

No. 7000/1/2-F&PO(7)-2009/ 4029

CHANDIGARH ADMINISTRATION  
FINANCE DEPARTMENT  
(Accounts Branch)

11 June, 2009

To

All the Administrative Secretaries,  
Head of Departments/Head of Offices  
and the Drawing & Disbursing Officers,  
Chandigarh Administration.

Subject:- Revision of Pay Scales in pursuance of recommendation of Fifth  
Punjab Pay Commission-

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The Punjab Government, on the recommendations of Fifth Punjab Pay Commission, has revised the scales of pay of their employees and also framed the Punjab Civil Services (Revised Pay) Rules, 2009, vide their Notification No. 5/10/09-5FPI/207 dated 27<sup>th</sup> May, 2009. These rules have been deemed to come into force on the 1<sup>st</sup> day of January, 2006.

2. In pursuance of the Government of India, Ministry of Home Affairs Notification No. 14012/2/88-CID, dated 13<sup>th</sup> January, 1992, the Administrator, Union Territory, Chandigarh, is pleased to adopt the Punjab Government "Notified rules called the Punjab Civil Services (Revised Pay) Rules, 2009" dated 27.5.2009 as referred to in para 1 above (copies enclosed) with immediate effect in respect of the employees of the Union Territory, Chandigarh, already drawing pay on Punjab pattern and the deputationists from the State of Punjab subject to following amendments:-

(a) Rule 3(e) 'Government' referred to in rule 3(e) of the Punjab Government Notification dated 27.5.2009 shall mean the, "Chandigarh Administration in the Department of Finance".

Rule 8 Notwithstanding anything contained in these rules, the arrear with effect from the first of January, 2006 to 31<sup>st</sup> of May, 2009 to the UT employees and deputationists from the State of Punjab wherever applicable will be paid 'in cash' subject to availability of budget during the financial year 2009-10. At present 50 % of arrear shall be drawn and balance of 50 % of arrear shall be drawn after specific instructions are again issued by the Department of Finance to all the departments. The revised pay under these rules shall be drawn from the first day of June, 2009.

All the Head of Offices/DDO's concerned will immediately work out the complete details of the arrears and send it to the Finance Department for proper budget allocation before drawl of arrears. The pay fixation in respect of the officers/officials working with the respective departments may be got vetted/verified from the Accounts Functionaries of the department concerned before the drawl of any salary and arrear and ensure that there is no case of over-payment henceforth. In case of any wrong calculation or over payment, the concerned D.D.O. shall be held responsible and recovery shall be made from the concerned employee who receives any undue or extra payment. In case of any doubt, the advice and approval of the Department of Finance shall be obtained.

These instructions may be brought to the notice of all concerned for compliance.

(Pirthi Chand, PCS)  
Joint Secretary Finance,  
Chandigarh Administration.

Endst No. 7000/1/2-F&PO(7)-2009/ 4030

Dated, Chandigarh, the 11.6.09

A copy is forwarded to Joint Secretary (UT's) to the Government of India, Ministry of Home Affairs, New Delhi, for information.

Joint Secretary Finance,  
Chandigarh Administration

Endst No. 7000/1/2-F&PO(7)-2009/ 4031

Dated, Chandigarh, the 11.6.09

A copy is forwarded to the following for information and necessary action:-

- i) The Accountant General (A&E), Sub Office U.T., Chandigarh
- ii) The Accountant General (Audit), Sub Office UT Chandigarh

Joint Secretary Finance,  
Chandigarh Administration

Endst No. 7000/1/2-F&PO(7)-2009/ 4022

Dated, Chandigarh, the 11.6.09

A copy is forwarded to the following for information and necessary action:-

- i) All the DC(F&A)s/AC(F&A)s and Section Officers (Accounts Functionaries) working in the various departments with the remarks that the pay of the officers/officials working with the respective departments may immediately be vetted/verified as per the rules as when submitted to them. In case of any difficulty they should suitably guide the authorities as per the rules and get the needful done so as to ensure that there is no case of over-payment henceforth.
- ii) The Treasury Officer, Central Treasury, Chandigarh.

Joint Secretary Finance,  
Chandigarh Administration

Endst No. 7000/1/2-F&PO(7)-2009/ 4033

Dated, Chandigarh, the 11.6.09

A copy is forwarded to the Controller, Printing & Stationery Department, Union Territory, Chandigarh with the request that these orders along with its enclosures may be published in the official gazette of Chandigarh Administration and 350 copies of it may be supplied to this department at the earliest possible.

Joint Secretary Finance,  
Chandigarh Administration

(SPECIMEN PROFORMA)

**FIXATION OF PAY UNDER PUNJAB CIVIL SERVICES (REVISED PAY) RULES, 2009 ADOPTED BY THE CHANDIGARH ADMINISTRATION**

1. Name of the Officer/Official :
2. Designation :
3. Pre-revised scale(s) of pay applicable :
4. Existing Basic Pay as on January 1, 2006 with DNI :
5. Date of Option, if any :
6. Revised Pay Band and Grade Pay corresponding to the pre-revised scale shown at Sr. No. 3 above :
7. Pay to be fixed in the revised Pay Band As per Fitment table No. \_\_\_\_ / Multiplication by Factor of 1.86, whichever is applicable :
8. Grade Pay as per Fitment Table as on 1.1.06 or date of option etc. :
9. Revised Basic Pay (Total of Pay in the Pay Band and Grade Pay) fixed on 1.1.2006
10. Date of Proficiency (whether opted 8/16/24/32 or 4/9/14) Benefit, if any allowed after 1.1.2006 and higher scale granted in the hierarchy of Pay scales :
11. Date wise detail of Revised Basic Pay on the grant of ACP benefits after 1.1.2006 :
12. Date on next increment and Pay after grant of increment :

