



(ABSTRACT)

Tamil Nadu Electricity Board – Workmen – Revision of wages with effect from 01.12.2007 – Orders – Issued.

(SECRETARIAT BRANCH)

(Permanent) B.P.(Ch) No.223

Dated the 21st November, 2009.

Karthigai-5,
Thiruvalluvar Aandu-2040.

READ:

1. (Per) B.P.(Ch) No.219 (Secretariat Branch) dated 16.10.2005.
2. (Per) B.P.(Ch) No.220 (Secretariat Branch) dated 16.10.2005.
3. (Per) B.P.(Ch) No.247 (Secretariat Branch) dated 17.10.2007.
4. (Per) B.P.(FB) No. 1 (Secretariat Branch) dated 13.02.2009.

PROCEEDINGS:

In pursuance of the Memorandum of Settlement, dated 15.10.2005 reached under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947), between the Tamil Nadu Electricity Board and its workmen, orders were issued in the Board's Proceedings second read above, revising the scales of pay and Dearness Allowance with effect from 01.12.2002 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances were ordered to be continued with effect from 01.12.2002 until further orders. The settlement, dated 15.10.2005 was effective for a period of five years with effect from 01.12.2002.

2. In the Board's Proceedings third read above, the Board constituted a Wage Revision Committee, consisting of certain Members and Officers of the Board to hold negotiations with the Unions for revision of scales of pay, special pays, allowances including work allocation and staff pattern. After negotiations, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 (C.A.XIV of 1947), agreeing to certain proposals on revision of wages and also on revision of work load was signed on 18.11.2009 by the Tamil Nadu Electricity Board with the representatives of the following Unions:-

- (1) Tamil Nadu Electricity Workers Federation;
- (2) Tamil Nadu Electricity Board Accounts and Executive Staff Union;
- (3) Tamil Nadu Electricity Board Workers Progressive Union (LPF);
- (4) Central Organisation of Tamil Nadu Electricity Employees;
- (5) Tamil Nadu Minvariya Janatha Thozhilalar Sangam;
- (6) Tamil Nadu National Electricity Workers' Federation (INTUC) (2 Groups);
- (7) Tamil Nadu Electricity Board Engineers' Sangam;
- (8) Tamil Nadu Electricity Employees Congress (NLO);
- (9) Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam;

- (10) Tamil Nadu Electricity Board Card Billing Staff Union;
(11) Tamil Nadu Electricity Board Dr.Ambedkar Employees Union; and also other 15 Registered Unions.

3. In pursuance of the Settlement, dated 18.11.2009 referred to in para-2 above, the Tamil Nadu Electricity Board passes the following orders:-

(i) REVISION OF WAGES:

The existing scales of pay of the employees of the Board will be revised with effect from 01.12.2007 as indicated in **ANNEXURE-I** of the Tamil Nadu Electricity Board Revised Scales of Pay (Workmen) Regulations, 2009, referred to in paragraph-4 below.

(ii) DEARNESS ALLOWANCE:

(a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.12.2007 are as indicated below:-

With effect from 1 st December, 2007	9% of Basic Pay + Grade Pay.
With effect from 1 st January, 2008	12% of Basic Pay + Grade Pay.
With effect from 1 st July, 2008	16% of Basic Pay + Grade Pay.
With effect from 1 st January, 2009	22% of Basic Pay + Grade Pay.
With effect from 1 st July, 2009	27% of Basic Pay + Grade Pay.

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised scales of pay granted to the employees. Other Special Pay or any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

(iii) HOUSE RENT ALLOWANCE:

(a) The revised rates of House Rent Allowance will be followed as in the Government of Tamil Nadu **with effect from 01.09.2009**. The rates currently prescribed by the Government are in **ANNEXURE-II**. Employees who are not getting double the rates of House Rent Allowance in the revised pay ranges, as compared to the House Rent Allowance drawn by them in the pre-revised pay ranges, **shall be permitted to draw double the rates of House Rent Allowance** in the revised pay scale.

(b) Wherever rent free quarters are provided to the employees or a rental is charged for occupation of quarters provided by the Board, no House Rent Allowance shall be admissible.

(iv) CITY COMPENSATORY ALLOWANCE:

The present rates of city compensatory allowance **shall be doubled with effect from 01.09.2009**. The revised rates of City Compensatory Allowance will be followed as in the Government of Tamil Nadu. The rates currently prescribed by the Government of Tamil Nadu are in **ANNEXURE-III**.

(v) SPECIAL PAYS AND ALLOWANCES:

The existing rates of Special Pays and other allowances paid on the basis of pay range or at flat rate to the employees will be revised with effect from 01.09.2009 as in **ANNEXURE-IV** and **ANNEXURE-V**. With regard to the Special Pay allowed on "Percentage basis", the existing quantum of amount in the pre-revised pay shall be continued. The allowances allowed on percentage basis in the pre-revised pay shall be allowed on Slab Rate basis, for which orders will be issued separately.

(vi) PERSONAL PAY:

The Personal Pay drawn in the existing scales of pay as on 01.12.2007 or on the date of option, shall be taken into account for fixing the pay in the revised scales of pay and it will be discontinued after the revised pay. The Personal Pay arising on or after 01.12.2007 shall continue to be allowed as per the existing orders in force.

(vii) SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY:

The existing procedure of allowing Selection Grade on completion of 9 years of service, be continued. The pay of such employees who have moved to Selection Grade on or after 01.12.2007 shall be fixed on the date of movement to Selection Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay. On and from 01.12.2007, the existing scheme of Special Grade shall be dispensed with and the employees who have completed 10 years of service in the Selection Grade post or 20 years of total service in a post, be moved to Special Grade. The pay of such employees who have moved to Special Grade on or after 01.12.2007 shall be fixed on the date of movement to Special Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay.

(viii) PAYMENT OF ARREARS:

The arrears accruing on account of pay revision for the period from 01.12.2007 to 31.10.2009 shall be arrived at after adjusting the Interim Adhoc of Rs.7,000/- already paid during February 2009 as per the orders in (Per) B.P.(FB) No.1 (SB) dated 13.02.2009 and the balance net arrears due for payment shall be arrived. The balance arrears so arrived shall be paid in **three equal installments** as shown below:-

- (i) 1st installment in December 2009;
- (ii) 2nd installment in April 2010;
- (iii) 3rd and final installment in April 2011.

(ix) All the Head of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the employees in the revised scales of pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make

necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in three equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual employees, so that the employees on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

4. In Government Order (Ms) No.57, Energy (B2) Department, dated 15.07.2009, notification has been issued under the proviso to Clause (a) of Section 172 of the Electricity Act, 2003 (Central Act 36 of 2003) authorizing the Tamil Nadu Electricity Board to continue to function as the State Transmission Utility, and a Licensee under the provisions of the said Act for a further period of six months upto 15.12.2009 beyond the 9th day of June 2009. Therefore, the Board constituted by exercising the powers under the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) will continue to function as the State Transmission Utility and a Licensee and can exercise its administrative function as was done earlier. Accordingly, by virtue of the authorization given under the proviso to clause (a) of Section 172 of the Electricity Act, 2003 (Central Act, 36 of 2003) in terms of G.O.(Ms) No.57, Energy (B2) Department, dated 15.07.2009, read with section 185 of the said Act, the Tamil Nadu Electricity Board hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the Tamil Nadu Electricity Board Revised Scales of Pay (Workmen) Regulations, 2009.
- (2) They shall be deemed to have come into force on the 1st December, 2007.

