



# **PAY COMMITTEE 2008**

**FOR  
NON-TEACHING EMPLOYEES OF STATE-  
AIDED UNIVERSITIES  
AND  
EMPLOYEES OF WEST BENGAL COUNCIL  
OF HIGHER SECONDARY EDUCATION  
AND  
WEST BENGAL BOARD OF SECONDARY  
EDUCATION**

[Constituted in terms of Finance Department Resolution No.8349-F dated 10.11.2008]

# **REPORT**

**VOLUME I**

**SEPTEMBER, 2009**

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# CHAPTER I

## INTRODUCTION

1.1 The Government of West Bengal has constituted a Pay committee for the non-teaching employees of the State-aided Universities and employees of the West Bengal Council of Higher Secondary Education and West Bengal Board of Secondary Education vide Finance Department (Audit Branch) Resolution No. 8349-F dated 10.11.08 with the following members:

1. Prof. Amaljyoti Sengupta - Chairman
2. Shri Rajatkumar Bandyopadhyay - Member
3. Shri Jayanta Kumar Dattagupta - Member-Secretary

### (Appendix – I)

1.2 In the Resolution itself the terms of reference have been specified. The resolution also contains the names of the State-aided Universities and of two other organizations employees of which would fall within the purview of this Pay Committee.

1.3 In a separate Order No.8827-F dt. 25.11.2008 issued by the Finance (Audit) Department, Govt. included the non-teaching employees of Netaji Subhas Open University within the terms of reference of this Committee.

1.3.1 The State Govt. in the Finance Department through its order No.8476-F dated 01.09.2009 included the employees of West Bengal State Council of Rabindra Open Schooling under the terms of reference of this Committee. As this is a very late inclusion, the matters related to this organization could not be dealt with in this volume. Recommendations of the Committee in this regard would be given in the next volume of the report to be submitted shortly.

1.4 The terms of reference of this Committee have been explicitly described in the Resolution No.8349-F dt.10.11.08. The reference relates to examining the present structure of Pay and conditions of service of the employees under purview of the Committee, after taking into account the total package of benefits now available to the employees. The Committee is to suggest changes which may be desirable and feasible keeping in view, interalia, the needs for more people orientation, social accountability and efficiency of the administration, the recommendations of the Fifth Pay Commission and the decisions of the State Govt. taken thereon.

1.5 The Committee has been entrusted with the task of examining the present structure of Pay and conditions of service after taking into account the total package of benefits available to the employees of the Universities and the two other organizations which are subject matter of consideration of this Committee.

1.5.1 Another important task included in the terms of reference of the Committee is to examine the existing promotion policies and related issues and suggest changes that may be desirable and feasible after taking into consideration the norms of efficiency/productivity wherever relevant

and having regard to the need for improving people orientation, social accountability and the efficiency of the administration.

1.5.2 Another significant area of the activities of this Committee included in the terms of reference is to examine the allowances, concessions and benefits in addition to the pay and suggest changes which may be desirable and feasible.

1.5.3 Another significant area of activity of the Committee is scrutiny of the retirement benefits of the employees as well as of the teachers and officers of the State-aided Universities as it relates to the emoluments and benefits enjoyed by the superannuated employees.

1.5.4 A special dimension added to the task is the responsibility of the Committee to look into the anomaly, if any, which may be in existence in the pay scales and service conditions of the employees and suggest measures for removing those anomalies. The Committee would examine this aspect in detail but the findings and suggestions may not be incorporated in this volume. It would be incorporated in the volume-2.

1.6.1 As has been mentioned earlier, this Committee is enjoined to have regard to three matters before it makes recommendations on the issues mentioned in the Resolution. While examining the issues related to pay structure, the Committee is required to keep in view, inter-alia, the needs for social accountability and efficiency of the administration at the stage of examination itself. Besides this, the decision of the State Govt. on the

recommendations of the 5<sup>th</sup> State Pay Commission is also required to be kept in view simultaneously.

1.6.2 The three matters mentioned in the previous sub-para are: -

(a) The prevailing pay structure under the Central and other State Governments as well as that obtaining in different Universities/Higher Secondary Council/ Board of Secondary Education;

(b) The economic condition of the country, financial responsibility of the Govt. of India and the pattern of allocation of revenues to the State and

(c) The resources of the State Govt. as well as of the State-aided Universities, West Bengal Council of Higher Education and West Bengal Board of Secondary Education and the demands thereon on account of their commitment to the developmental activities.

These matters will be dealt with in separate Chapters that follow. Before moving on to other areas, we want to state a few words in respect of social accountability and efficiency of the administration.

1.6.3 Nobody can deny the need for promoting social accountability and efficiency of the administration. But to what extent these needs can be satisfied only through the means available to a Pay Committee is open to question. This is more so when a Committee is examining the Pay structure of the non-teaching employees of a University. In a University there are three distinctly different groups viz., the teaching faculty,

academic administrators (Officers) and the non-teaching employees emoluments only of whom are one of the subject matter of this Committee. So improvement in social accountability and efficiency in the academic area of a University depend largely on the other two players. In spite of this position, the monetary/financial benefits coupled with higher situation in the administrative hierarchy will definitely act as a motion or force to improve one's performance. There is also no denying of the fact that a poor paid or inadequately paid employee cannot be expected to be either productive or efficient to the desired level. His pay packet should be commensurate with his standard of living as well as should take care of the social needs of at least of his immediate family. But to what extent the quantum of pay makes the recipient socially responsible is very difficult to assess. This is a complex issue and the experts in this field can only throw light on this aspect. This committee proposes to examine the issues pertaining to the promotion policy and norms of promotion, efficiency and productivity. The committee, however, is of the view that a reasonable and improved pay packet may not be the only important factor for achieving efficiency but improvement of pay-packet is definitely one of the primary factors for achieving the expected level.

1.7 In Resolution No.8349-F dated 10.11.2008, the Committee has been asked to submit its recommendations as soon as practicable but preferably within a period of six months from the date of Order notifying the constitution of this Pay Committee. The committee regrets that due to constraints in the timely availability of infrastructural support and to some extent due to lukewarm response from majority of the Universities the task enjoined to the Committee could not be completed within the time frame. This aspect will be dealt with in the Chapter that follows.

1.7.1 In the Resolution the Committee has been given an option to submit interim recommendations if found necessary or if so desired by the Government. This aspect is being dealt with separately in chapter-3.



**Government of west Bengal  
Finance Department  
Audit Branch**

No.: 8349-F

Kolkata, the 10<sup>th</sup> November, 2008.

**RESOLUTION**

The Government of West Bengal have been considering for some time past, the changes that have taken place in the structure of emoluments of the non-teaching employees of the State-aided Universities, employees of the West Bengal Council of Higher Secondary Education and the West Bengal Board of Secondary Education. Conditions have also changed in several respects since the last Pay Committee constituted under Finance Department's Resolutions No.960-F, dated the 24<sup>th</sup> January, 1996 submitted its report. Accordingly, the Governor has been pleased to constitute a Pay Committee comprising the following :-

1. Prof. Amaljyoti Sengupta, Retired Vice-Chancellor,  
Bengal Engineering and Science University - Chairman
2. Shri Rajatkumar Bandyopadhyay, Ex-Registrar,  
Jadavpur University. - Member
3. Shri Jayanta Kr. Dattagupta, WBCS (Ex) Retired - Member Secretary

The terms of the reference of the above Pay Committee will be as follows :-

- (i) To examine the present structure of pay and conditions of service after taking into account the total package of benefits available to the non-teaching employees of the State-aided Universities, namely, 1. Calcutta University, 2. Jadavpur University, 3. Burdwan University, 4. North Bengal University, 5. Kalyani University, 6. Rabindra Bharati University, 7. Vidyasagar University, 8. Bidhan Chandra Krishi Viswa Vidyalaya, 9. Bengal Engineering and Science University, 10. West Bengal University of Animal and Fisheries Science, 11. West Bengal University of Technology, 12. West Bengal Health University and 13 North Bengal Krishi Viswa Vidyalaya, as well as employees of the West Bengal Higher Secondary Council and West Bengal Board of Secondary Education and suggest changes which may be desirable and feasible keeping in view, inter alia, the need of benefits for the employees, the needs for more people orientations, social accountability and efficiency of the administration, the recommendations of the Fifth State Pay Commission, as and when available and the decisions of the State Government taken thereon.

- (ii) To examine the existing promotion policies and related issues and suggest changes which may be desirable and feasible after taking into consideration the norms of efficiency/productivity, wherever relevant, and having regard to the need for improving people orientation, social accountability and the efficiency of the administration.
- (iii) To examine the allowances, concessions and benefits in kind which are available to the employees in addition to the pay and to suggest changes which may be desirable and feasible.
- (iv) To examine issues relating to the retirement benefits and
- (v) To make recommendations on each of the above having regard, inter alia, to :
  - a) The prevailing pay structure under the Central and other State Governments as well as that obtaining in different Universities/Higher Secondary Council/Board of Secondary Education.
  - b) The economic condition of the country, financial responsibility of the Government of India and the pattern of allocation of revenues to the State.
  - c) The resources of the State Government as well as of the State-aided Universities, West Bengal Council of Higher Secondary Education and West Bengal Board of Secondary Education and the demands thereon on account of their commitment to developmental activities.

3. The Committee will devise its own procedures and may appoint such advisors, institutional consultants and experts as it may consider necessary for any particular purpose, in consultation with the State Government. The Committee may call for such information and take such evidence as may be considered necessary. The Universities, Council, Board and appropriate government departments of the State Government will furnish such information, documents and other assistance as may be required by the Committee. The Government of West Bengal trusts that the Service associations and unions of the employees of the Universities, Council and Board and others concerned will extend to the Committee their fullest co-operation and assistance.

4. The Committee will look into the anomaly, if any, which may be in existence in the pay-scales and service conditions of the employees and suggest measures for removing such anomaly.

5. The Committee will make an estimate of the costs involved in implementing their recommendations and suggest measures for avoidance of wasteful expenditure and other measures for economy. The Committee will also suggest measures for promoting efficiency.

6. The Committee will submit its recommendations as soon as practicable but preferably within a period of six months from the date of order notifying the constitution of the Committee.

7. The Committee may submit interim recommendations if found necessary or if so desired by the Government.

*O R D E R*

Ordered that the resolution be communicated to the concerned administrative departments and to the concerned Universities, the Council and the Board.

Ordered that the resolution be published in the Calcutta Gazette.

By order of the Governor

Sd/- D.Mukhopadhyay

Principal Secretary to the Govt. of West Bengal

## **CHAPTER 2**

### **WORKING PROCEDURE, INFRASTRUCTURE AND RELATED MATTERS**

2.1 Considerable time has been taken to arrange accommodation for the Committee. Immediately after the constitution of the Committee the members got in touch with each other. On 02.12.08 the Committee held its first meeting in the residence of Chairman and identified the infrastructure required by the Committee to start with the work. In a letter dated 04.12.08 the Special Secretary, Finance Department was informed of the requirement. As per advice of the Chairman, Member and Member Secretary met officials of Finance Department. We had been informed that Higher Education Department would arrange accommodation for the Committee. We got in touch with the Special Secretary, Higher Education Department. Sometimes in the 3<sup>rd</sup> week of December, 2008, the Higher Education Department informed us that some space in a building of University of Burdwan was being considered as office premises for the Committee and requested the Committee to offer views about suitability of the space. Chairman and Members of the Committee visited the space and informed Finance Department and Higher Education Department that the space was more or less suitable. In letter No.22-Edn (U) dated 13.01.2009 the Higher Education Department informed the Registrar, Burdwan University that the space had been allotted to the Pay Committee and requested the Registrar to make the space available so that the Committee could start work from 16.01.09. The vacant space to be used as office was however made available on 20.01.09 after formal inauguration of the building. Though the vacant space was formally made available on 20.01.09, it took some more time for putting in place cubicles to be used by Chairman and Members and also for arranging chairs, tables and other

furniture. The space finally could be made usable from 17.02.09. The Burdwan University Authority had been kind to allow the Committee to use their Conference Room in the ground floor till the space meant for the Committee was made ready. The Chairman and Committee Members started work sitting in a corner of the room and held the 2<sup>nd</sup> meeting of the Committee in that room on 27.01.09. The Committee however continued its function sitting in the Conference Room till the rooms in the first floor were made ready.

2.2 The Pay Committee was given a complement of staff what cannot even be termed as skeleton staff. Details of staff has been furnished in Appendix – II (Enclosed herein). The paucity of staff did affect the working of the Committee. But the time taken to issue the Govt. Order creating the posts and then time taken in appointing personnel against those posts induced the Committee not to propose for any more staff. The Committee considered it prudent to make to do with whatever was made available to it.

2.3 The terms of reference permitted the Committee to devise its own procedure. In its meeting held on 27.01.09 (the 2<sup>nd</sup> meeting of the Committee) the procedure of work i.e. the methodology to be adopted was taken up for discussion. It was decided that this Committee would follow the principles generally followed by the Pay Commissions/Pay Committees in this regard. The procedure would involve (i) inviting through public notice to be published in the Newspapers in the form of advertisement, memoranda containing suggestions, comments and recommendations from Associations, Unions, Institutions, other organizations and interested individuals, (ii) to personally hear the views of those interested Associations/Unions and individuals who would have written memoranda

to the Committee, (iii) collecting relevant data/information from the University and Board of Secondary Education and Council of Higher Secondary Education.

2.4 In accordance with the decision taken in the 2<sup>nd</sup> meeting held on 27.01.09, a notice was issued on 22.02.09 inviting all Unions/Associations of the State-aided Universities. Council of Higher Secondary Education, Board of Secondary Education and individuals who might have a point of view on the issues that concerned this Committee to send their respective opinions, suggestions etc. within a period of one month.

The notice was also displayed in the website of the Finance Department, Govt. of West Bengal.

2.5 Response to this notification inviting memoranda was more or less encouraging. Some of the groups, however, prayed for time to submit addendum etc. They were allowed. Later some groups belonging to different cadres of different Universities approached the Chairman to allow them to submit memorandum. They were allowed submissions of such memoranda. The Committee received 103 memoranda in all. These however included addenda and errata etc. As addenda is actually a part of the original memoranda, the number of memoranda/submissions received by the Committee was 77. The position has been depicted in Annexure-I.

2.6 Before initiating the deliberations on deciding pay structures etc. i.e. before going on for preparation of the instant report, the Committee has heard, in all 67 Unions/Associations/groups of employees, interested organizations and individuals who have submitted memoranda that were

subject matter of consideration of the Committee. All the memoranda were thoroughly analyzed by the Committee before personal hearing.

2.7 The hearing/discussion with those who submitted memorandum commenced on 16.06.2009 and concluded on 06.08.2009. The discussion were facilitated by preparation of detailed analytical note highlighting important points raised by an Association/Union/Group of individuals related to their respective views on their pay structures and allied matters. Those meetings/hearings enabled the Committee acquire a first hand knowledge of their proposals and also of their problems. They were given adequate time to elaborate. Sometimes, the Committee also suggested some alternative probable dispensation to get their reactions.

2.8 As per decisions taken in the meeting held on 27.1.09, for collecting inputs, the Committee requested through its letter No.12 (16) dated 19.02.2009 Registrars of Universities, and Secretaries of the Higher Secondary Council and Board of Secondary Education to send particulars of the employees of their respective organizations, category-wise in a devised proforma enclosed with the letter. They were requested to send these particulars within 16.3.09. **The response the committee did get was very discouraging.** We received replies from a few within the stipulated time. Majority of the initial reports were incomplete. Some preferred to send particulars in respect of base posts only. We received report as late as on 11.08.2009 from BESU. The committee originally planned to get and firm up an idea about the prevailing status of the employees, their pay structure, available promotion avenues etc. before starting deliberations with the Unions/Associations. But the Committee had to change its plan of action, though reluctantly, and started the process of hearing. **The Committee likes to record in this report that this lukewarm attitude**

**from some of the Universities coupled with the fact of delayed availability of infrastructural support contributed heavily towards inability of the Committee to submit its report within the preferable time frame. For absence of required inputs from the Universities, there had been occasions when the hearing had to be postponed.**

2.9 Due to constraints mentioned in foregoing paras, this part of the report will not cover all the aspects included in the terms of reference. This report contains only those recommendations which concern basically the structure of pay of the non-teaching employees of the Universities and employees of the Council of Higher Secondary Education and Board of Secondary Education. The report also contains recommendations on three major allowances, viz. Dearness Allowance, House Rent Allowance and Medical Allowance.

2.10 The Committee proposes to submit recommendations on all other issues like pension, commutation of pension/retirement gratuity, promotion, career progression, anomalies in pay scales and anomalies in implementation of various Govt. Orders by the Universities in the subsequent part. In spite of our best efforts we could not collect all the necessary/required information relating to duties, responsibilities and entry qualification of the different cadres and anomalies etc.

2.11 In our letters sent on 05.06.2009, the university authorities were requested to send average monthly expenditure on salaries of the non-teaching employees and financial statement in respect of five financial years. Response to this aspect was also not prompt as a result of which we could not indicate the financial implication in implementing our interim



report. State Govt. however allowed the interim relief without having the indication on cost to be involved.

2.12 After we receive the necessary information the rest of the matters and issues will be considered and recommendations thereon will be submitted in a separate volume. Before finalizing these recommendations we propose to hold discussions with Vice-Chancellors/Registrars/Finance Officers of the Universities and Secretaries of the concerned Govt. Departments or their representatives.

## **APPENDIX II**

Members of the staff of the Pay Committee, 2008

**Assistant Secretary**

1. Shri Nanigopal Nanda (Joined On 17.03.2009)

**Section Officer**

2. Shri Subhas Bagchi (Joined On 02.03.2009)

**Personal Assistants**

3. Shri Pradip Kumar Das – Former Senior Personal Secretary (Joined On 01.04.2009)
4. Shri Gobinda Baidya – Senior Personal Assistant of Finance Pool (Joined On 08.06.2009)

**Upper Division Assistants**

5. Shri Dilip Chandra Modak (Joined On 13.04.2009)
6. Shri Matilal Paul Chowdhury (Joined On 25.02.2009)

***Typist***

7. Shri Tatak Chandra Roy (Joined On 02.02.2009)

**Group ‘D’**

8. Shri Alok Kumar Dutta (Joined On 30.03.2009)
9. Shri Paritosh Kumar Paul (Joined On 09.04.2009)

**Annexure-I**

**Updated Schedule**

Sl. No.	Name of the Post	Memorandum Submitted by	Date and Time of Hearing	Letter Sent On	Remarks
1.	Technical	Shri Parthabrata Roy, 13, SNRC Sarani	16.06.09	27.05.09	

Sl. No.	Name of the Post	Memorandum Submitted by	Date and Time of Hearing	Letter Sent On	Remarks
	Asst.	Birati, Kol-51, of Calcutta University	12.30 PM		
2.	-do-	Smt Chumki Das, W.B. University of Technology, BF-142, Sec.I, Salt Lake, Kol-64	16.06.09 3.30 PM	Do	
3.	-do-	Smt.Lopamudra Banerjee, W.B. University of Technology, BF-142, Sec-I, Salt Lake,Kol-64	16.06.09 4.15 PM	Do	
4.	-do-	Shri Goutam Basu Roy, Production Engg. Department of Jadavpur University, Jadavpur, Kol-32.	17.06.09 12.30 PM	Do	
5.	-do-	Sk. Abdul Hosen of Jadavpur University, Jadavpur, Kolkata-32	17.06.09 3.00 PM	Do	
6.	-do-	Ritachit Bhowmick, Jadavpur University, Jadavpur, Kolkata-32.	17.06.09 3.30 PM	Do	
7.	-do-	Shri Atish Nandy, Power Engg. Deptt,Salt Lake Campus, Jadavpur University, Block-LB,Plot-8, Sector-III,Kol-98	17.06.09 4.00 PM	Do	
8.	-do-	Shri Asim Mukhopadhyay, Department of Ag. Cheistry and Soil Science, BCKV, Mohanpur, Nadia.	18.06.09 12.30 PM	Do	
9.	-do-	Shri Gautam Dutta, UBKV, Faculty of Agriculture, Pundibari,Coochbehar, PIN-736165	18.06.09 3.30 PM	Do	Deferred to 6.07.09 at 3:30 PM
10.	-do-	Shri Subhasish Proadhan, BESU Science University, Shibpur,	19.06.09 12.30 PM	Do	
11.	-do-	Shri Pratap Singha Roy, Department of Environment Science, University of Kalyani, Nadia.	19.06.09 3.30 PM	Do	
12.	Mechanic	Shri Gobinda Debnath and Ors Jadavpur University for removing anomalies in Pay Scales, Kolkata - 32	24.06.09 12:30 PM	04.06.09	
13.	Instrument Mechanic	Shri Saibal Ghosh of BESU for removal of anomalies in Pay Structure.	24.06.09 2:00 PM	04.06.09	
14.	Instrument Mechanic	Shri Jayanta Kundu of BESU for removal of anomalies due to Redesignation and Pay Structure.	24.06.09 3:30 PM	04.06.09	
15.	Instrument Mechanic	Shri Bablu Santra of BESU for removing anomalies due to Redesignation and Pay Structure.	24.06.09 4:45 PM	04.06.09	
16.	Sub-Asst. Engineer	Shri Purusottam Ghosh and Ors. Diploma Engineers of BCKV for removing anomalies in Pay Scale	25.06.09 12:15 PM	04.06.20 09	
17.	-do-	Shri Gopal Deb Karmakar, SAE of JU for all benefits like Govt. Employees.	25.06.09 1:30 PM	04.06.09	
18.	-do-	Shri Satya Brata Bhanja, SAE,	25.06.09	Do	Absent

Sl. No.	Name of the Post	Memorandum Submitted by	Date and Time of Hearing	Letter Sent On	Remarks
		Vidyasagar University for revision of Pay Scale and change of the Existing Promotion Policy	3:30 PM		
19.	-do-	Sri Hiranmoy Mondal, Work Supervisor, Rabindra Bharati University, Kol. – 50, Ph. – 9433707373 (Individual)	25.06.09 4:45 PM	Do	
20.	Association	Sri Uday Kr. Mukherjee, G.S., W.B.University Employees Federation, Senate House, University of Calcutta	26.06.09 12:15 PM	05.06.09	
21.	Association	Sri Dipak Chakraborty, Secretary, Calcutta University Employees Unity Centre	26.06.09 3:30 PM	05.06.09	
22.	Stenographers	Shri Nemai Majumdar and Ors. of BCKV, Kalyani for removing differences among Scale of Pay.	30.6.09 12:30 PM	23.06.09	
23.	Stenographers	Shri Haran Ch. Sadhukhan and Ors. of BESU for removing anomalies	30.6.09 3:30 PM	Do	
24.	Caretaker	Shri Gopal Saha and Shri Tapan Ghosh, J.U.	1.7.09 12:30 PM	Do	
25.	General Secretary	Memorandum submitted by Shri Saugata Roy, Gen. Secretary of JU Karmachari Samsad	2.7.09 12:30 PM	Do	
26.	General Secretary	Shri Goutam Dutta, U.B.K.V., Pundibari, Cooch Behar	6.7.09 3:30 PM	23.06.09	
27.	General Secretary	Shri Satyajit Barua, BESU, Shibpur Employees Association	7.7.09 12:30 PM	Do	
28.	Secretary	Shri Suresh Ch. Das, Vidyasagar Univ., Shikshakarmi Union, Midnapur	7.7.09 3:30 PM	Do	
29.	Supdt. Library Services	Shri Goutam Chattopadhyay, Library Professional of the Central Library, BCKV, Kalyani.	10.7.09 12:30 PM	29.06.09	
30.	Asst. Librarian	Shri Mrinal Kanti Mondal and Ors., JU, Kol - 32	10.7.09 3:00 PM	Do	
31.	Librarian	Shri Gouranga Chowhury, Central Library, Univ. of Calcutta	10.7.09 4:15 PM	Do	
32.	Jt. Secretary,	Shri Nirmalya Roy, Bengal Library Asscn., P-134, CIT Scheme-52, Kol-14	13.7.09 12:00 PM	Do	
33.	Supdt. Library Services	Shri Arup Kumar Basak and Ors., Central Library, Vidyasagar Univ., Midnapur	13.7.09 3:00 PM	Do	
34.	Jt. Library Assist.	Shri Soumendu Atta, BESU, Shibpur Howrah	13.7.09 4:00 PM	Do	
35.	Librarian	Smt. Supta Saha (Manna), 4, Gopal Ch. Bose Lane, Kol.- 700 050	13.7.09 4:45 PM	Do	
36.	Secretary	Shri Som Mouli Adhikary, Paschim	15.7.09	03.07.09	Held on

Sl. No.	Name of the Post	Memorandum Submitted by	Date and Time of Hearing	Letter Sent On	Remarks
		Banga Projukti Viswavidyalaya Siksha Karmi Samity, BF- 142, Sec.- I, Salt Lake City, Kol. – 64,	12:30 PM		16.7.09
37.	General Secretary	Shri Debi Pr. Boot, Uttar Banga Viswavidyalaya Karmachari Samity, Uttar Banga Viswavidyalaya, Cooch Behar	15.7.09 3:00 PM	Do	
38.	General Secretary	Shri Subhas Roy, Paschim Banga Viswavidyalaya Karmachari Federation, Rabindra Bharati Viswavidyalaya.	16.7.09 12:30 PM	Do	Deferred to 4.8.09 at 12:30 PM
39.	Lower Subordinate Staff	Shri Lalmohan Pathak and Ors. University of Calcutta. Senate House	16.7.09 3:30 PM	Do	
40.	General Secretary	Shri Keshab Ch. Paul, Rabindra Bharati Viswavidyalaya Adm. Staff Council, Emerald Bower Campus	17.7.09 12:00 PM	03.07.20 09	Deferred to 6.8.09 at 3:00 PM
41.	Foreman	Shri Sanat Kumar Basu, Jadavpur University Press, Jadavpur University, Kolkata-700032	17.7.09 3:00 PM	Do	Deferred to 24.7.09 at 4:30 PM
42.	Senior Binder	Sri Debasish Saha, Central Drafting and Printing Sec., BESU, Shibpur	17.7.09 4:00 PM	Do	Deferred to 31.7.09 at 4:15 PM
43.	Pharmacist	Sri Alok Kr. Roy and Ors., University of Burdwan	20.7.09 12:30 PM	01.07.20 09	Deferred to 27.07.09 at 2 PM
44.	Pharmacist	Sri Sri Sukumar Pramanick, BCKV, Mohanpur	20.7.09 3:00 PM	Do	
45.	Vetenary Compounder	Sri Ramesh Ch. Adhikary, W.B. University of A. and F. Sc., Belgachia	20.7.09 4:00 PM	Do	
46.	Sub-Asstt. Engr.	Sri Bijay Krishna Sen, C.U., Senate House	21.7.09 12:00 Noon	03.07.09	
47.	Estate Asstt.	Sri Ashit Kr. Mondal and Ors. Jadavpur University, Jadavpur	21.7.09 3:00 PM	Do	
48.	Asstt. Manager	Sri Samar Kr. Mondal, Farmer's Training Centre, BCKV., Mohanpur	21.7.09 4:00 PM	Do	Absent
49.	General Secretary	Sri Subhendu Mukherjee Cal. University Employees Union	22.7.09 12:30 PM	08.07.09	

Sl. No.	Name of the Post	Memorandum Submitted by	Date and Time of Hearing	Letter Sent On	Remarks
		77/2/1, Lenin Sarani, Kolkata.- 13, Ph.- 9432861521 (M)/ 2227- 7323			
50.	General Secretary	Sri Sidheswar Ghosal Jt. Council of Action of Univ. Employees, West Bengal, University of Calcutta, Senate House, Kol.- 73	23.7.09 12:30 PM	Do	Continu ation of hearing on 3.08.09 at 3:30 PM
51.	Secretary	Sri Subrata Kr. Bose Sri. Pradip Kr. Dey Pachim Banga Madhya Siksha Parshad Employees Association and Pachim Banga Madhya Siksha Parishad Karmachari Samity., 77/2, Park Street, Kol.- 16	24.7.09 12:30 PM	08.07.09	
52.	Telephone Operator	Smt. Rakhi Mukherjee and Smt. Manisha Saha W.B Council of H.S. Education, Vidyasagar Bhavan, 9/2, Block DJ, Sec-11, Salt Lake, Kolkata-91.	24.7.09 3:30 PM	Do	
53.	Foreman	Shri Sanat Kumar Basu, Jadavpur University Press, Jadavpur University, Kolkata-700032	24.7.09 4:30 PM	20.07.09	
54.	Individual	Sri Pradipalok Banerjee, Ashabari Apartment, Flat-3C, Nafar Ch. Naskar Rd., Kol-84, Ph.- 2432 0716	27.7.09 12:30 PM	08.07.09	
55.	Pharmacist	Sri Alok Kr. Roy and Ors., University of Burdwan	27.7.09 2:00 PM	Do	
56.	General Secretary	Sri Kalyan Sengupta, W.B. Council of H.S. Edn. Officer's Association	27.7.09 3:30 PM	Do	
57.	Secretary	Sri Ratan Banerjee Paschimbanga Uchcha Madhyamik Siskha Sansad Karmachari Samity, Vidyasagar Bhavan, Kolkata-91	28.7.09 12:30 PM	Do	
58.	Individual	Sri Samir Kr. Sengupta and Ors. Paschimbanga Uchcha Madhyamik Siskha Sansad, Vidyasagar Bhavan, Kol-91	28.7.09 3:30 PM	Do	
59.	Group-D	Sri Dipendu Paul and Ors. Of BESU., Shibpur	29.7.09 12:30 PM	Do	
60.	Secretary	Sri Buddhadeb Goswami, Netaji Subhas Open University,	29.7.09 3:30 PM	Do	

Sl. No.	Name of the Post	Memorandum Submitted by	Date and Time of Hearing	Letter Sent On	Remarks
		1, Woodburn Park, Kol-20			
61.	General Secretary	Sri Gopika Prasad Ghosh, Calcutta University Pensioners' Asson. Chatra Bhavan (1 <sup>st</sup> Floor), College Street Campus, Calcutta University, Calcutta University, Kol-73 Ph.- 2241-0071/2241-4984	30.7.09 12:00 Noon	08.07.09	
62.	General Secretary	Sri Dilip Chowdhury West Bengal University Pensioners' Assn., F-44/8, Karunamoyee Abasan, Sector-II, Bidhannagar, Kol-91, Ph.- 2358-2802/9433467145 (M)	30.7.09 3:30 PM	Do	
63.	President	Sri Pranab Neogy, 106, Golf Club Road, Kol-33, Paschim Banga Madhyasiksha Parshad Pensioner's Samity, PH.- 2422-3215 / 2499-2491	31.7.09 12:30 PM	Do	
64.	Group-D	Smt. Sakila Khanam and Smt. Uma Sherpa and Ors., C/o. Registrar, Uttar Banga Krishi Viswavidyalaya, P.O. Pundibari, Cooch Behar, Pin 736165	31.7.09 3:30 PM	15.07.09	Absent
65.	Senior Binder	Sri Debashis Saha, BESU, Shibpur, Howrah.	31.7.09 4:15 PM	20.07.09	
66.	General Secretary	Subhas Roy, General Secretary, Paschim Banga Viswavidyalaya Karmachari Federation, Rabindra Bharati Viswavidyalaya, 56/A, B.T. Road, Kol- 50	4.8.09 12:30 PM	Do	
67.	Technical Assistant Technical Assistant Gr. II	Sri Pradip Kr. Roy, Sri Pradip Kr. Roy and Others. Bengal Engineering and Science University, P.O.- Botanical Garden, Shibpur, Howrah- 711 103	4.8.09 3:30 PM	13/15.07 .09	
68.	Jr. Driver	Shri Sibud Das Jr. Driver, BESU, Shibpur, Howrah	5.8.09 12:30 PM	13/15.07 .09	
69.	Jr. Cyclostyle Operator	Shri Subir Ghosh Jr. Cyclostyle Operator, BESU, Shibpur, Howrah	5.8.09 2:30 PM	Do	
70.	Section Cutter	Shri Panchdeo Rangwa, Section Cutter, BESU, Shibpur, Howrah	5.8.09 3:30 PM	Do	
71.	Pensioner	Prof. N. Roychowdhury	06.08.09		

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Memorandum Submitted by</b>	<b>Date and Time of Hearing</b>	<b>Letter Sent On</b>	<b>Remarks</b>
			12:00 Noon		
72.	Lab Attendant	Shri Subodh Ch. Giri and Others, Sammilita Laboratory Attendant, University of Calcutta, College Street, Senate House, Kolkata – 73	6.8.09 12:30 PM	Do	
73.	General Secretary	Sri Sukumar Saha, Sramik Karmachari Samity, U.B. Krisshi Viswavidyalaya, Pundibari, Cooch Bihar	06.08.09 2:00 PM		
74.	General Secretary	Sri Keshab Ch. Paul, Administrative Staff Council, Emerald Bower Campus, Rabindra Bharati Viswavidyalaya, Kolkara-50	6.8.09 3:00 PM	20.07.09	Absent



## CHAPTER 3

### INTERIM REPORT

3.1 As mentioned in chapter-1 the clause 7 of the resolution No.8349 dated 10.11.2008 stipulates that the Committee may submit interim recommendations if found necessary or if so desired by the Government. The committee felt it necessary to submit interim recommendations and submitted two interim recommendations – one in respect of existing employees and the other in respect of superannuated employees.

3.2 The interim recommendations are being narrated below:

#### A . **Interim Report related to existing employees:**

The Pay Committee for non-teaching employees of the State-aided Universities and employees of the West Bengal Council of Higher Secondary Education and the West Bengal Board of Secondary Education constituted as per Finance Department Notification No.8349-F dt.10.11.2008 was to submit its report preferably within six months from the date of Notification of the Order.

The Committee held its first meeting on 2.12.2008 and identified the infrastructure including supporting staff required to initiate the work. The State Government in the Finance Department was accordingly informed of the requirement. A room in the Ground floor of the office building of Burdwan University at Salt Lake City was made available by the University Authority on 20.1.2009 for use of the Committee Members

including the Chairman as a make-shift arrangement. The space actually meant for the office of the Committee was made ready on 17.2.2009. As for staff and financial support, nine (9) posts of different categories were created by the Higher Education Department by an Order dated 20.01.2009. Two of them joined in the last week of February, three in March and three in April, 2009 on the basis of appointment orders issued by Higher Education Department from time to time.

2. The Committee held a meeting on 27.01.2009 in which it was decided that a notification calling for Memoranda from Associations/Unions and individuals having interest in the subject would be published in daily newspapers. It was also decided that the University Authorities would be approached with a request to provide the Committee with particulars of their non-teaching employees in a proforma devised by the Pay Committee. The notice was published in four local Dailies in their edition dated 24.2.2009. Letters to the University Authorities were sent on 19.02.2009 requesting them to send the particulars by 16.02.2009.

3. Inputs from majority of the university authorities have been received by the end of April, 2009. In cases where the reports are incomplete, the concerned authorities have been requested to assure that their reports are complete in all respects. Clarification has been sought in cases where the information received by the Committee appeared to be internally inconsistent. A clear picture will emerge as soon as reply is received from all the universities. The committee is presently engaged in critical examination of the

memoranda submitted by different Unions/Associations and individual employees in response to the Notification published in newspapers. A schedule of interactive sessions has been drawn up to enable the associations and individuals to present their views before the Committee in person. The Pay Committee is preparing itself to look into the existing anomalies in pay scales and service conditions of the employees as per terms of reference and suggest measures for removing such anomalies after an in-depth study of the same. The volume of work demands that adequate time be devoted to cover all aspects of the matter before getting down to formulate the recommendation.

