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FINANCE DEPARTMENT

NOTIFICATION

The 24th December, 2008

S.R.O.No. 638/2008 --In exercise of the powers conferred by the proviso to article 309 of the constitution of India, the Governor of Orissa is pleased to make the following rules, namely : --

1. *Short title and commencement*

- (1) These rules may be called the Orissa Revised Scales of Pay Rules, 2008.
- (2) They shall be deemed to have come into force on the 1st day of January, 2006.

2. *Application*

- (1) Save as otherwise provided by or under these rules, these rules shall apply to all persons in whole time employment of Government.
- (2) These rules shall not apply to --
 - (i) persons engaged by Government on contract basis except when the contract provides otherwise;
 - (ii) persons re-employed in Government service after retirement;
 - (iii) persons paid out of contingencies;
 - (iv) persons paid otherwise than on a monthly basis including those paid only on piece-rate basis;

- (v) persons not drawing pay in regular scales of pay for whom no revised scales of pay are prescribed;
- (vi) employees borne in the “Work-charged Establishment” as defined in the Resolution of Government in the erstwhile Political and Services Department No.9488 dated the 18th June 1974;
- (vii) employees governed by the Orissa Revised Scales of Pay (for College Teachers) Rules, 1978, the Orissa Revised Scales of Pay (for Medical College Teachers) Rules,1982, the Orissa Revised Scales of Pay (for College Teachers) Rules,1989, the Orissa Revised Scales of Pay (for Medical College Teachers) Rules,1989, the Orissa Revised Scales of pay (for College Teachers) Rules,2001, the Orissa Revised Scales of Pay (for Medical College Teachers) Rules,2001, the Orissa Revised Scales of Pay (for Engineering College Teachers) Rules, 2001, the Orissa Superior Judicial Service Rules,1963, the Orissa Judicial Service Rules, 1994, the Orissa Superior Judicial Service and Orissa Judicial Service Rules, 2007 read with Finance Department Resolution No.23598/F dated 3.06.2003 revising the scales of pay for the Judicial Officer of the subordinate Judiciary service in the State of Orissa as per the recommendations of Justice Shetty Commission;
- (viii) persons not in whole time employment under Government of Orissa;
- (ix) any other Class or category of persons whom the Governor may by order specifically exclude from the operation of all or any of the provisions contained in these rules.

3. Definitions - In these rules, unless the context otherwise requires, --

(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 under sub-rule(d) of rule 74 of the Orissa Service Code including the cases where reduceable personal pay has been granted to protect the total emoluments on account of loss of special pay, advance increments granted, if any but does not include any other type of pay like “special pay”, etc.;

(ii)“existing scale” in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, any personal scale of pay applicable to him/her) as on the 1st day of January, 2006 in a substantive or temporary capacity:

Provided that in the case of government servant who, on the 1st day of January 2006 was on deputation, leave, foreign service or training or who would have on that date continued in one or more lower posts but for his officiating in a higher post, “existing scale” means the scale of pay applicable to the post which he would have held but for his being on such deputation, leave, foreign service or training as the case may be, but for his officiating in a higher post;

(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 + dearness pay at Index average 536(1982=100);

(ii)“present scale” in relation to any post/grade specified in Column 2 of the First Schedule 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 First Schedule;
- (iv)“grade pay” is the fixed amount corresponding to the pre-revised pay scales /posts as specified in column 6 of the First Schedule;
- (v)“revised pay structure” in relation to any post specified in column 3 of the First Schedule means the pay band and grade pay specified against that post or the pay scale specified in column 5 and 6 thereof, unless a different revised pay band and grade pay or pay scale is notified separately for that post;
- (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 any other type of pay like special pay, etc.;
- (vii)“revised emoluments” means the pay in the pay band plus grade pay of a Government servant in the revised pay structure;
- (viii)“Schedule” means schedule annexed to these rules;
- (3) “Finance Department” means the Finance Department of the Government;
- (4) “Government” means the Government of Orissa;
- (5) “Pay” means the pay as defined in clause (i) of sub-rule(a) of rule 33 of the Orissa Service Code in the existing scale and shall include –
- (i) adhoc increment granted in the shape of personal pay on account of stagnation at the maximum of the existing scale;
 - (ii) Personal pay granted due to fixation of pay under sub rule (d) of rule 74 of the Orissa Service Code, including the case where reduceable personal pay has been granted to protect the total emoluments on account of loss of special pay;

