

GOVERNMENT OF ORISSA
DEPARTMENT OF SCHOOL & MASS EDUCATION

RESOLUTION

No.V-SME-P-3/09 6432 /Bhubaneswar, dated, the 13th April, 2009

Sub.:- Revised Scale of Pay, 2008 for the employees of Aided Non-Government Educational Institutions

Consequent upon the Revision of Scale of Pay of teaching and non-teaching employees in Government Educational Institutions under the Orissa Revised Scales of Pay Rules, 2008 in pursuance of Finance Department Resolution No.54080-PCC-51/08/F, dated the 16th December, 2008 and subsequent Notification No.55244/F, PCC(F)-51/08(Pt.) dt.24.12.2008 published in S.R.O. No.638/2008, Government have been pleased to allow the revision of the Scales of Pay of the teaching and non-teaching staffs of the Aided Non-Government Educational Institutions with effect from the 1st January, 2006 as indicated in Annexure-I.

2. (1) The Revised Scales of pay shall apply only to those teaching and non-teaching staff who have been appointed in regular manner against the approved post carrying the regular scale of pay in due observance of relevant rules of Aided Non-Government High Schools/Primary/Upper Primary Schools/Sanskrit Tols/Senior and Junior Madrasas, who are in receipt of grants-in-aid from Government.

(2) The Revised Scales of Pay shall not apply to-

- (i) Persons not in whole time employment;
- (ii) Persons engaged on contract basis except when the contract provides otherwise;
- (iii) Persons re-employed in Service after retirement;
- (iv) Persons paid out of contingencies;
- (v) Persons paid otherwise than on a monthly basis including those paid only on piece-rate basis;
- (vi) Persons not drawing pay in regular scales of pay for whom no revised scales of pay are prescribed;
- (vii) Government servants on deputation to Aided Non-Government Educational Institutions; and

(viii) Any other class or category of employees to whom, Secretary, School & Mass Education Department may, by order, specifically exclude from operation of all or any of the provisions contained in this Resolution.

3. For the purpose of this Resolution:-

- (1) (i) "existing basic pay" means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), personal pay granted due to fixation of pay including the cases where reduceable personal pay has been granted to protect the total emoluments;
- (ii) "existing scale" in relation to an Aided Non-Government Educational Institution means the present scale applicable to the post held by the said employee.
- (2) (i) "existing emoluments" means the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay;
- (ii) "present scale" in relation to any post/grade specified in Column 2 of the Annexure-I means the scale of pay specified against that post in column 5 thereof;
- (iii) "pay in the pay band" means pay drawn in the running pay bands specified in column 5 of the Annexure-I;
- (iv) "grade pay" is the fixed amount corresponding to the pre-revised pay scales /posts as specified in column 6 of the Annexure-I;
- (v) "revised pay structure" in relation to any post specified in column 3 of the Annexure-I means the pay band and grade pay specified against that post or the pay scale specified in column 5 and 6 thereof;
- (vi) "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay, but does not include Special Pay, etc;
- (vii) "revised emoluments" means the pay in the pay band plus grade pay of an employee of an Aided Non-Government Educational Institution in the revised pay structure;
- (viii) "Annexure" means annexure annexed to this Resolution;
- (3) "Government" means the Government of Orissa;

(4) "Head of the Office" means-

- (i) Circle Inspector of Schools in respect of Aided Non-Government Junior/Senior Madrasas coming under his jurisdiction;
- (ii) Hedmaster or Headmistress of Aided Non-Government High School in respect of such High Schools;
- (iii) Headmaster or Headmistress of Aided Non-Government Upper Primary School in respect of such Upper Primary School;
- (iv) District Inspector of Schools in respect of Aided Non-Government Primary Schools coming under his jurisdiction;
- (v) Circle Inspector of Schools in respect of Sanskrit Tols coming under his jurisdiction;

(6) "Revised Scale" means the scale of pay specified in Column(5) of "Annexure-I".

4. Scale of Pay - The revised pay structure with the pay band, pay scale and grade pay as applicable, corresponding to the existing scale of every post/grade specified in Column (2) of the Annexure-I shall be as specified against it in Column (5) and (6) thereof.

