

Government of West Bengal  
School Education Department  
Budget Branch  
Bikash Bhavan, Salt Lake, Kolkata-700091.

No. 46 –SE (B)/5B-1/2009.

Dated: the 27<sup>th</sup> February, 2009.

**MEMORANDUM**

In Finance Department Resolution No. 6020-F dated the 28<sup>th</sup> August, 2008 the Government constituted a Pay Commission with terms of reference which included that the Commission would also examine the structure of emoluments and conditions of service of the

a) (i) Teaching and Non-Teaching staff of Government sponsored or aided Schools upto Class-XII standard,

ii) Teaching and Non-Teaching staff of Training Institutions for Primary Teachers.

b) Employees of the District Primary School Councils including Siliguri Sub-divisional Primary School Council and Darjeeling (Hill Areas) District School Board.

c) Employees of the West Bengal Board of Primary Education.

After careful consideration of the recommendations of the Pay Commission in regard to the scales of pay, age of superannuation, retirement benefits and other terms and conditions of service, the Governor is pleased to direct that for all categories mentioned above, the recommendations of the Pay Commission shall be adopted with some modifications.

The Governor is also pleased to direct that the date of effect of the Revised Scales, the matter of fixation of pay in the revised scales and other conditions of service of employees shall be as set out in the following paragraphs.

1. **Date of effect:**

(1) The revised scale of pay shall notionally effective from the 1<sup>st</sup> January, 2006 as recommended by the Pay Commission.

(2) The pay and allowances of an employee which may be, admissible to him in consequence of revision of pay shall be actually paid with effect from 1<sup>st</sup> April, 2008.

(3) **Mode of drawal of arrears of pay:-**

The arrears pay to which an employee may be entitled in respect of the period from the 1<sup>st</sup> April, 2008 to 31<sup>st</sup> March, 2009 shall be paid in three consecutive equal yearly instalments in cash from the year 2009-2010.

An employee, who retired after the 31<sup>st</sup> March, 2008 but before the issue of this Memorandum, shall receive the arrears of pay which he may be entitled, in cash.

An employee, who retired on any date between the 1<sup>st</sup> January, 2006 and the 31<sup>st</sup> March, 2008 shall not receive any arrears of pay in respect of the period upto the 31<sup>st</sup> March, 2008.

**2. Special Pay :**

There shall be no special pay along with pay in the revised pay scale.

**Definitions :-**

In this memorandum, unless there is any thing repugnant to the subject or context –

- (a) ‘Annexure’ means an annexure to this order.
- (b) ‘existing basic pay’ means the pay drawn in the prescribed existing scale of pay including stagnation increments if any, but does not include any other type of pay.
- (c) ‘existing emoluments’ means the aggregate of –
  - (i) existing basic pay.
  - (ii) dearness pay appropriate to the basic pay, and
  - (iii) dearness allowance appropriate to the basic pay plus dearness pay at index average 536 (1982=100) :
- (d) ‘existing scale’ means –
  - (i) in relation to any post, the scale of pay shown against that post in Col. of Annexure.
  - (ii) in relation to an employee the scale of pay to which the employee was entitled on 1<sup>st</sup> January, 2006 in terms of Government Order No. 25-SE (B) dated 12<sup>th</sup> February, 1999 and any other order or orders which might have been issued in this regard.
- (e) ‘employees’ means a member of the teaching and non-teaching staff of the Non-Government/Sponsored/Aided Educational Institutions and other organizations as mentioned in Annexure-I who have opted for the scale of pay as revised in terms of Government Order in Memo. No. 25-SE (B) dated 12.2.99 and who is enjoying that scale of pay on the 1<sup>st</sup> January, 2006.
- (f) ‘para’ means a paragraph of this order.
- (g) ‘pay in the pay band’ means pay drawn in the running pay bands specified in Annexure IX.

- (h) 'Grade Pay' means a fixed amount corresponding to the pre-revised pay scale/posts.
- (i) 'revised pay structure' in relation to any post specified in Annexure-VIII means the pay band scale and grade pay specified against Col. (4) and Col. (5) of that Part, unless a different revised pay in the pay band and grade pay is notified separately for that post.
- (j) 'Basic pay in revised pay structure' means the pay drawn in the prescribed pay band plus applicable grade pay but does not include any other type of pay;
- (k) 'revised emoluments' means the pay in the pay band plus the grade pay of the employees in the revised pay structure and includes allowances if any, admissible to him.

4. **Scale of pay of post:**

From the 1<sup>st</sup> January 2006, the pay band and grade pay of every post in the institutions and Organizations as mentioned as mentioned in Annexure-I including the teaching and non-teaching posts in Government Sponsored/ aided recognized institutions up to Class-XII standard shall be as specified in Annexure VIII.

5. **Drawal of pay in revised pay structure:**

Save as otherwise provided in the order, every employee shall draw pay in revised pay structure applicable to the post to which he/she is appointed.

Provided that an employee may elect 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 case where an employee has been placed in higher pay scale between the period from 1<sup>st</sup> January 2006 to the date of notification of this order on account of up-gradation of pay scales etc., such employee may elect to switch over to the revised pay structure from the date of such up-gradation as the case may be.

**Explanation-I:** The option to retain the existing scale under first proviso of the order shall be admissible only in respect of one existing scale.

**Explanation-II:** The aforesaid option shall not be admissible to any employee appointed to a post on or after the 1<sup>st</sup> January 2006 whether for first

time or by subsequent appointment by fresh selection and he shall be allowed pay only in the revised pay structure.

**6. Option:**

(1) The option under the provision of para 5 shall be exercised within one hundred and eighty days from the date of issue of this order to Head of Institution variably.

(2) A teacher or a non-teaching employee of a Government Aided/Sponsored Educational Institution who was in service on the 31<sup>st</sup> December, 2005 and who did not retire on the after noon of that day may at his discretion, retain his existing scale of pay (as is applicable to him on the 1<sup>st</sup> January 2006) up to the 1<sup>st</sup> January 2007.

(3) The option once exercised shall be final.

**Note – 1.** An employee, who on the date of issue of this memorandum is on leave or on deputation or otherwise, shall exercise the said option in writing so as to reach the Head of the Office/Institution within one hundred and eighty days from the date of his return from such leave or deputation.

**Note – 2.** An employee, who is under suspension on the date of issue of this memorandum, shall exercise the said option so as to reach the Head of Office/Institution within one hundred and eight days from the date of his return to service after reinstatement.

**Note – 3.** If an employee, who was in service on the 31<sup>st</sup> December 2005 and to whom this order applies, does not exercise option under the proviso to para 5 of this order, shall be deemed to have elected to be governed by the revised scale of pay with effect from the 1<sup>st</sup> January 2006.

**Note – 4.** An employee, who died on or after the 1<sup>st</sup> January 2006 and could not exercise option within the prescribed time limit shall be deemed to have exercised option for the revised scale of pay from the 1<sup>st</sup> January 2006 or from such subsequent date as is considered most beneficial to him.

**Note – 5.** The form in which option shall be exercised has been set out in Annexure II.

**Note – 6.** An employee whose existing scale of the post was revised with effect from any date notionally before publication of this order may be allowed the benefits of exercising option under this order on the basis of notional basic pay in the existing scale.

