



ADMINISTRATIVE CIRCULAR NO 546 DATE 09.08.2024

Sub:- Revision of existing pay scales prescribed for the various categories of posts whose minimum of existing pay scale is upto Rs. 68,780/- per month and also prescribing the method of fixation of pay in the revised pay scales, payment of arrears, etc.

The revision of existing pay scales for various categories was due w.e.f. 01.04.2023 and the issue regarding revision of pay scales for the employees upto the rank of Addl. Executive Engineer whose minimum pay scale is Rs. 68,780/- and below was under consideration.

2. Now, the Board of Directors under its resolution No. MSPGCL/CS/Cir Resln-112 Dtd 07.08.2024 has taken following decision in the matter of revision of pay scales, method of fixation of pay, payment of arrears in the respect of Categories of posts, the minimum of whose existing pay scale is upto and including Rs. 68,780/- per month.
3. The existing pay scales indicated in Column No. 3 of the table setout below: (In force under Administrative Circular No.449 dated 05.10.2019) are revised, with retrospective effect from 01.04.2023, as specified in column No. 4 respectively.

S.N.	Category of Posts	Existing Pay Scales	Revised Pay Scales
1	2	3	4
1.	Helper/Peon & Equivalent	25880-505-28405-610-34505-710-50835	30800-605-33825-730-41125-845-60560
2.	Daftary & Equivalent	27130-610-30180-710-37280-955-61155	32285-730-35935-845-44385-1140-72885
3.	Technician-III / LDC & Equivalent	29035-710-32585-955-42135-1060-72875	34555-845-38780-1140-50180-1265-86865
4.	Technician-II/Driver & Equivalent	29935-955-34710-1060-45310-1160-82430	35625-1140-41325-1265-53975-1385-98295
5.	Technician-I/UDC & Equivalent	30810-1060-36110-1160-47710-1265-88190	36665-1265-42990-1385-56840-1510-105160
6.	Asst. Acct./Head Clerk & Equivalent	33980-1265-40305-1650-56805-1740-100305	40440-1510-47990-1965-67640-2075-119515
7.	Asst. Security Officer & Equivalent	36415-1675-44790-1740-62190-1830-102450	43335-1995-53310-2075-74060-2180-122020
8.	Jr.Engineer/Jr.Officer (Sec) /J.F.O/CM-II/Jr.Chemist & Equivalent	37340-1675-45715-1740-63115-1830-103375	44435-1995-54410-2075-75160-2180-123120
9.	LCF/Head Foreman & Equivalent	42325-1740-51025-1830-69325-2060-108465	50370-2075-60745-2180-82545-2455-129190
10.	Dy. Manager (HR/F&A)/ Hospital Administrator & Equivalent	45800-2165-56625-2280-115905	54505-2580-67405-2715-137995
11.	Asst. Engineer/CM-I/A.F.O/ Asstt.Programmer/Asst. Chemist & Equivalent	49210-2165-60035-2280-119315	58560-2580-71460-2715-142050

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S.N.	Category of Posts	Existing Pay Scales	Revised Pay Scales
1	2	3	4
12.	Asst. Welfare Officer/ Asst. Medical Officer & Equivalent	55015-2165-65840-2280- 120560	65470-2580-78370-2715- 143530
13.	Dy.Exe. Engineer/ Dy Executive Chemist & Equivalent	61830-2515-74405-2730- 139925	73580-2995-88555-3250- 166555
14.	Manager (HR/F&A) /Programmer & Equivalent	63770-2515-76345-2730- 141865	75890-2995-90865-3250- 168865
15.	Sr. Manager (HR)/Medical Officer/Welfare Officer & Equivalent	68150-2730-81800-2900- 154300	81100-3250-97350-3455- 183725
16.	Addl.Exe.Engineer/Fire Officer Dy Sr. Mgr. (Sec)/Addl Exe.Chemist & Equivalent	68780-2730-82430-2900- 154930	81850-3250-98100-3455- 184475

Class-IV Technical employees who are getting Rs.500/- as ad-hoc pay will be entitled for payment of Rs. 1000/- per month as ad-hoc pay in lieu of Rs 500/- per month.

Note:- The term 'Equivalent' in the above table implies all officers whose existing pay - scales are the same.

4. The details regarding method of fixation of pay in the revised pay scales, payments of arrears, etc. are embodied in the Annexure 'A' & Annexure 'C-I' to 'C-XVI' and option Form as per Annexure - 'B' enclosed to this Administrative Circular.
5. Further, the payment of arrears due to revision of pay scales and allowances accruing w.e.f. 01.04.2023 shall be paid in 3 (Three) installments in the following manner:-
 - a) **First Installment:-** 1st installments of arrears period from April-2023 to August -2023 shall be paid to the employees in the month of October- 2024.
 - b) **Second & Third Installment:-** 2nd installments of arrears from September -2023 to January-2024 shall be paid to the employees in the month of March-2025 and 3rd installments of arrears from February-2024 to July-2024 shall be paid to the employees in the month of September-2025, depending on cash flow position.
6. The Board of Directors also delegated powers to the Hon'ble Chairman & Managing Director (MSPGCL) in consultation with Director (Finance), Executive Director (HR) to interpret any of the relating to revision of pay and removal of anomalies.
7. All the Concerned Drawing & Disbursing Officers are requested to take immediate steps to fix the pay of the officers in the revised pay scales and effect of the revised pay scales shall be given in the month of August -2024. Further, action to work out arrears and audit scrutiny (before payment) should be taken on immediately, so as to send the requirement of funds to General Manager (F&A) Mahagenco, Prakashgad, Mumbai-400051 for disbursement of arrears.
8. All the concerned Officers are also requested to display this Administrative Circular on the Notice Board to enable the officers to exercise the option as stated in Para 'J' of ANNEXURE-'A' of this administrative Circular.
9. This Administrative Circular is available on Company's website i.e. www.mahagenco.in