4. Meanwhile, the employees of the State Govt., local Bodies and teachers and non-teaching staff of State-aided schools and colleges are already enjoying the benefit of the revised pay scales in their respective sectors following implementation of the relevant Orders with effect from 1.4.2009. Three Govt. Orders dated 21.05.2009 have been issued by the State Govt. in the Higher Education Department granting “ad hoc interim relief” to teachers and officers of the State-aided Universities with effect from 1.4.2009.

5. The Committee has taken into consideration all aspects mentioned hereinbefore and feels that the present situation makes it imperative to provide some benefit to the category of employees whose pay scales are the subject matter of consideration of the committee to maintain parity with the employees of the sectors mentioned in para- 4.

6. After careful consideration of the matter, the Committee in its meeting held on 29.5.2009 decides to make an interim recommendation to the effect that, pending finalization of their pay structure, the benefit of an interim relief in the form of **an additional pay of an amount equivalent to 30% of existing basic pay** be extended to the non-teaching employees of the State-aided Universities, and employees of West Bengal Council of Higher Secondary Education and West Bengal Board of Secondary Education as are covered by the terms of reference of the Committee, **with effect from 1.4.2009**. The said interim relief will be adjusted at the time of fixation of pay of the concerned employees which may be made on the basis of the final recommendation of this Committee. The committee likes to make it clear that this additional pay of 30% of Basic Pay, as recommended by the Committee, will be treated as an integral part of the basic pay for computing DA, HRA, and similar other elements.

**B. Interim Report related to superannuated employees:**

The interim recommendation of this Committee dated 29.5.2009 provided for granting an interim relief in the form of an additional pay of an amount equivalent to 30% of existing basic pay to the serving employees. Different Pensioners' Associations of the Universities have in the meantime made representations for granting interim relief to the retired employees.

2. In view of the fact that finalization of the recommendation in respect of revision of pension of retired employees would need examination of the matter in further detail, the Committee feels that some financial relief may be given to the retired employees in line with the interim relief as has been offered to the serving employees.

3. The Committee after careful consideration of the matter recommends that, pending finalization of the recommendation relating to pay structures and superannuation benefits, the benefit of an interim relief in the form of additional pension amounting to 20% of the basic pension/consolidated pension, be granted to the pensioners of the State-aided Universities, pensioners of the West Bengal Council of Higher Secondary Education and West Bengal Board of Secondary Education as are covered by the terms of reference of this Committee with effect from 01.04.2009, provided, however, that no change is made in the amount of dearness pension payable to such pensioners. The said interim relief will be adjusted at the time of fixation of pension of the concerned pensioner which may be made on the basis of final recommendation of this Committee.

4. Dearness Relief shall be payable on the total amount obtained by adding together the existing Basic Pension/Consolidated Pension, Dearness Pension and Additional Pension recommended as interim relief.

#### **A sample calculation**

**Pension elements**

**Amount (Rs.)**

a) Existing Basic Pension/Consolidated Pension	100
b) Dearness Pension	50
c) Additional Pension recommended herein 20% of (a)	20
d) Total of (a), (b) and (c)	170
e) Dearness Relief on (d) at the prevailing rates.	

3.2. We now proceed to make our recommendations in respect of pay-structure, major allowances and in respect of matters related to pension of retired employees. While making our recommendations we have kept in view the decisions of the State Govt. on the recommendations 5<sup>th</sup> State Pay Commission and simultaneously the uniqueness of the Universities as organizations distinctly different from Govt. Organizations and whose task is to impart education and creation, dissemination and extension of knowledge. Our recommendations will reflect more or less this unique position of the Universities.

## CHAPTER 4

### **PAY STRUCTURE OF THE EMPLOYEES OF THE CENTRAL GOVERNMENT, DIFFERENT UNIVERSITIES AS WELL AS OF OTHER HIGHER SECONDARY COUNCIL/BOARD OF SECONDARY EDUCATION.**

4.1 As per clause 2(v) of Government Resolution No.8349-F dated 10.11.2008 the Pay Committee is required to make its recommendations having regard to three sets of matters. The first set of matters consists of “the prevailing pay structure of Central and other State Governments as well as that obtaining in different Universities/Higher Secondary Council/Board of Secondary Education”. These matters are being considered hereinafter.

4.2 Consequent upon the acceptance of the recommendations of the Sixth Pay Commission by the Central Government albeit, with certain modifications, there has been a sea change in the pay structure under the Central Government.

4.3 We have observed that in the terms of reference two new features viz. Clause 2(B), Clause 2(D) had been included like of which had never been included in the terms of reference of the previous Pay Commissions. The two Clauses are reproduced below:-

2(B) To transform the Central Government Organizations into modern professional and citizen-friendly entities that are dedicated to the service of the people.

2(D) To harmonize the functioning of the Central Government Organizations with the demands of the emerging global economic scenario. This would also take in account, among other relevant factors, the totality of benefits available to the employees, need of rationalization and simplification thereof, the prevailing pay structure and retirement benefits available under the Central Public Sector Undertakings, the economic conditions in the country, the need to observe fiscal prudence in the management of the economy, the resources of the Central Government and the demands thereon on account of economic and social development, defence, national security and the global economic scenario, and the impact upon the finances of the States if the recommendations are adopted by the States.

4.4 The earlier Pay Commissions were required to examine work methods and work environments and to suggest rationalization and simplification of them with a view to promoting efficiency and optimizing the size while Clause 2(B) of the terms of reference envisages transforming the Central Government Organizations into modern, professional and citizen friendly entities that are dedicated to the service of the people. It is for the first time that a Pay Commission was asked to consider and suggest measures that would improve the delivery mechanisms which have direct bearing on the services provided by various Government agencies to the common citizens. Again Clause 2(D) of the terms of reference required the Commission to suggest measures to harmonize the functioning of the Central Government Organizations with the demand of the emerging global economic scenario.



4.5 While determining the pay structure of the non-teaching employees of the Universities, the Pay Committee kept in mind the arrival of private including foreign funded Universities in our country in the arena of higher education.

4.6 The major recommendations of the Sixth Pay Commission concerning civilian employees of the Central and which are relevant in formulations of the pay structure of the employees which are subject matters of consideration of this Committee are summarized below :-

### **1. Date of Implementation**

Implementation of the revised pay scales to be done retrospectively from 1<sup>st</sup> January, 2006. Recommendations relating to allowances to be implemented prospectively.

### **2. Running Pay Bands**

Introduction of running pay bands for all posts in the Government presently existing in scales below that of Rs.26,000 (fixed). Four distinct running Pay Bands being recommended – one running band each for all categories of employees in groups ‘B’ and ‘C’ (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group ‘B’) with 2 running pay bands for Group A posts. All posts presently in Group ‘D’, after retraining and multi-skilling of the

present incumbents, to be upgraded and placed in the lowest grade of pay band PB-1. The post of Secretary to Government of Indian/equivalent and Cabinet Secretary/equivalent to be kept in distinct pay scales. A separate running pay band, designated as IS scale, is not to be counted for any purpose as no future recruitment is to be made in this grade and all the present Group-D employees not possessing the prescribed qualifications are to be retrained and thereafter upgraded and placed in the Group 'C' running pay band once they are suitably retrained.

### **3. Minimum and maximum salary**

Minimum salary at the entry level of PB-1 pay band to be Rs.6660 (Rs.4860 as pay in the pay band plus Rs.1800 as grade pay). Maximum salary at the level of Secretary/equivalent to be Rs.80,000. The minimum : maximum ratio 1:12.

### **4. Grade Pay and Promotions in Running Pay Bands**

All the employees belonging to Groups 'A', 'B', 'C' and 'D' to be placed in distinct running pay bands. Every post, barring that of Secretary/equivalent and Cabinet Secretary/equivalent to have a distinct grade pay attached to it. Grade Pay (being a fixed amount attached to each post in the hierarchy) is to determine the status of a post (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry and grade pay) and a senior post being given higher grade pay. The total number of

grades reduced to 20 spread across four distinct running pay bands; one Apex Scale and another grade for the post of Cabinet Secretary/equivalent as against 35 standard pay scales existing earlier. At the time of promotion from one post to another in the same running pay band, the grade pay attached to posts in different levels within the same running pay band to change. Additionally, increase in form of one increment to be given at the time of promotion. A person stagnating at the maximum of any pay band for more than one year continuously to be placed in the immediate next higher pay band without any change in the grade pay.

#### **5. Annual Increment**

Annual increment to be paid in form of two and half percent of the total of pay in the Pay Band and the corresponding Grade Pay. The date of annual increments, in all cases, to be first of July. Employees completing six months and above in the scale as on July 1 to be eligible.

#### **6. Variable increments**

Another form of differential increments for Group 'A' Pay Band PB-3, where annual increments in the band will vary depending upon the performance. Eighty percent or more employees in the grade to be allowed normal increment at the rate of 2.5% with the high performers (not exceeding 20 percent) during the year being allowed increment at the higher rate of 3.5% Government advised to extend the scheme of variable increments in running pay bands PB-1 and PB-2.

## **7. Holistic nature of recommendations**

All the recommendations to be treated as an organic whole as partial implementation will bring in several anomalies and inconsistencies.

## **8. Dearness Allowance**

Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. National Statistical Commission to carry out this exercise.

## **9. Medical facilities**

A new medical insurance scheme recommended for Government employees. The scheme to be optional for existing Central Government employees and pensioners. New Government employees and pensioners to be compulsorily covered by the scheme.

## **10. Pension**

(i) Fitment formula recommended for serving employees to be extended in case of existing pensioners/family pensioners.

(ii) Rates of Constant Attendant Allowance to be increased by five times to Rs.3000 p.m.

(iii) Pension to be paid at 50% of the average emoluments/last pay drawn (whichever is more beneficial)

without linking it to 33 years of qualifying service for grant of full pension.

(iv) A liberal severance package for employees leaving service between 15 to 20 years of service.

(v) Higher rates of pension for retirees and family pensioners on attaining the age of 80, 85, 90, 95 and 100 years.

(vi) Revision of the commutation table suggested for commutation of pension.

(vii) Framing of an appropriate insurance scheme suggested for meeting the OPD needs of pensioners in non-CGHS area.

## **11. Advances**

A new mechanism for grant of advances under which an employee will take the advance from an approved bank and the Government will give an interest subsidy equal to two percentage points on the rate of interest being charged by the bank to the employee. Existing limits of various advances increased and provisions made for their automatic revision periodically.

## **12. Women employees**

Benefits like staggered working hours, special leave for child care, enhanced maternity leave of 180 days, better accommodation facilities in the form of working women's hostels, etc. specifically for women employees.

### **13. Persons with disabilities**

For Government employees with disabilities recommended various benefits like enhanced number of casual leave, special aids and appliances for facilitating office work, higher interest subsidy for automobile loans, liberal flexi hours, higher rate of transport allowance, better prosthetic aids and proper grievance redressal machinery. Extra allowance for disabled women employees to take care of young child till the time child attains the age of two years.

### **14. Rationalization of the existing process**

- (i) Steps leading to improvement in the existing delivery mechanisms by more delegation, delayering and an emphasis to achieve quantifiable and concrete and results.
- (ii) Greater emphasis on field offices/organization at the cutting edge of delivery. Parity between posts in field offices and the secretariat.
- (iii) Enhanced pay scales for Nurses, Teachers and Constabulary with whom the common citizen has most frequent interaction. Postmen have also been upgraded.
- (iv) Delayering of administrative offices to cut down hierarchical levels.
- (v) Emphasis on training academies and training processes within the Government.

4.7 The scales of pay for different categories of employees on the basis of recommendation of the 6<sup>th</sup> Pay Commission were introduced by the Central Govt. through Central Civil Services (Revision of Pay) Rules,

2008 published on 29.08.2008. We are reproducing below revised scales upto the scale corresponding to the unrevised scale, Rs.12000-375-18000/-, as we are concerned upto that level.

**(In Rs.)**

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600

Present Scale			Revised Pay Structure		
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600



## CHAPTER 5

### RECOMMENDATIONS OF THE FIFTH PAY COMMISSION AND DECISION OF THE STATE GOVERNMENT THEREON

5.1 As per clause 2(i) of the Resolution No.8349 dated 10.11.2008 while making recommendation, the Pay Committee is required to keep in view the recommendation of the Fifth State Pay Commission and the decision of the Govt. taken thereon. In this chapter we would discuss the relevant recommendation of the 5<sup>th</sup> Pay Commission and decision taken by the Govt. on the basis of those recommendations.

5.2 The Fifth State Pay Commission did not agree with the suggestion of the Sixth Pay Commission for abolition of Group 'D' posts and has recommended a scheme of pay structure including the posts of Group 'D' employees.

5.3 In the course of its deliberations, the Fifth Pay Commission has remarked as follows:-

“Most of the Associations have demanded introduction of a revised pay structure consisting of pay bands and grade pays in the same pattern while the Govt. of India has introduced for its employees with effect from 01.01.2006 (following the recommendations of the Sixth Central Pay Commission). But none of them has given any reason as to why this system is preferable. Some of the Associations have also suggested scale to scale revision. Again, none of the latter, who mainly

represented the lower scale employees, have recorded their objection to the concept of pay bands. Very few of them have however, stated in course of hearings that they apprehend that, clubbing of a number of scales in a single pay band may ultimately be harmful to the interest of the holders of the lower scales clubbed with the higher scales.”

5.4 The Commission recommended five running pay bands – one each for all the posts belonging to Group ‘D’, Group ‘C’, Group ‘B’ and two running pay bands for the posts belonging to Group ‘A’ posts. It is pertinent to mention here the pattern of groupings of scales in Govt. Sectors. As per existing clarification, the posts borne in Scale No.1 or Scale No.2 fall within Group ‘D’, those borne in any of the scales No.3, to No.7 fall within Group ‘C’, those borne in any of the scales bearing 8 to 11 fall within Group ‘B’ and those which are borne in higher pay scales beginning with Scale No.12 fall under Group ‘A’. The Pay Bands recommended by the Pay Commission are as follows:-

<b>Existing Scale Nos.</b>	<b>Running Pay Band No.</b>	<b>Pay Band</b>
1 and 2	1	Rs.4900-16,200/-
3 to 7	2	Rs.5400-25,200/-
8 to 11	3	Rs.7100-37,600/-
12 to 18, 22 and 24	4	Rs.9000-40,500/-
19 to 21 and 23	5	Rs.37400-60,000/-

5.5 For the entry level posts of different State services borne in the Scale of Rs.8000-275-13,500/-, the Commission recommended a higher initial Band Pay of Rs.15,600/- in the Pay Band No.4 i.e. Rs.9000-40,500/- for some other cadres also the Commission recommended higher initial Band Pay in their respective Pay Bands.

5.6 Following the principle of Sixth Pay Commission, Fifth State Pay Commission also determined the quantum of Grade Pay. Broadly by application of the method of fixing 40% of the maximum of the scales in which the posts are borne, 24 different Grade Pays starting from Rs.1700/- to Rs.9500/- were recommended. For the posts which had higher initials in the unrevised scale which were, however, calculated different.

Pay Band and Grade Pay recommended by the Pay Commission are as follows:-

<b>Pay Band and Grade Pay recommended against pay scales</b>				
<b>Existing Pay Structure</b>		<b>Revised Pay Structure</b>		
<b>Scale No.</b>	<b>Present Scale</b>	<b>Name of the Pay Band</b>	<b>Pay Band Scale</b>	<b>Grade Pay</b>
(1)	(2)	(3)	(4)	(5)
1.	2600-55-2985-60-3525-65-4175	PB-1	Rs.4900-16200	Rs.1700
2.	2700-60-3120-65-3770-70-4400	PB-1	Rs.4900-16200	Rs.1800
3.	2850-65-3305-70-4005-75-4680	PB-2	Rs.5400-25200	Rs.1900
4.	3000-75-3450-80-4330-90-5230	PB-2	Rs.5400-25200	Rs.2100
5.	3150-80-3390-90-4380-100-5680	PB-2	Rs.5400-25200	Rs.2300

<b>Pay Band and Grade Pay recommended against pay scales</b>				
<b>Existing Pay Structure</b>		<b>Revised Pay Structure</b>		
<b>Scale No.</b>	<b>Present Scale</b>	<b>Name of the Pay Band</b>	<b>Pay Band Scale</b>	<b>Grade Pay</b>
6.	3350-90-3800-100-4700-125-6325	PB-2	Rs.5400-25200	Rs.2600
7.	3600-100-4200-125-5700-150-7050	PB-2	Rs.5400-25200	Rs.2900
8.	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs.7100-37600	Rs.3200
9.	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs.7100-37600	Rs.3600
10.	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs.7100-37600	Rs.3900
11.	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs.7100-37600	Rs.4100
12.	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs.9000-40500	Rs.4400
13.	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs.9000-40500	Rs.4600
14.	5500-220-6300-225-8325-250-11325	PB-4	Rs.9000-40500	Rs.4700
15.	6000-225-7800-250-9800-275-12000	PB-4	Rs.9000-40500	Rs.4800
16.	8000-275-13500	PB-4	Rs.9000-40500	Rs.5400
17.	10000-325-15525	PB-4	Rs.9000-40500	Rs.6600
18.	12000-375-18000	PB-4	Rs.9000-40500	Rs.7600
19.	14300-400-18300	PB-5	Rs.37400-60000	Rs.8700
20.	16400-450-20000	PB-5	Rs.37400-60000	Rs.8900
21.	18400-500-22400	PB-5	Rs.37400-60000	Rs.10000
22.	10000-300-15100-350-16500-375-18000	PB-4	Rs.9000-40500	Rs.7000
23.	14300-450-22400	PB-5	Rs.37400-60000	Rs.9500
24.	12500-375-18500	PB-4	Rs.9000-40500	Rs.8000

5.7.1 In respect of fixation of pay of the employees in the revised pay the Pay Commission recommended that an amount equivalent to 86% of basic pay be notionally merged with the basic pay to arrive at the notional band pay on 1.1.2006. In other words a multiplication factor 1.86 is to be used to arrive at the Band Pay.

5.7.2 The recommendation of the Commission regarding fixation of pay are as follows:

A Government employee may be allowed option to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided that in cases where a Government employee is placed in a higher pay scale between 01.01.2006 and the date on which the Revised Pay Rules is notified, on account of promotion, upgradation of pay scale, etc. the Government employees may be allowed to elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

(i) The pay of a State Government employees who continued in the service after 31.12.2005 may be determined subject to his option notionally as on 01.01.2006 by multiplying his existing Basic Pay 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 is more than the amount arrived at as per (i) above, the Band Pay shall be fixed at the minimum of the revised pay band.

(iii) In addition to the pay in the Pay Band, as determined under (ii) above, Grade Pay corresponding to the existing scale will be payable.

5.8 Regarding rate of increment in the revised pay structure the Commission recommended that the increment will be 3% of the sum of the pay in the Pay Band and Grade Pay applicable. The sum will be then rounded off to the next multiple of 10. The amount of increment will be added to the existing band pay.

5.9 Commission's recommendation on fixation of pay on promotion is quoted below:

Fixation of pay on promotion on or after the 1<sup>st</sup> January, 2006. – In the case of, promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:-

(i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will 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 promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

(ii) In the cases of non-functional movement to higher scales, the same increase in the form of one increment in the same running pay band will be admissible, but there will be no change in the Grade Pay.

5.10 In respect of Allowances recommendation of Pay Commission are as follows:

Dearness Allowance: The principle followed by Government of India in the matter of calculation of quantum of each instalment of Dearness Allowance be followed and Dearness be paid in line with central pattern of sanctioning two instalments of D.A. in each year.

H.R.A.: 15% of the revised basic pay (sum of the Band Pay and Grade Pay) subject to ceiling of Rs.6000/- per month.

Medical Allowance: In case of Government employees or pensioners who would not opt for West Bengal Health Scheme, 2008, the existing rate of medical allowance be raised Rs.300/- per month.

5.11 Date of effect: The Pay Commission proposed that the benefits of revised scales i.e. the Pay Band and Grade Pay and the D.A. may be given notional effect from 01.01.2006 and actual effect of this benefit be given from 01.04.2008. The H.R.A. and M.A. at revised rate suggested by it may be given prospectively with effect from 01.04.2009. Commission also recommended that the revised pension and family pension be given notional effect from 01.01.2006 and actual effect from 01.04.2008.

5.12 The Commission further suggested that the arrears of pay, D.A. etc. may be paid in three equal instalments consecutively commencing preferably from the year, 2009-10.

5.13 The State Government accepted the pay scales (Band and Grade Pay etc) as proposed by the Commission and described in para X-5 and other recommendation described in paras 6-11 and issued Govt. Notifications in this regard on 23.2.2009.



## CHAPTER 6

# **ECONOMIC CONDITION OF THE COUNTRY, FINANCIAL RESPONSIBILITY OF THE GOVERNMENT OF INDIA AND THE PATTERN OF ALLOCATION OF REVENUES TO THE STATE**

6.1 This Committee is required to take note of the “the economic condition of the country, financial responsibility of the Government of India and the pattern of allocation of revenues to the State” before making recommendations on the matters mentioned in the Govt. Resolution No. 8349-F dated 10.11.2008.

6.2 A close look at the overall economic condition of the country reveals that from 2006-2007 to the first half of 2008-2009 there has been high economic growth phase for India. Growth in GDP projected to be more than 8% is based on projected growth in manufacturing and service sector. Agriculture sector has been steadily declining in terms of its contribution to GDP.

6.3 High growth projections have been equally matched by capital formation, investment and high growth in domestic savings mostly from the Private Sector.

6.4 Optimism in domestic economy was matched by growing export, falling current account deficit until 2006-2007 and rising foreign exchange reserve.

6.5            However, proportional rise in import had been pushing up the trade deficit by 2006-2007. Simultaneously appreciating value of rupee had adverse effect on export which was rising until 2006-2007. Despite growth in manufacturing and service sector inflationary trend in the Indian economy resulted from increase in price of agricultural products/primary articles and international oil price hike.

6.6            All round optimism except in import export front was complemented by declining fiscal deficit. This had complementary good performance in asset creation by borrowed fund which indeed help in repayment of debt.

6.7            Apparent high growth scenario of the Indian economy needs to be judged by several other indicators. Declining agricultural growth and artificially managed inflationary situation are precursors of many economic adverse effects. Volatile external economic activity also has long term adverse impact on the economy. Though it needs mention that Indian economy with low openness index is less vulnerable to external shocks, yet its vital imports like oil jeopardizes the economy. Secondly, with more opening up of the financial market over past few years vulnerability increased and the impact has been felt in the last few months' global financial crisis. Despite all these, Indian economy is relatively stable due to huge domestic market potential.

6.8            While global economy is gradually showing recovery, though slowly, Indian economy can expect better recovery if agriculture sector does not face a major disaster.

6.9 In conclusion it can be said that Govt. revenue whether at the Centre or at the State will not show any disastrous downturn or slump.

6.10 As to the pattern of allocation of revenues to the State the Pay Committee has noted the recommendations of the 12<sup>th</sup> Central Finance Commission wherein it has been stated that the “overall transfers to the States, in relation to the Central Gross Revenue Receipts, should be fixed at 38%”.

6.11 “The 12<sup>th</sup> Central Finance Commission also quantified, in absolute amounts, what each State was to receive during 2005-6 to 2009-10, by way of its share in Central taxes and duties, as also by way of various grants under the area of recommendation of the Finance Commission, lining up all such devolutions with the quantum of non-plan revenue deficit for each State as calculated by the 12<sup>th</sup> Central Finance Commission itself”.

6.12 The Pay Committee agrees with the observation of the 5<sup>th</sup> State Pay Commission that there is difference between what had been recommended and “what eventually did devolve to the State”.

#### Sources of Information:

- a. Report of the Fifth Pay Commission, West Bengal
- b. Various news media.

## CHAPTER 7

### **RESOURCES OF THE STATE GOVERNMENT, THE STATE-AIDED UNIVERSITIES, WEST BENGAL COUNCIL OF HIGHER SECONDARY EDUCATION AND WEST BENGAL BOARD OF SECONDARY EDUCATION AND THE DEMANDS THEREON ON ACCOUNT OF THEIR COMMITMENT TO ACTIVITIES RELATING TO DEVELOPMENT**

7.1 At this point this Committee is required to take a look at the resources available to the State Government as well as to the State-aided Universities, West Bengal Council of Higher Secondary Education and the West Bengal Board of Secondary Education as also at the demands on such resources on account of their commitment to developmental activities.

7.2 It is evident from the above table that with some minor fluctuations the growth of Gross State Domestic Product (GSDP) happens to be a steady one.

7.3 Now, if we consider the extent by which revenue deficit is related to revenue receipt it will be seen that revenue deficit is gradually decreasing.

7.4 It is to be noted in this respect that overhauling of the revenue sources, taking out of perverse subsidy, needs to dominate any policy reform agenda.

**GSDP of West Bengal (at current price)**

<b>Year (1)</b>	<b>Quantity (2)</b>	<b>Rate of growth (Rs. in Crore) (3)</b>
1997-1998	97966	-
1998-1999	115516	17.91
1999-2000	135182	17.02
2000-2001	143536	6.18
2001-2002	157141	9.48
2002-2003	168045	6.94
2003-2004	189087	12.52
2004-2005	208613	10.33
2005-2006	234737	12.52
2006-2007	272597	16.13
2007-2008	309357	13.49
2008-2009	355761	15.00
2009-2010	409125	15.00
2010-2011	470493	15.00
2011-2012	541067	15.00
2012-2013	622227	15.00
2013-2014	715562	15.00
2014-2015	822896	15.00

7.5 Now one may look at the comments of the 5<sup>th</sup> State Pay Commission that there is a tendency for salaries and pensions combined together to give sudden jumps at times, while registering low growths at other times.

7.6 This Pay Committee agrees with the opinion of the 5<sup>th</sup> State Pay Commission that the overall resource position of the State will

continue to be difficult in the near future unless the 13<sup>th</sup> Central Finance Commission gives due weightage to some of the pleas made by West Bengal.

7.7 It is pertinent to note that the State wants an enhancement of the proportion of the State's share of Central Taxes to 50% along with some revenue deficit grants and the package of debt relief. The State pleads further for bearing by the Central Government at least 50% of the additional burden to be put on the State Government's exchequer till 2010-11 on account of pay revision in the State, consequent upon the Centre's decision on the recommendations of the 6<sup>th</sup> Pay Commission.

7.8 The 12<sup>th</sup> Central Finance Commission has observed that the "Vertical imbalance arises since resources have been assigned more to the Central Government and States have been entrusted with larger responsibilities". That is why the Constitution has specific provisions for transfer of revenues from the Centre to the States in different forms- in the form of tax devolution and in the shape of grants.

7.9 At the same time it needs mention that revenue generation can only be increased by making the tax base broader. It is not the rate but the base needs to be expanded. Perverse subsidies have to be identified and taken out and replaced by revisited subsidy schemes.

7.10 Especially for the Higher Education Sector existing subsidy needs to be revisited in the state-aided universities and other organizations that fall within the purview of this Committee. Hardly any rigorous

research has gone into the policy discourse to show that it is the rich who get subsidized. So fee revision at state-aided universities with scope for Scholarship for poor students can generate some revenue for higher education. However, the higher education system and financial policies need public debate to strengthen the universities financially. Until such reform is in place the only way to sustain the higher education system with good faculty and staff will be handholding role of the Government. If we consider the current situation of the universities' financing mechanism without fund flow from the Government, quality cannot be maintained as it will not be able to stop the brain drain be it at the faculty level or student level. Along with Government finance, students' fees and endowments, corporate finance sources are also required to be explored to strengthen the higher education system in India and the States. The universities and such other bodies may generate funds through consultancy, testing, bookselling, and through interaction with industry as well. But that fund is not sufficient enough to meet the major requirements of the universities such as staff salary, major research in the emerging areas etc. Moreover, it is not sustainable. The university concerned may make a plan of its own as to utilization of this fund keeping in view its uniqueness of vision.

#### Sources of Information:

- 1) Report of the Fifth Pay Commission, West Bengal
2. Various news media.

# CHAPTER 8

## ACADEMIC ADMINISTRATION: THE PAY COMMITTEE'S APPROACH

8.1 A question is often raised regarding the necessity of constituting a separate Pay Committee for the non-teaching employees of the universities. Some are of the opinion that the construction of the pay-structure for the university employees could be done by the State Pay Commission itself and some believe that it is simply an application of a 'copy and paste' device in line with the pay structure of the State Government. But a close study of the job descriptions of different kinds of non-teaching employees under the university system highlights the differences between the nature of functioning of the university employees and that of the employees working in the government sector or in such other bodies including corporate houses in spite of the fact that there are similarities as well. If one can understand the nature of the similarities, then alone one can appreciate the differences.

8.2 The objective of a university is creation, extension and dissemination of knowledge. And so, besides teaching and research a university needs to develop a system of intimate interaction with the society. Keeping in view these three dimensions – teaching, research, and outreach – a university demands an administration with a difference, an academic administration, which is marked by its organic growth and not by mechanical expansion. It is a kind of administration that acts as a catalyst in facilitating all academic programmes undertaken by the universities, which will cater to the interests of the students, parents, government,



faculty, employees and society at large. The demand of the market also cannot be ignored.

8.3 Time is changing. It never ran so fast as today. We like it or not, competition has become the key word in life. The academic arena is also in the face of a challenge. Foreign and private universities have come on the scene. They are ready to provide sophisticated infrastructure and strong financial backing. May be they have certain ulterior motif for making profit, but there is no doubt that their presence has posed a challenge to the management of higher education in the country. To combat this situation the state-aided universities are required to have an administration with trained workforce, updated with knowledge and tuned with vision. The Committee has noted with appreciation that with this end in view the University Grants Commission, an apex body of higher education in the country has extended its assistance in establishing Administrative Staff Training Centres in different universities of the state. At the same time the Pay Committee believes that each university has a rhythm of its own and this uniqueness should be taken into consideration while dealing with the functioning and management of the universities. Hence we sent the following questionnaire to all the vice-chancellors of the state-aided universities that fall under the purview of this Pay Committee.

### **Questionnaire**

- a) A question is often asked as to whether the disparity between the pay scales of university employees and the Government employees should continue or not. If the disparity is consonant with job

responsibilities under the university system, what measures are to be considered appropriate to lend visibility to the implied differences?

b) The two-fold task of the universities, namely, creation of knowledge and creation of trained workforce, makes all the difference between the universities and other institutions, organization or establishment. What measures are to be adopted to ensure that the difference is reflected in the job responsibilities assigned (or proposed to be assigned) to the university employees?

c) What measures are to be adopted to ensure that a highly motivated and well-organised workforce at the non-teaching level is in place and is instrumental in facilitating the projection of the university at the international arena and its elevation to higher rank?

d) What strategy needs to be adopted by the universities to link the non-teaching employees meaningfully to the research support systems against the backdrop of strengthening such systems on a continuing basis?

e) What strategy needs to be adopted by the universities to raise the level of quality-consciousness among the non-teaching employees, considering the fact that concern for quality among the employees at all levels is important for quality-building in the universities?

f) What measures are to be adopted to link the job responsibilities of the non-teaching employees to the institutional quality improvement initiative of the universities?

g) What measures are to be adopted to ensure that the job responsibilities of the non-teaching employees are consonant with university vision and strategic plan?

h) What measures are being contemplated for improvement of library service in your University and for deployment of library personnel towards this end with a view to meeting all the needs of your research programmes in the coming years and facilitating involvement in competitive research?

i) What measures are being contemplated to mobilize resources in your University as the means to supplement Government funding?

j) To what extent will a Service Commission constituted in the pattern of SSC/CSC for dealing with all cases of recruitment and promotion of non-teaching staff of all the State-aided universities be able to ensure quality and transparency?

k) What other criteria besides merit and seniority need to be taken into account while considering the suitability of non-teaching employees for promotion to higher posts? Should there be a standard format for maintaining the performance record of the employees?

l) To what extent will a set of uniform service rules for the non-teaching employees of all the universities be able to improve the functioning of the universities?

m) What constraints a university to depart occasionally from the normal practice of obtaining necessary approval before incurring expenditure out of Government grant? What is the record of your University in this regard?

n) Is it possible to interpret the existing G.O.s in such a manner as to enable the university authority to promote non-teaching employees to posts that have not been created in terms of such G.O.s? What is the record of your University in this regard?

o) What measures may be adopted to create a fund out of university's own income that may be put to use for maintaining posts for which Government sanction may not be forthcoming?

p) How can it be ascertained that the staff strength of a University is proportionate to its development initiatives in the coming decades?

q) How should the universities address the issue of uneven distribution of workload among the non-teaching employees before it starts impairing the functioning of the universities?

r) Why are the universities constrained to recruit casual staff, notwithstanding the modalities and consequent problems? What is the experience of your University in this regard?

s) Has the rationalized nomenclature as envisaged in G.O. No.2426(b)-Edn(u) dated 17.10.85 been adopted in your University?

t) Considering the development initiatives that have to be adopted by the universities in the coming years, could you suggest any change in the nomenclature of the non-teaching employees of the universities so as to make it consonant with recruitment qualifications, job responsibilities and hierarchical position?

u) To what extent would it be possible to follow a uniform pattern for upward movement in the service career through promotion, CAS, or a combination of the two, keeping in view the fact that every upward movement implies a rise in the level of job responsibilities?

v) Would it be advisable to grant incremental benefits at the time of promotion even though the concerned employee has already been accorded such benefit at the time of movement in the same scale in terms of the CAS?

w) Would it be advisable to follow the structure of 'Pay Band' and 'Grade Pay' as introduced by the State Government?

8.4 It is unfortunate to note that majority of the vice-chancellors did not send us their replies to the questionnaire. The Pay Committee has planned to visit the universities after the first part of the recommendations is submitted to the State Government and to meet them separately, as their

opinion is of vital importance in formulating promotion policies, job descriptions and other related guidelines in respect of the non-teaching staff of the universities. Regarding anomalies and irregularities their considered opinion will help the Pay Committee take a rational decision.

8.5 The Pay Committee is required to consider the pay structures, promotion policies etc. in respect of the employees of the West Bengal Council of Higher Secondary Education, the West Bengal Board of Secondary Education and West Bengal State Council of Rabindra Open Schooling as well. It is presumed that keeping in view that secondary education is the gateway to higher education the employees working under these organizations have been brought within the ambit of this Pay Committee.

8.6 The Pay Committee is of the opinion that characteristically there is no similarity between the functioning of the universities and the functioning of these organizations.

8.7 It transpires from the memoranda submitted by different organizations, groups and the individuals and subsequent hearings on the same that in most of the cases the university authorities have taken decisions without consulting the State Government regarding pay scales, promotion policies, entry qualifications etc, as a result of which different types of anomalies have cropped up. The Committee strongly believes that to prevent occurrence of such practices a separate Commission like CSC/SSC needs to be created, which will deal with all matters relating to Recruitment, Promotion, CAS, etc. so that transparency is ensured and irregularities and anomalies are removed. The university administration

may devote more time in facilitating academic programmes. The said Commission is also required to ensure observance of Reservation norms. This matter however will be dealt with separately in the next part of the recommendations.

8.8           The State Government provides funds to the universities under different heads including salary with some stipulations and/or guidelines. Since the funding is made from public exchequer transparency needs to be ensured in all respects. The Committee observes with concern that in the name of autonomy different universities often violate Government Orders in different ways, thus creating anomalies that lead to discontent amongst the employees. Flexibility is no doubt an essential precondition for good governance in the academic institutions in general and in the universities in particular, but of course not at the cost of accountability. At the same time the question of accountability should be viewed holistically as it involves the teachers, the students, the researchers, the officers and the non-teaching staff.

8.9           It is true that an academic administration needs to be viewed in a different way but at the same time it is felt that a balance between accountability and flexibility, between autonomy and discipline has to be ensured by such administration while facilitating academic programmes.