**Note – 7.** An employee whose service is terminated on or after 1<sup>st</sup> day of April, 2008 and for those whose institutions have been de-recognized in the meantime and who is unable to exercise option on account of discharge on the expiry/abolition of the sanctioned posts, recognition dismissal or discharge on disciplinary grounds within the prescribed period shall be entitled to the benefits of exercising option under this order.

**Note – 8.** Where an employee exercises the option under the provisos to this order to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under the existing order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force which ever is higher.

**Note – 9.** The employee who is on lien/deputation to the posts like President/Chairman of Board/Council, if he opts to be in the scale prescribed for such post of President/Chairman, shall, submit two separate options – one for his original post and another for his deputation post.

**7. Fixation of initial pay in revised pay structure:**

The initial pay of an employee who elects or is deemed to have elected under Para 6 to be governed by the revised pay structure on and from the 1<sup>st</sup> January, 2006, shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien, or would have held a lien had his lien not been suspended and in respect of his pay in the officiating post held by him in the following manner namely:

(a) in case of all employees, -

(i) the pay in the pay band of an employee who continued in service after 31<sup>st</sup> December, 2005, shall be determined notionally as on 1<sup>st</sup> day of January, 2006, by way of multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.

Provided that if the minimum of the revised pay band is higher than the amount so arrived at in accordance with the provisions of this item, the pay shall be fixed at the minimum of the revised pay band.

(i) And after the pay in the pay band so determined grade pay corresponding to the existing scale shall be added.

(ii) In case of Headmaster/Headmistress, Assistant Headmaster etc. who are in receipt of additional increments and are still getting the same for holding such posts, the pay in the revised structure shall be fixed notionally in accordance with the provisions of Para 7(a) above.

Provided that the pre-revised dearness allowance appropriate to this additional increments admissible at index average of 536 (1982=100) shall be added while fixing the pay in the revised pay band.

**Note – I :** An employee who is on leave on the date of commencement of this order and is entitled to leave salary shall become entitled to pay in the revised pay structure from the date of actual effect of the revised emoluments.

**Note – 2:** An employee under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure shall be subject to the final order of the pending disciplinary proceedings.

**Note – 3:** Where the amount of existing emoluments exceeds the revised emoluments in respect of any employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.

**Note – 4:** (a) For the purpose of fixation of pay under this Para, every employee, who held before the 1<sup>st</sup> January, 2006, a post substantively and other post or posts on officiating basis, shall exercise option in the appropriate form set out in Annexure II for fixation of initial pay separately in the revised scale of pay of the substantive post and also in revised scale of pay the officiating post. If the number of officiating posts held by the employee is more than one, he shall exercise option for fixation of initial pay in the revised scale in respect of the last officiating post.

(b) If upon the fixation of pay under this rule the initial pay of an employee fixed in the revised scale of pay of the substantive post becomes either equal to or higher than, the pay fixed in the revised scale of the officiating post, his initial pay in the revised scale of the officiating post shall be re-fixed at the same stage as the ‘substantive pay’.

**Note – 5 :** The pay of an employee who has been appointed/promoted to a higher post in a higher scale of pay, or has got advancement to a higher scale, on or after the 1<sup>st</sup> January, 2006, shall be fixed under this Para with reference to the lower post/scale of pay and then his pay shall be fixed in the revised scale of pay of the higher post, or revised scale corresponding to the existing higher scale of pay as the case may be.

In the case of an employee, who elects or is deemed to have elected to draw pay in revised scale of pay with effect from 1<sup>st</sup> January, 2006 when the normal date of increment in the existing scale of pay is also 1<sup>st</sup> January, 2006, the in the existing scale should be drawn first and thereafter the pay of the employee shall be fixed in the revised scale of pay under this order.

**Note – 6 :** Wherein the fixation of pay under this order, the pay of an employee, who, immediately before the 1<sup>st</sup> day of January, 2006, was drawing more pay in the existing scale of than another employee junior to him in the same cadre and same institution gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of junior.

**Note – 7 :** In case where a senior employee promoted to a higher post/grade before the 1<sup>st</sup> day of January, 2006 draws less pay in the revised pay structure than his junior in the same institution who is promoted to the higher post on or after 1<sup>st</sup> January, 2006, the pay in the pay bands of senior employee should be stepped upto an amount equal to the pay in the pay band as fixed for his junior in that higher grade. The ‘stepping up’ shall be done with effect from the date of promotion/awarding higher grade of the junior employee subject to fulfillment of certain conditions as published in the Orders and Circulars of the Department earlier:

Provided, the anomaly should arise directly as a result of the application of the provision of normal rule/order or any other rule or order regulating fixation of pay on such promotion/awarding higher grade in the revised pay structure. If even in the lower post, the

junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment (for completion of courses like Ph.D./DL.E.T. etc.) granted to him, the provision of this note shall not be applicable to step-up the pay of the senior employee.

**Note – 8 :** Where an employee is in receipt of personal pay on the 1<sup>st</sup> day of January, 2006, which together with his existing emoluments exceeds the revised emoluments., the difference representing such excess shall be allowed to such employee as personal pay to be absorbed in the future increases of the pay.

**8. Fixation of pay in revised pay structure of employee appointed as fresh recruits on or after 1<sup>st</sup> day of January, 2006:**

(1) The pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after the 1<sup>st</sup> day of January, 2006, at the entry level pay in the pay band as indicated in Annexure VII.

(2) The provision of sub-rule (I) shall also be applied in the case of those recruited between the 1<sup>st</sup> day of January, 2006 and the date of publication of these rules :

Provided that where the emoluments in the pre-revised scale(s) i.e., sum total of the basic pay in the pre-revised pay scale(s), dearness pay, if any, **plus** dearness allowance applicable from the date of joining, exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be ignored upto the 31<sup>st</sup> May, 2008 and such difference in total emoluments for the period from 1<sup>st</sup> day of April, 2008 to the date of publication of these rules, shall be regulated in accordance with the provisions of rule 12.

**9. Rate of increment in revised pay structure:**

(1) The rate of increment in the revised pay structure shall be three *per centum* (3%) of the sum of the pay in the pay band and grade pay applicable and the resulting amount shall be rounded off to the next multiple of 10.

(2) The amount of increment shall be added to the existing pay in the pay band.

Provided that in case an employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band, shall be placed in the next higher pay bands after one year of reaching such a maximum and at the time of placement in the higher pay band, benefit of one increment shall be allowed while the grade pay shall remain the same in the higher pay band and such employee shall continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band-5 (PB-5).

Provided further that in case an employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band-5 (PB-5), neither further increment shall be granted to such an employee nor such an amount of increments shall be added to the existing pay in the pay band.

**10. Date of increment in the revised pay structure:**

(1) In respect of all employees, there shall be a uniform date of annual increment and such date of annual increment shall be the 1<sup>st</sup> day of July of every year:

Provided that in case of an employee who had been drawing maximum of the existing scale of pay for more than a year on the 1<sup>st</sup> day of January, 2006, the next increment in the un-revised pay scale shall be allowed on the 1<sup>st</sup> day of January, 2006 and thereafter the provision of this rule shall apply.

**Note – 1 :** In case of the employees completing six (06) months and above in the revised pay structure as on 1<sup>st</sup> day of July, shall be eligible to be granted the increment. The first increment after fixation of pay on the 1<sup>st</sup> day of January, 2006 in the revised pay structure shall be granted notionally on the 1<sup>st</sup> day of July, 2006 for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.