5. Fitment Principle

- (i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay without Special Pay as on 01.01.2006 by a factor of 1.86 and rounding off the resultant figures to the next multiple of 10. Grade pay corresponding to the pay band will then be added to be shown distinctly.
- (ii) If the minimum of the revised pay band/pay scale is more than the amount arrived at as per the above fitment principle, the pay shall be fixed at the minimum of revised pay band/pay scale with corresponding Grade Pay.

6. Drawal of pay in the revised pay structure - An employee of Aided Non-Government Educational Institution shall draw pay in the corresponding pay in pay band with grade pay in revised pay structure applicable to the post to which he is appointed :

An employee may elect to continue to draw his pay in the existing scale until the date on which he earns his next increment in the existing scale falling due within a period of one year from the date of enforcement of this Resolution or until he vacates his post or ceases to draw the pay in that scale :

- The option to retain the existing scale shall be admissible only in respect of one existing scale.
- The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January 2006.

7. Exercise of option –

All employees shall be deemed to have come over to the revised scales of pay with effect from 1st January, 2006 except where the employee opted for a date after 01.01.2006 under the provisions of this Resolution. However, exercise of options shall be limited to the date of increment in the existing scale falling due within a period of one year, i.e. from 01.01.2006 to 31.12.2006.

No option shall however be exercised in case of direct recruits appointed on or after the date of implementation i.e. 1.1.2006.

(1) The option under this Para shall be exercised in writing in the Form as in Annexure-II so as to reach the Head of office within three months of the date of publication of this Resolution or where an existing scale has been revised by any order made subsequent to that date, within 3 months of the date of such order :

(2) (i) In case of an employee who is on the date of such publication of the resolution or, as the case may be, date of such order is on leave the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post and or within three months from the date of publication of this Resolution to the Head of Office;

(ii) Where an employee is under suspension on the 1st day of January 2006, the option may be exercised within three months of the date of his return to his duty after 1 day of January 2006.

(3) If the intimation regarding option is not received within the stipulated period, the employee shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st day of January, 2006.

(4) The option once exercised shall be final.

(5) Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or removal on disciplinary grounds are entitled to the revision of pay.

(6) Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006.

(7) Persons who were on earned leave or any other leave on 1.1.2006 which entitle them to leave salary will be allowed such benefits.

8. Fixation of initial pay in the revised pay structure - The initial pay of an employee who elects, or is deemed to have elected under sub-para-3 of Para-7 of this Resolution to be governed by the revised pay structure on and from the 1st day of January, 2006.

- (i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 01.01.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10;
- (ii) If the minimum of the revised pay band/pay scale is more than the amount arrived as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;
- (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.
- (iv) Where the existing emoluments exceed the revised emoluments in the cases of any employee, the difference shall be allowed as "**personal pay**" to be absorbed in future increases in pay.
- (v) Fixation of pay in the revised scale shall be made in the form appended to this Resolution as Annexure-III.

9. Fixation of pay in the revised pay structure of an employee appointed as fresh recruit on or after 01.01.2006 - Column (5) and (6) of the Annexure-I of this Resolution indicates the entry level pay in the pay band under which the pay of direct recruits to a particular post carrying specific grade pay will be fixed on or after 01.01.2006. This will also be applicable in case of those recruited between 01.01.2006 and the date of issue of this Resolution. In such cases where the emoluments of the pre-revised pay scale i.e. basic pay in the pre-revised pay scale plus Dearness Pay plus Dearness Allowance applicable on the date of joining exceeds the sum of the pay fixed in

the revised pay structure and applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

10. Rate of increment in the revised pay structure - The rate of increment in the revised pay structure shall be 3% of "Basic Pay" as applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band only.

11. Date of next increment in the revised pay structure- The date of next increment shall be twelve months from the date of last increment sanctioned. In case where the pay is fixed at the minimum of revised scale of pay, the date of next increment shall be the anniversary of date of coming over to the revised scale of pay.

12. Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006 - Where an employee continues to draw his basic pay in the existing scale and is brought over to revised pay structure from the date later than the 1st day of January, 2006, his pay from the later date in the revised pay structure subject to the provisions of Para-6, shall be fixed in the manner as indicated in Para-8 taking the pre-revised basic pay as on that date.

13. Assured Career Progression (ACP)

This will be applicable to all the employees of Aided Non-Government Educational Institutions w.e.f. 01.01.2006 in three stages i.e. 1st ACP on completion of 15 years, 2nd ACP after 25 years and 3rd ACP after 30 years of service, provided they continue in one post/grade/one grade pay. The benefit of ACP will be given only after screening of each and every case by the Screening Committee to be constituted by the Directorates and all norms of promotion shall be taken into consideration for allowing ACP in different stages. The financial benefit to the extent of 3% of the basic pay will be added on availing ACP in different stages and next increment will accrue one year after. If the employee has already availed both 1st and 2nd stage of Time Bound Advancement (TBA) scale under earlier revised pay rules, he/she will not be entitled to the ACP in the revised pay for 1st and 2nd stage. However, the 3rd ACP after completion of 30 years of service shall be applicable as stated above.

14. Stagnation increment - After refixation of the pay in the pay band and revised pay scale of the employees of Aided Non-Government Educational Institution may avail stagnation increment @ of 3% in the revised pay scale at an interval of 2 years after reaching the maximum of the pay band. Three such increments shall be allowed which

shall be treated as "personal pay". Employees against whom disciplinary cases are pending will, however have to await the result of the disciplinary case for being considered for grant of this benefit.

15. Authority competent to fix the pay - The Pay of the employees of Aided Non-Government Educational Institutions shall be fixed by the concerned Head of the Office as defined in para-3(4) of this Resolution and shall be checked by the Authority mentioned below:-

Sl. No.	Category of Aided non-Government Educational institutions.	Name of the checking Authority.
1	Junior/Senior Madrasa	Director of Secondary Education.
2	High School.	Circle Inspector of Schools in Case of all the staff including Headmaster/Headmistress.
3	Upper Primary Schools.	District Inspector of Schools in case of all the staff including Headmaster/Headmistress.
4	Primary School.	Circle Inspector of Schools.
5	Sanskrit Tols.	Director of Secondary Education.

16. Excess payment to be recovered - Where in course of fixation of pay under this Resolution, any amount drawn or received as pay by any employee of an Aided Non-Government Educational Institutions under any provision is found to be in excess of the amount payable to him under this Resolution, the excess amount so drawn or received shall be recoverable from such employee or from his recoverable pensionary benefits for which he shall submit an undertaking as specified in the Annexure-V.

17. The arrears from 01.01.2006 to 28.02.2009 shall be paid in two phases i.e. 40% and 60% respectively in 2009-10 onwards as per availability of funds after making appropriate provision in the budget. The employees who have ceased to work before the date of publication of this Resolution shall get their arrears in one installment on priority.

18. The employees may opt to keep a portion of the arrear or full in the respective G.P.F. Account. Also Government may consider to impound either a portion or the entire arrear in the respective G.P.F. Account after assessing the resource position of the State.

19. At the time of post checking, if excess payment is detected the same shall be adjusted from the arrear salary of the concerned employees. If some amount is still left unadjusted, the same shall be adjusted from the recoverable pensionary benefit of the employee concerned.

20. The DDO and the Head of the Office shall be equally responsible for wrong fixation and excess drawal, if any, from which both of them shall be liable for penal action for such omission and commission in this regard.

21. Taxable income of the employees concerned shall be deducted from the arrear salary / salaries of the employees.

22. **Interpretation** - If any question arises relating to the interpretation of any of the provisions of this Resolution, for removal of anomalies, omissions, difficulties, printing and clerical errors & all such matters shall be referred to School & Mass Education Department for clarification and decision, no clarification decision on all such matters shall be issued without prior consultation with Finance Department.

23. This Resolution issues with the concurrence of Finance Department vide their UOR No 28-P.C.C. dated 13.02.2009.

ORDER: Ordered that this Resolution be published in an extraordinary issue of the Orissa Gazette and copies forwarded to all Departments of Government / Heads of Department / Accountant General (Audit) / Accountant General (A&E), Orissa, Bhubaneswar / Deputy Accountant General, Orissa, Puri.