8.10          The Committee has noted that the universities and such other organizations are funded mainly by the State Government involving public exchequer. Any departure from the financial and /or administrative norms will create chaos in the system and the objective of the universities will be affected and, as a result, the society will suffer.

8.11 It is also felt that different Acts, Rules, Government Orders etc. need to be followed by all the universities/organizations in the same manner. In case of any confusion communications with the State Government may be made for necessary clarifications.

8.12 The Pay Committee deems it necessary that the higher education department in the State Government brings out every year a compendium of all Government Orders issued from time to time relating to the universities. Or else the university authorities will have to depend on files which are seldom kept updated, resulting in serious mistakes occurring now and then. The Pay Committee had to collect such Orders from various sources painstakingly which is not desirable at all.

8.13 It is noted that some of the universities are not under the administrative control of the higher education department of the State Government. The Committee thinks that all the state-aided universities should be brought under one umbrella, that is, the higher education department and the university branch of that department needs to be strengthened with effective workforce who will keep track with the universities so that observance of Government Orders etc is ensured. It is felt that if the government nominees on different committees of the universities had acted effectively a good number of anomalies and irregularities could have been avoided.

8.14 The Pay Committee is of the opinion that since an academic administration is an administration with a difference there may be some differences in some cases between the pay-structure of the State



Government and that of the universities in respect of the non-teaching employees. While constructing the pay structure the Committee has taken every care to assure that the extent of the differences, if any, is based on rational and logical approach.

8.15 The Pay Committee does not make the present recommendations taking into account the conditions prevailing at present alone, but visualises the quality developments in the field of higher education that will take place in the next ten years.

## **CHAPTER 9**

### **EXISTING PAY STRUCTURE OF THE NON-TEACHING EMPLOYEES OF THE STATE-AIDED UNIVERSITIES AND EMPLOYEES OF WEST BENGAL COUNCIL OF HIGHER SECONDARY EDUCATION AND WEST BENGAL BOARD OF SECONDARY EDUCATION**

9.1 In terms of resolution No.8349-F dated 10.11.2008 the Pay Committee is to examine the existing pay structures of the employees whose revision of pay structures are subject matter of consideration of the Committee. So before initiating our deliberations on the pay structures we are proposing to recommend the salient features of the existing pay structure are discussed in following paragraphs. Organizational structures of the universities vastly differ from those in the Council of Higher Secondary Education and Board of Secondary Education. In respect of the universities pay scales of non-teaching employees and in respect of other two organizations, all employees are under terms of reference of this

Committee. So we are concerned with two sets of employees. These two sets of employees are being dealt with separately.

9.2 The salient features of the pay structures of the non-teaching employees of the universities were introduced as per ROPA Rules, 1999 in terms of Education Department Notification No. 811 (9)-Edu(U) dated 08.09.99 are summarized below :-

i) The existing pay structure came into effect on and from 1.1.1996. The number of scales were-9. In the earlier revision also it was 9.

ii) The minimum pay was Rs.2850/- which was higher than pre-2006 minimum pay under the State Govt. by Rs.250/-

iii) At some levels, the scales of pay of some posts such as Peon, Jr. Assistant, Senior Assistant etc. are higher than similarly placed officials in the State Govt. Sectors, Central Govt. or Central Universities. In respect of posts like Sub-Assistant Engineer, Technical Assistants and Librarian i.e. which are technical or professional cadres, the pay scales are lower than similarly placed or comparable cadres in the State Govt. or other organizations.

iv) The pay structures now being obtained in the State-aided universities are generally on the lines of the scale of the State Govt. but in some cases there are distinct differences in some aspects. The Scale no.1 starts with Rs.2850/- in respect of university employees meant for the Peons at the entrant level is almost similar to Scale no.3 of the State Govt. pay structure. In the State Govt. pay structure this scale is the initial pay scale of Group-‘C’ category. Scales 3, 4, 5, 6, 7 and 8 are similar or

almost similar to scales of 8, 7, 10, 11 and 12 of the State Govt. scales. The scale No.9 is structurally similar to Scale no.14.

v) The span of the scales is generally long ranging from 24 years to 29 years – in Scale no.1 it is 24 years, in Scale no.6, 29 years and in all other scales it is 28 years.

vi) The rates of increments vary from Rs.60/- to Rs.275/-. The gaps between initials of the two consecutive scales are within the range of Rs.150/- to Rs.400/-. The gaps however do not follow any regular pattern. The gap between the initials of scales 6 and 7 is Rs.400/- whereas the gap between the initials of scale 7 and 8 is only 200.

9.3 The salient features of the pay scales of the Council and Board are that upto Scale no.9 the scales are identical with the scale obtained in the State-aided universities and the scales beyond that are identical with the scales prevailing for the employees of the State Govt. employees. The pay structure of Assistant Secretaries and Deputy Secretaries of these two organizations are identical with unrevised pay structure of Assistant Secretary and Deputy Secretary in the State Secretariat. The rate of increments in Scales no.10 to 13 varies from Rs.225/- at lowest to Rs.375/- at the highest. The gaps between initials of the two successive scales are Rs.2000/-.

9.4 The distribution employees in different scales/graded are given the following chart.

Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
1	2850-4400	4254	2909	Junior Peon/Office Attendant Gr.II, Field Worker-III, Junior Durwan, Laboratory Attendant-III, Junior Laboratory Attendant, Helper III, Junior Mali, Junior Sweeper, Junior Animal Keeper/ Cattle Keeper, Junior Aya, Group-D, Lab. Bearer, Animal, Caretaker, Carpenter Helper, Female Attendant, Helper Gr.III ?, Jr. Press Attendant, Lab. Attendant Gr.III, Record, Supplier/Record Keeper), Watchman, Cleaner (Gr.III), Mess Worker Jr. Medical Attendant, Library Attendant Skill Labour (F/W Gr.II), Asstt. Cook, Waiter, Press Attendant, Plumber, Mason, etc., Stretcher Bearer, Specimen Collector, Office Attendant Gr.II, Gymnasium Attendant, Sahis, Vistiman, Collecting Sarkar, Chaff Cutter, Farash, Fisherman, Methor. Zamader, Sweeper-cum-Methor, Junior Guard, Junior Water Career, Junior Security Nayek, Junior Grounds Man, Carpenter, Electrical Helper, Duffry, Car Cleaner, Generator Helper, Junior Majhi, Junior Ward Servant/Maid Servant, Guest House Attendant, Jr. Dom, Jr. Plumbing Helper, Jr. Electric Helper, Museum Attendant Gr.III, Jr. Card Punch Operator, Pump Man, Duster-cum-Waterman, Night Trip Operator, Sweeper, Guard, Group 'D', Peon, Messenger peon, Durwan, Night Guard, Cleaner-cum- Car Attendant, Peon-cum-Packer.

Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
2	3000-5230	1475	1241	Junior Lift Operator, Helper Gr.II, Senior Press Attendant, Senior Darwan, Senior Sweeper, Jr. Cyclostyle Operator, Senior Peon, Senior Mali, Lab. Attendant Gr.II , Cyclostyle Operator, Store Attendant, Estate Assistant, Driver, Labeller, Inkman (Press), Senior Animal House Keeper, Skilled Helper, Cook, Jr. Duplicate Operator, Senior attendant, Senior Guard, Senior Farash, Senior Water Career, Senior Security Nayek, Senior Grounds Man, Gestetner Operator, Jr. Lino Attendant, Senior Ward Servant/Maid Servant, Senior Dom, Hostel, Attendant, Senior Duster-cum-Waterman, Senior General Duty Attendant, Senior Cleaner (Vehicle), Jr. Catering Asstt./Cook, Workshop Mate, Head Rarash, Head Sweeper, Jamadar, Liftman, Duftry, Durwan Gr.I.

Scale No.	Scale of pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
3	3325-6325	699	453	Junior Cyclostyle operator, Junior Specimen Collector, Jr. Pump-cum-Generator Operator, Jr. Power, Tiller Operator, Jr.

				<p>Driver, Jr. Painter, Helper Gr.I, Lab. Attendant Gr.I, Sorter, Pressman, Hd. Mali, Hd. Darwan, Senior Cyclostyle Operator, Senior Lab. Attendant, Skilled Helper Gr.I, Senior Cyclostyle, Operator, Senior Store Attendant, Senior Cook, Senior Labeller, Record Supplier, Mate, Jr. Gas Plant Operator, Jr. Nurse Asstt., Dairy Overseer, Carpenter, Ward Overseer, Riding Master, Pantry Keeper, Nalband, Gymnasium Instructor, Blacksmith, Cook, Fodder Supervisor, Poultry Manager, Stable Overseer, Head Guard, Plumber, Jr. Steward/Matron, Packer, Jr. Cash Sarkar, Jr. Duftry, Jr. Proof Press Man, Jr. Fly Boy, Jr. Die Stamper, Head Farash, Helper Gr.I, Senior Lift Operator, Senior Cyclostyle Operator, Museum Attendant Gr.I, Senior Lino Attendant, Field Worker Gr.I, Helper Grade-I, Matron (Hostel), Hd. Duster-cum-Waterman, Catering Asstt., Jukman, Xerox Machine Operator, Data Entry Key Punch Operator, Helper to Machineman, Head Zamaxar, Record Supplier, Cash Sarkar.</p>
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Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
4	3525-8075	353	198	Junior Driver, Junior Binder, Junior Carpenter, Junior Plumber, Junior Wireman /Electrician, Mason, Junior Tractor Driver, Junior Works

				Asstt., Veterinary Field Asstt., Junior Blacksmith, Estate Asstt., Tech. Asstt. Gr.A, Record Keeper, Painter, Jr. Work Asstt., Jr. Glass Plant Operator, Senior Proof Pressman, Electrician (Senior), Gas Plant Operator, Telephone Operating Asstt.(Jr./Sr), Cash Sarkar, Sorter-cum Store Asstt., Technical Attendant, Senior Sorter, Jr. Dresser, Technician 'A', Mechanical Shop, Driver-cum-Mechanic, Jr. Mechanic (Automobile), Senior Steward, Senior Cyclostyle Operator, Field Asstt., Pumpman, Duplicating Operator, Cash Sarkar, Muharar Gr. II.
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Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
5	3850-8075	2289	1613	Mechanic -III, Steward, Junior Fitter, Junior Pharmacist, Junior Store Keeper, Cash Assistant/Jr. Cashier, Junior Assistant, Compounder, Junior Draftsman, Turner, Welder, Reprographer, Calligraphist, Senior Carpenter,

				Senior Plumber, Senior Binder, Senior Electrician, Senior Mason, Lab. Asstt., Medical Lab. Technician, Technical Asstt. Gr.B., Key Punch Operator, Jr. Photographer, Senior Driver, Compositor, Machine Man, Asstt. Supdt., Girls' Hostel, Field Asstt., Jr. Glass Blower, Jr. Proof Reader, Jr. Mechanic, Telephone Operator, Jr. Health Asstt. Matron, Steward, Surveyer, Library Assistant, Dark Room Process Asstt., Physical Instructor, Senior Cash Sarkar, Jr. Museum Assistant, Generator Operator, Senior Electrician, Lift Operator, Nursing Asstt. (Redesignated 2 post of Glass Blower), Jr. Plant Collector, Jr. Monocaster, Typist-cum-Office Asstt., Technical Asstt. Group.'A', Work Assistant, Senior Field Asstt., Copy Holder, L.T. Wireman, H.T. Wireman, Cameraman-cum-Impositor, Proof Reader, Asstt. Cashier, Muharar Gr.I, Asstt. Telephone Operator, Typist, Asstt. Grade, Driver, L.D. Clerk.
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Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
6	4125-9700	936	765	Junior Stenographer, Agricultural Overseer III, Field Assistant II, Assistant Care Taker, Junior Physical Instructor, Engineering/, Mechanical Overseer III/S.A.E.III/, Estimator III., Junior Library Assistant, Sub-



				Asstt. Engr. Gr.III, Technician, Jr. Computer Operator, Statistical Asstt., Jr. Draftsman, Asstt. Librarian Gr.II, Laboratory Assistant, Assistant, Engineer Overseer Metrological Observer, Caretaker, L.D.A, Store Keeper, Senior Driver Gr.I, Machineman, Senior Lift Operator, Press Asstt. , Herbarium Asstt., Field Asstt. , Work Supervisor (Electrical),, Jr. Museum Asstt., Jr. Lino/Mono Operator, Steno – Typist, Farm Assistant, Taxidermist, Junior Mechanic D.T.P. Workshop Asstt.
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Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
7	4525-10175	1385	1316	Workshop Supervisor, Programme Asstt., Sanitary Inspector, Senior Stenographer, Senior Draftsman, Senior Pharmacist, Section Holder (University Press), Senior Mechanic Gr.II, Senior Glass Blower, Senior Proof reader, Senior Asstt., Senior Store Keeper, Asstt. Cashier,

				<p>Lab. Technician, Instructor (Workshop), Computer/Senior Computer Operator, Computer Programmer, Ward Processing Asstt., Senior Compositor, Senior Steno, Senior Telephone Operator, Senior Physical Instructor, Senior Photographer, Caretaker (Scale high), Senior Key Punch Operator, Ground Supervisor, Hostel Superintendent, Accompanist, Senior Nurse, Operator, Senior Plant Collector, Senior Lino/Mono Operator, Senior Machineman, Senior Typist-cum-Office Asstt., Tech. Asstt. Group-C, Senior Assistant Coach, Senior Work Assistant, Senior Steward, Senior Binder, Senior Farm Asstt., Statistical Asstt. (RSC), Gymnasium In-charge, Statistician, UD Clerk, Cashier, Store Keeper, Care Taker, Driver Gr.I, Typist Gr.I, Law Assistant, Senior Assistant, Stenographer, Librarian.</p>
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Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
8	4800-10925	3742	526	<p>Research Asstt., Asstt. Secretary Sports Board, Tech.Asstt. Gr.I, Suptd. (Tech.), Sub-Asstt. Engr. Gr.II ?, Asstt. Librarian Gr.I, P.A., Caretaker, Senior Mechanic Gr.I, Jr. Suptd.(Proof Reading), Jr. Suptd., (Havilder Cadre), Cashier, P.A. to Vice-Chancellor, Accountant,</p>

				<p>Computer Operator, Instructor Mechanic, Press Supervisor, Asstt. Cashier, Senior Technical Asstt., Deputy Chief Store Keeper, Senior Lab. Technician, Senior Pharmacist, Section Holder, Senior Draftsman Gr.I., Asstt. Librarian Gr. I, Inspector, W/W Unit., Coach, Senior Library Asstt., P.A. to V.C., Micro Analyst, Museum Curator, Senior Mechanic Gr.I., Supervisor Telephone, Care Taker, Agriculture Overseer Gr.II., Senior Workshop staff, Senior Museum Asstt., Overseer (Machine Section), Senior Physical Instructor, Jr. Superintendent (Hostel), Sub Asstt. Engineer Gr.II, Technician (Telephone), Supdt. (Automobile), Workshop Supervisor, Cartographer, Senior Statistical Asstt., Senior Computer Asstt., Law Supervisor, Office Supdt., Supervisor Gr.I, PA to President, Secretary.</p>
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Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
9	5000-11325 (University)  6000-12000/ 8000-135000/ 10000-15225 (Board)	461	219	Jr. Extension Journalist, Law Assistant, Farm Manager, Garden Superintendent, Secretary to V.C. (redesignated from P.A. to V.C), Asst. Statistician, Senior Research Asstt., Asst. Supdt.(Press), Instrumentation Supervisor, Jr. Computer Programmer, Manuscript Reader-cum-Asstt., Suptd. (Tech), Sub-Asstt. Engr. Gr.I , Supdt.(Library Service), Secretary to V.C. , Senior Supdt., Chief Cashier, Accountant (Gr.I), Personal Assistant, Artist-cum-

Scale No.	Scale of Pay	No. of sanctioned posts	No. of filled up posts	Name of the Posts
				Audiovisual Operator, Extension Supervisor, Asstt. Farm Manager, Forest Ranger, Foreman-1 (Met), Foreman -1 (Workshop), Foreman-1 (Press), Reference Officer, Supdt., Ladies Hostel, Trained Instructor in Drama/Performer's Arts, Asstt. Arch Vist, Cartographer, Chief Store Keeper, Lab. Technician Gr.I, Senior P.A., Senior, Instrument Mechanic, Associate Librarian (Jr.) Senior Superintendent, Superintendent (Watch and Ward), Research Asstt., Senior Technical Asstt., Workshop Supdt., Asstt. Curator, Language Supervisor, Drawing Instructor, Harberium Keeper, Manuscript Keeper, Supdt. (Drawing), Demonstrator, Supdt. (Security and Maintenance), Service Programme Asstt., Senior Scientific Supervisor, Senior Superintendent (Typing), Superintendent (Technician), Museum Asstt., Manuscript Keeper, Curator, Supdt. (Worksmen's Hostel), Calligraphist, Research cum statistical Officer, Project Assistant.
-	6000 -12000	2	2	Special Officer
-	8000 – 13500	33	31	Assistant Secretary, Accounts Officer
-	10000 -15525	15	15	Deputy Secretary

Organization	Total no. of sanctioned posts	Total no. of vacant posts
Universities	14464	6183
W.B.B.S.E	756	166
W.B.C.H.S.E	374	3

**N.B.**

1. Prepared on the basis of reports received from the universities, Council, and Board.

2. Nomenclature of posts are as per aforesaid reports and not as per rationalized nomenclature enunciated in G.O. No. 2426-Edn(U) dated 17.10.1985.

## CHAPTER 10

### CONSTRUCTION OF PAY STRUCTURE

#### **10.1 Preliminary considerations**

10.1.1 The process of rationalisation of pay structure of non-teaching employees of State-aided universities was initiated with the issue of G.O. No.711(6)-Edn(U) dated 24.4.1979 whereby a set of nine pay scales was introduced by the Government and made uniformly applicable to all the universities, replacing a multitude of pay scales that was prevailing in the universities at that time. The scales of pay as sanctioned by the Government in 1979 were revised twice in subsequent years, the first time in terms of G.O. No.1083(8)-Edn(U) dated 18.8.1990, and the second time in terms of G.O.342-Edn(U) dated 3.5.1999. For convenience of description, these three schemes will henceforth be referred to as the ROPA-1979, ROPA-1989, and ROPA-1999 schemes respectively.

10.1.2 The figures representing the initial basic pay for the nine scales prescribed under the ROPA-1979 scheme belonged to an ordered sequence given by

$$A_n = A_1 + (n-1)B$$

where  $A_1 = 300$ , and  $B = 25$ . No pay scales were, however, defined for  $n = 6, 8, 10$  and  $12$ .

10.1.3 The corresponding figures for the ROPA-1989 scheme are related in some way to the figures in the ROPA-1979 scheme through a transformation formula which forms a part of the latter scheme. By transformation formula we mean a mathematical device by which a new set of numbers can be derived from an older set. A departure from an ordered sequence creeps into the scheme with the introduction of revised pay scales independently of the transformation formula. The third column of Table 1 given the figures obtained from the second column through the application of the transformation formula accompanying ROPA-1989 scheme. If the definition of the revised pay scale had been solely dependent on the transformation formula, the figures in column 3 would have been fitted to a number system as shown in column 4 which can be described once again as

$$A_n = A_1 + (n-1)B$$

$B$  in this case being equal to  $50$  and  $A = 1000$ . The figures in column 5 depicting the initial basic pay of the different scales of ROPA-1989 scheme agree in a certain way to the number system of column 4 in case of scale nos.  $5, 6, 7$ , and  $8$ , but differ widely in case of others.

10.1.4 ROPA-1999 scheme once again calls for replacement of the set of numbers of the ROPA-1989 scheme by a newer set through the application of a new transformation formula.

If the development of the revised scheme had been primarily dependent on the use of the formula, the set of numbers given in column 7 would have been obtained from column 4, and fitted to the set given in column 8, which once again belongs to an ordered sequence given by

$$A_n = A_1 + (n-1)B,$$

$A_1$  being equal to 3100 and  $B = 150$

Actual values of initial basic pay for different scales of the ROPA-1999 scheme are given in column 9 of Table 1. The amount by which the actual value (col. 9) exceeds the value obtained on the basis of the assumption that the transformation formula was the prime consideration for construction of pay scales at every stage (col. 8) is shown in column 10.

Figures in column 10 indicate that the actual value falls short of the theoretically calculated value by a substantial amount for scales 1 to 4, while for others the picture is just the reverse.

10.1.5 A different picture emerges when the figures obtained through the application of transformation formula to the actual values of basic pay for different scales in the ROPA-1989 scheme as shown in column 5 are entered in column 11 and compared with the corresponding figures for the ROPA-1999 scheme as given in column 9. Column 12 indicates that the actual value exceeds the theoretical value for all the scales.

10.1.6 The factors that have been taken into consideration while departing from a rationalized scheme are not so apparent from the shape of

the scales themselves. The 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> State Pay Commission have made the transformation formula the basis for definition of their revised schemes. A welcome departure has then been made from the earlier practice of defining the pay scales independently of the formula.

10.1.7 Application of the transformation formula implies the existence of a pre-existing system for which the formula is relevant. A question may be asked as to whether the figures in column 8 should be taken to represent the ROPA-1999 scheme, since these figures belong to an ordered sequence which has been derived from the original ordered sequence of ROPA-1979 scheme through successive application of transformation formula associated with ROPA-1989 and ROPA-1999 schemes, figures in column 10 speak eloquently against such a step.

10.1.8 The number system in column 10 representing the ROPA-1999 scheme is a disordered sequence. Considering the numerical values of the difference between the actual figures in the system and theoretical values calculated from the actual figures of ROPA-1989 scheme as given in column 12, one, may be justified in observing that the system in column 10 deserves a fair trial, despite the range of variation in such values and despite lack of knowledge about the basis of derivation of the system. The transformation formula for the ROPA-2009 scheme would, thus be relevant for the number system of column 9.



## 10.2 Transformation formula

10.2.1 For the range of pay scales being dealt with by the present Pay Committee, revision of pay consists in substitution of one set of scales by another by means of application of a simple transformation formula.

10.2.2 Construction of pay scales follows a more or less well-defined pattern as exemplified by the pay revision exercise of 1999. The following elements of pay and allowances determine the magnitude of the multiplication factor that acts as an element of the transformation formula used in the conversion of the revised scales of the ROPA –1989 scheme to the revised scales of the ROPA-1999 scheme.

Basic pay on 31.12.95	...	...	100
Dearness allowance @ 148% of basic pay	...	...	148
Second interim relief @ 10% of basic pay	...	...	10
Booster @ 40% basic pay	...	...	<u>40</u>
		Total	298

The second component of the transformation formula is a lump sum amount (Rs.100) to be added as the first interim relief to the product of the basic pay and the multiplication factor (2.98).

10.2.3 Both the 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> State Pay Commission have devised a transformation formula in a similar manner in their current pay revision exercises. One component of the formula is a multiplication factor derived from the elements of existing pay and allowances.

Basic pay on 31.12.2005	...	...	100
Dearness pay @ 50% of basic pay	...	...	50
Dearness allowance @ 24% of (Basic pay + Dearness pay)	...	...	<u>36</u>
		Total	186

10.2.4 The omission of the booster element as a component of the multiplication factor is a notable departure from the earlier pay revision scheme.

The second element of the transformation formula is a lump sum amount that has to be added to the product of the basic pay of the existing scale and the multiplication factor (1.86). This element seems to bear some resemblance to the booster element of the earlier pay revision scheme insofar as the corresponding figure is worked out as 40 percent of the basic pay at the end of the respective scale in the existing scheme. The name Grade Pay has been assigned to this element of the transformation formula by the 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> Pay Commission.

10.2.5 Assuming that there are  $m$  annual stages for each of the  $n$  pay scales in the pre-revised scheme, one will have  $n \times m$  numbers to deal with, each representing the basic pay for a given stage in a given scale. Application of the transformation formula replaces the set of  $n \times m$  numbers in the pre-revised scheme by a new set in which each member defines the initial basic pay in the revised scales corresponding to the  $n \times m$  stages in the pre-revised scheme. The pay structure has, however, to be so defined as to provide information on the annual progression in basic pay for all the  $n \times m$  cases in the revised scale where the initial basic pay is given. Accordingly, the family of numbers in the revised scheme includes  $n \times (m-1)$  additional members which describe the annual progression corresponding to each of the  $n \times m$  numbers representing the initial basic pay in the revised scale.

10.2.6 The problem of handling  $n \times m^2$  numbers has so far been addressed in two diametrically different ways. The standard practice has been to adopt a process of

replacement of the  $n \times m$  numbers by a new set of  $n \times m$  numbers independently of the transformation formula while defining the initial basic pay, incremental slabs, and the successive stages of the  $n$  pay scales. The transformation formula is used subsequently to describe the transition from the pre-revised to the revised scheme. This procedure has its own limitations as will be described in a subsequent section. The 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> State Pay Commission have adopted a different approach. Application of the transformation formula has been the basis of replacement of  $n \times m$  members of the pre-revised scheme by a new set of  $n \times m$  members of the revised scheme. Each member of the new set represents the initial basic pay in the revised scheme corresponding to a particular stage in a given scale in the pre-revised scheme. The remaining  $n \times (m-1)$  members of the new set are obtained through the application of the 3 percent increment formula.

10.2.7 Both the 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> State Pay Commission have invoked different values for the multiplication factor in the transformation formula for different groups of pay scales.

10.2.8 Whether there are factors other than those used in the calculation of the multiplication factor described above, maybe differentially for different groups of pay scales, has not been expressly stated in any official document. The rationale for adoption of different values for the multiplication factor across the scales is not so obvious. In the absence of any express statement, there is no way to judge whether any of such factors could have been relevant for the range of pay scales that is being dealt with by the present Pay Committee. The Pay Committee has been constrained to accept what according to it appears to have a rational basis.

## 10.3 Degree of nonuniformity in the rate of progression of basic pay

10.3.1 A significant feature of the existing pay scales and the earlier scales from which they have been derived during successive phases of pay revision is the variation in incremental rates from one scale of another as well as from one end to another within a given scale. Such variation resulted in markedly diverse rates of progression in basic pay across the pay scales as illustrated in the following Table (Table 2).

**Table 2** Nonuniformity in the rate of progression of basic pay across the pay scales of ROPA – 1979, ROPA – 1989 and ROPA – 1999 schemes.

A				B				C			
No. of years in which Basic Pay increases by 100% of initial basic pay of the scale				No. of years in which Basic Pay increases by 75% of initial basic pay of the scale				No. of years in which Basic Pay increases by 50% of initial basic pay of the scale			
Scale No.	ROPA 1979	ROPA 1989	ROPA 1999	Scale No.	ROPA 1979	ROPA 1989	ROPA 1999	Scale No.	ROPA 1979	ROPA 1989	ROPA 1999
1	30	40	42	1	24	33	32	1	19	24	22
2	26	36	37	2	21	29	29	2	15	20	20
3	23	32	31	3	19	26	24	3	15	19	18
4	20	28	29	4	17	21	23	4	13	16	17
5	18	26	28	5	15	20	23	5	11	15	17
6	17	23	23	6	14	19	19	6	10	13	13
7	16	23	24	7	13	18	20	7	10	12	13
8	16	23	23	8	13	18	19	8	10	12	13
9	15	21	23	9	12	17	19	9	9	12	13

10.3.2 Under the existing system, a 100 percent increase over initial basic pay, for example, is achieved in 42 years for Scale nos.1, and 23 years for Scale nos. 8 and 9. Such disparity could have been avoided if the system of providing annual increment at the rate of 3 percent of basic pay as lately proposed by the 6<sup>th</sup> Central Pay Commission and 5<sup>th</sup> State Pay Commission had been in place. The 3 percent increment formula removes the disparity in the rate of growth across the pay scales at just one stroke. The number of years needed to achieve 100 percent increase over the initial

basic pay during progression in the respective scales would have been the same for all scales had the formula been adopted earlier.

10.3.3 The 3 percent increment formula of the 6<sup>th</sup> Central Pay Commission and 5<sup>th</sup> State Pay Commission is a unique feature in their pay revision exercise. To realize the enormous potential of this formula we have adopted a scheme of rationalization by way of fitting all the figures representing the basic pay at successive stages of different scales of the existing system to a continuous number system in which each number exceeds the preceding one by 3 percent. Such fitment is brought about before the application of the transformation formula. The advantages inherent in this procedure will be apparent in the sequel.

## 10.4 Towards a rationalized pay structure

10.4.1 We consider a set of pre-revised pay scales  $U_1, U_2, U_3, \dots$ , wherein the initial basic pay for the respective pay scales are given by a set of numbers  $A_{11}, A_{21}, A_{31}, \dots$  which are related to one another by the following formula :

$$\begin{aligned} A_n &= A_{n-1} \cdot I \\ &= A_1 \cdot I^{n-1} \end{aligned}$$

which means  $A_{11} = A; A_{21} = A \cdot I; A_{31} = A \cdot I^2, \dots$

10.4.2 Let the successive stages of the pre-revised scales  $U_1, U_2, U_3, \dots$  be denoted by

$$\begin{array}{ll} A_{11}, A_{12}, A_{13}, \dots, A_{1n} & \text{(Scale } U_1) \\ A_{21}, A_{22}, A_{23}, \dots, A_{2n} & \text{(Scale } U_2) \\ A_{31}, A_{32}, A_{33}, \dots, A_{3n} & \text{(Scale } U_3) \\ \dots & \dots \\ A_{n1}, A_{n2}, A_{n3}, \dots, A_{nn} & \text{(Scale } U_n) \end{array}$$

The first subscript indicates the scale no. in the pre-revised system, while the second subscript denotes the stage in the pre-revised system.

The successive members of each of the revised scales belong to a number series defined by

$$A_n = A_1 \cdot I^{n-1}$$

10.4.3 Let  $R_1, R_2, R_3, \dots, R_n$  be the revised scales corresponding to the pre-revised scales  $U_1, U_2, U_3, \dots, U_n$  respectively.

The initial basic pay  $B$  in a revised scale is related to the basic pay  $A$  of a given stage in the pre-revised scale by the equation

$$B = AM + G, \text{ where } M = \text{multiplication factor } 1.86$$

$$G = \text{grade pay}$$

Since  $G$  has been shown to be equal to  $AF$ ,  $F$  being a fixed quantity for all the scales as indicated in a subsequent section.

$$B = A(M + F)$$

If the basic pay in the initial stage of unrevised scale  $U_1$  is  $A_{11}$ , the corresponding initial basic pay in the revised scales would be

$$\begin{aligned} A_{11} \cdot M + A_{11} \cdot F &= AM + AF \\ &= P + Q \quad (\text{Putting } P = AM \\ &\quad Q = AF) \end{aligned}$$

The successive stages in the revised scale  $R_1$  would be

$$(P+Q), (P+Q)I, (P+Q)I^2, \dots, (P+Q)I^{n-1}$$

As the basic pay at the second stage of the pre-revised scale  $U_1$  is  $A_{12}$ , the corresponding initial basic pay in the revised scale  $R_1$  would be

$$\begin{aligned} A_{12} \cdot M + A_{11} \cdot F &= AI \cdot M + AF \\ &= PI + Q \end{aligned}$$

The successive stages in the revised scale would be

$$(PI+Q), (PI+Q)I, (PI+Q)I^2, \dots, (PI+Q)I^{n-1}$$

The basic pay in the third stage of the pre-revised scale  $U_1$  is  $A_{13}$ . The corresponding initial basic pay in the revised scale  $R_1$  would be

$$\begin{aligned}
A_{13}. M+A_{11}.F &= AI^2 M + AF \\
&= PI^2 + Q
\end{aligned}$$

The successive stages in the revised scale would be

$$(PI^2+Q), (PI^2+Q)I, (PI^2+Q)I^2, \dots\dots (PI^2+Q)I^{n-1}$$

The set of numbers so obtained can be arranged in a tabular form in the following manner :

**Table 3**

Stage in the pre-revised scale $U_1$	Successive stages in the corresponding revised scale $R_1$					
	1	2	3	4	.....	n
$A_{11}$	P+Q	(P+Q)I	(P+Q)I <sup>2</sup>	(P+Q)I <sup>3</sup>	.....	(P+Q)I <sup>n-1</sup>
$A_{12}$	(PI+Q)	(PI+Q)I	(PI+Q)I <sup>2</sup>	(PI+Q)I <sup>3</sup>	.....	(PI+Q)I <sup>n-1</sup>
$A_{13}$	(PI <sup>2</sup> +Q)	(PI <sup>2</sup> +Q)I	((PI <sup>2</sup> +Q)I <sup>2</sup>	(PI <sup>2</sup> +Q)I <sup>3</sup>	.....	(PI <sup>2</sup> +Q)I <sup>n-1</sup>
$A_{14}$	(PI <sup>3</sup> +Q)	(PI <sup>3</sup> +Q)I	(PI <sup>3</sup> +Q)I <sup>2</sup>	(PI <sup>3</sup> +Q)I <sup>3</sup>	.....	(PI <sup>3</sup> +Q)I <sup>n-1</sup>
.....	.....	.....	.....	.....	.....	.....
$A_{1n}$	(PI <sup>n-1</sup> +Q)	(PI <sup>n-1</sup> +Q)I	(PI <sup>n-1</sup> +Q)I <sup>2</sup>	(PI <sup>n-1</sup> +Q)I <sup>3</sup>	.....	(PI <sup>n-1</sup> +Q)I <sup>n-1</sup>

The number system can be rearranged as shown in this following Table.



### Table 4

Stages in the pre-revised scale $U_1$	Successive stages in the corresponding revised scale $R_1$						
	(Numbers in the next row are to be added to the numbers of the respective column to get the basic pay for the respective stages)						
	1	2	3	4	5	.....	n
	<b>Q</b>	<b>QI</b>	$QI^2$	$QI^3$	$QI^4$	.....	$QI^{n-1}$
<b>A<sub>11</sub></b>	<b>P</b>	<b>PI</b>	$PI^2$	$PI^3$	$PI^4$	.....	$PI^{n-1}$
<b>A<sub>12</sub></b>	<b>PI</b>	<b>PI<sup>2</sup></b>	$PI^3$	$PI^4$	$PI^5$	.....	$PI^n$
<b>A<sub>13</sub></b>	<b>PI<sup>2</sup></b>	<b>PI<sup>3</sup></b>	$PI^4$	$PI^5$	$PI^5$	.....	$PI^{n-1}$
<b>A<sub>14</sub></b>	<b>PI<sup>3</sup></b>	<b>PI<sup>4</sup></b>	$PI^5$	$PI^6$	$PI^6$	.....	$PI^{n-2}$
.....	.....	.....	.....	.....	.....	.....	.....
<b>A<sub>1n</sub></b>	<b>PI<sup>n-1</sup></b>	<b>PI<sup>n</sup></b>	$PI^{n+1}$	$PI^{n+2}$	$PI^{n+3}$	.....	$PI^{2n-1}$

10.4.4 Next let us consider the pre-revised scale  $U_2$

The initial basic pay for the scale  $U_2$  is  $A_{21}$ . The corresponding initial basic pay in the revised scales  $R_1$  would be given by

$$(P+Q)I, (P+Q)I^2, (P+Q)I^2, \dots, (P+Q)I^{n-1}$$

The basic pay for the second stage in the scale  $U_2$  is  $A_{22}$ . The corresponding initial basic pay in the scale  $R_2$  would be given by

$$\begin{aligned}
A_{22}.M+A_{21}.F &= A_{21} I.M+A_{21}.F \\
&= A_{11}I^2.M+A_{11} I.F \text{ (since } A_{21}=A_{11}.I) \\
&= PI^2 + QI
\end{aligned}$$

and the subsequent stages by

$$(PI^2+QI), (PI^2+QI)I, (PI^2+QI)I^2 \dots (PI^2+QI)I^{n-1}$$

Continuing in this way, the number system representing the successive stages in the revised scale  $R_2$  can be represented in a tabular form in the following manner :

**Table 5**

Stages in the unrevised scale $U_2$		Successive stages in the corresponding revised scale $R_2$					
		Numbers in the next row are to be added to the numbers of the respective column to get the basic pay for the respective stages					
		1	2	3	4	.....	n
		QI	$QI^2$	$QI^3$	$QI^4$	.....	$QI^{n-1}$
1	$A_{21}$	PI	$PI^2$	$PI^3$	$PI^4$	.....	$PI^{n-1}$
2	$A_{22}$	$PI^2$	$PI^3$	$PI^4$	$PI^5$	.....	$PI^n$
3	$A_{23}$	$PI^3$	$PI^4$	$PI^5$	$PI^6$	.....	$PI^{n+1}$
4	$A_{24}$	$PI^4$	$PI^5$	$PI^6$	$PI^7$	.....	$PI^{n+2}$
...	.....	.....	.....	.....	.....	.....	.....
n	$A_{2n}$	$PI^n$	$PI^{n+1}$	$PI^{n+2}$	$PI^{n+3}$	.....	$PI^{2n-1}$

10.4.5 Comparison of Table 4 and Table 5 shows that the omission of the first column from Table 4 gives the number system for Table 5,

Proceeding in a similar manner, it can be shown that the successive stages in the revised scale  $R_3$  can be derived from Table 3 by omitting the first two columns.

