

Implementation of 6th Central Pay
Commission- instructions reg.
Fixation of Pay, Verification and
Payment of arrears.

GOVERNMENT OF GUJARAT
FINANCE DEPARTMENT
Resolution No. PGR/1009/ 3 / Pay Cell (M),
Sachivalaya, Gandhinagar,
Dated the 20th March, 2009

- Read: (1) Finance Department, Government Resolution No. PGR-1009-1-
Pay Cell (M) dated 12-2-2009
(2) Finance Department, Government Notification No. (GN-8) PGR-
1009-2- Pay Cell (M) dated 27 -2-2009

Preamble:-

In pursuance of the Government of India decision on the recommendations of Sixth Central Pay Commission and the Central Civil Services (Revised Pay) Rules, 2008 issued vide Government of India, Ministry of Finance, Office Memorandum No.G.S.R.No.622(E) dated 29th August, 2008, the State Government has issued the Gujarat Civil Services (Revision of Pay) Rules, 2009 vide Finance Department Notification No.(GN-8) PGR/1009/2/Pay Cell(M) dated 27th February, 2009. The matter regarding issuing the guidelines for fixation of pay in new pay structure and payment of arrears was under consideration of the State Government.

After careful consideration, the State Government has decided to issue guidelines for the procedure to be followed before drawal of pay in revised pay structure in accordance with the Gujarat Civil Services (Revision of Pay) Rules,2009 notified vide Notification No.(GN-8) PGR/1009/ 2 / Pay Cell (M) dated 27th February, 2009.

RESOLUTION

The State Government is pleased to issue the following instructions:-

(A) Exercise of Option:

In terms of Rule 6 of Gujarat Civil Services (Revision of Pay) Rules,2009, government servants are required to exercise their option for drawal of their pay in the revised pay structure in the format (Form No. I), prescribed in the Rules.

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- (i) The Departmental Authorities should immediately bring the rules to the notice of all Government Employees whether on duty, leave or deputation and advise them to declare their options in the prescribed form (Annexure-I) as soon as possible so that the work of fixing initial pay in the revised pay structure is not delayed. It should be made clear to all Government employees, that the option once exercised shall be final and, that in the absence of any declaration received from them within three months of the date of issue of orders revising the Pay structure, they will be deemed to have elected the revised pay band with effect from 1st January, 2006. Care should be taken to see that the Government employees have no occasion later to complain that they were not aware about the introduction of the revised pay structure.
- (ii) Option declaration form as appended to the Gujarat Civil Services (Revision of Pay) Rules, 2009 (Annexed with this resolution as Annexure-I) should be signed by non-Gazetted government servants before their Head of Office. The Head of Office, if necessary, may nominate any other Gazetted Officer in his office in whose presence the declaration form may be signed.
- (iii) The Gazetted Officers should send their declaration duly signed and attested by another Gazetted Officer to his Head of Department, or the Pay and Accounts Officer, Ahmedabad/Gandhinagar as the case may be.
- (iv) Officer mentioned below shall be treated as authorities competent to fix the initial pay for Government employees/officers working under them on 1st January, 2006.

Category of Government Employees	Officer treated as competent authorities
1	2
(a) Class III & IV Government Employees working under them on 1-1-2006	Head of Offices
(b) Gazetted Officers and Heads of Department who have no Statewise jurisdiction	Head of Offices
(c) Heads of Department who have Statewise jurisdiction whose service records are maintained by the Pay and Accounts Officers	Pay and Accounts Officer, Ahmedabad/Gandhinagar

- (v) In cases of the staff and officers in the office of the Heads of Department where no other officers has been declared as a Heads of

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Office, in such cases the Heads of Department, may delegate powers for pay fixation to any one officer not below the rank than the Class-I officer working in his office.

(B) Fixation of Pay:

The sequence of actions to be taken on receipt of the option will be as follows:

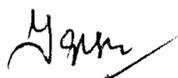
Pay in revised pay structure is to be fixed by entering data of all the government employees in the module prepared for it, under the Integrated Financial Management System (IFMS). All DDOs of HODs/Heads of the Offices will be given pre-decided User log in ID as well as a password to enter data in the data entry page meant for it. Another employee with separate User log in ID and password will verify the data entered. After the DDO/Officer concerned approves the data in Approver's log in ID, Statement of Fixation of Pay, Office Order and Endorsement will be generated, printed, duly signed by the competent authority and should be pasted in the service book of the employee concerned. After the fixation of pay, salary shall be drawn in revised pay structure. A copy of this order shall have to be submitted along with the pay bill for drawl of revised pay.