2. DEFINITIONS.- In these Regulations, unless the context otherwise requires:-

- (i) "Basic Pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise -
 - (a) the Basic Pay and personal pay as on the 1st December, 2007 of an employee in the existing pay scale.

Note :- In the case of employees drawing personal pay on 01.12.2007 in the existing scales of pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" mean the sum of (i) existing Basic Pay + personal pay (if admissible), (ii) dearness pay with reference to the Basic Pay and (iii) dearness allowance appropriate to the Basic Pay plus dearness pay as on 01.12.2007.

- (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
- (d) "Grade Pay" means the fixed amount corresponding to the pre-revised pay scales / posts.
- (e) "Basic Pay " in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable Grade Pay but does not include any other type of pay like Special Pay.
- (iii) Present emoluments shall not include any Special Pay or allowances.
- (iv) "post" means any post as specified in Annexure-I.

3. (1) Revised Scale of Pay of Posts.- The revised scale of pay for the existing scale of pay as specified in Col.(4) in respect of such posts in Col.(3) in Annexure-I shall mean the revised pay and Grade Pay specified in Col.(5) thereon.

(2) Application of Revised Scales of Pay.- Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive or in an officiating capacity or appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension or on deputation or on foreign service or on leave or suspended lien) pay calculated in the revised scales of pay.

4. Fixation of Pay in the revised pay structure.- The initial pay of an employee who elects to be governed by the revised pay structure from 1st December 2007 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

- (1)** (i) The pay in the pay band / pay scale shall be determined by multiplying the existing Basic Pay (including Personal Pay) as on 1.12.2007 or on the date of option, by a factor of 1.94 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band / pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band / pay scale.
- (iii) In addition to the pay in the pay band, Grade Pay corresponding to the existing scale will be payable.
- (2)** (a) Fitment Tables for the various stages of the existing scales of pay based on the above formula are given in Appendix.
- (b) Even when an employee exercised option for pay fixation in the revised scale on the date other than 01.12.2007, fixation of pay in the revised scale shall be allowed only in accordance with the Fitment Tables. However, in respect of employees drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.

- (3) After fitment, a Service Weightage of one increment shall be allowed to those who have completed 15 years of completed regular service as on 01.12.2007, which will count for normal increment.
- (a) The Service Weightage of one increment shall also be allowed to those who are completing 15 years of completed regular service during the period between 01.12.2007 and 18.11.2009 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised scale on the date of completion of 15 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
- (b) In the case of employees absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised scale if that service count for increment in their parent department or organization as the case may be.
- (c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an employee, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.
- (4) Where, in the fixation of pay, the pay of employee drawing pay at two or more consecutive stages in the existing scale gets bunched, that is to say gets fixed, in the revised pay structure at the same stage in the pay band, then for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band only and **Grade Pay should not be taken into account** for the purpose of granting increments to alleviate bunching.
- (5) The pay of an employee appointed to the service in the Board for the first time on or after 01.12.2007 and before 18.11.2009 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) with effect from the date of his joining service.
- (6) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.

NOTE: If an employee officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.

- (7)** If an employee is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2007, he shall be entitled to have his substantive pay in that post refixed on 01.12.2007 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2007 at the stage next above substantive pay.
- (8)** If an employee is on leave on 1st December 2007, he shall be entitled to the revised pay structure from that date, but the pay so fixed in the revised scale shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1st December 2007 and ending with the date of such return will count for future increment in the revised pay scale depending on whether it will count for future increments in the existing scale.
- (9)** Similarly where an employee is on study leave on the first day of December, 2007 he will be entitled to the benefits under these Rules from 01.12.2007 or the date of option.
- (10)** An employee who on the 1st December 2007 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post or in the officiating post in the revised scale with effect from date for the purpose of computing his gratuity and pension.
- (11)(a)** If an employee was under reduction of pay or stoppage of increment as a punishment on the 1st December 2007, his pay shall be fixed in the revised pay scale on the basis of present emoluments he drew on the 1st December 2007 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of punishment. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1st December, 2007 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.
- (b)** If, for instance, an employee's increment falling due on the 1st July, 2007 had been postponed for a year without cumulative effect, his actual pay as on 1st December, 2007 would be the basis for determination of his revised pay with effect from 1st December, 2007 and the pay so fixed shall be in force upto the 30th June 2008. However, for purpose of determination of his pay with effect from 1st July 2008, his pay on the 1st December, 2007 shall be refixed notionally based on the pay which he would have received on the 1st December 2007 but for his punishment and he shall get the next increment on the 1st July 2008 from that stage.
- (c)** If, however, the penalty of stoppage of increment due on the 1st July, 2007 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1st December 2007. There shall be no refixation of pay in this case.

(12) If an employee is under suspension on the 1st December 2007, or if he was discharged or reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised scales of pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

(13) An employee who was promoted between 01.12.2007 and 18.11.2009 or promoted prior to 01.12.2007, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2007, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised scale.

5. Rectification of anomaly of Junior getting more pay than Senior.-

(1) In cases where a senior employee appointed to a higher post before the 1st day of December, 2007 draws less pay in the revised pay structure than his junior who is appointed to the higher post on or after the 1st December, 2007, the pay in the pay band of the senior employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of appointment of the junior officer subject to the fulfillment of the following conditions, namely:--

- (a) both the junior and the senior employees shall belong to the same category and should have been promoted to the same post;
- (b) the pre-revised scales of pay and the revised scales of pay along with Grade Pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior employee at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

(3) In cases where an employee who had drawn incentive increments in the pre-revised scales and drawn more pay than his junior prior to 1st December 2007 draws less pay than his junior in the revised scales of pay consequent on the sanction of incentive increment in the revised scales of pay to the junior for acquiring same higher or special qualification after introduction of the revised scale of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

6. Rate of Increment in the Revised Pay Structure.-

The rate of increment in the revised pay structure shall be three per cent of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay structure, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.

7. Date of Annual Increments in the Revised Pay Structure.-

(i) The employees shall be permitted to draw their annual increment in the revised pay structure in four quarters admissible in the existing scale of pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of an employee in the revised pay scale shall be granted on the date he would have drawn increment had he continued in the existing pay scale.

(iii) If an employee draws his next increment in the revised pay scale under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a latter date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of pay anomaly and also subject to the condition that both the senior and junior should or should not have drawn service weightage.

NOTE: In case where the pay of an employee is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

(iv) In the case of an employee who reaches the maximum of the Pay Band, stagnation increments beyond the maximum of Pay Band shall be allowed at the rate of increment (i.e.@ 3%) last drawn annually as per the existing orders in force and for this purpose the Pay Band will be considered as elongated personally for him.

(v) In the case of employees who have elected to remain in the existing scale of pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay Band on the normal date in which he would have drawn the increment had he continued in the existing scales.