**Note – 2 :** In case of the employees who earned their last increment between the period commencing from the 2<sup>nd</sup> day of January, 2005 and ending on the 1<sup>st</sup> day of January, 2006, after fixation of their pay under revised pay structure, such employee should get next increment on the 1<sup>st</sup> day of July, 2006.

**Note – 3 :** In case of the employee whose date of next increment falls on the 1<sup>st</sup> day of January 2006, after granting an increment in the pre-revised pay scale as on the 1<sup>st</sup> January 2006, their pay in the revised pay structure should be fixed on the 1<sup>st</sup> January 2006 and such employees should get their next increment on the 1<sup>st</sup> day of July, 2006.

**Note – 4.** If an employee opts to come under revised pay structure any date between the 1<sup>st</sup> January 2006 to the 1<sup>st</sup> day of July, 2006, his pay in the revised pay structure should be fixed accordingly, but his date of next increment should be 1<sup>st</sup> day of July, 2007.

**11. Fixation of Pay on promotion on or after 1<sup>st</sup> day of January, 2006:**

(1) In case of promotion from one grade pay to another in the revised pay structure on or after 1<sup>st</sup> January 2006, the fixation of pay of an employee shall be made in the following manner, namely :-

- a) one increment equal to three per centum (3%) of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10;
- b) the amount arrived at in clause (a) shall be added to the existing pay in the band and in case the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band shall be stepped up to such minimum;
- c) after the pay in the pay band so determined, grade pay corresponding to the promotional post shall be granted in addition to this pay in the pay band.



(2) In case where promotion of an employee involves change in the pay band the same methodology as mentioned in clause (a) to clause (c) of sub-rule (1) for fixation of pay, shall be applicable.

(3) The benefit of fixation of pay available at the time of normal promotion under this rule shall be allowed in case of non-functional movement to higher scales.

**Note 1**, - In case the employee opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue to be unchanged, but grade pay of the higher post shall be granted. Further re-fixation shall be done on the date of his next increment, i.e., 1<sup>st</sup> day of July. On that day, such an employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion and grade pay corresponding to such pay in the pay band shall be taken into account. After allowing such increments, grade pay of the higher post/ scale shall be allowed.

**Note 2**. – In case the employee opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1<sup>st</sup> July, if he was promoted between the periods from the 2<sup>nd</sup> July to 1<sup>st</sup> January. However, if he was promoted between periods commencing from the 2<sup>nd</sup> January and ending on the 30<sup>th</sup> June of a particular year, he shall get his increment on the 1<sup>st</sup> July of the next year.

## **12. Payment of arrears:**

(1) Notwithstanding anything contained elsewhere in these rules, or in any other rules for the time being in force, no arrears of pay to which an employee may be entitled in respect of the period from the 1<sup>st</sup> January 2006 to the 31<sup>st</sup> day of March, 2008, shall be paid to the employee.

(2) (a) The arrears of pay to which the employee may be entitled to in respect of the period from the 1<sup>st</sup> day of April, 2008 to the 31<sup>st</sup> day of March, 2009, shall be paid in three consecutive equal yearly instalments in cash from the year 2009-2010.

(b) An employee, who retired on any date between the 1<sup>st</sup> January 2006 to the 31<sup>st</sup> day of March, 2008, shall not be entitled to any arrears of pay for the period up to the 31<sup>st</sup> day of March, 2008.

(c) An employee, who retired between the periods from 31<sup>st</sup> day of March, 2008 to the 1<sup>st</sup> day of April, 2009, but before publication of these rules in the Official Gazette, shall receive arrears of pay for the period from the 1<sup>st</sup> April, 2008 to the date of his retirement, in cash.

Explanation: For the purpose of this rule, “arrears of pay”, in relation to an employee, means the difference between the aggregate of pay and allowances to which he is entitled on account of the revision of pay and allowances under these rules for the period in question and the aggregate of the pay and allowances to which he would have been entitled for that period had his pay and allowances not been so received. The revised allowance (except for dearness allowance and non-practicing allowance) shall be payable only with effect from the 1<sup>st</sup> day of April, 2009.

## **13. House Rent Allowances:**

With effect from the 1<sup>st</sup> April, 2009 the House Rent Allowance admissible to an employee shall be 15% of his revised basic pay i.e. aggregate of the band pay plus Grade Pay and additional increments, if any, in the revised pay structure

subject to a maximum of Rs. 6000/- per month. The ceiling of House Rent Allowance drawn by husband and wife together shall also be raised to Rs. 6000/- per month.

The existing terms and conditions of drawl of House Rent Allowance by employees living in their own house or in a rental house shall continue to apply.

Subject to continuance of the existing terms and conditions regulating drawl of House Rent Allowance by the employees provided with accommodation owned/hired by the Authority and recovery of fixed rent/license fee from time, the following conditions shall be there with effect from 1<sup>st</sup> April, 2009 in respect of such categories of employees.

- (1) When an official accommodation being in habitable condition in all respect and such accommodation is earmarked for holder of a particular post without any rent, the holder will not be entitled to House Rent Allowance for living elsewhere.
- (2) In case the employee pays rent or license fee for such official Government accommodation, his reimbursement in the form of House Rent Allowance will be limited to actual license fee/rent paid or 15% of the pay whichever is lower.

**14. Medical and other Allowance:**

Medical and other allowances, not specifically covered in this order, shall continue to be drawn with pay in the revised scale, the amount of such allowance shall be Rs. 300/- per month from 1<sup>st</sup> April, 2009.

Dearness allowance payable with effect from 1<sup>st</sup> April, 2008 shall be at the following rate:-

Period from which payable	Rate of Dearness Allowance per month on Basic Pay
01.4.2008 to 31.5.2008	2%
01.6.2008 to 31.10.2008	6%
01.11.2008 to 28.2.2009	9%
01.3.2009 to 31.3.2009	12%
01.4.2009 onwards	16%

15. **Over-riding effect of the order –**

The provisions of this order shall have effect notwithstanding anything to the contrary contained in any other rules, orders and notifications from the time being in force, and all such rules, orders and notifications shall have effect subject to the provision of these rules.

16. **Relaxation:**

Where the Governor is satisfied that the operation of all or any of the provisions of this order causes undue hardship in any particular case or class of cases, he may, by order, dispense with or relax the requirement of all or any of the parts of the order to such extent and subject to such condition as he may consider necessary for dealing with the case or class of cases in a just and equitable manner.

This order issues with the concurrence of the Finance Department their U.O. No. 699 dated: 27.02.2009 Group 'P' (Service).

By the order of the Governor,  
( K. John Koshy)  
Additional Chief Secretary to the  
Government of West Bengal.

## Annexure-I

1. Teachers and Non-teaching staff of :
  - (i) Government Sponsored or aided Primary Schools / Junior Basic Schools  
(including Pre-Basic Schools)
  - (ii) Government Sponsored or Aided Junior High/ High / Higher Secondary  
Schools upto Class XII standard.
  - (iii) Government Sponsored or Aided Training Institutes for Primary Teachers.
2. Employees of the District School Board, Darjeeling (Hill Areas)/ District Primary  
School Councils/ Siliguri Sub-Divisional School Council.
3. Employees of the West Bengal Board of Primary Education.

## Annexure-II

*Form of Option*

\* (i) I ..... Hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

\* (ii) I ..... Hereby elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

(a) the date of my next increment

the date of my subsequent increment raising my pay to Rs. .... in the existing scale.

