

**FOOD CORPORATION OF INDIA
'KHADYA NIGAM' HEADQUARTERS
16-20, BARAKHAMBA LANE
NEW DELHI-110 001**

No. WRC/1/2/2009

Dated : 9th April, 2010

CIRCULAR NO. WR-09-2010-06

SUB : Revision of Scales of Pay and Allowances for Category-III & IV employees on IDA pattern w.e.f. 1.1.2007 - Regarding.

- 1.1 Proposal regarding revision of scales of pay and allowances for Category-III & IV employees under IDA pattern w.e.f. 1.1.2007 was forwarded to the Government of India for approval after signing a Memorandum of Understanding with the recognized Union and obtaining the concurrence of the Board of Directors. The Government of India, vide Order No. 16-1/2006-FC.I (Vol.III) dated 30th March, 2010, has since communicated its approval on the wage structure to be implemented for unionized employees under IDA pattern w.e.f. 1.1.2007. Accordingly, a Memorandum of Settlement has been signed with the recognized Union on 1.4.2010.
- 1.2 The revised wage structure and the terms and conditions regulating the same shall be as detailed in the following paragraphs:-

2. APPLICABILITY

- 2.1 The revised wage structure shall cover all regular Category III & IV employees on IDA pay scales.

3. PERIOD OF OPERATION

- 3.1 The revised wage structure is applicable for the period of ten years from 01.01.2007 to 31.12.2016 (10 years). However, till revised wages due from 01.01.2017 are introduced, the Category III & IV employees will continue to be allowed pay and other benefits as per the current scheme as amended from time to time.

4. SCALES OF PAY

- 4.1 The revised scales of pay effective from 01.01.2007 corresponding to the existing (pre-revised) pay scales shall be as follows:-

| Pre revised scale no. | Pre revised Pay Scale | Revised Pay Scale | Revised scale no. |
|-----------------------|---|-------------------|-------------------|
| S-O | 3850-65-4175 | 8100-18070 | S-1 |
| S-1 | 4220-100-6720 | 8100-18070 | |
| S-2 | 4320-100-5220-110-5770-120-7330 | 8300-19710 | S-2 |
| S-3 | 4420-100-5220-110-5330-120-6650-125-7650 | 8500-20580 | S-3 |
| S-4 | 4620-100-5120-120-6560-125-6685-130-6815-140-8215 | 8900-22100 | S-4 |
| S-5 | 4820-110-5040-120-6600-125-6850-140-8530 | 9300-22940 | S-5 |
| S-6 | 5160-120-6600-130-6860-140-7700-150-9500 | 9900-25530 | S-6 |
| S-7 | 5760-120-6600-130-6860-140-7000-180-11140 | 11100-29950 | S-7 |
| S-8 | 6900-200-11900 | 13300-31050 | S-8 |

5. Fixation of Pay in the revised scales

- 5.1 (a) Basic Pay as on 31.12.2006 (pre revised) -----
(b) Dearness Allowance 78.2% -----
(c) 30% of Basic Pay plus Dearness Allowance 78.2% -----
(d) The aggregate amount would be rounded off to the -----
next ten rupees and pay fixed in revised scale.

The pay of employees on roll of the Corporation as on 31.12.2006 drawing on IDA pattern shall be fixed in the revised corresponding to the basic pay drawn in the pre-revised scale of pay before drawl of increment on 01.01.2007 i.e. basic pay as on 31.12.2006 as per statements annexed at Annexure A to H.

- 5.2 The annual increment would be @ 3% on the revised basic pay.

- 5.3 After fixation of pay, the employee will be eligible for annual increment in revised scale of pay as on 01.01.2007 @3% of revised basic pay and amount so arrived at will be rounded off to the next multiple of Rs.10.

- 5.4 The pay of Cat.III & IV employees who joined the service of the Corporation on or after 1.01.2007 will be fixed at the minimum of the appropriate revised scale as applicable on date of joining service in the corporation.
- 5.5 Where existing (Pre-Revised) two or more than two consecutive stages are bunched (fixed) at one stage in revised scale, benefit of one increment shall be given to senior employee.