Encl: ANNEXURE-'A'
ANNEXURE - 'B'
ANNEXURE-C-I to C-XVI

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(Dr. Dhananjay Sawalkar)
Executive Director (HR)

(To Administrative Circular No.546 Dtd.09.08.2024)

A) COVARAGE, SCOPE & APPLICABLITY OF REVISED PAY SCALES & PROVISIONS THEREOF

- i. The revision of pay scales as shown under para 2 of this Administrative Circular and provisions thereof which shall come into force w.e.f. 01.04.2023 shall be applicable to all Technical & Non- Technical employees/Officer working against regular, permanent, temporary & supernumerary posts, the minimum of whose existing pay scales is Rs.68,780/- per month and below. In this revision of pay-scale some of the employees or categories of employees/Officer have been included only for the purpose of granting benefits of revision of pay scales etc. though they are not covered under the definition of 'workman' under Section 2 (S) of the industrial Disputes Act, 1947 and this shall not be construed as an admission or precedent in any other context or cases.
- ii. All employees/officers drawing pay in any of the pay scales, shown in Column No. 3 of the table in Para 3 of this Administrative Circular & who were/are on deputation or on Foreign Service as on 01.04.2023 were/are drawing Company's scales, are also covered.

B) FIXATION OF INITIAL PAY IN THE REVISED PAY SCALES WITH EFFECT FROM 01.04.2024

The initial basic pay of an employees/officer appointed or promoted prior to dtd. 01.04.2023 shall be fixed in the revised pay scale of the post held by him on officiating or permanent or temporary basis or in the revised pay scale corresponding to the higher pay scale or grade allowed to him as personal due, to grant of the benefit under the provisions of the G.O. No. 74 (P) dtd. 30.04.1974 read with Head Office Order No. GAD/E-VII/STF/Gen/A/232/9203, dtd. 27.02.1975 or benefit of de-stagnation measure under the G.O. No. 111 (P) dtd. 13.05.1982 in the following manner:

An amount equivalent to 19% (Nineteen percent) of pre-revised basic Pay, as on 31.03.2023 shall be added to the pre-revised basic pay as on 31.03.2023 and then the basic pay in the revised scale shall be fixed as follows:-

- i. If the sum total of above is less than that of minimum of revised pay scale, the Basic Pay shall be fixed at the minimum of the revised Pay scale.
- ii. If the sum total is a stage in the revised pay scale, the Basic pay shall be fixed at that stage.
- iii. If the sum total is not a stage in the revised pay scale, the Basic Pay shall be fixed at the next higher stage in the revised pay scale.
- iv. If the sum is more than the maximum of the revised scale, the Basic Pay shall be fixed at the maximum of that pay scale.

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- v. If an employee draws less pay on 01.04.2023 in the revised pay scale in the promoted post/higher scale due to grant of G.O. 74/111 (P) than the pay he would have drawn on 01.04.2023 in the lower post/scale in the revised pay scale, his pay is to be fixed in the lower post/scale in the revised pay scale in the first instance and thereafter at the next immediate stage in the higher post/pay scale as on 01.04.2023 as per S.R. 29 (a). His/her future increments may be drawn as per normal rules by applying the provisions as per S.R. 32 (b) if such re-fixation of pay is to his/her advantage.

Note: Ready reckoner showing the fitment stages in the revised pay scales has been shown in the Annexure-C-I to C-XVI.

C) FIXATION OF PAY AS ON 01.04.2023 WHEN THE NORMAL DATE OF INCREMENT IS ALSO 01.04.2023

In case of employees/officer whose normal date of increment is also 1st April, 2023, the initial pay shall be fixed in the revised pay scale mentioned in Para (B) above on the basic pay drawn by him in the existing pay scale as on 31.03.2023 & then the increment should be allowed on 1st April, 2023 in the revised pay scale.

D) FIXATION OF PAY OF AN EMPLOYEE/OFFICER APPOINTED OR PROMOTED TO HIGHER POST ON OR AFTER 01.04.2023

In case of departmental employee/officer appointed by way of direct recruitment or promoted to a higher post on or after 01.04.2023, the pay in the revised pay scale should be fixed with reference to the lower post held by him prior to appointment/promotion & then the pay fixed in the revised pay scale of the higher post as provided under normal regulations. This will also be applicable to an employee/Officer, who has been granted the benefit of the next higher pay scale or grade under the provisions of G.O. 74, dtd.30.04.1974 read with Head Office Order No. GAD/STF/Gen/A/232/9203 dtd. 27.02.1975 or of de-stagnation measures under the G.O. No. 111(P) dtd. 13.05.1982.

E) FIXATION OF PAY OF AN EMPLOYEE/OFFICER OFFICIATING IN A HIGHER POST BUT REVERTED THEREAFTER & SUBSEQUENTLY RE-PROMOTED.

In case of an employee/officer officiating in a higher post on 01.04.2023, but reverted thereafter & subsequently re-promoted, if his/her pay on the revised pay scale of the higher post under Regulation No. 29 (a) of MSPGCL Employees' Service Regulations, 2015 works out to less than the pay in the revised pay scale of the higher post immediately prior to reversion, he/she should be allowed on the date of pre-promotion. The same pay instead of the pay strictly admissible under regulation No. 29 (a) of MSPGCL Employees' Service Regulations, 2015.