Hence, the number system consisting of the  $r^{\text{th}}$  and the succeeding columns would provide the details of successive stages in the revised scale  $R_r$ .

10.4.6 Since  $A_{21} = A_{11} \cdot I$ , an alternative way of deriving the number set of Table 5 is to multiply each member of the number set of Table 4 by  $I$ .

10.4.7 Table 2 serves as a comprehensive conversion table for all the pre-revised scales  $U_1, U_2, \dots, U_n$ , and also as a descriptive table for successive stages of all the revised scales  $R_1, R_2, R_3, \dots, R_n$ .

The construction of Table 2 involves two sets of numbers, namely,

$$\begin{array}{ll} P, PI, PI^2, & \dots \quad PI^{n-1} \\ Q, QI, QI^2, & \dots \quad QI^{n-1} \end{array}$$

Whereas  $P = A \times 1.86$  and  $Q = A \times 0.915$

Thus the multitude of conversion tables involving numerous calculations is replaced by one single table which needs rather simple calculations for its construction.

10.4.8 The set of numbers below the first row in Table 4 is a symmetrical matrix. The position of any quantity in the matrix can be specified by a number system  $pq$  ( $p = 1,2,3, \dots, q = 1,2,3, \dots$ ) where  $p$  and  $q$  denote the serial number of the column and row respectively of the matrix in which a particular quantity is situated. Thus, the index number 22 denotes the quantity  $(PI^2 + QI)$ , 43 denotes  $(PI^5 + QI^3)$  and so on. One increment in the revised scale would mean one-step movement along a given row (for example 32 → 33, or  $PI^3 + QI^2$  to  $PI^4 + QI^3$ ).

10.4.9 Index no.22 stands for stage 2 of the revised scale  $R_1$  and also stage 2 of the revised scale  $R_2$ . Hence, a one-step jump along a given row (e.g. 22 → 24) would mean first movement prior to placement in the next scale (e.g.  $R_1$  to  $R_2$ ), as is required during promotion. The next movement would be in diagonally upward directing i.e. 24 → 33. Table 4, therefore, provides a graphic description of the movement in terms of basic pay during career progression without any further calculation.

10.4.10 A precondition for having access to the simple scheme described above is minor adjustment in the different number series representing the successive stages of the existing scales by a method of trial and error so that each scale can be described as a particular segment of one and the same number series  $A, AI, AI^2, \dots, AI^{n-1}$ , henceforth to be denoted as the AI series.

10.4.11 The search for the number A begins with an attempt to fit the numbers representing the initial basic pay of the existing scales to an AI series. The AI series is uniquely defined once the number A is selected.

This task has to be coupled with an attempt to fit the numbers representing the successive stages of each particular scale in the existing system to the same AI series.

10.4.12 The transition from the pre-revised to the revised scheme will be effected in two stages, the first one involving selection of the number series AI to which all the numbers belonging to the pre-revised scheme will be fitted, and the second one involving application of the transformation formula.

## 10.5 Search for a rationalized number system and determination of initial basic pay in the system

10.5.1 The search for a rationalised system as described in the preceding section led to the selection of a number series AI beginning with A=2097 as shown in column 1 of Table 6 by a method of trial-and-error. The figures representing the initial basic pay for the existing scales are given in column 4 to indicate their degree of closeness to the chosen number series.

**Table 6**

Sl. No.	Members of the selected number series AI	Initial basic pay in the existing scales and scale no.		Percent by which the figure in Col. 1 exceed that in Col. 2
1	2907	1	2850	2.000
2	2994			
3	3084	2	3000	2.800
4	3177			
5	3272			
6	3370	3	3325	1.353
7	3470			
8	3575	4	3525	1.418
9	3683			
10	3792			
11	3907	5	3850	1.481
12	4024			
13	4145	6	4125	0.485
14	4269			
15	4397			
16	4529	7	4525	0.088
17	4665			
18	4805	8	4800	0.104
19	4948			
20	5097	9	5000	1.940

10.5.2 One way of bringing about fitment of basic pay at successive stages of the pre-revised scales to the aforesaid number series in which the sequential order is maintained in both the series in order to demonstrate one-to-one correspondence between the two is shown in Table 6.1. The fitment scheme developed in this manner is marked by

large differences between the figures of the basic pay series and the rationalized number series in the higher stages of Scale nos.1 and 2 (to the extent of 31 percent) as well as Scale nos. 3 and 4 (to the extent of 17 percent). This is a reflection of the comparatively low rate of growth of basic pay for these scales.

10.5.3 Table 6 gives the amount in percent by which the initial basic pay in the pre-revised scale has to be stepped up in order to be even with the corresponding figure in the number series to which it is fitted. Figures for the 10<sup>th</sup> and 20<sup>th</sup> stages of the different scales are shown in Table 6.2. The problem is, therefore, to develop a fitment scheme so that the difference may be kept within tolerable limits.

**Table 6.2**

Scale No.	Amount in percent by which a figure in the N-Series exceeds the basic pay corresponding to this figure	
	10 <sup>th</sup> stage of the scale	20 <sup>th</sup> stage of the scale
1	10.91	24.01
2	9.05	19.91
3	5.32	10.97
4	2.53	7.16
5	2.45	4.60
6	1.54	0.46
7	0.71	1.20
8	0.77	3.14
9	2.26	2.24

10.5.4 Systematisation of pre-revised scales involves fitment of basic pay at successive stages of these scales to a number series in which each member is related to the next in the series by the equation

$$A_n = A_{n-1} \cdot (1.03)$$

when  $n = 2, 3, 4, \dots$

The manner in which the numbers representing the basic pay at different stages in the pre-revised scales are related to one another is very different from the one given by the aforesaid equation. Fitment to the number series has, therefore, to proceed by a method of approximation.

10.5.5 Fitment may proceed by placing the figure representing the initial basic pay of a pre-revised scale beside a figure in the number series with which its difference is minimum. Thereafter, the successive figures of the two number sequences are placed side by side in serial order to check the degree of fitment, keeping in view the fact that the method of approximation works only when the differences in percentages between the numbers in the same row are as small as possible.

10.5.6 Application of the method of approximation leads to frequent pairing of two figures of the basic pay series in the same box. This is particularly prominent for Scale nos. 1 to 4 in which the basic pay grows at a rate much lower than 3 percent per year over the entire or the greater part of the respective scales. For Scale nos. 1 and 2, the problem is one of maintaining a proper balance between the limitations imposed on these scales by low growth rates and the urgency to follow the method of approximation as closely as possible. Pairing of figures of the basic pay



series in the same box keeps the difference between the figures in the basic pay series and the number series within a certain limit. A limit of 10 percent has, however, been imposed on the highest stages of Scale nos. 1 to 4, while allowing one-to-one fitment for the first ten consecutive stages.

For Scale nos. 6 to 9 where the rate of growth is around 3 percent per year for large segments of the scales, instances of placing two figures in the scale box are much less frequent than in the case of Scale nos. 1 to 4. The balancing procedure has resulted in a fitment scheme the details of the fitment are worked out in Table 7.

10.5.7 Based on the fitment scheme developed in Table 7, Table 7.1 has been devised to give the basic pay at the entry points in the domains of revised scales corresponding to basic pay at different stages in the respective pre-revised scales. Table 7.1 also shows 'band pay' and grade pay at the entry points in the domains. The calculated values of basic pay in the revised scales have been rounded off to the next hundred.

10.5.8 Based on the detailed information provided in Table 7 and Table 7.1 Table 7.2 has been developed as a ready reckoner for fixation of initial basic pay in the revised scales. A special provision has to be made for cases where the initial basic pay in the revised scale works out to be the same for two consecutive stages. Such cases shall be dealt with by advancing the basic pay at the higher of the two stages by 50 in Scale nos. 1 to 5 and by 100 in Scales nos. 7 to 9, both at the entry point of the revised scale and at subsequent stages in the revised scale, till placement in a higher scale on promotion or under Career Advancement Scheme.

## 10.6 Rationalization of Grade Pay

10.6.1 Grade pay corresponding to a given scale has been defined as an amount equal to 40 percent of the basic pay at the end of the pre-revised scale. Let us consider a rationalized system in which annual increment takes place at the rate of 3 percent of basic pay on a cumulative basis for all scales under the system. If the basic pay at the end of a scale is given by  $A_n$ , the grade pay  $G$  will be obtained as

$$\begin{aligned}G &= 0.4 A_n \\ &= 0.4 A_1 (1.03)^{n-1}\end{aligned}$$

If the pay scale has a span of 29 years, for example,

$$\begin{aligned}G &= (0.4 \times 2.2879)A_1 \\ &= 0.915A_1\end{aligned}$$

The multiplication factor 0.915 will henceforth be denoted by the letter  $F$ .

The factor  $F$  (= 0.915 in the instant cases) by which the initial basic pay  $A_1$  has to be multiplied to obtain  $G$  is thus the same or all scales under the rationalized scheme.

10.6.2 Let us consider the case of calculation of grade pay in the existing system which has not been brought under the purview of rationalization. While the Scale no.1 has a span of 29 years and Scale No.6 of 29 years, all others are of 28 year span. The end of the Scale No.1 may be obtained notionally by adding four increments to the last basic pay while the basic pay at the 28<sup>th</sup> stage is taken into consideration for calculation of grade pay for Scale no.6. The basic pay at the 28<sup>th</sup> stage for all the scales and the corresponding grade pay for the respective scales are shown in the following Table 8.

## Table 8

Scale No	Basic pay at 28 <sup>th</sup> stage	40% of basic pay at stage 28	Figures rounded off to nearest 100
1	4700	1880	1900
2	5230	2092	2100
3	6325	2530	2600
4	7050	2820	2900
5	8075	3230	3300
6	9475	3790	3800
7	10175	4070	4100
8	10925	4370	4400
9	11325	4530	4600

10.6.3 For the rationalized system adopted here, grade pay could be calculated as a fixed multiple (0.915) of the initial basic pay as shown in the following Table 9:

## Table 9

Scale No.	Initial basic pay for the respective scales in the rationalized system	Grade pay = initial basic pay x 0.915
1	2907	2660
2	3084	2822

3	3370	3084
4	3575	3271
5	3907	3575
6	4145	3792
7	4529	4144
8	4805	4397
9	5097	4664

Comparison of the figures in the third column for the two Tables shows that a close agreement exists for scales 6 to 9. The disparity in the case of Scale Nos.1 to 4 is largely attributable to low rate of progression. There will be no rounding off of these figures at this stage.

10.6.4 Attention has been drawn in the preceding chapter to the problems arising out of the attempt to develop a fitment scheme for the figures representing basic pay at successive stages in the pre-revised scales to the rationalized number series in their exact sequential order. Large differences in the middle and higher stages in the case of Scale nos. 1 to 4 have necessitated the adoption of scheme based primarily on the method of approximation while keeping in view the limitations imposed by low rates of growth for these scales. Table 7 gives the fitment scheme that results from the balancing endeavour as well as the new set of values of grade pay obtained as 40 percent of the figures in the number series corresponding to the basic pay at the 28<sup>th</sup> stage of the pre-revised scales. Though departing from the ideal pattern given in Table 9 to a certain extent these figures are essentially a part of the framework based on the rationalized number system.

## 10.7 The form of the revised pay structure

10.7.1 Table 10 and Table 12 provide a comprehensive view of the revised pay structure. These Tables have been constructed in the pattern of Table 4, and have been designed to address all the questions pertaining to the revised pay structure. The numerical values used in the construction of the Tables are

$$A = 2907$$

$$M = 1.86$$

$$\text{So that } P = AM = 5407$$

Value of Q as members of a series given by

$$Q = 2039. (1.03)^{n-1}$$

The successive numbers in any column below the horizontal bold line belong to a series given by

$$A_n = A_1 I^{n-1}$$

$$\text{When } I = 1.03$$

The successive numbers in any row to the right of the vertical bold line also belong to a series given by the same equation.

The row containing the succession of numbers in the row above the horizontal bold line will henceforth be known as Row Q.

10.7.2 The column to the left of the vertical bold line will henceforth be called column N and the symmetrical matrix below the 20<sup>th</sup> row and to the right of the vertical bold line as the PI matrix in conformity with the nomenclature adopted for Table 4. The reason for extending the P I matrix from 20<sup>th</sup> row in the upward direction will be apparent in the subsequent sections.

The existing pay scales in their rationalized version are represented by different segments of column N. Assuming that each scale is of 30-year span, the arrangement is indicated in the following Table. (Table 11)

**Table 11**

Scale no.	Segment covered by rows in column N having serial nos.
1	31-60
2	33-62
3	36-65
4	38-67
5	41-70
6	43-72
7	46-75
8	48-77
9	50-79

10.7.3 Figures in Table 10 on either side of the vertical line between column C and column 1 of the PI matrix and placed diagonally upwards with respect to each other are related by the equation

$$P = A \times 1.86$$

Since the PI matrix is symmetrical, all figures along upward moving diagonals are identical.

Figures representing the members of the  $Q_n$  series belong to Row Q and are indicated at the top of the respective columns, the letter n denoting the column number in the PI matrix.

The value of n for the members of the  $Q_n$  series which represent the grade pay for the different scales as shown in Table 7 are indicated in the following Table.

10.7.4 Figures in column N represent the successive members of the rationalized number series. The manner in which basic pay at the successive stages of the pre-revised scale have been fitted to the number series has been shown in Table 7.1 and described in Section 10.5. Multiplication by 1.86 gives the corresponding ‘band pay’ (P) components of the basic pay at the entry points of the revised scales. The numerical values of the ‘band pay component’ for a given scale define a series (henceforth to be referred to as P series) which come to occupy a particular column in the Table 10. One member of the  $Q_n$  series representing the grade pay for the scale also belongs to the same column. The identity of all such column in the PI matrix has been indicated in Table 13.

**Table 13**

Scale No.	Grade pay as numerical value corresponding to the position of the members of the $Q_n$ series	Column no. in the PI matrix indicating the position of the member in the $Q_n$ series
-----------	---	---





2907													
3084													
3370													
3575													

Since the PI matrix is symmetrical, the value of P is the same for all boxes lying along the same diagonal. The figures within the boxes lying at the intersection of the diagonal with the columns earmarked for different scales are probable candidates for membership of the P + series for these scales.

10.7.6 Addition of the figures of the  $Q_n$  series given at the top of each column of Table 10 to the figures in the successive rows of the same columns ( $B = P+Q$ ) gives the (PI+Q) matrix for Table 12. While the marked columns in Table 10 include members of the P-series, the same columns in Table 12 may be said to house members of the series (B series) denoting basic pay in the revised scales. Table 11.1 gives the basic pay at the entry points in the domains of revised scales corresponding to the basic pay at different stages in the respective pre-revised scales.

10.7.7 If diagonal movement from a box in column N of Table 12 leads to a box in any of the marked columns, the figure in column N of Table 12 leads to a box in any of the marked columns, the figure in the second box would represent the basic pay in the respective revised scale corresponding to the value of basic pay in the pre-revised scale (in its rationalized version) contained in the first box. This is, of course, a

theoretical value and a part of the rationalized framework, and needs to be rounded off to the nearest 100 for practical application.

10.7.8 Movement from one column to the next along the same row involves an increase in numerical value by 3 percent. The corresponding figures in the boxes represent successive stages of the relevant scales in the revised scheme.

10.7.9 Table 14 reproduces a portion of Table 12 beginning with column 18 and row 2.4.

**Table 14**

<b>N</b>	18	19	20	21	22
----------	----	----	----	----	----

24	3907	10636	10955	11284	11622	11971
25	4924	10854	11180	11515	11861	12216
26	4145	11079	11411	11753	12106	12469
27	4269	11310	11649	11999	12359	12730
28	4397	11548	11895	12251	12619	12998

Figures in column 18 of Table 12 represent the initial basic pay in the revised scale corresponding to stages 1 to 5 in the pre-revised Scale no. 5. As expected, these figures do not belong to an ordered sequence. Figures in rows 42 to 46 in column N have been shifted diagonally and brought to juxtaposition with the figures in rows 24 to 28 of column 18 to demonstrate the correspondence between the figures in the pre-revised and revised scales. Figures in the same row belonging to columns 19 to 22 represent the basic pay at the successive stages of the revised scales. When the initial

basic pay is given in a particular row of column 18 (say 11310), movement along the same row leads to boxes containing the figures 11649, 11999, 12359, 12730..... which, stated in that order, represent the basic pay at successive stages of the revised scale.

10.7.10 The first row and the first column of the matrix shown in Table 14 are represented by different sets of numbers. Derivation of Table 12 through addition of  $Q_n$  to each member of the PI matrix of Table 10 has led to loss of symmetry. In Table 14, the entire matrix has to be involved to describe the basic pay at the entry points of the revised scale as well as the successive stages. The matrix may be defined as the domain for Scale no.5 in the revised scheme.

10.7.11 Table 15 reproduces a portion of Table 10 beginning with column 18 and row 24 as in the case of Table 14. As indicated earlier, the figures in Table 15 defines a symmetrical matrix. The first column of Table 15 gives the P values ( $P = \text{Basic pay} \times 1.86$ ) corresponding to basic pay in the pre-revised scale in its rationalized version. The P-series is analogous to the 'band pay series' of the 6<sup>th</sup> Central and 5<sup>th</sup> State Pay Commission.

**Table 15**

C	18	19	20	21	22	
24	3907	7267	7485	7709	7940	8179
25	4024	7485	7709	7940	8179	8424
26	4145	7709	7940	8179	8424	8677
27	4269	7904	8179	8424	8677	8937
28	4397	8179	8424	8677	8937	9205

10.7.12 There is, however, a difference between Table 14 and Table 15 in respect of their functional significance. While the figure within each box in table 14 represents the basic pay at one stage or another in a given domain, the first column in Table 15 is relevant only for the purpose of defining ‘band pay’ at the points of entry to the domain. Table 16 shows has ‘band pay’ value for other boxes may be worked out by subtracting the grade pay for Scale no.5 from each of the boxes of Table 14. Unlike Table 12, the figures in the same row do not constitute a series which can be defined in terms of

$$A_n = A.(1.03)^{n-1}$$

10.7.13 The importance of Table 10, however lies in the fact that the PI matrix contained therein constitute the basis on which Table 12 has been constructed. Although Table 10 is of limited value in providing information on the ‘band pay’ values for all possible stages of the revised scales, Table 12 is comprehensively informative in respect of determination of initial basic pay, basic pay at subsequent stages and basic pay admissible on promotion over the entire range of the domains of the revised scales.

**Table 16**

C	18	19	20	21	22
3907	7267	7585	7914	8252	8601
4024	7485	7810	8145	8491	8846
4145	7709	8041	8383	8736	9099
4269	7940	8279	8629	8989	9360
4397	8179	8525	8881	9249	9628

Movement from one column to the next along the same row involves an increase in numerical value by 3 percent. The corresponding numerical figures in the boxes represent the successive stages of the relevant scales in the revised scheme. For example, Table 8 gives figure 14757 as the basic pay in the revised scheme corresponding to the 6<sup>th</sup> stage of the existing scale no.8. To know the subsequent stages,

one has to proceed along the same 6<sup>th</sup> row across the columns and obtain the figures 15200, 15656, 16125, 16609, .....which represent the basic pay at stages 7,8,9,10, ..... respectively.

Table 7A shows the basic pay at successive stages in the pre-revised scheme arranged in serial order along nine columns corresponding to Scale no. 1 to Scale no. 9. The figure within each box in a column at the top of which the Scale no. is indicated represents the basic pay at a particular stage of that scale. For convenience of description in general terms, the name F1 may be applied to the figure so obtained. Movement along the row in which the box containing F1 is situated leads to another box belonging to Column N which contains the rationalised equivalent of F1. The name F2 may be given to this figure belonging to the N-Series.

Table 12 also includes the Column N in which the position of the box containing F2 may be marked. Movement along the row in which the box containing F2 is located leads to another box in the column at the top of which the Scale no. is indicated. For convenience of description, the figure within the latter box may be denoted by F3. F3 is the initial basic pay in the revised scheme corresponding to F1 in the pre-revised scheme.

10.8 Movement across the pay domains during promotion

**10.8.1 Movement from a base post to a promotional post or from one promotional post to the next involves a specific pattern of movement from one box to another within Table 12. Transition to the next promotional scale would be brought about in two stages :**

- (1) Stage 1: Movement to next box in the same row;**
- (2) Stage 2: Diagonally upward movement from the new position reached in the first stage**

**(a) by two steps if promotion implies movement from**

- i) Scale 6 to Scale 7
- ii) Scale 7 to Scale 8
- iii) Scale 8 to Scale 9

or

(b) by three steps if promotion implies  
movement from

i) Scale 1 to Scale 2

ii) Scale 3 to Scale 4

or

(c) by five steps if promotion implies movement from

i) Scale 4 to 5

ii) Scale 5 to 6

or

(d) by six steps if promotion implies movement from

i) Scale 2 to Scale 3

10.8.2 The figure within the box where one reaches after the second movement gives the initial basic pay in the promotional scale. Basic pay in subsequent stages in the promotional scale would be represented by the figures obtained successively while traveling along the same row in which the box lies. The first stage implies granting of an increment in the pre-promotional scale and the second stage implies replacement of the grade pay of the pre-promotional scale by the grade pay of the promotional scale.

10.8.3 The procedure outlined above has been derived from Article 13 (i) of GOI Notification No.S.S.R.622(E) dated 29<sup>th</sup> August 2008 which stipulates as follows :

“One increment equal to 3% of the sum of the pay in the pay band and existing grade pay will be computed ..... . This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band”

Care has been taken to observe the stipulations as closely as possible while remaining within the framework of Table 10 and Table 12. This was planned in order to avoid the confusion that may arise due to multiplicity of conversion tables/ready reckoners as well as extra calculations.

10.8.4 Let us consider a concrete example to focus on the relevant points. The numbers 16125 in col. 30, row 27, in Table 12 represents the basic pay at a particular stage of Scale no.8 in the revised scheme. Promotion from this stage to Scale no.9 would involve two movements:

1. Movement along row 27 to the next box, namely col. 31, row 27. The number in the box is 16609.
2. Movement along the diagonal by two steps whereby one reaches the box at col. 33, row 25. The number in the box is 16911.

The two numbers at the ends of the diagonal would record the change in grade pay corresponding to the change from Scale no.8 to Scale no.9. The difference amounting to 302 (=16609–16911) would be equal to the difference in grade pay.

10.8.5 The difference in grade pay can, however, be obtained directly from the row Q of Table 10. The grade pay increase from Scale no.8 to Scale no.9 amounts to (4664 – 4397) or 267. The value obtained in the preceding paragraph exceeds this value by 35 (=302-267).



10.8.6 Since the number 35 is 0.210 percent of 16609, one would be justified in neglecting this small deviation and continue to regard Table 12 as comprehensively informative in all respects. One may even be inclined to regard the number as an additional amount granted to the promotee, however small the amount may be, so as to make all the figures fit into the framework of Table 12.

10.8.7 The single example may not be enough to get an idea of the possible variation across the domains. The following analysis is undertaken to cover all such cases.

10.8.8 Each column in Table 10 and Table 12 is a potential candidate for definition of the beginning of a pay domain. Figures in Row Q of Table 10 represent the 'grade pay' corresponding each of such theoretically conceived pay domains. Let the grade pay for these domains be designated as  $Q_1, Q_2, Q_3, \dots, Q_n$ .

10.8.9 Pay fixation during promotion involves two steps, namely :

Step 1 : Granting of an additional increment in the existing scale;

Step 2: Replacement of the grade pay of the existing scale by the grade pay of the promotional scale, keeping the 'band pay' unaltered.

10.8.10 Movement on promotion from the domain beginning with the  $n^{\text{th}}$  column to the domain beginning with the  $(n+2)^{\text{th}}$  column involves replacement of grade pay  $Q_n$  by  $Q_{n+2}$ . There will thus be an increase in grade pay given by

$$q_n = Q_{n+2} - Q_n$$

10.8.11 Different points within the first named domain belong to the  $(n+r)^{\text{th}}$  columns when  $r = 0, 1, 2, 3, \dots$

Promotion involves movement of these points to points on the  $[(n+r)+2]^{\text{th}}$  columns when the basic pay changes from  $B_{(n+r)}$  to  $B_{(n+r)+2}$ .

The change in basic pay may be described by the following equations:

$$B_{n+r} = P_{n+r} + G_{n+r}$$

$$B_{(n+r)+2} = P_{n+r} + G_{(n+r)+2}$$

The letters P and G denoting 'band pay' and grade pay respectively.

10.8.12 From these equations one obtains  $g_{n+r}$  which equals

$$\begin{aligned} g_{n+r} &= G_{(n+r)+2} - G_{n+r} \\ &= B_{(n+r)+2} - B_{(n+r)} \end{aligned}$$

The quantity  $g_{n+r}$  equals  $q_n$  when  $r=0$ . For all other values of  $r$ ,

$$G_{n+r} > q_n.$$

For a given value of  $n$ ,  $g_{n+r}$  can be calculated for different values of  $r$  ( $r = 1, 2, 3, \dots$ ) as shown in Table 28, making use of the values of  $B_{(n+r)+2}$  and  $B_{n+r}$  given in Table 12.

10.8.13 The following observations can be made on the basis of the data provided in Table 12 and Table 16.1.

- i) For  $n = 23$ , the column in Table 12 which marks the entry to the domain of Scale no.6, the minimum value of basic pay in column no. 33 ( $= n+10$ ) is 15921. The maximum value of  $(g_{n+r} - q_n)$  in column 3 of Table 16.1.A, which amounts to 81, constitutes 0.509 percent of this value.
- ii) For  $n=25$ , the column in Table 12 which marks the entry to the domain of Scale no.7, the minimum value of basic pay in column

no.35 (= n+10) is 16890. The maximum value of  $(g_{n+r} - q_n)$  in column 3 of Table 16.1.B, which amounts to 57, constitutes 0.515 percent of this value.

iii) For n=27, the column in Table 12 which marks the entry to the domain of Scale no.8, the minimum value of basic pay in column no.37 (=n+10) is 18097. The maximum value of  $(g_{n+r} - q_n)$  in column 3 of Table 16.1.C which amounts to 93, constitutes 0.574 percent of this value.

**Table 16.1**

Departure  $d_n (= g_{n+r} - q_n)$  during change of domain due to promotion

(In view of the fact that movement to the promotional stage generally takes place before completion of 10 years of service in a particular scale, data are entered for 10 rows only in each column.)

A

B

C

From Scale 6 to Scale 7 (n = 23)		
r	$G_{n+r}$	$G_{n+r} - q_n$
0	238	0
1	246	8

From Scale 7 to Scale 8 (n = 25)		
r	$G_{n+r}$	$G_{n+r} - q_n$
0	253	0
1	259	6

From Scale 8 to Scale 9 (n = 27)		
r	$G_{n+r}$	$G_{n+r} - q_n$
0	267	0
1	276	9

2	253	17	2	267	14	2	284	17
3	259	21	3	276	23	3	293	26
4	267	29	4	284	31	4	302	35
5	276	38	5	293	40	5	310	43
6	284	46	6	302	49	6	319	52
7	293	55	7	310	57	7	330	63
8	302	64	8	319	66	8	340	73
9	310	72	9	330	77	9	349	82
10	319	81	10	340	87	10	359	93

10.8.14 The percentage values quoted above mark the maximum deviation that may occur in the respective cases. There is thus a close agreement between the procedure adopted here for the determination of basic pay at the entry point of the promotional stage on the basis of two-stage movement in Table 12 and the stipulations of Article 13(i) of GOI notification no. G.S.R. dated 29<sup>th</sup> August, 2008.

10.8.15 Next let us consider the cases where promotion implies diagonal movement in Table 12 in three steps. The general formula for increase in grade pay corresponding to movement to the promotional scale would be given by

$$q_n = Q_{n+3} - Q_n$$

and the expression for  $g_{n+r}$  is given by

$$g_{n+r} = B_{(n+r)+3} - B_{(n+r)}$$

As before,  $g_{n+r}$  can be calculated for different values of  $r$  ( $r = 1, 2, 3, \dots$ ) as shown in Table 16.2, making use of the values of  $B_{(n+r)+3}$  and  $B_{n+r}$  as given in Table 12.

10.8.16 The observations that can be made on the basis of the data provided in Table 12 and Table 16.2 are summarized in Table 16.3.

**Table 16.2**

Departure  $d_n (= g_{n+r} - q_n)$  during change of domain  
due to promotion

A			B		
From Scale 1 to Scale 2 (n = 4)			From Scale 3 to Scale 4 (n = 10)		
r	$G_{n+r}$	$G_{n+r} - q_n$	r	$G_{n+r}$	$G_{n+r} - q_n$
0	189	0	0	247	0
1	195	6	1	254	7
2	200	11	2	262	15
3	206	17	3	269	22
4	212	23	4	277	30
5	220	31	5	286	39
6	226	37	6	295	48
7	233	44	7	304	57
8	239	50	8	312	65
9	247	58	9	322	75
10	254	65	10	331	84

**Table 16.3**

Domain of Scale no.	Col. no. in Table 12 marking the beginning of the domain (=n)	Col. no. (n+10) in Table 12		Maximum value of $D_n = g_{n+r} - q_n$	$D_n$ as proportion of $B_{min}$ in percent
		Col. no.	Minimum basic pay in this Column. ( $B_{min}$ )		
1	1	11	10004	65	0.650
3	10	20	11999	84	0.700

The differences appear to be within tolerable limits.

## **10.9 On the concept of pay band**

10.9.1 Definitions have been provided for various terms used in different articles of West Bengal Services ROPA Rules 2009. A notable omission, however, is 'pay band'. The terms such as 'running pay band', 'revised pay band', 'pay in the pay band', 'name of pay band' have been used freely without making clear what one means by the term 'pay band'.

10.9.2 The transformation formula for passage from the pre-revised to the revised scales is briefly.

$$B = AM + G$$

Where B = Initial basic pay in the revised scale corresponding to

do basic pay A at a given stage in the prescribed scale

M = Multiplication factor 1.86

G = 0.4 times the last basic pay in the pre-revised scale.

10.9.3 Given that the annual increment in the revised scale would take place at the rate of 3 percent of basic pay at all stages, the basic pay at successive stages in the revised scale would be given by

$$\begin{aligned} B_n &= B_{n-1} \cdot I \\ &= B_1 \cdot I^{n-1} \end{aligned}$$

when  $I = 1.03$ .

Accordingly, the basic pay in the successive stages of the revised scale corresponding to the successive stages of the pre-revised scale can be represented in a tabular form in the following manner.

**Table 17**

Successive stages in the pre-revised scale		Successive stages in the revised scale			
		1	2	3	....
1	$A_1$	$B_{11} = A_1M + G$	$B_{12} = (A_1M + G)I$	$B_{13} = (A_1M + G)I^2$	....
2	$A_2$	$B_{21} = A_2M + G$	$B_{22} = (A_2M + G)I$	$B_{23} = (A_2M + G)I^2$	....
3	$A_3$	$B_{31} = A_3M + G$	$B_{32} = (A_3M + G)I$	$B_{33} = (A_3M + G)I^2$	....
...	...	... ..	... ..	... ..	...

The first letter of the subscript of  $B_{pq}$  denotes the stage in the pre-revised scale and the second latter the stage in the revised scale. The subscript of  $A_r$  denotes the stage in the pre-revised scale.

$B_{11}, B_{12}, B_{13}, \dots$  are the basic pay in the successive stages of the revised scale corresponding to the basic pay  $A_1$  of the initial stage in the pre-revised scale. Similarly,  $B_{21}, B_{22}, B_{33}, \dots$  are the basic pay in the successive stages in the revised scale corresponding to the basic pay  $A_2$  of the second stage in the pre-revised scale.

10.9.4 There is no simple formula for transition of basic pay at one stage in the pre-revised scale to the next. Each row in the  $B_{pq}$  matrix is, therefore, distinctive in itself. The basic pay  $B$  in the revised scheme is a sum of two terms, namely  $AM$  and  $G$ , for which appropriate nomenclature may be sought. While the name grade pay, a term which has so far been used to denote basic pay, has been given to the component  $G$ , the product

AM presumably has been proposed to be known as ‘band pay’, or ‘pay in the pay band’.

10.9.5 The above presumption has to be made on the basis of scrutiny of the Tables provided at the end of the West Bengal Services ROPA Rules 2009. Figures in these Tables (named ‘fitment table in the revised pay band’) are arranged according to the pattern shown in columns 2 and 3 of the Table 17 presented here. Accordingly, the figures in column 3, namely,  $A_1M, A_2M, A_3M, \dots$  which are  $M$  times larger than the figures in column 2 (i.e.  $A_1, A_2, A_3, \dots$ ) are to be regarded as ‘band pay’ in the revised scheme. The use of the term ‘revised pay band’ implies that there should be a ‘pre-revised pay band’ as well. Would it be appropriate to refer to the sequence in column 2 ( $A_1, A_2, A_3, \dots$ ) in Table 17 as the ‘pre-revised pay band’? The two sets of numbers are, in fact, in the same ratio, namely,  $A_1 : A_2 : A_3 : \dots$

10.9.6 The terms ‘pay band’ probably applies to the agglomeration of numbers that results from clubbing together of several pre-revised pay scales, each number representing the basic pay at a certain stage in a certain scale. The agglomeration of numbers does not generate an ordered sequence. It would not even be possible to mark off continuous segments of the agglomerate as characteristic of respective scales when the numbers are arranged in a sequence.

10.9.7 The number series  $A_1M, A_2M, A_3M, \dots$  is relevant for the purpose of pay revision primarily when transition takes place from the pre-revised to the revised scheme and fitment in the revised scale is the issue. The number series  $B_{11}, B_{12}, B_{13}, \dots$  representing the successive stages in



the revised scale is, however, relevant for progression in the revised scale, and that too for the case when the basic pay in the pre-revised scale is  $A_1$ . The numbers may be rewritten in the following manner:

$$B_1 = A_1M + G = R_{11} + G \quad (\text{say})$$

$$B_{12} = (A_1M + G)I$$

$$= [(A_1M + G)I - G] + G = R_{12} + G$$

$$B_{13} = (A_1M + G)I^2$$

$$= [(A_1M + G)I^2 - G] + G = R_{13} + G$$

and so on.