(c) the date of my promotion to ..... in the existing scale of pay of Rs. ....

*Declaration.*– I hereby undertake to refund to the Government any amount which may be drawn by me in excess of what is admissible to me on account of erroneous fixation of pay in the revised pay structure as soon as the fact of such excess drawal comes / brought to my notice.

Signature \_\_\_\_\_

Date : \_\_\_\_\_

Name \_\_\_\_\_

Station : \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Institution \_\_\_\_\_

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To be scored out, if not applicable.

**Annexure-III**

***Form for fixation of initial pay in the revised pay structure for :-***

1. Teachers and Non-teaching staff of :
  - a) Government Sponsored or aided Primary Schools / Junior Basic Schools (including Pre-Basic Schools)
  - b) Government Sponsored or Aided Junior High/ High / Higher Secondary Schools upto Class XII standard.
  - c) Government Sponsored or Aided Training Institutes for Primary Teachers.
2. Employees of the District School Board, Darjeeling (Hill Areas)/ District Primary School Councils/ Siliguri Sub-Divisional School Council.
3. Employees of the West Bengal Board of Primary Education.

**Revision of Pay and Allowance Rules, 2009.**

1. Name of the Institution/Office :
2. Name and designation of the employee :
3. Status (substantive / officiating) :
4. Existing scale of pay
  - (a) in substantive post :
  - (b) in officiating / temporary post :
5. Existing basic pay as on as on ..... :  
(the date of option)
6. Pay after multiplication by a factor 1.86 :  
and rounded off to next multiple of 10.
7. Revised pay band and Grade Pay :  
corresponding to existing scale  
(as shown at sl. No. 4 above)
8. Pay in the revised pay band / scale in :  
which pay is to be fixed
9. Grade Pay to be applied in terms of :  
Revision of Pay and Allowance Rules,  
2009
10. Revised basic pay (sl. No. 7 + sl. No. 8) :
11. Date of effect :
12. Date of next increment :

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*Signature of Head of Institution /Office*

*Designation*

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## Annexure-IV

**PART A**

*Details of the existing scales of pay mentioned in Revision of Pay and Allowance Rules, 2009*

<b>Sl. No.</b>	<b>Existing Pay Scales (Rs.)</b>	<b>Span (Years)</b>
1.	2600-55-2985-60-3525-65-4175	27
2.	2700-60-3120-65-3770-70-4400	27
3.	2850-65-3305-70-4005-75-4680	27
4.	3000-75-3450-80-4330-90-5230	28
5.	3150-80-3390-90-4380-100-5680	28
6.	3350-90-3800-100-4700-125-6325	28
7.	3600-100-4200-125-5700-150-7050	28
8.	3800-100-4100-125-4725-150-6375-175-7775	28
9.	4000-125-4250-150-5300-175-7050-200-8850	29
10.	4500-150-5250-175-7000-200-8800-225-9700	29
11.	4650-150-5100-175-6325-200-7925-225-10175	29
12.	4800-175-5850-200-6650-225-8675-250-10925	29
13.	5000-175-5700-200-6500-225-8525-250-11275	29
14.	5500-200-6300-225-8325-250-11325	26
15.	6000-225-7800-250-9800-275-12000	25
16.	8000-275-13500	21
17.	10000-325-15525	18
18.	12000-375-18000	17
19.	14300-400-18300	11
20.	16400-450-20000	9
21.	18400-500-22400	9
22.	10000-300-15100-350-16500-375-18000	26
23.	14300-450-22400	19
24.	12500-375-18500	17

**Annexure-V***Revised Pay Structure*

<b>Sl. No.</b>	<b>Name of Pay Band</b>	<b>Pay Band Scale</b>	<b>Grade Pay</b>
1	PB-1	Rs. 4900-16200	Rs. 1700
2	PB-1	Rs. 4900-16200	Rs. 1800
3	PB-2	Rs. 5400-25200	Rs. 1900
4	PB-2	Rs. 5400-25200	Rs. 2100
5	PB-2	Rs. 5400-25200	Rs. 2300
6	PB-2	Rs. 5400-25200	Rs. 2600
7	PB-2	Rs. 5400-25200	Rs. 2900
8	PB-3	Rs. 7100-37600	Rs. 3200
9	PB-3	Rs. 7100-37600	Rs. 3600
10	PB-3	Rs. 7100-37600	Rs. 3900
11	PB-3	Rs. 7100-37600	Rs. 4100
12	PB-4	Rs. 9000-40500	Rs. 4400
13	PB-4	Rs. 9000-40500	Rs. 4600
14	PB-4	Rs. 9000-40500	Rs. 4700
15	PB-4	Rs. 9000-40500	Rs. 4800
16	PB-4	Rs. 9000-40500	Rs. 5400
17	PB-4	Rs. 9000-40500	Rs. 6600
18	PB-4	Rs. 9000-40500	Rs. 7000
19	PB-4	Rs. 9000-40500	Rs. 7600
20	PB-4	Rs. 9000-40500	Rs. 8000
21	PB-5	Rs. 37400-60000	Rs. 8700
22	PB-5	Rs. 37400-60000	Rs. 8900
23	PB-5	Rs. 37400-60000	Rs. 9500
24	PB-5	Rs. 37400-60000	Rs. 10000



## Annexure-VI

*Correspondence between the existing scales and the revised scales*

Existing Pay Structure		Revised Pay Structure		
Sl. No.	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
1.	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700
2.	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3.	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
4.	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5.	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300
6.	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
7.	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
8.	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200
9.	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
10.	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
11.	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100
12.	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400
13.	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600
14.	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700
15.	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800
16.	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400
17.	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600
18.	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 7600
19.	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 8700
20.	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 8900
21.	18400-500-22400	PB-5	Rs. 37400-60000	Rs. 10000
22.	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 7000
23.	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 9500
24.	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 8000

## Annexure-VII

*Entry Pay in the revised pay structure for direct recruits appointed on or after 01.01.2006*

**PAY BAND – 1 (Rs. 4900-16200)**

<b>Grade Pay (Rs.)</b>	<b>Pay in the Pay Band (Rs.)</b>	<b>Total (Rs.)</b>
1700	4900	6600
1800	5030	6830

**PAY BAND – 2 (Rs. 5400-25200)**

<b>Grade Pay (Rs.)</b>	<b>Pay in the Pay Band (Rs.)</b>	<b>Total (Rs.)</b>
1900	5400	7300
2100	5580	7680
2300	5860	8160
2600	6240	8840
2900	6700	9600

**PAY BAND – 3 (Rs. 7100-37600)**

<b>Grade Pay (Rs.)</b>	<b>Pay in the Pay Band (Rs.)</b>	<b>Total (Rs.)</b>
3200	7100	10300
3600	7440	11040
3900	8370	12270
4100	8650	12750

**PAY BAND – 4 (Rs. 9000-40500)**

<b>Grade Pay (Rs.)</b>	<b>Pay in the Pay Band (Rs.)</b>	<b>Total (Rs.)</b>
4400	9000	13400
4600	9300	13900
4700	10230	14930
4800	11160	15960
5400	15600	21000
6600	18600	25200
7000	18600	25600
7600	22320	29920
8000	23250	31250

**PAY BAND – 5 (Rs. 37400-60000)**

<b>Grade Pay (Rs.)</b>	<b>Pay in the Pay Band (Rs.)</b>	<b>Total (Rs.)</b>
8700	37400	46100
8900	37400	46300
9500	37400	46900
10000	37400	47400