F) FIXATION OF PAY TO AN EMPLOYEE/OFFICER PLACED UNDER SUSPENSION.

An employee/officer who has been placed under suspension before 01.04.2023 will continue to draw Subsistence Allowance as admissible to him under existing normal rules and his/her pay would not be fixed in the revised pay scale till he/she is reinstated in the Company's service.

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G) DATE OF NEXT INCREMENT IN THE REVISED PAY SCALE.

- i. The next increment of an Employee/Officer whose pay is fixed in the revised pay scale in accordance with the provision of Para (B) above, shall be granted on the date he/she would have drawn his/her increment, had he/she continued in the existing pay scale; Provided further that in cases where the employee/Officer reached the maximum of the existing pay scale prior to 31.03.2023, the next increment in the revised pay scale shall be allowed on 1st April 2023.

Provided further that in case where the employee/officer reached the maximum of the existing pay scale during the period **from 01.04.2022 to 31.03.2023**, the next increment in the revised pay scale shall be granted on completion of 12 months service (for the purpose of full incremental period), counting from the date on which he/she reached the maximum of the existing pay scale.

Provided also that in cases other than those covers by the preceding provision, the next increment of the employee whose pay is fixed on the 1st day of April 2023 at the same stage as the one fixed for another employee junior to him in the same cadre and drawing pay at lower stage in the existing pay scale, shall be granted on the same date as admissible to his/her junior, if the date of increment of the junior happens to be earlier.

- ii. Where as a result of departmental enquiry an employee/officer is/was awarded punishment of withholding of increment(s) with or without cumulative effect, as the case may be, he/she shall cease to draw the increment(s) in the revised pay scale, for the period for which it is/was withheld as a result of disciplinary action.

H) PROTECTING THE PAY OF AN EMPLOYEE/OFFICER

In cases, where a senior employees/officer promoted to higher post before 1st April 2023, draws less pay in the revised pay scale than his/her junior who is promoted to the higher post on or after 1st day of April 2023, the pay of the senior employee/officer should be stepped up to an amount equal to the pay as fixed for his/her junior in that higher post with effect from the date of promotion of the junior employee/officer, subject to the fulfillment of the following conditions viz.:

- i) Both the junior and the senior employee/officer should belong to the same Cadre and the posts in which they have been promoted should be identical in the Cadre.
- ii) The pre-revised and revised pay scales of the lower and higher posts in which they are entitled to draw pay shall be identical; and
- iii) The anomaly should be a direct result of the application of the revision of pay scale. If, even in the lower post, the junior was drawing more pay in pre-revised pay scale than the senior by virtue of any advance increments granted to him or any such reason, provision of this clause will not be applicable to step up the pay of the senior employee/officer.

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- iv) This shall be applicable to the cases of employees/officer who have been granted benefit of next higher pay scale/grade under the provision of G.O. 74(P) dtd. 30.04.1974 or G.O. 111(P) dtd. 13.05.1982.

Such employee/Officer will be entitled to the next increment on completion of his/her required qualifying service w.e.f. the date of re-fixation of Pay.

I) FIXATION OF PAY OF THE NEW ENTRANTS APPOINTED ON OR AFTER 1ST APRIL 2023

An employee/officer recruited by way of direct recruitment on or after 01.04.2023 to any post mentioned in Para 3 of this Administrative Circular, shall be eligible to draw the minimum pay in the revised pay scale only w.e.f. the date of his/her joining the said post.

J) OPTION FOR RETAINING THE EXISTING PAY SCALE.

If any employee/officer is of the opinion that he/she is not benefited by the above revision of pay scales and fixation of pay w.e.f. 01.04.2023 in the revised pay scale, he/she may at his/her option, retain his/her pay in the present pay scale until the date on which he/she may earn his/her net increment or any subsequent increment in the pay scale, or until he/she vacates his/her post or ceases to draw pay in the existing pay scale. **The option once exercised shall be final. Those who do not exercise the option in the form appended here to as Annexure 'B', on or before 31.08.2024 shall be deemed to have elected to draw pay in the revised pay scale w.e.f. 01.04.2023.**

In the cases referred to above, the pay of the employee/officer from the later date mentioned in his/her Option in the revised pay scale shall be fixed in accordance with Para (B) above, except that the Basic Pay in the existing Pay scale (pre-revised) to be taken into account for calculation of 'Sum Total' for fixation of pay will be the basic pay as on the said later date.

K) DEARNESS ALLOWANCE PAYABLE WITH EFFECT FROM 1ST APRIL 2023 ONWARDS.

The Dearness Allowance shall be payable / applicable w.e.f. 01.04.2023 onwards on the revised basic pay as per the rates applicable to the State Government employees from time to time. Accordingly, the rates of Dearness Allowance payable on revised Basic shall be as under (Copies enclosed):-

Period	Rate of DA per month	Admin Cir.No & Date
01.04.2023 to 30.06.2023	42%	ADM Cir No 522 dt 12.07.2023
01.07.2023 to 31.12.2023	46%	ADM Cir No 535 dt 24.11.2023
01.01.2024 to Present	50%	ADM Cir No 544 dt 12.07.2024

Further, the policy in respect of Dearness Allowance shall generally be in tune with that adopted by the Government of Maharashtra. However, the Company shall take independent decision in the matter, on each occasion regarding release of installment of Dearness Allowance to its employees.

L) RECOVERY OF RENT FROM THE EMPLOYEES/OFFICER OCCUPYING THE COMPANY'S QUARTERS OR FLATS LEASE AND LICENCE AT VARIOUS PLACES.

Recovery of quarter rent shall be made as per the prevailing rules.