As basic pay in the revised scale has been defined as the sum of ‘band pay’ and grade pay, the number sequence  $R_{11}, R_{12}, R_{13}, \dots$  lays claim to its being assigned a name analogous to ‘band pay’, and that too for row 1 only. The number sequence  $R_{21}, R_{22}, R_{23}, \dots$  would demand similar treatment for row 2.

10.9.8 The  $B_{pq}$  matrix of Table 17 indicate that the identity of the basic pay in the pre-revised scale remains embedded in the basic pay in the revised scheme in two forms: first, as the product of the basic pay in the pre-revised scale and the multiplication factor 1.86, and the second as the product of last basic pay of the pre-revised scale and another multiplication factor (0.4). Both the strong and weak points of the pre-revised scheme are transmitted automatically to the revised scheme, albeit in a magnified form. The foremost among the weak point is the lack of order in the number systems representing the pre-revised pay scales. The degree of disorder is increased if two or more such systems are put together in a single basket. The concept of ‘pay band’ which borders on the idea of a single running

scale of pay with multiple entry points for the existing scales is inconsistent with such a disordered system.

10.9.9 An ideal situation would have been to get hold of an ordered system of numbers in which the existing scales, either in their present or slightly modified form, could be represented by different continuous segments, and distinguished by different entry points. Institution of artificial divisions in the line of a caste system by clubbing together of different segments could be easily done in this ordered system, but such an act would have been of no importance from the viewpoint of development of an elegant pay structure that may be translated into and summarized in a minimum number of simple, ready-to-use, and comprehensively informative conversion tables without taking a roundabout way to spell out the simple truth that the identity of all the existing scales has remained intact.

## 10.10 Decrease in the relative weight of basic pay in the revised scheme

10.10.1 One of the consequences of replacement of the booster element in the multiplication factor by grade pay is illustrated in the appended Table (Table 18 and 19). The first table shows the basic pay in the successive stages of the existing Scale No.6 in its second column while the third column gives the grade pay for the scale as percentage of basic pay at the respective stages. Figures in the fourth column are obtained by adding 186 to the figures in the respective rows of the third column. The last column gives the basic pay in the revised scheme corresponding to the respective stages in the existing scheme. It may be noted that the figures the last column are obtainable through multiplication of the figures in the second column by the figures of the fourth column in the respective rows.

10.10.2 The second Table has been derived from the figures of the second and the last columns of the first Table, which represent the basic pay in the successive stages of the existing and the revised scales respectively. The relative weight of basic pay at successive stages when the initial basic pay is taken as 100 is shown separately for the existing and the revised scales separately and placed side by side for comparison. The marked decrease in relative weight with advancing stages in the revised scale cannot escape notice. One may observe that there would have been no change in relative weight had the booster element been in position as a component of the multiplication factor instead of the concept of grade pay.

Table 18

### Grade Pay as a variable booster element

Example: Pay Scale No.6 (Rs.4125-9700)

Grade Pay as per CPC formula: 40% of Rs.9700=3880 (Rounded off to Rs.3900)

Stage	Unrevised Basic Pay	Grade Pay as percentage of Basic Pay	Factor by which unrevised Basic Pay has to be multiplied to get revised Basic Pay x 100	Revised Basic Pay
1	4125	94.06	280.06	11552
2	4275	90.76	276.76	11831
3	4425	87.68	273.68	12110
4	4575	84.81	270.81	12390
5	4750	81.68	267.68	12715

6	4925	78.78	264.78	13040
7	5100	76.07	262.07	13366
8	5275	73.55	259.55	13691
9	5450	71.19	257.19	14017
10	5650	68.67	254.67	14389
11	5850	66.32	252.32	14761
12	6050	64.13	250.13	15133
13	6250	62.06	248.06	15504
14	6450	60.16	246.16	15877
15	6650	58.34	244.34	16249
16	6850	56.64	242.64	16621
17	7050	55.04	241.04	16993
18	7250	53.52	239.52	17365
19	7450	52.08	238.08	17737
20	7675	50.55	236.55	18155
21	7900	49.11	235.11	18574
22	8125	47.75	233.75	18992
23	8350	46.46	232.46	19410
24	8575	45.24	231.24	19829
25	8800	44.09	230.09	20248
26	9025	42.99	228.99	20666
27	9250	41.95	227.95	21085
28	9475	40.94	226.94	21503
29	9750	40.00	226.00	22035

**Table 19**

**Relative weight of Basic Pay at different stages in the  
Pre-revised Pay Scale as well as in corresponding revised Pay Scale**

**Example: Pay Scale No.6 (Rs. 4125-9700)**

Stage	Relative weight of Basis Pay at different stages	
	(1) Pre-revised Scale	(2) Revised Scale
1	100	100
2	104	102
3	107	105
4	111	107
5	115	110
6	118	113
7	124	116
8	128	119
9	132	121

10	137	125
11	142	128
12	147	131
13	152	134
14	156	137
15	161	141
16	166	144
17	171	147
18	176	150
19	181	154
20	186	157
21	192	161
22	197	164
23	202	168
24	208	172
25	213	175
26	219	179
27	224	183
28	230	186
29	236	191

## 10.11. Systematisation of pay scales

10.11.1 Table 20 shows how scales of pay for the non-teaching posts of the universities were defined on earlier occasions. A single set of numbers was adequate to describe a particular pay scale. Revision of pay implied replacement of one set of numbers by another. Transition from one scheme to the next was guided by a transformation formula. Representation of a revised pay scale by a single set of numbers was possible due to selection of the set prior to and somewhat independently of the transformation formula. Things would have been otherwise if the selection of the set was made exclusively on the basis of the transformation formula as is being done at present. The set of n numbers representing a pre-revised scale would have yielded an n x n matrix defining what one should have termed the domain of the corresponding revised scale. One set of numbers would have been adequate to describe the domain if the matrix had been symmetrical. The 3 percent increment formula opens the gateways for developing a symmetrical matrix. But such an attempt is frustrated as soon as the booster element is taken out of the multiplication factor of the transformation formula and assigned an independent status.

Scale No.	Scales of pay as per G.O. No.711(6)-Edn(U) dated 24.4.79	Scales of pay as per G.O.No.7083(8)-Edn(U) dated 18.8.90	Scales of pay as per G.O. No.342-Edn(U) dated 3.5.99
1	300-6-324-8-364-10-434-13-525	880-18-1132-21-1300-25-1375	2850-60-3030-65-3550-70-4250-75-4400
2	325-10-415-13-480-15-600	950-20-1130-25-1355-30-1505-35-1575	3000-75-3450-80-4330-90-5230
3	350-10-410-15-500-20-700	1030-20-1070-25-1170-30-1350-35-1560-40-1840	3325-90-3775-100-4575-125-6325
4	375-15-480-20-600-25-800	1110-30-1230-35-1370-40-1650-50-2150	3525-100-3925-125-5550-150-7050
5	400-15-430-20-530-25-655-30-865-35-900	1210-35-1350-40-1550-50-1950-60-2250-2460	3850-125-5100-150-5850-175-7050-200-8075
6	450-25-625-30-805-35-910-45-1000	1300-45-1480-55-1920-65-2310-75-2835	4125-150-4575-175-5450-200-7450-225-9700
7	500-25-550-30-700-35-770-40-1010-45-1100	1400-50-1500-60-1860-70-2490-80-3130	4525-175-5225-200-7425-225-9675-250-10175
8	550-30-700-35-770-40-890-45-	1500-60-1860-70-2420-80-	4800-175-5150-200-

	1160	3140-90-3320	6150-225-8175-250-10925
9	600-35-670-40-870-45-1050-50-1250	1550-70-1830-80-3030-100-3530	5000-200-6000-225-8025-250-10775-275-11325

**Table 20**

A fourth column may be added to the above Table as shown in Table 21 to describe the scheme arising out of revision of the ROPA-1999 scheme which can be done only with reference to Table 12

**Table 21**

Scale No.	Description of the revised scale	
	The domain of the entire (PI + Q) matrix of Table 12 starting with	
	Column no.	Row no.
1	1	31
2	4	30
3	10	27
4	13	26
5	18	24
6	23	21
7	25	22
8	27	22
9	29	22

10.11.2 A pay domain for a revised scale would be completely defined if the figures in the first column of the domain as described in Table 12 are given. The

sequence of numbers in the first column is characteristic of the domain in the sense that all other figures within the domain may be obtained by applying the formula

$$A_n = A_1 (1.03)^{n-1}$$

to the members of the first column. Since the figures in the first column do not belong to an ordered sequence, it would be necessary to quote the entire sequence for a complete description of the domain. One way of resolving the issue could be to mention the first and the last numbers of the sequence as indicated in Table 22 and let Table 12 take care of the rest. The pair of numbers is the distinguishing mark of the scale. The upper limit may vary in proportion as the number of stagnation granted in the pre-revised scales.

**Table 22**

Scale no.	Range of initial basic pay in the revised scheme
1	7446 - 14781
2	7964 - 16151
3	8928 - 17431
4	9557 - 18578
5	10636 - 21008
6	11615 - 22073
7	12568 - 23996
8	13334 - 25457
9	14146 - 27007

10.11.3 An alternative way of describing the domains can be devised on the basis of Table 10 where the columns marking the entry points to the domains of the revised scales contain the figures that define the P-series ('band pay' series) for the respective scales. Following the arguments developed in the preceding paragraph, the different scales may be distinguished on the basis of the pair of numbers indicated in Table 23.

**Table 23**

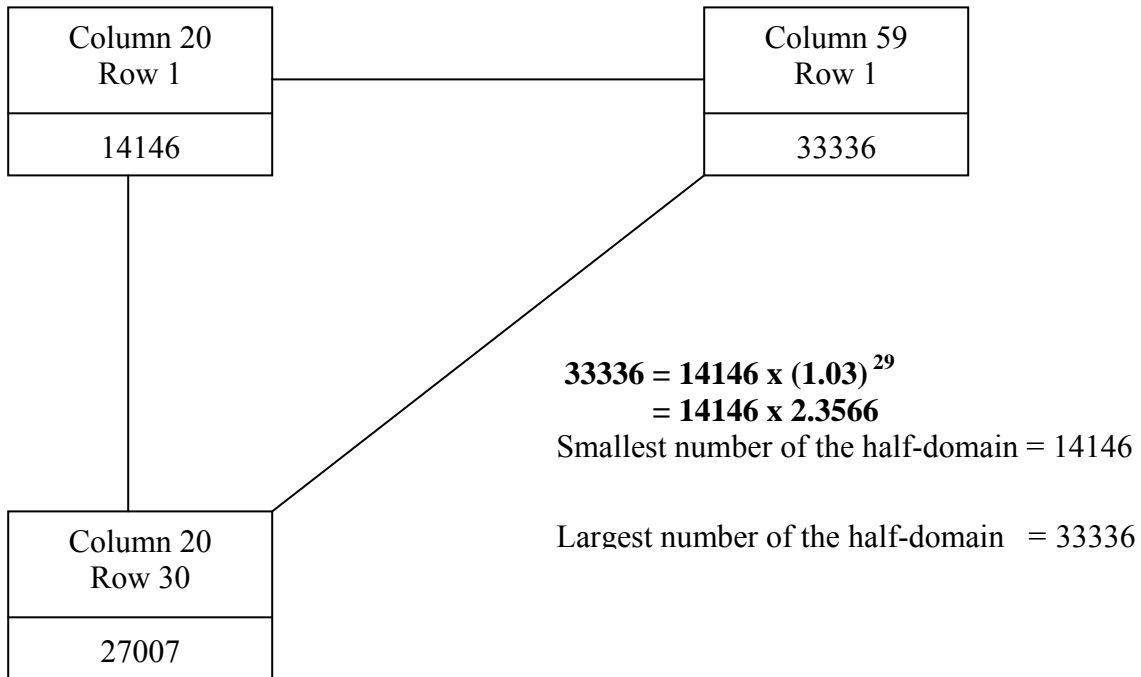
Scale no.	Range of initial 'band pay' in the revised scheme
1	5407 - 12742 plus 2039 as grade pay
2	5736 - 13518 plus 2228 as grade pay
3	6268 - 14771 plus 2660 as grade pay
4	6650 - 15671 plus 2907 as grade pay



5	7267 - 17124	plus 3370 as grade pay
6	7709 - 18167	plus 3906 as grade pay
7	8424 - 19852	plus 4144 as grade pay
8	8937 - 21061	plus 4397 as grade pay
9	9481 - 22343	plus 4664 as grade pay

10.11.4 The numbers of the type 5407, 5736, 6268, ....., 22343 belong to an ordered sequence ( $A_n = A_1 I^{n-1}$ ) and define a symmetrical matrix. As already pointed out, the figures in the first row or the first column would have been adequate to describe the revised pay scales in the conventional manner in all respects. This would have been possible if the booster element was not taken out of the multiplication factor of the transformation formula and replaced by the element of grade pay.

10.11.5 All the numbers in the  $n \times n$  matrix may not, however, be relevant for the purpose of describing the actual state of career progression. For example, the 51<sup>st</sup> row in column 29 in Table 12 would represent a case where 30 years of service has already been rendered in the pre-revised Scale no.9 and hence no further movement along the row is needed to describe the career path, unless, of course, there is a problem regarding removal of stagnation. Similarly, the box at the 50<sup>th</sup> row of column 30 ordinarily relates to a case where 29 years of service has been rendered in the pre-revised scheme and one year of service in the revised scheme. There is thus no need for further movement along the 29<sup>th</sup> row to describe the career path. Proceeding in the way, the box at the first row in column 58 may be regarded as relating to a case where the entire period of service would be spent in the revised scale. Beyond column 58, all the figures in the first row are ordinarily irrelevant for the purpose of describing the actual basic pay within the domain of the revised Scale no. 9. The diagonal of the  $n \times n$  matrix marks the dividing line, so that only  $\frac{1}{2} n (n+1)$  numbers of the domain are relevant. For Scale no.9, the three limiting numbers are as shown in the following.



10.11.6 Similar considerations would apply to all other domains. A triangle of the type shown above can be constructed for each of the domains. The numbers at the three corners of the triangle are characteristic of the respective domain. The vertical arm of the triangle corresponds to the number series starting with row 1 and ending in row 30 of the column, which has already been shown to be representative of the domain, (Table 22). The horizontal arm of the triangle corresponds to a segment of the entire matrix which represents an ordered number sequence. The limits of the segment are defined by the first and the 30<sup>th</sup> columns which are specific for the respective domain.

The limiting values of basic pay and ‘band pay’ for different segments corresponding to different scales are shown in the following Table.

**Table 24****A**

Scale No.	Limiting values of basic pay for the representative segments of the number sequence
1	7446 - 17546
2	7964 - 18768
3	8928 - 21040
4	9557 - 22521
5	10636 - 25065
6	11615 - 27371
7	12568 - 29618
8	13334 - 31423
9	14146 - 33336

**B**

Scale No.	Limiting values of 'band pay' for the representative segments of the number sequence
1	5401 - 15507
2	5736 - 16540
3	6268 - 17950
4	6650 - 19614
5	7267 - 21695
6	7709 - 23465
7	8424 - 25474
8	8937 - 27026
9	9481 - 28672

10.11.7 The lower and the upper limiting values for a given segment are the lowest and the highest numerical values obtainable for basic pay within the corresponding domain. These segments, however, serve no purpose beside characterising the different domains and defining the career progression for new entrants to the revised scales. There is no direct method of deriving the entire matrix from these segments as has been possible in case of Table 22. When the numbers of the first column of a domain are known in Table 22, the other numbers can be obtained through row-wise successive multiplication by 1.03 and no additional information is needed. On the other hand, if the row-wise number segments are given (as in Table 24), one has to proceed by subtracting grade pay from the figure in row 1 of column 1 of the domain and fill in the rows of the same column by successive multiplication of the

figure so obtained by 1.03. Addition of grade pay to all such figures in the successive rows would give a number series identical with the one given in Table 22. It is only by going through this stage that the entire matrix can be derived.

10.11.8 If transformation formula is made the sole basis of deriving a revised scale from a pre-revised scale, the representation of the revised scale in the conventional sense is feasible only if there is no other element in the transformation formula than the multiplication factor and the number series representing the successive stages of the pre-revised scales belong to an ordered sequence. The pay scale is replaced by a pay domain if such conditions are not fulfilled. Attention has been drawn to the problem of representing such domains in a simplified manner. A choice has to be made from several alternatives proposed here in this regard.

10.11.9 There are two alternative ways of grouping the domains in the pattern of 'pay bands' in line with the procedure adopted by the 6<sup>th</sup> Central and 5<sup>th</sup> State by Commission as shown in the following Tables.

Alternative I: Classification according to range of basic pay (Vide Table 25)

(a) Classification according to range of initial basic pay in the revised scale (Table 25A)

**Table 25**

A

Supergroup 8067 – 27007	Group		Subgroup	
	B1	7446 - 18578	1	7446 - 14781
2			7964 - 16151	
3			8928 - 17431	
4			9557 - 18578	
B2	10636 – 23996	5	10636 - 21008	
		6	11615 - 22073	
		7	12568 - 23996	
B3	13334 – 27007	8	13334 – 25457	
		9	14146 – 27007	

(b) Classification according to minimum and maximum value of basic pay obtainable within the

domains (ie. Range of basic pay for the new entrants to the revised scales) – Table 25 B

**B**

Supergroup 8067 – 33336	Group		Subgroup	
	B1	7446 - 22521	1	7446 – 17546
2			7964 – 18768	
3			8928 – 21040	
4			9557 – 22521	
B2	10636 – 29618	5	10636 – 25065	
		6	11615 – 27371	
		7	12568 – 29618	
B3	13334 – 33336	8	13334 – 31423	
		9	14146 – 33336	

Alternative II: Classification according to range of ‘band pay’ (Vide Table 26)

(a) Classification according to range of ‘band pay’ at the entry points to the revised scale (Table 26A)

**Table 26**

**A**

Supergroup 5407 - 22343	Group		Subgroup	
	B1	5407 - 15671	1	5407 – 12742
2			5736 – 13518	
3			6268 – 14771	
4			6650 – 15671	
B2	7267 - 19852	5	7267 – 17124	
		6	7709 – 18167	
		7	8424 – 19852	
B3	8937 - 22343	8	8937 – 21061	
		9	9481 – 22343	

(b) Classification according to minimum and maximum ‘band pay’ obtainable

within the domains (ie. Range of ‘band pay’ for the new entrants to the revised scales) – Table 26 B

**B**

Supergroup	Group		Subgroup	
	B1	5407 - 19614	1	5407 – 15507
2			5736 – 16540	
3			6268 – 17950	
4			6650 – 19614	

	B2	7267 - 25474	5	7267 – 21695
			6	7709 – 23465
			7	8424 – 25474
	B3	8937 - 28672	8	8937 – 27026
			9	9481 – 28672

The classification schemes given in the aforesaid Tables are highly artificial in nature. The utility of such classification remains doubtful.

## **10.12 Pay scale of hostel / mess employees of the universities**

10.12.1 The construction of pay structure of hostel / mess employees of the state-aided universities has been brought within the purview of the Pay Committee vide letter No.472-Edn (U)/1U-25/09 dated 11.08.09.

10.12.2 The Committee observes that the service rendered by the hostel / mess employees is confined to the hostels alone and they cannot be subjected to be transferred, save inter-hostel or intra-hostel transfers, like other groups of university employees and accordingly their services need to be treated differently in a separate cadre pertaining to the same group ['D'].

10.12.3 The Committee observes further that there is no similarity between the job performed by the hostel / mess employees and the job performed by the Cook, Assistant Cook etc. attached with the University Guest House. The employees working in the Guest House are very much part and parcel of the University establishment and are often called upon to receive, attend and look after the dignitaries during their stay. Sometimes they are required to work even at odd hours to serve the boarders in the guest houses.

10.12.4 Such posts are day by day becoming unnecessary and losing relevance as now-a-days most of the guest houses are required to be serviced by agencies and the special quality of food often required can not be prepared or served by the conventional cooks. In near future such posts may have to be abolished. Hence those posts cannot be taken into consideration for drawing any comparison for the purpose of the principle of 'equal pay for equal work'.

10.12.5 In this connection, the Committee notes that the Hon'ble High Court found "no substance in the contention of the petitioners that they are entitled to the scale of pay enjoyed by Group D staff of the University." The Committee notes further the following order passed by the Hon'ble High Court:

"The prayer for same scale of pay enjoyed by the Group D employees of the University is however dismissed." Hence the Committee upon due consideration finds that the theory of 'equal pay for equal work' does not hold good in this particular case.

10.12.6 Keeping all the above aspects in view the Pay Committee considers the construction of pay scale for the hostel / mess employees of the state-aided universities separately and they should be regarded as a distinctly different cadre in a different scale of pay.

10.12. 7 The P1 matrix of Table 10 and the (P1+Q) matrix of Table 12 may be used as a mode for the definition the domain of the revised pay scale for hostel and mess employees of the State-aided universities.

10.12.8 Table 27 shows the fitment of the basic pay at the successive stages of the pre-revised scale (here designated as Scale No.A1) for hostel and mess employees of the State-aided universities (2600-55-2985-60-3525-65-4175) to the Number Series

$$A_n = 2660.(1.03)^{n-1}$$

Construction of the Table follows the same procedure as has been adopted in the case of Scale Nos.1 to 9.

10.12.9 The Grade Pay for Scale No.1 is 0.7014 times 2907, the figure in the N-series to which the initial basic pay has been fitted. Accordingly, the value of grade pay for the revised scale A1 is calculated as follows:



$$2660 \times 0.7014 = 1866$$

10.12.10 Based on Table 27, basic pay at the entry points of the domain of the revised scale A1 may be calculated according to the equation.

$$B = A \times 1.86 + 1866$$

10.12.11 The initial basic pay in the domain of the revised scale No. A1 has two components, namely, P (analogous to, 'Band Pay of the terminology of the 6<sup>th</sup> Central Pay Commission and 5<sup>th</sup> State Pay Commission) and Q or grade pay (Table 28). Basic pay in the successive stages in the revised scale A1 may be obtained on the basis of equation.

$$B_n = B_1 \cdot (1003)^{n-1}$$

**Table 27**

<b>Successive members of the Number Series</b>	<b>Basic pay at successive stages in the pre-revised scale</b>	<b>Amount by which the figure in Col. 1 exceeds that of Col. 2</b>	<b>Increase as percentage of basic pay</b>
(1)	(2)	(3)	(4)
2660	2600	60	2.31
	2655	5	0.19
2740	2710	30	1.11
2822	2765	57	2.06
	2820	2	0.07
2960	2875	32	1.11
2994	2930	64	2.81
	2985	14	0.47
3084	3045	39	1.28
3177	3105	.72	2.32
	3165	12	0.38
3272	3225	47	1.46
3370	3285	85	2.59
	3345	25	0.75
3471	3405	66	1.94
	3465	6	0.17
3575	3525	50	0.42

3683	3590	93	2.59
	3655	28	0.55
3793	3720	73	1.96
	3785	8	2.11
3907	3850	57	1.48
4024	3915	109	2.78
4145	3980	165	4.15
4269	4045	224	5.54
4397	4110	287	6.98
4529	4175	354	8.48
4664	4240	424	10%

Grade pay = 40% of 4664  
= 1866

Table 28

Pre-revised Scale		Basic Pay in the revised scale		Components of basic pay in the revised scale	
Stage	Basic Pay	Calculated value	Value rounded off to next 100	'Band Pay'	Grade Pay in the revised scale
1	2600	6814	6900	4948	1866
2	2655	6814	6900	4948	1866
3	2710	6962	7000	5096	1866
4	2765	7115	7200	5249	1866
5	2820	7115	7200	5249	1866
6	2875	7273	7300	5407	1866
7	2930	7435	7500	5569	1866
8	2985	7435	7500	5569	1866
9	3045	7602	7700	5736	1866
10	3105	7775	7800	5909	1866
11	3165	7775	7800	5909	1866
12	3225	7952	8000	6086	1866
13	3285	8134	8200	6268	1866
14	3345	8134	8200	6268	1866
15	3405	8322	8400	6456	1866
16	3465	8322	8400	6456	1866
17	3525	8516	8600	6650	1866
18	3590	8715	8800	6849	1866
19	3655	8715	8800	6849	1866
20	3720	8921	9000	7055	1866

21	3785	8921	9000	7055	1866
22	3850	9133	9200	7267	1866
23	3915	9351	9400	7485	1866
24	3980	9575	9600	7709	1866
25	4045	9806	9900	7940	1866
26	4110	10045	10100	8179	1866
27	4175	10290	10300	8424	1866
28	4240	10543	10600	8677	1866

10.12.12 Table 28 gives the calculated value of basic pay at the entry points of the domain of revised Scale No. A1. Rounded off to the nearest 100, the initial basic pay in the revised Scale No.A1 ranges from 6900 to 10543. The calculated value of initial basic pay in the revised scale A1 ranges from 6814 to 10543 (Table 29). A ready reckoner is provided in Table 29.1 to show the initial basic pay in the revised scale after rounding off the calculated value to the nearest 100 and corresponding to basic pay at successive stages in the pre-revised scale. If the revised scale is assumed to be of 30 year span, the maximum basic pay in the domain would be 16600. The calculated value of band pay ranges from 4948 to 10991 at the entry points to the revised scale A1 (vide Table 28). The maximum value of 'band pay' within the domain of revised scale A1 is 11661.

10.12.13 Cooks and Assistant Cooks of hostels and messes are to be placed in the revised scale A1. Two increments in the revised scale A1 are to be granted to the Cooks and one increment to the Assistant Cooks at the time of their entry to the revised scale, provided they have not earned such increments during their service career.



## **10.13 Summary of the scheme of revision of pay of non-teaching employees**

10.13.1 A summary of the scheme of pay revision is given in Table 30. The number matrix shown in Table 12 is a finite segment of a theoretically infinite matrix. Table 12 may be used for defining domains of pay scales in the revised scheme corresponding to those in the pre-revised scheme.

10.13.2 Revision of pay implies substitution of a number matrix (here called pay domain) for a single set of numbers corresponding to a particular scale in the pre-revised scheme. We have seen that the portions of the matrix of Table 12 beginning with column nos. 1, 4, 10, 13, 18, 23, 25, 27 and 29 represent the domains in the revised scheme corresponding to the pre-revised scales numbering 1 to 9 respectively.

Keeping in view the theoretical considerations that went into the construction of Table 12, one may conclude that any column in the matrix may be regarded as a potential candidate for definition of a pay domain within one and the same system irrespective of whether such a domain corresponds to a pay scale already defined in the pre-revised scheme or not. Accordingly, column nos. 31, 33, 35, 37, 39 and 41 may be chosen to mark the beginning of pay domains in the revised scheme which have no corresponding representatives in the pre-revised scheme, but which may be relevant for appropriate and systematic description of the promotional avenues for certain categories of employees which have their base posts already defined in the pre-revised scales.

10.13.3 It should be emphasized at the very outset that entry to these domains (here designated as P1 – P6) would be strictly for promotion only. They are, therefore, to be categorized as a group separate from the group of

nine domains in the revised scheme which have their corresponding representatives in the pre-revised scheme, notwithstanding the fact that the figures for both the groups are part and parcel of the same number matrix

10.13.4 Table 12 has been so constructed as to provide direct information on basic pay at all stages for all scales (or, domains) in the revised system. Calculations involved in the construction of Table 12 are rather simple and may even be viewed as commonplace. Once the Table is ready at hand, no harm is done if the calculations are forgotten altogether and attention is focused on the method of handling the array of numbers representing basic pay at all points within a domain.

10.13.5 A simple method of calculating 'band pay' at every point within a domain is to subtract the grade pay for that domain from basic pay at those points. Table 30 gives a comparative view of the range of values for basic pay and 'band pay' for different domains. The 'band pay' values for different domains would not, however, merge into a single number system as in the case of basic pay. There would be nine separate Tables corresponding to the nine pay domains.

10.13.6 The relative advantage of Table 12 is obvious from the fact that it comes in handy for providing nearly instantaneous replies to questions pertaining to fixation of pay during pay revision as well as during promotion, as also during progression within the domain. A similar service cannot be expected from a Table constructed for description of 'band pay' within the domains, even if such construction is at all possible.

10.14            **Date of Annual Increment**

We recommend that annual increment under the revised scheme shall be admissible from the first day of the month of July every year, subject to the condition that a minimum period of six months must intervene between the date of entry to the revised scheme and the aforesaid date.

10.15           **Scope for exercising option**

10.15.1       The revised pay scales may be made applicable in all cases where the employees have been drawing salary in the respective pre-revised scales prior to introduction of the present scheme, subject to the condition that such employees may be allowed to continue in the pre-revised scales if they express their willingness in this regard. No such option need, however, be made available to the new entrants to the revised scales after 1.1.2006.

10.15.2       Fixation of initial basic pay in a revised scale with effect from 1.1.2006 shall be followed by further movement in terms of basic pay by way of granting admissible increments in the revised scale for the period intervening between 1.1.2006 and the date of implementation of the revised scheme.



## 10.16 **Allocation of pay scales for certain cadres**

10.16.1 The pay structure constructed hereinbefore serves the purpose of providing revised version of the scheme of pay scales existing prior to 01.01.2006, which, in common parlance, is scale-to-scale to revision. The first attempt at allocation of pay scales to different cadres of the non-teaching category in the State-aided universities in a systematic manner was made early in 1979. A classification of cadres was instituted on the basis of minimum academic qualifications that were considered necessary for allocation of jobs to the respective cadres and each class was allotted a specific pay scale.

10.16.2 The three decades that have elapsed since the development of the classificatory scheme have seen many changes in the university set up. The question of quality building and quality enhancement in a globally competitive environment is becoming increasingly important in determining the composition of the work force in the university system and addressing the issue of job responsibility at various levels and the level of skill and basic training that would determine the extent to which people inducted to the university system would be able to accept such responsibilities.

10.16.3 The Pay Committee has been asked to examine the anomalies in the pay scales, if there be any, and suggest steps for removal. A total review of the scheme of allocation of pay scales to different cadres has been an inescapable necessity in view of the vast changes in the administrative and academic scene of the universities over the last three decades. Some of the anomalies could be located on the basis of the study

of the memoranda submitted by the associations/groups and through deliberations with their representatives. An in-depth study of the entire matter and interaction with the university authorities are, however, needed to develop a comprehensive view and to firm up any remedial suggestion. Our opinion in this regard will in general be incorporated in the next volume of the Report.

10.16.4 The Pay Committee has, however, observed that the anomalies in respect of three cadres, namely, Assistant Librarian II, Technical Assistant and Sub-Assistant Engineer, are too glaring to escape immediate attention. These cadres are borne in Scale No.6 at the base level at present. We have compared the pay scales enjoyed by these cadres in similar academic institutions as well as in the Government sector. We are of the opinion that these group of employees deserves to be placed in a higher scale forthwith. Our predecessor Pay Committee chaired by Prof. R.K. Poddar had also considered this point and did recommend a higher scale for them.

10.16.5 Considering all the relevant aspects we recommend that the base level employees of these cadres be placed in Scale No.8 of the proposed set-up. Notionally they may be placed in the unrevised Scale No.8 w.e.f. 01.01.1996 and stage-wise actual fixation in the revised scale may be made in the revised Scale No.8 w.e.f. 01.01.2006.

10.16.6 The employees of the aforesaid categories at the 1<sup>st</sup> level promotion and 2<sup>nd</sup> level promotion be placed similarly in the proposed scales No.P1 and P2 respectively. Provision for stage-wise fixation may also be made for these cases.

10.17.1 This Pay Committee is also required to suggest/recommend revised pay scales attached to the posts of Officers of the West Bengal Council of Higher Secondary Education and West Bengal Board of Secondary Education. These officers are borne in the cadre of Assistant Secretary and Deputy Secretary in their respective organizations. At present pay scales attached to these two posts are identical with the unrevised scales of Assistant Secretary and Deputy Secretary in the State Secretariat. These scales are Rs.8000-275-13,500/- and Rs.10,000-325-15,525/-. There is also a scale of Rs.12000-375-8000/- which is basically a scale for Career Advancement.

10.17.2 The scale of Rs.8000-275-13,500/- is entry points scale of Group 'A' officers both in the State and Central Sector. The Sixth Central Pay Commission and State 5<sup>th</sup> State Pay Commission recommended revision of these scales almost in the same way. While Central Pay Commission recommended inclusion of these scales in a Pay Band starting with Rs.15,660/- (Rs.15,660-39,100), the State Pay Commission included these scales in the Pay Band of Rs.9000-40,500/- with higher band pay of Rs.15660/- for the scale of Rs.8000-13,500/-. Both the Commissions have indicated entry level Band Pay for the other two scales also.

10.17.3 The officer associations have suggested that pay of Assistant Secretary, the entry level officers post be moved upward and notionally scale of Rs.10,000-15,525/- be taken as existing pay scale and revision be

considered on that basis similar should be the case in respect of Deputy Secretaries of these organizations.

10.17.4 We have already mentioned that the scale of Rs.8000-13,500/- is entry level post Group 'A' officers and also Assistant Secretary and Deputy Secretary of the State Secretariat are also borne in the same scales. Considering all the factors we are of the opinion that inter sector relativity in respect of these posts should not be disturbed. We recommend revision of the scales in the following manner.

SL No.	Existing Pay Structure	Revised Pay Structure	
a)	8000-275-13,500	15,660-40,500	5400
b)	10,000-325-15,525	15,660-40,500 [entry Band Pay Rs.18,600]	6600
c)	12,000-375-18,000	15,660-40,500 [entry Band Pay Rs.22,320]	7600

10.17.5 Regarding fixation in the revised scale in respect of officers of these two organizations we suggest adoption of the principle recommend by the 5<sup>th</sup> State Pay Commission. The principle would be:

An officer may be allowed option to draw pay in the existing scale, until the date on which he earns his next or nay subsequent increment or until he reaches his post or ceases to draw pay in that scale,

- i) The pay of an officer who continued in the service after 31.12.2005 may be determined subject to his as on 01.01.2006 by multiplying his existing Basic Pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.

ii) In addition to the pay in the Pay Band, Grade Pay corresponding to existing scale will be payable. The Basic Pay at any particular time will be aggregate of the pay in the Pay Band and Grade Pay.

10.17.6 The rate of increment in the revised pay structure will be 3% 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.

## **10.18 Users' Manual**

**(Based exclusively on Table 7.2 and Table 12.1)**

### 10.18.1 Fixation of initial basic pay in the revised scale.

The following steps are to be gone through during fixation of initial basic pay of an employee in the revised scale:

- (a) To ascertain the scale in which the salary of the concerned employee has been drawn on 01.01.2006;
- (b) To visit Table 7.2 which is meant to serve as a ready reckoner for fixation of initial basic pay in the revised scale;
- (c) To visit the Sub-Table for the concerned scale in Table 7.2 and to identify the figure in column 2 that represents the basic pay drawn on 01.01.2006;
- (d) To identify the figure in column 3 of the Sub-Table that has been placed side by side with the aforesaid figure of column 2 as the initial basic pay in the revised scale.

[Example : In the Sub-Table for Scale No.8, figures 7950 and 19700 are placed side by side in the same row in columns 2 and 3 respectively. An employee drawing basic pay of 7950 in the pre-revised scale will be entitled to draw 19700 as initial basic pay in the revised scale.]

### 10.18.2 Determination of basic pay in successive stages after fixation of pay in the revised scale

The following steps are to be gone through for the determination of basic pay in successive stages after fixation of pay in the revised scale.

(a) To visit Table 12.1. To note that the names of different scales have been entered at the top of some chosen columns of the Table;

(b) To identify the column bearing the number of the scale in which the concerned employee is entitled to draw salary;

(c) To go down the column and reach the box that carries the figure representing the basic pay in the revised scale as obtained on the basis of procedure described in para 10.15.1.