**Date/Amount of increment etc.**  
(Rounded off to nearest Rs. 10/-)

**REVISED PAY**

Pay in the Pay Band	Grade Pay	Revised Basic Pay	Remarks
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Verified by

Head of Office/DDO

**GOVERNMENT OF PUNJAB  
DEPARTMENT OF FINANCE  
(FINANCE PERSONNEL BRANCH – I)**

**NOTIFICATION**

**The 27th May, 2009**

**No.5/10/09-5FPI/ 207-** In exercise of the powers conferred by the proviso to Article 309 read with clause (3) of Article 187 of the Constitution of India, the Governor of Punjab, after consultation with the Speaker of the Punjab Vidhan Sabha, in so far as such consultation is necessary, in terms of the provisions of clause (3) of the said Article 187, is pleased to make the following rules, namely:-

**RULES**

1. **Short title and commencement.** - (1) These rules may be called the Punjab Civil Services (Revised Pay) Rules, 2009.  
  
(2) They shall be deemed to have come into force on and with effect from the first day of January, 2006.
  
2. **Application.** - (1) Save as otherwise expressly provided by or under these rules, they shall apply to all the persons appointed to the services and posts in connection with the affairs of the State of Punjab and staff of Punjab Vidhan Sabha Secretariat provided that the staff of Punjab Vidhan Sabha will get pay/ allowances and other benefits at par with the staff of Punjab Civil Secretariat as per provisions of Rule 14 of Punjab Vidhan Sabha Secretariat Service Rules, 2007.  
  
(2) They shall not apply to the: -
  - (a) members of the All India Services serving in connection with the affairs of the State of Punjab;
  - (b) persons not in the whole-time employment of the Government of Punjab;
  - (c) persons paid out of contingencies;

- (d) employees whose scales of pay have been determined on the recommendations of the University Grants Commission;
- (e) persons employed on contract basis, except when the contract provides otherwise; and
- (f) persons specifically excluded wholly or in part from the operation of these rules.

3. **Definitions:** - In these rules, unless there is anything repugnant in the subject or context ;

- (a) "existing basic pay" or "pre-revised basic pay" means the pay drawn in the prescribed existing/pre-revised scale of pay including ex-gratia annual increment(s), but does not include any other type of pay like 'special pay', etc;
- (b) "existing scale" or "pre-revised scale" in relation to a Government employee means the scale in respect of a post held or higher scale granted under the Assured Career Progression Scheme to him or, as the case may be, personal scale allowed to him on the first day of January, 2006, whether in a substantive or officiating capacity;

**Explanation.** - In the case of a Government employee, who was on the first day of January, 2006, on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts, but for his officiating in a higher post, "existing scale" shall include the scale applicable to the post which he would have held, but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post;

- (c) “existing emoluments” means the sum of ;
- (i) basic pay in the existing scale as on the first day of January, 2006 or on the date of option under rule 6;
  - (ii) dearness pay appropriate to the existing basic pay;
  - (iii) interim relief calculated at the rate of five per cent of the existing basic pay plus dearness pay; and
  - (iv) dearness allowance appropriate to the existing basic pay plus dearness pay plus interim relief.
- (d) “Fitment Table” means the relevant fitment table attached to these rules showing revised pay structure corresponding to a particular pre-revised pay scale;
- (e) “Government” means the Government of Punjab in the Department of Finance;
- (f) “pay in the pay band” means the pay drawn in the running pay bands specified in column 6 of the Schedule;
- (g) “grade pay” means the fixed amount corresponding to the pre-revised pay scales or posts specified in column 7 of the Schedule.
- (h) “revised pay structure” in relation to any post or pre-revised scale specified in column 3 of the Schedule, means the pay band and grade pay, as specified against that post or pre-revised pay scale in columns 6 and 7 thereof, unless a different

revised pay band and grade pay or pay scale is notified separately for the post;

- (i) “basic pay” in the revised pay structure means the pay drawn in the specified pay band plus the applicable grade pay, but does not include any other type of pay like special pay etc.;
- (j) “revised emoluments” means the pay in the pay band plus the grade pay of a Government employee in the revised pay structure and includes dearness allowance; and
- (k) “Schedule” means a Schedule, appended to these rules providing for a General Conversion Table for revised pay structure and grouping applicable in relation to the corresponding unrevised pay scale of the employees.

**4. Scale of pay of posts.** — The corresponding pay band and grade pay as applicable, to every post or pre-revised scale, specified in the Schedule, shall be, as shown therein against each post or pre-revised scale.

**5. Drawal of pay in the revised pay structure.** — Save as otherwise provided in these rules, a Government employee shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government employee may opt to continue to draw pay in the existing scale, until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale;



Provided further that in cases where a Government employee has been placed in higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale under the Assured Career Progression Scheme or otherwise, the Government employee may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

Provided further that in case where a Government employee has been placed in higher pay scale under the un-revised pay scales between 1.1.2006 and the date of notification of these rules on account of promotion or progression under the Assured Career Scheme, the pay of the government employee on the date of grant of such higher scale shall be regulated in such a manner that his corresponding revised pay in the revised pay structure is not lower than that shown in the Fitment Table, applicable to such pre-revised higher scale.

Explanation I - The option to retain the existing scale under the first and second provisos to this rule shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to a person, appointed to a post on or after the first day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

**6. Exercise of option -** (1) The option under the provisos to rule 5, shall be exercised in writing in the form appended to these rules so as to reach the authority specified in sub-rule (2) within a period of three months from the date of publication of these rules or

where an existing scale has been further revised by any order made subsequent to that date, within a period of three months from the date of such order: -

Provided that ;

- (i) in the case of a Government employee, who on the date of such publication or as the case may be, on the date of such order, is out of India on leave or on deputation or on foreign service or on active service, the option shall be exercised in writing so as to reach the said authority within a period of three months from the date of his taking the charge of his post under the State Government; and
- (ii) where a Government employee is under suspension on the first day of January, 2006, the option may be exercised within a period of three months from the date of his return to his duty, if that date is later than the date specified in this sub-rule.