8. Option.-

(1) An employee may exercise option to remain in the existing scales of pay until any of the following dates:

- (i) to remain in the existing scale of pay until the date on which he earns his next or any subsequent increments in the existing scale of pay;
- (ii) on the date of promotion or on the date of fixation on promotion;

- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.
- (v) on the date of completion of 15 years of regular service till 18.11.2009 (i.e.the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an employee does not exercise his option within the period specified below, he shall be deemed to have opted for the revised scales of pay with effect from the 1st December, 2007 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-VI within three months** from the date of issue of these Regulations.

Provided that in the case of an employee who was on leave on that date or who was discharged from service before that date and was not in the service on that date, or who was on deputation or on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, or is reappointed to the post, or rejoins duty in the Board, as the case may be.

(i) Where an employee is under suspension on the 1st December 2007, the option shall be exercised within three months from the date of his return to duty if that date is later than the last date prescribed in this sub-regulation (2).

(ii) The **option once exercised shall be final.**

(iii) If an employee opts to remain in the existing scale of pay for a specified period, he shall be entitled to draw pay in the existing pay scale during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay scale at the end of the period specified in accordance with the provisions under these Regulations.

NOTE: Persons who have died on or after 1st December 2007, shall be deemed to have opted for the revised scales on and from the 1st day of December 2007 or such later date as is more beneficial to their dependent, if the revised pay scales are more favourable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office immediately.

9) Fixation of Pay on Promotion on or after 1.12.2007.-

In the case of promotion from one Grade Pay to another in the revised pay structure, the fixation shall be done in the manner given below:--

One increment equal to three per cent of the sum of the pay in the pay band and the existing Grade Pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in Grade Pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of 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.

The pay of an employee appointed or promoted to a post on or after 1st December, 2007, shall be fixed in the following manner:

(i) If he was holding a post on 1st December 2007 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1st December 2007 under Sub-regulation 4(1) of this regulation in the revised pay scale and then his pay in the post which he held subsequent to 1st December 2007 fixed in the appropriate revised scale as per orders in force. Such employees shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing scale within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2007 and opted to fix his pay in the revised pay scale after earning an increment in the lower post in the revised scale, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of Basic Pay including Grade Pay on the normal date of increment in the lower post and then another three percent of Basic Pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

10. DATE OF EFFECT.-

The revised pay scales shall take **effect from 1st December, 2007 and shall be in force for a period of Four years from 1st December, 2007.**

11. POWER TO REMOVE DIFFICULTIES.-

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

12. POWER TO AMEND REGULATIONS.-

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

13. EFFECT OF OTHER REGULATIONS.-

Save as otherwise provided in these Regulations, no provision of any other Regulations made or deemed to have been made under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) shall, in so far as it is inconsistent with any of the provision of these Regulations, have any effect.

5. The pay fixation statement may be prepared in the form in **ANNEXURE-VII** and got approved by the Head of Office and attached to the Service Book of the employees.

6. Illustrations relating to fixation of pay are in **ANNEXURE-VIII**.

7. As agreed to in the said Settlement dated 18.11.2009, the following issues raised by the Unions will be discussed and examined separately:

- (i) Upgrading the remaining posts of Lineman equivalent posts as Line Inspector equivalent in areas other than Distribution Circles and upgradation of Wireman in Distribution Circles. Promotional avenue in Thermal/ Hydro/GCC/Civil side employees will be decided separately within a period of three months.
- (ii) Pay parity on par with Government in categories of Draughtsman, Head Draughtsman, Staff Nurse, Technical Assistant, Steno-typist, Tester (Chemical), Section Officer/Secretariat Branch, upgradation of pay scales of certain categories such as Superintendents of Administrative/Technical Branches, Record Clerk etc., and setting right of pay anomaly pointed out by Unions/ individual employees will be decided by forming a separate Committee.
- (iii) Further sanction of posts of Assistant Administrative Officer for the remaining Divisions and for the newly formed Circles and also sanction of posts of Assessment Officer for the remaining left out 21 Distribution Divisions and Creation of posts of Assessment Officer in Central Offices of the Distribution Circles.
- (iv) Rectification of pay anomaly to certain seniors resulting in drawal of less pay than the junior arose and continue to exist, consequent on the introduction of Special Grade with effect from 01.12.2002 (i.e.before coming over to the revised scale of pay with effect from 01.12.2007) duly allowing the higher pay as allowed to the Junior in Special Grade scale of pay notionally from the date on which junior drew such higher pay with monetary benefit from 01.12.2007.
- (v) Adoption of G.O.Ms.No.408, dated 25.08.2009 regarding counting of Temporary Casual Labour service for pensionary benefits.
- (vi) To remove stagnation in promotion, the Board would like to evolve such promotion policy that every regular employee on time scale of pay, will be assured of three promotions in their entire service. The modalities on this will be discussed and finalized in consultation with the parties.
- (vii) Creating promotional avenues and formulating staff pattern in non-workload areas.
- (viii) Regularising the services of Assessors appointed during 1982 on contract basis for allowing pensionary benefits.
- (ix) Reducing the period of training to the Helpers, Office Helpers, I.T.I.Helpers, Assistant Engineers and other categories/Enhancing the consolidated wages of Trainees from Rs.2,500/- to Rs.4,000/- per month.
- (x) Allowing Isolated Locality Compensatory Allowance to the employees of Distribution Circles who are working in the remote area on par with their counterparts in the Project and Generation Circles.

- (xi) The feasibility of identification/regularization of left out/remaining Contract Labourers/Temporary Casual Labourers/Temporary Casual Labourers working in absorbed Rural Co-operative Societies, Wind Mills, Gas Turbine and G.C.C. etc/Part Time employees and the Contract Labourers who have obtained orders of various Courts.
- (xii) Redesignation of the existing category of Assistant in Board Office Secretariat Branch as Assistant Section Officer on par with Government Secretariat.
- (xiii) Promotional avenue in Board Office Secretariat Branch by creation of 15 posts of Senior Section Officer.
- (xiv) Allowing promotion post scale on movement to Selection Grade.
- (xv) Grant of Special Allowance to Audit Staff and the feasibility of increase of lodging expenses to Audit Staff.

8. Any doubts relating to the implementation(s) of any of the clauses / provisions of this order arises, the same shall be referred to the Secretary / Tamil Nadu Electricity Board for clarification.

9. The Chief Engineers, Chief Financial Controller, Superintending Engineers, Deputy Secretaries, Chief Internal Audit Officer and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE CHAIRMAN)

R.KATHIRVEL,
SECRETARY.

To
The Secretary / Tamil Nadu Electricity Board / Chennai-2.
All Chief Engineers.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.
All Superintending Engineers.
All Deputy Secretaries/Board Office Secretariat Branch.
The Chief Internal Audit Officer/BOAB/Chennai-2.
The Residential Audit Officer/Tamil Nadu Electricity Board/Chennai-2.

Copy to:

The Principal Secretary to Government/Finance Department/Chennai-9.
The Principal Secretary to Government/Energy Department/Chennai-9.
The Commissioner of Labour/Chennai-18.
The Joint Commissioner of Labour (Conciliation)/Chennai-18.
The Accountant General/Chennai-18.
The Chairman's Table.
The Member (Distribution).
The Member (Generation).
The Additional Director General of Police/Vigilance.
The Legal Adviser.
The Chief Medical Officer/TNEB Dispensary/Chennai.2.

The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Director, Computer Centre.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
The Director/TNEB Printing Press.
The Resident Manager, T.N.E.B., New Delhi.
All Officers/Sections/Cells in the Board Office Secretariat Branch .