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M) ENTITLEMENT TO TRAVEL BY FIRST CLASS.

The minimum of the pay scale/Basic pay (wherever applicable) and the entitlement of the officer/employees as modified as per provision laid down in Chapter-VI of MSPGCL Employees' Service Regulations, 2015.

N) PAYMENT OF ARREARS

- a) The payment of arrears accruing due to revision of pay scale shall be paid in Three installments as per the instruction given under Para 5 of this Administrative Circular.
- b) The cases of payment of House Building Advance and payment towards Leave Travel Concession, Charge Allowance [Special Pay for additional charge under S.R.36 and 9(26)] T.A., Daily Allowance,/HRA/CLA Overtime and Bonus shall not be reopened and consequently no arrears on these accounts in respect of the period from 01.04.2023 till 31.07.2024 shall be payable.
- c) The arrears on account of revision of pay scales should be drawn in the office where the employee is working presently irrespective of the fact whether he had worked in that office or some other office/officers in the past.

O) PAYMENT OF H.R.A. AND C.L.A

The H.R.A & C.L.A shall be payable from time to time as per the decision of the Government of Maharashtra on subject communicated vide GoM G.R. No. HRA-2019/C.No.2/Service-5 dt 05.02.2019.(Copy enclosed) The H.R.A & C.L.A shall be paid prospectively on revised basic pay w.e.f dated 01.08.2024.

P) ANCILLARY

- i) The provisions in the Board's/Company's various Service Regulations, General Orders, like G.O. 14(P), 26(P), 65(P), 68(P), 89(P), 90(P), 93(P), etc. wherein various entitlements/conditions are based on pay scales/basic pay shall have stood suitably revised corresponding to the revised pay scales.
- ii) In the case of staff on deputation to the Company, the revision of pay scales under this Administrative Circular will not have automatic effect in the revision of their pay scales. The Company may decide to refer such case back to the cadre Controlling Authority (Parent Department) of such staff on deputation and take appropriate decision.
- iii) The employees/officers fulfilling all the relevant conditions, but who have resigned/retired/expired after 01.04.2023 shall also be entitled to the benefits under this Administrative Circular till their date of resignation / retirement/death as the case may be.

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To Administrative Circular No. 546 Dtd. 09 .08.2024

FORM OF OPTION
(See Para – 'J')

* i. I _____ hereby elect the Revised pay scale with effect from 01.04.2023.

* ii. I _____ hereby elect the Continue on the existing scale of pay of may Temporary /Permanent /Officiating and Supernumerary post mentioned below until

- The date of my next increment
- The date of my subsequent increment raising my pay to Rs. _____
- I hereby vacate the post or cease to draw pay in the existing scale of Rs. _____

Date: _____

Station /Place : _____

Signature : _____

Name : _____

Designation : _____

CPF No. : _____

Office in which employed : _____

*(To be striked out if not applicable)

To be forwarded on or before 31.08.2024 to date will be changed after publishing of this ADM

Head of Power Station / Circle in field

OR

General Manager (HR) / Chief General Manager (HR) in Corporate Office.

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ANNEXURE C-I				
Helper/Peon & Equivalent				
EXISTING PAY SCALE		25880-505-28405-610-34505-710-50835		
NEW PAY SCALE		30800-605-33825-730-41125-845-60560		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	25880	4918	30798	30800
2	26385	5014	31399	31405
3	26890	5110	32000	32010
4	27395	5206	32601	32615
5	27900	5301	33201	33220
6	28405	5397	33802	33825
7	29015	5513	34528	34555
8	29625	5629	35254	35285
9	30235	5745	35980	36015
10	30845	5861	36706	36745
11	31455	5977	37432	37475
12	32065	6093	38158	38205
13	32675	6209	38884	38935
14	33285	6325	39610	39665
15	33895	6441	40336	40395
16	34505	6556	41061	41125
17	35215	6691	41906	41970
18	35925	6826	42751	42815
19	36635	6961	43596	43660
20	37345	7096	44441	44505
21	38055	7231	45286	45350
22	38765	7366	46131	46195
23	39475	7501	46976	47040
24	40185	7636	47821	47885
25	40895	7771	48666	48730
26	41605	7905	49510	49575
27	42315	8040	50355	50420
28	43025	8175	51200	51265
29	43735	8310	52045	52110
30	44445	8445	52890	52955
31	45155	8580	53735	53800
32	45865	8715	54580	54645
33	46575	8850	55425	55490
34	47285	8985	56270	56335
35	47995	9120	57115	57180
36	48705	9254	57959	58025
37	49415	9389	58804	58870
38	50125	9524	59649	59715
39	50835	9659	60494	60560

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ANNEXURE C-II				
Daftary & Equivalent				
EXISTING PAY SCALE		27130-610-30180-710-37280-955-61155		
NEW PAY SCALE		32285-730-35935-845-44385-1140-72885		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	27130	5155	32285	32285
2	27740	5271	33011	33015
3	28350	5387	33737	33745
4	28960	5503	34463	34475
5	29570	5619	35189	35205
6	30180	5735	35915	35935
7	30890	5870	36760	36780
8	31600	6004	37604	37625
9	32310	6139	38449	38470
10	33020	6274	39294	39315
11	33730	6409	40139	40160
12	34440	6544	40984	41005
13	35150	6679	41829	41850
14	35860	6814	42674	42695
15	36570	6949	43519	43540
16	37280	7084	44364	44385
17	38235	7265	45500	45525
18	39190	7447	46637	46665
19	40145	7628	47773	47805
20	41100	7809	48909	48945
21	42055	7991	50046	50085
22	43010	8172	51182	51225
23	43965	8354	52319	52365
24	44920	8535	53455	53505
25	45875	8717	54592	54645
26	46830	8898	55728	55785
27	47785	9080	56865	56925
28	48740	9261	58001	58065
29	49695	9443	59138	59205
30	50650	9624	60274	60345
31	51605	9805	61410	61485
32	52560	9987	62547	62625
33	53515	10168	63683	63765
34	54470	10350	64820	64905
35	55425	10531	65956	66045
36	56380	10713	67093	67185
37	57335	10894	68229	68325
38	58290	11076	69366	69465
39	59245	11257	70502	70605
40	60200	11438	71638	71745
41	61155	11620	72775	72885