(2) The option shall be intimated by the Government employee to the Head of his Office.

(3) If the intimation regarding option is not received within the period as specified in sub-rule (1), the Government employee shall be deemed to have elected to be governed by the revised pay structure with effect from the first day of January, 2006.

(4) The option once exercised shall be final.

**Note 1.** Persons, whose services were terminated on or after the first day of January, 2006 and who could

not exercise their option within the specified period, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits admissible of this rule.

**Note 2.** Persons, who have died on or after the first day of January, 2006 and could not exercise their option within the specified period shall be deemed to have opted for the revised pay structure on and from the first day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

**Note 3.** Persons, who were on earned leave or any other leave on 1.1.2006, which entitled them to leave salary, shall be allowed the benefits admissible under this rule.

**7. Fixation of pay in the revised pay structure** - The pay of a Government employee, who opts or is deemed to have opted under sub-rule (3) of rule 6 to be governed by the revised pay structure in terms of the provisions of these rules, shall, unless in any case, the Government by special order otherwise directs, be fixed in the following manner, namely: -

- (i) the basic pay in the revised pay structure will be fixed with reference to the existing basic pay in the pre-revised pay scale of the post including higher scale granted under the Assured Career Progression Scheme as on 01.01.2006 or thereafter, as the case may be, and shall be an amount equal to the sum of the 'pay in the pay band' and 'grade pay' as shown in column 4 of the Fitment Table applicable to the relevant post or pre-revised pay scale;
- (ii) in case of employees, who are getting ex-gratia increments on the date of option, the revised basic pay shall be determined by multiplying the existing basic pay with 1.86 rounded off to the next higher ten and adding Grade Pay as given in the applicable Fitment Table;
- (iii) an employee, who reaches at the maximum of the Pay Band, shall be placed in the higher pay band after one year without any change in the Grade Pay; and
- (iv) in the case of a Government employee, who is in receipt of Special Pay, Family Planning Allowance, Special Allowance or Non-Practising Allowance (NPA) or by whatever name it may be called at the same rate or at different rates, such a Government employee shall draw Special Pay, Family Planning Allowance, Special Allowance or Non-Practising Allowance at the rate, allowed with the revised scale. In such cases, the allowance at the new rate shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications relating to these allowances.

- Note 1.** Where the increment of a Government employee falls on the first day of January, 2006 he shall have the option to draw the increment in the existing scale or in the revised Pay Band.
- Note 2.** A Government employee, who is on leave on the first day of January, 2006, and is entitled to leave salary, shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure.
- Note 3.** A Government employee, under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.
- Note 4.** Where the existing emoluments exceed the revised emoluments in the case of any Government employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.
- Note 5.** Where in the fixation of pay under this rule, a Government employee, who, in the existing scale was drawing immediately before the first day of January 2006, more pay than another Government employee junior to him in the same cadre, gets his pay fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

**Note 6.** In case where a senior Government employee promoted to a higher post before the first day of January, 2006 draws less pay in the revised pay structure than his junior, who is promoted to a higher post on or after the first day of January, 2006, the pay in the pay band of the senior Government employee will 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 will be done with effect from the date of promotion of the junior Government employee subject to the fulfillment of the following conditions, namely: -

- (a) both the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (b) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (c) the senior Government employees at the time of promotion should have been drawing equal or more pay than the junior; and
- (d) the anomaly should be directly as a result of application of the provisions of these rules or any other rule or order regulating

pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised pay than his senior by virtue of any advance increment(s) granted to him, the provisions of this note shall not be invoked to step up the pay of the senior employee.

**8. Mode of payment of arrear of pay** – Notwithstanding anything contained in these rules, the arrear with effect from first January, 2006 to 31 of July 2009 will be paid in such manner and at such time as may be decided by Government. The revised pay under these rules shall be drawn from the first day of August, 2009.

**9. Rate of increment in the revised pay structure.** - The rate of increment in the revised pay structure will be three per cent of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band.

**10. Date of next increment.** - The next increment of a Government employee, whose pay has been fixed in the revised pay structure in accordance with rule 7, shall be granted on the date, he would have drawn his increment, had he continued in the existing scale:

Provided that the next increment of a Government employee whose pay is fixed on the first day of January, 2006 at the same stage as the one, fixed for another Government employee junior to

him in the same cadre and drawing pay at a lower or equal stage than his senior in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

**11. Fixation of pay on promotion.** - In the case of promotion from one grade pay to another in the revised pay structure, the pay fixation will be done as follows: -

(i) one increment equal to three per cent of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is being made, the pay in the pay band will be stepped to such minimum.

**12. Illustration :-** With a view to provide guidance in the fixation of pay under the relevant rules of these rules, illustrations 1 to 5 have been given, which are appended to these rules.

**13. Overriding effect** - The provisions of the Punjab Civil Services Rules, Volume I, Part I and the Punjab Civil Services Rules, Volume II, the Punjab Civil Services (Revised Scales of Pay) Rules, 1979 the Punjab Civil Services (Revised Pay) Rules, 1988 and the Punjab Civil Services (Revised Pay) Rules, 1998, shall not, save as otherwise provided in these rules, apply to the cases, where pay is regulated under these rules, to the extent they are inconsistent with these rules.



**14. Power to relax.** - Where the Government is satisfied that the operation of these rules causes undue hardship to any individual Government employee or class of Government employees, it may, by an order in writing, relax or dispense with any of the provisions of these rules to such extent and subject to such conditions, as it may consider necessary.

**15. Interpretation.** - If any question arises relating to the interpretation of any of the provisions of these rules, the Government shall decide the same.

