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GOVERNMENT OF ODISHA
FINANCE DEPARTMENT

No. 26778 /F.
FIN-PCC-PAY-0003-2017

Date: 12.9.2017

Act

CORRIGENDUM

The entry "Basic Pay" in the table at paragraph-21 of page-13 of Finance Department Resolution No.26342/F, dated, 07.9.2017 may be read as "Basic Pension".

Special Secretary to Government

Memo No 26779 /F.

Dated: 12.9.2017

Copy forwarded to the Director, Printing, Stationary & Publication, Odisha, Cuttack for information and necessary action. He is requested to supply (100) one hundred spare copies to Finance Department.

Deputy Secretary to Government

Memo No 26780 /F.

Dated: 12.9.2017

Copy forwarded to the Secretary to Governor/ Principal Secretary to Chief Minister/ Private Secretary to Minister, Finance/ Principal Accountant General, Odisha, Bhubaneswar/ Accountant General (Audit), Odisha/ Accountant General (A & E), Odisha/ Deputy Accountant General (Works), Odisha, Puri/ All Departments of Government/ All Heads of Department/ Director, Gopabandhu Academy of Administration, Bhubaneswar/ Director, Madhusudan Das Regional Academy of Finance and Management, Bhubaneswar/ Principal, Secretariat Training Institute, Bhubaneswar/ All Collectors/ All District and Sessions Judges/ All Sub-Collectors/ All Treasuries, Special Treasuries and Sub-Treasuries for information and necessary action.

Deputy Secretary to Government

Memo No 26781 /F.

Dated: 12.9.2017

Copy forwarded to the Head of Portal Group, I T Centre, Secretariat, Odisha for information. It is requested to upload this Resolution in the website of Finance Department for general information.

Deputy Secretary to Government

Memo No 26782 /F.

Dated: 12.9.2017

Copy forwarded to all Officers/ Sections of Finance Department for information.

Deputy Secretary to Government

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Odisha/ Accountant General (A & E), Odisha/ Deputy Accountant General(Works), Odisha, Puri/ All Departments of Government/ All Heads of Department/ Director, Gopabandhu Academy of Administration, Bhubaneswar/ Director, Madhusudan Das Regional Academy of Finance and Management, Bhubaneswar/ Principal, Secretariat Training Institute, Bhubaneswar/ All Collectors/ All District and Sessions Judges/All Sub-Collectors/ All Treasuries, Special Treasuries and Sub-Treasuries for information and necessary action.

2
07/09/2017

Deputy Secretary to Government

Memo No. 2 6 3 5 0 /F,

Dated: 07.09.2017

Copy forwarded to the Head of Portal Group, I.T Centre, Secretariat, Odisha for information. It is requested to upload this Resolution in the website of Finance Department for general information.

2
07/09/2017

Deputy Secretary to Government

Memo No. 2 6 3 5 1 /F,

Dated: 07.09.2017

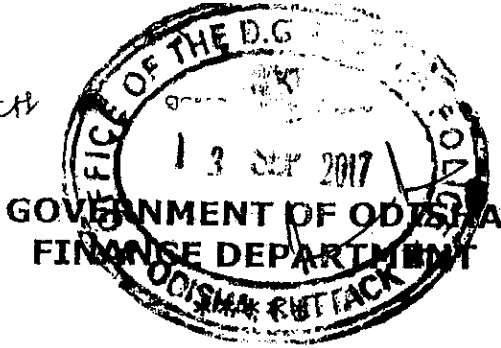
Copy forwarded to all Officers/ Sections of Finance Department for information.

2
07/09/2017

Deputy Secretary to Government

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No. 26347 /F.,
FIN-PCC-PAY-0003-2017

Dated the 7th September 2017

RESOLUTION

Subject: Revised Scales of Pay, 2017 for employees other than regular State Government employees.

Following the revision of scales of pay for regular State Government employees vide Resolution No.26342/F, dated.07.09.2017, the State Government have decided to consider extension of revised scales of pay for other categories of employees broadly in the following manner with detailed guidelines to be issued by the respective Administrative Departments with the concurrence of the Finance Department:

1. The revised scale will be extended to the Work Charged employees with effect from the 1st January, 2016 with the same condition for payment of arrears and current as specified for regular Government Servants.
2. The revised scale may be adopted by the Urban Local Bodies for their employees provided the respective Urban Local Bodies are able to meet the additional financial burden from their own sources. No specific grant-in-aid for this purpose will be provided by the Government.
3. The revised scales can be extended to the employees engaged against approved regular posts bearing regular scales of pay of the Grant-in-aid educational institutions subject to usual mechanism. The educational institutions presently under "Block grant" or partial GIA, being a separate category, are not included in the category of Aided educational institutions for this purpose.