Tamil Nadu Electricity Workers' Federation.
Tamil Nadu Electricity Board Accounts & Executive Staff Union.
Tamil Nadu Electricity Board Workers Progressive Union (LPF).
Central Organisation of Tamil Nadu Electricity Employees (COTEE).
Minsara Pirivu Anna Thozhir Sangam.
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
Tamil Nadu National Electricity Workers' Federation (2 Groups).
Tamil Nadu Electricity Board Engineers' Sangam.
Tamil Nadu Electricity Employees Congress.
Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
Tamil Nadu Electricity Board Engineers' Association.
Tamil Nadu Electricity Board Finance & Accounts Officers Association.
Bharathiya Electricity Employees Federation.
Tamil Nadu Electricity Board Card Billing Staff Union.
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
All other signatory Unions.

"EXISTING AND REVISED" SCALES OF PAY

Sl. No.	Pay Band No	Category	Existing Scale of Pay	Revised Scale of Pay + Grade Pay
(1)	(2)	(3)	(4)	(5)
1	PB-1A	Mazdoor	2570-60-3050-75-3950	4900-10000 + 1400
1	PB-1	Assessor Grade II	3050-75-3950-80-5070	5400-20200 + 1900
2		Assistant Cook-cum-Mate Helper		
3		Blacksmith Grade III		
4		Blue Printer Grade II		
5		Boiler House Attendant		
6		Carrier Assistant		
7		Cook-cum-Caretaker		
8		Copy Holder		
9		Duffadar		
10		Fitter Grade III		
11		Gardener		
12		Helper		
13		Helper-cum-Meter Reader		
14		Junior Binder		
15		Junior Compositor		
16		Lift Operator		
17		Machineman Grade III		
18		Male Nursing Assistant		
19		Marker		
20		Maternity Assistant		
21		Nursing Orderly		
22		Office Helper		
23		Packing Helper		
24		Pump House Attendant		
25		Sanitary Maistry		
26		Sanitary Worker		
27		Sanitary Worker-cum-Gardener		
28		Sweeper		
29		Sweeper-cum-Gardener		
30		Tool Keeper Grade II		
31		Vehicle Helper		
32		Watchman		
1	PB-1	Assessor	3370-100-6370	5400-20200 + 2200
2		Assistant Carrier Mechanic		
3		Assistant Draughtsman		
4		Assistant Liaison Officer		
5		Assistant Operator		
6		Assistant to Hydraulic Operator Grade I		
7		Auxiliary Nurse		

8		Blacksmith Grade II		
9		Blue Printer Grade I		
10		Boiler House Fireman		
11		Carpenter Grade II		
12		Caulker & Revitter		
13		Clearing Assistant		
14		Coal Maistry		
15		Commercial Assistant		
16		Compositor		
17		Electrician Grade II		
18		Fitter Grade II		
19		Fitter Slinger		
20		Gauge Reader		
21		Gurka Watchman		
22		Health Inspector		
23		Instrument Mechanic Grade III		
24		Junior Assistant		
25		Junior Auditor		
26		Laboratory Technician		
27		Mechanic Grade III		
28		Machineman Grade II		
29		Machineman / Machine Operator		
30		Maistry Grade III		
31		Mason		
32		Moulder		
33		Packer		
34		Plate Making Operator		
35		Plumber		
36		Proof Reader		
37		Pump Driver		
38	PB-1	Record Clerk	3370-100-	5400-20200 +
39		Roto Print Operator	6370	2200
40		Semi-skilled workmen		
41		Senior Attendant (Filter House)		
42		Senior Binder		
43		Senior Helper		
44		Senior Pipe Line Fitter		
45		Senior Sanitary Maistry		
46		Senior Vehicle Helper		
47		Senior Watchman		
48		Steno-Typist		
49		Stone Cutter		
50		Telephone Operator		
51		Time Keeper Grade II		
52		Trolley Guard		
53		Turbine Operator		
54		Tyndal		
55		Typist		
56		Valve House Attendant		

57	PB-1	Vehicle Helper (Transport)	3370-100- 6370	5400-20200 + 2200
58		Warden		
59		Welder Grade II		
60		Wireman		
61		Personal Clerk		
1	PB-1	Blacksmith Grade I	3795-110- 7095	5400-20200 + 2500
2		Calyx Drill Driver		
3		Carpenter Grade I		
4		Carrier Mechanic Grade II		
5		Compressor Driver		
6		Crane Driver		
7		Crane Driver-cum-Electrician		
8		Driver Power House		
9		Electrician Grade I		
10		Fitter Grade I		
11		Foreman Grade III		
12		Imposer		
13		Inspector of Records		
14		Instrument Mechanic Grade II		
15		Instrument Repairer		
16		Instrument Repairer / Telephone		
17		Jeep Driver		
18		Job Clerk		
19		Lineman		
20		Lineman Driver		
21		Lorry Driver		
22		Machineman Grade I		
23		Maistry Grade II		
24		Mechanic Grade II		
25		Mixer Driver		
26		Motor Cycle Messenger		
27		Painter		
28		Road Roller Driver		
29		Senior Proof Reader		
30		Sergeant		
31		Senior Assistant Operator		
32		Senior Caulker & Revitter		
33		Senior Fitter Slinger		
34		Senior I.B.Warden		
35		Senior Maistry Grade III		
36		Senior Pump Driver		
37	Senior Telephone Operator			
38	Senior Trolley Guard			
39	Senior Valve House Attendant			
40	Senior Wireman			
41	Shop Assistant			
42	Switch Board Attendant (Non-Diploma Holder)			
43	Syrang Grade II			

44	PB-1	Stores Custodian Grade II	3795-110-7095	5400-20200 + 2500
45		Telephone Inspector Grade II		
46		Time Keeper Grade I		
47		Tinsmith		
48		Tool Keeper Grade I		
49		Welder Grade I		
50		Winch Driver		
1	PB-1	Assistant	4200-130-7840	5400-20200 + 2700
2		Assistant-cum-Steno Typist		
3		Assistant Librarian		
4		Assistant Sports Officer		
5		Auditor		
6		Carrier Mechanic Grade I		
7		Carrier Foreman Grade I		
8		Commercial Inspector		
9		Construction Foreman		
10		Draughtsman		
11		Driver (Tractor Trailers of Heavy Vehicles)		
12		Foreman Grade II		
13		Head Sergeant		
14		Inspector of Assessment		
15		Instrument Mechanic Grade I		
16		Junior Machine Operator		
17		Laboratory Tradesman		
18		Line Inspector		
19		Loco Driver (Transport)		
20		Maistry Grade I		
21		Mechanic Grade I		
22		Refractionist		
23		Senior Carpenter Grade I		
24		Senior Crane Operator		
25		Senior Electrician		
26		Senior Fitter		
27		Senior Foreman Grade III		
28		Senior Lineman		
29		Senior Maistry Grade II		
30		Senior Mechanic Grade II		
31		Senior Shop Assistant		
32		Senior Switch Board Attendant		
33		Senior Syrang Grade II		
34		Senior Winch Driver		
35		Senior Driver		
36		Staff Nurse		
37		Stores Custodian Grade I		
38		Syrang Grade I		
39	Technical Assistant			
40	Telephone Inspector Grade I			
41	Telephone Supervisor			
42	Teleprinter Mechanic Grade I			

