

GOVERNMENT OF KERALA

LOCAL ADMINISTRATION (F) DEPARTMENT

GOVERNMENT ORDERS

ON

THE RECOMMENDATIONS OF THE COMMITTEES

ON

**REVISION OF SCALES OF PAY AND OTHER
SERVICE BENEFITS OF THE EMPLOYEES OF
KERALA WATER AUTHORITY**

[G.O. (P) No. 66/95/LAD dated 24-4-1995]



GOVERNMENT OF KERALA

Abstract

REVISION OF SCALES OF PAY AND OTHER SERVICE BENEFITS OF THE EMPLOYEES OF THE KERALA WATER AUTHORITY—
RECOMMENDATIONS OF THE COMMITTEES OF OFFICERS—ORDERS ISSUED

LOCAL ADMINISTRATION (F) DEPARTMENT

G. O. (P) No. 66/95/LAD.

Dated, Thiruvananthapuram, 24th April, 1995.

- Read:—1. G.O. (P) No. 14/90/LAD dated 13-2-1990
2. G.O. MS. No. 26/94/LAD dated 31-1-1994
3. G.O. MS. No. 32/94/LAD dated 16-2-1994
4. G.O. MS. No. 112/94 LAD dated 17-5-1994
5. G.O. MS. No. 234/94/LAD dated 1-10-1994

ORDER

With a view to making recommendations on the revision of scales of pay and other service benefits of the employees of the Kerala Water Authority Government constituted a Committee of Officers vide G.O. read 2nd above.

2. The terms of reference of the Committee fixed vide G.O. read 4th above were as follows:—

- To examine the present structure of pay and conditions of service including promotional avenues, grade benefits and fringe benefits like risk allowances available to the Kerala Water Authority Employees including part-time and N.M.R. Workers and to suggest upward revision, etc.;
- To examine the pension structure of Kerala Water Authority Employees both past and future and existing D.C.R.G. benefits and to propose upward revision;
- To examine the existing T.A. rules, rates of D.A. etc., and to propose necessary revision;
- To look into anomalies in the previous pay revision and to propose necessary modifications;
- To examine the date from which the pay revision decisions can be implemented;
- 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 28-2-1992.

3. The Committee submitted its report in August, 1994. On the basis of the discussions with the representatives of the employees of the Kerala Water Authority, Government constituted another Officer's Sub-Committee to consider the alleged anomalies in the Report of the Officer's Committee vide G.O. read 5th above. This Sub-Committee also submitted its recommendations to Government on 20-10-1994. After examining the Report of the above two Committees Government are pleased to issue the following orders:

4. The existing scales of pay will be revised into 26 standard scales of pay as shown in Annexure I and fitted into a Master Scale of 810-25/4-910-30/6-1090-35/4-1230-45/6-1500-65/4-1760-85/8-2440-90/3-2710-105/2-2920-130/6-3700-150/4-4300-175/6-5350-190/5-6300. The revised scales will come into force from 1st March, 1992. The revised scales of pay for various posts are given in Annexure II.

PAY FIXATION AND PAYMENT OF REVISED SALARY

5. The rules for fixation of pay in the revised scale of pay may generally be the same as laid down in respect of State pay scales and these are set out in Annexure III. The fitment benefit may be 7% of basic pay subject to minimum of Rs. 75 and maximum of Rs. 250.

PROMOTION PROSPECTS

(a) Improvement of existing ratios, grant of new grades and higher scales of pay

6. The benefits accruing to the various categories of posts are indicated at the appropriate places in Annexure II. The existing ratios/grades etc. which are not specifically ordered to be modified/stopped will, however, continue.

(b) Time bound grade promotions

7.(i) The periodicity for time bound grade promotions is refixed as 10, 18 and 25 years. The existing time bound higher grade promotion scheme and the grades to be assigned on revision of pay scales under it will be modified as specified in the table given as Annexure IV.

(ii) Employees who remain in their entry posts on scales of pay ranging from Rs. 810-1090 to Rs. 1455-2440 without promotions, will be granted three higher grades corresponding to the scales of pay of their regular promotion posts or, in the absence of regular promotion posts, grades on scales of pay indicated in column 4, 5 and 6 of the Table at Annexure IV subject to the following conditions:

- (a) the 1st on completion of 10 years of service in the entry post;
- (b) the 2nd on completion of either 8 years of service in the first promoted post/time bound higher grade or a total service of 18 years in the entry post and the first regular promotion post/time bound higher grade together whichever is earlier;
- (c) the 3rd, on completion of 25 years of total service in the entry post and regular promotion post(s)/time bound higher grade(s) together.

(iii) Employees who remain in their entry posts on scales of pay ranging from Rs. 1500-2710 to Rs. 2440-3700 without promotion will be granted two time bound grades:

- (a) the 1st on completion of 10 years of service in the entry post, and
- (b) the 2nd, on completion of either 8 years of service in the first promotion post/time bound higher grade or 18 years of total service in the entry post and 1st promotion post/higher grade together, whichever is earlier.

(iv) The 2nd higher grade will be available to all those who may get their first promotion even in a shorter span than 10 years by the operation of any of the existing norms for such regular promotions.

(v) For direct recruits against posts carrying the scale of Rs. 2530-4150, one higher grade in the scale of pay of Rs. 2710-4300 will be given on completion of 10 years of service. However, a direct recruit will get the benefit of 10 year time bound promotion only if his non-direct recruit senior has been promoted. For incumbents of posts on scales of pay above Rs. 2530-4150, no time bound higher grade is admissible, unless specifically mentioned in Annexure IV.

(vi) Granting of higher grades on scales of pay of promotion posts when promotion posts are available is restricted to the categories of posts (entry) on pay ranges of Rs. 810-1090 to Rs. 1760-3050 only and these will be granted only to incumbents possessing the qualifications prescribed for the promotion post. Unqualified hands will be granted only the scale of pay next above that of the post held at the time of grade promotion in the standard scales of pay.

(vii) If the scale of pay of the promotion post(s) is lower than the standard time bound higher grade specified in the Table at Annexure IV, then that time bound grade will be granted reckoning together the total service in both the lower posts (feeder and higher grade posts). In such cases the fixation under Rule 23-A Part I, KSRs for the 10/18/25 years grade as the case may be will be done based on the basic pay of the respective lower posts.

(viii) In respect of entry posts on scales of pay of Rs. 2100-3310 and above, only the time bound higher grade scales specified in the table will be granted; scales of pay of promotion posts are not admissible in these cases. Employees on scales of pay of Rs. 2100-3310 and above, either by regular promotion or by time bound higher grade, will also be given time bound grades only at the scales specified in the Table.

(ix) In case the pay fixed in the new time bound grades following the methods specified above is found less than the pay drawn in the pre-revised grade than the difference between the pre-revised pay and revised pay will be protected as 'personal pay' to be absorbed at the time of next promotion/grade.

(x) Those who have relinquished or relinquish regular promotions will not be given time bound higher grades, as at present.

QUALIFYING SERVICE AND DETERMINATION OF TIME BOUND GRADES

8.(i) The term 'entry post' shall be defined as the post to which an employee is initially appointed in service by direct recruitment by the competent authority. Appointment by transfer will also be treated as equivalent to direct recruitment for allowing the benefit of higher grade. The time bound grade/grades admissible will be determined with reference to this initial entry post only. Those who get regular promotion or appointment to higher posts within the period prescribed for time bound higher grade are not eligible for higher grades within that period.

(ii) Scales of pay in column 3 of the Table at Annexure IV indicate the pay scales of the posts against which the employees are appointed initially and the scales of pay of higher grades allowable on completion of prescribed periods of service on each such initial (entry) post, will be as specified in column 4, 5 and 6 of the Table. Time bound grades with reference to the scale of pay of promotion post held subsequently are not admissible.

(iii) In case the scale of pay of the regular promotion post is higher than the time bound higher grade allowed already as specified in the table at Annexure IV fixation of pay on promotion to this regular promotion post on a higher scale of pay will be done based on the pay notionally arrived at the lower feeder post.

(iv) In case the 18/25 year higher grades as per the table are equal to or lower than the 1st promotion post/2nd promotion post as the case may be, that grade(s) will be modified and fixed at the next higher scale(s) above that of the promotion post(s) in the list of standard scales of pay.

(v) Those who are eligible for higher grades on completion of the specified qualifying service shall be given the right of option to elect any date for these higher grades and the option therefore shall be exercised within three months from the date on which the higher grade fell due, failing which the higher grade will be granted with effect from the date it fell due.

(vi) War/Military service which counts for civil pension will be reckoned for computing the qualifying service for the grant of first higher grade. Civilian service under military will not, however, count for the higher grade.

(vii) Attenders, Binders and Drivers appointed by transfer from last grade service also for computing the total qualifying service for the 25 year grade in their respective cadres. This benefit is not admissible for the 10 and 18 years time bound grades in the above posts.

DATE OF EFFECT OF THE SCHEME

9. (a) The revised scheme of time bound higher grades set out above will come into effect from 1-10-1994. Those who have been granted or become eligible for time bound grades under the existing scheme during the periods upto 30-9-1994 will be given revised scales corresponding to those grades, subject to option of the official concerned.

(b) Employees becoming eligible for time bound grades on or after 1-10-1994 or later date of option as the case may be, will be granted only the new time bound grades as specified under the revised scheme; time bound grades under the pre-revision scheme will not be given on or after 1-10-1994.

STAGNATION INCREMENT

10. The present scheme of granting three stagnation increments—the first two annual and the last one biennial—after reaching the maximum of the scale will continue subject to the enhancement of the maximum pay limit to Rs. 5920. The maximum pay due to grant of stagnation increments should not go above Rs. 5920,

Note:—An officer who has come over to the revised scale after getting two stagnation increments in the pre-revised scale will be allowed his next increment in the revised scale on completion of one year service reckonable for normal increment from the date of his last increment whether it was normal increment or stagnation increment. In the revised scale, stagnation increment become due only on reaching the maximum of the scale and after completion of the prescribed period of service.