6. FIXATION OF PAY ON PROMOTION

- 6.1 One notional increment equal to the increment being drawn by the employee in the pay scale before such promotion would be granted and pay fixed in the promoted pay scale and rounded up to the next of ten rupees.

7. INDUSTRIAL DEARNESS ALLOWANCE (IDA)

- 7.1 IDA as on 01.01.2007 will be Nil. The IDA payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE from time to time. The quarterly DA payable w.e.f. 01.01.2007 onwards is given below:-

| Date of Dearness Allowance | Rate of Dearness Allowance (in percentage) |
|----------------------------|--|
| 01.01.2007 | Zero |
| 01.04.2007 | 0.8 |
| 01.07.2007 | 1.3 |
| 01.10.2007 | 4.2 |
| 01.01.2008 | 5.8 |
| 01.04.2008 | 6.3 |
| 01.07.2008 | 9.2 |
| 01.10.2008 | 12.9 |
| 01.01.2009 | 16.6 |
| 01.04.2009 | 16.9 |
| 01.07.2009 | 18.5 |
| 01.10.2009 | 25.3 |
| 01.01.2010 | 30.9 |

- 7.2 Whenever D.P.E issues instructions for merger of IDA into Basic Pay, the same shall also be applicable to category III & IV employees in accordance with the guidelines issued by DPE.

8. SUPERANNUATION BENEFITS

- 8.1 (a) In case of food transferees who have opted for retirement benefits of the Central Government servants under Section 12(A) of Food Corporation Act, 1964, the retirement benefits shall continue to be regulated as per instructions of Central Government from time to time.
- (b) The other employees on IDA pattern shall be governed by the retirement benefits as per DPE guidelines from time to time.

9. GRATUITY

- 9.1 The ceiling of gratuity for Cat.III & IV employees on IDA pay scales shall stand revised from Rs.3.5 lacs to Rs.10 lacs w.e.f. 1.01.2007. Payment of Gratuity will be regulated as per the instructions issued by DPE from time to time.

OTHER ALLOWANCES AND FRINGE BENEFITS

10. HOUSE RENT ALLOWANCE (HRA)

- 10.1 (a) The HRA on the revised scales of pay will be payable from 01.12.2008 at the rates notified by the Govt. of India from time to time. The present rates of HRA as notified by the Govt. of India are as under:-

| Sl.No. | Cities with Population | Classification of City | Rate of HRA |
|--------|------------------------|------------------------|------------------|
| a) | 50 lakh and above | X | 30% of Basic Pay |
| b) | 5 to 50 Lakh | Y | 20% of Basic Pay |
| c) | Less than 5 Lakh | Z | 10% of Basic Pay |

However, in case the actual amount of House Rent Allowance as per prescribed rate is less than the actual amount of HRA drawn earlier in the case of a particular employee, the difference would be allowed to be drawn by the employee as "Personal Allowance" until the difference is eliminated in the course of time.

- b) The classification of cities for payment of HRA shall be as per GOI instructions from time to time.

c) Payment of HRA in respect of the employees posted in North East Region & other places will be as per Govt. of India instructions, as notified from time to time.

d) The Station Compensatory Allowance shall stand dispensed with w.e.f. 1.12.2008

11. CITY COMPENSATORY ALLOWANCE

11.1 The City Compensatory Allowance shall stand dispensed with w.e.f. 01.12.2008.

12. LUNCH SUBSIDY

12.1 The rate of Lunch Subsidy stands revised to Rs.200/- per month w.e.f. 1.12.2008.

13. WASHING ALLOWANCE

13.1 The rate of Washing Allowance being paid to the employees eligible for livery/uniform stands revised to Rs.100/- per month w.e.f. 1.12.2008 subject to the condition that they attend duty with full uniform in tidy condition.