43 44 45	PB-1	Tester Chemical Winder Personal Assistant	4200-130- 7840	5400-20200 + 2700
1 2	PB-1	Heavy Vehicle Driver (Workshop) Pharmacist	4450-130- 8350	5400-20200 + 2900
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	PB- 2A	Accounts Supervisor Administrative Supervisor Assistant Special Winder Assistant Welfare Officer Carrier Foreman Grade I Driver / Heavy Vehicle Foreman Grade I Junior Chargeman Junior Engineer Grade II Librarian Operator Water Treatment Plant Photographer Revenue Supervisor Senior Construction Foreman Senior Draughtsman Senior Machine Operator Stores Supervisor Surveyor (Qualified)	5600-175- 10150	9600-34800 + 4300
1 2 3 4 5 6 7 8	PB- 2A	Chargeman Head Draughtsman Junior Chemist Senior Pharmacist Superintendent Superintendent-cum-Steno Superintendent-Medical Store Superintendent-Nursing	5850-200- 11050	9600-34800 + 4400
1 2 3 4	PB-2	Assistant Press Superintendent Carrier Special Grade Foreman Special Grade Foreman Special Grade Foreman Driver	7225-225- 13525	10100-34800 + 4600

ANNEXURE - II

HOUSE RENT ALLOWANCE IN THE REVISED PAY RANGES FROM 01.09.2009

Sl. No.	Pay Range (Pay Band + Grade Pay)	Amount of House Rent Allowance (Rupees per Mensem)			
		Grade 1(a) Chennai City and places around the City at a distance not exceeding 32 Kms from the city limits	Grade 1(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits	Places in Grade-II and places around 8 Kms from town limits	Places in Grade-III
(1)	(2)	(3)	(4)	(5)	(6)
	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 5299	500	300	240	160
2	5300 - 6699	560	400	300	200
3	6700 - 8189	680	500	360	240
4	8190 - 9299	800	600	440	300
5	9300 - 10599	1000	720	540	380
6	10600 - 11899	1200	840	640	460
7	11900 - 13769	1400	960	760	560
8	13770 - 14509	1600	1100	880	660
9	14510 - 15999	1800	1240	1000	760
10	16000 - 17299	2000	1380	1120	860
11	17300 - 19529	2200	1480	1240	900
12	19530 - 20089	2400	1600	1360	1000
13	20090 - 21019	2600	1700	1400	1000
14	21020 - 21579	2800	1800	1400	1000
15	21580 - 22139	2900	1800	1400	1000
16	22140 - 24999	3000	1800	1400	1000
17	25000 and above	3200	1800	1400	1000

NOTE: In cases where the revised rate of House Rent Allowance falls short of double the rate in the existing quantum of HRA due to revised Pay Ranges, in such cases the quantum of HRA shall be actually doubled.

ANNEXURE - III

CITY COMPENSATORY ALLOWANCE IN THE REVISED PAY RANGES

FROM 01.09.2009

(Rupees per month)

Sl No.	Pay Range (Pay Band + Grade Pay)	Chennai City and areas around the City at a distance not exceeding 32 Kms. from the City limits	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli areas around them at a distance not exceeding 16 Kms. From the City limits.
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1	Below 8000	180	90
2	8001 - 12000	250	130
3	12001 - 16000	400	200
4	16001 and above	600	360

NOTE: In cases where the revised rate of City Compensatory Allowance falls short of double the rate in the existing quantum of CCA due to revised Pay Ranges, in such cases the quantum of CCA shall be actually doubled.

ANNEXURE - IV

REVISED RATES OF SPECIAL PAYS WITH EFFECT FROM 01.09.2009

(Rupees per month)

Sl. No.	Pay Range (Pay Band + Grade Pay)	Project Special Pay	TE, TLC, SSE, PLCC & MDCC Special Pay	Hotline Special Pay	Special Pay to eligible employees of Vigilance Cell & Enforcement	VIP Vehicle Drivers' under the control of CPRO & Spl.Gr Duffadars in BOSB.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 7649	100	150	250	170	170
2	7650-9399	110	170	320	180	180
3	9400-10699	110	180	320	190	190
4	10700-11999	130	190	320	200	200
5	12000-13299	140	200	380	220	220
6	13300-14599	150	230	380	240	240
7	14600-15899	170	250	440	280	280
8	15900-17399	180	280	440	290	290
9	17400-19199	190	290	440	290	290
10	19200-21699	230	320	440	320	320
11	21700-25599	280	350	440	350	350
12	25600-29799	300	380	440	380	380
13	29800 & above	350	440	500	440	440

NOTE: In cases where the revised rate of Special Pay falls short of double the rate in the existing quantum of Special Pay due to revised Pay Ranges, in such cases the quantum of Special Pay shall be actually doubled.

REVISED RATES OF SPECIAL PAYS ON FLAT RATE BASIS WITH EFFECT FROM 01.09.2009

Sl.No.	Description	Revised Rate
		Rs.
1	<u>Shift Operation Special Pay</u> SBO/TA/LI/LMO Junior Chemist/JE II Grade/Supervisor (Thermal)	110 P.M. 150 P.M.
2	Special Pay to Duffadars in Head Quarters Office	200 P.M.
3	Special Pay to Record Clerks of BOSB/Adm.Br. (Xerox work)	60 P.M.
4	Special Pay to Office Helper of Top Level Officers at BOSB.	150 P.M.
5	Welding Special Pay to eligible Welders	90 P.M.
6	TTC Instructor's Special Pay	100 P.M.
7	Cable Jointing Special Pay	100 P.M.
8	Typewriting and Steno Special Pay	80 P.M. 140 P.M. 160 P.M. 180 P.M. 200 P.M. 240 P.M. 280 P.M.
9	Pharmacist Special Pay	100 P.M.
10	O/o.Resident Manager/New Delhi Special Pay	Quantum of amount of 20% in the Pre-revised Basic Pay

ANNEXURE - V

REVISED RATES OF ALLOWANCES WITH EFFECT FROM 01.09.200

(Rupees per month)

Sl. No.	Pay Range (Pay Band + Grade Pay)	ILC Allowance	Project Allowance		Investigation Allowance		Thermal Allowance	Thermal Incentive Bonus
			Before Qtrs.	After Qtrs.	Before Qtrs.	After Qtrs.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 7649	100	200	110	190	90	110	110
2	7650-9399	100	230	120	190	90	110	130
3	9400-10699	110	230	120	210	100	130	140
4	10700-11999	110	250	130	230	100	130	150
5	12000-13299	130	280	140	250	110	150	160
6	13300-14599	140	300	150	280	130	150	170
7	14600-15899	140	300	150	280	130	160	190
8	15900-17399	150	330	160	300	140	160	200
9	17400-19199	150	350	180	310	140	180	210
10	19200-21699	200	410	230	380	150	200	250
11	21700-25599	280	440	250	380	150	230	250
12	25600-29799	300	470	270	410	170	250	250
13	29800 & above	330	500	300	440	190	280	300

NOTE: In cases where the revised rate of Allowance falls short of double the rate in the existing quantum of Allowance due to revised Pay Ranges, in such cases the quantum of Allowance shall be actually doubled.