N.M.R. Staff

11. The N.M.R. Workers are given scales of pay as admissible to the corresponding categories in the regular establishment. The following existing pay scales sanctioned to them in G.O.MS. No. 88/90/LAD dated, 22-6-1990 will be revised as follows as in the case of corresponding categories in the regular establishment.

Existing Scale	Revised Scale
750-1025	810-1090
775-1160	835-1320
805-1190	860-1365
825-1290	970-1565
845-1370	1090-1695

12. The rules for fixation of pay in the revised scales will be the same as in the case of regular employees.

Part-time Contingent Employees

13. The existing emoluments of part-time employees of the Kerala Water Authority on 1-3-1992 will be revised as indicated below:

<i>Existing rates</i>	<i>Revised rates</i>
Those on Rs. 430 + D.A.	Rs. 470 + D.A.
Those on Rs. 345 + D.A.	Rs. 380 + D.A.

W.P.F

ALLOWANCES AND OTHER ADDITIONS TO PAY

14. (1) Dearness Allowance

The State pattern of Dearness Allowance as applicable now will be continued.

(2) House Rent Allowance

House Rent Allowance will be paid at the revised rates based on pay ranges and classifications of Cities/ places as shown below, following the revision effected in respect of Government employees vide G.O.(P) 600/93/Fin. dated 25-9-1993, with effect from 1-3-1992.

<i>Pay range</i>	<i>Amount of H.R.A. Payable</i>			
	<i>B2 Class Cities</i>	<i>Municipalities coming under C Class Cities</i>	<i>District Headquarters, Municipal Towns, Taluk headquarters, Townships other than B2 and C Class Cities</i>	<i>Unclassified places</i>
(1)	(2)	(3)	(4)	(5)
810-949	80	60	60	50
950-1499	130	90	90	
1500-2799	230	150	130	
2800-3599	300	200	150	
3600-4499	400	270	150	
4500 and above	500	330	150	

Note:--1. The rates of HRA payable are subject to the classification of the Cities/Places from time to time by the Government of India and appropriate orders thereon by the State Government.

2. Employees working in offices situated within 5 Km. from B2 Cities and 1 Km. from C Class cities will be paid HRA at the rates admissible in the respective categories, subject to observation of following procedures as at present:

- (i) For this purpose the distance shall be computed with reference to the nearest route between the Cities/Municipalities and the places where the office is situated.
- (ii) The Executive Engineer (Buildings), P. W. D. in whose Jurisdiction the office is situated shall be required to issue a Certificate to the drawing and disbursing officer indicating therein the distance between the place of the office and the last point of City/Municipality unit as computed in sub para(i) above and the Executive Engineer will issue such certificate in respect of the offices coming within their jurisdiction on request.
- (iii) If any of the localities mentioned under column (4) of the table come within 5/1 Km. from B2/C class Cities, the employees working in these areas will be paid HRA at the rates available for B2/C Class Cities as the case may be.

- (iv) The relaxation of the specified limit mentioned above for grant of HRA is not applicable for payment of CCA.
- (v) In any case the revised rate of HRA payable is found to be less than the existing rate due to reclassification of areas, the existing rate of HRA will be paid as personal allowance to the official so long as he remains in the same station and until the revised HRA payable become the same or more.
- (v) In case of doubts regarding the location of Headquarters of Taluks/Districts for deciding the eligibility of the different rate of HRA it should be decided based on the report from the Secretary, Board of Revenue (LR). [G.O. (P) 965/94(27)/Fin. dated 21-12-1994].

(3) City Compensatory Allowance

At present City Compensatory Allowance at a uniform rate of Rs. 15 p.m. is paid to the employees working in offices located within the city limits of Thiruvananthapuram, Kochi and Kozhikode Corporations. This compensatory allowance will be revised as specified below following the pattern adopted by the State Government, with effect from 1-3-1992.

<i>Pay Range (basic pay)</i>	<i>Rate per month</i>
Below Rs. 950	Rs. 25
Rs. 950 and above but below Rs. 1500	Rs. 35
Rs. 1500 and above but below Rs. 2000	Rs. 50
Rs. 2000 and above	Rs. 75

(4) Medical Benefits

The existing rules vide Notification No. 50329/F2/84/LAD dated 27-12-1985 will continue.

(5) Special Pay and Other Compensatory Allowances

The existing Special Pay, Compensatory Allowances, Permanent Conveyance Allowance, Higher Qualification Allowance, Washing Allowance, Cycle Allowance etc., being paid to different categories of employees will be revised as shown in Annexure V with effect from 1-3-1992.

(6) Supply of Uniforms and Payment of Stitching Charges

The existing system for supply of three sets of uniforms to Operating Staff, Drivers, Peons and Blue Printers of Kerala Water Authority will continue. The payment of stitching charges will be revised as follows with effect from 1-3-1992.

<i>Item</i>	<i>Existing rate per unit/set</i>	<i>Revised rate per unit/set</i>
1. Blouse	Rs. 8	Rs. 12
2. Apron	Rs. 15	Rs. 20
3. Coat/Trouser	Rs. 75	Rs. 85
4. Bush Shirt/Shirt and Shorts	Rs. 60	Rs. 65
5. Shirt/Shorts	Rs. 38	Rs. 42
6. Over coat	Rs. 30	Rs. 40

(7) Supply of Gloves to Sewer Cleaners/Workers

The Sewer Cleaners/Workers of Kerala Water Authority will be supplied with five pairs of gloves per year over and above the uniform now allowed from the year 1994-95 onwards.

(8) Ad hoc Allowance

The Ad hoc Allowance being paid to different categories of employees will be stopped with effect from 1-10-1994. However all those who are getting it before 1-10-1994 under the existing orders will be allowed to receive this allowance at the existing rates beyond 1-10-1994 as personal allowance.

Travelling Allowance

15. (i) The existing rates of Daily Allowance, Road Mileage, Incidental expenses on journeys by road or rail will be revised with effect from 1-10-1994 at the rates as shown in the table at Annexure VI.

(ii) *Official Journeys by Scooter/Motor Cycles*

At present, certain group of officers are allowed to draw mileage allowance at the rate of 0.30 ps per km. for official journeys by Scooter/Motor Cycles. This mileage will be revised to 50 ps. per km.

(iii) *Air Travel—Incidental Expenses*

(i) Officers entitled for Air Travel and also those allowed to perform journeys by Air are paid incidental expenses at the rate of Rs. 62.50, Rs. 42.50 and Rs. 30 respectively depending on their grades viz., Grade I, Grade II(a) and other categories. These existing rates will be revised to Rs. 75, Rs. 60 and Rs. 45 respectively.

(ii) The ceiling on T.A. and also grading of officials for the purpose of T.A. will be revised as shown below, in modification of the existing orders.

(iv) *Transfer T.A.—Packing Allowance*

At present, employees on transfer are given charges @Rs. 70, 30, 15 at each end for packing and loading and for unpacking and unloading of personal effects, depending upon their grade. This system will be discontinued and instead consolidated packing allowance at the following rates will be given in consideration of the actual cost of labour engaged for such work.

Category	Amount
	Rs.
Grade I	400
Grade II	300
Grade III	250
Grade IV	125

(v) *Hill Tract Allowance and Warm Clothing Allowance*

The existing system will continue.

16. Consequent on the revision of pay scales the existing grades of officer for T. A. and ceiling on T. A. will be revised as follows:

(i) GRADES OF OFFICERS

Grade	Existing Classification	Revised Classification
Grade I	Officers with actual pay of Rs. 2500 and above.	Officers with actual pay of Rs. 3000 and above.
Grade II (a)	Officers with actual pay of Rs. 1800 and above but below Rs. 2500	Officers with actual pay of Rs. 2500 and above but below Rs. 3000.
Grade II (b)	Officers with actual pay of Rs. 1250 and above but below Rs. 1800	Officers with actual pay of Rs. 1600 and above but below Rs. 2500.
Grade III	All other Officers except Class IV	Officers with actual pay of Rs. 950 and above but below Rs. 1600.
Grade IV	All Class VI Officers	Officers with basic pay below Rs. 950.

The Class IV employees drawing pay of Rs. 950 and above consequent on getting time bound grade promotions will be included under Grade III for the limited purpose of Travelling Allowance/Daily Allowance claims.

(ii) CEILING ON T.A.

Officers	Grade I		Grade II		(a)	(b)
1. State level Officers						
Existing	1000	3000	700	2100	525	1575
Revised	1100	3300	750	2250	550	1650
2. Regional Officers with jurisdiction over more than 2 Revenue Districts						
Existing	700	2100	600	1800	425	1275
Revised	775	2325	650	1950	450	1350
3. Regional Officers with jurisdiction over 2 Revenue Districts						
Existing	600	1800	500	1500	375	1125
Revised	675	2025	550	1650	400	1200
4. Officers with jurisdiction over one Revenue District						
Existing	500	1500	400	1200	300	900
Revised	575	1725	450	1350	325	975
5. Officers with jurisdiction over a part of the district (Sub Revenue District)						
Existing	425	1275	350	1050	250	750
Revised	500	1500	400	1200	275	825

- Note:—1. T.A. claims of Grade III and IV officers shall not exceed the limit admissible to Grade II (b) officers concerned depending upon the area of jurisdiction.
2. The ceilings specified above will apply to both touring and non-touring officers and tours for all official purpose.
3. For journeys in Departmental vehicles the ceiling limits will be reduced by 50%.
4. The monthly limit may be exceeded by 20% but the increase should be adjusted within the limit for a quarter. The quarterly ceiling should not be exceeded.
5. The journeys outside an officers jurisdiction, undertaken under orders of competent authority, will not be reckoned for the purpose of the ceiling.

EARNED LEAVE AND SURRENDER OF EARNED LEAVE

17. Under the existing scheme, employees can surrender earned leave upto 45 days in a year; that too, four times without any restriction regarding the interval. The limit of terminal surrender of earned leave is 240 days. The existing scheme will be modified as follows with effect from 1-10-1994.

(i) Earned leave that can be surrendered in a financial year will be a block of 15 days for all categories of employees including contract and part-time Contingent Employees.