14. REIMBURSEMENT OF CONVEYANCE EXPENDITURE

14.1 Reimbursement of Conveyance expenditure stands revised w.e.f. 1.12.2008 as follows depending upon the mode of conveyance maintained by the employee

| Item | Mode of Conveyance | Per Month | |
|------|------------------------|-----------|-------------|
| | | Petrol | Maintenance |
| a) | Scooter/Motor Cycle | 10 Ltr. | 330/- |
| b) | Moped | 7.5Ltr. | 210/- |
| c) | Others | | 330/- |
| d) | Physically Handicapped | | 1100/- |

15. REIMBURSEMENT OF MEDICAL EXPENSES

15.1 Medical reimbursement for outdoor treatment stands revised to Rs.1500/- per quarter payable w.e.f. 1.12.2008. Instructions

regarding scheme for reimbursement of expenses incurred on diagnostic tests will be issued separately.

16. DUSTING OPERATOR ALLOWANCE

16.1 The Dusting Operator Allowance stands revised to Rs.250/- per month w.e.f. 1.12.2008.

17. CASH HANDLING ALLOWANCE

17.1 Cash Handling allowance stands revised w.e.f 1.12.2008 as follows:-

| Sl. No. | Cash Handled per month | Existing Allowance/pm | Revised allowance/pm |
|---------|------------------------|-----------------------|----------------------|
| 1 | More than Rs. 5 lacs | 150 | 250 |
| 2 | Upto Rs.5 lacs | 120 | 200 |
| 3 | Asstt. Cashier | 85 | 150 |
| 4 | Category IV | 50 | 85 |

18. OPERATIONAL ALLOWANCE

18.1 Operational allowance stands revised w.e.f 1.12.2008 as follows:-

| Sl. No. | Revised Scale no. | Revised allowance/pm |
|---------|-------------------|----------------------|
| 1 | S-1 to S-3 | 85 |
| 2 | S-4 and S-5 | 100 |
| 3 | S-6 and S-7 | 150 |
| 4 | S-8 | 190 |

19. NIGHT SHIFT ALLOWANCE

19.1 The night shift allowance stands revised w.e.f 1.12.2008 as follows :-

| Sl.No. | Existing (Rs./shift) | Revised (Rs./shift) |
|--------|----------------------|---------------------|
| (a) | 15 | 25 |
| (b) | 20 | 35 |

20. CHILDREN EDUCATION ALLOWANCE

20.1 The Children Education Allowance stands revised to Rs.12000/- per annum per child w.e.f. 1.12.2008. This will be regulated as per the terms and conditions applicable to Central Government employees.


21. SPECIAL DUTY ALLOWANCE/SPECIAL COMPENSATORY ALLOWANCE/ ISLAND SPECIAL DUTY ALLOWANCE/HARD AREA ALLOWANCE

21.1 The Special Duty Allowance in NE including Sikkim and Ladakh shall be 12.5% of Basic Pay w.e.f. 1.12.2008. The special duty allowance shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

21.2 With the introduction of Special Duty allowance, the special allowance granted under scheme introduced vide circular no. Ep.17-4/89 dated 21.04.92 and as amended from time to time, will cease to operate w.e.f 1.12.2008.

21.3 Island Special (Duty) Allowance in the Andaman-Nicobar-Lakshdweep group islands will be granted as under from 01.12.2008:-

| Sl.No. | Areas | Rates |
|--------|---|--------------------|
| 1. | Areas around Capital Towns. (Port Blair in A&N Islands, Kavaratti and Agatti in Lakshdweep) | 12.5% of basic pay |
| 2. | Difficult Areas (North and Middle Andaman, South Andaman excluding Port Blair in A&N Islands, all Islands in Lakshdweep except Kavaratti, Agatti and Minicoy) | 20% of basic pay |
| 3. | More Difficult Areas (Little Andaman, Nicobar group of Islands, Narcondam Islands, East Islands in A&N Islands, Minicoy in Lakshdweep) | 25% of basic pay |

 The Island special (duty) allowance shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

21.4 Hard Area Allowance

Hard Area Allowance in the Nicobar Group of Island and Minicoy in Lakshdweep Islands shall be paid @ 25% of basic pay with effect from 01.12.2008. The Hard Area allowance shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