The audit authority will verify the data **on-line** and after verification of pay fixation data, will issue an endorsement confirming the revised pay in revised pay structure. Statement of arrears of pay of the employee concerned will be generated and can be viewed. A print of the arrears statement obtained shall have to be verified with the original records of the employee concerned. After verification, the arrears statement shall have to be submitted with the bill for drawl of arrears.

The detailed explanation/user manual will be sent to all State Government offices/Panchayats/Grant-in-aid institutions for on-line data entry/verification and approval of data under the IFMS module by Verification Unit..

Initial Pay should be fixed(generated) in the form (Statement of Fixation of Pay) appended as Annexure II to this Resolution. One copy of the Pay Fixation Statement should be attached to the Service Book of the Government Employees concerned and another copy should be presented with bill for drawl of pay. The authorities competent to fix pay should take prompt steps for fixing initial pay as soon as the options from government employees are received. The work should not be postponed until options from all government employees under them are received.

- (i) The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the Gujarat Civil Services (Revision of Pay) Rules,2009. On the basis of this rule, detailed Fixation Tables for each stage in each of the pre-revised scales



have been worked out in the manner recommended by the Sixth Pay Commission and are enclosed as Annexure-IV of this resolution. These may be used for the purpose of fixation in the revised pay structure as on 1.1.2006.

- (ii) The tables in Annexure-IV will be applicable in cases where normal replacement pay scales have been approved by the Government.
- (iii) When the pay of Government servant is to be fixed as per rule 11 on a date subsequent to 01-01-2006, the fitment tables annexed (Annexure-IV) should be used. The pre-revised pay to be reckoned in such cases will be the pay of the Government servant on the day of such fixation.
- (iv) In terms of the Gujarat Civil Services (Revision of Pay) Rules, 2009 there shall be a uniform date of increment i.e. 1st July of the year after implementation of the revised pay structure. Consequently, in the case of employees whose date of next increment falls on 1.1.2006, the increment will be drawn in the pre-revised scale and pay fixed in accordance with the tables after including this increment. The next increment in the revised pay structure in such cases will be on 1st July, 2006.
- (v) On fixation of pay in the applicable revised pay bands and grade pay or in the pay scale, as the case may be, pay and allowances for the month of April, 2009 may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund/New Pension Scheme which will be calculated with reference to the revised basic pay.

In so far as the employees who have joined on or after 1.4.2005 are concerned, the enhanced deduction under the New Pension Scheme will be calculated with reference to the revised Basic Pay and D.A. thereon.

“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 any other type of pay like special pay etc.

- (vi) When the initial pay in the revised pay structure is fixed by competent authority, the pay in revised pay structure may be drawn from 1st April, 2009 or from the 1st of next month in which the order for pay fixation is issued whichever is later. For this purpose, an undertaking as appended in Annexure III should be

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obtained from every government employee. In the case of government employee who is likely to retire within one year, an undertaking should be taken from him to the effect that he agrees to the overpayment, if any, may be recovered from his subsequent installment of arrears, or pension (including death-cum-retirement gratuity).

- (vii) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January 1, 2006 to March 31, 2009. The aggregate arrears, computed after deduction of subscription at enhanced rates of General Provident Fund and New Pension Scheme with reference to the revised pay, may be paid in five equal yearly installments. First installment may be paid in the financial year 2009-2010 and remaining four installment in the each subsequent financial year. DDOs/ PAOs will ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription.

(C) Verification:

Verification of Pay fixation case shall be done **on-line**. Data of government employees entered under IFMS for pay fixation will be verified on-line by the audit authority. Instructions regarding on-line verification of pay fixation cases are being issued separately.

(D) Payment of Arrears:

- a. The Statement of arrears may be generated after the on-line verification by authority and arrears will be paid only after the verification/audit.
- b. The total amount of arrears shall be payable in five equal yearly installment and may be credited in the GPF account of the employees concerned with the "Lock in period" of five years for each installment.
- c. The employees whose services have been terminated or who have died during the period from 1st January,2006 to 31st March,2009 shall be paid in cash.
- d. The Government Employees who have retired during the period from 1st January,2006 to 31st March,2009 shall be paid in five equal yearly installment in their pension account.