(ii) Entitlement of earned leave in a year will continue at the existing rate i.e. 33 2/11 days.

(iii) The limit of terminal surrender of earned leave will continue to be 240 days.

(iv) The restriction proposed in the number of days of surrender of earned leave in a financial year will take effect from 1-10-1994. Surrender of earned leave in excess of the above limit of 15 days, if any sanctioned on or after 1-10-1994, will be reviewed and excess leave salary paid adjusted from the arrears of salary payable on revision of scales of pay and other allowances. The quantum of Earned Leave corresponding to the amount so recovered will be credited back to the leave account of the employees. In cases where no arrears of salary are available for recoveries, the Earned Leave surrendered in excess of the admissible limit will stand unaltered.

Note:—For reckoning the number of days of Earned Leave credited to the employees leave account corresponding to the amount of recovery made, fractions of 0.50 and above will be rounded to a full day. Others will be ignored.

PENSION AND OTHER RELATED BENEFITS

18. The revised pension scheme ordered in G.O.(P) 365/94/Fin. dated 1-6-1994 will be extended fully to the Kerala Water Authority employees.

GENERAL

19. The existing scale of pay will be revised as shown in Annexure-I with effect from 1-3-1992.
20. The revised scales assigned to any post on the basis of any personal scales of the incumbents appointed against such posts should not be treated as the scale of the sanctioned post but only the incumbents personal scale.
21. The rules for fixation of pay in the revised scales are incorporated in Annexure III. As specified in the rules in fixation of pay, a fitment benefit of 7% of the basic pay in the existing scale, subject to a minimum of Rs. 75 and a maximum of Rs. 250 will be allowed while fixing the pay in the revised scale.
22. Arrears of salary on fixation of pay in the revised pay scales for the period upto 31-8-1993 will be impounded and credited to the P. F. Account of the employees. These arrears will be allowed to be withdrawn only after 30-9-1995. Interest on the arrears credited to the P.F. Account will accrue from the first of the month during which the arrears stand credited to the accounts.
23. The existing ratio/percentage based higher grades and allowance, not specifically modified or stopped will continue as before.
24. Those employees who were in receipt of personal allowances in pursuance of orders in G.O. (P) 543/90/(69)/Fin. dated 29-10-1990 will be allowed to draw such personal allowance at the same rates as long as they continue in such posts against which the personal allowance was sanctioned.
25. The posts created/upgraded in the pre-revised scales of pay on or after 1-3-1992, will be assigned the corresponding revised scales of pay as given in Annexure-I.
26. Incumbents who were having personal scales, if any as per G.O.(P) 14/90/LAD dated 13-2-1990 or any subsequent orders, will be eligible for the corresponding revised scales as laid down in Annexure-I to these orders.
27. In the case of employees who opt to remain in the pre-revised scales of pay beyond 1-3-1992, the revised rates of H. R. A. and C. C. A. will be paid on the basis of their pre-revised pay.
28. Those in whose case it is not obligatory to maintain P. F. Accounts i.e. provisional employees, etc., arrears of salary from 1-3-1992 will be paid in cash.
29. Those who have opted not to subscribe to P.F. Account during the last one year of service will also be paid the arrears of salary in cash. Those who retire or relinquish service before 30-9-1995, arrears of salary will be paid in lump on their retirement or termination of service whichever is earlier.
30. Leave Salary/Pension Contribution in respect of deputationists based on the pay in the revised scale of pay will be recovered from 1-3-1992 or from the date of effect of fixation of pay of the employees concerned in the revised scale of pay. Foreign employers will have to remit these at the revised rates from 1-3-1992 or from the date of option exercised by the employees concerned.
31. The interim relief granted from 1-1-1994 vide order read as 3rd paper will be adjusted against the arrears of salary payable from 1-3-1992.
32. (a) Fixation of pay as contemplated under Rule 28-A, Part I, K.S.R. will not be applicable to cases of promotions/appointments made from posts carrying a scale of pay the minimum of which exceeds Rs. 4,000.
- (b) Where the feeder post and the promotion post (in the regular line of promotion) have the same scale of pay, an increment will be granted in the promotion post though fixation of pay under Rule 28A, Part I, K.S.R. is not admissible.
33. If in any case it is found by the authority competent to approve the pay fixation statement that the option exercised by an employee is invalid on account of his reversion before the date of effect of option, such authority may ask the employee to forward re-option within one month from the date of intimation and accept the re-option received within the time limit. If the re-option is not received in the stipulated time, the employees will be deemed to have opted for the revised scale with effect from 1-3-1992.

34. The officers who inspect their subordinate offices will check as far as possible, all cases of fixation of pay in the revised scale and indicate in the service book the fact having checked the pay fixation. In case where fixation or grant of higher grade is found to be incorrect, the inspecting officer should record in the service book concerned that instructions have been given to the concerned officers to rectify the defect.

35. In the case there are arrangement to internal audit, the audit staff review fixation of pay, verify the entries in service books and record this fact therein.

36. Recoveries will be insisted upon in cases where over payments 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 in the application of the rules, he shall seek clarification of the Government through the Kerala Water Authority before approving the pay fixation and disbursing the pay.

37. The revised pay scales will be valid for a period of 5 years from 1-3-1992.

By order of the Governor,

N. V. MADHAVAN,

Secretary to Government (Water Supply).

To

The Managing Director, Kerala Water Authority, Thiruvananthapuram.
 The Accountant General (A&E), Kerala, Thiruvananthapuram. (This issues with the concurrence of Finance Department)
 The Accountant General (Audit), Kerala, Thiruvananthapuram.
 The Finance Department (vide U.O. No. 19222/PUCI/95/Fin. dated 21-4-1995)
 The General Administration (SG) Department (vide item No. 2392 dated 15-3-1995).

ANNEXURE I

Existing Scale	Revised Scale
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. 1125-35-1230-45-1500-65-1760
7. 905-20-925-25-1100-30-1250-40-1490	7. 1195-35-1230-45-1500-65-1760-85-1845
8. 950-25-1100-30-1250-40-1530-60-1590	8. 1275-45-1500-65-1760-85-2100
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. 1455-45-1500-65-1760-85-2440
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. 2440-90-2710-105-2920-130-3700
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. 2825-100-2925-125-3675-140-4095	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. 5175-175-5350-190-5920
26. 4435-170-5285	26. 5350-190-6300

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ANNEXURE II

POSTS AND SCALES OF PAY

Designations	Existing Scale of pay	Revised scale of pay
(1)	(2)	(3)
Managing Director	4435-5285	5350-6300
Technical Member	4435-5285	5350-6300
Accounts Member	..	5350-6300
Chief Engineer (Senior Scale) ¹	4435-5285	5350-6300
Chief Engineer	3175-4605	5175-5920
Finance Manager & Chief Accounts Officer ²	3175-4605	5175-5920
Deputy Chief Engineer	2825-4095	4300-5540
Superintending Engineer	2825-4095	4300-5540
Secretary	2825-4095	4300-5540
Accounts Manager ³	2825-4095	4300-5540
Law Officer	..	*
Executive Engineer (H.G.)	2640-3815	4000-5350
Senior Administrative Officer	..	4000-5350
Administrative Officer Gr. I ⁴	2470-3675	..
Deputy Accounts Manager ⁵	2470-3675	3050-5175
Internal Auditor	2470-3675	3050-5175
Executive Engineer ⁶	2470-3675	3050-5175
Cost Accountant	2470-3675	3050-5175
Data Base Administrator	2470-3675	3050-5175
Assistant Executive Engineer (Higher Grade)	2070-3550	2710-4300
Technical Assistant (Higher Grade)	2070-3550	2710-4300
Administrative Officer Gr. II	1830-3425	2530-4150
Finance Officer Gr. II	1830-3425	2530-4150
Accounts Officer Gr. I	1830-3425	2530-4150
Assistant Executive Engineer	1680-3175	2440-3700
Technical Assistant ⁷	1680-3175	2440-3700
Hydro-Geologist	1680-3175	2440-3700
Geo-Physicist	1680-3175	2440-3700
Accounts Officer Gr. II	1590-3050	2270-3570
Administrative Assistant	1590-3050	2270-3570
Principal Information Officer	1590-3050	**

Note:

- ¹ Senior most among the Chief Engineers will be placed on the senior scale.
- ² The incumbent on completion of 10 years of service in the post will be granted a personal scale of Rs. 5350-6300.
- ³ The incumbent on completion of 10 years of service in the post will be granted a personal scale of Rs. 4650-5730.
- * The scale admissible will be as in parent cadre.
- ⁴ Upgraded as Senior Administrative Officer.
- ⁵ The incumbent will be granted a higher scale of Rs. 4000-5350 as personal scale on completion of 10 years of qualifying service in the post.
- ⁶ 50% of the posts of Executive Engineers will be placed on the higher grade.
- ⁷ 1/3 of the post will be placed on the higher grade.
- ** Deputation post Scale admissible as in the present cadre.