(iii) advance increment (s) granted, if any;

NOTE – A list of existing scale of pay and their corresponding Pay band/revised pay structure is appended to the First Schedule to these rules.

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 First Schedule shall be as specified against it in Column (5) and (6) thereof.

5. **Drawal of pay in the revised pay structure** - Save as otherwise provided in these rules, a Government servant 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 :

Provided that a Government servant 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 these rules or until he vacates his post or ceases to draw the pay in that scale :

Provided further that in case where a Government servant has been placed in a higher pay scale between 01.01.2006 and the date of notification of these rules on account of promotion and upgradation of pay scale, the Government servant may elect to switch over to the revised pay structure from the date of such promotion and upgradation;

Explanation (1) - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

Explanation (2) - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January

2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation (3) - Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. *Exercise of option -*

(1) The option under the provisos to rule 5 shall be exercised in writing in the Form as in the Second Schedule so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules 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 :

Provided that –

- (i) In case of a Government servant who is on the date of such publication or, as the case may be, date of such order, on leave or deputation or foreign service or active service, 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 Rule to the Administrative Department or Heads of Department or Head of Office;

- (ii) Where a Government servant 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 if that date is later than the date prescribed in this sub-rule;
- (2) The option shall be intimated by the Government servant to his Head of Office.
- (3) If the intimation regarding option is not received within the time mentioned in sub-rule(1), the Government servant 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.

Note -1 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 benefits of this rule.

Note - 2 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.

Note - 3 Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

7. Fixation of initial pay in the revised pay structure - The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule(3) of rule 6 to be governed by the revised pay structure on and from the 1st day of

January,2006 shall, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him in the following manner, namely : --

In the case of all employees --

- (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.

Note -1 Where the existing emoluments exceed the revised emoluments in the cases of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note- 2 Where in the fixation of pay under sub-rule (1) the pay of a Government servant who in the existing scale was drawing immediately before 1st day of January, 2006 more pay than another Government servant junior to him in the same grade in the cadre he belongs gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note- 3 Where a Government servant is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note- 4 In case where a senior Government servant promoted to higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the Pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. This stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely : —

- (i) Both the junior and senior Government servant should belong to the same cadre and the post in which they have been promoted should be identical in the same cadre.
- (ii) Pre-revised scale of pay and revised grade pay of the lower and higher post in which they are entitled to draw pay should be identical.
- (iii) The senior Government servant at the time of promotion should have been drawing equal pay or more pay than the junior.
- (iv) If in the lower post the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of an advance increment granted to him, provision of this note need not be in vogue to step up the pay of the senior officer.

Note-5 Fixation of pay in the revised scale shall be made in the form appended to these rules as Third Schedule.

8. Fixation of pay in the revised pay structure of an employee appointed as fresh recruits on or after 01.01.2006 - Column (5) and (6) of the First Schedule of these rules indicate 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 notification. 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.

9. Rate of increment in the revised pay structure - The rate of increment in the revised pay structure shall be 3% of the sum of the pay in the pay band and grade pay 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.

10. Date of next increment in the revised pay structure- The date of next increment shall be twelve months from the 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.

11. Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006 - Where a Government servant 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 rule 5, shall be fixed in the manner as indicated in rule 7 taking the pre-revised basic pay as on that date.

12. Fixation of pay on re-appointment after 1st day of January 2006 to a post held prior to that date - A Government servant who had officiated in the post prior to the 1st day of January, 2006, but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit to the extent it would have been admissible had he been holding that post on the 1st day of January, 2006, and had elected the revised pay structure on and from that date.