By order of the Governor.



Principal Secretary to Government.

Memo No. 6433 /dated

13.4.09

Copy forwarded to the A.G (A&E) Orissa / all Departments for information and necessary action.



F.A-cum-Joint Secretary to Government

Memo No. 6434 /dated

13.4.09

Copy forwarded to the Secretary to His Excellency the Governor / Secretary to Hon'ble Chief Minister / P.S to Hon'ble Minister, Finance / P.S to Hon'ble Minister of State, (Ind. Charge) School & Mass Education for kind information of His Excellency the Governor / Hon'ble Chief Minister / Hon'ble Minister, Finance / Hon'ble Minister of State (Ind. Charge) S&ME.



F.A-cum-Joint Secretary to Government

Memo No. 6435 dated

13.4.09

Copy forwarded to all Directors of School & Mass Education Department / All Treasury, Special Treasury, Sub-Treasury Officers for information and necessary action.


F.A-cum-Joint Secretary to Government

Memo No. 6436 dated

13.4.09

Copy forwarded to all Officers / all Sections of S&ME Department for information and necessary action.


F.A-cum-Joint Secretary to Government

Memo No. 6437 /dated

13.4.09

Copy forwarded to the Portal Group, IT Centre, Secretariat, Orissa for information. He is requested to lunch the Resolution in the Web Site (www.orissa.gov.in/schooleducation) of S&ME Department for general information.


F.A-cum-Joint Secretary to Government

Memo No. 6438 /dated

13.4.09

Copy forwarded to the Director, Printing, Stationery and Publication, Orissa, Cuttack with the request to publish the above Resolution in an extra ordinary issue of the Orissa Gazette and supply 300 copies to School & Mass Education Department.


F.A-cum-Joint Secretary to Government

ANNEXURE-I

**EXISTING SCALE OF PAY AND CORRESPONDING REVISED SCALE OF PAY, 2008 IN PAY BAND
WITH GRADE PAY.**

(In Rs.)

Sl. No.	Existing scale of pay under ORSP Rules, 1998	Post/ Grade	Name of Pay Band/ Scale	Revised Scale of Pay	Grade pay
(1)	(2)	(3)	(4)	(5)	(6)
1	2550-55-2660-60-3200	S-1	-1S	4440-7440	1300
2	2610-60-3150-65-3540	S-2	-1S	4440-7440	1400
3	2650-65-3300-70-4000	S-3	-1S	4440-7440	1650
4	2750-70-3800-75-4400	S-4	PB-1	5200-20200	1800
5	3050-75-3950-80-4590	S-5	PB-1	5200-20200	1900
6	3200-85-4900	S-6	PB-1	5200-20200	2000
7	3600-100-5600	S-6A	PB-1	5200-20200	2200
8	4000-100-6000	S-7	PB-1	5200-20200	2400
9	4500-125-7000	S-8	PB-1	5200-20200	2800
10	4750-125-7500	S-8A	PB-2	9300-34800	4200
11	5000-150-8000	S-9	PB-2	9300-34800	4200

ANNEXURE-II
Application Form for exercising option to come over to the
Revised Scales of Pay, 2008

I(i) I _____ holding the post of _____ in the scale of _____ do hereby elect the revised pay structure with effect from the 1st day of January, 2006.

OR

(ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post _____ until, date _____ (i.e. the date of my next increment).

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date : _____

Signature :

Designation :

Office : _____

Signed before me

Officer Head of Office/Any other Gazetted
with designation received the above declaration.