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ANNEXURE C-III				
Technician-III / LDC & Equivalent				
EXISTING PAY SCALE		29035-710-32585-955-42135-1060-72875		
NEW PAY SCALE		34555-845-38780-1140-50180-1265-86865		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	29035	5517	34552	34555
2	29745	5652	35397	35400
3	30455	5787	36242	36245
4	31165	5922	37087	37090
5	31875	6057	37932	37935
6	32585	6192	38777	38780
7	33540	6373	39913	39920
8	34495	6555	41050	41060
9	35450	6736	42186	42200
10	36405	6917	43322	43340
11	37360	7099	44459	44480
12	38315	7280	45595	45620
13	39270	7462	46732	46760
14	40225	7643	47868	47900
15	41180	7825	49005	49040
16	42135	8006	50141	50180
17	43195	8208	51403	51445
18	44255	8409	52664	52710
19	45315	8610	53925	53975
20	46375	8812	55187	55240
21	47435	9013	56448	56505
22	48495	9215	57710	57770
23	49555	9416	58971	59035
24	50615	9617	60232	60300
25	51675	9819	61494	61565
26	52735	10020	62755	62830
27	53795	10222	64017	64095
28	54855	10423	65278	65360
29	55915	10624	66539	66625
30	56975	10826	67801	67890
31	58035	11027	69062	69155
32	59095	11229	70324	70420
33	60155	11430	71585	71685
34	61215	11631	72846	72950
35	62275	11833	74108	74215
36	63335	12034	75369	75480
37	64395	12236	76631	76745
38	65455	12437	77892	78010
39	66515	12638	79153	79275
40	67575	12840	80415	80540
41	68635	13041	81676	81805
42	69695	13243	82938	83070
43	70755	13444	84199	84335
44	71815	13645	85460	85600
45	72875	13847	86722	86865

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ANNEXURE C-IV				
Technician-II/Driver & Equivalent				
EXISTING PAY SCALE		29935-955-34710-1060-45310-1160-82430		
NEW PAY SCALE		35625-1140-41325-1265-53975-1385-98295		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	29935	5688	35623	35625
2	30890	5870	36760	36765
3	31845	6051	37896	37905
4	32800	6232	39032	39045
5	33755	6414	40169	40185
6	34710	6595	41305	41325
7	35770	6797	42567	42590
8	36830	6998	43828	43855
9	37890	7200	45090	45120
10	38950	7401	46351	46385
11	40010	7602	47612	47650
12	41070	7804	48874	48915
13	42130	8005	50135	50180
14	43190	8207	51397	51445
15	44250	8408	52658	52710
16	45310	8609	53919	53975
17	46470	8830	55300	55360
18	47630	9050	56680	56745
19	48790	9271	58061	58130
20	49950	9491	59441	59515
21	51110	9711	60821	60900
22	52270	9932	62202	62285
23	53430	10152	63582	63670
24	54590	10373	64963	65055
25	55750	10593	66343	66440
26	56910	10813	67723	67825
27	58070	11034	69104	69210
28	59230	11254	70484	70595
29	60390	11475	71865	71980
30	61550	11695	73245	73365
31	62710	11915	74625	74750
32	63870	12136	76006	76135
33	65030	12356	77386	77520
34	66190	12577	78767	78905
35	67350	12797	80147	80290
36	68510	13017	81527	81675
37	69670	13238	82908	83060
38	70830	13458	84288	84445
39	71990	13679	85669	85830
40	73150	13899	87049	87215
41	74310	14119	88429	88600
42	75470	14340	89810	89985
43	76630	14560	91190	91370
44	77790	14781	92571	92755
45	78950	15001	93951	94140
46	80110	15221	95331	95525
47	81270	15442	96712	96910
48	82430	15662	98092	98295

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ANNEXURE C-V				
Technician-I/UDC & Equivalent				
EXISTING PAY SCALE		30810-1060-36110-1160-47710-1265-88190		
NEW PAY SCALE		36665-1265-42990-1385-56840-1510-105160		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	30810	5854	36664	36665
2	31870	6056	37926	37930
3	32930	6257	39187	39195
4	33990	6459	40449	40460
5	35050	6660	41710	41725
6	36110	6861	42971	42990
7	37270	7082	44352	44375
8	38430	7302	45732	45760
9	39590	7523	47113	47145
10	40750	7743	48493	48530
11	41910	7963	49873	49915
12	43070	8184	51254	51300
13	44230	8404	52634	52685
14	45390	8625	54015	54070
15	46550	8845	55395	55455
16	47710	9065	56775	56840
17	48975	9306	58281	58350
18	50240	9546	59786	59860
19	51505	9786	61291	61370
20	52770	10027	62797	62880
21	54035	10267	64302	64390
22	55300	10507	65807	65900
23	56565	10748	67313	67410
24	57830	10988	68818	68920
25	59095	11229	70324	70430
26	60360	11469	71829	71940
27	61625	11709	73334	73450
28	62890	11950	74840	74960
29	64155	12190	76345	76470
30	65420	12430	77850	77980
31	66685	12671	79356	79490
32	67950	12911	80861	81000
33	69215	13151	82366	82510
34	70480	13392	83872	84020
35	71745	13632	85377	85530
36	73010	13872	86882	87040
37	74275	14113	88388	88550
38	75540	14353	89893	90060
39	76805	14593	91398	91570
40	78070	14834	92904	93080
41	79335	15074	94409	94590
42	80600	15314	95914	96100
43	81865	15555	97420	97610
44	83130	15795	98925	99120
45	84395	16036	100431	100630
46	85660	16276	101936	102140
47	86925	16516	103441	103650
48	88190	16757	104947	105160