13. Fixation of pay on promotion on or after 01.01.2006 - In case of promotion from one grade pay to another in revised pay structure the fixation will be done as follows :-

(1) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotional post will thereafter be granted in addition to the pay in the pay band. In case where the promotion involves change in the pay band also the same methodology would be followed. However if the pay in the pay band after adding the increment is less than the minimum of the basic pay band, to which promotion is taking place, the pay in the pay band shall be stepped up to such minimum.

(2) If the Government servant exercises option to fix his promotional pay not from the date of joining in the promotional post but from the later date with accrual of one increment in the lower scale and to refix his promotional pay in the appropriate higher scale, in such eventuality a

Government servant in case of the later case will continue in the lower pay band with grade pay in the promotional post till the re-fixation of his promotional pay in the promotional pay band. Such option shall have to be exercised within a month from the date of joining in the promotional post in the prescribed format in the Fourth Schedule. Further in case of persons who have already been promoted and their pay is to be refixed in the promotional pay band retrospectively, they may exercise option to avail promotional benefit in the pay within one month as per the prescribed format in the Fourth Schedule from the date of publication of revised pay rules. Otherwise they will be deemed to have come over to the promotional scale in the revised scale of pay from the date of joining in the promotional post.

14. *Assured Career Progression (ACP)* - All state Government employees up to Group A category can avail ACP in 3 stages i.e. first ACP on completion of 15 years, second after 25 years and third after 30 years of service in their original post or grade and such benefit of ACP will be given only after screening each and every case by a Screening Committee to be constituted by the Department. All the norms for promotion shall also be applicable for allowing ACP at different stages. The financial benefit to the extent of one increment for a sum of 3% on basic pay and grade pay will be added on availing different stages of ACP and next increment will accrue one year after.

15. *Stagnation increment* - After re-fixation of the pay in the pay band and revised pay scale the State Government employees 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 to be treated as personal pay. Employees against whom disciplinary cases are pending will, have to await the result of the disciplinary case for being considered for grant of this benefit.

16. Authority competent to fix the pay - The pay of a Government servant in pay band and revised scale shall be fixed by such authority and would be checked by such officer as may be specified in the instructions to be issued by the Finance Department, Government of Orissa.

17. Excess payment to be recovered - Where in the course of fixation of pay under these rules, any amount drawn or received as pay by any Government servant under any rule is found to be in excess of the amount payable to him under these rules, the excess amount so drawn or received shall be recoverable from such Government servant or from his recoverable pensionary benefits for which he shall submit an undertaking as specified in the Fifth Schedule.

18. Overriding effect of these rules - The provisions of the Orissa Service Code, the Orissa Revised Scales of Pay (for Non-Gazetted Officers) Rules,1974, the Orissa Revised Scales of pay (for Gazetted Officers)Rules,1974, the Orissa Revised Scales of pay Rules,1981, the Orissa Revised Scales of Pay Rules,1985, the Orissa Revised Scales of Pay Rules,1989 and the Orissa Revised Scales of Pay Rules,1998 , shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules , to the extent they are inconsistent with these rules.

19. Power to relax - Where the Finance Department is satisfied that the operation of all or any of the provisions of these rules cause/causes undue hardship in any particular case, they may, in the public interest, by order, dispense with or relax the requirements of all or any such provisions to such extent and subject to such conditions as may be deemed necessary for dealing with the case in a just and equitable manner.

20. Interpretation - If any question arises relating to the interpretation of any of the provisions of these rules, for removal of anomalies, omissions, difficulties, printing and clerical errors, all such matters shall be referred to the Government for clarification and decision.

