

Government of Haryana
Finance Department
(Pension Branch)

No. 2/23/2016-1Pension

Dated Chandigarh, The **10th January, 2018.**

Office Memorandum

Subject:- Revision of pension/family pension of pre 01.01.2016 pensioners/family pensioners of Haryana Government (7th CPC) w.e.f. 01.01.2016.

I am directed to say that on the basis of recommendations of State Pension Revision Committee, the State Government had framed the service rules under the proviso of Article 309 titled as Haryana Civil Services (Revised Pension) Part-I Rules 2017. The same were notified vide this Department's notification No. 2/23/2016-1Pension dated 03.03.2017, which were applicable w.e.f. 01.01.2016 for revision/reconsolidation of the pension of pre 01.01.2016 retirees.

It was provided in the rule 5(1) of above said rules that the revised pension/family pension with effect from **1st January, 2016** of pre 01.01.2016 pensioners/family pensioners shall be determined by multiplying the existing basic pension/family pension **by 2.57.**

Now Government of India had issued OM No. 38/37/2016-P&PW (A) dated 12.05.2017 alongwith fitment tables issued vide No. 38/37/2016-P&PW (A) dated 06.07.2017 for revision of pension/family pension with effect from **01.01.2016** in respect of Central civil pensioners/family pensioners who retired/died prior to 01.01.2016 by notionally fixing their pay in the pay matrix recommended by the 7th Central Pay Commission (first option) in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died..

A number of references were received from the pre 01.01.2016 retirees of Haryana Government to revise their pension/family pension on the pattern of decision dated 12.05.2017 of Central Government.

After due consideration, it has now been decided by State Government **in reference of** Haryana Civil Services (Revised Pension) Part-I Rules 2017 that:-

- (i) the revised pension/family pension with effect from **1st January, 2016** in respect of all Haryana Government pensioners/family pensioners, who retired/died **prior to 01.01.2016, may be revised** by notionally fixing their pay in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died. This will be done by notional pay fixation under each intervening Pay Commission based on the Formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the State Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed. 50% of the notional pay as on 01.01.2016 shall be the revised pension and 30% of this notional pay shall be the revised family pension with effect from **1st January, 2016 as per the first Formulation.** In the case of family pensioners who were entitled to family pension at enhanced rate, the revised family pension shall be 50% of the notional pay as on 01.01.2016 and shall be payable till the period up to which family pension at

enhanced rate is admissible as per rules. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

- (ii) for the purpose of calculation of notional pay **with effect from 1st January, 2016** of those Government servants who retired or died **before 01.01.1986**, the pay scale and the notional pay as on 1.1.1986, as arrived at in terms of the notification issued vide this Department's No. 1/2 (8)/98-2FR-II (Part-IV) dated **13.01.2000**, will be treated as the pay scale and the pay of the concerned Government servant as on 1.1.1986.

In the case of those Government servants who retired or died **on or after 01.01.1986 but before 1.1.2016**, the actual pay and the pay scale from which they retired or died would be taken into consideration for the purpose of calculation of the notional pay as on 1.1.2016 in accordance with these orders.

- (iii) The revision of pension will be done by notional pay fixation under each intervening Pay Commission based on the formula for revision of pay. Based on the fitment tables provided by the Pay Revision Branch (Finance Department), concordance tables for fixation of notional pay of employees who retired/died in various grades during the 4th, 5th and 6th Pay Commission periods have been prepared and the same are enclosed herewith. **(32 tables)**

- (iv) These concordance tables have been prepared to facilitate revision of pension of pre-2016 pensioners/family pensioners by the concerned Pension Sanctioning Authorities. Due care has been taken to prepare these concordance tables based on the fitment tables for fixation of pay from 4th to 5th, 5th to 6th and 6th to 7th Pay Commission by the Pay Revision Branch (Finance Department). In case of any inconsistency in the concordance tables vis-à-vis the relevant rules/instructions, the notional pay and pension/family pension of pre-2016 pensioners/family pensioners may be fixed in accordance with the rules/instructions applicable for fixation of pay in the intervening Pay Commission periods.

- (v) The revised pension under this order shall be worked out and shall further be **reduced pro-rata** as prescribed in the Haryana Civil Services (Pension) Rules 2016 in all cases where the pensioner had less than the minimum service required for full pension and in no case it shall be less than **Rs. 9,000/-** per month. The requirement of minimum service shall be considered under the provisions of rules applicable at the time of retirement/death of the employee.

Further the calculation of pension on notional pay shall also be carried out on the basis of Average Emoluments or Last Pay drawn (as the case may be).

- (vi) The higher of the two formulations i.e. the pension/family pension already revised in accordance with **Haryana Civil Services (Revised Pension) Part-I Rules 2017** (notified on 3.3.2017) or the revised pension/family pension as worked out in accordance with this order, shall be granted to pre-2016 Haryana Govt. pensioners as revised pension/family pension **with effect from 1st January, 2016**.