REVISED RATES OF HYDRO AND WIND FARM ALLOWANCES
WITH EFFECT FROM 01.09.2009
(Rupees per month)

Sl. No.	Description	Revised Rate	
		Upto Rs.24199	Rs.24200 & above
		Rs.	Rs.
1	Upto and inclusive of 300m MSL	450	600
2	Above 301m MSL	600	750

REVISED RATES OF ALLOWANCES ON FLAT RATES WITH EFFECT FROM 01.09.2009

Sl.No.	Description	Revised Rate
		Rs.
1	Cycle Allowance	100 P.M.
2	Night Shift Allowance	20 per day
3	Washing Allowance (50% increase as in Govt.)	75 per set
4	<u>Stores Keeper Allowance:</u> Stores Custodian II Grade	180 P.M.
	Stores Custodian I Grade	230 P.M.
	Stores Supervisor	240 P.M.
5	<u>Assessment Allowance</u> Assessor	120 P.M.
	Inspector of Assessment	180 P.M.
6	<u>Allowance to Legal Cell Staff in Board Office Secretariat Branch:</u> Junior Assistant	80 P.M.
	Assistant	120 P.M.
7	Hill Allowance (20% of Pay subject to maximum of Rs.900/-)	900 P.M.
8	<u>Winter Allowance</u> (November to February - 4 months only) From 1000 to 1499m (5% of Basic Pay subject to the maximum of Rs.250)	250 P.M.
	1500m and above (10% of Basic Pay subject to the maximum of Rs.350) (Percentage/Maximum limit as in Government)	350 P.M.
9	Conveyance Allowance for Blind and Orthopedic	300 P.M.
10	Medical Allowance	100 P.M.
11	Remote Hydro and Cavern Allowance	Slab Rate (Orders will be issued separately)

ANNEXURE - VI

I _____,
holding the post of _____ in the Pay
Scale of Rs. _____ do
hereby elect (*) to come under the revised Pay Band with effect from 1st
December 2007 / to retain the existing scale of pay for the period upto
_____ and come under the revised scale with effect from
_____.

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

3. I also hereby agree to abide by all the terms and conditions of the
Settlement entered into with Unions under Section 12(3) of the Industrial
Disputes Act, 1947 on 18.11.2009.

4. I hereby also undertake that any excess payment that may be found to
have been made as a result of incorrect fixation of pay or any excess payment
detected in the light of discrepancies noticed subsequently will be refunded by
me to the Board either by adjustment against future payments due to me or
otherwise without insisting for any prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature
Head of the Office.

(*) Strike out whichever is not applicable.

ANNEXURE-VII

Statement of fixation of pay of individual Board Employee in the Revised Scale of Pay

- (a) Circle :
- (b) Office :
- (c) Name of Employee :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Scale :
- From to Y.M.D.
- (g) Total period of service as per para _____ of B.P. :
- Substantive/Officiating
or Temporary
1. Name of post :
2. Existing Scale of pay :
3. Present emoluments on the 1st December 2007 or on the date of the employee joining the service after 01.12.2007 :
- (i) Pay :
- (ii) Personal Pay, if any :
- (iii) Dearness Pay :
- (iv) Dearness Allowance as on 01.12.2007 on Pay + Dearness Pay + Personal Pay :
-
- Total (i to IV) above :
-
4. Revised Scale of pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised scale of pay shall be determined by multiplying the existing Basic Pay as per 3(1) above by a factor of 1.94 and rounding off the resultant figure to the next multiple of 10 as indicated in the Fitment Table :
- 5(ii) Fitment Table No. :

6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised scale of pay at :
8. If the employee is officiating in a post and his revised pay: in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation
9. Is this a case in which the revised pay cannot be refixed : with reference to the Fitment Table? If so, why?
10. If the Answer to the Question under Sl.No.9 is Yes, the : method of fixing the revised pay following the illustrations to the Rules may be indicated in detail.
11. Date of next increment in the revised scale :

Head of Office.

ANNEXURE - VIII

ILLUSTRATION - I

A Helper, who joined in the Board's service in July 2000, is drawing a basic pay of Rs.3425/- as on 1-12-2007 in the existing scale of pay of Rs.3050-75-3950-80-5070 Revised Pay band applicable to the post of Helper is Rs.5400-20200 + Grade Pay of Rs.1900/-. His pay in the revised Pay band will be fixed as follows:-

1. Existing scale of pay : Rs.3050-75-3950-80-5070.
2. Pay Band applicable : PB-1 Rs.5400-20200 + Rs.1900/- (G.P)
3. Existing Basic Pay as on 01.12.2007 : Rs.3425/-
4. Pay after Multiplication by the factor
1.94 (Rounded off to next multiple
of 10) : Rs.6650/-
5. Pay in the Pay Band - PB-1
w.e.f.1.12.2007 : Rs.6650/-
6. Grade Pay(attached to the Pay Band) : Rs. 1900/-
7. Revised Basic Pay w.e.f.1.12.2007 : Rs.8550/-
(Total of Pay in the Pay Band and
Grade Pay 5 + 6)
8. Date of Next increment
(Next increment shall be granted }
on the date he would have drawn } 1-7-2008.
the increment had he continued in }
the existing scale of pay) }
9. Increment amount : Rs.260/-
(3% on Revised Pay + Grade Pay and
rounded off to next multiple of 10)
10. Pay with effect from 1.7.2008 (5+9) : Rs.6910/- (Rs.6650+260)
11. Grade Pay : Rs.1900/-
12. Basic pay w.e.f. 1.7.2008 (10+11) : Rs.8810/-

ILLUSTRATION - II

A Junior Assistant is drawing a basic pay of Rs.3570/- as on 1-12-2007 in the existing scale of pay of Rs.3370-100-6370. Revised Pay band applicable to the post of Junior Assistant is Rs.5400-20200 + Grade Pay of Rs.2200/-. His pay in the revised Pay band will be fixed as follows:-

1. Existing scale of pay : Rs. 3370-100-6370.
2. Pay Band applicable : PB-1 Rs.5400-20200 + Rs.2200/- (G.P)
3. Existing Basic Pay as on 01.12.2007 : Rs.3,570/-
4. Pay after Multiplication by the factor
1.94 (Rounded off to next multiple
of 10) : Rs.6,930/-
5. Pay in the Pay Band - PB-1
w.e.f.1.12.2007 : Rs.6,930/-
6. Grade Pay(attached to the Pay Band) : Rs.2,200/-
7. Revised Basic Pay w.e.f.1.12.2007 : Rs.9,130/-
(Total of Pay in the Pay Band and
Grade Pay 5 + 6)
8. Date of Next increment
(Next increment shall be granted }
on the date he would have drawn } 1-10-2008.
the increment had he continued in }
the existing scale of pay) }
9. Increment amount : Rs. 280/-
(3% on Revised Pay + Grade Pay and
rounded off to next multiple of 10)
10. Pay with effect from 1.10.2008 (5+9) : Rs.7,210/- (Rs.6930 + Rs.280)
11. Grade Pay : Rs.2,200/-
12. Basic pay w.e.f. 1.7.2008 (10+11) : Rs.9,410/-