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4. Contractual employees appointed under GA Department Resolution No.32010/Gen, dated 12.11.2013 and Resolution No.1147/Gen, dated 17.01.2014 will be entitled for revised remuneration with effect from 01.01.2016 as per the amended rules to be issued by the GA and PG Department with the same conditions for payment of arrears and current as specified for regular Government servants.

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

By order of the Governor



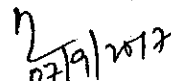
(T. K. Pandey)

Principal Secretary to Government

Memo No. 26348 /F,

Dated: 07.09.2017

Copy forwarded to the Director, Printing, Stationary & Publication, Odisha, Cuttack for information and necessary action. He is requested to supply (1000) one thousand spare copies to Finance Department.



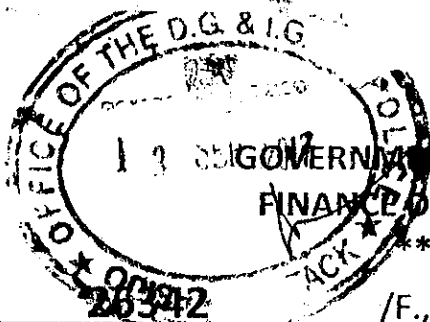
Deputy Secretary to Government

Memo No. 26349 /F,

Dated: 07.09.2017

Copy forwarded to the Secretary to Governor/ Principal Secretary to Chief Minister/ Private Secretary to Minister, Finance/ Principal Accountant General, Odisha, Bhubaneswar/ Accountant General (Audit),

1404/contd
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2401/ADGP(MB)
13-9-17

Accts. Section
14/9/17

No. 26342 /F., Dated the 7th September 2017
FIN-PCC-PAY-0003-2017

FA

RESOLUTION

Subject: - Revised Scales of Pay, 2017.

On the basis of the recommendation of 7th Central Pay Commission, Government of India, in the Ministry of Finance (Departmental of Expenditure) vide Notification No. G.S.R.-721(E), dated the 25th July, 2016 have revised the pay scales of Central Government employees with effect from the 1st January, 2016. Consequent upon revision of the pay scales of the Central Government employees, the State Government constituted a Fitment Committee in Finance Department Resolution No. FIN-PCC-PAY-0005-2016-29086/F., dated 28th October, 2016 to recommend revision in the pay scales of the State Government employees, to suggest modalities and procedure of fitment of the existing grades in the revised scale of pay, to examine anomalies in the existing pay scales and to review the scale of other allowances and relatable pay. The report of the Committee was received by the Government in Finance Department on 19.06.2017.

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2. Having regard to the recommendation of the Fitment Committee, and after careful consideration of all aspects of related issues including the Pay Matrix prevalent in the Central Government, the State Government have been pleased to revise the pay structure of the State Government employees as indicated in **Annexure-I**.

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These revised pay structure shall apply to all persons in whole time employment in Government except the following :-

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- (a) persons engaged by Government on contract basis except when the contract provides otherwise,
- (b) persons re-employed in Government service after retirement,
- (c) persons paid out of contingency,
- (d) persons paid otherwise than on a monthly basis including those paid only on piece rate basis,
- (e) persons not drawing pay in regular scale of pay for whom no revised scales of pay are prescribed,
- (f) employees borne under Work-charged establishment as defined in resolution of Government in the erstwhile P & S Department No.9488 Dtd.18.06.1974,
- (g) Judicial Officers of the Subordinate Judiciary Service in the State of Odisha who are availing the revised scale of pay as per Finance Department Resolution No.23598-F., dated the 3rd June, 2003 and Law Department Resolution No.8318-VI-12/2010-L., dated the 2nd August, 2010 on the basis of the recommendation of Justice Shetty Commission and Justice Padmanavan Commission, respectively,
- (h) employees governed by the Orissa Revised Scales of Pay (for College Teachers) Rules, 1978, 1989, 2001 & 2010/ the Orissa Revised Scales of Pay (for Medical college Teachers) Rules, 1982, 1989, 2001 & 2010/ the Orissa Revised Scales of Pay (for Engineering College Teachers) Rules, 2001 & 2010/ the Orissa Superior Judicial Service (Senior Branch) Rules, 1963 / the Orissa Judicial Service Rules, 1994,
- (i) persons not in whole time employment under Government of Odisha,

(j) persons engaged as per G.A Department Resolution No.32010/Gen, dtd.12.11.2013 and Resolution No.1147/Gen, dtd.17.01.2014 till regularisation,

(k) any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions of these revised pay rules.