FORM OF OPTION

[See rule 6(1)]

\*(1) I \_\_\_\_\_ hereby opt for the revised pay structure with effect from \_\_\_\_\_ (date to be indicated).

\*(2) I \_\_\_\_\_ hereby opt to continue in the existing scale of my post specified below until \_\_\_\_\_ (date to be indicated).

(a) Designation of the post \_\_\_\_\_

(b) Existing scale \_\_\_\_\_

\*(3) I \_\_\_\_\_ hereby opt to retain the existing scale of my post specified below:--

(a) Designation of the Post \_\_\_\_\_

(b) Existing scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Department/Office in which  
employed \_\_\_\_\_

\_\_\_\_\_

\*To be stroked out if not applicable.

## Schedule

[See rules 3(k) and 4]

### General Conversion Table

S.No	Pre-revised		Revised				Initial Pay
	Group	Pay Scale	Pay Band	Group	Corresponding Pay Bands	Grade Pay	
1	2	3	4	5	6	7	8
1.	D	2520-100-3220-110-3660-120-4140	PB 1	D	4900-10680	1300	6200
2.	D	2720-100-3220-110-3660-120-4260	PB 1	D	4900-10680	1400	6700
3.	D	2820-100-3220-110-3660-120-4260-140-4400	PB 1	D	4900-10680	1650	6950
4.	C	3120-100-3220-110-3660-120-4260-140-4400-150-5000-160-5160	PB 2	C	5910-20200	1900	7810
5.	C	3120-100-3220-110-3660-120-4260-140-4400-150-5000-160-5800-200-6200	PB 2	C	5910-20200	1950	7960
6.	C	3330-110-3660-120-4260-140-4400-150-5000-160-5800-200-6200	PB 2	C	5910-20200	2000	8240
7.	C	4020-120-4260-140-4400-150-5000-160-5800-200-6200	PB 2	C	5910-20200	2400	9880
8.	C	4400-150-5000-160-5800-200-7000	PB 2	C	5910-20200	2800	11170
9.	C	4550-150-5000-160-5800-200-7000-220-7220	PB 2	C	5910-20200	3000	11470
10.	C	5000-160-5800-200-7000-220-8100	PB 3	C	10300-34800	3200	13500
11.	C	5480-160-5800-200-7000-220-8100-275-8925	PB 3	C	10300-34800	3600	14430
12.	C	5800-200-7000-220-8100-275-9200	PB 3	B	10300-34800	3800	14590

13.	B	6400-200-7000- 220-8100-275- 10300-340-10640	PB 3	B	10300-34800	4200	16290
14.	B	7000-220-8100- 275-10300-340- 10980	PB 3	B	10300-34800	4400	17420
15.	B	7220-220-8100- 275-10300-340- 10980	PB 3	B	10300-34800	4600	18030
16.	B	7220-220-8100- 275-10300-340- 11320	PB 3	B	10300-34800	4800	18250
17.	A	7220-220-8100- 275-10300-340- 11660	PB 3	A	10300-34800	5000	18450
18.	A	7880-220-8100- 275-10300-340- 11660	PB 3	A	10300-34800	5400	20300
19.	A	7880-220-8100- 275-10300-340- 12000-375-13500	PB 4	A	15600-39100	5400	21000
20.	A	9200-275-10300- 340-12000-375- 13500-400-13900	PB 4	A	15600-39100	5700	22820
21.	A	9750-275-10300- 340-12000-375- 13500-400-14700	PB 4	A	15600-39100	6000	24140
22.	A	10025-275- 10300-340- 12000-375- 13500-400-15100	PB 4	A	15600-39100	6600	25250
23.	A	12000-375- 13500-400-15100	PB 4	A	15600-39100	7400	31120
24.	A	12000-375- 13500-400-15500	PB 4	A	15600-39100	7600	31320
25.	A	12000-375- 13500-400- 15900-450-16350	PB 4	A	15600-39100	7800	31520
26.	A	13125-375- 13500-400- 15900-450-16350	PB 4	A	15600-39100	8200	32620
27.	A	13500-400- 15900-450-16800	PB 4	A	15600-39100	8400	33510
28.	A	14300-400- 15900-450-18150	PB 5	A	37400-67000	8600	46000
29.	A	14300-400- 15900-450-18600	PB 5	A	37400-67000	8700	46100
30.	A	14300-400- 15900-450- 18600-500-20100	PB 5	A	37400-67000	8800	46200
31.	A	16350-450- 18600-500-20100	PB 5	A	37400-67000	8900	48590
32.	A	18600-500-22100	PB 5	A	37400-67000	10000	54700

**FITMENT TABLE 1**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 2520-4140</b>	<b>Rs. 4900-10680+Rs. 1300</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
2520	4900	1300	6200
2620	4900	1300	6200
2720	5060	1300	6360
2820	5250	1300	6550
2920	5440	1300	6740
3020	5620	1300	6920
3120	5810	1300	7110
3220	5990	1300	7290
3330	6200	1300	7500
3440	6400	1300	7700
3550	6610	1300	7910
3660	6810	1300	8110
3780	7040	1300	8340
3900	7260	1300	8560
4020	7480	1300	8780
4140	7710	1300	9010

**FITMENT TABLE 2**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 2720-4260</b>	<b>Rs. 4900-10680+Rs. 1400</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
2720	5300	1400	6700
2820	5300	1400	6700
2920	5460	1400	6860
3020	5630	1400	7030
3120	5810	1400	7210
3220	5990	1400	7390
3330	6200	1400	7600
3440	6400	1400	7800
3550	6610	1400	8010
3660	6810	1400	8210
3780	7040	1400	8440
3900	7260	1400	8660
4020	7480	1400	8880
4140	7710	1400	9110
4260	7930	1400	9330