FIRST SCHEDULE

[See Rule-3]

EXISTING SCALE OF PAY UNDER ORSP RULES, 1998 AND CORRESPONDING REVISED SCALE OF PAY, 2008 IN PAY BAND WITH GRADE PAY.					
<i>(In Rs.)</i>					
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
12	5300-150-8300	S-9A	PB-2	9300-34800	4200
13	5500-175-9000	S-10	PB-2	9300-34800	4200
14	5900-200-9700	S-10A	PB-2	9300-34800	4200
15	5700-200-9900	S-10B	PB-2	9300-34800	4200
16	6500-200-9900	S-11	PB-2	9300-34800	4200
17	6500-200-10500	S-12	PB-2	9300-34800	4600
18	7300-200-10500	S-13	PB-2	9300-34800	4600
19	7300-200-10900	S-14	PB-2	9300-34800	4600
20	8000-275-13500	S-15	PB-2	9300-34800	5400
21	8000-275-13500 Group-A Entry	S-15A	PB-3	15600-39100	5400
22	9350-325-14550	S-16	PB-3	15600-39100	6600
23	10000-325-15200	S-17	PB-3	15600-39100	6600
24	10650-325-15850	S-17A	PB-3	15600-39100	6600
25	12000-375-16500	S-18	PB-3	15600-39100	7600
26	14300-400-18300	S-19	PB-4	37400-67000	8700
27	15100-400-19500	S-20	PB-4	37400-67000	8800
28	16400-450-20450	S-21	PB-4	37400-67000	9000

SECOND SCHEDULE

**Application Form for exercising option to come over to the
Orissa Revised Scales of Pay Rule, 2008**

[See Rule - 6(1)]

1(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 _____
Head of Office/Any other Gazetted Officer
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

THIRD SCHEDULE

Form for Fixation of Pay under the Orissa Revised Scales of Pay Rules, 2008.

[See rule-7]

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. Stepped up pay with reference to the :
Revised pay of junior, if applicable
[Notes 2 & 4 of Rule 7(1) of ORSP
Rules, 2008]. Name and pay of the
Junior also to be indicated distinctly.

11. 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 (1) of Rule 7] :
12. Personal Pay, if any [Notes 1 and 3 of Sub Rule (1) of Rule 7]. :
13. Revised emoluments after fixation :
- (a) Pay in the Revised Pay Band/ Pay Scale :
- (b) Grade Pay :
- (c) Personal Pay, if admissible :
14. Date of next increment (Rule 10) and pay after grant of increment. :

Date of Increment : **Pay after Increment**

Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

15. Any other relevant information :

Date :

Office :

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

FOURTH SCHEDULE

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

[See Rule-13]

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 the ORSP Rules,2008 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 _____

FIFTH SCHEDULE

UNDERTAKING

[See Rule – 17]

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 : _____

[No.55244/F, PCC(F)-51/08(Pt.)]

By Order of the Governor

R. N. SENAPATI

Principal Secretary to Government

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)	Revised Pay Band +Grade Pay		
Rs.2650-65-3300-70-4000	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)	Revised Pay Band +Grade Pay		
Rs.2750-70-3800-75-4400	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)	Revised Pay Band +Grade Pay		
Rs.3200-85-4900	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)	Revised Pay Band +Grade Pay		
	Rs.3600-100-5600	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

Pre-revised scale (S-10)	Revised Pay Band +Grade Pay		
Rs.5500-175-9000	PB-2 9300-34800		4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
5500	10230	4200	14430
5675	10560	4200	14760
5850	10890	4200	15090
6025	11210	4200	15410
6200	11540	4200	15740
6375	11860	4200	16060
6550	12190	4200	16390
6725	12510	4200	16710
6900	12840	4200	17040
7075	13160	4200	17360
7250	13490	4200	17690
7425	13820	4200	18020
7600	14140	4200	18340
7775	14470	4200	18670
7950	14790	4200	18990
8125	15120	4200	19320
8300	15440	4200	19640
8475	15770	4200	19970
8650	16090	4200	20290
8825	16420	4200	20620
9000	16740	4200	20940
9175	17070	4200	21270
9350	17400	4200	21600
9525	17720	4200	21920