- e. The employees who are to retire after 1st April, 2009 shall get their installment of arrears of pay in five equal yearly installment in their pension account every financial year.
- f. The interest payable on the amount of first installment of arrears credited to the General Provident Fund/ New Pension Scheme Account shall be given with effect from 1st April, 2009 irrespective of the date of crediting the amount of arrears in the General Provident Fund/ New Pension Scheme Account of the employee concerned. The interest on subsequent installments may be paid with effect from 1st April of that year (subsequent year) irrespective of the date of crediting the installment of arrears.
- g. However, the payment of arrears which is to be credited in the General Provident Fund/ New Pension Scheme Account of the employees concerned should be credited only after the pay fixation is verified on-line as per the instructions issued by the Finance Department for the purpose and also verified with the original records of the employee concerned and admitted in audit.
- h. In the case of non-gazetted government employees, who have served under more than one Head of Offices, the Head of Office under whom he is serving on the 1st April, 2009, should draw the arrears for the entire period from 1st January, 2006 onwards and for this purpose, information as is required by him for the preparation of such claim, should be obtain from the Heads of Offices under whom the government servant had served previously. Submission of arrears claims in piecemeal by the various Heads of Offices in respect of one and the same person should be avoided.
- i. Suitable notes regarding fixation of pay and payment of arrears should be taken in the service book of the government employee under the dated signature of the Head of Office by whom the arrears claim is drawn. This should be done at the time of disbursement of the amount.
- j. It is not unlikely that the arrears of pay and allowances due in some cases may be computed incorrectly leading to overpayment that might have to be recovered subsequently. The Drawing and Disbursing Officers should, therefore, make it clear to the employees under their administrative control, while disbursing the arrears, that the payment are being made subject to adjustment from amounts that may be due to them



subsequently should any discrepancies be noticed later. For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears/pay and allowance for April, 2009 to the effect that, any excess payment that any be found to have been made as result of incorrect fixation of pay in revised structure, will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annex-III).

(E) Allowances:

House Rent Allowance, Compensatory Local Allowance, Transport Allowance, Dearness Allowance, Non-practicing Allowance etc. shall be admissible as per the instructions contained in the Government Resolutions issued separately.

(F) Others:

- (i) In authorizing the arrears, Income tax as due may also be deducted and credited to Government in accordance with the standing instructions on the subject.
- (ii) On receipt of the necessary options, action for drawal and disbursement of arrears/ pay and allowances should be completed immediately.
- (iii) If any question arises relating to the interpretation of any of the above instructions, the Gujarat Civil Services (Revision of Pay) Rule, 2009 shall have to be referred.

By order and in the name of the Governor of Gujarat



(P.B. DARJI)
Deputy Secretary
Finance Department

To,

- * The Principal Secretary to the Hon. Governor, Raj Bhavan, Gandhinagar.
- * The Principal Secretary to the Chief Minister,
- * The Personal Secretaries to all Ministers/State Ministers,
- * The Personal Secretary to the Leader of Opposition Party, Gujarat Vidhansabha Secretariat, Gandhinagar.
- * The Registrar, Gujarat High Court, Ahmedabad,

- * The Secretary, Gujarat Legislature Secretariat, Gandhinagar,
- * The Secretary, Gujarat Public Service Commission, Ahmedabad.
- * The Secretary, Gujarat Vigilance Commission, Gandhinagar,
- The Secretary, Gujarat Civil Service Tribunal, Gandhinagar,
- The Accountant General (Audit), Gujarat State, Ahmedabad/Rajkot,
- The Accountant General-II (A&E), Gujarat State, Ahmedabad/Rajkot,
- All Administrative Departments of Secretariat, Gandhinagar
- All Heads of Departments/Offices/ All Treasury Officers
- All Collectors/All District Development Officers,
- All Boards/Corporations/Universities/PSUs
- The Pay and Accounts Officer, Ahmedabad/Gandhinagar,
- The Resident Audit Officer, Ahmedabad/Gandhinagar,
- The Director, Pension & Provident Fund, Gandhinagar.
- The Pension Payment Office, Lal Darwaja, Ahmedabad.
- The Examiner, Local Fund Accounts, Gandhinagar
- All Assistant Examiners, Local Fund Account.
- All Officers/Branches in Finance Department.
- Select File: Pay Cell, M, Ch, P & Z Branch,
- 'B' Distribution.