**FITMENT TABLE 3**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 2820-4400</b>	<b>Rs. 4900-10680+Rs. 1650</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
2820	5300	1650	6950
2920	5440	1650	7090
3020	5780	1650	7430
3120	5810	1650	7460
3220	5990	1650	7640
3330	6200	1650	7850
3440	6400	1650	8050
3550	6610	1650	8260
3660	6810	1650	8460
3780	7040	1650	8690
3900	7260	1650	8910
4020	7480	1650	9130
4140	7710	1650	9360
4260	7930	1650	9580
4400	8190	1650	9840

**FITMENT TABLE 4**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 3120-5160</b>	<b>Rs. 5910-20200+Rs. 1900</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
3120	5910	1900	7810
3220	5990	1900	7890
3330	6240	1900	8140
3440	6400	1900	8300
3550	6610	1900	8510
3660	6810	1900	8710
3780	7040	1900	8940
3900	7260	1900	9160
4020	7480	1900	9380
4140	7710	1900	9610
4260	7930	1900	9830
4400	8190	1900	10090
4550	8470	1900	10370
4700	8750	1900	10650
4850	9030	1900	10930
5000	9300	1900	11200
5160	9600	1900	11500



**FITMENT TABLE 5**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 3120-6200</b>	<b>Rs. 5910-20200+Rs. 1950</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
3120	6010	1950	7960
3220	6060	1950	8010
3330	6240	1950	8190
3440	6400	1950	8350
3550	6610	1950	8560
3660	6810	1950	8760
3780	7040	1950	8990
3900	7260	1950	9210
4020	7480	1950	9430
4140	7710	1950	9660
4260	7930	1950	9880
4400	8190	1950	10140
4550	8470	1950	10420
4700	8750	1950	10700
4850	9030	1950	10980
5000	9300	1950	11250
5160	9600	1950	11550
5320	9900	1950	11850
5480	10200	1950	12150
5640	10500	1950	12450
5800	10790	1950	12740
6000	11160	1950	13110
6200	11540	1950	13490

**FITMENT TABLE 6**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 3330-6200</b>	<b>Rs. 5910-20200+Rs. 2000</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
3330	6240	2000	8240
3440	6400	2000	8400
3550	6610	2000	8610
3660	6810	2000	8810
3780	7040	2000	9040
3900	7260	2000	9260
4020	7480	2000	9480
4140	7710	2000	9710
4260	7930	2000	9930
4400	8190	2000	10190
4550	8470	2000	10470
4700	8750	2000	10750
4850	9030	2000	11030
5000	9300	2000	11300
5160	9600	2000	11600
5320	9900	2000	11900
5480	10200	2000	12200
5640	10500	2000	12500
5800	10790	2000	12790
6000	11160	2000	13160
6200	11540	2000	13540

**FITMENT TABLE 7**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 4020-6200</b>	<b>Rs. 5910-20200+Rs. 2400</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
4020	7480	2400	9880
4140	7710	2400	10110
4260	7930	2400	10330
4400	8190	2400	10590
4550	8470	2400	10870
4700	8750	2400	11150
4850	9030	2400	11430
5000	9300	2400	11700
5160	9600	2400	12000
5320	9900	2400	12300
5480	10200	2400	12600
5640	10500	2400	12900
5800	10790	2400	13190
6000	11160	2400	13560
6200	11540	2400	13940

**FITMENT TABLE 8**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 4400-7000</b>	<b>Rs. 5910-20200+Rs. 2800</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
4400	8370	2800	11170
4550	8470	2800	11270
4700	8750	2800	11550
4850	9030	2800	11830
5000	9300	2800	12100
5160	9600	2800	12400
5320	9900	2800	12700
5480	10200	2800	13000
5640	10500	2800	13300
5800	10790	2800	13590
6000	11160	2800	13960
6200	11540	2800	14340
6400	11910	2800	14710
6600	12280	2800	15080
6800	12650	2800	15450
7000	13020	2800	15820

**FITMENT TABLE 9**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 4550-7220</b>	<b>Rs. 5910-20200+Rs. 3000</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
4550	8470	3000	11470
4700	8750	3000	11750
4850	9030	3000	12030
5000	9300	3000	12300
5160	9600	3000	12600
5320	9900	3000	12900
5480	10200	3000	13200
5640	10500	3000	13500
5800	10790	3000	13790
6000	11160	3000	14160
6200	11540	3000	14540
6400	11910	3000	14910
6600	12280	3000	15280
6800	12650	3000	15650
7000	13020	3000	16020
7220	13430	3000	16430

**FITMENT TABLE 10**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 5000-8100</b>	<b>Rs10300--34800+Rs. 3200</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
5000	10300	3200	13500
5160	10300	3200	13500
5320	10610	3200	13810
5480	10610	3200	13810
5640	10930	3200	14130
5800	10930	3200	14130
6000	11260	3200	14460
6200	11540	3200	14740
6400	12200	3200	15400
6600	12570	3200	15770
6800	12950	3200	16150
7000	13340	3200	16540
7220	13740	3200	16940
7440	14160	3200	17360
7660	14590	3200	17790
7880	15030	3200	18230
8100	15490	3200	18690

**FITMENT TABLE 11**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 5480-8925</b>	<b>Rs10300--34800+Rs. 3600</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
5480	10830	3600	14430
5640	10830	3600	14430
5800	10950	3600	14550
6000	11160	3600	14760
6200	11540	3600	15140
6400	11910	3600	15510
6600	12280	3600	15880
6800	12650	3600	16250
7000	13020	3600	16620
7220	13430	3600	17030
7440	13840	3600	17440
7660	14250	3600	17850
7880	14660	3600	18260
8100	15070	3600	18670
8375	15580	3600	19180
8650	16090	3600	19690
8925	16610	3600	20210

