
4	Basic Pay at the time of Retirement/Death	1290	1110
5	Average Emoluments at the time of Retirement	1262	
6	No. of years of Qualifying Service (QS)	26	15
7	<b>Existing Family Pension Higher Rate</b>	HR period over	HR period over
8	DR @ 64%		
9	Pre-revised Family Pension (HR) + DR (10+11)		
10	Existing Family Pension Normal Rate (NR)	1275	1397
11	DR 64%	816	894
12	Pre-revised Family Pension (NR) + DR (10+11)	2091	2291
<b>Revision of Family Pension (Normal Rate)</b>			
13	Existing Family Pension Normal Rate (NR)	1275	1397
14	DR @ 59%	752	824
15	Total Pre-revised FP - NR + DR @ 59% (13+14)	2027	2221
16	Fitment @ 6% of Pre Revised F.P - NR (6% of Row 13)	77	84
17	Calculated value (CV) (Row 15+16)	2104	2305
18	30% of Minimum of Revised Scale as per Schedule 2	2400	2517
19	Explanation for above		
20	Revised Family Pension NR - preliminary (Higher of Row 17 and 18 )	2400	2517
21	Increase over pre revised FP - NR + DR @ 59% (Row 20 — 15)	373	296
22	Add Minimum required to ensure increase of Rs. 200 (Rs. 200 - Row 21)	0	0
23	Revised Family Pension - NR - Final (22 +22)	2400	2517

Illustrations of Revision of Family Pension (Higher Rate)				
		Case No.1	Case No.2	Case No.3
<i>Death while in Service</i>				
1	Date of Retirement/Death	30/11/1989	13-4-1986 (death)	21-2-2003 (death)
2	Scale of Pay at the time of Retirement	825-1290	950-1640	14000-18000
3	Corresponding Scale in the New Revision	4990-7990	8390-13270	23200-31150
4	Basic Pay at the time of Retirement/Death		1100	15600
5	Average Emoluments at time*of Retirement			
6	No. of years of Qualifying Service (QS.)		15	25
7	Existing Family Pension (Higher Rate)-HR	HR period is already over		7800
8	DR @ 64%			4992
9	Pre-revised Family Pension (HR) + DR (7+8)			12792
10	Existing Family Pension (Normal Rate)-NR			4680
11	DR 64%			2995
12	Pre-revised Family Pension (NR) +DR (11+12)			7675
<b>Revision of Family Pension Normal Rate</b>				
13	Existing Family Pension FP -HR			7800
14	DR @ 59%			4602
15	Total Pre-revised FP. -HR + DR @ 59% (14+15)			12402
16	Fitment @ 6% of Pre Revised F.P HR (6% of Row 13)			468
17	Calculated value (CV) (Row 18+19)			12870
18	30% of Minimum of Revised Scale as per Schedule 2			6960
19	Explanation for above			
20	Revised Family Pension HR -preliminary (Higher of Row 20 and 21)			12870
21	Increase over pre-revised FP - HR + DR @ 59% (Row 17 —18)			468
22	Add Minimum required to ensure increase of Rs. 200 (Rs. 200 - Row 21)			0
23	Calculated value Final (Row 20 + 22)			12870

## APPENDIX 1

**Application for revision of pension/family pension or both as per G. O. (P) No. 46 /2007/WRD  
dated 30 -7-2007 in respect of retirement/death prior to 1-7-2004**

To

The Pension Disbursing Officer.

Sir,

Kindly revise my pension/family pension/the pension of late Shri/Smt.....  
..... (in the case of deceased pensioner) as contemplated in  
G.O. (P) No...../2007/WRD dated .....-7-2007. The details in respect of  
my/his/her PPO are given below:

(Strike out inapplicable clauses)

1. Name of Pensioner/Family Pensioner  
(in the case of Family Pensioner, the name of  
Employee also to be given)
2. Designation at time of retirement/death
3. Office from which retired/died (HO, CE, SE, EE)
4. Date of retirement/death while in service
5. Date of death in the case of death after retirement
6. Scale of pay at the time of retirement/death
7. Details of pension commuted.
8. Date of restoration
9. Qualifying Service
10. PPO No.
11. Details of Pension Disbursing Officer
12. Date of commencement of Pension/Family Pension
13. Present address of the Pensioner/Family Pensioner  
with phone number

Place:

Signature of Pensioner/Family Pensioner/

Date:

Nominee/Legal heirs.

*Note.*—To facilitate early sanction of revised pension, all applicant are advised to attach proof or certificate (in the form in Appendix 2) from Pension Sanctioning Authority regarding Designation, Scale of Pay, Basic Pay last drawn and qualifying service at the time of retirement and corresponding scale of pay after present Revision.