* By letter

Annexure-I
Form No. I
Form of Option

[See Rule 6(1) of GCS (ROP) Rules, 2009]

* (i) I _____ hereby elect the revised scale with effect from 1st January, 2006.

* (ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until :

* the date of my next increment,
the date of my subsequent increment,
raising my pay to Rs.
I vacate or cease to draw pay in
the existing scale
The date of my promotion to _____

Existing Scale : _____

Signature : _____

Name : _____

Date :

Designation : _____

Station :

Office to which employed : _____

Signed before me

Signature

Head of Office (in the case of non-gazetted Government servant)

Signature

Another Gazetted Officer (in the case of Gazetted Government servant)

Received the above declaration

Signature

Pay and Accounts Officer/Head of Office

* To be scored out if not applicable.

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ANNEXURE-II

Statement of fixation of pay under Gujarat Civil Service (Revision of Pay) Rules, 2009
 (See Para-B of the Government Resolution, Finance Department No. PGR-1009-3-Pay Cell (M)
 dated 20th march, 2009)

- 1 Name of Government Servant :
- 2 Designation of the post in which pay is to be fixed as on January 1, 2006 :
- 3 Status (substantive/ officiating) :
- 4 (i) Pre-revised scale(s) of pay applicable for the post :
 (ii) The Higher grade Pay Scale of pay in which the employee drawing his pay as on 1-1-2006. (in case more than one scale of pay is applicable form the post and these have been merged in pursuance of the recommendation of the Sixth Pay Commission in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified) :
- 5 Existing emoluments as on January 1, 2006 :
 (a) Basic Pay (including stagnation increment, if any) :
 (b) Dearness Pay :
 (c) Dearness Allowance applicable :
 (d) Total existing emoluments [(a) to (c)] :
- 6 Revised Pay Band and Grade Pay corresponding to the pre-revised scale shown at Sl. No. 4 above :
- 7 Pay in the revised pay band/scale in which pay is to be fixed as per the fitment table attached at Annexure-IV. :
- 8 Grade Pay to be applied in terms of Rule-4 of GCS(ROP) Rules, 2009 :
- 9 Stepped up pay with reference to the revised pay of junior, if applicable [Notes 4 and 6 below Rule 7(1) of GCS(ROP) Rules, 2009] :
 Name and Pay of the junior also to be indicated distinctly.
- 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 [Sub Rule (2) of Rule 7.] :

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- 11 Personal Pay, if any. :
 [Notes 3 and 5 below Rule(7(1))]
12. Revised emoluments after fixation.
 (a) Pay in the Revised Pay Band/Pay Scale
 (b) Grade Pay
 (c) Special Pay, if admissible
 (d) Personal Pay, if admissible.
 (e) Non-Practicing Allowance, if admissible
 (Sub Rule 1(B) of Rule 7)
13. Date of next increment (Rules 9 & 10) and pay after grant of increment.

	Date of Increment	Pay after Increment	
		Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

14. Any other relevant information

Date:

Signature & Designation of Head of Office



Annexure-III

[See sub Para-(j) of Para-D Government resolution, Finance Department
No. PGR-1009-3-Pay Cell (M) dated 20th March, 2009]

.....
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 by adjustment against future payment including Death-cum-Retirement Gratuity due to me or otherwise.

Date:

Signature:

Station:

Name :.....

Designation:

Office to which employed.....

Signed before me

Signature

Head of Office(in case of Non-Gazetted Government employee)

Signature

Another Gazatted Officer(in case of Gazatted Officer)





Annexure-IV
Fitment Tables

Pre-revised Pay Scale
Rs. 2550-55-2660-60-3200

Revised Pay band + Grade Pay
1S Rs. 4440-7440 + Rs.1300

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,510	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,850	1,300	7,150
3,200	5,960	1,300	7,260