**FITMENT TABLE 12**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 5800-9200</b>	<b>Rs10300--34800+Rs. 3800</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
5800	10790	3800	14590
6000	11160	3800	14960
6200	11540	3800	15340
6400	11910	3800	15710
6600	12280	3800	16080
6800	12650	3800	16450
7000	13020	3800	16820
7220	13430	3800	17230
7440	13840	3800	17640
7660	14250	3800	18050
7880	14660	3800	18460
8100	15070	3800	18870
8375	15580	3800	19380
8650	16090	3800	19890
8925	16610	3800	20410
9200	17120	3800	20920



**FITMENT TABLE 13**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 6400-10640</b>	<b>Rs10300--34800+Rs. 4200</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
6400	12090	4200	16290
6600	12280	4200	16480
6800	12650	4200	16850
7000	13020	4200	17220
7220	13430	4200	17630
7440	13840	4200	18040
7660	14250	4200	18450
7880	14660	4200	18860
8100	15070	4200	19270
8375	15580	4200	19780
8650	16090	4200	20290
8925	16610	4200	20810
9200	17120	4200	21320
9475	17630	4200	21830
9750	18140	4200	22340
10025	18650	4200	22850
10300	19160	4200	23360
10640	19800	4200	24000

**FITMENT TABLE 14**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 7000-10980</b>	<b>Rs10300--34800+Rs. 4400</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
7000	13020	4400	17420
7220	13430	4400	17830
7440	13840	4400	18240
7660	14250	4400	18650
7880	14660	4400	19060
8100	15070	4400	19470
8375	15580	4400	19980
8650	16090	4400	20490
8925	16610	4400	21010
9200	17120	4400	21520
9475	17630	4400	22030
9750	18140	4400	22540
10025	18650	4400	23050
10300	19160	4400	23560
10640	19800	4400	24200
10980	20430	4400	24830

**FITMENT TABLE 15**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 7220-10980</b>	<b>Rs10300--34800+Rs. 4600</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
7220	13430	4600	18030
7440	13840	4600	18440
7660	14250	4600	18850
7880	14660	4600	19260
8100	15070	4600	19670
8375	15580	4600	20180
8650	16090	4600	20690
8925	16610	4600	21210
9200	17120	4600	21720
9475	17630	4600	22230
9750	18140	4600	22740
10025	18650	4600	23250
10300	19160	4600	23760
10640	19800	4600	24400
10980	20430	4600	25030

**FITMENT TABLE 16**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 7220-11320</b>	<b>Rs10300--34800+Rs. 4800</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
7220	13450	4800	18250
7440	13840	4800	18640
7660	14250	4800	19050
7880	14660	4800	19460
8100	15070	4800	19870
8375	15580	4800	20380
8650	16090	4800	20890
8925	16610	4800	21410
9200	17120	4800	21920
9475	17630	4800	22430
9750	18140	4800	22940
10025	18650	4800	23450
10300	19160	4800	23960
10640	19800	4800	24600
10980	20430	4800	25230
11320	21060	4800	25860

**FITMENT TABLE 17**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 7220-11660</b>	<b>Rs10300--34800+Rs. 5000</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
7220	13450	5000	18450
7440	13840	5000	18840
7660	14250	5000	19250
7880	14660	5000	19660
8100	15070	5000	20070
8375	15580	5000	20580
8650	16090	5000	21090
8925	16610	5000	21610
9200	17120	5000	22120
9475	17630	5000	22630
9750	18140	5000	23140
10025	18650	5000	23650
10300	19160	5000	24160
10640	19800	5000	24800
10980	20430	5000	25430
11320	21060	5000	26060
11660	21690	5000	26690

**FITMENT TABLE 18**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 7880-11660</b>	<b>Rs10300--34800+Rs. 5400</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
7880	14900	5400	20300
8100	15070	5400	20470
8375	15580	5400	20980
8650	16090	5400	21490
8925	16610	5400	22010
9200	17120	5400	22520
9475	17630	5400	23030
9750	18140	5400	23540
10025	18650	5400	24050
10300	19160	5400	24560
10640	19800	5400	25200
10980	20430	5400	25830
11320	21060	5400	26460
11660	21690	5400	27090

**FITMENT TABLE 19**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs. 7880-13500</b>	<b>Rs15600--39100+Rs. 5400</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
7880	15600	5400	21000
8100	15600	5400	21000
8375	15800	5400	21200
8650	16090	5400	21490
8925	16610	5400	22010
9200	17120	5400	22520
9475	17630	5400	23030
9750	18140	5400	23540
10025	18650	5400	24050
10300	19160	5400	24560
10640	19800	5400	25200
10980	20430	5400	25830
11320	21060	5400	26460
11660	21690	5400	27090
12000	22320	5400	27720
12375	23020	5400	28420
12750	23720	5400	29120
13125	24420	5400	29820
13500	25110	5400	30510

**FITMENT TABLE 20**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 9200-13900</b>	<b>Rs15600--39100+Rs. 5700</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
9200	17120	5700	22820
9475	17630	5700	23330
9750	18140	5700	23840
10025	18650	5700	24350
10300	19160	5700	24860
10640	19800	5700	25500
10980	20430	5700	26130
11320	21060	5700	26760
11660	21690	5700	27390
12000	22320	5700	28020
12375	23020	5700	28720
12750	23720	5700	29420
13125	24420	5700	30120
13500	25110	5700	30810
13900	25860	5700	31560



**FITMENT TABLE 21**

[See rules 3(d) and 7]

( in rupees )

<b>Pre-revised Pay Scale</b>	<b>Revised Pay Structure</b>		
	<b>Revised Pay Scale+ Grade pay</b>		
<b>Rs. 9750-14700</b>	<b>Rs15600--39100+Rs. 6000</b>		
<b>Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
1.	2.	3.	4.
9750	18140	6000	24140
10025	18650	6000	24650
10300	19160	6000	25160
10640	19800	6000	25800
10980	20430	6000	26430
11320	21060	6000	27060
11660	21690	6000	27690
12000	22320	6000	28320
12375	23020	6000	29020
12750	23720	6000	29720
13125	24420	6000	30420
13500	25110	6000	31110
13900	25860	6000	31860
14300	26600	6000	32600
14700	27350	6000	33350