3. Introduction of Pay Matrix and date of its effect.

The Pay Matrix, in replacement of the Pay Bands and Grade Pays as in force immediately prior to the issue of this Resolution, shall be as specified in Annexure-I. The revised pay structure shall be effective from the 1st January, 2016.

4. Fitment Principle

(i) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay (pay in Pay Band + Grade Pay) as on 01.01.2016 by a factor of 2.57 rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix. If an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level in the Pay Matrix.

(ii) If the first Cell in the applicable Level is more than the amount arrived at as per sub-para (i) above, the pay shall be fixed at the first Cell of that applicable Level.

(iii) In case of person who has availed RACP Scheme, the Level for fixation of pay under Odisha Revised Scale of Pay Rules, 2017 (to be issued) will be reworked in the line with the Modified Assured Career Progression Scheme

(MACPS). However, the pay drawn by him as on 01.01.2016 will be revised for fixation of his pay in the Level as arrived under MACP Scheme as per formula mentioned in (i) above. The applicable Level after fixation shall be the Level of the post one holds or his entitlement arrived at under the MACP Scheme whichever is higher.

5. Exercise of option.

All employees shall be deemed to have come over to the revised scales of pay with effect from the 1st January, 2016 except where the Government servants have opted for a date after the 1st January, 2016 under the provisions of Revised Scales of Pay Rules. A Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure. Such option shall be submitted within three month from the date of publication of the notification of revised pay rules. No option shall however be exercised in case of direct recruits appointed on or after the date of implementation of the Revised Scale of Pay Rules. Option once exercised shall be final.

6. Rate of Increment.

After fixation of pay in the appropriate Level in the Pay Matrix as specified in Paragraph-4 above, the subsequent increment (s) in the Level shall be at the immediate next higher Cell in that Level.

7. Date of Increment.

The date of next increment in the revised pay structure shall be 12 months after the sanction of last increment. Where the pay is fixed at the first Cell of the Level, the date of next increment shall be the anniversary of the date of coming over to the revised pay in the Level.

8. Fixation of pay on promotion on or after 1st January, 2016.

The fixation of pay in case of promotion from one Level to another in the revised pay structure, one increment shall be given in the Level from which the employee is promoted and he/she shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he/she shall be placed at the next higher Cell in that Level. However, if the pay in the Level after adding an increment is less than the minimum Cell of the higher Level to which the employee is promoted, pay shall be stepped up to such minimum Cell of that higher Level. In case where promotion is made in the same Level, the pay shall move to the next higher Cell of the said Level.

9. Option to avail promotional pay.

An employee on promotion to higher post may opt to avail promotional pay on the date of joining or at a later date i.e. after accrual of increment in the lower post. In case, the employee opts for promotional pay not on the date of joining but on the date of accrual of increment in the lower post, the pay drawn in the lower post shall immediately be placed at the appropriate Cell exact to the amount in the higher Level attached to the promotional post on the date of joining, if no such Cell is available in the higher Level then, the pay shall be placed in the Cell next below of the pay drawn in lower post and the excess amount shall be drawn as "Personal Pay" up to the date of accrual of increment in the lower post. Thereafter, the pay shall be re-fixed again in the manner prescribed in Paragraph-8 above after accrual of increment in the lower post. Such option shall be submitted within one month from the date of joining in the promotional post.

10. Stepping up benefit.

In case, a senior Government servant is drawing more or equal pay than his junior immediately before the 1st day of January, 2016, in the same post and in the same Pay Band and Grade Pay and the senior's pay gets fixed at a stage lower than that of his junior then his pay can be stepped up or increment can be antedated to the stage of his junior. Such stepping up benefit can be available to an employee only once. But, where junior gets more pay than senior in the revised scale on account of exercise of option, such stepping up pay shall not be permissible.