Pre-revised Pay Scale
Rs. 2610-60-3150-65-3540

Revised Pay band+ Grade Pay
1S Rs. 4440-7440 + Rs.1400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
2,610	4,860	1,400	6,260
2,670	4,970	1,400	6,370
2,730	5,080	1,400	6,480
2,790	5,190	1,400	6,590
2,850	5,310	1,400	6,710
2,910	5,420	1,400	6,820
2,970	5,530	1,400	6,930
3,030	5,640	1,400	7,040
3,090	5,750	1,400	7,150
3,150	5,860	1,400	7,260
3,215	5,980	1,400	7,380
3,280	6,110	1,400	7,510
3,345	6,230	1,400	7,630
3,410	6,350	1,400	7,750
3,475	6,470	1,400	7,870
3,540	6,590	1,400	7,990

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Pre-revised Pay Scale
Rs.2650-65-3300-70-4000

Revised Pay band + Grade Pay
1S Rs. 4440-7440 + Rs.1650

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
2,650	4,930	1,650	6,580
2,715	5,050	1,650	6,700
2,780	5,180	1,650	6,830
2,845	5,300	1,650	6,950
2,910	5,420	1,650	7,070
2,975	5,540	1,650	7,190
3,040	5,660	1,650	7,310
3,105	5,780	1,650	7,430
3,170	5,900	1,650	7,550
3,235	6,020	1,650	7,670
3,300	6,140	1,650	7,790
3,370	6,270	1,650	7,920
3,440	6,400	1,650	8,050
3,510	6,530	1,650	8,180
3,580	6,660	1,650	8,310
3,650	6,790	1,650	8,440
3,720	6,920	1,650	8,570
3,790	7,050	1,650	8,700
3,860	7,180	1,650	8,830
3,930	7,310	1,650	8,960
4,000	7,440	1,650	9,090

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Pre-revised Pay Scale
Rs. 2750-70-3800-75-4400

Revised Pay band+ Grade Pay
PB1 Rs.5200-20200 + Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
2,750	5,530	1,800	7,330
2,820	5,530	1,800	7,330
2,890	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,100	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,240	6,060	1,800	7,860
3,310	6,160	1,800	7,960
3,380	6,290	1,800	8,090
3,450	6,420	1,800	8,220
3,520	6,550	1,800	8,350
3,590	6,680	1,800	8,480
3,660	6,810	1,800	8,610
3,730	6,940	1,800	8,740
3,800	7,070	1,800	8,870
3,875	7,210	1,800	9,010
3,950	7,350	1,800	9,150
4,025	7,490	1,800	9,290
4,100	7,630	1,800	9,430
4,175	7,770	1,800	9,570
4,250	7,910	1,800	9,710
4,325	8,050	1,800	9,850
4,400	8,190	1,800	9,990

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Pre-revised Pay Scale
Rs. 3050-75-3950-80-4590

Revised Pay band + Grade Pay
PB1 Rs. 5200-20200 + Rs.1900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
3,050	5,880	1,900	7,780
3,125	6,060	1,900	7,960
3,200	6,060	1,900	7,960
3,275	6,100	1,900	8,000
3,350	6,240	1,900	8,140
3,425	6,380	1,900	8,280
3,500	6,510	1,900	8,410
3,575	6,650	1,900	8,550
3,650	6,790	1,900	8,690
3,725	6,930	1,900	8,830
3,800	7,070	1,900	8,970
3,875	7,210	1,900	9,110
3,950	7,350	1,900	9,250
4,030	7,500	1,900	9,400
4,110	7,650	1,900	9,550
4,190	7,800	1,900	9,700
4,270	7,950	1,900	9,850
4,350	8,100	1,900	10,000
4,430	8,240	1,900	10,140
4,510	8,390	1,900	10,290
4,590	8,540	1,900	10,440

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Pre-revised Pay Scale
Rs. 3200-85-4900

Revised Pay band+ Grade Pay
PB1 Rs. 5200-20200 + Rs.2000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
3,200	6,060	2,000	8,060
3,285	6,110	2,000	8,110
3,370	6,270	2,000	8,270
3,455	6,430	2,000	8,430
3,540	6,590	2,000	8,590
3,625	6,750	2,000	8,750
3,710	6,910	2,000	8,910
3,795	7,060	2,000	9,060
3,880	7,220	2,000	9,220
3,965	7,380	2,000	9,380
4,050	7,540	2,000	9,540
4,135	7,700	2,000	9,700
4,220	7,850	2,000	9,850
4,305	8,010	2,000	10,010
4,390	8,170	2,000	10,170
4,475	8,330	2,000	10,330
4,560	8,490	2,000	10,490
4,645	8,640	2,000	10,640
4,730	8,800	2,000	10,800
4,815	8,960	2,000	10,960
4,900	9,120	2,000	11,120