**FITMENT TABLE 22**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs10025-15100</b>	<b>Rs15600--39100+Rs. 6600</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
10025	18650	6600	25250
10300	19160	6600	25760
10640	19800	6600	26400
10980	20430	6600	27030
11320	21060	6600	27660
11660	21690	6600	28290
12000	22320	6600	28920
12375	23020	6600	29620
12750	23720	6600	30320
13125	24420	6600	31020
13500	25110	6600	31710
13900	25860	6600	32460
14300	26600	6600	33200
14700	27350	6600	33950
15100	28090	6600	34690

**FITMENT TABLE 23**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs12000-15100</b>	<b>Rs15600--39100+Rs. 7400</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
12000	23720	7400	31120
12375	23720	7400	31120
12750	24200	7400	31600
13125	24420	7400	31820
13500	25110	7400	32510
13900	25860	7400	33260
14300	26600	7400	34000
14700	27350	7400	34750
15100	28090	7400	35490

**FITMENT TABLE 24**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs12000-15500</b>	<b>Rs15600--39100+Rs. 7600</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
12000	23720	7600	31320
12375	23720	7600	31320
12750	24200	7600	31800
13125	24420	7600	32020
13500	25110	7600	32710
13900	25860	7600	33460
14300	26600	7600	34200
14700	27350	7600	34950
15100	28090	7600	35690
15500	28830	7600	36430

**FITMENT TABLE 25**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs12000-16350</b>	<b>Rs15600--39100+Rs. 7800</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
12000	23720	7800	31520
12375	23720	7800	31520
12750	24200	7800	32000
13125	24420	7800	32220
13500	25110	7800	32910
13900	25860	7800	33660
14300	26600	7800	34400
14700	27350	7800	35150
15100	28090	7800	35890
15500	28830	7800	36630
15900	29580	7800	37380
16350	30420	7800	38220

**FITMENT TABLE 26**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs13125--16350</b>	<b>Rs15600--39100+Rs. 8200</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
13125	24420	8200	32620
13500	25110	8200	33310
13900	25860	8200	34060
14300	26600	8200	34800
14700	27350	8200	35550
15100	28090	8200	36290
15500	28830	8200	37030
15900	29580	8200	37780
16350	30420	8200	38620

**FITMENT TABLE 27**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
<b>Rs13500--16800</b>	<b>Rs15600--39100+Rs. 8400</b>		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
13500	25110	8400	33510
13900	25860	8400	34260
14300	26600	8400	35000
14700	27350	8400	35750
15100	28090	8400	36490
15500	28830	8400	37230
15900	29580	8400	37980
16350	30420	8400	38820
16800	31250	8400	39650

**FITMENT TABLE 28**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
Rs14300--18150	Rs 37400--67000+Rs. 8600		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
14300	37400	8600	46000
14700	37400	8600	46000
15100	38530	8600	47130
15500	38530	8600	47130
15900	39690	8600	48290
16350	39690	8600	48290
16800	40890	8600	49490
17250	40890	8600	49490
17700	42120	8600	50720
18150	42120	8600	50720

**FITMENT TABLE 29**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
Rs14300--18600	Rs37400--67000+Rs. 8700		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
14300	37400	8700	46100
14700	37400	8700	46100
15100	38530	8700	47230
15500	38530	8700	47230
15900	39690	8700	48390
16350	39690	8700	48390
16800	40890	8700	49590
17250	40890	8700	49590
17700	42120	8700	50820
18150	42120	8700	50820
18600	43390	8700	52090

**FITMENT TABLE 30**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
Rs14300--20100	Rs37400--67000+Rs. 8800		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
14300	37400	8800	46200
14700	37400	8800	46200
15100	38530	8800	47330
15500	38530	8800	47330
15900	39690	8800	48490
16350	39690	8800	48490
16800	40890	8800	49690
17250	40890	8800	49690
17700	42120	8800	50920
18150	42120	8800	50920
18600	43390	8800	52190
19100	43390	8800	52190
19600	44700	8800	53500
20100	44700	8800	53500

**FITMENT TABLE 31**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
Rs16350--20100	Rs37400--67000+Rs. 8900		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
16350	39690	8900	48590
16800	40890	8900	49790
17250	40890	8900	49790
17700	42120	8900	51020
18150	42120	8900	51020
18600	43390	8900	52290
19100	43390	8900	52290
19600	44700	8900	53600
20100	44700	8900	53600

**FITMENT TABLE 32**

[See rules 3(d) and 7]

( in rupees )

Pre-revised Pay Scale	Revised Pay Structure		
	Revised Pay Scale+ Grade pay		
Rs18600--22100	Rs37400--67000+Rs.10000		
Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1.	2.	3.	4.
18600	44700	10000	54700
19100	46050	10000	56050
19600	46050	10000	56050
20100	47440	10000	57440
20600	47440	10000	57440
21100	48870	10000	58870
21600	48870	10000	58870
22100	50340	10000	60340

**ILLUSTRATION NO. 1**

( See rule 7 (i) )

Fixation of initial pay in the revised pay structure

- |  |                                 |
|--|---------------------------------|
| 1. Pre-revised Pay Scale :   | 2520-100-3220-110-3660-120-4140 |
| 2. Pay Band applicable :   | PB-1 Rs. 4900-10680             |
| 3. Existing basic pay as on 1.1.2006 :                               | Rs. 3550                        |
| 4. Fitment Table applicable  | Fitment Table-1                 |
| 5. Pay in the Pay Band PB-1 as per<br>Fitment Table 1                | 6610                            |
| 6. Grade pay as per Fitment Table-1                                  | 1300                            |
| 7. Revised Basic Pay--total of pay in<br>the pay band and grade pay. | 7910                            |

**ILLUSTRATION NO. 2**

(See rule 7 (ii) )

Fixation of initial pay in the revised pay structure when basic pay in the pre-revised scale is more than the maximum pay of the scale.