11. Modified Assured Career Progression (MACP) Scheme.

The Revised Assured Career Progression Scheme (RACPS) ceases to operate with the end of Orissa Revised Scales of Pay Rules, 2008. However, this shall remain in force for an employee till he continues to draw pay in the pre-revised pay band and grade pay under ORSP Rules, 2008. Henceforth, the Revised Assured Career Progression (RACP) Scheme is replaced with introduction of Modified Assured Career Progression (MACP) Scheme w.e.f. 01.01.2016 in the Odisha Revised Scales of Pay Rules, 2017 (to be issued). There shall be three financial up-gradations under MACP Scheme, counted from the direct entry grade on completion of 10, 20 & 30 years of service respectively in absence of promotion.

The MACP Scheme envisages merely placement of the employee in the next higher Level prescribed in the Pay Matrix in each stage of up-gradation. But, such placement shall be in the next higher Cell in the Level where the promotional post carries the same Level in the Pay Matrix. There shall be a Screening Committee to decide the suitability and eligibility of the employees for up-gradation under the scheme in the manner prescribed in RACP Scheme. The constitution and work procedure of the Screening Committee shall be the

same as applicable in RACP Scheme. The manner of pay fixation in case of promotion shall be applied in case of fixation of pay of an employee in the next higher Level under the MACP Scheme. However, fixation of pay under MACP Scheme shall depend upon the fixation of pay availed under RACP Scheme. No stepping up pay/ antedation of increment between senior and junior shall be permissible where anomaly arises after regulation of pay under MACP Scheme because up-gradation under the Scheme is purely personal to the employee.

12. Pay fixation formula.

Pay in the revised pay structure is to be fixed on the 1st January, 2016 or the date from which revised scale of pay is opted for in the manner outlined in Paragraph-4 of this Resolution.

- (i) The pay in the revised pay structure of the employees appointed as fresh recruits on or after the 1st January, 2016 shall be fixed at the first Cell in the Level applicable to the post to which such employees are appointed.
- (ii) Where the existing emoluments of an employee appointed on or after 1st January, 2016 happen to exceed the first Cell in the Level, as applicable to the post to which such employee is appointed on or after 1st January, 2016, such difference shall be paid as "Personal Pay" to be absorbed in future increments in pay.
- (iii) Where a Government servant is in receipt of personal pay on the 1st day of January, 2016 which together with his existing emoluments exceeds the revised emoluments, then the difference representing the excess shall be allowed to such Government servant as "Personal Pay" to be adjusted in future increases in pay.

(iv) While determining the basic pay as on the 1st January, 2016, the *ad hoc* increment granted in shape of personal pay on account of stagnation at the maximum of the Pay Band will be reckoned to determine the emoluments in the revised pay structure. Where the normal date of increment in the pre-revised Pay Band and Grade Pay falls on the 1st January, 2016, the pay in the revised pay structure shall be fixed on the basis of pay admissible in the existing Pay Band and Grade Pay on the 1st January, 2016 including increment.

13. Dearness allowances.

Consequent upon revision of pay scale as per the revised pay structure with effect from the 1st January, 2016, the Dearness Allowance shall be regulated in the manner by the same principle as adopted by Government of India for their employees from time to time and the rate of dearness allowance will be as mentioned below :-

Date from which payable	Rate of D. A.
01.01.2016	No. D. A.
01.07.2016	@2% of Basic Pay
01.01.2017	@4% of Basic Pay

However, the D.A. @7% of basic pay already drawn in pre-revised scale w.e.f. 01.07.2016 vide F.D.O.M. No.34154 dated 19.12.2016 will be adjusted while drawing the revised pay and dearness allowances on issue of the Notification implementing the Revised Pay Scale and revised rate of D.A.

14. House Rent Allowance.

The State Government Employee shall continue to draw the HRA equal to the amount drawn before the date of publication of this resolution even after fixation of pay in the revised pay scale. The revision of HRA shall be

decided subsequently. Resolution in this regard shall be issued separately later. In case of change of headquarter of an employee due to transfer or otherwise after the date of issue of this resolution, the employee shall draw the HRA at the rate applicable to the new station in the existing provision on the basis of pay drawn just before issue of this resolution. Employee joining service after issue of this resolution and before finalisation of HRA shall draw the HRA at the existing rate basing on the initial pay in the Pay Band and Grade Pay applicable to the post under ORSP Rules, 2008.