ILLUSTRATION - III

A Selection Grade Assistant (Accounts) is drawing a Basic pay of Rs.6825/- and a Personal Pay of Rs.105/- as on 1.12.2007 in the existing scale of pay of Rs.5600-175-10150. The revised Pay applicable to the above pre-revised scale of pay is Rs.9600-34800 + Grade Pay of Rs.4300/-. He has put in 17 years of regular completed service as on 1.12.2007. His normal date of increment is 1st October. His pay in the revised scale will be fixed as follows:-

1. Existing scale of pay : Rs. 5600-175-10150.
2. Pay Band applicable : PB-2A Rs.9600-34800 + Rs.4300/-(GP)
3. Existing Basic Pay as on 01.12.2007 : Rs.6825/- + 105 (Personal Pay)
= Rs.6930/-
4. Pay after Multiplication by the factor
1.94 (Rounded off to next multiple
of 10) : Rs.13,450/-
5. Pay in the Pay Band - PB-2A
w.e.f.1.12.2007 : Rs.13,450/-
6. Grade Pay (attached to the Pay Band): Rs. 4,300/-
7. Revised Basic Pay w.e.f.1.12.2007 : Rs.17,750/-
(Total of Pay in the Pay Band and
Grade Pay 5 + 6)
8. For completion of 15 years of service (Total service as on 1.12.2007 is 17
years) one increment should be granted as service weightage after fitment in
the revised scale as per Regulation 4(2)
One increment on 1.12.2007 as
service weightage : Rs. 540/-
(3% on Rs.17750/- and rounded off to
next multiple of 10)
9. Pay with effect from 1.12.2007 (after
adding service weightage (5 + 8) : Rs.13,990/- (Rs.13,450 + Rs.540)
10. Grade Pay : Rs. 4,300/-
11. Basic pay w.e.f. 1.12.2007 (9+10) : Rs.18,290/-
12. Date of next increment : 1-10-2008.
13. Increment amount : Rs. 550/-
(3% on Rs.18290/- and rounded off
to next multiple of 10)
14. Pay w.e.f. 1.10.2008 (9+13) : Rs.14,540/- (Rs.13,990 + Rs.550)
15. Grade Pay : Rs. 4,300/-
16. Basic Pay w.e.f.1.10.2008. (14+15) : Rs.18,840/-

ILLUSTRATION-IV

A Line Inspector is drawing a basic pay of Rs.5,110/- as on 1-12-2007 in the existing scale of pay of Rs.4200-130-7840. Revised scale of pay applicable in the Post of Line Inspector is Rs.5400 -20200 + Grade Pay 2700. Subsequently, the employee has been promoted as Foreman Grade I with effect from 5.3.2008. His date of increment in the lower post is 1st October. He has opted on the date of promotion. The revised scale of pay applicable to the post of Foreman Grade I is Rs.9600-34800 with Grade Pay of Rs.4300/-. His pay in the revised scale shall be fixed as follows:

1. Existing Scale of pay : Rs.4200-130-7840.
2. Pay Band applicable : PB1 - Rs.5400-20200 + 2700.
3. Existing Basic pay as on 1.12.2007. : Rs. 5,110/-
4. Pay after multiplication by a factor of 1.94 : Rs. 9,920/-
5. Pay in the Pay Band PB-3 : Rs. 9,920/-
6. Grade Pay (attached to the scale) : Rs. 2,700/-
7. Revised Basic pay – Total of Pay in the Pay Band and Grade Pay (5+6) : Rs.12,620/-

Promotion as Foreman Gr.I with effect from 5.3.2008

8. Pay in the post of Line Inspector as on 1.12.2007 :Rs.12,620/-

**Foreman Gr.I with effect from 5.3.2008 in the PB-2(A)
Rs.9600-34800 with Grade Pay Rs.4300/-**

9. One increment equal to 3% of the sum of the pay in the existing pay band and Grade Pay (i.e., 3% of Rs.12620/-) Rs. 380/-
10. Pay to be fixed in the post of Foreman I Grade with effect from 5.3.2008 (5+9+Grade Pay in the higher post) : Rs.10,300/- + Rs.4300/-
11. Date of next increment : 1.1.2009.

// TRUE COPY //

SECTION OFFICER.

APPENDIX-I

TABLE NO.1

Existing Scale
Rs.2570-60-3050-75-3950

Revised Pay Band + Grade Pay
PB-1A Rs.4900-10000 +
1400

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	2570	4990	1400	6390
2	2630	5110	1400	6510
3	2690	5220	1400	6620
4	2750	5340	1400	6740
5	2810	5460	1400	6860
6	2870	5570	1400	6970
7	2930	5690	1400	7090
8	2990	5810	1400	7210
9	3050	5920	1400	7320
10	3125	6070	1400	7470
11	3200	6210	1400	7610
12	3275	6360	1400	7760
13	3350	6500	1400	7900
14	3425	6650	1400	8050
15	3500	6790	1400	8190
16	3575	6940	1400	8340
17	3650	7090	1400	8490
18	3725	7230	1400	8630
19	3800	7380	1400	8780
20	3875	7520	1400	8920
21	3950	7670	1400	9070

TABLE NO.2

Existing Scale
Rs.3050-75-3950-
80-5070

Revised Pay Band + Grade Pay
PB1 - Rs.5400-20200 +
1900

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	3050	5920	1900	7820
2	3125	6070	1900	7970
3	3200	6210	1900	8110
4	3275	6360	1900	8260
5	3350	6500	1900	8400
6	3425	6650	1900	8550
7	3500	6790	1900	8690
8	3575	6940	1900	8840
9	3650	7090	1900	8990
10	3725	7230	1900	9130
11	3800	7380	1900	9280
12	3875	7520	1900	9420
13	3950	7670	1900	9570
14	4030	7820	1900	9720
15	4110	7980	1900	9880
16	4190	8130	1900	10030
17	4270	8290	1900	10190
18	4350	8440	1900	10340
19	4430	8600	1900	10500
20	4510	8750	1900	10650
21	4590	8910	1900	10810
22	4670	9060	1900	10960
23	4750	9220	1900	11120
24	4830	9380	1900	11280
25	4910	9530	1900	11430
26	4990	9690	1900	11590
27	5070	9840	1900	11740

TABLE NO.3

Existing Scale
Rs.3370-100-6370

Revised Pay Band + Grade Pay
PB1 - Rs.5400-20200 +
2200

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	3370	6540	2200	8740
2	3470	6740	2200	8940
3	3570	6930	2200	9130
4	3670	7120	2200	9320
5	3770	7320	2200	9520
6	3870	7510	2200	9710
7	3970	7710	2200	9910
8	4070	7900	2200	10100
9	4170	8090	2200	10290
10	4270	8290	2200	10490
11	4370	8480	2200	10680
12	4470	8680	2200	10880
13	4570	8870	2200	11070
14	4670	9060	2200	11260
15	4770	9260	2200	11460
16	4870	9450	2200	11650
17	4970	9650	2200	11850
18	5070	9840	2200	12040
19	5170	10030	2200	12230
20	5270	10230	2200	12430
21	5370	10420	2200	12620
22	5470	10620	2200	12820
23	5570	10810	2200	13010
24	5670	11000	2200	13200
25	5770	11200	2200	13400
26	5870	11390	2200	13590
27	5970	11590	2200	13790
28	6070	11780	2200	13980
29	6170	11970	2200	14170
30	6270	12170	2200	14370
31	6370	12360	2200	14560