[Example : Column 27 of the Table 12.1 has been earmarked for Scale no.8. The figure 19700 occurs in a box in the 40<sup>th</sup> row of the column].

(d) To move along the row containing the aforesaid box in steps corresponding to the number of annual increments. The figures within the box where one reaches after such movement is the basic pay after earning the corresponding number of increments.

[Example : The 40<sup>th</sup> row contains the figures for basic pay at successive stages when the initial basic pay is 19700. Moving step-wise along the row, one obtains the figures 20200, 20900

and 21500 as basic pay after earning one, two and three increments respectively in the revised scale].

10.18.3. Determination of basic pay in a case when an employee has earned promotion or career advancement after 01.01.2006.

The following steps are to be gone through as a purely temporary arrangement in case of an employee who has earned promotion/career advancement after 01.01.2006. The recommendations of the Committee in regard to promotion and career advancement are being finalized shortly.

The procedure will be illustrated by the example described in para 10.15.1 where the basic pay of an employee borne in Scale No.8 has been fixed at 19700 with effect from 01.01.2006.

(a) To move row-wise from the box showing the basic pay in the revised scale by a number of steps equal to the number of years elapsed between 01.01.2006 and the year of promotion;

(b) To move one step further in the same direction;

(c) To move diagonally upwards therefrom by three steps. The figure within the box where one reaches is the basic pay admissible to the employee on the date of promotion.

[Example : An employee whose initial basic pay in the revised scale is 19700 earns two increments in the revised scale if



promotion has been granted in 2008, besides an additional increment admissible during promotion. Three-step row-wise movement corresponding to the three increments leads one to column 30, row 40. Diagonal movement therefrom by three steps will lead to a box in column 33, row 37. The figure within the box is 21900, which is the basic pay admissible on the date of promotion.]

Counting of steps along a diagonal in the PI matrix may be regarded as an arduous task. Counting of steps along a row or a column is, however, a simple matter. Movement by a certain number of steps along the diagonal may be achieved through a combination of row-wise and column-wise movement by an equal number of steps. The procedure can be illustrated by means of the following diagram which shows how a four-step movement from the box containing A along the diagonal to reach the box C may be regarded as a combination of row-wise movement by four-steps from A which lead to B, followed by column-wise movement by four steps again from B.

				C ○
				○
				○

				○
A	●	●	●	B ●

Steps of row-wise movement (from A to B) are indicated by solid circles and steps of column-wise movement by open circles.

## CHAPTER 11

### **ALLOWANCES**

11.1 As per terms of reference this Committee is to examine the allowances and benefits in addition to pay. Due to time constraints as well as due to absence of required inputs we have not been able to study and evaluate all types of allowances that the Universities, Higher Secondary Council and Board of Secondary Education currently pay to their employees. Our discussion in this chapter would be restricted to three types of major allowances now available to these of group of employees viz., Dearness Allowance, Medical Allowance and House Rent Allowance. We propose to deal with other allowances in the next volume to be submitted shortly.

11.2 In respect of all the allowances we are unable to discuss now, we recommend that these allowances for the time being and till specific recommendations are made by this Committee, be allowed to be drawn at the same rate as are being drawn now. May be that some of the allowance are worked out on percentage of the basic pay. In such cases also this amount should not be altered.

### **11.3 Dearness Allowance**

11.3.1 Of the three major allowances mentioned in para 11.1, we are taking up Dearness Allowances first. Erosion of real value of basic salary on account of inflation necessitates payment of dearness allowances. Consequently, the D.A. admissible is correlated to the inflation.

11.3.2 It is observed that the State Govt. which is following principles followed by Govt. of India in the matter of calculation of the quantum of each instalment of Dearness Allowance, generally grants the same quantum of dearness allowance to these group of employees as it grants to its own employees.

11.3.3 Some of the Service Associations have expressed grievances that sometimes there is delay on the part of respective Administrative Departments of the Universities in releasing the Dearness Allowance after it is sanctioned by the Finance Department of the State Govt. They also pointed out that one instalment of dearness allowance covering the period from 01.07.2003 to 31.12.2003 has not been sanctioned for the university employees.

11.3.4 It has been observed that time taken for release of Dearness Allowance in some cases varies from University to University as administrative Department of the respective University is required to issue order individually.

11.3.5 We recommend that Dearness Allowance to these group of employees be paid at the same rate as may be paid to the State Govt. employees. We also recommend that the unpaid instalment of the Dearness Allowance for the period 01.07.2003 to 31.12.2003 be released. Regarding time lag in issuing sanction by various Departments we would suggest that Finance Department should itself take action so that orders are issued in a synchronized way by all the concerned Departments of the State Govt.

#### **11.4 House Rent Allowance:**

11.4.1 At present employees of the State-aided Universities, Higher Secondary Council and Board of Secondary Education enjoy house rent allowance @ 15% of the Basic Pay subject to the maximum of Rs.2000/- i.e. in accordance with the principle adopted by the State Govt. for the State Govt. employees and for the employees who are under the rule making authority of the State Govt.

11.4.2 Some of the Service Associations in the course of their deposition and in their memoranda suggested some changes. Some of them demanded HRA of at the rate 20% of the basic pay while some demanded 30% for the Universities situated in Kolkata and 15% or 20% for other Universities. The Committee has observed that the State Govt. is following this principle of 15% HRA since 01.02.1977 only the ceiling limit being changed during subsequent pay revision. No distinction has been made between employees situated in city and rural areas.

11.4.3 Taking into account all the aspects this Committee feels that the principle recommended by the 5<sup>th</sup> State Pay Commission and adopted by the State Govt. in respect of HRA be also applicable to these group of employees i.e. drawal of this allowance be fixed at 15% of revised basic pay subject to a ceiling of Rs.6000/- per month. This ceiling amount is to operate on the total of HRA by the two individual spouses when they reside in the same accommodation.

11.4.4 It has come to the notice of the Committee in respect of the employees who are occupying University accommodation there is no uniform norms for granting HRA and realization of rent. We recommend that HRA should not be granted to an employee who has been allowed a **habitable unit** of accommodation by the authority. **Regarding realization of rent State Govt. norms in this regard may be followed.**

## **11.5 Medical Allowance:**

11.5.1 The employees of these institutions are now getting Medical Allowance at the rate of Rs.100/- per month i.e. at the same rate of the State Govt. employees used to receive prior to the last revision of pay scales. On the basis of recommendation of 5<sup>th</sup> State Pay Commission, State Govt. has since enhanced this amount to Rs.300/- we recommend that these employees be paid, in the same line, Rs.300/- per month as Medical Allowance. In addition to this fixed Medical Allowance, there are other facilities like free consultation with Medical Officers, reimbursement of medical expenses, to an extent in some institutions. There is, however, no uniform norms. This benefit should continue.

11.5.2 It has been brought to the notice of this Committee that State Govt. has recently formulated a scheme viz. The West Bengal Health Scheme, 2008 for treatment of serving State Govt. employees and State Govt. pensioners. The Service Associations suggested formulation of a similar health scheme for these employees.

11.5.3 The committee had a chance to peruse the scheme. Though the scheme will not be totally hassle free, yet it would generally be beneficial for the employees. We would therefore, suggest that the State. Govt. may consider formulation of a similar Health Scheme for these groups of employees as well.

## CHAPTER 12

### **DATE OF EFFECT AND COST OF RECOMMENDATIONS**

12.1 As per terms of reference we are to calculate and indicate costs of the recommendations proposed by us. To calculate the cost of recommendations we are to assume date(s) of effect.

12.2 The pay scales recommended by the last Pay Committee were implemented from 01.01.96. The staff associations who represented before us demanded implementation of revised scales with effect from. 01.01.2006.

12.3 In the proposed pay structure we have suggested notional merger of dearness allowance equivalent to a Govt. of India employee was drawing on 01.01.2006.

12.4 The State Govt. on the basis of recommendations of the 5<sup>th</sup> State Pay Commission extended the benefits of the revised pay structure with effect from. 01.01.2006 notionally and from 01.04.2006 actually.

12.5 Considering all the aspects this Committee suggests that revised pay structure be implemented with effect from. 01.01.2006. The fixation of pay in the revised pay structure should be with effect from. 01.01.2006. We are leaving it to the State Govt. to decide date of notional fixation, if there be any, and date of actual payment. The Committee, however, suggests that actual payment should not be from any date later than the date decided by the State Govt. in respect of the State Govt. employees.

12.6 We are making the estimate on the basis of actual expenditure being incurred by the universities during May, 2009. As matters related to retiring benefits could not be dealt with in this chapter, the present estimate does not include the cost related to pension, commutation of pension and gratuity etc. This portion will be included in the volume II of the report to be submitted shortly.

12.7 As per statement furnished by the institutions covered in this volume the total number of non-teaching employees of the universities is 14464 and total number of employees in Council and Board is 1130. Out of the total number of employees, in position is 9240. There are 6352 vacant posts. So total number of employees to be involved is roughly 15,000.

12.8 The financial implication per annum may be summarized as follows :-

- (a) Estimated cost on pay, DA & HRA in the revised scale (as on 01.05.2009) - Rs.259 crore
- (b) Pay, DA & HRA in the existing scale (approx.) (as on 01.05.2009) - Rs.185 crore
- (c) Estimated additional financial implication :  
- Rs.74 crore



## CHAPTER 13

### **SUMMARY OF RECOMMENDATIONS**

13.1 In this Chapter in two sections we have summarized the principles adopted in determining the revised pay structure and our recommendations made in different chapters.

13.2 **Summary of principles of determination of revised pay structure and fixation of pay in revised scale**

13.2.1 The Pay Committee has adopted the formula of annual increment at a fixed rate proposed by the 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> State Pay Commission towards ensuring a uniform growth rate for all scales.

13.2.2 To realize the full potential of the 3 percent increment formula, the Pay Committee has selected a number series defined by the equation  $A_n = A_1 \cdot (1.03)^{n-1}$  to which the basic pay at all stages in all the existing scales have been fitted prior to application of the transformation formula.

13.2.3 The Pay Committee has adopted the transformation formula proposed by the 6<sup>th</sup> Central Pay Commission and the 5<sup>th</sup> State Pay Commission for fixation of initial basic pay in the revised scales, namely

$$B = AM+G$$

where B = initial basic pay in the revised scale, A = basic pay in the corresponding pre-revised scale, M = 1.86 and G = grade pay.

13.2.4 A in the present case is the rationalized version of the basic pay in the pre-revised scales, and G equals 40 percent of the basic pay at the end of the respective scales in the rationalized version.

13.2.5 The product AM appears to be similar to ‘band pay’ of the terminology of the 6<sup>th</sup> Central Pay Commission and 5<sup>th</sup> State Pay Commission. The ‘band pay’ values for different scales define distinct segments of a single continuous number series.

13.2.6 Application of the 3 percent increment formula to the value of initial basic pay ( $B = M + G$ ) defines the basic pay in the subsequent stages of the respective revised scales. All such values taken together define the domains of basic pay for the respective revised scales.

13.2.7 The domains of ‘band pay’ (=basic pay – grade pay) corresponding to domains of basic pay for each of the scales have also be defined.

13.2.7 A scheme for classification of the domains of basic pay and domains of 'band pay' has been provided.

13.2.8 Table 7.2 and Table 12.1 would serve as ready reckoners for the determination of basic pay in a hassle-free manner at the entry point of the revised scales, in their subsequent stages, and consequent upon promotion/career advancement.

### **13.3 Summary of recommendations**

13.3.1 The recommendations in this volume covers pay structure and three major allowances viz., D.A, H.R.A. & M.A. in respect of the employees of the institutions included in Finance Department's Resolution No.8349-F dated 10.11.08 and Finance Department's Order No.8827-F dated 25.11.2008. Recommendations in respect of the employees included as per Finance Department's Order No.8476-F dated 01.09.2009 will be given in the next volume to be submitted shortly.

13.3.2 The Committee suggested a pay structure with band pay and grade pay for cadres now in the pay scales, like the 5<sup>th</sup> State Pay Commission but in respect of pay scales from 1 to 9 in modified form and in identical form in respect of officers of the Council of Higher Secondary Education and Board of Secondary Education (Chapter 10, para 10.13 (Table 30) and para 10.17.3).

13.3.3 Fixation of pay in the revised pay scales suggested (paragraph 10.3 and 10.17.5).

13.3.4 Procedure for calculation of increment suggested (paragraph 10.3 and 10.17.6).

13.3.5 Principle of fixation of pay for direct recruits on and after 01.01.2006 suggested.

13.3.6 Allocation of pay scales in the revised pay structure for three cadres in variance with unrevised scale suggested (paragraph 10.16).

13.3.7 A fixed date namely, 1<sup>st</sup> July suggested for annual increment (paragraph 10.14).

13.3.8 Payment of Dearness Allowance at par with State Govt. employees suggested (paragraph 11.3.5).

13.3.9 Payment of unreleased instalment of D.A. in respect of the period from 01.07.2003 to 31.12.2003 suggested.

13.3.10 H.R.A. has been suggested @ Rs.15% of the revised basic pay subject to the maximum of Rs.6000/- (paragraph 11.5.3).

13.3.11 Medical Allowance @ Rs.300/- per month instead of Rs.100/- has been suggested. Also suggested introduction of a Health Scheme (in line with State Government's Health Scheme, 2008) for the employees included in the terms of reference of this Committee (paragraph 11.5).

13.3.12 Date of effect as 01.01.2006 suggested.

13.3.13 Suggested publication of Compendium of Govt. Orders relating to the Universities issued by the Higher Education Deptt. every year. (Paragraph 8.12)

## CHAPTER 14

### CONCLUSION

A Pay Committee is required to make a thorough study of the existing pay scales, to examine whether the pay scales are in consonance with the job responsibilities, to see if there are any anomalies anywhere and to rationalize it on the basis of scrutiny of the pay structure in its entirety with a view to bringing an order and harmony. The present Committee has been working meticulously in this direction.

It will not be out of place to mention that this volume of the report could have been prepared much earlier if the required infrastructure had been available immediately after the notification and the inputs from the universities could reach this office within the stipulated time frame. We are yet to receive all the required information from a few universities till date. Nevertheless, with our best efforts we have arrived at the recommendations made in this volume of report, which, we believe, will be useful to all concerned.

We are thankful to all who had submitted their memoranda – different unions, associations and individuals – stating therein their proposals with justifications. Their submission at the time of hearing helped the Committee have a clear picture of the problems they are in. They have provided us with useful data/information without which it might be difficult for us to prepare this report at this point of time.

We are grateful to the state government for its cooperation in all respects.

We take this opportunity to thank all the members of staff working in this office for rendering a praiseworthy service. We hope their sincere assistance will enable us to submit the next volume of the report shortly.

(Amaljyoti Sengupta)  
Chairman

(Rajatkumar Bandyopadhyay)  
Member

(Jayanta Kr. Dattagupta)  
Member Secretary

**Table 1 Application of transformation formula, development of pay scales and extent of agreement with an ordered number series**

1	2	3	4	5	6	7	8	9	10	11	12
Pre-revised scale	Initial basic pay in ROPA-1979 scheme	Figure obtainable from Col.2 through application of formula for fitment in ROPA- 1989 scheme	A series of number belonging to in ordered sequence so chosen as to be closest to the numbers in col.3.	Actual initial basic pay in the ROPA- 1989 scheme	Amount by which figures in col.5 exceed those in col.4	Figure obtainable from col.4 though application of formula for fitment in the ROPA- 1999 scheme	A series of numbers belonging to an ordered sequence so chosen as to be closest to the numbers of col.7	Actual initial pay in the ROPA- 1999 scheme	Amount by which the figures in col.9 exceed those in col. 8	Figures obtainable from col.5 through application of fitment formula for ROPA- 1999 scheme	Amount by which figures in col.9 exceed those in col.11
1	300	939	1000	880	- 120	3080	3100	2850	-250	2722	+128
2	325	1000	1050	950	- 100	3229	3250	3000	-250	2931	+69
3	350	1061	1100	1030	- 70	3378	3400	3325	-75	3169	+156
4	375	1120	1150	1110	- 40	3527	3550	3525	-25	3407	+118
5	400	1186	1200	1210	+10	3676	3700	3850	+150	3705	+145
6	450	1267	1300	1300	± 0	3974	4000	4125	+125	3974	+151
7	500	1349	1400	1400	± 0	4272	4300	4525	+225	4272	+253
8	550	1446	1500	1500	± 0	4570	4600	4800	+200	4570	+230
9	600	1583	1600	1550	- 50	4868	4900	5000	+100	4719	+281

**Table 6.1**

Scheme of fitment of basic pay at successive stages in the existing scales to the number series adopted for systematisation of the existing scales prior to conversion to the revised scales. Sequential order is maintained in both the series in order to demonstrate one – to –one correspondence between the two.

Number series (henceforth to be called the N-Series) adopted for systematisation of the existing scales prior to conversion to revised scales	Basic pay at successive stages in the existing scales.								
	Scale 1	Scale 2	Scale 3	Scale 4	Scale 5	Scale 6	Scale 7	Scale 8	Scale 9
2907	2850								
2994	2910								
3084	2970	3000							
3177	3030	3075							
3272	3095	3150							
3370	3160	3225	3325						
3471	3225	3300	3415						
3575	3290	3375	3505	3525					
3683	3355	3450	3595	3625					
3793	3420	3530	3685	3725					
3907	3485	3610	3775	3825	3850				
4024	3550	3690	3875	3925	3975				
4145	3620	3770	3975	4050	4100	4125			
4269	3690	3850	4075	4175	4225				
4397	3760	3930	4175	4300	4350	4275			
4529	3830	4010	4275	4425	4475	4425	4525		







**Table 7**

**Scheme of fitment of basic pay at successive stages in pre-revised scales to the rationalized Number Series  $A_n=2907 \cdot (1.03)^{n-1}$**

**Scale No.1**

Successive members of the Number Series	Basic pay at successive stages in the pre-revised scale	Amount by which the figure in col.1 exceeds that of col.2	Increase as in percentage of basic pay
1	2	3	4
2907	2850	57	2.00
2994	2910	84	2.89
3084	2970	114	3.84
3177	3030	147	4.85
	3095	82	2.65
3272	3160	112	3.54
3370	3225	145	4.50
	3290	80	2.43
3471	3355	116	3.46
3575	3420	155	4.53
	3485	90	2.58
3683	3550	133	3.75
3793	3620	173	4.78
	3690	103	2.79
3907	3760	147	3.91
4024	3830	194	5.07
	3900	124	3.18
4145	3970	175	4.41
	4040	105	2.60
4269	4110	159	3.87
4397	4180	217	5.19
	4250	147	3.46
4529	4325	204	4.72
4665	4400	265	6.02
	4475	190	4.25
4805	4550	255	5.60
4949	4625	324	7.05
5097	4700	397	8.75
Grade pay = 40% of 5097 (28 <sup>th</sup> stage – projected) = 2039			

**Scale No.2**

Successive members of the Number Series	Basic pay at successive stages in the pre-revised scale	Amount by which the figure in col.1 exceeds that of col.2	Increase as in percentage of basic pay
1	2	3	4
3084	3000	84	2.8
3177	3075	102	3.32
3272	3150	122	3.87
3370	3225	145	4.50
3471	3300	171	5.18
	3375	96	2.77
3575	3450	125	3.62
3683	3530	153	4.33
3793	3610	183	5.07
	3690	103	2.72
3907	3770	137	3.63
4024	3850	174	4.52
	3930	94	2.39
4145	4010	135	3.37
4269	4090	179	4.38
	4170	99	2.37
4397	4250	147	3.34
4529	4330	199	4.60
	4420	109	2.47
4665	4510	155	3.44
4805	4600	205	4.46
4949	4690	259	5.52
5097	4780	317	6.63
5250	4870	380	7.80
	4960	290	5.85
5408	5050	358	7.09
	5140	268	5.21
5570	5230	340	6.50
Grade pay = 40% of 5570 = 2228			

**Scale No.3**

Successive members of the Number Series	Basic pay at successive stages in the pre-revised scale	Amount by which the figure in col.1 exceeds that of col.2	Increase as in percentage of basic pay
1	2	3	4
3370	3325	45	1.35
3471	3415	56	1.63
3575	3505	70	2.00
3683	3595	88	2.45
3793	3685	108	2.93
3907	3775	132	3.50
4024	3875	149	3.85
4145	3975	170	4.28
	4075	70	1.71
4269	4175	94	2.25
4397	4275	124	2.90
4529	4375	154	3.52
	4475	54	1.21
4665	4575	90	1.97
4805	4700	105	2.23
4949	4825	124	2.57
5097	4950	147	2.97
5250	5075	185	3.65
	5200	50	0.96
5408	5325	83	1.56
5570	5450	120	2.20
5737	5575	162	2.91
	5700	37	0.65
5909	5825	84	1.44
6087	5950	137	2.30
6269	6075	194	3.19
6457	6200	257	4.15
6651	6325	326	5.15
Grade pay = 40% of 6651 = 2660			

Scale No. 4.

1	2	3	4
3575	3525	50	1.42
3683	3625	58	1.60
3793	3725	68	1.83
3907	3825	82	2.09
4024	3925	99	2.52
4145	4050	95	2.35
4269	4175	94	2.25
4397	4300	97	2.26
4529	4425	109	2.35
4665	4550	115	2.53
4805	4675	130	2.78
4949	4800	149	3.10
5097	4925	174	3.53
5250	5050	200	3.96
	5175	75	1.45
5408	5300	108	2.04
5570	5425	145	2.67
	5550	20	0.36
5737	5700	37	0.65
5909	5850	59	1.01
6087	6000	87	1.45
6269	6150	119	1.93
6457	6300	157	2.49
6651	6450	201	3.12
6851	6600	251	3.89
	6750	101	1.04
7056	6900	156	2.26
7268	7050	218	3.09

Grade pay = 40% of 7268  
= 2907

Scale No. 5

1	2	3	4
3907	3850	57	1.48
4024	3975	49	1.23
4145	4100	45	1.10
4269	4225	44	1.04
4397	4350	47	1.08
4529	4475	54	1.21
4665	4600	65	1.39
4805	4725	80	1.69
4949	4850	99	2.04
5097	4975	122	2.45
5250	5100	150	2.94
5408	5250	158	3.00
5570	5400	170	3.15
	5550	20	0.36
5737	5700	37	0.65
5909	5850	59	1.01
6087	6025	62	1.03
6269	6200	69	1.13
6457	6375	82	1.29
6651	6550	101	1.54
6851	6725	126	1.87
7056	6900	156	2.26
7268	7075	193	2.73
7486	7275	211	2.90
7710	7475	235	3.14
7942	7675	267	3.48
8180	7875	305	4.02
8425	8075	350	4.33

Grade pay = 40% of 8425  
= 3370

Scale No. 6.

1	2	3	4
4145	4125	20	0.48
4269			
4397	4275	122	2.85
4529	4425	104	2.35
4665	4575	90	1.97
4805	4750	55	1.58
4949	4925	24	0.49
5097			
5250	5100	150	2.94
5408	5275	133	2.52
5570	5450	120	2.20
5737	5650	87	1.54
5909	5850	59	1.01
6087	6050	37	0.61
6269	6250	19	0.30
6457	6450	7	0.11
6651	6650	1	0.02
6851	6850	1	0.01
7056	7050	6	0.09
7268	7250	18	0.25
7486	7450	36	0.48
7710	7675	35	0.46
7942	7900	42	0.53
8180	8125	55	0.68
8425	8350	75	0.90
8678	8575	103	1.20
8938	8800	138	1.57
9207	9025	182	2.02
9483	9250	233	2.52
9767	9475	292	3.08
10060	9700	360	3.71

Grade pay = 40% of 9767 (28<sup>th</sup> stage)  
= 3907

Scale No. 7

1	2	3	4
4529	4525	4	0.08
4665			
4805	4700	105	2.23
4949	4875	74	1.52
5057	5050	47	0.93
5250	5225	25	0.48
5408			
5570	5425	145	2.60
5737	5625	112	1.99
5909	5825	84	1.44
6087	6025	62	1.03
6269	6225	44	0.71
6457	6425	22	0.34
6651	6625	26	0.39
6851	6825	26	0.38
7056	7025	31	0.44
7268	7225	43	0.60
7486	7425	61	0.82
7710	7650	60	0.78
7942	7875	67	0.85
8180	8100	80	0.99
8425	8325	100	1.20
8678	8550	128	1.50
8938	8775	163	1.86
9207	9000	207	2.30
9483	9225	258	2.80
9767	9450	317	3.35
10060	9675	385	3.98
	9925	135	1.36
10362	10175	187	1.84
Grade pay = 40% of 10362 = 4145			

Scale No. 8

1	2	3	4
4805	4800	5	0.10
4949			
5097	4975	122	2.45
5250	5150	100	1.94
5408	5350	58	1.08
5570	5550	20	0.36
5737			
5909	5750	159	2.77
6087	5950	137	2.30
6269	6150	119	1.93
6457	6375	82	1.29
6651	6600	51	0.77
6851	6825	26	0.38
7056	7050	6	0.09
7268			
7486	7275	211	2.90
7710	7500	210	2.80
7942	7725	217	2.81
8180	7950	230	2.89
	8175	5	0.06
8425	8425	0	0.00
8678	8675	3	0.03
8938	8925	13	0.15
9207	9175	32	0.35
9483	9425	58	0.06
9767	9675	92	0.95
10060	9925	135	1.36
10362	10175	187	1.84
10673	10425	248	2.38
10993	10675	318	2.98
	10925	68	0.62
Grade pay = 40% of 10993 = 4397			

Scale No. 9

1	2	3	4
5097	5000	97	1.94
5250	5200	50	0.96
5408	5400	8	0.15
5570			
5737	5600	137	2.45
5909	5800	109	1.88
6087	6000	87	1.45
6269	6225	44	0.71
6457	6450	7	0.11
6651			
6851	6675	176	2.64
7056	6900	156	2.26
7268	7125	137	1.92
7486	7350	136	1.85
7710	7575	135	1.78
7942	7800	142	1.82
8180	8025	155	1.93
8425	8275	150	1.81
8678	8525	153	1.79
8938	8775	163	1.86
9207	9025	182	2.01
9483	9275	208	2.24
9767	9525	242	2.54
10060	9775	285	2.92
	10025	35	0.35
10362	10275	87	0.85
10673	10525	148	1.37
10993	10775	218	2.02
11323	11050	273	2.47
11663	11325	338	2.98
Grade pay = 40% of 11663 = 4665			

## **Table 7.1**

**Basic pay at the entry points in the domains of revised scales  
corresponding to the basic pay at different stages in the respective  
pre-revised scales**

**The Table also shows 'band pay' and grade pay at the entry points of  
the domains.**

**All figures in columns 3, 5 and 6 are parts of a rationalised system.**

A Scale no.1					
Pre-revised scale		Basic pay in the revised scale *		Components of basic pay in the revised scale	
Stage	Basic pay	Calculated value	Value rounded off to next 100	'Band Pay'	Grade pay in the revised scale
1	2850	7446	7500	5407	2039
2	2910	7608	7700	5569	2039
3	2970	7775	7800	5736	2039
4	3030	7947	8000	5908	2039
5	3095	7947	8000	5908	2039
6	3160	8125	8200	6086	2039
7	3225	8307	8400	6268	2039
8	3290	8307	8400	6268	2039
9	3355	8495	8500	6456	2039
10	3420	8689	8700	6650	2039
11	3485	8689	8700	6650	2039
12	3550	8888	8900	6849	2039
13	3620	9094	9100	7055	2039
14	3690	9094	9100	7055	2039
15	3760	9306	9400	7267	2039
16	3830	9523	9600	7484	2039
17	3900	9523	9600	7484	2039
18	3970	9748	9800	7709	2039
19	4040	9748	9800	7709	2039
20	4110	9979	10000	7940	2039
21	4180	10217	10300	8178	2039
22	4250	10217	10300	8178	2039
23	4325	10463	10500	8424	2039
24	4400	10715	10800	8676	2039
25	4475	10715	10800	8676	2039
26	4550	10976	11000	8937	2039
27	4625	11244	11300	9205	2039
28	4700	11520	11600	9481	2039

B Scale no. 2					
Pre-revised scale		Basic pay in the revised scale *		Components of basic pay in the revised scale	
Stage	Basic pay	Calculated value	Value rounded off to next 100	'Band Pay'	Grade pay in the revised scale
1	3000	7964	8000	5736	2228
2	3075	8136	8200	5908	2228
3	3150	8314	8400	6086	2228
4	3225	8496	8500	6268	2228
5	3300	8684	8700	6456	2228
6	3375	8684	8700	6456	2228
7	3450	8878	8900	6650	2228
8	3530	9077	9100	6849	2228
9	3610	9283	9300	7055	2228
10	3690	9283	9300	7055	2228
11	3770	9495	9500	7267	2228
12	3850	9713	9800	7485	2228
13	3930	9713	9800	7485	2228
14	4010	9937	10000	7709	2228
15	4090	10168	10200	7940	2228
16	4170	10168	10200	7940	2228
17	4250	10407	10500	8179	2228
18	4330	10652	10700	8424	2228
19	4420	10652	10700	8424	2228
20	4510	10905	11000	8677	2228
21	4600	11165	11200	8937	2228
22	4690	11433	11500	9205	2228
23	4780	11709	11800	9481	2228
24	4870	11994	12000	9766	2228
25	4960	11994	12000	9766	2228
26	5050	12287	12300	10059	2228
27	5140	12287	12300	10059	2228
28	5230	12588	12600	10360	2228

C Scale no. 3					
Pre-revised scale		Basic pay in the revised scale *		Components of basic pay in the revised scale	
Stage	Basic pay	Calculated value	Value rounded off to next 100	'Band Pay'	Grade pay in the revised scale
1	3325	8928	9000	6268	2660
2	3415	9116	9200	6456	2660
3	3505	9310	9400	6650	2660
4	3595	9509	9600	6849	2660
5	3685	9715	9800	7055	2660
6	3775	9927	10000	7267	2660
7	3875	10145	10200	7485	2660
8	3975	10369	10400	7709	2660
9	4075	10369	10400	7709	2660
10	4175	10600	10600	7940	2660
11	4275	10839	10900	8179	2660
12	4375	11084	11100	8424	2660
13	4475	11084	11100	8424	2660
14	4575	11337	11400	8677	2660
15	4700	11597	11600	8937	2660
16	4825	11865	11900	9205	2660
17	4950	12141	12200	9481	2660
18	5075	12426	12500	9766	2660
19	5200	12426	12500	9766	2660
20	5325	12719	12800	10059	2660
21	5450	13020	13100	10360	2660
22	5575	13331	13400	10671	2660
23	5700	13331	13400	10671	2660
24	5825	13651	13700	10991	2660
25	5950	13981	14000	11321	2660
26	6075	14321	14400	11661	2660
27	6200	14671	14700	12011	2660
28	6325	15031	15100	12371	2660

<b>D</b>					
<b>Scale no. 4</b>					
1	<b>3525</b>	9557	<b>9600</b>	6650	2907
2	<b>3625</b>	9756	<b>9800</b>	6849	2907
3	<b>3725</b>	9962	<b>10000</b>	7055	2907
4	<b>3825</b>	10174	<b>10200</b>	7267	2907
5	<b>3925</b>	10392	<b>10400</b>	7485	2907
6	<b>4050</b>	10616	<b>40700</b>	7709	2907
7	<b>4175</b>	10847	<b>10900</b>	7940	2907
8	<b>4300</b>	11086	<b>11100</b>	8179	2907
9	<b>4425</b>	11331	<b>11400</b>	8424	2907
10	<b>4550</b>	11584	<b>11600</b>	8677	2907
11	<b>4675</b>	11844	<b>11900</b>	8937	2907
12	<b>4800</b>	12112	<b>12200</b>	9205	2907
13	<b>4925</b>	12388	<b>12400</b>	9481	2907
14	<b>5050</b>	12673	<b>12700</b>	9766	2907
15	<b>5175</b>	12673	<b>12700</b>	9766	2907
16	<b>5300</b>	12966	<b>13000</b>	10059	2907
17	<b>5425</b>	13267	<b>13300</b>	10360	2907
18	<b>5550</b>	13267	<b>13300</b>	10360	2907
19	<b>5700</b>	13578	<b>13600</b>	10671	2907
20	<b>5850</b>	13898	<b>13900</b>	10991	2907
21	<b>6000</b>	14228	<b>14300</b>	11321	2907
22	<b>6150</b>	14568	<b>14600</b>	11661	2907
23	<b>6300</b>	14918	<b>15000</b>	12011	2907
24	<b>6450</b>	15278	<b>15300</b>	12371	2907
25	<b>6600</b>	15649	<b>15700</b>	12742	2907
26	<b>6750</b>	15649	<b>15700</b>	12742	2907
27	<b>6900</b>	16031	<b>16100</b>	13124	2907
28	<b>7050</b>	16425	<b>16500</b>	13518	2907

<b>E</b>					
<b>Scale no. 5</b>					
1	<b>3850</b>	10637	<b>10700</b>	7267	3370
2	<b>3975</b>	10855	<b>10900</b>	7485	3370
3	<b>4100</b>	11079	<b>11100</b>	7709	3370
4	<b>4225</b>	11310	<b>11400</b>	7940	3370
5	<b>4350</b>	11549	<b>11600</b>	8179	3370
6	<b>4475</b>	11794	<b>11800</b>	8424	3370
7	<b>4600</b>	12047	<b>12100</b>	8677	3370
8	<b>4725</b>	12307	<b>12400</b>	8937	3370
9	<b>4850</b>	12575	<b>12600</b>	9205	3370
10	<b>4975</b>	12851	<b>12900</b>	9481	3370
11	<b>5100</b>	13136	<b>13200</b>	9766	3370
12	<b>5250</b>	13429	<b>13500</b>	10059	3370
13	<b>5400</b>	13730	<b>13800</b>	10360	3370
14	<b>5550</b>	13730	<b>13800</b>	10360	3370
15	<b>5700</b>	14041	<b>14100</b>	10671	3370
16	<b>5850</b>	14361	<b>14400</b>	10991	3370
17	<b>6025</b>	14691	<b>14700</b>	11321	3370
18	<b>6200</b>	15031	<b>15100</b>	11661	3370
19	<b>6375</b>	15381	<b>15400</b>	12011	3370
20	<b>6550</b>	15741	<b>15800</b>	12371	3370
21	<b>6725</b>	16112	<b>16200</b>	12742	3370
22	<b>6900</b>	16494	<b>16500</b>	13124	3370
23	<b>7075</b>	16888	<b>16900</b>	13518	3370
24	<b>7275</b>	17294	<b>17300</b>	13924	3370
25	<b>7475</b>	17711	<b>17800</b>	14341	3370
26	<b>7675</b>	18141	<b>18200</b>	14771	3370
27	<b>7875</b>	18585	<b>18600</b>	15215	3370
28	<b>8075</b>	19041	<b>19100</b>	15671	3370