21.5 Special Compensatory Allowance

Special Compensatory Allowance namely Bad Climate/Hill Area/Scheduled/Tribal Area/Remote Locality/Project Allowances stand revised w.e.f. 01.12.2008 as under:-

| | | |
|----|---------------------------------|--|
| 1. | Bad Climate Allowance | Rs.240/- p.m. |
| 2. | Hill Area Allowance | Rs.480/- p.m. |
| 3. | Scheduled/Tribal Area Allowance | Rs.240/- p.m. |
| 4. | Remote Area Allowance | Part A - Rs.2000/- p.m. Part B - Rs.1600/- p.m. Part C - Rs.1200/- p.m. Part D - Rs. 320/- p.m. |
| 5. | Project Allowance | Rs.1000/- p.m. |

The special compensatory allowances shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

22. ENCASHMENT OF ALL INDIA LEAVE TRAVEL CONCESSION (LTC)/BHARAT DARSHAN

The existing Scheme of encashment of All India LTC/Bharat Darshan shall continue.

23. OVERTIME ALLOWANCE

OTA payment on the revised pay would be made applicable from 1.04.2010. For the purpose of calculation of 'Pay' for determining hourly rate of OTA, HRA would not be included in Pay unless specifically permitted to be included in the relevant Shops & Establishment Act.

24. FIXED ALLOWANCES

24.1 The following fixed allowances would increase by 25% every time the Dearness Allowance on the revised pay structure goes up by 50% :-

1. Washing Allowance
2. Night Shift Allowance
3. Lunch subsidy
4. Cash Handling Allowance
5. Conveyance Allowance except quantity of fuel reimbursement
6. Children education Allowance annual ceiling
7. Operational Allowance
8. Dusting Operator Allowance
9. Special compensatory Allowances carrying fixed quantum
10. Fixed transfer grant
11. Fixed medical Allowance

25. TRANSFER GRANT

25.1 Transfer benefit viz. consolidated transfer grant and packing charges shall be revised from date of issue of order:-

| Revised scale.No. | Existing | Revised | |
|-------------------|----------|------------------------|-------------------------|
| | | Transfer Within Region | Transfer Outside Region |
| S-1 to S-2 | 2000 | 4000 | One month Basic Pay |
| S-3 to S-5 | 3150 | 6000 | One month Basic Pay |
| S-6 | 4400 | 8000 | One month Basic Pay |
| S-7 & S-8 | 5000 | 10000 | One month Basic Pay |

26. RECOVERIES/ADJUSTMENT OF THE AMOUNTS ALREADY PAID.

26.1 Provident Fund contribution shall continue to be deducted on revised Basic Pay & DA w.e.f. 1.1.2007 as per the instructions issued from time to time.



26.2 The payments of the arrears shall be subject to deduction of Income Tax and other statutory levies.

26.3 All payments released under the pre-revised scale of pay, allowances, and also interim relief/ad-hoc relief, and wage revision advance of Rs.25,000/- or Rs.22500/- or any other payments whatsoever released against the wage revision be adjusted/recovered from the arrears due to the employees on account of revision of scale of pay & allowances and perks. Any other advance, in which recovery is not being effected in the normal course, will also have to be adjusted/recovered from the arrears due to them.

26.4 The revised scales of pay shall be applicable to all employees under IDA pattern including those superannuated, resigned, died or retired after 01.01.2007. The employees who resigned, died or retired would be eligible for arrears up to the date on which they were on the rolls of the Corporation.

27. PRODUCTIVITY IMPROVEMENT

27.1 All the employees are expected to extend full support to all initiatives taken by management for enforcing strict discipline and punctuality.


27.2 All the employees would work towards reducing wastages , improving utilization of all human , material and technological resources for higher productivity and would make all out efforts to achieve the targets set under MOU with the Ministry of CAF&PD for improving the efficiency and productivity.

27.3 Re-deployment, rotation and re-training consistent with skills and technology will be adopted, wherever necessary, especially in the context of technological changes.

28. ANOMALY

28.1 In case of any doubt, hardship or any anomaly being faced by the individual, the same may be referred to DGM(EP), FCI, Headquarters, New Delhi for suitable clarification/action.