15. Special Pay.

All types of Special Pay attached to posts shall stand abolished after issue of this resolution. However, Special pay already drawn till August, 2017 will not be recovered.

16. Other Allowances relatable to Pay.

All other allowances which are relatable to pay shall continue with existing amount drawn as on the date of issue of this resolution for the revised pay till such time the pay relatable allowances are revised. Employees joining service after issue of this resolution and before finalisation of the pay relatable allowances will draw at the existing rate on the initial pay in pay band and grade pay admissible under ORSP Rules, 2008.

17. PENSION.

(a) Pre-2016 Pensioners & Family Pensioners

In order to arrive at consolidated pension/family pension on 31.12.2015 for revision of pension/family pension w.e.f. 01.01.2016, the following steps shall be taken.

(i) The pre-2006 pensioners and the post-2006 pensioners who had retired during the period from 01.01.2006 to 30.11.2008 having completed 25 or more years of qualifying service shall be eligible for full pension. The

pension shall be further stepped up notionally to the amount corresponding to the pre-revised scale shown in Col.-8 of the concordance table as in Annexure-II w.e.f.01.01.2006 in case of pre-2006 pensioners who have completed 25 or more years of qualifying service. This shall be given notionally w.e.f 1.1.2006 and actual financial benefit shall be drawn from 01.01.2016 after fixation of pension in the revised rate. However, pension shall be fixed on pro-rata basis where qualifying service is 10 years or more but less than 25 years.

(ii) The family pension of all Pre-2006 family pensioners shall further be stepped up to the amount shown in col.-9 of the concordance table as in Annexure-II corresponding to pre-revised pay scales last held by the pensioner. This shall also be given notionally w.e.f 1.1.2006 and actual financial benefit shall be from 01.01.2016 after fixation of pension in the revised rate.

(iii) The pension/family pension in the above cases shall be arrived notionally up to 31.12.2015 and the amount arrived on 31.12.2015 shall be the basic pension/family pension to be revised further w.e.f 01.01.2016 by multiplying a factor of 2.57 as revised pension/family pension.

(b) Post-2016 Pensioners & Family Pensioners

(i) The consolidated pension of the post-2016 pensioners shall be 50% of the last pay arrived on the date of retirement as full pension where qualifying service is 25 years or more. However, the pension shall be determined on pro-rata basis where qualifying service is 10 years or more but less than 25 years.

(ii) The consolidated family pension of the family pensioners shall be 30% of the last pay arrived on the date of retirement of the pensioner or the last pay arrived on the date of death of the employee as the case may be.

(c) For this purpose the existing pension / family pension will be the basic pension / family pension only without the element of additional pension available to the pensioners / family pensioners of the age of 80 years and above.

(d) Since the consolidated pension is inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

(e) The minimum pension/family pension with effect from 01.01.2016 will be Rs.8300/- per month (excluding the element of additional pension/family pension given to old pensioners/family pensioners). The maximum pension/family pension will be 50% and 30% respectively of the highest pay in the Pay Matrix.

(f) The quantum of additional pension /family pension available to the pensioners /family pensioners for both pre-2016 and post-2016 shall be as follows.

Age of Pensioners/family pensioner	Additional quantum of Pension/family pension
From 80 years to less than 85 years	20% of revised basic pension/ family pension
From 85 years to less than 90 years	30% of revised basic pension/ family pension
From 90 years to less than 95 years	40% of revised basic pension/ family pension
From 95 years to less than 100 years	50% of revised basic pension/ family pension
100 years or more	100% of revised basic pension/ family pension

(g) The revision of pension shall be made as per the last pay arrived in the Level of Pay Matrix by the employee at the time of retirement. Up-gradation of post in subsequent years will have no effect.

18. Gratuity –

(i) **Retirement/Death Gratuity:** - The maximum limit of Retirement Gratuity and Death Gratuity (DCRG) shall be Rs.15.00 lakhs. Dearness Allowance admissible from time to time with Pay will be taken into account while computing the amount of Gratuity w.e.f 01.01.2016. In case of death gratuity there existed a graded payment of gratuity depending upon the length of qualifying service, to which a new slab (in bold) has also been added as given below:-

Length of qualifying service	Rate of Death Gratuity
Less than One year	2 times of monthly emoluments
One Year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	20 times of monthly emoluments
20 Years or more	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments.