Signature : _____

Head of Office/Competent Authority
(with seal)

Date : _____

N.B. : Delete which is not applicable at Para-1

ANNEXURE-III**Form for Fixation of Pay**

1. Name of the Employee :
2. Designation of the post in which pay is :
to be fixed as on January 1, 2006.
3. Status (Substantive/Officiating) :
4. Name of the Head of the Office :
(Designation only)
5. Existing Scale of Pay :
6. Revised pay band & grade pay :
in the pay structure as per the
Fitment Table attached at Annexure-I.
7. Date from which option exercised :
to come over to the Revised Scale
8. Emoluments in the existing Scale
Of pay on the Date from which
Revised Scale is opted :
 - (a) Basic Pay (including R.P.P.) :
 - (b) D.P. if any
 - (c) D.A. as on 01.01.2006 :
 - (d) Total emoluments (a to c) :
9. Pay fixed in the Revised Scale of pay :
 - (a) Pay in the revised pay band/scale :
in which pay is to be fixed as per
the fitment Table attached at
Annexure-I
 - (b) Grade pay to be applied correspon- :
ding to the pay band as per
Annexure-1
10. Revised pay with reference to the :
Substantive Pay in cases where the
pay fixed in the officiating post
is lower than the pay fixed in the
substantive post if applicable
11. Personal Pay, if any

12. Revised emoluments after fixation :
 (a) Pay in the Revised Pay Band/ :
 Pay Scale
 (b) Grade Pay :
 (c) Personal Pay, if admissible :
 13. Date of next increment:
 and pay after grant of increment.
 Date of Increment :

Pay after Increment

Date of next increment/ promotion	Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

14. Any other relevant information :

Date :

Office :

**Signature & Designation of
 Head of Office/Competent
 Authority**

ANNEXURE-IV**FORM FOR EXERCISING OPTION ON THE EVENT OF FIXATION OF PAY
ON PROMOTION TO NEXT HIGHER GRADE/POST.**

I _____ holding the post of _____
in the pay scale of Rs. _____ and drawing pay of Rs. _____
do hereby elect to get my pay fixed in pay band _____ with grade
pay _____ under on _____ i.e. the date of my joining in the promotional
post/ the date of accrual of my next increment .

2. The option hereby exercised is final and will not be modified at any subsequent date.

Signature _____

Designation _____

Office _____

Signed before me _____

Head of Office/ Any Gazetted Officer _____

ANNEXURE-V**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 any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature of the employee : _____

Name : _____

Designation : _____

Date : _____

Place : _____

Fitment Table

Pre-revised scale (S-1)	Revised Pay Band +Grade Pay		
Rs.2550-55-2660-60-3200	1-S 4440-7440		1300
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
2550	4750	1300	6050
2605	4850	1300	6150
2660	4950	1300	6250
2720	5060	1300	6360
2780	5180	1300	6480
2840	5290	1300	6590
2900	5400	1300	6700
2960	5510	1300	6810
3020	5620	1300	6920
3080	5730	1300	7030
3140	5850	1300	7150
3200	5960	1300	7260
3260	6070	1300	7370
3320	6180	1300	7480
3380	6290	1300	7590

Pre-revised scale (S-2)	Revised Pay Band +Grade Pay		
Rs.2610-60-3150-65-3540	1-S 4440-7440		1400
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
2610	4860	1400	6260
2670	4970	1400	6370
2730	5080	1400	6480
2790	5190	1400	6590
2850	5310	1400	6710
2910	5420	1400	6820
2970	5530	1400	6930
3030	5640	1400	7040
3090	5750	1400	7150
3150	5860	1400	7260
3215	5980	1400	7380
3280	6110	1400	7510
3345	6230	1400	7630
3410	6350	1400	7750
3475	6470	1400	7870
3540	6590	1400	7990
3605	6710	1400	8110
3670	6830	1400	8230
3735	6950	1400	8350

Pre-revised scale (S-2A) Rs.2650-65-3300-70-4000	Revised Pay Band +Grade Pay		
		1-S 4440-7440	1650
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
2650	4930	1650	6580
2715	5050	1650	6700
2780	5180	1650	6830
2845	5300	1650	6950
2910	5420	1650	7070
2975	5540	1650	7190
3040	5660	1650	7310
3105	5780	1650	7430
3170	5900	1650	7550
3235	6020	1650	7670
3300	6140	1650	7790
3370	6270	1650	7920
3440	6400	1650	8050
3510	6530	1650	8180
3580	6660	1650	8310
3650	6790	1650	8440
3720	6920	1650	8570
3790	7050	1650	8700
3860	7180	1650	8830
3930	7310	1650	8960
4000	7440	1650	9090
4070	7580	1650	9230
4140	7710	1650	9360
4210	7840	1650	9490