29. SAVING CLAUSE

 29.1 Pay and allowances revised herein are subject to usual terms and conditions in force unless modified herein.

- 29.2 All other allowances and perquisites/benefits not specifically mentioned in this order will continue to be regulated as per the existing rules.

30. GENERAL

- 30.1 Each employee has to give an undertaking that in case any discrepancy is found in post audit, the employee has to refund certain amount as a result thereof, he would do so. The undertaking form is available at Annexure-II.
- 30.2 All the concerned authorities in the Corporation are requested to bring these instructions to the notice of all Category-III & IV employees and take necessary action immediately to complete the process of fixation of pay in the revised scale of pay immediately. Copies of this Circular shall be displayed on the Notice Boards of all the Subordinate Offices.

This issues with the approval of the competent authority.

Hindi version of this Circular is being sent separately.

Encl : as above


(SANJEEV GAUTAM)
Dy. GENERAL MANAGER (EP)

UNDERTAKING

I, hereby, undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Corporation either by adjustment against future payments due to me or otherwise.

Signature_____

Name_____

Designation_____

| PAY SCALES | | |
|-----------------------|--------|---------------|
| Existing Scale (S- 0) | | Revised Scale |
| (3850-65-4175) | | 8100-18070 |
| S.No | Stages | |
| 1 | 3850 | 8920 |
| 2 | 3915 | 9070 |
| 3 | 3980 | 9220 |
| 4 | 4045 | 9370 |
| 5 | 4110 | 9530 |
| 6 | 4175 | 9680 |

| PAY SCALES | | |
|-----------------------|--------|---------------|
| Existing Scale (S- 1) | | Revised Scale |
| (4220-100-6720) | | 8100-18070 |
| S.No | Stages | |
| 1 | 4220 | 9780 |
| 2 | 4320 | 10010 |
| 3 | 4420 | 10240 |
| 4 | 4520 | 10480 |
| 5 | 4620 | 10710 |
| 6 | 4720 | 10940 |
| 7 | 4820 | 11170 |
| 8 | 4920 | 11400 |
| 9 | 5020 | 11630 |
| 10 | 5120 | 11870 |
| 11 | 5220 | 12100 |
| 12 | 5320 | 12330 |
| 13 | 5420 | 12560 |
| 14 | 5520 | 12790 |
| 15 | 5620 | 13020 |
| 16 | 5720 | 13260 |
| 17 | 5820 | 13490 |
| 18 | 5920 | 13720 |
| 19 | 6020 | 13950 |
| 20 | 6120 | 14180 |
| 21 | 6220 | 14410 |
| 22 | 6320 | 14650 |
| 23 | 6420 | 14880 |
| 24 | 6520 | 15110 |
| 25 | 6620 | 15340 |
| 26 | 6720 | 15570 |
| 27 | 6820 | 15800 |
| 28 | 6920 | 16030 |

Annexure B

PAY SCALES

[illegible]

PAY SCALES

| Existing Scale (S-3) | | Revised Scale |
|---|--------|---------------|
| (4420-100-5220-110-5330-120-6650-125-7650) | | 8500- 20580 |
| S.No | Stages | |
| 1 | 4420 | 10240 |
| 2 | 4520 | 10480 |
| 3 | 4620 | 10710 |
| 4 | 4720 | 10940 |
| 5 | 4820 | 11170 |
| 6 | 4920 | 11400 |
| 7 | 5020 | 11630 |
| 8 | 5120 | 11870 |
| 9 | 5220 | 12100 |
| 10 | 5330 | 12350 |
| 11 | 5450 | 12630 |
| 12 | 5570 | 12910 |
| 13 | 5690 | 13190 |
| 14 | 5810 | 13460 |
| 15 | 5930 | 13740 |
| 16 | 6050 | 14020 |
| 17 | 6170 | 14300 |
| 18 | 6290 | 14580 |
| 19 | 6410 | 14850 |
| 20 | 6530 | 15130 |
| 21 | 6650 | 15410 |
| 22 | 6775 | 15700 |
| 23 | 6900 | 15990 |
| 24 | 7025 | 16280 |
| 25 | 7150 | 16570 |
| 26 | 7275 | 16860 |
| 27 | 7400 | 17150 |
| 28 | 7525 | 17440 |
| 29 | 7650 | 17730 |
| 30 | 7775 | 18020 |
| 31 | 7900 | 18310 |
| | | |