(ii) **Payment of Gratuity in respect of employees joining Government Service on or after 01.01.2005:-** Employees who have already joined or join Government service on or after 01.01.2005 and are governed under the Defined Contribution Pension Scheme, popularly known as National Pension

System (NPS) shall be extended the benefit of Retirement Gratuity and Death Gratuity only on the same terms and conditions, as are applicable to employees covered under Odisha Civil Services (Pension) Rules, 1992.

19. Commutation of Pension.

The commuted value of pension will be 40% of the basic pension restorable after 15 years as per the amended provision of OCS (Commutation of Pension) Rules, 1992. This will be applicable w.e.f. 01.01.2016.

20. Qualifying Service.

The qualifying service for full pension is 25 years. Pension shall however be fixed on pro-rata basis where qualifying service is 10 years or more but less than 25 years.

21. Dearness Relief (T.I).

Consequent upon revision of pension/family pension, the rate of Dearness Relief (T.I) on pension/family pension shall be given in the following manner:-

Date from which payable	Rate of Dearness Relief R (T.I)
01.01.2016	No. D. A.
01.07.2016	@2% of Basic Pay
01.01.2017	@4% of Basic Pay-

However, the Dearness Relief (T.I) @7% already drawn in pre-revised pension/family pension w.e.f. 01.07.2016 vide F.D.O.M. No.34873 dated 26.12.2016 will be adjusted while drawing the pension/family pension in revised rate and dearness relief (T.I) granted thereof.

22. Anomaly in pay scale of posts.

In consideration to pay anomaly, the scale of pay of the following posts shall be revised **with effect from 01.09.2017** as follows:-

Sl. No.	Name of the post (Department)	Revised Level in the Pay Matrix
1	2	3
1.	Principal Tutor (H & F.W Department)	Level-12
2.	Jail Warder (Home Department)	Level-4
3.	Head Warder and Chief Head Warder are merged together designated as Chief Warder (Home Department)	Level-5
4.	Forest Guard (F & E Department)	Level-4
5.	Forester (F & E Department)	Level-7
6.	Deputy Ranger (F & E Department)	Level-8
7.	Excise Constable (Excise Department)	Level-4
8.	Assistant Sub-Inspector Excise (Excise Department)	Level-7
9.	Inspector of Legal Metrology (F.S & C.W Department)	Level-9
10.	Senior Inspector of Legal Metrology (F.S & C.W Department)	Level-10
11.	Assistant Controller of Legal Metrology (F.S & C.W Department)	Level-11
12.	Heavy Vehicle Driver, Head Driver/Roller Driver filled up by promotion only. (All Departments where such post existed)	Level-7

23. The revised salary/pension/family pension will be paid from the month of September, 2017. Instruction regarding payment of arrear salary, pension and family pension shall be issued by Finance Department in due course. However, the Government servants already retired will get the entire arrear salary in one instalment. The persons retiring will also be paid all arrears on the date of retirement.
24. The detailed guidelines regarding sanction of D.A., H.R.A., Pension, Allowances and all other related matters will be issued by Finance Department separately in due course.
25. Finance Department will frame detailed rules laying down the procedures of fixation of pay in the revised scales of pay.
26. The Government have approved for setting up of an Anomaly Committee to look into any anomaly/anomalies which may come up before Government after introduction of Revised Pay rules.

Order – Ordered that this Resolution be published in an extraordinary issue of the Odisha Gazette and copies forwarded to all Departments of Government/Head of Department/Accountant General (Audit)/Account-General (A&E), Odisha, Bhubaneswar/Deputy Accountant-General, Odisha, Puri.

By order of the Governor


(T. K. Pandey)

Principal Secretary to Government.