<b>F</b>					
<b>Scale no. 6</b>					
1	<b>4125</b>	11615	<b>11700</b>	7709	3906
2	<b>4275</b>	12085	<b>12100</b>	8179	3906
3	<b>4425</b>	12330	<b>12400</b>	8424	3906
4	<b>4575</b>	12583	<b>12600</b>	8677	3906
5	<b>4750</b>	12843	<b>12900</b>	8937	3906
6	<b>4925</b>	13111	<b>13200</b>	9205	3906
7	<b>5100</b>	13672	<b>13700</b>	9766	3906
8	<b>5275</b>	13965	<b>14000</b>	10059	3906
9	<b>5450</b>	14266	<b>14300</b>	10360	3906
10	<b>5650</b>	14577	<b>14600</b>	10671	3906
11	<b>5850</b>	14897	<b>14900</b>	10991	3906
12	<b>6050</b>	15227	<b>15300</b>	11321	3906
13	<b>6250</b>	15567	<b>15600</b>	11661	3906
14	<b>6450</b>	15917	<b>16000</b>	12011	3906
15	<b>6650</b>	16277	<b>16300</b>	12371	3906
16	<b>6850</b>	16648	<b>16700</b>	12742	3906
17	<b>7050</b>	17030	<b>17100</b>	13124	3906
18	<b>7250</b>	17424	<b>17500</b>	13518	3906
19	<b>7450</b>	17830	<b>17900</b>	13924	3906
20	<b>7675</b>	18247	<b>18300</b>	14341	3906
21	<b>7900</b>	18677	<b>18700</b>	14771	3906
22	<b>8125</b>	19121	<b>19200</b>	15215	3906
23	<b>8350</b>	19577	<b>19600</b>	15671	3906
24	<b>8575</b>	20047	<b>20100</b>	16141	3906
25	<b>8800</b>	20531	<b>20600</b>	16625	3906
26	<b>9025</b>	21030	<b>21100</b>	17124	3906
27	<b>9250</b>	21544	<b>21600</b>	17638	3906
28	<b>9475</b>	22073	<b>22100</b>	18167	3906
29	<b>9700</b>	22618	<b>22700</b>	18712	3906



<b>G</b> <b>Scale no. 7</b>					
1	<b>4525</b>	12568	<b>12600</b>	8424	4144
2	<b>4700</b>	13081	<b>13100</b>	8937	4144
3	<b>4875</b>	13349	<b>13400</b>	9205	4144
4	<b>5050</b>	13625	<b>13700</b>	9481	4144
5	<b>5225</b>	13910	<b>14000</b>	9766	4144
6	<b>5425</b>	14504	<b>14600</b>	10360	4144
7	<b>5625</b>	14815	<b>14900</b>	10671	4144
8	<b>5825</b>	15135	<b>15200</b>	10991	4144
9	<b>6025</b>	15465	<b>15500</b>	11321	4144
10	<b>6225</b>	15805	<b>15900</b>	11661	4144
11	<b>6425</b>	16155	<b>16200</b>	12011	4144
12	<b>6625</b>	16515	<b>16600</b>	12371	4144
13	<b>6825</b>	16886	<b>16900</b>	12742	4144
14	<b>7025</b>	17268	<b>17300</b>	13124	4144
15	<b>7225</b>	17662	<b>17700</b>	13518	4144
16	<b>7425</b>	18068	<b>18100</b>	13924	4144
17	<b>7650</b>	18485	<b>18500</b>	14341	4144
18	<b>7875</b>	18915	<b>19000</b>	14771	4144
19	<b>8100</b>	19359	<b>19400</b>	15215	4144
20	<b>8325</b>	19815	<b>19900</b>	15671	4144
21	<b>8550</b>	20285	<b>20300</b>	16141	4144
22	<b>8775</b>	20769	<b>20800</b>	16625	4144
23	<b>9000</b>	21268	<b>21300</b>	17124	4144
24	<b>9225</b>	21782	<b>21800</b>	17638	4144
25	<b>9450</b>	22311	<b>22400</b>	18167	4144
26	<b>9675</b>	22856	<b>22900</b>	18712	4144
27	<b>9925</b>	22856	<b>22900</b>	18712	4144
28	<b>10175</b>	23417	<b>23500</b>	19273	4144

<b>H</b> <b>Scale no. 8</b>					
1	<b>4800</b>	13334	<b>13400</b>	8937	4397
2	<b>4975</b>	13878	<b>13900</b>	9481	4397
3	<b>5150</b>	14163	<b>14200</b>	9766	4397
4	<b>5350</b>	14454	<b>14500</b>	10057	4397
5	<b>5550</b>	14757	<b>14800</b>	10360	4397
6	<b>5750</b>	15388	<b>15400</b>	10991	4397
7	<b>5950</b>	15718	<b>15800</b>	11321	4397
8	<b>6150</b>	16058	<b>16100</b>	11661	4397
9	<b>6375</b>	16408	<b>16500</b>	12011	4397
10	<b>6600</b>	16768	<b>16800</b>	12371	4397
11	<b>6825</b>	17139	<b>17200</b>	12742	4397
12	<b>7050</b>	17521	<b>17600</b>	13124	4397
13	<b>7275</b>	18321	<b>18400</b>	13924	4397
14	<b>7500</b>	18738	<b>18800</b>	14341	4397
15	<b>7725</b>	19168	<b>19200</b>	14771	4397
16	<b>7950</b>	19612	<b>19700</b>	15215	4397
17	<b>8175</b>	19612	<b>19700</b>	15215	4397
18	<b>8425</b>	20068	<b>20100</b>	15671	4397
19	<b>8675</b>	20538	<b>20600</b>	16141	4397
20	<b>8925</b>	21022	<b>21100</b>	16625	4397
21	<b>9175</b>	21521	<b>21600</b>	17124	4397
22	<b>9425</b>	22035	<b>22100</b>	17638	4397
23	<b>9675</b>	22564	<b>22600</b>	18167	4397
24	<b>9925</b>	23109	<b>23200</b>	18712	4397
25	<b>10175</b>	23670	<b>23700</b>	19273	4397
26	<b>10425</b>	24249	<b>24300</b>	19852	4397
27	<b>10675</b>	24844	<b>24900</b>	20447	4397
28	<b>10925</b>	24844	<b>24900</b>	20447	4397

<b>J</b> <b>Scale no. 9</b>					
1	<b>5000</b>	14145	<b>14200</b>	9481	4664
2	<b>5200</b>	14430	<b>14500</b>	9766	4664
3	<b>5400</b>	14723	<b>14800</b>	10059	4664
4	<b>5600</b>	15335	<b>15400</b>	10671	4664
5	<b>5800</b>	15655	<b>15700</b>	10991	4664
6	<b>6000</b>	15985	<b>16000</b>	11321	4664
7	<b>6225</b>	16325	<b>16400</b>	11661	4664
8	<b>6450</b>	16675	<b>16700</b>	12011	4664
9	<b>6675</b>	17406	<b>17500</b>	12742	4664
10	<b>6900</b>	17788	<b>17800</b>	13124	4664
11	<b>7125</b>	18182	<b>18200</b>	13518	4664
12	<b>7350</b>	18588	<b>18600</b>	13924	4664
13	<b>7575</b>	19005	<b>19100</b>	14341	4664
14	<b>7800</b>	19435	<b>19500</b>	14771	4664
15	<b>8025</b>	19879	<b>19900</b>	15215	4664
16	<b>8275</b>	20335	<b>20400</b>	15671	4664
17	<b>8525</b>	20805	<b>20900</b>	16141	4664
18	<b>8775</b>	21289	<b>21300</b>	16625	4664
19	<b>9025</b>	21788	<b>21800</b>	17124	4664
20	<b>9275</b>	22302	<b>22400</b>	17638	4664
21	<b>9525</b>	22831	<b>22900</b>	18167	4664
22	<b>9775</b>	23376	<b>23400</b>	18712	4664
23	<b>10025</b>	23376	<b>23400</b>	18712	4664
24	<b>10275</b>	23937	<b>24000</b>	19273	4664
25	<b>10525</b>	24516	<b>24600</b>	19852	4664
26	<b>10775</b>	25111	<b>25200</b>	20447	4664
27	<b>11050</b>	25725	<b>25800</b>	21061	4664
28	<b>11325</b>	26356	<b>26400</b>	21692	4664



## Table 7.2

### READY RECKONER

For

**Fixation of initial basic pay  
in the revised scales**

Scale 5			Scale 6			Scale 7			Scale 8		
Pre-revised scale		Basic Pay in the Revised Scale	Pre-revised scale		Basic Pay in the Revised Scale	Pre-revised scale		Basic Pay in the Revised Scale	Pre-revised scale		Basic Pay in the Revised Scale
Stage	Basic Pay		Stage	Basic Pay		Stage	Basic Pay		Stage	Basic Pay	
1	3850	10700	1	4125	11700	1	4525	12600	1	4800	13400
2	3975	10900	2	4275	12100	2	4700	13100	2	4975	13900
3	4100	11100	3	4425	12400	3	4875	13400	3	5150	14200
4	4225	11400	4	4575	12600	4	5050	13700	4	5350	14500
5	4350	11600	5	4750	12900	5	5225	14000	5	5550	14800
6	4475	11800	6	4925	13200	6	5425	14600	6	5750	15400
7	4600	12100	7	5100	13700	7	5625	14900	7	5950	15800
8	4725	12400	8	5275	14000	8	5825	15200	8	6150	16100
9	4850	12600	9	5450	14300	9	6025	15500	9	6375	16500
10	4975	12900	10	5650	14600	10	6225	15900	10	6600	16800
11	5100	13200	11	5850	14900	11	6425	16200	11	6825	17200
12	5250	13500	12	6050	15300	12	6625	16600	12	7050	17600
13	5400	13800	13	6250	15600	13	6825	16900	13	7275	18400
14	5550	13800 •	14	6450	16000	14	7025	17300	14	7500	18800
15	5700	14100	15	6650	16300	15	7225	17700	15	7725	19200
16	5850	14400	16	6850	16700	16	7425	18100	16	7950	19700
17	6025	14700	17	7050	17100	17	7650	18500	17	8175	19700 •
18	6200	15100	18	7250	17500	18	7875	19000	18	8425	20100
19	6375	15400	19	7450	17900	19	8100	19400	19	8675	20600
20	6550	15800	20	7675	18300	20	8325	19900	20	8925	21100
21	6725	16200	21	7900	18700	21	8550	20300	21	9175	21600
22	6900	16500	22	8125	19200	22	8775	20800	22	9425	22100
23	7075	16900	23	8350	19600	23	9000	21300	23	9675	22600
24	7275	17300	24	8575	20100	24	9225	21800	24	9925	23200
25	7475	17800	25	8800	20600	25	9450	22400	25	10175	23700
26	7675	18200	26	9025	21100	26	9675	22900	26	10425	24300
27	7875	18600	27	9250	21600	27	9925	22900 •	27	10675	24900
28	8075	19100	28	9475	22100	28	10175	23500	28	10925	24900 •
			29	9700	22700						

#### Special provisions

• In case where the initial basic pay in the revised scale is the same for two consecutive stages the basic pay at the higher of the two stages shall be advanced by 50 in case of Scale nos. 1 to 5 and by 100 for Scale nos. 7 to 9, both at the entry point of the revised scale and at the subsequent stages in the revised scale, till placement in higher scale on promotion or under Career Advancement Scheme.

**Scale 9**

Pre-revised scale		Basic Pay in the Revised Scale
Stage	Basic Pay	
1	5000	14200
2	5200	14500
3	5400	14800
4	5600	15400
5	5800	15700
6	6000	16000
7	6225	16400
8	6450	16700
9	6675	17500
10	6900	17800
11	7125	18200
12	7350	18600
13	7575	19100
14	7800	19500
15	8025	19900
16	8275	20400
17	8525	20900
18	8775	21300
19	9025	21800
20	9275	22400
21	9525	22900
22	9775	23400
23	10025	23400 •
24	10275	24000
25	10525	24600
26	10775	25200
27	11050	25800
28	11325	26400

A	B	N						
Serial No. of rows in columns	Entry point of Scale No.	Number Series (Column N)	1	2	3	4	5	6
			Scale 1			Scale 2		
			2039	2100	2163	2228	2295	2363
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								5407
27							5407	5569
28						5407	5569	5736
29					5407	5569	5736	5908
30				5407	5569	<b>5736</b>	5908	6086
31			<b>5407</b>	5569	5736	5908	6086	6268
32	1	2907	5569	5736	5908	6086	6268	6456
33		2994	5736	5908	6086	6268	6456	6650
34	2	3084	5908	6086	6268	6456	6650	6849
35		3177	6086	6268	6456	6650	6849	7055
36		3272	6268	6456	6650	6849	7055	7267
37	3	3370	6456	6650	6849	7055	7267	7485
38		3471	6650	6849	7055	7267	7485	7709
39	4	3575	6849	7055	7267	7485	7709	7940
40		3683	7055	7267	7485	7709	7940	8179
41		3793	7267	7485	7709	7940	8179	8424

42	5	3907	7485	7709	7940	8179	8424	8677
43		4024	7709	7940	8179	8424	8677	8937
44	6	4145	7940	8179	8424	8677	8937	9205
45		4269	8179	8424	8677	8937	9205	9481
46		4397	8424	8677	8937	9205	9481	9766
47	7	4529	8677	8937	9205	9481	9766	10059
48		4665	8937	9205	9481	9766	10059	10360
49	8	4805	9205	9481	9766	10059	10360	10671
50		4949	9481	9766	10059	10360	10671	10991
51	9	5097	9766	10059	10360	10671	10991	11321
52		5250	10059	10360	10671	10991	11321	11661
53		5408	10360	10671	10991	11321	11661	12011
54		5570	10671	10991	11321	11661	12011	12371
55		5737	10991	11321	11661	12011	12371	12742
56		5909	11321	11661	12011	12371	12742	13124
57		6087	11661	12011	12371	12742	13124	13518
58		6269	12011	12371	12742	13124	13518	13924
59		6457	12371	12742	13124	13518	13924	14341
60		6651	12742	13124	13518	13924	14341	14771
61		6851	13124	13518	13924	14341	14771	15215
62		7056	13518	13924	14341	14771	15215	15671
63		7268	13924	14341	14771	15215	15671	16141
64		7486	14341	14771	15215	15671	16141	16625
65		7710	14771	15215	15671	16141	16625	17124
66		7942	15215	15671	16141	16625	17124	17638
67		8180	15671	16141	16625	17124	17638	18167
68		8425	16141	16625	17124	17638	18167	18712
69		8678	16625	17124	17638	18167	18712	19273
70		8938	17124	17638	18167	18712	19273	19852
71		9207	17638	18167	18712	19273	19852	20447
72		9483	18167	18712	19273	19852	20447	21061
73		9767	18712	19273	19852	20447	21061	21692
74		10060	19273	19852	20447	21061	21692	22343
75		10362	19852	20447	21061	21692	22343	23013
76		10673	20447	21061	21692	22343	23013	23704
77		10993	21061	21692	22343	23013	23704	24415
78		11323	21692	22343	23013	23704	24415	25147
79		11663	22343	23013	23704	24415	25147	25902
80		12012	23013	23704	24415	25147	25902	26679

**Table 10**

7	8	9	10	11	12	13	14	15
			<b>Scale 3</b>			<b>Scale 4</b>		
<b>2434</b>	<b>2507</b>	<b>2583</b>	<b>2660</b>	<b>2740</b>	<b>2822</b>	<b>2907</b>	<b>2994</b>	<b>3084</b>
								5407
							5407	5569
						5407	5569	5736
					5407	5569	5736	5908
				5407	5569	5736	5908	6086
		5407	5569	5736	5908	6086	6268	6456
	5407	5569	5736	5908	6086	6268	6456	6650
5407	5569	5736	5908	6086	6268	6456	6650	6849
5569	5736	5908	6086	6268	6456	<b>6650</b>	6849	7055
5736	5908	6086	<b>6268</b>	6456	6650	6849	7055	7267
5908	6086	6268	6456	6650	6849	7055	7267	7485
6086	6268	6456	6650	6849	7055	7267	7485	7709
6268	6456	6650	6849	7055	7267	7485	7709	7940
6456	6650	6849	7055	7267	7485	7709	7940	8179
6650	6849	7055	7267	7485	7709	7940	8179	8424
6849	7055	7267	7485	7709	7940	8179	8424	8677
7055	7267	7485	7709	7940	8179	8424	8677	8937
7267	7485	7709	7940	8179	8424	8677	8937	9205
7485	7709	7940	8179	8424	8677	8937	9205	9481
7709	7940	8179	8424	8677	8937	9205	9481	9766
7940	8179	8424	8677	8937	9205	9481	9766	10059
8179	8424	8677	8937	9205	9481	9766	10059	10360
8424	8677	8937	9205	9481	9766	10059	10360	10671
8677	8937	9205	9481	9766	10059	10360	10671	10991

8937	9205	9481	9766	10059	10360	10671	10991	11321
9205	9481	9766	10059	10360	10671	10991	11321	11661
9481	9766	10059	10360	10671	10991	11321	11661	12011
9766	10059	10360	10671	10991	11321	11661	12011	12371
10059	10360	10671	10991	11321	11661	12011	12371	12742
10360	10671	10991	11321	11661	12011	12371	12742	13124
10671	10991	11321	11661	12011	12371	12742	13124	13518
10991	11321	11661	12011	12371	12742	13124	13518	13924
11321	11661	12011	12371	12742	13124	13518	13924	14341
11661	12011	12371	12742	13124	13518	13924	14341	14771
12011	12371	12742	13124	13518	13924	14341	14771	15215
12371	12742	13124	13518	13924	14341	14771	15215	15671
12742	13124	13518	13924	14341	14771	15215	15671	16141
13124	13518	13924	14341	14771	15215	15671	16141	16625
13518	13924	14341	14771	15215	15671	16141	16625	17124
13924	14341	14771	15215	15671	16141	16625	17124	17638
14341	14771	15215	15671	16141	16625	17124	17638	18167
14771	15215	15671	16141	16625	17124	17638	18167	18712
15215	15671	16141	16625	17124	17638	18167	18712	19273
15671	16141	16625	17124	17638	18167	18712	19273	19852
16141	16625	17124	17638	18167	18712	19273	19852	20447
16625	17124	17638	18167	18712	19273	19852	20447	21061
17124	17638	18167	18712	19273	19852	20447	21061	21692
17638	18167	18712	19273	19852	20447	21061	21692	22343
18167	18712	19273	19852	20447	21061	21692	22343	23013
18712	19273	19852	20447	21061	21692	22343	23013	23704
19273	19852	20447	21061	21692	22343	23013	23704	24415
19852	20447	21061	21692	22343	23013	23704	24415	25147
20447	21061	21692	22343	23013	23704	24415	25147	25902
21061	21692	22343	23013	23704	24415	25147	25902	26679
21692	22343	23013	23704	24415	25147	25902	26679	27479
22343	23013	23704	24415	25147	25902	26679	27479	28304
23013	23704	24415	25147	25902	26679	27479	28304	29153
23704	24415	25147	25902	26679	27479	28304	29153	30027
24415	25147	25902	26679	27479	28304	29153	30027	30928
25147	25902	26679	27479	28304	29153	30027	30928	31856
25902	26679	27479	28304	29153	30027	30928	31856	32812
26679	27479	28304	29153	30027	30928	31856	32812	33796
27479	28304	29153	30027	30928	31856	32812	33796	34810



The number matrix used for const

16	17	18	19	20	21	22	23	24
		<b>Scale 5</b>					<b>Scale 6</b>	
<b>3176</b>	<b>3271</b>	<b>3370</b>	<b>3471</b>	<b>3575</b>	<b>3682</b>	<b>3793</b>	<b>3906</b>	<b>4023</b>
								5407
							5407	5569
						5407	5569	5736
					5407	5569	5736	5908
				5407	5569	5736	5908	6086
			5407	5569	5736	5908	6086	6268
		5407	5569	5736	5908	6086	6268	6456
	5407	5569	5736	5908	6086	6268	6456	6650
5407	5569	5736	5908	6086	6268	6456	6650	6849
5569	5736	5908	6086	6268	6456	6650	6849	7055
5736	5908	6086	6268	6456	6650	6849	7055	7267
5908	6086	6268	6456	6650	6849	7055	7267	7485
6086	6268	6456	6650	6849	7055	7267	7485	7709
6268	6456	6650	6849	7055	7267	7485	<b>7709</b>	7940
6456	6650	6849	7055	7267	7485	7709	7940	8179
6650	6849	7055	7267	7485	7709	7940	8179	8424
6849	7055	<b>7267</b>	7485	7709	7940	8179	8424	8677
7055	7267	7485	7709	7940	8179	8424	8677	8937
7267	7485	7709	7940	8179	8424	8677	8937	9205
7485	7709	7940	8179	8424	8677	8937	9205	9481
7709	7940	8179	8424	8677	8937	9205	9481	9766
7940	8179	8424	8677	8937	9205	9481	9766	10059
8179	8424	8677	8937	9205	9481	9766	10059	10360
8424	8677	8937	9205	9481	9766	10059	10360	10671
8677	8937	9205	9481	9766	10059	10360	10671	10991
8937	9205	9481	9766	10059	10360	10671	10991	11321
9205	9481	9766	10059	10360	10671	10991	11321	11661
9481	9766	10059	10360	10671	10991	11321	11661	12011
9766	10059	10360	10671	10991	11321	11661	12011	12371
10059	10360	10671	10991	11321	11661	12011	12371	12742
10360	10671	10991	11321	11661	12011	12371	12742	13124
10671	10991	11321	11661	12011	12371	12742	13124	13518
10991	11321	11661	12011	12371	12742	13124	13518	13924
11321	11661	12011	12371	12742	13124	13518	13924	14341

11661	12011	12371	12742	13124	13518	13924	14341	14771
12011	12371	12742	13124	13518	13924	14341	14771	15215
12371	12742	13124	13518	13924	14341	14771	15215	15671
12742	13124	13518	13924	14341	14771	15215	15671	16141
13124	13518	13924	14341	14771	15215	15671	16141	16625
13518	13924	14341	14771	15215	15671	16141	16625	17124
13924	14341	14771	15215	15671	16141	16625	17124	17638
14341	14771	15215	15671	16141	16625	17124	17638	18167
14771	15215	15671	16141	16625	17124	17638	18167	18712
15215	15671	16141	16625	17124	17638	18167	18712	19273
15671	16141	16625	17124	17638	18167	18712	19273	19852
16141	16625	17124	17638	18167	18712	19273	19852	20447
16625	17124	17638	18167	18712	19273	19852	20447	21061
17124	17638	18167	18712	19273	19852	20447	21061	21692
17638	18167	18712	19273	19852	20447	21061	21692	22343
18167	18712	19273	19852	20447	21061	21692	22343	23013
18712	19273	19852	20447	21061	21692	22343	23013	23704
19273	19852	20447	21061	21692	22343	23013	23704	24415
19852	20447	21061	21692	22343	23013	23704	24415	25147
20447	21061	21692	22343	23013	23704	24415	25147	25902
21061	21692	22343	23013	23704	24415	25147	25902	26679
21692	22343	23013	23704	24415	25147	25902	26679	27479
22343	23013	23704	24415	25147	25902	26679	27479	28304
23013	23704	24415	25147	25902	26679	27479	28304	29153
23704	24415	25147	25902	26679	27479	28304	29153	30027
24415	25147	25902	26679	27479	28304	29153	30027	30928
25147	25902	26679	27479	28304	29153	30027	30928	31856
25902	26679	27479	28304	29153	30027	30928	31856	32812
26679	27479	28304	29153	30027	30928	31856	32812	33796
27479	28304	29153	30027	30928	31856	32812	33796	34810
28304	29153	30027	30928	31856	32812	33796	34810	35854
29153	30027	30928	31856	32812	33796	34810	35854	36930
30027	30928	31856	32812	33796	34810	35854	36930	38038
30928	31856	32812	33796	34810	35854	36930	38038	39179
31856	32812	33796	34810	35854	36930	38038	39179	40354
32812	33796	34810	35854	36930	38038	39179	40354	41565
33796	34810	35854	36930	38038	39179	40354	41565	42812
34810	35854	36930	38038	39179	40354	41565	42812	44096
35854	36930	38038	39179	40354	41565	42812	44096	45419

struction of Table 12 which directly gives the basic pay at different sta

25	26	27	28	29	30	31	32	33
Scale 7		Scale 8		Scale 9				
4144	4269	4397	4528	4664	4804	4948	5097	5250
						5407	5569	5736
					5407	5569	5736	5908
				5407	5569	5736	5908	6086
			5407	5569	5736	5908	6086	6268
		5407	5569	5736	5908	6086	6268	6456
	5407	5569	5736	5908	6086	6268	6456	6650
5407	5569	5736	5908	6086	6268	6456	6650	6849
5569	5736	5908	6086	6268	6456	6650	6849	7055
5736	5908	6086	6268	6456	6650	6849	7055	7267
5908	6086	6268	6456	6650	6849	7055	7267	7485
6086	6268	6456	6650	6849	7055	7267	7485	7709
6268	6456	6650	6849	7055	7267	7485	7709	7940
6456	6650	6849	7055	7267	7485	7709	7940	8179
6650	6849	7055	7267	7485	7709	7940	8179	8424
6849	7055	7267	7485	7709	7940	8179	8424	8677
7055	7267	7485	7709	7940	8179	8424	8677	8937
7267	7485	7709	7940	8179	8424	8677	8937	9205
7485	7709	7940	8179	8424	8677	8937	9205	9481
7709	7940	8179	8424	8677	8937	9205	9481	9766
7940	8179	8424	8677	8937	9205	9481	9766	10059
8179	8424	8677	8937	9205	9481	9766	10059	10360
<b>8424</b>	8677	<b>8937</b>	9205	<b>9481</b>	9766	10059	10360	10671
8677	8937	9205	9481	9766	10059	10360	10671	10991
8937	9205	9481	9766	10059	10360	10671	10991	11321
9205	9481	9766	10059	10360	10671	10991	11321	11661
9481	9766	10059	10360	10671	10991	11321	11661	12011
9766	10059	10360	10671	10991	11321	11661	12011	12371
10059	10360	10671	10991	11321	11661	12011	12371	12742
10360	10671	10991	11321	11661	12011	12371	12742	13124
10671	10991	11321	11661	12011	12371	12742	13124	13518
10991	11321	11661	12011	12371	12742	13124	13518	13924
11321	11661	12011	12371	12742	13124	13518	13924	14341
11661	12011	12371	12742	13124	13518	13924	14341	14771
12011	12371	12742	13124	13518	13924	14341	14771	15215
12371	12742	13124	13518	13924	14341	14771	15215	15671
12742	13124	13518	13924	14341	14771	15215	15671	16141
13124	13518	13924	14341	14771	15215	15671	16141	16625
13518	13924	14341	14771	15215	15671	16141	16625	17124
13924	14341	14771	15215	15671	16141	16625	17124	17638
14341	14771	15215	15671	16141	16625	17124	17638	18167
14771	15215	15671	16141	16625	17124	17638	18167	18712

15215	15671	16141	16625	17124	17638	18167	18712	19273
15671	16141	16625	17124	17638	18167	18712	19273	19852
16141	16625	17124	17638	18167	18712	19273	19852	20447
16625	17124	17638	18167	18712	19273	19852	20447	21061
17124	17638	18167	18712	19273	19852	20447	21061	21692
17638	18167	18712	19273	19852	20447	21061	21692	22343
18167	18712	19273	19852	20447	21061	21692	22343	23013
18712	19273	19852	20447	21061	21692	22343	23013	23704
19273	19852	20447	21061	21692	22343	23013	23704	24415
19852	20447	21061	21692	22343	23013	23704	24415	25147
20447	21061	21692	22343	23013	23704	24415	25147	25902
21061	21692	22343	23013	23704	24415	25147	25902	26679
21692	22343	23013	23704	24415	25147	25902	26679	27479
22343	23013	23704	24415	25147	25902	26679	27479	28304
23013	23704	24415	25147	25902	26679	27479	28304	29153
23704	24415	25147	25902	26679	27479	28304	29153	30027
24415	25147	25902	26679	27479	28304	29153	30027	30928
25147	25902	26679	27479	28304	29153	30027	30928	31856
25902	26679	27479	28304	29153	30027	30928	31856	32812
26679	27479	28304	29153	30027	30928	31856	32812	33796
27479	28304	29153	30027	30928	31856	32812	33796	34810
28304	29153	30027	30928	31856	32812	33796	34810	35854
29153	30027	30928	31856	32812	33796	34810	35854	36930
30027	30928	31856	32812	33796	34810	35854	36930	38038
30928	31856	32812	33796	34810	35854	36930	38038	39179
31856	32812	33796	34810	35854	36930	38038	39179	40354
32812	33796	34810	35854	36930	38038	39179	40354	41565
33796	34810	35854	36930	38038	39179	40354	41565	42812
34810	35854	36930	38038	39179	40354	41565	42812	44096
35854	36930	38038	39179	40354	41565	42812	44096	45419
36930	38038	39179	40354	41565	42812	44096	45419	46782
38038	39179	40354	41565	42812	44096	45419	46782	48185
39179	40354	41565	42812	44096	45419	46782	48185	49631
40354	41565	42812	44096	45419	46782	48185	49631	51120
41565	42812	44096	45419	46782	48185	49631	51120	52653
42812	44096	45419	46782	48185	49631	51120	52653	54233
44096	45419	46782	48185	49631	51120	52653	54233	55860
45419	46782	48185	49631	51120	52653	54233	55860	57536
46782	48185	49631	51120	52653	54233	55860	57536	59262

**ges in the revised scheme**

<b>34</b>	<b>35</b>	<b>36</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>
<b>5407</b>	<b>5569</b>	<b>5737</b>	<b>5909</b>	<b>6086</b>	<b>6268</b>	<b>6457</b>	<b>6650</b>	<b>6850</b>
5908	6086	6268	6456	6650	6849	7055	7267	7485
6086	6268	6456	6650	6849	7055	7267	7485	7709
6268	6456	6650	6849	7055	7267	7485	7709	7940
6456	6650	6849	7055	7267	7485	7709	7940	8179
6650	6849	7055	7267	7485	7709	7940	8179	8424
6849	7055	7267	7485	7709	7940	8179	8424	8677
7055	7267	7485	7709	7940	8179	8424	8677	8937
7267	7485	7709	7940	8179	8424	8677	8937	9205
7485	7709	7940	8179	8424	8677	8937	9205	9481
7709	7940	8179	8424	8677	8937	9205	9481	9766
7940	8179	8424	8677	8937	9205	9481	9766	10059
8179	8424	8677	8937	9205	9481	9766	10059	10360
8424	8677	8937	9205	9481	9766	10059	10360	10671
8677	8937	9205	9481	9766	10059	10360	10671	10991
8937	9205	9481	9766	10059	10360	10671	10991	11321
9205	9481	9766	10059	10360	10671	10991	11321	11661
9481	9766	10059	10360	10671	10991	11321	11661	12011
9766	10059	10360	10671	10991	11321	11661	12011	12371
10059	10360	10671	10991	11321	11661	12011	12371	12742
10360	10671	10991	11321	11661	12011	12371	12742	13124
10671	10991	11321	11661	12011	12371	12742	13124	13518
10991	11321	11661	12011	12371	12742	13124	13518	13924
11321	11661	12011	12371	12742	13124	13518	13924	14341
11661	12011	12371	12742	13124	13518	13924	14341	14771
12011	12371	12742	13124	13518	13924	14341	14771	15215
12371	12742	13124	13518	13924	14341	14771	15215	15671
12742	13124	13518	13924	14341	14771	15215	15671	16141
13124	13518	13924	14341	14771	15215	15671	16141	16625
13518	13924	14341	14771	15215	15671	16141	16625	17124
13924	14341	14771	15215	15671	16141	16625	17124	17638
14341	14771	15215	15671	16141	16625	17124	17638	18167
14771	15215	15671	16141	16625	17124	17638	18167	18712
15215	15671	16141	16625	17124	17638	18167	18712	19273
15671	16141	16625	17124	17638	18167	18712	19273	19852
16141	16625	17124	17638	18167	18712	19273	19852	20447
16625	17124	17638	18167	18712	19273	19852	20447	21061
17124	17638	18167	18712	19273	19852	20447	21061	21692
17638	18167	18712	19273	19852	20447	21061	21692	22343
18167	18712	19273	19852	20447	21061	21692	22343	23013
18712	19273	19852	20447	21061	21692	22343	23013	23704
19273	19852	20447	21061	21692	22343	23013	23704	24415

19852	20447	21061	21692	22343	23013	23704	24415	25147
20447	21061	21692	22343	23013	23704	24415	25147	25902
21061	21692	22343	23013	23704	24415	25147	25902	26679
21692	22343	23013	23704	24415	25147	25902	26679	27479
22343	23013	23704	24415	25147	25902	26679	27479	28304
23013	23704	24415	25147	25902	26679	27479	28304	29153
23704	24415	25147	25902	26679	27479	28304	29153	30027
24415	25147	25902	26679	27479	28304	29153	30027	30928
25147	25902	26679	27479	28304	29153	30027	30928	31856
25902	26679	27479	28304	29153	30027	30928	31856	32812
26679	27479	28304	29153	30027	30928	31856	32812	33796
27479	28304	29153	30027	30928	31856	32812	33796	34810
28304	29153	30027	30928	31856	32812	33796	34810	35854
29153	30027	30928	31856	32812	33796	34810	35854	36930
30027	30928	31856	32812	33796	34810	35854	36930	38038
30928	31856	32812	33796	34810	35854	36930	38038	39179
31856	32812	33796	34810	35854	36930	38038	39179	40354
32812	33796	34810	35854	36930	38038	39179	40354	41565
33796	34810	35854	36930	38038	39179	40354	41565	42812
34810	35854	36930	38038	39179	40354	41565	42812	44096
35854	36930	38038	39179	40354	41565	42812	44096	45419
36930	38038	39179	40354	41565	42812	44096	45419	46782
38038	39179	40354	41565	42812	44096	45419	46782	48185
39179	40354	41565	42812	44096	45419	46782	48185	49631
40354	41565	42812	44096	45419	46782	48185	49631	51120
41565	42812	44096	45419	46782	48185	49631	51120	52653
42812	44096	45419	46782	48185	49631	51120	52653	54233
44096	45419	46782	48185	49631	51120	52653	54233	55860
45419	46782	48185	49631	51120	52653	54233	55860	57536
46782	48185	49631	51120	52653	54233	55860	57536	59262
48185	49631	51120	52653	54233	55860	57536	59262	61039
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52653	54233	55860	57536	59262	61039	62871	64757	66699
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8179	8424	8677	8937	9205	9481	9766	10059
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15215	15671	16141	16625	17124	17638	18167	18712
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16141	16625	17124	17638	18167	18712	19273	19852
16625	17124	17638	18167	18712	19273	19852	20447
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18712	19273	19852	20447	21061	21692	22343	23013
19273	19852	20447	21061	21692	22343	23013	23704
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21692	22343	23013	23704	24415	25147	25902	26679
22343	23013	23704	24415	25147	25902	26679	27479
23013	23704	24415	25147	25902	26679	27479	28304
23704	24415	25147	25902	26679	27479	28304	29153
24415	25147	25902	26679	27479	28304	29153	30027
25147	25902	26679	27479	28304	29153	30027	30928