PAY SCALES

| Existing Scale (S-4) | | Revised Scale |
|---|--------|---------------|
| (4620-100-5120-120-6560-125-6685-130-6815-140-8215) | | 8900- 22100 |
| S.No | Stages | |
| 1 | 4620 | 10710 |
| 2 | 4720 | 10940 |
| 3 | 4820 | 11170 |
| 4 | 4920 | 11400 |
| 5 | 5020 | 11630 |
| 6 | 5120 | 11870 |
| 7 | 5240 | 12140 |
| 8 | 5360 | 12420 |
| 9 | 5480 | 12700 |
| 10 | 5600 | 12980 |
| 11 | 5720 | 13260 |
| 12 | 5840 | 13530 |
| 13 | 5960 | 13810 |
| 14 | 6080 | 14090 |
| 15 | 6200 | 14370 |
| 16 | 6320 | 14650 |
| 17 | 6440 | 14920 |
| 18 | 6560 | 15200 |
| 19 | 6685 | 15490 |
| 20 | 6815 | 15790 |
| 21 | 6955 | 16120 |
| 22 | 7095 | 16440 |
| 23 | 7235 | 16770 |
| 24 | 7375 | 17090 |
| 25 | 7515 | 17410 |
| 26 | 7655 | 17740 |
| 27 | 7795 | 18060 |
| 28 | 7935 | 18390 |
| 29 | 8075 | 18710 |
| 30 | 8215 | 19040 |
| 31 | 8355 | 19360 |
| 32 | 8495 | 19680 |
| | | |

PAY SCALES

| Existing Scale (S-5) | | Revised Scale |
|--|--------|---------------|
| (4820-110-5040-120-6600-125-6850-140-8530) | | 9300- 22940 |
| S.No | Stages | |
| 1 | 4820 | 11170 |
| 2 | 4930 | 11430 |
| 3 | 5040 | 11680 |
| 4 | 5160 | 11960 |
| 5 | 5280 | 12240 |
| 6 | 5400 | 12510 |
| 7 | 5520 | 12790 |
| 8 | 5640 | 13070 |
| 9 | 5760 | 13350 |
| 10 | 5880 | 13630 |
| 11 | 6000 | 13900 |
| 12 | 6120 | 14180 |
| 13 | 6240 | 14460 |
| 14 | 6360 | 14740 |
| 15 | 6480 | 15020 |
| 16 | 6600 | 15290 |
| 17 | 6725 | 15580 |
| 18 | 6850 | 15870 |
| 19 | 6990 | 16200 |
| 20 | 7130 | 16520 |
| 21 | 7270 | 16850 |
| 22 | 7410 | 17170 |
| 23 | 7550 | 17490 |
| 24 | 7690 | 17820 |
| 25 | 7830 | 18140 |
| 26 | 7970 | 18470 |
| 27 | 8110 | 18790 |
| 28 | 8250 | 19120 |
| 29 | 8390 | 19440 |
| 30 | 8530 | 19760 |
| 31 | 8670 | 20090 |
| 32 | 8810 | 20410 |
| | | |