**Annexure VIII  
Revised Scales of Pay of Posts**

State Government Sponsored or Aided Primary Schools / Junior Basic Schools (including Pre-Basic Schools)				
SL No.	Name of Service /Post with qualification	Existing Pay Scale /Special Pay/Allowance etc.	Revised Pay Structure	
			Pay Band	Grade Pay
1.(i)	Teacher for trained matriculate/School Final/Madhyamik passed or equivalent	3350-6325	5400-25200	Rs. 2600/-
(ii)	Un-trained Matriculate/School Final/Madhyamik passed or equivalent	3150-5680	5400-25200	Rs.2300/-
(iii)	Non-Matriculate/Non-School Final/Non-Madhyamik passed school mother and Craft Teacher	3000-5230	5400-25200	Rs.2100/-
2.	Head Teacher	Grade Pay as Teacher according to Serial No.1(i) with 2 addl. increments	Pay Band according to Serial No. 1(i)	Grade Pay as according to Serial No. 1(i)
3.	Matron	2700-4400	4900-16200	Rs.1800/-
4.	Group-D	2600-4175	4900-16200	1700/-
State Government Sponsored or Aided Junior High/ High / Higher Secondary Schools upto Class XII standard.				
SL No.	Name of service /Post with qualification	Existing pay Scale /Special Pay/allowance etc.	Revised Pay Structure	
			Pay Band	Grade Pay
1	Headmaster/Headmistress of High School / Higher Secondary School	8000-13500/- with two additional increments for Headmaster/Headmistress of Higher Secondary School	9000-40500	5400/-
2	Assistant Headmaster/Headmistress of High School and Higher Secondary School	Pay according qualification with two additional increments for Assistant Headmaster/Headmistress of Higher Secondary School and one addl. increment for Assistant Headmaster/Headmistress of High School	Pay Band according to qualification	Pay Band according to qualification
3.	Headmaster/Headmistress of Junior High School	Pay according qualification with one additional increment.	Pay Band according to qualification	Pay Band according to qualification
4	Assistant Teacher with Mater's degree	6000-12000	9000-40500	Rs.4800
5	Assistant Teacher with Honours degree including B.Sc Agriculture/Old B.Com. Course appointed before 24.12.1966	5500-11325	9000-40500	Rs.4700/-

6	Graduate/ two Sanskrit title holders of Bangiya Sanskrit Siksha Parishad or equivalent with 5 years teaching experience/MM Title holder of West Bengal Madrasah Education Board with 5 years teaching experience/5 Years Diploma holder in Art and Craft and Craft or Degree/Teacher with B. Mus degree/Graduate Teacher with Physical Education Degree/Graduate Teacher with Physical/ Work Education.	4600-10175	7100-37600	Rs.4100/-
7(i)	Teachers with Diploma in Engineering / Work Education	4500-9700	7100-37600	Rs.3900/-
7 (ii)	Craft Teacher (a) With 5 year Diploma in Art & Craft or Degree	4650-10175	7100-37600	Rs.4100/-
	(b)With any other Diploma	4500-9700	7100-37600	Rs.3900/-
	(c ) Matriculate/S.F. with one year Craft Training Certificate from recognised Institution or Non-Matriculate /S.F. with 2 years training Certificate from recognised Institution.	3350-6325	5400-25200	Rs.2600/-
7(iii)	(a) Music Teacher with B.Music Degree	4650-10175	7100-37600	4100
	(b) Music Diploma	4500-9700	7100-37600	3900
	(c )Certificate Music from recognised Institution.	3350-6325	5400-25200	2600
8	Teacher with Sub-Overseer's Certificate	4000-8850	7100-37600	3600
9	Teacher with Part-I BA/B.Sc/B.Com or Intermediate Matriculate with one Sanskrit title (Kabyatirtha or Byakarantirtha) of Bangiya Sankrit Siksha Parishad or equivalent. Matriculate with 2 years training Certificate from a recognised Institution or with 10 years' practical experience. Matriculate with Kovid Teacher with 2 recognised Sanskrit Titles of Bangiya Sankrit Siksha Parishad or equivalent with less than 5 years teaching experience. MM with less than 5 years teaching experience. Teacher with one Sanskrit title of Bangiya Sanskrit Siksha Parishad or teaching experience. FM Passed of West Bengal Madrasah Education Board.	3800-7775	7100-37600	3200
10	Other trained Matriculate Teacher. Non-Matriculate teacher with Certificate in Music from recognised Institution Matriculate with one year craft training. Non-Matriculate with teacher with 2 years' training Certificate from recognised Institution Workshop Instructor with less than 10 years experience Agriculture Instructor.	3350-6325	5400-25200	Rs.2600

11	Untrained or SF or equivalent Examination Passed.	3150-5680	5400-25200	2300
12	Non-Matriculate /VM Teacher with Work Education Assistant	3000-5230	5400-25200	2100
13	Librarian Master's Degree holder with recognised Diploma in Library Science.	4650-10175	7100-37600	4100
14	Graduate with recognised Diploma in Library Science	4500-9700	7100-37600	3900
15	Matriculate with recognised Certificate in Librarianship	3350-6325	5400-25200	2600
16 (a)	Non-Matriculate Librarian (existing)	3000-5230	5400-25200	2100
16(b)	Non-Matriculate Library Assistant	3150-5680	5400-25200	2300
17	Clerk with Matriculate / School Final	3350-6350	5400-25200	2600
18	Non-Matriculate existing clerk	3000-5230	5400-25200	2100
19 (i)	Group-D employee	2600-4175	4900-16200	1700
19 (ii)	Library Attendant	2600-4175	4900-16200	1700
19 (iii)	Workshop Attendant	2600-4175	4900-16200	1700

## Annexure-IX

## FITMENT TABLES IN THE REVISED PAY BAND

<b>PRE-REVISED SCALE NO. 1</b> Rs. 2600-55-2985-60-3525-65-4175/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-1 - Rs. 4900-16200/- + Rs. 1700/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2600	4900	1700	6600
2655	4940	1700	6640
2710	5050	1700	6750
2765	5150	1700	6850
2820	5250	1700	6950
2875	5350	1700	7050
2930	5450	1700	7150
2985	5560	1700	7260
3045	5670	1700	7370
3105	5780	1700	7480
3165	5890	1700	7590
3225	6000	1700	7700
3285	6120	1700	7820
3345	6230	1700	7930
3405	6340	1700	8040
3465	6450	1700	8150
3525	6560	1700	8260
3590	6680	1700	8380
3655	6800	1700	8500
3720	6920	1700	8620
3785	7050	1700	8750
3850	7170	1700	8870
3915	7290	1700	8990
3980	7410	1700	9110
4045	7530	1700	9230
4110	7650	1700	9350
4175	7770	1700	9470
4240	7890	1700	9590
4305	8010	1700	9710
4370	8130	1700	9830
4435	8250	1700	9950
4500	8370	1700	10070
4565	8500	1700	10200