<i>Designations</i>	<i>Existing Scale of pay</i>	<i>Revised Scale of pay</i>
(1)	(2)	(3)
Assistant Engineer	1450-2825	2185-3440
Head Draftsman	1450-2825	2185-3440
Assistant Geologist	1450-2825	2185-3440
Assistant Geophysicist	1450-2825	2185-3440
Confidential Assistant (Sl. gr)	1450-2825	2185-3440
Personal Assistant to Chairman	1450-2825	2185-3440
Head Surveyor	1330-2555	2185-3440
Master Driller (H.G.)	..	2185-3440
Chief Driller (H.G.)	..	2185-3440
Mechanical Supdt. (H.G.)	..	2185-3440
Divisional Accountant	1370-2640	2100-3310
Senior Superintendent	1370-2640	2100-3310
Revenue Officer	1370-2640	2100-3310
P.A. to Managing Director	1370-2640	2100-3310
Life Guard-cum-coach	1370-2640	2100-3310
Senior Sanitary Chemist (H.G.)	..	2100-3310
Mechanical Superintendent	1330-2555	1760-3050
Master Driller*	1330-2555	1760-3050
Chief Driller*	1330-2555	1760-3050
Senior Sanitary Chemist	1330-2555	1760-3050
Fair Copy Superintendent (H.G.)	1330-2555	1760-3050
Confidential Assistant (Sr.Gr.)	1330-2555	1760-3050
Fair Copy Superintendent†	1220-2150	1630-2815
Junior Superintendent	1220-2150	1630-2815
Legal Assistant	1220-2150	1630-2815
Special Assistant to Arbitration Cases	1220-2150	1630-2815
Sergeant	1220-2150	1630-2815
Confidential Assistant Gr. I	1100-2070	1500-2710
Overseer Gr. I	1050-1830	1455-2440
Head Clerk	1050-1830	1455-2440
Electrical Overseer Gr. I	1050-1830	1455-2440
Draftsman Gr. I	1050-1830	1455-2440
Surveyor Gr. I	1050-1830	1455-2440
Driller	1050-1830	1455-2440
Driller Mechanic	1050-1830	1455-2440
Receptionist	1050-1830	1455-2440
Typist (Sr. G.)	1050-1830	1455-2440
Head Operator‡	1000-1710	1455-2440
Senior Operator‡	1000-1710	1455-2440
Meter Inspector	1000-1710	1410-2355
Work Superintendent Gr. I	1000-1710	1410-2355
Mechanic Superintendent §	1000-1710	1410-2355
Sanitary Chemist ¶	1000-1710	1410-2355
Water Works Superintendentπ	1000-1710	1410-2355
Plumbing Inspector	950-1590	1410-2355
Computer Operator	950-1590	1275-2100
Clerk (UD)	950-1590	1275-2100
Store Keeper (UD)	950-1590	1275-2100
Typist (UD)	950-1590	1275-2100
Roller Driver	950-1590	1275-2100

Note:

* 1/5 of the existing posts will be placed on a higher grade on Rs. 2185-3440.

† 50% of the posts will be placed on the higher grade.

‡ 1/10th of the total number of operators (all categories) will be placed as Head Operator/Senior Operator. This will include the existing such posts.

§ This post was omitted in the earlier pay revision order. This will be the promotion post of mechanics and will be assigned to the treatment plants having larger number of mechanics.

¶ The ratio among Sanitary Chemist/Chemist, Senior Sanitary Chemist and Senior Sanitary Chemist (H. G.) will be at 2:1:1.

π The Grade I Post will be at 1/3 of total number of posts.

<i>Designations</i>	<i>Existing Scale of Pay</i>	<i>Revised Scale of Pay</i>
(1)	(2)	(3)
Overseer Gr. II	905-1490	1195-1845
Draftsman (Gr. II)*	905-1490	1195-1845
Surveyor Gr. II*	905-1490	1195-1845
Water Works Inspector	950-1490	1195-1845
Chargeman	950-1490	1195-1845
Driver (Sr. Gr.) †	..	1195-1845
Electrical Overseer (Gr. II) *	..	1195-1845
Driver Gr. I	865-1450	1125-1760
Confidential Assistant (Gr. II) @	865-1450	1125-1760
Operator	845-1370	1090-1695
Pump operator	845-1370	1090-1695
Shift Operator	845-1370	1090-1695
Mechanical Operator (Gr. II)*	845-1370	1090-1695
P.D. Operator	845-1370	1090-1695
Borewell Operator	845-1370	1090-1695
Assistant Shift Operator	775-1160	1090-1695
Electrician (Gr. I)	825-1290	1090-1695
Auto Electrician (Gr. I.)	825-1290	1090-1695
Head Fitter	825-1290**	1090-1695**
Meter Reader	825-1290	1090-1695
Work Supdt. (Grade II)	825-1290	1090-1695
Overseer Grade III	825-1290	970-1565
Tracer	825-1290	970-1565
Garden Superintendent	825-1290	970-1565
Chlorine Mechanic	825-1290	970-1565
Mixer Driver	825-1290	970-1565
Well Driver	825-1290	970-1565
Mechanic (Grade I) †‡	825-1290	970-1565
Motor Mechanic (Grade I) †‡	825-1290	970-1565
Welder Grade I	825-1290	970-1565
Blacksmith (Grade I)	825-1290	970-1565
Fitter (Grade I)	825-1290	970-1565
Lime Attendant (Grade I)	825-1290	970-1565
Clerk (L. D.)	825-1290	970-1565
Typist (L. D.)	825-1290	970-1565
Storekeeper (L. D.)	825-1290	970-1565
Cashier (L. D.)	825-1290	970-1565
Telephone Operator	825-1290	970-1565
Daffader	825-1290	970-1565
Junior Laboratory Assistant	825-1290	970-1565
Binder	825-1290	970-1565
Plumber	805-1190	970-1565
Mechanic (Grade II) †‡	805-1190	970-1565
Motor Mechanic (Grade II) †‡	805-1190	970-1565

Note:

- * The ratio between Grade II and Gr. I Posts will be 1:1.
- @ The ratio among Grade II, Gr. I and Senior Grade will be 3:3:2½ of the Senior Grade posts will be on Selection Grade.
- ** Higher grade scale in modification of the scale granted in G.O. dated 13-2-1990. This will be the promotion post of Fitter Gr. I
- † The revised rates among Gr. II, Gr. I & Sr. Gr. will be 6:3:1.
- ‡ Revised scales modified taking into account the higher qualifications (SSLC+I.T.I.) prescribed for thme.

<i>Designations</i>	<i>Existing Scale of Pay</i>	<i>Revised Scale of Pay</i>
(1)	(2)	(3)
Electrician (Grade II)*	805-1190	860-1365
Auto Electrician (Grade II)*	805-1190	860-1365
Lime Attendant (Grade II)*	805-1190	860-1365
Welder Grade II*	805-1190	860-1365
Blacksmith Grade II	806-1190	860-1365
Fitter (Grade II)	805-1190	860-1365
Roller Driver	805-1190	860-1365
Boat Driver	805-1190	860-1365
Driver Grade II**	805-1190	860-1365
Pump Driver	805-1190	860-1365
Gare Taker	805-1190	860-1365
Mason	805-1190	860-1365
Gunman-cum- Watcher	805-1190	860-1365
Blue Printer	775-1160	835-1320
Painter	775-1160	835-1320
Pipe layer	775-1160	835-1320
Turn Cock	775-1160	835-1320
Lineman	775-1160	835-1320
Line Maistry	775-1160	835-1320
Assistant Mechanic	775-1160	835-1320
Sewer Cleaner	775-1160	835-1320
Sewage Farm Worker	775-1160	835-1320
Skilled Worker	775-1160	835-1320
Gardener	775-1160	835-1320
Last Grade Employees Grade I	775-1160	835-1320
Last Grade Employees Grade II	750-1025	810-1090
Shift Assitant	750-1025	810-1090
Shift Masdoor	750-1025	810-1090
Shift Assistant-cum- Cleaner	750-1025	810-1090
Telephone Attender	750-1025	810-1090
Unskilled Worker	750-1025	810-1090
Boatman	750-1025	810-1090
Lascar	750-1025	810-1090
Cleaner	750-1025	810-1090
Lorry Cleaner	750-1025	810-1090
Worker	750-1025	810-1090
Watcher	750-1025	810-1090
Watchman-cum-Valve Operator	750-1025	810-1090

Note:

*These categories will be granted a higher grade (Gr.I) on Rs. 825-1290 at 1:1 ratio w.c.f. 1-7-1988 in modification of the orders in G. O. dated 13-2-1990.

**The ratio among Grade II, I, and Sr. Grade Drivers will be 6:3:1.

1. Ratio based higher grades & Supervisory Posts: Ratio based higher grades and Supervisory posts not specifically discontinued or modified or mentioned otherwise will continue at the existing ratios/norms.
2. Upgraded scales : Entitlement to Upgraded scales of pay will be subject to specific appointments to that effect by the competent authority. Till then only revised scales corresponding to existing scales will be given.

ANNEXURE III

RULES FOR FIXATION OF PAY

1. The revised scales of pay shall come into force from 1st March 1992.
2. The initial pay of an employee in the revised scale shall be computed and fixed in the following manner:

- (a) the basic pay in the existing scale;
- (b) the stagnation increment;
- (c) personal pay, if any, not specifically ordered to be absorbed in future increase of pay;
- (d) special pay drawn in lieu of higher time-scale of pay where the existing scale with special pay (as shown in Annexure II of the order) has been replaced by a scale of pay after merging the special pay;
- (e) an amount representing 7 per cent of basic pay in the existing scale of pay, subject to a minimum of Rs. 75 (Rupees seventy-five) and a maximum of Rs. 250 (Rupees two hundred and fifty), shall be added to the amounts specified under Rule 2(a), (b), (c) and (d) above.

Note:—In the case of employees who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the same rate or at a different rate the pay in the revised scale shall be fixed excluding the special pay.

3. (i) The pay in the revised scale shall be fixed at the stage next above the amount computed under rule 2 even if the same is a stage in the revised scale.

(ii) If the amount computed under rule 2 is less than the minimum of revised scale, the pay shall be fixed at the minimum of that scale.

(iii) If the amount computed under rule 2 is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum, the difference being treated as 'personal pay' and it will not be absorbed in future increase in pay on account of granting increments (including stagnation increments).

Note:—Personal pay so treated will count for all purposes, viz., fixation of pay, calculation of leave salary, drawal of allowances and pension.

(iv) In the fixation of pay, if the pay of employees drawing pay at more than five consecutive stages in an existing scale gets bunched, i.e., gets fixed the revised scale at the same stage, the pay in the revised scale of such employees, who are drawing pay beyond the first five consecutive stages in the existing scale will be stepped up from the stage where such bunching occurs, by grant of increment/increments in the revised scale as below:

- (a) for employees drawing pay from the 6th stage upto the 10th stage in the existing scale—by one increment;
- (b) for employees drawing pay from the 11th stage upto the 15th stage in the existing scale, if there is bunching beyond 10th stage—by two increments; and
- (c) for employees drawing pay from 16th stage upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

Note:—If by stepping up of the pay as above, the pay of an employee gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of an employee was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter (senior) may also be stepped up only to the extent by which it falls short of that of the former.