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Pre-revised Pay Scale
Rs. 4000-100-6000

Revised Pay band+ Grade Pay
PB1 Rs. 5200-20200 + Rs.2400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560

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Pre-revised Pay Scale
Rs.4500-125-7000

Revised Pay band + Grade Pay
PB1 Rs. 5200-20200 + Rs.2800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820

K. M.

Pre-revised Pay Scale
Rs. 5000-150-8000

Revised Pay band+ Grade Pay
PB2 Rs. 9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080

H. G. G.

Pre-revised Pay Scale
Rs. 5500-175-9000

Revised Pay band + Grade Pay
PB2 Rs. 9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
5,500	10,230	4,200	14,430
5,675	10,560	4,200	14,760
5,850	10,890	4,200	15,090
6,025	11,210	4,200	15,410
6,200	11,540	4,200	15,740
6,375	11,860	4,200	16,060
6,550	12,190	4,200	16,390
6,725	12,510	4,200	16,710
6,900	12,840	4,200	17,040
7,075	13,160	4,200	17,360
7,250	13,490	4,200	17,690
7,425	13,820	4,200	18,020
7,600	14,140	4,200	18,340
7,775	14,470	4,200	18,670
7,950	14,790	4,200	18,990
8,125	15,120	4,200	19,320
8,300	15,440	4,200	19,640
8,475	15,770	4,200	19,970
8,650	16,090	4,200	20,290
8,825	16,420	4,200	20,620
9,000	16,740	4,200	20,940

Ygr

Pre-revised Pay Scale
Rs. 6500-200-10500

Revised Pay band+ Grade Pay
PB2 Rs. 9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730

Pre-revised Pay Scale
Rs. 8000-275-13500

Revised Pay band + Grade Pay
PB2 Rs. 9300-34800 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8,000	14,880	5,400	20,280
8,275	15,400	5,400	20,800
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

H. G. K.

Pre-revised Pay Scale
Rs. 8000-275-13500

Revised Pay band + Grade Pay
PB3 Rs. 15600-39100 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

Y. G. M.

Pre-revised Pay Scale
Rs.8000-275-14050

Revised Pay band+ Grade Pay
PB2 Rs. 9300-34800 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8,000	14,880	5,400	20,280
8,275	15,400	5,400	20,800
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050
14,600	27,160	5,400	32,560
14,875	27,670	5,400	33,070

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Pre-revised Pay Scale
Rs.8000-275-14050

Revised Pay band+ Grade Pay
PB3 Rs. 15600-39100 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050
14,600	27,160	5,400	32,560
14,875	27,670	5,400	33,070

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Pre-revised Pay Scale
Rs. 8500-275-14000

Revised Pay band + Grade Pay
PB2 Rs. 9300-34800 + Rs. 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8,500	15,810	5,400	21,210
8,775	16,330	5,400	21,730
9,050	16,840	5,400	22,240
9,325	17,350	5,400	22,750
9,600	17,860	5,400	23,260
9,875	18,370	5,400	23,770
10,150	18,880	5,400	24,280
10,425	19,400	5,400	24,800
10,700	19,910	5,400	25,310
10,975	20,420	5,400	25,820
11,250	20,930	5,400	26,330
11,525	21,440	5,400	26,840
11,800	21,950	5,400	27,350
12,075	22,460	5,400	27,860
12,350	22,980	5,400	28,380
12,625	23,490	5,400	28,890
12,900	24,000	5,400	29,400
13,175	24,510	5,400	29,910
13,450	25,020	5,400	30,420
13,725	25,530	5,400	30,930
14,000	26,040	5,400	31,440
14,275	26,560	5,400	31,960
14,550	27,027	5,400	32,470
14,825	27,580	5,400	32,980