TABLE NO.4

<p><u>Existing Scale</u> Rs.3795-110-7095</p>	<p><u>Revised Pay Band + Grade Pay</u> PB1 - Rs.5400-20200 + 2500</p>
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Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	3795	7370	2500	9870
2	3905	7580	2500	10080
3	4015	7790	2500	10290
4	4125	8010	2500	10510
5	4235	8220	2500	10720
6	4345	8430	2500	10930
7	4455	8650	2500	11150
8	4565	8860	2500	11360
9	4675	9070	2500	11570
10	4785	9290	2500	11790
11	4895	9500	2500	12000
12	5005	9710	2500	12210
13	5115	9930	2500	12430
14	5225	10140	2500	12640
15	5335	10350	2500	12850
16	5445	10570	2500	13070
17	5555	10780	2500	13280
18	5665	11000	2500	13500
19	5775	11210	2500	13710
20	5885	11420	2500	13920
21	5995	11640	2500	14140
22	6105	11850	2500	14350
23	6215	12060	2500	14560
24	6325	12280	2500	14780
25	6435	12490	2500	14990
26	6545	12700	2500	15200
27	6655	12920	2500	15420
28	6765	13130	2500	15630
29	6875	13340	2500	15840
30	6985	13560	2500	16060
31	7095	13770	2500	16270

TABLE NO.5

Existing Scale
Rs.4200-130-7840 |

Revised Pay Band +
Grade Pay
PB1 - Rs.5400-20200 +
2700

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	4200	8150	2700	10850
2	4330	8410	2700	11110
3	4460	8660	2700	11360
4	4590	8910	2700	11610
5	4720	9160	2700	11860
6	4850	9410	2700	12110
7	4980	9670	2700	12370
8	5110	9920	2700	12620
9	5240	10170	2700	12870
10	5370	10420	2700	13120
11	5500	10670	2700	13370
12	5630	10930	2700	13630
13	5760	11180	2700	13880
14	5890	11430	2700	14130
15	6020	11680	2700	14380
16	6150	11940	2700	14640
17	6280	12190	2700	14890
18	6410	12440	2700	15140
19	6540	12690	2700	15390
20	6670	12940	2700	15640
21	6800	13200	2700	15900
22	6930	13450	2700	16150
23	7060	13700	2700	16400
24	7190	13950	2700	16650
25	7320	14210	2700	16910
26	7450	14460	2700	17160
27	7580	14710	2700	17410
28	7710	14960	2700	17660
29	7840	15210	2700	17910

TABLE NO.6

<p><u>Existing Scale</u> Rs.4450-130-8350 </p>	<p><u>Revised Pay Band +</u> <u>Grade Pay</u> PB1 - Rs.5400-20200 + 2900</p>
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Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	4450	8640	2900	11540
2	4580	8890	2900	11790
3	4710	9140	2900	12040
4	4840	9390	2900	12290
5	4970	9650	2900	12550
6	5100	9900	2900	12800
7	5230	10150	2900	13050
8	5360	10400	2900	13300
9	5490	10660	2900	13560
10	5620	10910	2900	13810
11	5750	11160	2900	14060
12	5880	11410	2900	14310
13	6010	11660	2900	14560
14	6140	11920	2900	14820
15	6270	12170	2900	15070
16	6400	12420	2900	15320
17	6530	12670	2900	15570
18	6660	12930	2900	15830
19	6790	13180	2900	16080
20	6920	13430	2900	16330
21	7050	13680	2900	16580
22	7180	13930	2900	16830
23	7310	14190	2900	17090
24	7440	14440	2900	17340
25	7570	14690	2900	17590
26	7700	14940	2900	17840
27	7830	15200	2900	18100
28	7960	15450	2900	18350
29	8090	15700	2900	18600
30	8220	15950	2900	18850
31	8350	16200	2900	19100

TABLE NO.7

Existing Scale
Rs.5600-175-10150

Revised Pay Band +
Grade Pay
PB-2(A) - Rs.9600-34800 +
4300

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	5600	10870	4300	15170
2	5775	11210	4300	15510
3	5950	11550	4300	15850
4	6125	11890	4300	16190
5	6300	12230	4300	16530
6	6475	12570	4300	16870
7	6650	12910	4300	17210
8	6825	13250	4300	17550
9	7000	13580	4300	17880
10	7175	13920	4300	18220
11	7350	14260	4300	18560
12	7525	14600	4300	18900
13	7700	14940	4300	19240
14	7875	15280	4300	19580
15	8050	15620	4300	19920
16	8225	15960	4300	20260
17	8400	16300	4300	20600
18	8575	16640	4300	20940
19	8750	16980	4300	21280
20	8925	17320	4300	21620
21	9100	17660	4300	21960
22	9275	18000	4300	22300
23	9450	18340	4300	22640
24	9625	18680	4300	22980
25	9800	19020	4300	23320
26	9975	19360	4300	23660
27	10150	19700	4300	24000

TABLE NO.8

Existing Scale
|Rs.5850-200-11050|

Revised Pay Band + Grade
Pay
PB-2(A) - Rs.9600-34800 +
4400

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	5850	11350	4400	15750
2	6050	11740	4400	16140
3	6250	12130	4400	16530
4	6450	12520	4400	16920
5	6650	12910	4400	17310
6	6850	13290	4400	17690
7	7050	13680	4400	18080
8	7250	14070	4400	18470
9	7450	14460	4400	18860
10	7650	14850	4400	19250
11	7850	15230	4400	19630
12	8050	15620	4400	20020
13	8250	16010	4400	20410
14	8450	16400	4400	20800
15	8650	16790	4400	21190
16	8850	17170	4400	21570
17	9050	17560	4400	21960
18	9250	17950	4400	22350
19	9450	18340	4400	22740
20	9650	18730	4400	23130
21	9850	19110	4400	23510
22	10050	19500	4400	23900
23	10250	19890	4400	24290
24	10450	20280	4400	24680
25	10650	20670	4400	25070
26	10850	21050	4400	25450
27	11050	21440	4400	25840

TABLE NO.9

Existing Scale
|Rs.7225-225-13525|

Revised Pay Band + Grade
Pay
PB-2 - Rs.10100-34800
4600

Span of Years	Stage in the existing Scale	Revised Pay in the Pay Band	Grade Pay	Revised Basic Pay (3 + 4)
(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.
1	7225	14020	4600	18620
2	7450	14460	4600	19060
3	7675	14890	4600	19490
4	7900	15330	4600	19930
5	8125	15770	4600	20370
6	8350	16200	4600	20800
7	8575	16640	4600	21240
8	8800	17080	4600	21680
9	9025	17510	4600	22110
10	9250	17950	4600	22550
11	9475	18390	4600	22990
12	9700	18820	4600	23420
13	9925	19260	4600	23860
14	10150	19700	4600	24300
15	10375	20130	4600	24730
16	10600	20570	4600	25170
17	10825	21010	4600	25610
18	11050	21440	4600	26040
19	11275	21880	4600	26480
20	11500	22310	4600	26910
21	11725	22750	4600	27350
22	11950	23190	4600	27790
23	12175	23620	4600	28220
24	12400	24060	4600	28660
25	12625	24500	4600	29100
26	12850	24930	4600	29530
27	13075	25370	4600	29970
28	13300	25810	4600	30410
29	13525	26240	4600	30840