(Refer the table in Appendix II)

4. The pay of an employee appointed or promoted to the post on or after 1st March, 1992 shall be fixed in the following manner:

- (a) if he was holding a post on the 1st March, 1992 and was promoted or appointed to another post subsequently his pay in the old post or in the promoted post shall be fixed as on 1st March, 1992 or thereafter w.e.f. the date of promotion, as per option of the employees concerned under rules 2-3 of these rules in the revised pay scale. In the case he opt the scale of pay of the old post, his pay in the next promoted post, which he held after 1st March 1992, will be fixed in the appropriate revised scale in accordance with the relevant service Rules governing the fixation of pay viz. Rule 28A/37A Part I, KSR as the case may be.
- (b) If he was appointed to the service for the first time on or after 1st March, 1992 and before the date of pay revision order, he will be deemed to have been appointed in the revised scale.

5. An employee whose increment is withheld for want of declaration of probation on 1-3-1992 or on the date of change over to the new scale will also be allowed the benefit of fixation of pay as per Annexure III to these orders notionally counting the increments accrued but withheld, in relaxation of Rules 37D (b) Part I, KSR, 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 from the date of such fixation.

6. If an employee was under reduction of pay or stoppage of increment as a punishment on the 1st March, 1992 his pay shall be fixed in the revised scale on the basis of present emoluments he drew on 1st March 1992 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of punishment. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of punishment with reference to the emoluments which he would have drawn on the 1st March, 1992 taking into consideration whether the punishment awarded is with or without cumulative effect, subject to option of the employees concerned.

7. Date of Increment

- (i) The next increment of an employee in the revised scale shall be granted on the date he would have drawn increment had he continued in the existing scale or on the date he had drawn an increment on refixation of pay in the pre-revised scale.
- (ii) If an employee draws his next increment in the revised scale under sub rule (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

Note:—In case where the pay of an employee is stepped up in terms of clause (ii) above and Rule B below the next increment shall be granted after completing the requisite qualifying service for the next increment.

8. In cases where a senior employee promoted to a higher post before 1st March, 1992 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st March, 1992, the pay of the senior employee will be stepped upto that 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 and should 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 be identical; and
- (iii) the anomaly should have arisen directly as result of the introduction of the revised scale of pay.

Note:—If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him, the seniors to such junior have no claim over the pay of the junior.

9. Exercise of Option

(a) A government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or until he vacates his post or ceases to draw pay in that scale or until such date as the employee considers necessary unless otherwise restricted in any of the rules specified hereunder:

Provided that the option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one post. In cases of subsequent reversions only the employees will be allowed to exercise option in r/o the lower post also. Such option should be exercised within a period of 3 months from the date of order of reversion.

Employees who were promoted to higher posts including time bound higher grades on or after 1-3-1992 will be allowed to exercise option of the revised scale of pay of the promoted or higher time bound grade w.e.f. the date of such promotion directly, as provided for under Rule 4 (a) above:

Provided further that the aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of March, 1992, whether for the first time in service, or by transfer from another post and in such cases the pay in the revised scale of the post alone will be given.

(b) The option shall be exercised in writing in the form appended (APPENDIX I) so as to reach the Head of Office within *six months* of the date of the pay revision order or where an existing scale has been revised by any amendment made to these orders, within three months of the date of order of such amendment. Option exercised by the employees should be duly countersigned with dated signature of the Controlling Officer and attached to the service records.

Provided that:—

- (i) in the case of an employee who, on the date of this order is out of India on leave or deputation or foreign service, the said option shall be exercised in writing within three months from the date of his taking charge of his post; and
- (ii) Where an employee is under suspension on the 1st day of March, 1992, the option may be exercised within three months from the date of his return to his duty if that date is later than the date prescribed in this sub rule.
- (c) If the intimation regarding option is not received within the time mentioned above, the employees shall be deemed to have elected to be governed by the revised scale of pay with effect from the 1st March, 1992.
- (d) The option once exercised shall be final.

Note:—1. Persons whose services were terminated on or after the 1st March, 1992 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 grounds, are entitled to the benefits of this rule.

2. Persons who died on or after the 1st day of March, 1992 and could not exercise the option within the prescribed time limit, be deemed to have opted for the revised scales from the 1st day of March, 1992 or such later date as is most beneficial as desired by the Head of Office/or the dependent.

10. A model Ready Reckoner for fixation of pay on the basis of Rules 2 and 3 above is given in APPENDIX II

ANNEXURE IV

TABLE

Sl.No.	Pay Scale of entry post		1st time bound grade for 10 years of service in the entry post	2nd time bound higher grade for 8 years of service [in the 1st promotion post] time bound grade for 18 years of service in the entry post and promoted post together	3rd time bound higher grade on completion of 25 years of service with reference to entry post
	Existing	Revised			
(1)	(2)	(3)	(4)	(5)	(6)
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	750-1025	810-1090	835-1320	860-1365	970-1565
2.	775-1160	835-1320	860-1365	970-1565	1090-1695
3.	805-1190	860-1365	970-1565	1090-1695	1195-1845
4.	825-1290	970-1565	1125-1760	1275-2100	1455-2440
5.	845-1370	1090-1695	1275-2100	1455-2440	1500-2710
6.	865-1450	1125-1760	1275-2100	1455-2440	1500-2710
7.	905-1490	1195-1845	1275-2100	1500-2710	1630-2815
8.	950-1590	1275-2100	1410-2355	1630-2815	1760-3050
9.	1000-1710	1410-2355	1500-2710	1695-2920	2100-3360
10.	1050-1830	1455-2440	1630-2815	1760-3050	2100-3360
11.	1100-2070	1500-2710	1695-2920	2100-3110	Nil
12.	1220-2150	1630-2815	1760-3050	2185-3440	Nil
13.	1250-2230	1695-2920	2100-3310	2270-3570	Nil
14.	1330-2555	1760-3050	2100-3310	2270-3570	Nil
15.	1370-2640	2100-3310	2270-3570	2440-3700	Nil
16.	1450-2825	2185-3440	2270-3570	2530-4150	Nil
17.	1590-3050	2270-3570	2530-4150	2710-4300	Nil
18.	1650-3175	2440-3700	2530-4150	2710-4300	Nil
19.	1830-3425	2530-4150	2710-4300	Nil	Nil

Note:—The scales of pay of time bound higher grade specified in columns 4, 5 and 6 are the standard scales. When promotion posts are available as per the relevant Service Rules, scales of pay of promotion posts are admissible to qualified hands except to all those on scales of pay of Rs. 2100-3310 and above [refer para 7 (viii) of G.O.]

ANNEXURE V

SPECIAL PAY, ALLOWANCES ETC.

<i>Designation</i>	<i>Existing rate Rs.</i>	<i>Revised rate Rs.</i>	<i>Purpose</i>
(1)	(2)	(3)	(4)
1. Special Pay			
Managing Director	250	450	In lieu of higher scales of pay and additional responsibilities
Technical Member	250	300	
Accounts Member	..	300	
Sr. Administrative Officer	..	130	
Administrative Officer Gr. I*	120	130	
Finance Officer Gr. II	90	100	For arduous nature of work
Accounts Officer Gr. I	..		
Administrative Officer Gr. II	90		
Technical Assistant to Managing Director(AE/AEE)	..	125	
Confidential Assistant attached to Chairman, Technical Member, Chief Engineer & FM&CAO	50	60	Secret allowance
P. A. to Managing Director	85	95	do.
Junior Superintendent (Cash)	60	70	For handling cash
Junior Superintendent* (Vigilance wing, Head Office)	35	40	Secret allowance
Typist (Vigilance in Head office)	25	30	do.
L.D./U.D. Clerk (Cashier)	60	70	For handling cash
Peon attached to M. D.	25	30	For arduous nature of work
Driver	75	100	
Typists	120	..	Telex allowance included under compensatory allowance
Peon	25	30	For attending to Treasury Duty
*Law Officer appointed from the cadre of JS/DS/US Law Dept.		200	Special pay as admissible vide G. O. (P) 600/93/Fin. dated 25-9-1993

Staff of Investigation, Planning and Design Wing.

Chief Engineer	400 p.m.	400 p.m.	
Superintending Engineer			
Executive Engineer	300 p.m.	300 p.m.	Special and arduous nature of work
Assistant Executive Engineer			
Assistant Engineer	250 p.m.	250 p.m.	
All other Technical staff (Draftsman, Surveyor, Tracer etc.)	150 p.m.	150 p.m.	
Other categories of Staff-Ministerial;			
(i) Last Grade Employees (Class IV)	..	30	
(ii) All others (Class III and above)	..	50	

* In order to avoid recovery from the incumbent already drawing the benefit in the office of the GE(S) this will be given only prospective effect.