Ygr

Pre-revised Pay Scale
Rs. 8500-275-14000

Revised Pay band + Grade Pay
PB3 Rs. 15600-39100 + Rs. 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8,500	15,810	5,400	21,210
8,775	16,330	5,400	21,730
9,050	16,840	5,400	22,240
9,325	17,350	5,400	22,750
9,600	17,860	5,400	23,260
9,875	18,370	5,400	23,770
10,150	18,880	5,400	24,280
10,425	19,400	5,400	24,800
10,700	19,910	5,400	25,310
10,975	20,420	5,400	25,820
11,250	20,930	5,400	26,330
11,525	21,440	5,400	26,840
11,800	21,950	5,400	27,350
12,075	22,460	5,400	27,860
12,350	22,980	5,400	28,380
12,625	23,490	5,400	28,890
12,900	24,000	5,400	29,400
13,175	24,510	5,400	29,910
13,450	25,020	5,400	30,420
13,725	25,530	5,400	30,930
14,000	26,040	5,400	31,440
14,275	26,560	5,400	31,960
14,550	27,027	5,400	32,470
14,825	27,580	5,400	32,980

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Pre-revised Pay Scale
Rs. 10000-325-15200

Revised Pay band+ Grade Pay
PB3 Rs. 15600-39100 + Rs.6600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
10,000	18,600	6,600	25,200
10,325	19,210	6,600	25,810
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830
12,275	22,840	6,600	29,440
12,600	23,440	6,600	30,040
12,925	24,050	6,600	30,650
13,250	24,650	6,600	31,250
13,575	25,250	6,600	31,850
13,900	25,860	6,600	32,460
14,225	26,460	6,600	33,060
14,550	27,070	6,600	33,670
14,875	27,670	6,600	34,270
15,200	28,280	6,600	34,880
15,525	28,880	6,600	35,480
15,850	29,490	6,600	36,090
16,175	30,090	6,600	36,090

H. H. H.

Pre-revised Pay Scale
Rs. 12000-375-16500

Revised Pay band + Grade Pay
PB3 Rs. 15600-39100 + Rs.7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,620
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

Yam

Pre-revised Pay Scale
Rs. 14300-400-18300

Revised Pay band + Grade Pay
PB4 Rs. 37400-67000 + Rs. 8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
14,300	37,400	8,700	46,100
14,700	37,400	8,700	46,100
15,100	38,530	8,700	47,230
15,500	38,530	8,700	47,230
15,900	39,690	8,700	48,390
16,300	39,690	8,700	48,390
16,700	40,890	8,700	49,590
17,100	40,890	8,700	49,590
17,500	42,120	8,700	50,820
17,900	42,120	8,700	50,820
18,300	43,390	8,700	52,090
18700	43390	8,700	52090
19100	44700	8,700	53400
19500	44700	8,700	53400

Yam

Pre-revised Pay Scale
Rs. 16000-450-20050

Revised Pay band + Grade Pay
PB4 Rs. 37400-67000 + Rs.8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
16,000	39,690	8,900	48,590
16,450	39,690	8,900	49,790
16,900	40,890	8,900	49,790
17,350	40,890	8,900	51,020
17,800	42,120	8,900	51,020
18,250	42,120	8,900	52,290
18,700	43,390	8,900	52,290
19,150	43,390	8,900	53,600
19,600	44,700	8,900	53,600
20,050	44,700	8,900	54,950
20,500	46,050	8,900	54,950
20,950	46,050	8,900	56,340
21,400	47,440	8,900	56,340

Yam

Pre-revised Pay Scale
Rs. 18400-500-22400

Revised Pay band + Grade Pay
PB 4 Rs. 37400-67000 + Rs.10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
18,400	44,700	10,000	54,700
18,900	46,050	10,000	56,050
19,400	46,050	10,000	56,050
19,900	47,440	10,000	57,440
20,400	47,440	10,000	57,440
20,900	48,870	10,000	58,870
21,400	48,870	10,000	58,870
21,900	50,340	10,000	60,340
22,400	51,850	10,000	61,850
22,900	53,410	10,000	63,410
23,400	55,020	10,000	65,020
23,900	56,680	10,000	66,680

Yam

Pre-revised Pay Scale
Rs. 22400-525-24500

Revised Pay band+ Grade Pay
PB4 Rs.37400-67000 + Rs.12000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
22,400	51,850	12,000	63,850
22,925	53,410	12,000	65,410
23,450	55,020	12,000	67,020
23,975	56,680	12,000	68,680
24,500	58,380	12,000	70,380

Yash