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ANNEXURE C-VI				
Asst. Acct./Head Clerk & Equivalent				
EXISTING PAY SCALE		33980-1265-40305-1650-56805-1740-100305		
NEW PAY SCALE		40440-1510-47990-1965-67640-2075-119515		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	33980	6457	40437	40440
2	35245	6697	41942	41950
3	36510	6937	43447	43460
4	37775	7178	44953	44970
5	39040	7418	46458	46480
6	40305	7658	47963	47990
7	41955	7972	49927	49955
8	43605	8285	51890	51920
9	45255	8599	53854	53885
10	46905	8912	55817	55850
11	48555	9226	57781	57815
12	50205	9539	59744	59780
13	51855	9853	61708	61745
14	53505	10166	63671	63710
15	55155	10480	65635	65675
16	56805	10793	67598	67640
17	58545	11124	69669	69715
18	60285	11455	71740	71790
19	62025	11785	73810	73865
20	63765	12116	75881	75940
21	65505	12446	77951	78015
22	67245	12777	80022	80090
23	68985	13108	82093	82165
24	70725	13438	84163	84240
25	72465	13769	86234	86315
26	74205	14099	88304	88390
27	75945	14430	90375	90465
28	77685	14761	92446	92540
29	79425	15091	94516	94615
30	81165	15422	96587	96690
31	82905	15752	98657	98765
32	84645	16083	100728	100840
33	86385	16414	102799	102915
34	88125	16744	104869	104990
35	89865	17075	106940	107065
36	91605	17405	109010	109140
37	93345	17736	111081	111215
38	95085	18067	113152	113290
39	96825	18397	115222	115365
40	98565	18728	117293	117440
41	100305	19058	119363	119515

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ANNEXURE C-VII				
Asst. Security Officer & Equivalent				
EXISTING PAY SCALE		36415-1675-44790-1740-62190-1830-102450		
NEW PAY SCALE		43335-1995-53310-2075-74060-2180-122020		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	36415	6919	43334	43335
2	38090	7238	45328	45330
3	39765	7556	47321	47325
4	41440	7874	49314	49320
5	43115	8192	51307	51315
6	44790	8511	53301	53310
7	46530	8841	55371	55385
8	48270	9172	57442	57460
9	50010	9502	59512	59535
10	51750	9833	61583	61610
11	53490	10164	63654	63685
12	55230	10494	65724	65760
13	56970	10825	67795	67835
14	58710	11155	69865	69910
15	60450	11486	71936	71985
16	62190	11817	74007	74060
17	64020	12164	76184	76240
18	65850	12512	78362	78420
19	67680	12860	80540	80600
20	69510	13207	82717	82780
21	71340	13555	84895	84960
22	73170	13903	87073	87140
23	75000	14250	89250	89320
24	76830	14598	91428	91500
25	78660	14946	93606	93680
26	80490	15294	95784	95860
27	82320	15641	97961	98040
28	84150	15989	100139	100220
29	85980	16337	102317	102400
30	87810	16684	104494	104580
31	89640	17032	106672	106760
32	91470	17380	108850	108940
33	93300	17727	111027	111120
34	95130	18075	113205	113300
35	96960	18423	115383	115480
36	98790	18771	117561	117660
37	100620	19118	119738	119840
38	102450	19466	121916	122020

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ANNEXURE C-VIII				
Jr.Engineer / Jr.Officer (Sec)/J.F.O/CM-II/ Jr. Chemist & Equivalent				
EXISTING PAY SCALE		37340-1675-45715-1740-63115-1830-103375		
NEW PAY SCALE		44435-1995-54410-2075-75160-2180-123120		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	37340	7095	44435	44435
2	39015	7413	46428	46430
3	40690	7732	48422	48425
4	42365	8050	50415	50420
5	44040	8368	52408	52415
6	45715	8686	54401	54410
7	47455	9017	56472	56485
8	49195	9348	58543	58560
9	50935	9678	60613	60635
10	52675	10009	62684	62710
11	54415	10339	64754	64785
12	56155	10670	66825	66860
13	57895	11001	68896	68935
14	59635	11331	70966	71010
15	61375	11662	73037	73085
16	63115	11992	75107	75160
17	64945	12340	77285	77340
18	66775	12688	79463	79520
19	68605	13035	81640	81700
20	70435	13383	83818	83880
21	72265	13731	85996	86060
22	74095	14079	88174	88240
23	75925	14426	90351	90420
24	77755	14774	92529	92600
25	79585	15122	94707	94780
26	81415	15469	96884	96960
27	83245	15817	99062	99140
28	85075	16165	101240	101320
29	86905	16512	103417	103500
30	88735	16860	105595	105680
31	90565	17208	107773	107860
32	92395	17556	109951	110040
33	94225	17903	112128	112220
34	96055	18251	114306	114400
35	97885	18599	116484	116580
36	99715	18946	118661	118760
37	101545	19294	120839	120940
38	103375	19642	123017	123120