(1)	(2)	(3)	(4)
2. Compensatory Allowance			
Typist	120	120	Telex allowance for additional duties and function of supervision of distribution of stationery, tappal and despatch etc.,
Fair Copy Supdt.	..	50	
Operator	10	15	Washing allowance
Driver	10	15	..
Shift Assistant	10	15	..
Mechanic	10	15	..
Plumbing Inspector	10	15	..
Plumber	10	15	..
Head Fitter	10	15	..
Fitter	10	15	..
Mason	10	15	..
Worker	10	15	..
Turn Cock	10	15	..
Garden Superintendent	10	15	..
Gardener	10	15	..
Blue printer	10	15	..
Lascar	10	15	..
Electrician	10	15	..
Cleaner	10	15	..
Watcher	10	15	..
Shift Mazdoor	10	15	..
Boat Driver	10	15	..
Skilled Worker	10	15	..
Chargeman	10	15	..
Clorine Mechanic	10	15	..
Blacksmith	10	15	..
Motor Mechanic	10	15	..
Lineman	10	15	..
Sweeper	10	15	..
Telephone Attender	10	15	..
Sewer Cleaner	10	15	..
Pump Driver	10	15	..
Peon	10	15	..
Pump operator	15	20	Cycle Allowance
Meter Reader	15	20	..
Garden Superintendent	10	15	Cutting Allowance
Gardener	..	10	..
<i>Revenue collection counters in Divisions—Clerk (LD/UD)</i>			
<i>or other officials engaged in Revenue Collection counters:</i>			
(a) In Divisions where collection is above Rs. 10,00,000	} 100/50	120	
(b) do. where collection is below Rs. 1,00,000		60	
<i>Accounts branch of Headquarters</i>			
Clerks (LD/UD)		30	
Divisional Accountant (Doing Compilation of accounts)		40	

(1)	(2)	(3)	(4)
<i>Conveyance Allowance applicable to Physically handicapped persons.</i>			
Assistant Engineer	}		This will be paid in accordance with the general orders issued in the matter from time to time by the Government.
Operator			
Draftsman Grade II/			
Overseer Gr. III			
Tracer			
Lascar			
Blue Printer			
P.T. Sweeper			
L.D. Clerk/UD Clerk/			
L.D. Typist			
Peon			
Junior Superintendent			
Peon attending to stencil or photocopying work limited to number of such machines	15	20	Stencil /photocopying allowance
L.D. Clerk (Cash) posted in Swimming pool	30	40	Swimming pool allowance
3. Risk/Compensatory allowance			
Assistant Engineer (Water/Sewage treatment plants)	50	60	Water Supply systems special nature of the work
Machanical Superintendent	50	60	"
Head Operator	..	50	"
Operators	20/43	50	"
Mechanic (Chlorine)	20/43	50	"
Plumbing Inspector	20	50	"
Plumber	20	50	"
Fitter	42	50	"
Fitter	20	50	"
Work Superintendent	42/25/20	50	"
Cleaner	40	50	"
Mason	42	50	Sewerage systems—special nature of work
Head Operator	40	50	"
Sewer Cleaner/ Cleaner Worker (Sewer cleaning)	20	80	"
Lascar	40/20	50	"
Blacksmith	20		"
Sweeper	20		"
Pipe Layer	29	40	"
Electrician	20		"
Chemist/Sr. Chemist	20	30	Special nature of work
4. Permanent Conveyance Allowance			
Assistant Engineer	95/50	75	Maintenance Division of Water Supply-sewerage in lieu of regular TA within 8 KM.
Mechanical Superintendent	50	75	do.
Chief Mechanical Fore man	50	75	do.
Meter Reader	30	60	do.
Meter Inspector	30	40	do.
Drainage Inspector I&II	30	40	do.
Mechanic	30	40	do.
Unskilled worker	30	40	do.
Fitter	30	40	do.
Head Operator	30	40	do.
Mason	30	40	do.
Plumber	30	40	do.
Turn Cock	30	40	do.

(1)	(2)	(3)	(4)
5. Uniform			
Blue Printer Operating Staff	3 Aprons 3 sets of Uniform	3 Aprons 3 sets of Uniform	
Peons (Stencil Operator) Drivers Peons	3 Aprons 3 sets of Uniform	3 Aprons 3 sets of Uniform	
6. Ad-hoc Allowance			
1. All those in the scales of pay ranging upto Rs. 2440-3700	50 p.m.	50 p.m.	<i>Note:</i> This allowance will not be given to employees appointed on or after 1-10-1994
2. All those in the scale of pay ranging from Rs. 2530-4150 to Rs. 4300-5540	75 p.m.	75 p.m.	
3. All others	100 p.m.	100 p.m.	
7. Higher Qualification Allowance			
Assistant Engineer/Assistant Executive Engineer/ Executive Engineer/Superintending Engineer/ Deputy Chief Engineer/Chief Engineer (including equated categories)	125 p.m.	200 p.m.	
8. Night Shift Allowance			
Overtime Allowance/ extra wages to NMR staff	Rs. 1.50 per day per head	Rs. 2.40 per day per head	

ANNEXURE VI

TRAVELLING ALLOWANCES

Scheduled of Revised Rates, Grades of Officers, D.A., Mileage and Incidental Expenses

Grade	Existing Classification	Revised Classification	Daily allowance with in the State		D.A. Outside State		Room rent per day at B/D M/C*		Other places outside the State		Road Mileage-		Road/Rail incidental expenses	
			Exist-ing	Revi-sed	Exist-ing	Revi-sed	Exist-ing	Revi-sed	Exist-ing	Revi-sed	Exist-ing	Revi-sed	Exist-ing	Revi-sed
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Grade I	Officers with actual Pay of Rs. 2500 and above	Officers with actual Pay of Rs. 2000 and above	40	60	65	100	250	350†	150	200	0.18	0.36	0.08	0.12
Grade II (a)	Officers with actual Pay of Rs. 1800 and above but below Rs. 2500	Officers with actual Pay of Rs. 1950 to Rs. 2699	32	50	50	80	200	300	100	150	0.14	0.28	0.06	0.10
(b)	Officers with actual Pay of Rs. 1250 and above but below Rs. 1800	Officers with actual Pay of Rs. 1350 to Rs. 1999	24	40	40	60	175	250	75	120	0.14	0.28	0.06	0.10
Grade III	All other Categories except Class IV Officers	Officers (including Class IV) with actual Pay of Rs. 950 to Rs. 1249	21	30	40	55	150	220	60	90	0.12	0.24	0.04	0.06
Grade IV	All Class IV Officers	Class IV Officers with basic pay upto Rs. 849	16	20	30	40	100	150	40	70	0.10	0.20	0.03	0.05

* Bombay, Delhi, Madras, Calcutta.

† Officers of and above the rank of Chief Engineer will be permitted to stay at Three Star Hotels and the rent fully reimbursed in lieu of the specified rate.

57 X 20 X 2 ÷ 100

APPENDICES

APPENDIX I

Form of Exercising option under Rules for Fixation of Pay

(Vide ANNEXURE III)

I..... (name)
..... (designation) on Rs..... (Scale of Pay)
..... (Office) do hereby elect

* (i) to come under the revised scale of Rs..... of the post of..... with
effect from 1-3-1992/.....

* (ii) to retain the existing scale (pre-revised) of pay of Rs..... of the
post of..... till..... and come under
the revised scale of pay of Rs..... of the same post/promoted post w.e.f.....

(Signature)

Name and Designation of
the Officer exercising option.

Place:
Date:

Countersigned

(Dated Signature)
Name and Designation
of the Officer authorised
to receive the option.

* Strike out whichever is not applicable.

APPENDIX II

READY RECKONER FOR FIXATION OF PAY

Table No. 1

Existing scale: Rs. 750-10-760-15-805-20-925-25-1025

Revised scale: Rs. 810-25-910-30-1090

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
750	75	825	835	..	835
760	75	835	860	..	860
775	75	850	860	..	860
790	75	865	885	..	885
805	75	880	885	..	885
825	75	900	910	..	910
845	75	920	940	..	940
865	75	940	970	..	970
885	75	960	970	..	970
905	75	980	1000	..	1000
925	75	1000	1030	..	1030
950	75	1025	1030	..	1030
975	75	1050	1060	..	1060
1000	75	1075	1090	..	1090
1025	75	1100	1090	..	1090+10 PP

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.
P. P. Personal Pay.

Table No. 2

Existing scale: Rs. 775-15-805-20-925-25-1100-30-1160

Revised scale: Rs. 835-25-910-30-1090-35-1230-45-1320

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
775	75	850	860	..	860
790	75	865	885	..	885
805	75	880	885	..	885
825	75	900	910	..	910
845	75	920	940	..	940
865	75	940	970	..	970
885	75	960	970	..	970
905	75	980	1000	..	1000
925	75	1000	1030	..	1030
950	75	1025	1030	..	1030
975	75	1050	1060	..	1060
1000	75	1075	1090	..	1090
1025	75	1100	1125	..	1125
1050	75	1125	1160	..	1160
1075	75	1150	1160	..	1160
1100	77	1177	1195	..	1195
1130	79	1209	1230	..	1230
1160	81	1241	1275	..	1275

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 3

Existing scale: Rs. 805-20-925-25-1100-30-1190

Revised scale: Rs. 860-25-910-30-1090-35-1230-45-1275-45-1365

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
805	75	880	885	..	885
825	75	900	910	..	910
845	75	920	940	..	940
865	75	940	970	..	970
885	75	960	970	..	970
905	75	980	1000	..	1000
925	75	1000	1030	..	1030
950	75	1025	1030	..	1030
975	75	1050	1060	..	1060
1000	75	1075	1090	..	1090
1025	75	1100	1125	..	1125
1050	75	1125	1160	..	1160
1075	75	1150	1160	..	1160
1100	77	1177	1195	..	1195
1130	79	1209	1230	..	1230
1160	81	1241	1275	..	1275
1190	83	1273	1275	..	1275

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 4

Existing scale: Rs. 825-20-925-25-1100-30-1250-40-1290

Revised scale: Rs. 970-30-1090-35-1230-45-1500-65-1565

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
825	75	900	970	..	970
845	75	920	970	..	970
865	75	940	970	..	970
885	75	960	970	..	970
905	75	980	1000	..	1000
925	75	1000	1030	..	1030
950	75	1025	1030	..	1030
975	75	1050	1060	..	1060
1000	75	1075	1090	..	1090
1025	75	1100	1125	..	1125
1050	75	1125	1160	..	1160
1075	75	1150	1160	..	1160
1100	77	1177	1195	..	1195
1130	79	1209	1230	..	1230
1160	81	1241	1275	..	1275
1190	83	1273	1275	..	1275
1220	85	1305	1320	..	1320
1250	88	1338	1365	..	1365
1290	90	1380	1410	..	1410