Pre-revised scale (S-3) Rs.2750-70-3800-75-4400	Revised Pay Band +Grade Pay		
	PB-1 5200-20200		1800
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
2750	5200	1800	7000
2820	5250	1800	7050
2890	5380	1800	7180
2960	5510	1800	7310
3030	5640	1800	7440
3100	5770	1800	7570
3170	5900	1800	7700
3240	6030	1800	7830
3310	6160	1800	7960
3380	6290	1800	8090
3450	6420	1800	8220
3520	6550	1800	8350
3590	6680	1800	8480
3660	6810	1800	8610
3730	6940	1800	8740
3800	7070	1800	8870
3875	7210	1800	9010
3950	7350	1800	9150
4025	7490	1800	9290
4100	7630	1800	9430
4175	7770	1800	9570
4250	7910	1800	9710
4325	8050	1800	9850
4400	8190	1800	9990
4475	8330	1800	10130
4550	8470	1800	10270
4625	8610	1800	10410

Pre-revised scale (S-4)	Revised Pay Band +Grade Pay		
Rs.3050-75-3950-80-4590	PB-1 5200-20200		1900
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
3050	5680	1900	7580
3125	5820	1900	7720
3200	5960	1900	7860
3275	6100	1900	8000
3350	6240	1900	8140
3425	6380	1900	8280
3500	6510	1900	8410
3575	6650	1900	8550
3650	6790	1900	8690
3725	6930	1900	8830
3800	7070	1900	8970
3875	7210	1900	9110
3950	7350	1900	9250
4030	7500	1900	9400
4110	7650	1900	9550
4190	7800	1900	9700
4270	7950	1900	9850
4350	8100	1900	10000
4430	8240	1900	10140
4510	8390	1900	10290
4590	8540	1900	10440
4670	8690	1900	10590
4750	8840	1900	10740
4830	8990	1900	10890

Pre-revised scale (S-5) Rs.3200-85-4900	Revised Pay Band +Grade Pay		
	PB-1 5200-20200		2000
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
3200	5960	2000	7960
3285	6110	2000	8110
3370	6270	2000	8270
3455	6430	2000	8430
3540	6590	2000	8590
3625	6750	2000	8750
3710	6910	2000	8910
3795	7060	2000	9060
3880	7220	2000	9220
3965	7380	2000	9380
4050	7540	2000	9540
4135	7700	2000	9700
4220	7850	2000	9850
4305	8010	2000	10010
4390	8170	2000	10170
4475	8330	2000	10330
4560	8490	2000	10490
4645	8640	2000	10640
4730	8800	2000	10800
4815	8960	2000	10960
4900	9120	2000	11120
4985	9280	2000	11280
5070	9440	2000	11440
5155	9590	2000	11590

Pre-revised scale (S-6) Rs.3600-100-5600	Revised Pay Band +Grade Pay		
	PB-1 5200-20200		2200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
3600	6700	2200	8900
3700	6890	2200	9090
3800	7070	2200	9270
3900	7260	2200	9460
4000	7440	2200	9640
4100	7630	2200	9830
4200	7820	2200	10020
4300	8000	2200	10200
4400	8190	2200	10390
4500	8370	2200	10570
4600	8560	2200	10760
4700	8750	2200	10950
4800	8930	2200	11130
4900	9120	2200	11320
5000	9300	2200	11500
5100	9490	2200	11690
5200	9680	2200	11880
5300	9860	2200	12060
5400	10050	2200	12250
5500	10230	2200	12430
5600	10420	2200	12620
5700	10610	2200	12810
5800	10790	2200	12990
5900	10980	2200	13180