Pay Matrix

1	16600	17200	18000	19900	21700	23600	25500	29200	35400	44900	47600	56100	67700	78800	123100	127100	135100
2	17100	17700	18500	20500	22400	24300	26300	30100	36500	46200	49000	57800	69700	81200	126800	130900	139200
3	17600	18200	19100	21100	23100	25000	27100	31000	37600	47600	50500	59500	71800	83600	130600	134800	143400
4	18100	18700	19700	21700	23800	25800	27900	31900	38700	49000	52000	61300	74000	86100	134500	138800	147700
5	18600	19300	20300	22400	24500	26600	28700	32900	39900	50500	53600	63100	76200	88700	138500	143000	152100
6	19200	19900	20900	23100	25200	27400	29600	33900	41100	52000	55200	65000	78500	91400	142700	147300	156700
7	19800	20500	21500	23800	26000	28200	30500	34900	42300	53600	56900	67000	80900	94100	147000	151700	161400
8	20400	21100	22100	24500	26800	29000	31400	35900	43600	55200	58600	69000	83300	96900	151400	156300	166200
9	21000	21700	22800	25200	27600	29900	32300	37000	44900	56900	60400	71100	85800	99800	155900	161000	171200
10	21600	22400	23500	26000	28400	30800	33300	38100	46200	58600	62200	73200	88400	102800	160600	165800	176300
11	22200	23100	24200	26800	29300	31700	34300	39200	47600	60400	64100	75400	91100	105900	165400	170800	181600
12	22900	23800	24900	27600	30200	32700	35300	40400	49000	62200	66000	77700	93800	109100	170400	175900	187000
13	23600	24500	25600	28400	31100	33700	36400	41600	50500	64100	68000	80000	96600	112400	175500	181200	192600
14	24300	25200	26400	29300	32000	34700	37500	42800	52000	66000	70000	82400	99500	115800	180800	186600	198400
15	25000	26000	27200	30200	33000	35700	38600	44100	53600	68000	72100	84900	102500	119300	186200	192200	204400
16	25800	26800	28000	31100	34000	36800	39800	45400	55200	70000	74300	87400	105600	122900	191800	198000	210500
17	26600	27600	28800	32000	35000	37900	41000	46800	56900	72100	76500	90000	108800	126600	197600	203900	216800
18	27400	28400	29700	33000	36100	39000	42200	48200	58600	74300	78800	92700	112100	130400	203500	210000	
19	28200	29300	30600	34000	37200	40200	43500	49600	60400	76500	81200	95500	115500	134300	209600	216300	
20	29000	30200	31500	35000	38300	41400	44800	51100	62200	78800	83600	98400	119000	138300	215900		
21	29900	31100	32400	36100	39400	42600	46100	52600	64100	81200	86100	101400	122600	142400			
22	30800	32000	33400	37200	40600	43900	47500	54200	66000	83600	88700	104400	126300	146700			
23	31700	33000	34400	38300	41800	45200	48900	55800	68000	86100	91400	107500	130100	151100			
24	32700	34000	35400	39400	43100	46600	50400	57500	70000	88700	94100	110700	134000	155600			
25	33700	35000	36500	40600	44400	48000	51900	59200	72100	91400	96900	114000	138000	160300			
26	34700	36100	37600	41800	45700	49400	53500	61000	74300	94100	99800	117400	142100	165100			
27	35700	37200	38700	43100	47100	50900	55100	62800	76500	96900	102800	120900	146400	170100			
28	36800	38300	39900	44400	48500	52400	56800	64700	78800	99800	105900	124500	150800	175200			
29	37900	39400	41100	45700	50000	54000	58500	66600	81200	102800	109100	128200	155300	180500			
30	39000	40600	42300	47100	51500	55600	60300	68600	83600	105900	112400	132000	160000	185900			
31	40200	41800	43600	48500	53000	57300	62100	70700	86100	109100	115800	136000	164800	191500			
32	41400	43100	44900	50000	54600	59000	64000	72800	88700	112400	119300	140100	169700	197200			
33	42600	44400	46200	51500	56200	60800	65900	75000	91400	115800	122900	144300	174800	203100			
34	43900	45700	47600	53000	57900	62600	67900	77300	94100	119300	126600	148500	180000	209200			
35	45200	47100	49000	54600	59600	64500	69900	79600	96900	122900	130400	153100	185400				
36	46600	48500	50500	56200	61400	66400	72000	82000	99800	126500	134300	157700	191000				
37	48000	50000	52000	57900	63200	68400	74200	84500	102800	130000	138300	162400	196700				
38	49400	51500	53600	59600	65100	70500	76400	87000	105900	134300	142400	167300	202600				
39	50900	53000	55200	61400	67100	72500	78700	89600	109100	138300	146700	172300	208700				
40	52400	54500	56900	63200	69100	74500	81100	92300	112400	142000	151100	177500					