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 5

Existing scale: Rs. 845-20-925-25-1100-30-1250-40-1370

Revised scale: Rs. 1090-35-1230-45-1500-65-1695

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
845	75	920	1090	..	1090
865	75	940	1090	..	1090
885	75	960	1090	..	1090
905	75	980	1090	..	1090
925	75	1000	1090	..	1090
950	75	1025	1090	35	1125
975	75	1050	1090	35	1125
1000	75	1075	1090	35	1125
1025	75	1100	1125	..	1125
1050	75	1125	1160	..	1160
1075	75	1150	1160	..	1160
1100	77	1177	1195	..	1195
1130	79	1209	1230	..	1230
1160	81	1241	1275	..	1275
1190	83	1273	1275	..	1275
1220	85	1305	1320	..	1320
1250	88	1338	1365	..	1365
1290	90	1380	1410	..	1410
1330	93	1423	1455	..	1455
1370	96	1466	1500	..	1500

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250

Table No. 6

Existing scale: Rs. 865-20-925-25-1100-30-1250-40-1450

Revised scale: Rs. 1125-35-1230-45-1500-65-1760

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
865	75	940	1125	..	1125
885	75	960	1125	..	1125
905	75	980	1125	..	1125
925	75	1000	1125	..	1125
950	75	1025	1125	..	1125
975	75	1050	1125	35	1160
1000	75	1075	1125	35	1160
1025	75	1100	1125	35	1160
1050	75	1125	1160	..	1160
1075	75	1150	1160	..	1160
1100	77	1177	1195	..	1195
1130	79	1209	1230	..	1230
1160	81	1241	1275	..	1275
1190	83	1273	1275	..	1275
1220	85	1305	1320	..	1320
1250	88	1338	1365	..	1365
1290	90	1380	1410	..	1410
1330	93	1423	1455	..	1455
1370	96	1466	1500	..	1500
1410	99	1509	1565	..	1565
1450	102	1552	1565	..	1565

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 7

Existing scale: Rs. 905-20-925-25-1100-30-1250-40-1490
 Revised scale: Rs. 1195-35-1230-45-1500-65-1760-85-1845

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
905	75	980	1195	..	1195
925	75	1000	1195	..	1195
950	75	1025	1195	..	1195
975	75	1050	1195	..	1195
1000	75	1075	1195	..	1195
1025	75	1100	1195	35	1230
1050	75	1125	1195	35	1230
1075	75	1150	1195	35	1230
1100	77	1177	1195	35	1230
1130	79	1209	1230	..	1230
1160	81	1241	1275	..	1275
1190	83	1273	1275	..	1275
1220	85	1305	1320	..	1320
1250	88	1338	1365	..	1365
1290	90	1380	1410	..	1410
1330	93	1423	1455	..	1455
1370	96	1466	1500	..	1500
1410	99	1509	1565	..	1565
1450	102	1552	1565	..	1565
1490	104	1594	1630	..	1630

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 8

Existing scale: Rs. 950-25-1100-30-1250-40-1530-60-1590
 Revised scale: Rs. 1275-45-1500-65-1760-85-2100

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
950	75	1025	1275	..	1275
975	75	1050	1275	..	1275
1000	75	1075	1275	..	1275
1025	75	1100	1275	..	1275
1050	75	1125	1275	..	1275
1075	75	1150	1275	45	1320
1100	77	1177	1275	45	1320
1130	79	1209	1275	45	1320
1160	81	1241	1275	45	1320
1190	83	1273	1275	45	1320
1220	85	1305	1320	..	1320
1250	88	1338	1365	..	1365
1290	90	1380	1410	..	1410
1330	93	1423	1455	..	1455
1370	96	1466	1500	..	1500
1410	99	1509	1565	..	1565
1450	102	1552	1565	..	1565
1490	104	1594	1630	..	1630
1530	107	1637	1695	..	1695
1590	111	1701	1760	..	1760

Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 9

Existing Scale: Rs.1000-25-1100-30-1250-40-1530-60-1710

Revised scale: Rs.1410-45-1500-65-1760-85-2355

Pay in the existing Scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1000	75	1075	1410	..	1410
1025	75	1100	1410	..	1410
1050	75	1125	1410	..	1410
1075	75	1150	1410	..	1410
1100	77	1177	1410	..	1410
1130	79	1209	1410	45	1455
1160	81	1241	1410	45	1455
1190	83	1273	1410	45	1455
1220	85	1305	1410	45	1455
1250	88	1338	1410	45	1455
1290	90	1380	1410	90	1500
1330	93	1423	1455	..	1500 [†]
1370	96	1466	1500	..	1500
1410	99	1509	1565	..	1565
1450	102	1552	1565	..	1565
1490	104	1594	1630	..	1630
1530	107	1637	1695	..	1695
1590	111	1701	1760	..	1760
1650	116	1766	1845	..	1845
1710	120	1830	1845	..	1845

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

†Vide Note below Rule 3 (iv) (c) of Rules for Fixation of Pay.

Table No. 10

Existing scale: Rs. 1050-25-1100-30-1250-40-1530-60-1830

Revised scale: Rs. 1455-45-1500-65-1760-85-2440

Pay in the existing scale	*Fitment benefit-7% of basic pay	Total	Next Stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1050	75	1125	1455	..	1455
1075	75	1150	1455	..	1455
1100	77	1177	1455	..	1455
1130	79	1209	1455	..	1455
1160	81	1241	1455	..	1455
1190	83	1273	1455	45	1500
1220	85	1305	1455	45	1500
1250	88	1338	1455	45	1500
1290	90	1380	1455	45	1500
1330	93	1423	1455	45	1500
1370	96	1466	1500	..	1500
1410	99	1509	1565	..	1565
1450	102	1552	1565	..	1565
1490	104	1594	1630	..	1630
1530	107	1637	1695	..	1695
1590	111	1701	1760	..	1760
1650	116	1766	1845	..	1845
1710	120	1830	1845	..	1845
1770	124	1894	1930	..	1930
1830	128	1958	2015	..	2015

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 11

Existing Scale: Rs. 1100-30-1250-40-1530-60-1830-80-2070

Revised Scale: Rs. 1500-65-1760-85-2440-90-2710

<i>Pay in the existing scale</i>	<i>*Fitment benefit-7% of basic pay</i>	<i>Total</i>	<i>Next stage in the revised scale</i>	<i>Bunching benefit</i>	<i>Pay in the revised scale</i>
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1100	77	1177	1500	..	1500
1130	79	1209	1500	..	1500
1160	81	1241	1500	..	1500
1190	83	1273	1500	..	1500
1220	85	1305	1500	..	1500
1250	88	1338	1500	65	1565
1290	90	1380	1500	65	1565
1330	93	1423	1500	65	1565
1370	96	1466	1500	65	1565
1410	99	1509	1565	..	1565
1450	102	1552	1565	..	1565
1490	104	1594	1630	..	1630
1530	107	1637	1695	..	1695
1590	111	1701	1760	..	1760
1650	116	1766	1845	..	1845
1710	120	1830	1845	..	1845
1770	124	1894	1930	..	1930
1830	128	1958	2015	..	2015
1910	134	2044	2100	..	2100
1990	139	2129	2185	..	2185
2070	145	2215	2270	..	2270

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 12

Existing scale: Rs. 1220-30-1250-40-1530-60-1830-80-2150

Revised scale: Rs. 1630-65-1760-85-2440-90-2710-105-2815

<i>Pay in the existing scale</i>	<i>*Fitment benefit-7% of basic pay</i>	<i>Total</i>	<i>Next stage in the revised scale</i>	<i>Bunching benefit</i>	<i>Pay in the revised scale</i>
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1220	85	1305	1630	..	1630
1250	88	1338	1630	..	1630
1290	90	1380	1630	..	1630
1330	93	1423	1630	..	1630
1370	96	1466	1630	..	1630
1410	99	1509	1630	65	1695
1450	102	1552	1630	65	1695
1490	104	1594	1630	65	1695
1530	107	1637	1695	..	1695
1590	111	1701	1760	..	1760
1650	116	1766	1845	..	1845
1710	120	1830	1845	..	1845
1770	124	1894	1930	..	1930
1830	128	1958	2015	..	2015
1910	134	2044	2100	..	2100
1990	139	2129	2185	..	2185
2070	145	2215	2270	..	2270
2150	151	2301	2355	..	2355

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 13

Existing scale : Rs. 1250-40-1530-60-1830-80-2230

Revised scale : Rs. 1695-65-1760-85-2440-90-2710-105-2920

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching Benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1250	88	1338	1695	..	1695
1290	90	1380	1695	..	1695
1330	93	1423	1695	..	1695
1370	96	1466	1695	..	1695
1410	99	1509	1695	..	1695
1450	102	1552	1695	65	1760
1490	104	1594	1695	65	1760
1530	107	1637	1695	65	1760
1590	111	1701	1760	..	1760
1650	116	1766	1845	..	1845
1710	120	1830	1845	..	1845
1770	124	1894	1930	..	1930
1830	128	1958	2015	..	2015
1910	134	2044	2100	..	2100
1990	139	2129	2185	..	2185
2070	145	2215	2270	..	2270
2150	151	2301	2355	..	2355
2230	156	2386	2440	..	2440

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 14

Existing scale : Rs. 1330-40-1530-60-1830-80-2470-85-2555

Revised scale : Rs. 1760-85-2440-90-2710-105-2920-130-3050

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching Benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1330	93	1423	1760	..	1760
1370	96	1466	1760	..	1760
1410	99	1509	1760	..	1760
1450	102	1552	1760	..	1760
1490	104	1584	1760	..	1760
1530	107	1637	1760	85	1845
1590	111	1701	1760	85	1845
1650	116	1766	1845	..	1845
1710	120	1830	1845	..	1845
1770	124	1894	1930	..	1930
1830	128	1958	2015	..	2015
1910	134	2044	2100	..	2100
1990	139	2129	2185	..	2185
2070	145	2215	2270	..	2270
2150	151	2301	2355	..	2355
2230	156	2386	2440	..	2440
2310	162	2472	2530	..	2530
2390	167	2557	2620	..	2620
2470	173	2643	2710	..	2710
2555	179	2734	2815	..	2815

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 15*Existing scale:* Rs. 1370-40-1530-60-1830-80-2470-85-2640*Revised scale:* Rs. 2100-85-2440-90-2710-105-2920-130-3310

<i>Pay in the existing scale</i>	<i>*Fitment Benefit-7% of basic pay</i>	<i>Total</i>	<i>Next stage in the revised scale</i>	<i>Bunching Benefit</i>	<i>Pay in the revised scale</i>
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1370	96	1466	2100	..	2100
1410	99	1509	2100	..	2100
1450	102	1552	2100	..	2100
1490	104	1594	2100	..	2100
1530	107	1637	2100	..	2100
1590	111	1701	2100	85	2185
1650	116	1766	2100	85	2185
1710	120	1830	2100	85	2185
1770	124	1894	2100	85	2185
1830	128	1958	2100	85	2185
1910	134	2044	2100	170	2270
1990	139	2129	2185	..	2270†
2070	145	2215	2270	..	2270
2150	151	2301	2355	..	2355
2230	156	2386	2440	..	2440
2310	162	2472	2530	..	2530
2390	167	2557	2620	..	2620
2470	173	2643	2710	..	2710
2555	179	2734	2815	..	2815
2640	185	2825	2920	..	2920

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

†Vide Note below Rule 3 (iv) (c) of Rules for Fixation of Pay.