- |   |                                   |
|---|-----------------------------------|
| 1. Pre-revised Pay Scale :  | 7220-220-8100-275-10300-340-11660 |
| 2. Pay Band applicable :  | PB-3 Rs. 10300-34800              |
| 3. Existing basic pay as on 1.1.2006 :                                  | Rs. 12000                         |
| 4. Pay in the Pay Band PB-3 after<br>multiplication by a factor of 1.86 | Rs. 22320                         |
| 5. Grade pay as per Fitment Table-17                                    | Rs. 5000                          |
| 6. Revised Basic Pay--total of pay in<br>the pay band and grade pay.    | Rs. 27320                         |

**ILLUSTRATION NO. 3**

( See rule 10 )

Fixation of initial pay on grant of increment in the revised pay structure

1. Pre-revised Scale	6400-200-7000-220-8100-275-10300-340-10640
2. Pay Band Applicable	PB-3 Rs. 10300-34800
3. Existing Basic Pay as on 1.1.2006	Rs. 7000
4. Applicable Fitment Table	Fitment Table 13
5. Pay in the Pay Band PB-3 as per Fitment Table-13	Rs. 13020
6. Grade Pay	Rs. 4200
7. Revised Basic Pay--total of pay in the pay band and grade pay.	Rs. 17220
8. Date of next increment:	1.1.2007
9. Rate of increment	3% of 7 above.
10. Amount of increment:	Rs. 516.60 rounded off to Rs.520
11. Pay in the Pay Band after increment.	Rs. 13020+520=13540
12. Grade Pay applicable	Rs . 4200
13. Revised Basic Pay—total of pay in the band and grade pay.	Rs. 17740

**ILLUSTRATION NO. 4**

[See rule 11]

Fixation of initial pay on promotion in the revised pay structure

1. Pay in Pay Band PB-3	Rs. 19800
2. Grade Pay in the present post.	Rs. 4200
3. Basic Pay in the PB-3 Rs. 10300-34800	Rs. 24000 (Total of 1 and 2 above.)
4. Rate of increment on promotion to the next Grade Pay	3% of 3 above.
5. Amount of increment on promotion to the next Grade Pay	Rs. 720
6. Pay in the Pay Band PB-3	Rs. 19800+Rs.720=Rs. 20520
7. Grade Pay on promotion	Rs. 4400
8. Basic Pay on promotion.	Rs. 20520+ Rs.4400= Rs. 24920

**ILLUSTRATION NO. 5**



(See rule 3(b) read with rule 7)

Fixation of initial pay in the revised pay structure when higher scale granted on account of ACP(s)

1. Post held:	Senior Assistant
2. Pre-revised Scale: 5800-9200	
3. Higher scale granted on account of ACP on or before 1.1.2006:	6400-10640
4. Pay Band applicable :	PB-3 Rs. 10300-34800
5. Existing basic pay as on 1.1.2006:	Rs.10300/-
6. Fitment Table applicable	Fitment Table-13
7. Pay in the Pay Band PB-3 as per Fitment table 13	19160
8. Grade pay as per Fitment Table-13	4200
9. Revised Basic Pay--total of pay in the pay band and grade pay.	23360

**S.C.AGRAWAL, IAS,**  
Principal Secretary to Government of Punjab,  
Department of Finance

**Endorsement No.5/10/09-5FP1/208**

**Dated, Chandigarh the 27<sup>th</sup> May, 2009**

A copy is forwarded to all Heads of Departments, Commissioners of Divisions, Registrar, High Court of Punjab and Haryana, District and Sessions Judges and Deputy Commissioners in the State.

(Gurmail Singh)  
Under Secretary Finance (G)

**Endorsement No.5/10/09-5FP1/209**

**Dated, Chandigarh the 27<sup>th</sup> May, 2009**

A copy each, along with a spare copy, is forwarded to:-

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- (ii) The Accountant-General (Accounts and Entitlement), Punjab, Chandigarh;

(Gurmail Singh)  
Under Secretary Finance (G)

**Endorsement No.5/10/09-5FP1/210**

**Dated, Chandigarh the 27<sup>th</sup> May, 2009**

A copy each is forwarded to :-

- (i) All the District Treasury Officers/ Treasury Officers in the State for information and necessary action;
- (ii) The Pay and Accounts Officer, Punjab House, Copernicus Marg, New Delhi; and

- (iii) The Director (E.G.), Ministry of Finance, Department of Expenditure, Pay Research Unit, New Delhi.

(Kamlesh Arora)  
Superintendent

**Endorsement No.5/10/09-5FP1/211**

**Dated, Chandigarh the 27<sup>th</sup> May, 2009**

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- (ii). All the Financial Commissioners, Principal Secretaries and the Administrative Secretaries to Government of Punjab.
- (iii). The Secretary to Government of Himachal Pradesh, Department of Finance, Shimla ;
- (iv). The Finance Secretary, Chandigarh Administration, Chandigarh ; and
- (iv). The Resident Commissioner, Punjab, Punjab Bhawan, Copernicus Marg, New Delhi.

(Kamlesh Arora)  
Superintendent

**Endorsement No.5/10/09-5FP1/212**

**Dated, Chandigarh the 27<sup>th</sup> May, 2009**

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- (iii). the Registrar, Guru Nanak Dev University, Amritsar;
- (iv). the Registrar, Punjab University, Chandigarh; and
- (v). the secretary to the Fifth Punjab Pay Commission, Chandigarh.

(Kamlesh Arora)  
Superintendent

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