Pre-revised scale (S-7)	Revised Pay Band +Grade Pay		
Rs.4000-100-6000	PB-1 5200-20200		2400
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
4000	7440	2400	9840
4100	7630	2400	10030
4200	7820	2400	10220
4300	8000	2400	10400
4400	8190	2400	10590
4500	8370	2400	10770
4600	8560	2400	10960
4700	8750	2400	11150
4800	8930	2400	11330
4900	9120	2400	11520
5000	9300	2400	11700
5100	9490	2400	11890
5200	9680	2400	12080
5300	9860	2400	12260
5400	10050	2400	12450
5500	10230	2400	12630
5600	10420	2400	12820
5700	10610	2400	13010
5800	10790	2400	13190
5900	10980	2400	13380
6000	11160	2400	13560
6100	11350	2400	13750
6200	11540	2400	13940
6300	11720	2400	14120

Pre-revised scale (S-8)	Revised Pay Band +Grade Pay		
Rs.4500-125-7000	PB-1 5200-20200		2800
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
4500	8370	2800	11170
4625	8610	2800	11410
4750	8840	2800	11640
4875	9070	2800	11870
5000	9300	2800	12100
5125	9540	2800	12340
5250	9770	2800	12570
5375	10000	2800	12800
5500	10230	2800	13030
5625	10470	2800	13270
5750	10700	2800	13500
5875	10930	2800	13730
6000	11160	2800	13960
6125	11400	2800	14200
6250	11630	2800	14430
6375	11860	2800	14660
6500	12090	2800	14890
6625	12330	2800	15130
6750	12560	2800	15360
6875	12790	2800	15590
7000	13020	2800	15820
7125	13260	2800	16060
7250	13490	2800	16290
7375	13720	2800	16520

Pre-revised scale (S-8A)	Revised Pay Band +Grade Pay		
Rs.4750-125-7500	PB-2 9300-34800		4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
4750	9300	4200	13500
4875	9300	4200	13500
5000	9300	4200	13500
5125	9540	4200	13740
5250	9770	4200	13970
5375	10000	4200	14200
5500	10230	4200	14430
5625	10470	4200	14670
5750	10700	4200	14900
5875	10930	4200	15130
6000	11160	4200	15360
6125	11400	4200	15600
6250	11630	4200	15830
6375	11860	4200	16060
6500	12090	4200	16290
6625	12330	4200	16530
6750	12560	4200	16760
6875	12790	4200	16990
7000	13020	4200	17220
7125	13260	4200	17460
7250	13490	4200	17690
7375	13720	4200	17920
7500	13950	4200	18150
7625	14190	4200	18390
7750	14420	4200	18620
7875	14650	4200	18850

Pre-revised scale (S-9)	Revised Pay Band +Grade Pay		
Rs.5000-150-8000	PB-2 9300-34800		4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
5000	9300	4200	13500
5150	9580	4200	13780
5300	9860	4200	14060
5450	10140	4200	14340
5600	10420	4200	14620
5750	10700	4200	14900
5900	10980	4200	15180
6050	11260	4200	15460
6200	11540	4200	15740
6350	11820	4200	16020
6500	12090	4200	16290
6650	12370	4200	16570
6800	12650	4200	16850
6950	12930	4200	17130
7100	13210	4200	17410
7250	13490	4200	17690
7400	13770	4200	17970
7550	14050	4200	18250
7700	14330	4200	18530
7850	14610	4200	18810
8000	14880	4200	19080
8150	15160	4200	19360
8300	15440	4200	19640
8450	15720	4200	19920

Pre-revised scale (S-9A)	Revised Pay Band +Grade Pay		
Rs.5300-150-8300	PB-2 9300-34800		4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
5300	9860	4200	14060
5450	10140	4200	14340
5600	10420	4200	14620
5750	10700	4200	14900
5900	10980	4200	15180
6050	11260	4200	15460
6200	11540	4200	15740
6350	11820	4200	16020
6500	12090	4200	16290
6650	12370	4200	16570
6800	12650	4200	16850
6950	12930	4200	17130
7100	13210	4200	17410
7250	13490	4200	17690
7400	13770	4200	17970
7550	14050	4200	18250
7700	14330	4200	18530
7850	14610	4200	18810
8000	14880	4200	19080
8150	15160	4200	19360
8300	15440	4200	19640
8450	15720	4200	19920
8600	16000	4200	20200
8750	16280	4200	20480