<b>PRE-REVISED SCALE NO. 2</b> Rs. 2700-60-3120-65-3770-70-4400/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-1 - Rs. 4900-16200/- + Rs. 1800/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2700	5030	1800	6830
2760	5140	1800	6940
2820	5250	1800	7050
2880	5360	1800	7160
2940	5470	1800	7270
3000	5580	1800	7380
3060	5700	1800	7500
3120	5810	1800	7610
3185	5930	1800	7730
3250	6050	1800	7850
3315	6170	1800	7970
3380	6290	1800	8090
3445	6410	1800	8210
3510	6530	1800	8330
3575	6650	1800	8450
3640	6780	1800	8580
3705	6900	1800	8700
3770	7020	1800	8820
3840	7150	1800	8950
3910	7280	1800	9080
3980	7410	1800	9210
4050	7540	1800	9340
4120	7670	1800	9470
4190	7800	1800	9600
4260	7930	1800	9730
4330	8060	1800	9860
4400	8190	1800	9990
4470	8320	1800	10120
4540	8450	1800	10250
4610	8580	1800	10380
4680	8710	1800	10510
4750	8840	1800	10640
4820	8970	1800	10770

<b>PRE-REVISED SCALE NO. 3</b> Rs. 2850-65-3305-70-4005-75-4680/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-2 - Rs. 5400-25200/- + Rs. 1900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2850	5400	1900	7300
2915	5430	1900	7330
2980	5550	1900	7450
3045	5670	1900	7570
3110	5790	1900	7690
3175	5910	1900	7810
3240	6030	1900	7930
3305	6150	1900	8050
3375	6280	1900	8180
3445	6410	1900	8310
3515	6540	1900	8440
3585	6670	1900	8570
3655	6800	1900	8700
3725	6930	1900	8830
3795	7060	1900	8960
3865	7190	1900	9090
3935	7320	1900	9220
4005	7450	1900	9350
4080	7590	1900	9490
4155	7730	1900	9630
4230	7870	1900	9770
4305	8010	1900	9910
4380	8150	1900	10050
4455	8290	1900	10190
4530	8430	1900	10330
4605	8570	1900	10470
4680	8710	1900	10610
4755	8850	1900	10750
4830	8990	1900	10890
4905	9130	1900	11030
4980	9270	1900	11170
5055	9410	1900	11310
5130	9550	1900	11450



<b>PRE-REVISED SCALE NO. 4</b> Rs. 3000-75-3450-80-4330-90-5230/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-2 - Rs. 5400-25200/- + Rs. 2100/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3000	5580	2100	7680
3075	5720	2100	7820
3150	5860	2100	7960
3225	6000	2100	8100
3300	6140	2100	8240
3375	6280	2100	8380
3450	6420	2100	8520
3530	6570	2100	8670
3610	6720	2100	8820
3690	6870	2100	8970
3770	7020	2100	9120
3850	7170	2100	9270
3930	7310	2100	9410
4010	7460	2100	9560
4090	7610	2100	9710
4170	7760	2100	9860
4250	7910	2100	10010
4330	8060	2100	10160
4420	8230	2100	10330
4510	8390	2100	10490
4600	8560	2100	10660
4690	8730	2100	10830
4780	8900	2100	11000
4870	9060	2100	11160
4960	9230	2100	11330
5050	9400	2100	11500
5140	9570	2100	11670
5230	9730	2100	11830
5320	9900	2100	12000
5410	10070	2100	12170
5500	10230	2100	12330
5590	10400	2100	12500
5680	10570	2100	12670
5770	10740	2100	12840

<b>PRE-REVISED SCALE NO. 5</b> Rs. 3150-80-3390-90-4380-100-5680/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-2 - Rs. 5400-25200/- + Rs. 2300/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3150	5860	2300	8160
3230	6010	2300	8310
3310	6160	2300	8460
3390	6310	2300	8610
3480	6480	2300	8780
3570	6650	2300	8950
3660	6810	2300	9110
3750	6980	2300	9280
3840	7150	2300	9450
3930	7310	2300	9610
4020	7480	2300	9780
4110	7650	2300	9950
4200	7820	2300	10120
4290	7980	2300	10280
4380	8150	2300	10450
4480	8340	2300	10640
4580	8520	2300	10820
4680	8710	2300	11010
4780	8900	2300	11200
4880	9080	2300	11380
4980	9270	2300	11570
5080	9450	2300	11750
5180	9640	2300	11940
5280	9830	2300	12130
5380	10010	2300	12310
5480	10200	2300	12500
5580	10380	2300	12680
5680	10570	2300	12870
5780	10760	2300	13060
5880	10940	2300	13240
5980	11130	2300	13430
6080	11310	2300	13610
6180	11500	2300	13800
6280	11690	2300	13990

<b>PRE-REVISED SCALE NO. 6</b> Rs. 3350-90-3800-100-4700-125-6325/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-2 - Rs. 5400-25200/- + Rs. 2600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3350	6240	2600	8840
3440	6400	2600	9000
3530	6570	2600	9170
3620	6740	2600	9340
3710	6910	2600	9510
3800	7070	2600	9670
3900	7260	2600	9860
4000	7440	2600	10040
4100	7630	2600	10230
4200	7820	2600	10420
4300	8000	2600	10600
4400	8190	2600	10790
4500	8370	2600	10970
4600	8560	2600	11160
4700	8750	2600	11350
4825	8980	2600	11580
4950	9210	2600	11810
5075	9440	2600	12040
5200	9680	2600	12280
5325	9910	2600	12510
5450	10140	2600	12740
5575	10370	2600	12970
5700	10610	2600	13210
5825	10840	2600	13440
5950	11070	2600	13670
6075	11300	2600	13900
6200	11540	2600	14140
6325	11770	2600	14370
6450	12000	2600	14600
6575	12230	2600	14830
6700	12470	2600	15070
6825	12700	2600	15300
6950	12930	2600	15530
7075	13160	2600	15760

<b>PRE-REVISED SCALE NO. 7</b> Rs. 3600-100-4200-125-5700-150-7050/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-2 - Rs. 5400-25200/- + Rs. 2900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3600	6700	2900	9600
3700	6890	2900	9790
3800	7070	2900	9970
3900	7260	2900	10160
4000	7440	2900	10340
4100	7630	2900	10530
4200	7820	2900	10720
4325	8050	2900	10950
4450	8280	2900	11180
4575	8510	2900	11410
4700	8750	2900	11650
4825	8980	2900	11880
4950	9210	2900	12110
5075	9440	2900	12340
5200	9680	2900	12580
5325	9910	2900	12810
5450	10140	2900	13040
5575	10370	2900	13270
5700	10610	2900	13510
5850	10890	2900	13790
6000	11160	2900	14060
6150	11440	2900	14340
6300	11720	2900	14620
6450	12000	2900	14900
6600	12280	2900	15180
6750	12560	2900	15460
6900	12840	2900	15740
7050	13120	2900	16020
7200	13400	2900	16300
7350	13680	2900	16580
7500	13950	2900	16850
7650	14230	2900	17130
7800	14510	2900	17410
7950	14790	2900	17690