## APPENDIX 2

**[G.O.(P) No. 46/2007/WRD dated 30-7-2007 in respect of retirement/death prior to 1-7-2004.]**  
**Certificate from Pension Sanctioning Authority**

1. Name of Pensioner/Family pensioner
2. Address
3. PPO No.
4. Name of deceased employee in the case of Family Pensioner
5. Designation of the pensioner
6. Office from which retired/died (HO, CE, SE, EE)
7. Date of retirement/death while in service
8. Date of death in the case of death-after retirement.
9. Details of the pension-disbursing officer (Name of Division/Bank etc.)
10. Scale of pay at the time of retirement.
11. Corresponding revised scale of pay as per current Pay Revision
12. Details of pension commuted
13. Date of restoration
14. Qualifying Service
15. Whether the post held was re-designated at any time while in service or after retirement. If so the name re-designated post.
16. Calculated value
17. Whether the scale of pay was merged with higher or lower scale of pay at any time while in service or after retirement during any Pay-Revision. If so scale of pay before merger and scale of pay after merger along with the date of Pay Revision
18. Whether the post of retiree is existence
19. Whether the identical exist, if so give details
20. Date of Commencement of Pension/Family Pension

Certified that the information furnished above are true and correct to the best of my knowledge and belief.

Signature of Pensioner / Family Pensioner.

The above details are verified with reference to the corroborative records and found to be correct.

Signature of Pension Sanctioning Authority.



## APPENDIX 3

[G. O. (P) No. 46 /2007/WRD dated 30-7-2007]

**Statement of fixation of Pension /Family Pension in respect of retirement /death prior to 1-7-2004  
(with effect from 1-4-2005 only)**

1. Name of Pensioner/family pensioner (Name of deceased employee in case of family pensioner may also be noted.)
2. PPO No.
3. Designation of the employee at the time of retirement/death
4. Office from which retired/died (HO, CE, SE, EE)
5. Date of retirement/death
6. Total Qualifying Service
7. Scale of pay of post held at the time of retirement/death.
8. Corresponding scale of pay of the equivalent post as per the latest pay revision orders

Pension

Pension

Higher rate upto:

Family Pension

Normal Rate

- |  |   |      |       |
|--|---|------|-------|
| 9. Existing pension/family pension as on 1-7-2004. | : | :    | :     |
| 10. DR at 59% of Basic Pension /FP                 | : | :    | :     |
| 11. FP Fitment benefit 6% of BP/FP                 | : | :    | :     |
| 12. Calculated value (i)                           | : | (ii) | (iii) |
| (Total of 9 to 11 above)                           | : | :    | :     |

13. **Fixation of Pension**

(a) 50% of the minimum of the revised scale at (7) above corresponding to the Qualifying Service at (6) above as per Schedule I

(b) If the calculated value at (12)(i) above is less than the amount at 13(a), it may be stepped up to the amount at 13(a).

(c) If the calculated value at 12(i) above is greater than the amount at 13(a) above, fix it at the immediate next stage down the line corresponding to the qualifying service as per Schedule 1. If it is a stage in the schedule, fix it at that stage.

14. Revised pension provisionally arrived at 13(b) or 13(c) as the case may be.

15. Revised final pension with effect from 1-4-2005: Please see note (1) below.

16. Fixation of Family Pension

a) **Higher Rate** of family pension arrived at 12(ii) : Rs.....  
limit the amount to the amount of pension at 15 above

(b) **Normal rate**

(i) The amount of family pension arrived at 12(iii): Rs.....

(ii) Family pension at Column No. 3 of Schedule 2 corresponding to 30 percentage of the minimum of the scale of pay at 8 above.

(iii) Normal rate of family pension fixed : Higher of (i) or (ii) above.  
(Please see note 2 below)

17. Remarks

Place:

Date:

Signature of Authorised Officer

Note:

- (1) Compare the pension arrived at Column No. 14, with the total of existing pension at Column (9) and 59% DR thereon. If the difference between the two sums is less than Rs. 200, the amount which falls short of Rs. 200 may be added to the pension at Column No. 14 above. This may be shown as final pension as on 1-4-2005 at column No. 15. (This amount need not be a stage in the Schedule I)
- (2) Compare the amount of family pension arrived at 16(a) and 16(b) (HR & NR) with the total of existing family pension at (9) above and 59% DR thereon. If the difference between the sums separately for higher and normal is less than Rs. 200, the amount which falls short of Rs. 200 may be added to the family pension at 16(a) and 16(b) and this will be the final rate of family pension. (These amounts may not correspond to a stage in Schedule II).
- (3) In case of Joint PPOs where the service pensioner is alive, both service pension/family pension should be revised as indicated above.
- (4) In case of death while in service and in the case of death of service pensioner prior to 1-7-2004, family pension alone need be revised.