(1)	Pay Scale w.e.f. 01.05.1989	Pay Scale w.e.f. 01.01.1996	Corresponding Pay Band and Grade Pay in 6 th Pay Commission w.e.f. 01.01.2006.			Sum of minimum pay in the pay band and grade pay/minimum pay in the pay scale as per fitment table.	Pension = 50% of Sum of minimum pay in the pay band and grade pay/minimum pay in the pay scale as per fitment table.	Family Pension = 30% of Sum of minimum pay in the pay band and grade pay/minimum pay in the pay scale as per fitment table.
			Name of Pay Band	Pay Scale	Grade Pay			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	750-12-870-EB-14-940	2550-55-2660-60-3200	- 1S	4440-7440	1300	6050	3500	3500
2	775-12-871-EB-14-1025	2610-60-3150-65-3540	- 1S	4440-7440	1400	6260	3500	3500
3	800-15-1010-EB-20-1150	2650-65-3300-70-4000	- 1S	4440-7440	1650	6580	3500	3500
4	825-15-900-EB-20-1200	2750-70-3800-75-4400	PB-1	5200-20200	1800	7330	3665	3500
5	950-20-1150-EB-25-1500	3050-75-3950-80-4590	PB-1	5200-20200	1900	7780	3890	3500
6	975-25-1150-EB-30-1660	3200-85-4900	PB-1	5200-20200	2000	8060	4030	3500
7	1080-30-1440-EB-30-1800	3600-100-5600	PB-1	5200-20200	2200	8900	4450	3500
8	1200-30-1560-EB-40-2040	4000-100-6000	PB-1	5200-20200	2400	9840	4920	3500
9	1350-30-1440-40-1800-EB-20-2200	4500-125-7000	PB-1	5200-20200	2800	11170	5585	3500
10	1400-40-1800-EB-50-2300	4750-125-7500	PB-2	9300-34800	4200	13500	6750	4050
11	1400-40-1600-50-2300-EB-60-2600	5000-150-8000	PB-2	9300-34800	4200	13500	6750	4050
12	1600-50-2300-EB-60-2660	5300-150-8300	PB-2	9300-34800	4200	14060	7030	4218
13	1640-60-2600-EB-75-2900	5500-175-9000	PB-2	9300-34800	4200	14430	7215	4329

14	1800-60-2400- EB-75-3000	5900-200-9700	PB-2	9300-34800	4200	15180	7590	4554
15	1700-60-2300- EB-75-3200	5700-200-9900	PB-2	9300-34800	4200	14810	7405	4443
16	2000-60-2300- EB-75-3200	6500-200-9900	PB-2	9300-34800	4200	16290	8145	4887
17	2000-60-2300- EB-75-3200-100- 3500	6500-200- 10500	PB-2	9300-34800	4600	16690	8345	5007
18	2200-75-2650- EB-75-3100-100- 3500	7300-200- 10500	PB-2	9300-34800	4600	18180	9090	5454
19	2200-75-2650- EB-75-3100-100- 3700	7300-200- 10900	PB-2	9300-34800	4600	18180	9090	5454
20	2200-75-2800- EB-100-4000	8000-275- 13500	PB-2	9300-34800	5400	20280	10140	6084
21	2200-75-2800- EB-100-4000	8000-275- 13500	PB-3	9300-39100	5400	21000	10500	6300
22	2350-75-2800- EB-100-3700- 125-4200	8000-275- 13500	PB-3	15600-39100	5400	21000	10500	6300
23	2800-100-3600- EB-125-4350	9350-325- 14550	PB-3	15600-39100	6600	23900	11950	7170
24	3000-100-3600- EB-125-4500	10000-325- 15200	PB-3	15600-39100	6600	25200	12600	7560
25	3200-100-3700- 125-4700	10650-325- 15850	PB-3	15600-39100	6600	26410	13205	7923
26	3700-125-4700- 150-5000	12000-375- 16500	PB-3	15600-39100	7600	29920	14960	8976
27	4500-150-5700	14300-400- 18300	PB-4	37400-67000	8700	46100	23050	13830
28	4800-150-5700- 200-6300	15100-400- 19500	PB-4	37400-67000	8800	48490	24245	14547
29	5100-150-5700- 200-6500	16400-450- 20450	PB-4	37400-67000	9000	48690	24345	14607