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28304	29153	30027	30928	31856	32812	33796	34810
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32812	33796	34810	35854	36930	38038	39179	40354
33796	34810	35854	36930	38038	39179	40354	41565
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35854	36930	38038	39179	40354	41565	42812	44096
36930	38038	39179	40354	41565	42812	44096	45419
38038	39179	40354	41565	42812	44096	45419	46782
39179	40354	41565	42812	44096	45419	46782	48185
40354	41565	42812	44096	45419	46782	48185	49631
41565	42812	44096	45419	46782	48185	49631	51120
42812	44096	45419	46782	48185	49631	51120	52653
44096	45419	46782	48185	49631	51120	52653	54233
45419	46782	48185	49631	51120	52653	54233	55860
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54233	55860	57536	59262	61039	62871	64757	66699
55860	57536	59262	61039	62871	64757	66699	68700
57536	59262	61039	62871	64757	66699	68700	70761
59262	61039	62871	64757	66699	68700	70761	72884
61039	62871	64757	66699	68700	70761	72884	75071
62871	64757	66699	68700	70761	72884	75071	77323
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66699	68700	70761	72884	75071	77323	79643	82032
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70761	72884	75071	77323	79643	82032	84493	87028
72884	75071	77323	79643	82032	84493	87028	89638
75071	77323	79643	82032	84493	87028	89638	92328
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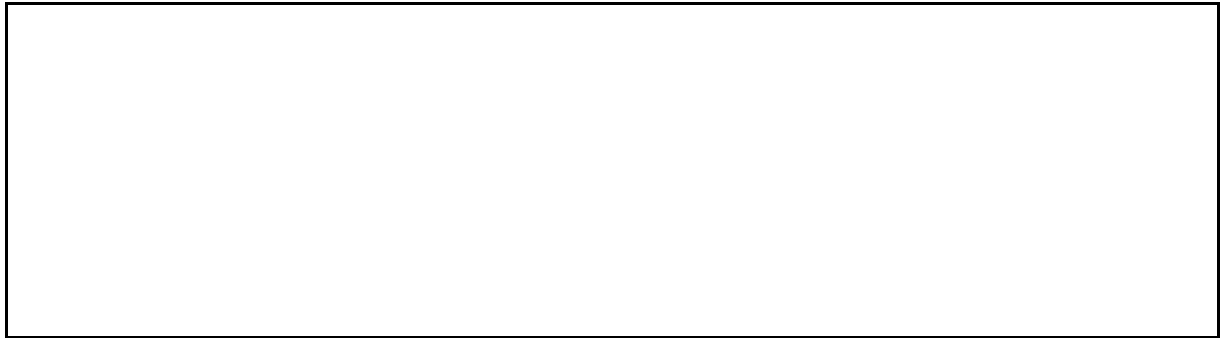
## Table 12.1 Comprehensive Ready Reckoner

for

**Determination of basic pay at different stages for all the domains of pay scales in the revised scheme during entry to the scheme annual movement and movement on promotion or under Career Advancement Scheme (Based on rounding off of all figures in Table 12 to nearest 100)**

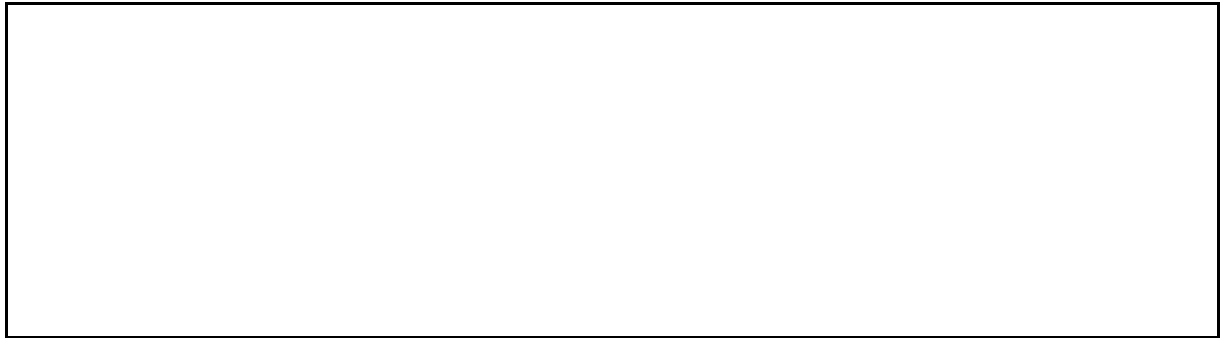
A Serial No. of rows in columns	B Entry point of Scale No.	N Number Series (Column N)	PI +Q Matrix					
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			Scale 1			Scale 2		
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								7800
27							7800	8000
28						7700	7900	8100
29					7600	7800	8100	8300
30				7600	7800	<b>8000</b>	8300	8500
31			<b>7500</b>	7700	7900	8200	8400	8700
32	1	2907	7700	7900	8100	8400	8600	8900
33		2994	7800	8100	8300	8500	8800	9100
34	2	3084	8000	8200	8500	8700	9000	9300
35		3177	8200	8400	8700	8900	9200	9500

36		3272	8400	8600	8900	9100	9400	9700
37	3	3370	8500	8800	9100	9300	9600	9900
38		3471	8700	9000	9300	9500	9800	10100
39	4	3575	8900	9200	9500	9800	10100	10400
40		3683	9100	9400	9700	10000	10300	10600
41		3793	9400	9600	9900	10200	10500	10800
42	5	3907	9600	9900	10200	10500	10800	11100
43		4024	9800	10100	10400	10700	11000	11400
44	6	4145	10000	10300	10600	11000	11300	11600
45		4269	10300	10600	10900	11200	11500	11900
46		4397	10500	10800	11100	11500	11800	12200
47	7	4529	10800	11100	11400	11800	12100	12500
48		4665	11000	11400	11700	12000	12400	12800
49	8	4805	11300	11600	12000	12300	12700	13100
50		4949	11600	11900	12300	12600	13000	13400
51	9	5097	11900	12200	12600	12900	13300	13700
52		5250	12100	12500	12900	13300	13700	14100
53		5408	12400	12800	13200	13600	14000	14400
54		5570	12800	13100	13500	13900	14400	14800
55		5737	13100	13500	13900	14300	14700	15200
56		5909	13400	13800	14200	14600	15100	15500
57		6087	13700	14200	14600	15000	15500	15900
58		6269	14100	14500	15000	15400	15900	16300
59		6457	14500	14900	15300	15800	16300	16800
60		6651	14800	15300	15700	16200	16700	17200
61		6851	15200	15700	16100	16600	17100	17600
62		7056	15600	16100	16600	17000	17600	18100
63		7268	16000	16500	17000	17500	18000	18600
64		7486	16400	16900	17400	17900	18500	19000
65		7710	16900	17400	17900	18400	19000	19500
66		7942	17300	17800	18400	18900	19500	20100
67		8180	17800	18300	18800	19400	20000	20600
68		8425	18200	18800	19300	19900	20500	21100
69		8678	18700	19300	19800	20400	21100	21700
70		8938	19200	19800	20400	21000	21600	22300
71		9207	19700	20300	20900	21600	22200	22900
72		9483	20300	20900	21500	22100	22800	23500
73		9767	20800	21400	22100	22700	23400	24100
74		10060	21400	22000	22700	23300	24000	24800
75		10362	21900	22600	23300	24000	24700	25400
76		10673	22500	23200	23900	24600	25400	26100
77		10993	23100	23800	24600	25300	26000	26800
78		11323	23800	24500	25200	26000	26800	27600
79		11663	24400	25200	25900	26700	27500	28300
80		12012	25100	25900	26600	27400	28200	29100



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			Scale 3			Scale 4		
								8500
							8500	8700
						8400	8600	8900
					8300	8500	8800	9000
				8200	8400	8700	9000	9200
			8100	8400	8600	8900	9100	9400
		8000	8300	8500	8800	9000	9300	9600
	8000	8200	8400	8700	9000	9200	9500	9800
7900	8100	8400	8600	8900	9100	9400	9700	10000
8100	8300	8500	8800	9100	9300	<b>9600</b>	9900	10200
8200	8500	8700	<b>9000</b>	9200	9500	9800	10100	10400
8400	8600	8900	9200	9400	9700	10000	10300	10600
8600	8800	9100	9400	9600	9900	10200	10500	10800
8800	9000	9300	9600	9800	10100	10400	10800	11100
8900	9200	9500	9800	10100	10400	10700	11000	11300
9100	9400	9700	10000	10300	10600	10900	11200	11600
9300	9600	9900	10200	10500	10800	11100	11500	11800
9500	9800	10100	10400	10700	11100	11400	11700	12100
9800	10000	10300	10700	11000	11300	11600	12000	12300

10000	10300	10600	10900	11200	11500	11900	12200	12600
10200	10500	10800	11100	11500	11800	12200	12500	12900
10400	10700	11100	11400	11700	12100	12400	12800	13200
10700	11000	11300	11600	12000	12400	12700	13100	13500
10900	11200	11600	11900	12300	12600	13000	13400	13800
11200	11500	11800	12200	12600	12900	13300	13700	14100
11400	11800	12100	12500	12800	13200	13600	14000	14500
11700	12000	12400	12800	13200	13500	13900	14400	14800
12000	12300	12700	13100	13500	13900	14300	14700	15100
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12500	12900	13300	13700	14100	14500	15000	15400	15900
12800	13200	13600	14000	14500	14900	15300	15800	16300
13200	13500	14000	14400	14800	15200	15700	16200	16700
13500	13900	14300	14700	15200	15600	16100	16600	17100
13800	14200	14600	15100	15500	16000	16500	17000	17500
14100	14600	15000	15500	15900	16400	16900	17400	17900
14500	14900	15400	15800	16300	16800	17300	17800	18300
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16400	16900	17400	17900	18500	19000	19600	20200	20800
16800	17300	17800	18400	18900	19500	20100	20700	21300
17300	17800	18300	18900	19400	20000	20600	21200	21800
17700	18200	18800	19300	19900	20500	21100	21800	22400
18200	18700	19300	19800	20400	21000	21700	22300	23000
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21200	21800	22500	23200	23800	24600	25300	26100	26800
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22300	23000	23700	24400	25100	25900	26700	27500	28300
22900	23600	24300	25100	25800	26600	27400	28200	29000
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24200	24900	25600	26400	27200	28000	28900	29700	30600
24800	25600	26300	27100	27900	28800	29600	30500	31400
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26200	27000	27800	28600	29500	30400	31300	32200	33200
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28400	29200	30100	31000	31900	32900	33900	34900	35900
29200	30000	30900	31900	32800	33800	34800	35900	36900
30000	30900	31800	32700	33700	34700	35800	36800	37900



16	17	18	19	20	21	22	23	24
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								9500
							9400	9600
						9200	9500	9800
					9100	9400	9700	10000
				9000	9300	9600	9900	10200
			8900	9200	9500	9800	10000	10300
		8800	9100	9400	9600	9900	10200	10500
	8700	9000	9300	9500	9800	10100	10400	10700
8600	8900	9200	9400	9700	10000	10300	10600	10900
8800	9100	9300	9600	9900	10200	10500	10800	11100
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9300	9600	9900	10200	10500	10800	11100	11400	11800
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10100	10400	<b>10700</b>	11000	11300	11700	12000	12400	12800
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11200	11500	11800	12200	12600	12900	13300	13700	14100
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11700	12000	12400	12700	13100	13500	13900	14300	14700
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16400	16800	17300	17900	18400	18900	19500	20100	20700
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19400	19900	20500	21200	21800	22400	23100	23800	24500
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21400	22000	22700	23400	24100	24800	25500	26300	27100
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29900	30800	31700	32700	33700	34700	35700	36800	37900
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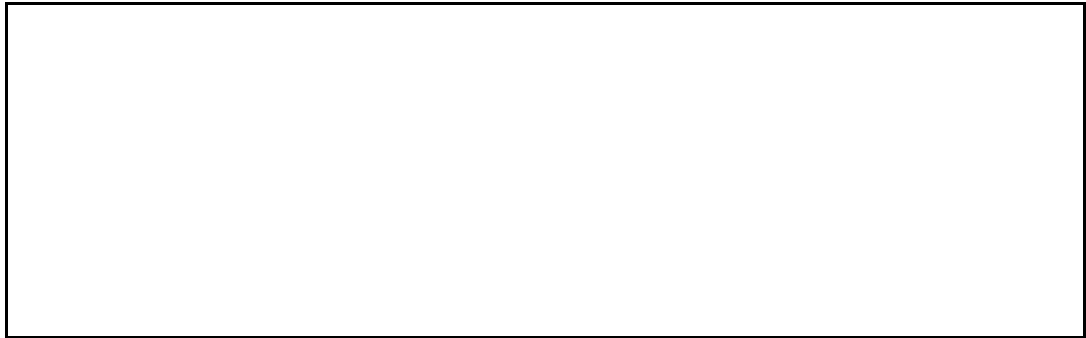
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		9900	10100	10400	10800	11100	11400	11800
	9700	10000	10300	10600	10900	11300	11600	11900
9600	9900	10200	10500	10800	11100	11500	11800	12100
9800	10100	10400	10700	11000	11300	11600	12000	12400
9900	10200	10500	10800	11200	11500	11800	12200	12600
10100	10400	10700	11000	11400	11700	12100	12400	12800
10300	10600	10900	11200	11600	11900	12300	12600	13000
10500	10800	11100	11400	11800	12100	12500	12900	13200
10700	11000	11300	11600	12000	12300	12700	13100	13500
10800	11200	11500	11800	12200	12600	12900	13300	13700
11000	11400	11700	12100	12400	12800	13200	13600	14000
11200	11600	11900	12300	12700	13000	13400	13800	14200
11500	11800	12200	12500	12900	13300	13700	14100	14500
11700	12000	12400	12800	13100	13500	13900	14400	14800
11900	12300	12600	13000	13400	13800	14200	14600	15100
12100	12500	12900	13300	13700	14100	14500	14900	15400
12400	12700	13100	13500	13900	14300	14800	15200	15700
<b>12600</b>	13000	<b>13400</b>	13800	<b>14200</b>	14600	15100	15500	16000
12900	13300	13700	14100	14500	14900	15400	15800	16300
13100	13500	13900	14300	14800	15200	15700	16100	16600
13400	13800	14200	14600	15100	15500	16000	16500	17000
13700	14100	14500	14900	15400	15800	16300	16800	17300
14000	14400	14800	15200	15700	16200	16700	17200	17700
14300	14700	15100	15600	16000	16500	17000	17500	18000
14600	15000	15400	15900	16400	16900	17400	17900	18400
14900	15300	15800	16200	16700	17200	17700	18300	18800
15200	15600	16100	16600	17100	17600	18100	18700	19200
15500	16000	16500	16900	17500	18000	18500	19100	19600
15900	16300	16800	17300	17800	18400	18900	19500	20100
16200	16700	17200	17700	18200	18800	19300	19900	20500
16600	17100	17600	18100	18600	19200	19800	20400	21000

16900	17400	18000	18500	19100	19600	20200	20800	21400
17300	17800	18400	18900	19500	20100	20700	21300	21900
17700	18200	18800	19300	19900	20500	21100	21800	22400
18100	18700	19200	19800	20400	21000	21600	22300	22900
18500	19100	19700	20200	20900	21500	22100	22800	23500
19000	19500	20100	20700	21300	22000	22600	23300	24000
19400	20000	20600	21200	21800	22500	23200	23900	24600
19900	20500	21100	21700	22400	23000	23700	24400	25200
20300	20900	21600	22200	22900	23600	24300	25000	25700
20800	21400	22100	22700	23400	24100	24800	25600	26400
21300	22000	22600	23300	24000	24700	25400	26200	27000
21800	22500	23200	23900	24600	25300	26100	26800	27600
22400	23000	23700	24400	25200	25900	26700	27500	28300
22900	23600	24300	25000	25800	26500	27300	28200	29000
23500	24200	24900	25600	26400	27200	28000	28900	29700
24000	24800	25500	26300	27100	27900	28700	29600	30400
24600	25400	26100	26900	27700	28600	29400	30300	31200
25300	26000	26800	27600	28400	29300	30100	31000	32000
25900	26700	27500	28300	29100	30000	30900	31800	32800
26500	27300	28200	29000	29900	30800	31700	32600	33600
27200	28000	28900	29700	30600	31500	32500	33500	34500
27900	28700	29600	30500	31400	32300	33300	34300	35300
28600	29500	30300	31300	32200	33200	34200	35200	36200
29300	30200	31100	32100	33000	34000	35000	36100	37200
30100	31000	31900	32900	33900	34900	35900	37000	38100
30900	31800	32800	33700	34700	35800	36900	38000	39100
31700	32600	33600	34600	35600	36700	37800	38900	40100
32500	33500	34500	35500	36600	37700	38800	40000	41200
33300	34300	35400	36400	37500	38600	39800	41000	42200
34200	35200	36300	37400	38500	39700	40800	42100	43300
35100	36200	37300	38400	39500	40700	41900	43200	44500
36000	37100	38200	39400	40600	41800	43000	44300	45700
37000	38100	39300	40400	41600	42900	44200	45500	46900
38000	39100	40300	41500	42700	44000	45300	46700	48100
39000	40200	41400	42600	43900	45200	46600	48000	49400
40000	41200	42500	43800	45100	46400	47800	49200	50700
41100	42400	43600	44900	46300	47700	49100	50600	52100
42200	43500	44800	46100	47500	48900	50400	51900	53500
43400	44700	46000	47400	48800	50300	51800	53300	54900
44500	45900	47300	48700	50100	51600	53200	54800	56400
45800	47100	48500	50000	51500	53000	54600	56300	58000
47000	48400	49900	51400	52900	54500	56100	57800	59500
48300	49700	51200	52800	54300	56000	57600	59400	61200
49600	51100	52600	54200	55800	57500	59200	61000	62800
51000	52500	54100	55700	57400	59100	60900	62700	64600



34	35	36	37	38	39	40	41	42
11700	12100	12400	12800	13200	13600	14000	14400	14800
11900	12300	12600	13000	13400	13800	14200	14600	15100
12100	12500	12800	13200	13600	14000	14400	14900	15300
12300	12700	13100	13400	13800	14300	14700	15100	15600
12500	12900	13300	13700	14100	14500	14900	15400	15800
12700	13100	13500	13900	14300	14700	15200	15600	16100
12900	13300	13700	14100	14600	15000	15400	15900	16400
13200	13600	14000	14400	14800	15300	15700	16200	16700
13400	13800	14200	14600	15100	15500	16000	16500	17000
13600	14000	14500	14900	15300	15800	16300	16800	17300
13900	14300	14700	15200	15600	16100	16600	17100	17600
14100	14600	15000	15400	15900	16400	16900	17400	17900
14400	14800	15300	15700	16200	16700	17200	17700	18200
14700	15100	15600	16000	16500	17000	17500	18000	18600
14900	15400	15800	16300	16800	17300	17800	18400	18900
15200	15700	16100	16600	17100	17600	18200	18700	19300
15500	16000	16500	16900	17500	18000	18500	19100	19600
15800	16300	16800	17300	17800	18300	18900	19400	20000
16100	16600	17100	17600	18100	18700	19200	19800	20400
16400	16900	17400	18000	18500	19100	19600	20200	20800
16800	17300	17800	18300	18900	19400	20000	20600	21200
17100	17600	18200	18700	19300	19800	20400	21000	21700
17500	18000	18500	19100	19700	20200	20800	21500	22100
17800	18400	18900	19500	20100	20700	21300	21900	22600
18200	18700	19300	19900	20500	21100	21700	22400	23000
18600	19100	19700	20300	20900	21500	22200	22800	23500
19000	19500	20100	20700	21400	22000	22600	23300	24000
19400	20000	20600	21200	21800	22500	23100	23800	24500
19800	20400	21000	21600	22300	22900	23600	24300	25100
20200	20800	21500	22100	22800	23400	24100	24900	25600
20700	21300	21900	22600	23300	24000	24700	25400	26200
21100	21800	22400	23100	23800	24500	25200	26000	26800
21600	22200	22900	23600	24300	25000	25800	26600	27300

22100	22700	23400	24100	24800	25600	26400	27100	28000
22600	23300	24000	24700	25400	26200	27000	27800	28600
23100	23800	24500	25200	26000	26800	27600	28400	29200
23600	24300	25100	25800	26600	27400	28200	29000	29900
24200	24900	25600	26400	27200	28000	28800	29700	30600
24700	25500	26200	27000	27800	28700	29500	30400	31300
25300	26100	26800	27700	28500	29300	30200	31100	32000
25900	26700	27500	28300	29100	30000	30900	31800	32800
26500	27300	28100	29000	29800	30700	31700	32600	33600
27100	28000	28800	29700	30600	31500	32400	33400	34400
27800	28600	29500	30400	31300	32200	33200	34200	35200
28500	29300	30200	31100	32000	33000	34000	35000	36100
29200	30000	30900	31900	32800	33800	34800	35900	36900
29900	30800	31700	32600	33600	34600	35700	36700	37800
30600	31500	32500	33400	34400	35500	36500	37600	38800
31400	32300	33300	34300	35300	36300	37400	38600	39700
32100	33100	34100	35100	36200	37200	38400	39500	40700
32900	33900	34900	36000	37100	38200	39300	40500	41700
33800	34800	35800	36900	38000	39100	40300	41500	42800
34600	35600	36700	37800	38900	40100	41300	42600	43800
35500	36500	37600	38800	39900	41100	42400	43600	44900
36400	37500	38600	39800	40900	42200	43400	44700	46100
37300	38400	39600	40800	42000	43200	44500	45900	47300
38300	39400	40600	41800	43100	44400	45700	47100	48500
39300	40400	41600	42900	44200	45500	46900	48300	49700
40300	41500	42700	44000	45300	46700	48100	49500	51000
41300	42500	43800	45100	46500	47900	49300	50800	52300
42400	43700	45000	46300	47700	49100	50600	52100	53700
43500	44800	46100	47500	48900	50400	51900	53500	55100
44600	46000	47300	48800	50200	51700	53300	54900	56500
45800	47200	48600	50100	51600	53100	54700	56300	58000
47000	48400	49900	51400	52900	54500	56100	57800	59600
48300	49700	51200	52700	54300	55900	57600	59400	61100
49600	51000	52600	54100	55800	57400	59200	60900	62800
50900	52400	54000	55600	57300	59000	60700	62600	64400
52200	53800	55400	57100	58800	60500	62400	64200	66200
53600	55200	56900	58600	60400	62200	64000	66000	67900
55100	56700	58400	60200	62000	63900	65800	67700	69800
56600	58300	60000	61800	63700	65600	67500	69600	71700
58100	59900	61600	63500	65400	67400	69400	71500	73600
59700	61500	63300	65200	67200	69200	71300	73400	75600
61300	63200	65000	67000	69000	71100	73200	75400	77700
63000	64900	66800	68800	70900	73000	75200	77500	79800
64700	66700	68700	70700	72800	75000	77300	79600	82000
66500	68500	70500	72700	74800	77100	79400	81800	84200



<b>43</b>	<b>44</b>	<b>45</b>	<b>46</b>	<b>47</b>	<b>48</b>	<b>49</b>	<b>50</b>
15300	15700	16200	16700	17200	17700	18200	18800
15500	16000	16500	17000	17500	18000	18500	19100
15800	16300	16700	17200	17800	18300	18800	19400
16000	16500	17000	17500	18000	18600	19100	19700
16300	16800	17300	17800	18400	18900	19500	20000
16600	17100	17600	18100	18700	19200	19800	20400
16900	17400	17900	18400	19000	19500	20100	20700
17200	17700	18200	18800	19300	19900	20500	21100
17500	18000	18500	19100	19700	20200	20800	21500
17800	18300	18900	19400	20000	20600	21200	21900
18100	18600	19200	19800	20400	21000	21600	22200
18400	19000	19500	20100	20700	21400	22000	22700
18800	19300	19900	20500	21100	21700	22400	23100
19100	19700	20300	20900	21500	22200	22800	23500
19500	20100	20700	21300	21900	22600	23200	23900
19800	20400	21100	21700	22300	23000	23700	24400
20200	20800	21500	22100	22800	23400	24100	24900
20600	21200	21900	22500	23200	23900	24600	25400
21000	21700	22300	23000	23700	24400	25100	25900
21400	22100	22700	23400	24100	24900	25600	26400
21900	22500	23200	23900	24600	25400	26100	26900
22300	23000	23700	24400	25100	25900	26600	27400
22800	23500	24200	24900	25600	26400	27200	28000
23200	23900	24700	25400	26200	26900	27700	28600
23700	24400	25200	25900	26700	27500	28300	29200
24200	25000	25700	26500	27300	28100	28900	29800
24700	25500	26200	27000	27800	28700	29500	30400
25300	26000	26800	27600	28400	29300	30200	31100
25800	26600	27400	28200	29100	29900	30800	31700
26400	27200	28000	28800	29700	30600	31500	32400
27000	27800	28600	29500	30300	31200	32200	33100
27600	28400	29200	30100	31000	31900	32900	33900
28200	29000	29900	30800	31700	32600	33600	34600

28800	29700	30500	31500	32400	33400	34400	35400
29400	30300	31200	32200	33100	34100	35200	36200
30100	31000	31900	32900	33900	34900	36000	37000
30800	31700	32700	33700	34700	35700	36800	37900
31500	32500	33400	34400	35500	36500	37600	38800
32300	33200	34200	35200	36300	37400	38500	39700
33000	34000	35000	36100	37100	38300	39400	40600
33800	34800	35800	36900	38000	39200	40300	41500
34600	35600	36700	37800	38900	40100	41300	42500
35400	36500	37600	38700	39800	41000	42300	43500
36300	37300	38500	39600	40800	42000	43300	44600
37100	38200	39400	40600	41800	43000	44300	45700
38000	39200	40300	41600	42800	44100	45400	46800
39000	40100	41300	42600	43800	45200	46500	47900
39900	41100	42300	43600	44900	46300	47700	49100
40900	42100	43400	44700	46000	47400	48800	50300
41900	43200	44500	45800	47200	48600	50000	51500
43000	44200	45600	46900	48300	49800	51300	52800
44000	45400	46700	48100	49600	51000	52600	54100
45100	46500	47900	49300	50800	52300	53900	55500
46300	47700	49100	50600	52100	53600	55300	56900
47500	48900	50300	51900	53400	55000	56700	58400
48700	50100	51600	53200	54800	56400	58100	59800
49900	51400	53000	54500	56200	57900	59600	61400
51200	52700	54300	55900	57600	59300	61100	63000
52500	54100	55700	57400	59100	60900	62700	64600
53900	55500	57200	58900	60600	62500	64300	66300
55300	56900	58700	60400	62200	64100	66000	68000
56700	58400	60200	62000	63800	65800	67700	69800
58200	60000	61800	63600	65500	67500	69500	71600
59800	61500	63400	65300	67300	69300	71300	73500
61300	63200	65100	67000	69000	71100	73200	75400
63000	64800	66800	68800	70900	73000	75200	77400
64600	66600	68600	70600	72700	74900	77200	79500
66400	68400	70400	72500	74700	76900	79200	81600
68100	70200	72300	74500	76700	79000	81400	83800
70000	72100	74200	76500	78700	81100	83500	86000
71900	74000	76200	78500	80900	83300	85800	88400
73800	76000	78300	80600	83100	85500	88100	90800
75800	78100	80400	82800	85300	87900	90500	93200
77900	80200	82600	85100	87600	90300	93000	95800
80000	82400	84900	87400	90000	92700	95500	98400
82200	84600	87200	89800	92500	95300	98100	101100
84400	87000	89600	92200	95000	97900	100800	103800
86700	89300	92000	94800	97600	100600	103600	106700

**Table 29**  
**The (PI+Q) matrix for the**  
**domain of pay scale A1**  
**in the revised scheme**

Pre-revised Scale		Basic Pay in the Revised Scale						
Stage	Basic Pay	Stage 1	2	3	4	5	6	7
1	2600	6814	7018	7229	7446	7669	7899	8136
2	2655	6814	7018	7229	7446	7669	7899	8136
3	2710	6962	7171	7386	7608	7836	8071	8313
4	2765	7115	7328	7548	7775	8008	8248	8496
5	2820	7115	7328	7548	7775	8008	8248	8496
6	2875	7273	7491	7716	7947	8186	8431	8684
7	2930	7435	7658	7888	8124	8368	8619	8878
8	2985	7435	7658	7888	8124	8368	8619	8878
9	3045	7602	7830	8065	8307	8556	8813	9077
10	3105	7775	8008	8248	8496	8751	9013	9284
11	3165	7775	8008	8248	8496	8751	9013	9284
12	3225	7952	8191	8436	8689	8950	9219	9495
13	3285	8134	8378	8629	8888	9155	9430	9712
14	3345	8134	8378	8629	8888	9155	9430	9712
15	3405	8322	8572	8829	9094	9366	9647	9937
16	3465	8322	8572	8829	9094	9366	9647	9937
17	3525	8516	8771	9035	9306	9585	9872	10169
18	3590	8715	8976	9246	9523	9809	10103	10406
19	3655	8715	8976	9246	9523	9809	10103	10406
20	3720	8921	9189	9464	9748	10041	10342	10652
21	3785	8921	9189	9464	9748	10041	10342	10652
22	3850	9133	9407	9689	9980	10279	10588	10905
23	3915	9351	9632	9920	10218	10525	10840	11166
24	3980	9575	9862	10158	10463	10777	11100	11433
25	4045	9806	10100	10403	10715	11037	11368	11709
26	4110	10045	10346	10657	10976	11306	11645	11994
27	4175	10290	10599	10917	11244	11581	11929	12287
28	4240	10543	10859	11185	11521	11866	12222	12589

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8	9	10	11	12	13	14	15	16
8380	8632	8891	9157	9432	9715	10007	10307	10616
8380	8632	8891	9157	9432	9715	10007	10307	10616
8562	8819	9084	9356	9637	9926	10224	10531	10847
8751	9013	9283	9562	9849	10144	10449	10762	11085
8751	9013	9283	9562	9849	10144	10449	10762	11085
8945	9213	9490	9774	10068	10370	10681	11001	11331
9144	9418	9701	9992	10292	10601	10919	11246	11583
9144	9418	9701	9992	10292	10601	10919	11246	11583
9350	9630	9919	10216	10523	10839	11164	11499	11844
9562	9849	10145	10449	10762	11085	11418	11760	12113
9562	9849	10145	10449	10762	11085	11418	11760	12113
9780	10073	10376	10687	11007	11338	11678	12028	12389
10004	10304	10613	10931	11259	11597	11945	12303	12673
10004	10304	10613	10931	11259	11597	11945	12303	12673
10235	10542	10858	11184	11520	11865	12221	12588	12965
10235	10542	10858	11184	11520	11865	12221	12588	12965
10474	10788	11111	11445	11788	12142	12506	12881	13268
10718	11040	11371	11712	12064	12426	12798	13182	13578
10718	11040	11371	11712	12064	12426	12798	13182	13578
10972	11301	11640	11989	12349	12719	13101	13494	13899
10972	11301	11640	11989	12349	12719	13101	13494	13899
11232	11569	11916	12274	12642	13021	13412	13814	14229
11501	11846	12201	12567	12944	13332	13732	14144	14569
11776	12129	12493	12868	13254	13652	14061	14483	14918
12060	12422	12795	13178	13574	13981	14400	14832	15277
12354	12725	13106	13500	13905	14322	14751	15194	15650
12655	13035	13426	13829	14244	14671	15111	15565	16031
12967	13356	13756	14169	14594	15032	15483	15947	16426

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17	18	19	20	21	22	23	24	25
10934	11263	11600	11948	12307	12676	13056	13448	13851
10934	11263	11600	11948	12307	12676	13056	13448	13851
11172	11507	11852	12208	12574	12951	13340	13740	14152
11417	11760	12113	12476	12850	13236	13633	14042	14463
11417	11760	12113	12476	12850	13236	13633	14042	14463
11671	12021	12382	12753	13136	13530	13936	14354	14785
11931	12289	12658	13037	13428	13831	14246	14674	15114
11931	12289	12658	13037	13428	13831	14246	14674	15114
12199	12565	12942	13330	13730	14142	14566	15003	15453
12477	12851	13236	13634	14043	14464	14898	15345	15805
12477	12851	13236	13634	14043	14464	14898	15345	15805
12761	13143	13538	13944	14362	14793	15237	15694	16165
13053	13444	13848	14263	14691	15132	15586	16053	16535
13053	13444	13848	14263	14691	15132	15586	16053	16535
13354	13755	14168	14593	15030	15481	15946	16424	16917
13354	13755	14168	14593	15030	15481	15946	16424	16917
13666	14076	14498	14933	15381	15842	16318	16807	17311
13985	14405	14837	15282	15740	16212	16699	17200	17716
13985	14405	14837	15282	15740	16212	16699	17200	17716
14316	14745	15187	15643	16112	16596	17094	17606	18135
14316	14745	15187	15643	16112	16596	17094	17606	18135
14656	15095	15548	16015	16495	16990	17500	18025	18566
15006	15456	15919	16397	16889	17396	17917	18455	19009
15365	15826	16301	16790	17294	17812	18347	18897	19464
15736	16208	16694	17195	17711	18242	18789	19353	19934
16119	16603	17101	17614	18142	18687	19247	19825	20419
16512	17008	17518	18044	18585	19142	19717	20308	20917
16918	17426	17949	18487	19042	19613	20201	20808	21432

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26	27	28	29	30
14267	14695	15136	15590	16058
14267	14695	15136	15590	16058
14577	15014	15465	15929	16406
14897	15344	15804	16279	16767
14897	15344	15804	16279	16767
15228	15685	16155	16640	17139
15567	16034	16515	17011	17521
15567	16034	16515	17011	17521
15917	16394	16886	17393	17915
16279	16767	17271	17789	18322
16279	16767	17271	17789	18322
16650	17149	17664	18194	18739
17031	17542	18068	18610	19168
17031	17542	18068	18610	19168
17424	17947	18486	19040	19611
17424	17947	18486	19040	19611
17831	18366	18916	19484	20069
18247	18795	19359	19939	20537
18247	18795	19359	19939	20537
18679	19239	19816	20411	21023
18679	19239	19816	20411	21023
19122	19696	20287	20896	21523
19579	20166	20771	21394	22036
20048	20649	21269	21907	22564
20532	21148	21782	22435	23108
21032	21663	22313	22982	23672
21545	22191	22857	23543	24249
22075	22737	23419	24122	24845



**Table 3**

**Summary of the Scheme**

(Each pay scale is taken to be as per the revised scheme)

Visit Table 10 and Table 11 for details.

The total picture of Domain Subgroup

All figures pertaining to the revised scheme are

Pre-revised scales of pay		Scales (Domain Subgroups) in the terms of basic	
Scale No.	Range of basic pay in the pre-revised scheme	Scale (Domain Subgroup) No.	Range of initial basic pay within the domain subgroup in the revised scheme
A1	2600 - 4175	A1	6814 - 10543
1	2850 - 4400	1	7446 - 14781
2	3000 - 5230	2	7964 - 16151
3	3325 - 6325	3	8928 - 17431
4	3525 - 7050	4	9557 - 18578
5	3850 - 8075	5	10636 - 21008
6	4125 - 9700	6	11615 - 22073
7	4525 - 10175	7	12568 - 23996
8	4800 - 10925	8	13334 - 25457
9	5000 - 11325	9	14146 - 27007
		<b>Access</b>	
		P1	15007 - 28652
		P2	15921 - 30397
		P3	16891 - 32248
		P4	17919 - 34212
		P5	19010 - 36296
		P6	20168 - 38506

**0**  
**of Pay Revision**  
 e of 30 -year span)  
 2 for full details.  
 s is available from Table 12.  
 re part of a rationalised framework.

revised scheme define in pay	Domain Groups of the revised scheme define in terms of basic pay			' Pay Bands' accord
Range of initial basic pay within the domain subgroup for the new entrants to the revised scheme	Group Name	Range of initial basic pay at the entry points in the domain	Range of basic pay within the entire domain	Range of 'band pay' (=basic pay - grade pay) at the entry points in the revised scheme
6814 - 16539	BH	6814 - 10543	6814- 16539	4948 - 8677
7446 - 17546	B1	7446 - 18578	7446 - 22521	5407 - 12742
7964 - 18768				5736 - 13518
8928 - 21040				6268 - 14771
9557 - 22521				6650 - 15671
10636 - 25065	B2	10636 - 23996	10636 - 29618	7267 - 17124
11615 - 27371				7709 - 18167
12568 - 29618				8424 - 19852
13334 - 31423	B3	13334 - 27007	13334 - 33336	8937 - 21061
14146 - 33336				9481 - 22343

**to the following scales will be provided only in case of movement on promotion or und**

NA	P	15007 - 38506	NA	10059 - 23704
				10671 - 25147
				11322 - 26679
				12010 - 28303
				12742 - 30028
				13518 - 31856