<b>PRE-REVISED SCALE NO. 8</b> Rs. 3800-100-4100-125-4725-150-6375-175-7775/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-3 - Rs. 7100-37600/- + Rs. 3200/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3800	7100	3200	10300
3900	7260	3200	10460
4000	7440	3200	10640
4100	7630	3200	10830
4225	7860	3200	11060
4350	8100	3200	11300
4475	8330	3200	11530
4600	8560	3200	11760
4725	8790	3200	11990
4875	9070	3200	12270
5025	9350	3200	12550
5175	9630	3200	12830
5325	9910	3200	13110
5475	10190	3200	13390
5625	10470	3200	13670
5775	10750	3200	13950
5925	11030	3200	14230
6075	11300	3200	14500
6225	11580	3200	14780
6375	11860	3200	15060
6550	12190	3200	15390
6725	12510	3200	15710
6900	12840	3200	16040
7075	13160	3200	16360
7250	13490	3200	16690
7425	13820	3200	17020
7600	14140	3200	17340
7775	14470	3200	17670
7950	14790	3200	17990
8125	15120	3200	18320
8300	15440	3200	18640
8475	15770	3200	18970
8650	16090	3200	19290
8825	16420	3200	19620

<b>PRE-REVISED SCALE NO. 9</b> Rs. 4000-125-4250-150-5300-175-7050-200-8850/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-3 - Rs. 7100-37600/- + Rs. 3600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4000	7440	3600	11040
4125	7680	3600	11280
4250	7910	3600	11510
4400	8190	3600	11790
4550	8470	3600	12070
4700	8750	3600	12350
4850	9030	3600	12630
5000	9300	3600	12900
5150	9580	3600	13180
5300	9860	3600	13460
5475	10190	3600	13790
5650	10510	3600	14110
5825	10840	3600	14440
6000	11160	3600	14760
6175	11490	3600	15090
6350	11820	3600	15420
6525	12140	3600	15740
6700	12470	3600	16070
6875	12790	3600	16390
7050	13120	3600	16720
7250	13490	3600	17090
7450	13860	3600	17460
7650	14230	3600	17830
7850	14610	3600	18210
8050	14980	3600	18580
8250	15350	3600	18950
8450	15720	3600	19320
8650	16090	3600	19690
8850	16470	3600	20070
9050	16840	3600	20440
9250	17210	3600	20810
9450	17580	3600	21180
9650	17950	3600	21550
9850	18330	3600	21930
10050	18700	3600	22300

<b>PRE-REVISED SCALE NO. 10</b> Rs. 4500-150-5250-175-7000-200-8800-225-9700/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-3 - Rs. 7100-37600/- + Rs. 3900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4500	8370	3900	12270
4650	8650	3900	12550
4800	8930	3900	12830
4950	9210	3900	13110
5100	9490	3900	13390
5250	9770	3900	13670
5425	10100	3900	14000
5600	10420	3900	14320
5775	10750	3900	14650
5950	11070	3900	14970
6125	11400	3900	15300
6300	11720	3900	15620
6475	12050	3900	15950
6650	12370	3900	16270
6825	12700	3900	16600
7000	13020	3900	16920
7200	13400	3900	17300
7400	13770	3900	17670
7600	14140	3900	18040
7800	14510	3900	18410
8000	14880	3900	18780
8200	15260	3900	19160
8400	15630	3900	19530
8600	16000	3900	19900
8800	16370	3900	20270
9025	16790	3900	20690
9250	17210	3900	21110
9475	17630	3900	21530
9700	18050	3900	21950
9925	18470	3900	22370
10150	18880	3900	22780
10375	19300	3900	23200
10600	19720	3900	23620
10825	20140	3900	24040
11050	20560	3900	24460

<b>PRE-REVISED SCALE NO. 11</b> Rs. 4650-150-5100-175-6325-200-7925-225-10175/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-3 - Rs. 7100-37600/- + Rs. 4100/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4650	8650	4100	12750
4800	8930	4100	13030
4950	9210	4100	13310
5100	9490	4100	13590
5275	9820	4100	13920
5450	10140	4100	14240
5625	10470	4100	14570
5800	10790	4100	14890
5975	11120	4100	15220
6150	11440	4100	15540
6325	11770	4100	15870
6525	12140	4100	16240
6725	12510	4100	16610
6925	12890	4100	16990
7125	13260	4100	17360
7325	13630	4100	17730
7525	14000	4100	18100
7725	14370	4100	18470
7925	14750	4100	18850
8150	15160	4100	19260
8375	15580	4100	19680
8600	16000	4100	20100
8825	16420	4100	20520
9050	16840	4100	20940
9275	17260	4100	21360
9500	17670	4100	21770
9725	18090	4100	22190
9950	18510	4100	22610
10175	18930	4100	23030
10400	19350	4100	23450
10625	19770	4100	23870
10850	20190	4100	24290
11075	20600	4100	24700
11300	21020	4100	25120
11525	21440	4100	25540



<b>PRE-REVISED SCALE NO. 12</b> Rs. 4800-175-5850-200-6650-225-8675-250-10925/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 4400/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4800	9000	4400	13400
4975	9260	4400	13660
5150	9580	4400	13980
5325	9910	4400	14310
5500	10230	4400	14630
5675	10560	4400	14960
5850	10890	4400	15290
6050	11260	4400	15660
6250	11630	4400	16030
6450	12000	4400	16400
6650	12370	4400	16770
6875	12790	4400	17190
7100	13210	4400	17610
7325	13630	4400	18030
7550	14050	4400	18450
7775	14470	4400	18870
8000	14880	4400	19280
8225	15300	4400	19700
8450	15720	4400	20120
8675	16140	4400	20540
8925	16610	4400	21010
9175	17070	4400	21470
9425	17540	4400	21940
9675	18000	4400	22400
9925	18470	4400	22870
10175	18930	4400	23330
10425	19400	4400	23800
10675	19860	4400	24260
10925	20330	4400	24730
11175	20790	4400	25190
11425	21260	4400	25660
11675	21720	4400	26120
11925	22190	4400	26590
12175	22650	4400	27050
12425	23120	4400	27520

<b>PRE-REVISED SCALE NO. 13</b> Rs. 5000-175-5700-200-6500-225-8525-250-11275/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 4600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
5000	9300	4600	13900
5175	9630	4600	14230
5350	9960	4600	14560
5525	10280	4600	14880
5700	10610	4600	15210
5900	10980	4600	15580
6100	11350	4600	15950
6300	11720	4600	16320
6500	12090	4600	16690
6725	12510	4600	17110
6950	12930	4600	17530
7175	13350	4600	17950
7400	13770	4600	18370
7625	14190	4600	18790
7850	14610	4600	19210
8075	15020	4600	19620
8300	15440	4600	20040
8525	15860	4600	20460
8775	16330	4600	20930
9025	16790	4600	21390
9275	17260	4600	21860
9525	17720	4600	22320
9775	18190	4600	22790
10025	18650	4600	23250
10275	19120	4600	23720
10525	19580	4600	24180
10775	20050	4600	24650
11025	20510	4600	25110
11275	20980	4600	25580
11525	21440	4600	26040
11775	21910	4600	26510
12025	22370	4600	26970
12275	22840	4600	27440
12525	23300	4600	27900
12775	23770	4600	28370

<b>PRE-REVISED SCALE NO. 14</b> Rs. 5500-200-6300-225-8325-250-11325/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 4700/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
5500	10230	4700	14930
5700	10610	4700	15310
5900	10980	4700	15680
6100	11350	4700	16050
6300	11720	4700	16420
6525	12140	4700	16840
6750	12560	4700	17260
6975	12980	4700	17680
7200	13400	4700	18100
7425	13820	4700	18520
7650	14230	4700	18930
7875	14650	4700	19350
8100	15070	4700	19770
8325	15490	4700	20190
8575	15950	4700	20650
8825	16420	4700	21120
9075	16880	4700	21580
9325	17350	4700	22050
9575	17810	4700	22510
9825	18280	4700	22980
10075	18740	4700	23440
10325	19210	4700	23910
10575	19670	4700	24370
10825	20140	4700	24840
11075	20600	4700	25300
11325	21070	4700	25770
11575	21530	4700	26230
11825	22000	4700	26700
12075	22460	4700	27160
12325	22930	4700	27630
12575	23390	4700	28090
12825	23860	4700	28560