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ANNEXURE C-IX				
LCF/Head Foreman & Equivalent				
EXISTING PAY SCALE		42325-1740-51025-1830-69325-2060-108465		
NEW PAY SCALE		50370-2075-60745-2180-82545-2455-129190		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	42325	8042	50367	50370
2	44065	8373	52438	52445
3	45805	8703	54508	54520
4	47545	9034	56579	56595
5	49285	9365	58650	58670
6	51025	9695	60720	60745
7	52855	10043	62898	62925
8	54685	10391	65076	65105
9	56515	10738	67253	67285
10	58345	11086	69431	69465
11	60175	11434	71609	71645
12	62005	11781	73786	73825
13	63835	12129	75964	76005
14	65665	12477	78142	78185
15	67495	12825	80320	80365
16	69325	13172	82497	82545
17	71385	13564	84949	85000
18	73445	13955	87400	87455
19	75505	14346	89851	89910
20	77565	14738	92303	92365
21	79625	15129	94754	94820
22	81685	15521	97206	97275
23	83745	15912	99657	99730
24	85805	16303	102108	102185
25	87865	16695	104560	104640
26	89925	17086	107011	107095
27	91985	17478	109463	109550
28	94045	17869	111914	112005
29	96105	18260	114365	114460
30	98165	18652	116817	116915
31	100225	19043	119268	119370
32	102285	19435	121720	121825
33	104345	19826	124171	124280
34	106405	20217	126622	126735
35	108465	20609	129074	129190

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ANNEXURE C-X				
Dy. Manager (HR/F&A)/Hospital Administrator & Equivalent				
EXISTING PAY SCALE		45800-2165-56625-2280-115905		
NEW PAY SCALE		54505-2580-67405-2715-137995		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	45800	8702	54502	54505
2	47965	9114	57079	57085
3	50130	9525	59655	59665
4	52295	9937	62232	62245
5	54460	10348	64808	64825
6	56625	10759	67384	67405
7	58905	11192	70097	70120
8	61185	11626	72811	72835
9	63465	12059	75524	75550
10	65745	12492	78237	78265
11	68025	12925	80950	80980
12	70305	13358	83663	83695
13	72585	13792	86377	86410
14	74865	14225	89090	89125
15	77145	14658	91803	91840
16	79425	15091	94516	94555
17	81705	15524	97229	97270
18	83985	15958	99943	99985
19	86265	16391	102656	102700
20	88545	16824	105369	105415
21	90825	17257	108082	108130
22	93105	17690	110795	110845
23	95385	18124	113509	113560
24	97665	18557	116222	116275
25	99945	18990	118935	118990
26	102225	19423	121648	121705
27	104505	19856	124361	124420
28	106785	20290	127075	127135
29	109065	20723	129788	129850
30	111345	21156	132501	132565
31	113625	21589	135214	135280
32	115905	22022	137927	137995

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ANNEXURE C-XI				
Asst. Engineer/CM-I/A.F.O/ Asstt.Programmer/Asst. Chemist & Equivalent				
EXISTING PAY SCALE		49210-2165-60035-2280-119315		
NEW PAY SCALE		58560-2580-71460-2715-142050		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	49210	9350	58560	58560
2	51375	9762	61137	61140
3	53540	10173	63713	63720
4	55705	10584	66289	66300
5	57870	10996	68866	68880
6	60035	11407	71442	71460
7	62315	11840	74155	74175
8	64595	12274	76869	76890
9	66875	12707	79582	79605
10	69155	13140	82295	82320
11	71435	13573	85008	85035
12	73715	14006	87721	87750
13	75995	14440	90435	90465
14	78275	14873	93148	93180
15	80555	15306	95861	95895
16	82835	15739	98574	98610
17	85115	16172	101287	101325
18	87395	16606	104001	104040
19	89675	17039	106714	106755
20	91955	17472	109427	109470
21	94235	17905	112140	112185
22	96515	18338	114853	114900
23	98795	18772	117567	117615
24	101075	19205	120280	120330
25	103355	19638	122993	123045
26	105635	20071	125706	125760
27	107915	20504	128419	128475
28	110195	20938	131133	131190
29	112475	21371	133846	133905
30	114755	21804	136559	136620
31	117035	22237	139272	139335
32	119315	22670	141985	142050

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ANNEXURE C-XII				
Asst. Welfare Officer/Asst. Medical Officer & Equivalent				
EXISTING PAY SCALE		55015-2165-65840-2280-120560		
NEW PAY SCALE		65470-2580-78370-2715-143530		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	55015	10453	65468	65470
2	57180	10865	68045	68050
3	59345	11276	70621	70630
4	61510	11687	73197	73210
5	63675	12099	75774	75790
6	65840	12510	78350	78370
7	68120	12943	81063	81085
8	70400	13376	83776	83800
9	72680	13810	86490	86515
10	74960	14243	89203	89230
11	77240	14676	91916	91945
12	79520	15109	94629	94660
13	81800	15542	97342	97375
14	84080	15976	100056	100090
15	86360	16409	102769	102805
16	88640	16842	105482	105520
17	90920	17275	108195	108235
18	93200	17708	110908	110950
19	95480	18142	113622	113665
20	97760	18575	116335	116380
21	100040	19008	119048	119095
22	102320	19441	121761	121810
23	104600	19874	124474	124525
24	106880	20308	127188	127240
25	109160	20741	129901	129955
26	111440	21174	132614	132670
27	113720	21607	135327	135385
28	116000	22040	138040	138100
29	118280	22474	140754	140815
30	120560	22907	143467	143530