PAY SCALES

| Existing Scale (S- 6) | | Revised Scale |
|--|--------|---------------|
| (5160-120-6600-130-6860-140-7700-150-9500) | | 9900-25530 |
| S.No | Stages | |
| 1 | 5160 | 11960 |
| 2 | 5280 | 12240 |
| 3 | 5400 | 12510 |
| 4 | 5520 | 12790 |
| 5 | 5640 | 13070 |
| 6 | 5760 | 13350 |
| 7 | 5880 | 13630 |
| 8 | 6000 | 13900 |
| 9 | 6120 | 14180 |
| 10 | 6240 | 14460 |
| 11 | 6360 | 14740 |
| 12 | 6480 | 15020 |
| 13 | 6600 | 15290 |
| 14 | 6730 | 15600 |
| 15 | 6860 | 15900 |
| 16 | 7000 | 16220 |
| 17 | 7140 | 16540 |
| 18 | 7280 | 16870 |
| 19 | 7420 | 17190 |
| 20 | 7560 | 17520 |
| 21 | 7700 | 17840 |
| 22 | 7850 | 18190 |
| 23 | 8000 | 18540 |
| 24 | 8150 | 18880 |
| 25 | 8300 | 19230 |
| 26 | 8450 | 19580 |
| 27 | 8600 | 19930 |
| 28 | 8750 | 20280 |
| 29 | 8900 | 20620 |
| 30 | 9050 | 20970 |
| 31 | 9200 | 21320 |
| 32 | 9350 | 21670 |
| 33 | 9500 | 22010 |
| 34 | 9650 | 22360 |
| 35 | 9800 | 22710 |

PAY SCALES

| Existing Scale (S-7) | | Revised Scale |
|---|--------|---------------|
| (5760-120-6600-130-6860-140-7000-180-11140) | | 11100- 29950 |
| S.No | Stages | |
| 1 | 5760 | 13350 |
| 2 | 5880 | 13630 |
| 3 | 6000 | 13900 |
| 4 | 6120 | 14180 |
| 5 | 6240 | 14460 |
| 6 | 6360 | 14740 |
| 7 | 6480 | 15020 |
| 8 | 6600 | 15290 |
| 9 | 6730 | 15600 |
| 10 | 6860 | 15900 |
| 11 | 7000 | 16220 |
| 12 | 7180 | 16640 |
| 13 | 7360 | 17060 |
| 14 | 7540 | 17470 |
| 15 | 7720 | 17890 |
| 16 | 7900 | 18310 |
| 17 | 8080 | 18720 |
| 18 | 8260 | 19140 |
| 19 | 8440 | 19560 |
| 20 | 8620 | 19970 |
| 21 | 8800 | 20390 |
| 22 | 8980 | 20810 |
| 23 | 9160 | 21220 |
| 24 | 9340 | 21640 |
| 25 | 9520 | 22060 |
| 26 | 9700 | 22480 |
| 27 | 9880 | 22890 |
| 28 | 10060 | 23310 |
| 29 | 10240 | 23730 |
| 30 | 10420 | 24140 |
| 31 | 10600 | 24560 |
| 32 | 10780 | 24980 |
| 33 | 10960 | 25390 |
| 34 | 11140 | 25810 |
| 35 | 11320 | 26230 |
| 36 | 11500 | 26650 |
| | | |

PAY SCALES

| Existing Scale (S-8) (6900-200-11900) | | Revised Scale 13300- 31050 |
|--|--------|----------------------------------|
| S.No | Stages | |
| 1 | 6900 | 15990 |
| 2 | 7100 | 16450 |
| 3 | 7300 | 16920 |
| 4 | 7500 | 17380 |
| 5 | 7700 | 17840 |
| 6 | 7900 | 18310 |
| 7 | 8100 | 18770 |
| 8 | 8300 | 19230 |
| 9 | 8500 | 19700 |
| 10 | 8700 | 20160 |
| 11 | 8900 | 20620 |
| 12 | 9100 | 21090 |
| 13 | 9300 | 21550 |
| 14 | 9500 | 22010 |
| 15 | 9700 | 22480 |
| 16 | 9900 | 22940 |
| 17 | 10100 | 23400 |
| 18 | 10300 | 23870 |
| 19 | 10500 | 24330 |
| 20 | 10700 | 24790 |
| 21 | 10900 | 25260 |
| 22 | 11100 | 25720 |
| 23 | 11300 | 26180 |
| 24 | 11500 | 26650 |
| 25 | 11700 | 27110 |
| 26 | 11900 | 27570 |
| 27 | 12100 | 28040 |
| 28 | 12300 | 28500 |