<b>PRE-REVISED SCALE NO. 15</b> Rs. 6000-225-7800-250-+9800-275-12000/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 4800/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
6000	11160	4800	15960
6225	11580	4800	16380
6450	12000	4800	16800
6675	12420	4800	17220
6900	12840	4800	17640
7125	13260	4800	18060
7350	13680	4800	18480
7575	14090	4800	18890
7800	14510	4800	19310
8050	14980	4800	19780
8300	15440	4800	20240
8550	15910	4800	20710
8800	16370	4800	21170
9050	16840	4800	21640
9300	17300	4800	22100
9550	17770	4800	22570
9800	18230	4800	23030
10075	18740	4800	23540
10350	19260	4800	24060
10625	19770	4800	24570
10900	20280	4800	25080
11175	20790	4800	25590
11450	21300	4800	26100
11725	21810	4800	26610
12000	22320	4800	27120
12275	22840	4800	27640
12550	23350	4800	28150
12825	23860	4800	28660
13100	24370	4800	29170
13375	24880	4800	29680
13650	25390	4800	30190

<b>PRE-REVISED SCALE NO. 16</b> Rs. 8000-275-13500/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 5400/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050
14600	27160	5400	32560
14875	27670	5400	33070
15150	28180	5400	33580

<b>PRE-REVISED SCALE NO. 17</b> <b>Rs. 10000-325-15525/-</b>	<b>REVISED PAY BAND+GRADE PAY</b> <b>PB-4 - Rs. 9000-40500/- + Rs. 6600/-</b>
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16175	30090	6600	36690
16500	30690	6600	37290
16825	31300	6600	37900
17150	31900	6600	38500
17475	32510	6600	39110

<b>PRE-REVISED SCALE NO. 18</b> <b>Rs. 12000-375-18000/-</b>	<b>REVISED PAY BAND+GRADE PAY</b> <b>PB-4 - Rs. 9000-40500/- + Rs. 7600/-</b>
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390
18000	33480	7600	41080
18375	34180	7600	41780
18750	34880	7600	42480
19125	35580	7600	43180
19500	36270	7600	43870
19875	36970	7600	44570
20250	37670	7600	45270

<b>PRE-REVISED SCALE NO. 19</b> Rs. 14300-400-18300/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-5 - Rs. 37400-60000/- + Rs. 8700/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
14300	37400	8700	46100
14700	37400	8700	46100
15100	37400	8700	46100
15500	37400	8700	46100
15900	37400	8700	46100
16300	37400	8700	46100
16700	37400	8700	46100
17100	37400	8700	46100
17500	37400	8700	46100
17900	37400	8700	46100
18300	37400	8700	46100
18700	37400	8700	46100
19100	37400	8700	46100
19500	37400	8700	46100
19900	37400	8700	46100
20300	37760	8700	46460
20700	38510	8700	47210



<b>PRE-REVISED SCALE NO. 20</b> Rs. 16400-450-20000/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-5 - Rs. 37400-60000/- + Rs. 8900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
16400	37400	8900	46300
16850	37400	8900	46300
17300	37400	8900	46300
17750	37400	8900	46300
18200	37400	8900	46300
18650	37400	8900	46300
19100	37400	8900	46300
19550	37400	8900	46300
20000	37400	8900	46300
20450	38040	8900	46940
20900	38880	8900	47780
21350	39720	8900	48620
21800	40550	8900	49450
22250	41390	8900	50290
22700	42230	8900	51130

<b>PRE-REVISED SCALE NO. 21</b> Rs. 18400-500-22400/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-5 - Rs. 37400-60000/- + Rs. 10000/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
18400	37400	10000	47400
18900	37400	10000	47400
19400	37400	10000	47400
19900	37400	10000	47400
20400	37950	10000	47950
20900	38880	10000	48880
21400	39810	10000	49810
21900	40740	10000	50740
22400	41670	10000	51670
22900	42600	10000	52600
23400	43530	10000	53530
23900	44460	10000	54460
24400	45390	10000	55390
24900	46320	10000	56320
25400	47250	10000	57250

<b>PRE-REVISED SCALE NO. 22</b> Rs. 10000-300-15100-350-16500-375-18000/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 7000/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
10000	18600	7000	25600
10300	19160	7000	26160
10600	19720	7000	26720
10900	20280	7000	27280
11200	20840	7000	27840
11500	21390	7000	28390
11800	21950	7000	28950
12100	22510	7000	29510
12400	23070	7000	30070
12700	23630	7000	30630
13000	24180	7000	31180
13300	24740	7000	31740
13600	25300	7000	32300
13900	25860	7000	32860
14200	26420	7000	33420
14500	26970	7000	33970
14800	27530	7000	34530
15100	28090	7000	35090
15450	28740	7000	35740
15800	29390	7000	36390
16150	30040	7000	37040
16500	30690	7000	37690
16875	31390	7000	38390
17250	32090	7000	39090
17625	32790	7000	39790
18000	33480	7000	40480
18375	34180	7000	41180
18750	34880	7000	41880
19125	35580	7000	42580
19500	36270	7000	43270
19875	36970	7000	43970
20250	37670	7000	44670

<b>PRE-REVISED SCALE NO. 23</b> Rs. 14300-450-22400/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-5 - Rs. 37400-60000/- + Rs. 9500/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
14300	37400	9500	46900
14750	37400	9500	46900
15200	37400	9500	46900
15650	37400	9500	46900
16100	37400	9500	46900
16550	37400	9500	46900
17000	37400	9500	46900
17450	37400	9500	46900
17900	37400	9500	46900
18350	37400	9500	46900
18800	37400	9500	46900
19250	37400	9500	46900
19700	37400	9500	46900
20150	37480	9500	46980
20600	38320	9500	47820
21050	39160	9500	48660
21500	39990	9500	49490
21950	40830	9500	50330
22400	41670	9500	51170
22850	42510	9500	52010
23300	43340	9500	52840
23750	44180	9500	53680
24200	45020	9500	54520
24650	45850	9500	55350
25100	46690	9500	56190

<b>PRE-REVISED SCALE NO. 24</b> Rs. 12500-375-18500/-	<b>REVISED PAY BAND+GRADE PAY</b> PB-4 - Rs. 9000-40500/- + Rs. 8000/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12500	23250	8000	31250
12875	23950	8000	31950
13250	24650	8000	32650
13625	25350	8000	33350
14000	26040	8000	34040
14375	26740	8000	34740
14750	27440	8000	35440
15125	28140	8000	36140
15500	28830	8000	36830
15875	29530	8000	37530
16250	30230	8000	38230
16625	30930	8000	38930
17000	31620	8000	39620
17375	32320	8000	40320
17750	33020	8000	41020
18125	33720	8000	41720
18500	34410	8000	42410
18875	35110	8000	43110
19250	35810	8000	43810
19625	36510	8000	44510
20000	37200	8000	45200
20375	37900	8000	45900
20750	38600	8000	46600