Pre-revised scale (S-10A)	Revised Pay Band +Grade Pay		
Rs.5900-200-9700		PB-2 9300-34800	4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
5900	10980	4200	15180
6100	11350	4200	15550
6300	11720	4200	15920
6500	12090	4200	16290
6700	12470	4200	16670
6900	12840	4200	17040
7100	13210	4200	17410
7300	13580	4200	17780
7500	13950	4200	18150
7700	14330	4200	18530
7900	14700	4200	18900
8100	15070	4200	19270
8300	15440	4200	19640
8500	15810	4200	20010
8700	16190	4200	20390
8900	16560	4200	20760
9100	16930	4200	21130
9300	17300	4200	21500
9500	17670	4200	21870
9700	18050	4200	22250
9900	18420	4200	22620
10100	18790	4200	22990
10300	19160	4200	23360

Pre-revised scale (S-10B)	Revised Pay Band +Grade Pay		
	Rs.5700-200-9900	PB-2 9300-34800	4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
5700	10610	4200	14810
5900	10980	4200	15180
6100	11350	4200	15550
6300	11720	4200	15920
6500	12090	4200	16290
6700	12470	4200	16670
6900	12840	4200	17040
7100	13210	4200	17410
7300	13580	4200	17780
7500	13950	4200	18150
7700	14330	4200	18530
7900	14700	4200	18900
8100	15070	4200	19270
8300	15440	4200	19640
8500	15810	4200	20010
8700	16190	4200	20390
8900	16560	4200	20760
9100	16930	4200	21130
9300	17300	4200	21500
9500	17670	4200	21870
9700	18050	4200	22250
9900	18420	4200	22620
10100	18790	4200	22990
10300	19160	4200	23360
10500	19530	4200	23730

Pre-revised scale (S-11)	Revised Pay Band +Grade Pay		
Rs.6500-200-9900		PB-2 9300-34800	4200
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
6500	12090	4200	16290
6700	12470	4200	16670
6900	12840	4200	17040
7100	13210	4200	17410
7300	13580	4200	17780
7500	13950	4200	18150
7700	14330	4200	18530
7900	14700	4200	18900
8100	15070	4200	19270
8300	15440	4200	19640
8500	15810	4200	20010
8700	16190	4200	20390
8900	16560	4200	20760
9100	16930	4200	21130
9300	17300	4200	21500
9500	17670	4200	21870
9700	18050	4200	22250
9900	18420	4200	22620
10100	18790	4200	22990
10300	19160	4200	23360
10500	19530	4200	23730
10700	19910	4200	24110

Pre-revised scale (S-12)	Revised Pay Band +Grade Pay		
Rs.6500-200-10500		PB-2 9300-34800	4600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
6500	12090	4600	16690
6700	12470	4600	17070
6900	12840	4600	17440
7100	13210	4600	17810
7300	13580	4600	18180
7500	13950	4600	18550
7700	14330	4600	18930
7900	14700	4600	19300
8100	15070	4600	19670
8300	15440	4600	20040
8500	15810	4600	20410
8700	16190	4600	20790
8900	16560	4600	21160
9100	16930	4600	21530
9300	17300	4600	21900
9500	17670	4600	22270
9700	18050	4600	22650
9900	18420	4600	23020
10100	18790	4600	23390
10300	19160	4600	23760
10500	19530	4600	24130
10700	19910	4600	24510
10900	20280	4600	24880
11100	20650	4600	25250

Pre-revised scale (S-13)	Revised Pay Band +Grade Pay		
Rs.7300-200-10500		PB-2 9300-34800	4600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
7300	13580	4600	18180
7500	13950	4600	18550
7700	14330	4600	18930
7900	14700	4600	19300
8100	15070	4600	19670
8300	15440	4600	20040
8500	15810	4600	20410
8700	16190	4600	20790
8900	16560	4600	21160
9100	16930	4600	21530
9300	17300	4600	21900
9500	17670	4600	22270
9700	18050	4600	22650
9900	18420	4600	23020
10100	18790	4600	23390
10300	19160	4600	23760
10500	19530	4600	24130
10700	19910	4600	24510
10900	20280	4600	24880
11100	20650	4600	25250