Table No. 16*Existing scale:* Rs. 1450-40-1530-60-1830-80-2470-85-2725-100-2825*Revised scale:* Rs. 2185-85-2440-90-2710-105-2920-130-3440

<i>Pay in the existing scale</i>	<i>*Fitment Benefit-7% of basic pay</i>	<i>Total</i>	<i>Next stage in the revised scale</i>	<i>Bunching Benefit</i>	<i>Pay in the revised scale</i>
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1450	102	1552	2185	..	2185
1490	104	1594	2185	..	2185
1530	107	1637	2185	..	2185
1590	111	1701	2185	..	2185
1650	116	1766	2185	..	2185
1710	120	1830	2185	85	2270
1770	124	1894	2185	85	2270
1830	128	1958	2185	85	2270
1910	134	2044	2185	85	2270
1990	139	2129	2185	85	2270
2070	145	2215	2270	..	2270
2150	151	2301	2355	..	2355
2230	156	2386	2440	..	2440
2310	162	2472	2530	..	2530
2390	167	2557	2620	..	2620
2470	173	2643	2710	..	2710
2555	179	2734	2815	..	2815
2640	185	2825	2920	..	2920
2725	191	2916	2920	..	2920
2825	198	3023	3050	..	3050

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 17

Existing scale: Rs. 1590-60-1830-90-2470-85-2725-100-2925-125-3050

Revised scale: Rs. 2270-85-2440-90-2710-105-2920-130-3570

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1590	111	1701	2270	..	2270
1650	116	1766	2270	..	2270
1710	120	1830	2270	..	2270
1770	124	1894	2270	..	2270
1830	128	1958	2270	..	2270
1910	134	2044	2270	85	2355
1990	139	2129	2270	85	2355
2070	145	2215	2270	85	2355
2150	151	2301	2355	..	2355
2230	156	2386	2440	..	2440
2310	162	2472	2530	..	2530
2390	167	2557	2620	..	2620
2470	173	2643	2710	..	2710
2555	179	2734	2815	..	2815
2640	185	2825	2920	..	2920
2725	191	2916	2920	..	2920
2825	198	3023	3050	..	3050
2925	205	3130	3180	..	3180
3050	214	3264	3310	..	3310

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 18

Existing scale: Rs. 1650-60-1830-80-2470-85-2725-100-2925-125-3175

Revised scale: Rs. 2440-90-2710-105-2920-130-3700

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1650	116	1766	2440	..	2440
1710	120	1830	2440	..	2440
1770	124	1894	2440	..	2440
1830	128	1958	2440	..	2440
1910	134	2044	2440	..	2440
1990	139	2129	2440	90	2530
2070	145	2215	2440	90	2530
2150	151	2301	2440	90	2530
2230	156	2386	2440	90	2530
2310	162	2472	2530	..	2530
2390	167	2557	2620	..	2620
2470	173	2643	2710	..	2710
2555	179	2734	2815	..	2815
2640	185	2825	2920	..	2920
2725	191	2916	2920	..	2920
2825	198	3023	3050	..	3050
2925	205	3130	3180	..	3180
3050	214	3264	3310	..	3310
3175	222	3397	3440	..	3440

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 19

Existing scale: Rs. 1830-80-2470-85-2725-100-2925-125-3425

Revised scale: Rs. 2530-90-2710-105-2920-130-3700-150-4150

Pay in the existing Scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1830	128	1958	2530	..	2530
1910	134	2044	2530	..	2530
1990	139	2129	2530	..	2530
2070	145	2215	2530	..	2530
2150	151	2301	2530	..	2530
2230	156	2386	2530	90	2620
2310	162	2472	2530	90	2620
2390	167	2557	2620	..	2620
2470	173	2643	2710	..	2710
2555	179	2734	2815	..	2815
2640	185	2825	2920	..	2920
2725	191	2916	2920	..	2920
2825	198	3023	3050	..	3050
2925	205	3130	3180	..	3180
3050	214	3264	3310	..	3310
3175	222	3397	3440	..	3440
3300	231	3531	3570	..	3570
3425	240	3665	3700	..	3700

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 20

Existing scale: Rs. 2070-80-2470-85-2725-100-2925-125-3550

Revised scale: Rs. 2710-105-2920-130-3700-150-4300

Pay in the existing scale	*Fitment Benefit-7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2070	145	2215	2710	..	2710
2150	151	2301	2710	..	2710
2230	156	2386	2710	..	2710
2310	162	2472	2710	..	2710
2390	167	2557	2710	..	2710
2470	173	2643	2710	105	2815
2555	179	2734	2815	..	2815
2640	185	2825	2920	..	2920
2725	191	2916	2920	..	2920
2825	198	3023	3050	..	3050
2925	205	3130	3180	..	3180
3050	214	3264	3310	..	3310
3175	222	3397	3440	..	3440
3300	231	3531	3570	..	3570
3425	240	3665	3700	..	3700
3550	249	3799	3850	..	3850

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 21

Existing scale :- Rs. 2470-85-2725-100-2925-125-3675
 Revised scale :- Rs. 3050-130-3700-150-4300-175-5175

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2470	173	3643	3050	..	3050
2555	179	2734	3050	..	3050
2640	185	2825	3050	..	3050
2725	191	2916	3050	..	3050
2825	198	3023	3050	..	3050
2925	205	3130	3180	..	3180
3050	214	3264	3310	..	3310
3175	222	3397	3440	..	3440
3300	231	3531	3570	..	3570
3425	240	3665	3700	..	3700
3550	249	3799	3850	..	3850
3675	250	3925	4000	..	4000

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 22

Existing scale :- Rs. 2640-85-2725-100-2925-125-3675-140-3815
 Revised scale :- Rs. 4000-150-4300-175-5350

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2640	185	2825	4000	..	4000
2725	191	2916	4000	..	4000
2825	198	3023	4000	..	4000
2925	205	3130	4000	..	4000
3050	214	3264	4000	..	4000
3175	222	3397	4000	150	4150
3300	231	3531	4000	150	4150
3425	240	3665	4000	150	4150
3550	249	3799	4000	150	4150
3675	250	3925	4000	150	4150
3815	250	4065	4150	..	4150

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 23

Existing scale: Rs. 2825-100-2925-125-3675-140-4095

Revised scale: Rs. 4300-175-5350-190-5540

Pay in the existing scale	*Fitment Benefit 7% basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2825	198	3023	4300	..	4300
2925	205	3130	4300	..	4300
3050	214	3264	4300	..	4300
3175	222	3397	4300	..	4300
3300	231	3531	4300	..	4300
3425	240	3665	4300	175	4475
3550	249	3799	4300	175	4475
3675	250	3925	4300	175	4475
3815	250	4065	4300	175	4475
3955	250	4205	4300	175	4475
4095	250	4345	4475	..	4475

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250

Table No. 24

Existing scale: Rs. 3050-125-3765-140-4095-170-4435

Revised scale: Rs. 4650-175-5350-190-5730

Pay in the existing scale	*Fitment Benefit 7% of basic pay	Total	Next stage in the revised scale	Bunching benefit	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3050	214	3264	4650	..	4650
3175	222	3397	4650	..	4650
3300	231	3531	4650	..	4650
3425	240	3665	4650	..	4650
3550	249	3799	4650	..	4650
3675	250	3925	4650	175	4825
3815	250	4065	4650	175	4825
3955	250	4205	4650	175	4825
4095	250	4345	4650	175	4825
4265	250	4515	4650	175	4825
4435	250	4685	4825	..	4825

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No. 25

Existing scale: Rs. 3175-125-3765-140-4095-170-4605

Revised scale: Rs. 5175-175-5350-190-5920

<i>Pay in the existing scale</i>	<i>*Fitment benefit 7% of basic pay</i>	<i>Total</i>	<i>Next stage in the revised scale</i>	<i>Bunching benefit</i>	<i>Pay in the revised scale</i>
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3175	222	3397	5175	..	5175
3300	231	3531	5175	..	5175
3425	240	3665	5175	..	5175
3550	249	3799	5175	..	5175
3675	250	3925	5175	..	5175
3815	250	4065	5175	175	5350
3955	250	4205	5175	175	5350
4095	250	4345	5175	175	5350
4265	250	4515	5175	175	5340
4435	250	4685	5175	175	5350
4605	250	4855	5175	365	5540

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

Table No- 26

Existing scale: Rs. 4435-170-5285

Revised scale: Rs. 5350-190-6300

<i>Pay in the existing scale</i>	<i>*Fitment benefit 7% of basic pay</i>	<i>Total</i>	<i>Next stage in the revised scale</i>	<i>Bunching benefit</i>	<i>Pay in the revised scale</i>
(1)	(2)	(3)	(4)	(5)	(6)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
4435	250	4685	5350	..	5350
4605	250	4855	5350	..	5350
4775	250	5025	5350	..	5350
4945	250	5195	5350	..	5350
5115	250	5365	5540	..	5540
5285	250	5535	5540	..	5540

* Subject to a minimum of Rs. 75 and a maximum of Rs. 250.