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ANNEXURE C-XIII				
Dy.Exe. Engineer/Dy Executive Chemist & Equivalent				
EXISTING PAY SCALE		61830-2515-74405-2730-139925		
NEW PAY SCALE		73580-2995-88555-3250-166555		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	61830	11748	73578	73580
2	64345	12226	76571	76575
3	66860	12704	79564	79570
4	69375	13182	82557	82565
5	71890	13660	85550	85560
6	74405	14137	88542	88555
7	77135	14656	91791	91805
8	79865	15175	95040	95055
9	82595	15694	98289	98305
10	85325	16212	101537	101555
11	88055	16731	104786	104805
12	90785	17250	108035	108055
13	93515	17768	111283	111305
14	96245	18287	114532	114555
15	98975	18806	117781	117805
16	101705	19324	121029	121055
17	104435	19843	124278	124305
18	107165	20362	127527	127555
19	109895	20881	130776	130805
20	112625	21399	134024	134055
21	115355	21918	137273	137305
22	118085	22437	140522	140555
23	120815	22955	143770	143805
24	123545	23474	147019	147055
25	126275	23993	150268	150305
26	129005	24511	153516	153555
27	131735	25030	156765	156805
28	134465	25549	160014	160055
29	137195	26068	163263	163305
30	139925	26586	166511	166555

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ANNEXURE C-XIV				
Manager (HR/F&A)/Programmer & Equivalent				
EXISTING PAY SCALE		63770-2515-76345-2730-141865		
NEW PAY SCALE		75890-2995-90865-3250-168865		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	63770	12117	75887	75890
2	66285	12595	78880	78885
3	68800	13072	81872	81880
4	71315	13550	84865	84875
5	73830	14028	87858	87870
6	76345	14506	90851	90865
7	79075	15025	94100	94115
8	81805	15543	97348	97365
9	84535	16062	100597	100615
10	87265	16581	103846	103865
11	89995	17100	107095	107115
12	92725	17618	110343	110365
13	95455	18137	113592	113615
14	98185	18656	116841	116865
15	100915	19174	120089	120115
16	103645	19693	123338	123365
17	106375	20212	126587	126615
18	109105	20730	129835	129865
19	111835	21249	133084	133115
20	114565	21768	136333	136365
21	117295	22287	139582	139615
22	120025	22805	142830	142865
23	122755	23324	146079	146115
24	125485	23843	149328	149365
25	128215	24361	152576	152615
26	130945	24880	155825	155865
27	133675	25399	159074	159115
28	136405	25917	162322	162365
29	139135	26436	165571	165615
30	141865	26955	168820	168865

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ANNEXURE C-XV				
Sr. Manager (HR)/Medical Officer/Welfare Officer & Equivalent				
EXISTING PAY SCALE		68150-2730-81800-2900-154300		
NEW PAY SCALE		81100-3250-97350-3455-183725		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	68150	12949	81099	81100
2	70880	13468	84348	84350
3	73610	13986	87596	87600
4	76340	14505	90845	90850
5	79070	15024	94094	94100
6	81800	15542	97342	97350
7	84700	16093	100793	100805
8	87600	16644	104244	104260
9	90500	17195	107695	107715
10	93400	17746	111146	111170
11	96300	18297	114597	114625
12	99200	18848	118048	118080
13	102100	19399	121499	121535
14	105000	19950	124950	124990
15	107900	20501	128401	128445
16	110800	21052	131852	131900
17	113700	21603	135303	135355
18	116600	22154	138754	138810
19	119500	22705	142205	142265
20	122400	23256	145656	145720
21	125300	23807	149107	149175
22	128200	24358	152558	152630
23	131100	24909	156009	156085
24	134000	25460	159460	159540
25	136900	26011	162911	162995
26	139800	26562	166362	166450
27	142700	27113	169813	169905
28	145600	27664	173264	173360
29	148500	28215	176715	176815
30	151400	28766	180166	180270
31	154300	29317	183617	183725

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ANNEXURE C-XVI				
Addl. Exe.Engineer/Fire Officer/Dy Sr. Mgr. (Sec)/ Addl Exe.Chemist & Equivalent				
EXISTING PAY SCALE		68780-2730-82430-2900-154930		
NEW PAY SCALE		81850-3250-98100-3455-184475		
SR. NO.	STAGES (OLD)	19% OF COL.NO.2	Total of COL. No. 2 & 3	FITMENT IN THE NEW SCALE
1	2	3	4	5
1	68780	13069	81849	81850
2	71510	13587	85097	85100
3	74240	14106	88346	88350
4	76970	14625	91595	91600
5	79700	15143	94843	94850
6	82430	15662	98092	98100
7	85330	16213	101543	101555
8	88230	16764	104994	105010
9	91130	17315	108445	108465
10	94030	17866	111896	111920
11	96930	18417	115347	115375
12	99830	18968	118798	118830
13	102730	19519	122249	122285
14	105630	20070	125700	125740
15	108530	20621	129151	129195
16	111430	21172	132602	132650
17	114330	21723	136053	136105
18	117230	22274	139504	139560
19	120130	22825	142955	143015
20	123030	23376	146406	146470
21	125930	23927	149857	149925
22	128830	24478	153308	153380
23	131730	25029	156759	156835
24	134630	25580	160210	160290
25	137530	26131	163661	163745
26	140430	26682	167112	167200
27	143330	27233	170563	170655
28	146230	27784	174014	174110
29	149130	28335	177465	177565
30	152030	28886	180916	181020
31	154930	29437	184367	184475

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