Pre-revised scale (S-14)	Revised Pay Band +Grade Pay		
Rs.7300-200-10900	PB-2 9300-34800		4600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
7300	13580	4600	18180
7500	13950	4600	18550
7700	14330	4600	18930
7900	14700	4600	19300
8100	15070	4600	19670
8300	15440	4600	20040
8500	15810	4600	20410
8700	16190	4600	20790
8900	16560	4600	21160
9100	16930	4600	21530
9300	17300	4600	21900
9500	17670	4600	22270
9700	18050	4600	22650
9900	18420	4600	23020
10100	18790	4600	23390
10300	19160	4600	23760
10500	19530	4600	24130
10700	19910	4600	24510
10900	20280	4600	24880
11100	20650	4600	25250
11300	21020	4600	25620
11500	21390	4600	25990

Pre-revised scale (S-15)	Revised Pay Band +Grade Pay		
Rs.8000-275-13500	PB-2 9300-34800		5400
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
8000	14880	5400	20280
8275	15400	5400	20800
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

Pre-revised scale (S-15A)(Group-A Entry)	Revised Pay Band +Grade Pay		
Rs.8000-275-13500		PB-3 15600-39100	5400
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

Pre-revised scale (S-16)	Revised Pay Band +Grade Pay		
Rs.9350-325-14550	PB-3 15600-39100		6600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
9350	17400	6600	24000
9675	18000	6600	24600
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480

Pre-revised scale (S-17)	Revised Pay Band +Grade Pay		
Rs.10000-325-15200	PB-3 15600-39100		6600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16175	30090	6600	36690

Pre-revised scale (S-17A)	Revised Pay Band +Grade Pay		
Rs.10650-325-15850	PB-3 15600-39100		6600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16175	30090	6600	36690
16500	30690	6600	37290
16825	31300	6600	37900

Pre-revised scale (S-18)	Revised Pay Band +Grade Pay		
Rs.12000-375-16500	PB-3 15600-39100		7600
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390

Pre-revised scale (S-19)	Revised Pay Band +Grade Pay		
Rs.14300-400-18300	PB-4 37400-67000		8700
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
14300	37400	8700	46100
14700	37400	8700	46100
15100	37400	8700	46100
15500	37400	8700	46100
15900	37400	8700	46100
16300	37400	8700	46100
16700	37400	8700	46100
17100	37400	8700	46100
17500	37400	8700	46100
17900	37400	8700	46100
18300	37400	8700	46100
18700	37400	8700	46100
19100	37400	8700	46100
19500	37400	8700	46100

Pre-revised scale (S-20)	Revised Pay Band +Grade Pay		
Rs.15100-400-19500	PB-4 37400-67000		8800
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
15100	37400	8800	46200
15500	37400	8800	46200
15900	37400	8800	46200
16300	37400	8800	46200
16700	37400	8800	46200
17100	37400	8800	46200
17500	37400	8800	46200
17900	37400	8800	46200
18300	37400	8800	46200
18700	37400	8800	46200
19100	37400	8800	46200
19500	37400	8800	46200

Pre-revised scale (S-21)	Revised Pay Band +Grade Pay		
Rs.16400-450-20450	PB-4 37400-67000		9000
Pre-revised Basic Pay	Revised Pay		
	Pay in Pay Band	Grade Pay	Total
16400	37400	9000	46400
16850	37400	9000	46400
17300	37400	9000	46400
17750	37400	9000	46400
18200	37400	9000	46400
18650	37400	9000	46400
19100	37400	9000	46400
19550	37400	9000	46400
20000	37400	9000	46400
20450	38040	9000	47040
20900	38880	9000	47880
21350	39720	9000	48720
21800	40550	9000	49550