Subject:- Revision of pension/family pension of pre-2016 pensioners/family pensioners, etc (7th CPC) w.e.f. 01.01.2016. **OM No. 2/23/2016-1 Pension dated 10.01.2018.**

In cases where pension/family pension being paid w.e.f. 1.1.2016 in accordance with the **Haryana Civil Services (Revised Pension) Part-I Rules 2017** happens to be **more than** pension/family pension as worked out in accordance with these orders, the pension/family pension already paid shall be treated as revised pension/family pension **with effect from 1st January, 2016.**

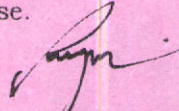
- (vii) This option/formulation (Sr. No. vi) **will not be applicable** for the purpose of revision of pension of those pensioners who were drawing **compulsory retirement** pension or compassionate allowance under **Haryana Civil Services (Pension) Rules 2016**. The pensioners in these categories will continue to be entitled to the revised pension in accordance with the provisions contained in the **Haryana Civil Services (Revised Pension) Part-I Rules 2017 (notified on 3.3.2017).**
- (viii) **No arrear** on account of revision of pension/family pension on notional fixation of pay **will be admissible** for the period **prior to 1.1.2016**. The arrear on account of revision of pension/family pension in terms of these orders would be admissible **with effect from 01.01.2016**. For calculation of arrear becoming due on the revision of pension/family pension on the basis of this order, the arrears of pension and the revised pension/family pension **already paid on** revision of pension/family pension in accordance with the provisions contained in **the Haryana Civil Services (Revised Pension) Part-I Rules 2017 shall be adjusted** (notified on 3.3.2017).
- (ix) All others conditions as given in the aforesaid notification No. 2/23/2016-1 Pension dated 3.3.2017 (Haryana Civil Services (Revised Pension) Part-I Rules, 2017), as **amended from time to time shall remain unchanged.**
- (x) A few examples of calculation of pension/family pension in the manner prescribed in these order are given in **"Annexure-1" to this O.M.**

Therefore, it shall be the responsibility of the Head of the Department attached to that office from which the Government servant had retired or was working last before his death to revise the pension/family pension of pre 01.01.2016 pensioners/family pensioners **with effect from 1st January, 2016** in accordance with this order and **to issue a revised pension payment authority.** The Pension Sanctioning Authority (PSA) would impress upon the concerned Head of Office for fixation of pay on notional basis at the earliest and issue revised authority at the earliest. The revised authority will be issued under the existing PPO number and would travel to the Pension Disbursing Authority through the same channel through which the original PPO had travelled.

It is requested that the pension/family pension of pre-2016 pensioners/family pensioners may be revised **with effect from 1st January, 2016** in accordance with this order and using the fitment tables. **The amount of pension/family pension should verify by the SAS personnel of the department concerned on the prescribed format (Annexure 2 or 3) before sending the case to the concerned Pension Disbursing Authority.**

The above order can be downloaded from the website of Finance Department i.e. www.finhry.gov.in. However, necessary amendment in this regard in the relevant rules will be carried out in due course.

DA/as above


Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department.

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

1. Chief Secretary to Government Haryana.
2. All the Additional Chief Secretaries/ Principal Secretaries to Government Haryana.

DA/as above


Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department.

To

1. Chief Secretary to Government, Haryana.
2. All the Additional Chief Secretaries/Principal Secretaries to Government, Haryana.

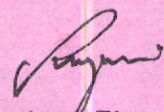
U.O. No. 2/23/2016-1Pension
Endst. No. 2/23/2016-1Pension

Dated, 10.01.2018
Dated, 10.01.2018

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

1. Principal Accountant General (A&E/Audit) Haryana, Chandigarh alongwith 10 spare copies.
2. Director, Treasuries & Accounts, Haryana, 30 Bays Building, Sector 17, Chandigarh alongwith 10 spare copies.
3. All Treasury Officers/Assistant Treasury Officers in Haryana State.
4. Treasury Officers Haryana, Delhi & Chandigarh.
5. In-charge, Computer Cell, Finance Department for placing the same on Finance Department's website i.e. www.finhry.gov.in

DA/as above


Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department.

Subject:- Revision of pension/family pension of pre-2016 pensioners/family pensioners, etc (7th CPC) w.e.f. 01.01.2016. **OM No. 2/23/2016-1Pension dated 10.01.2018**

Endst. No. 2/23/2016-1Pension

Dated, **10.01.2018**

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

1. All Heads of Departments, Commissioners of Divisions
2. All the Deputy Commissioners & Sub Divisional Officers (Civil) in Haryana.
3. The Registrar, Punjab & Haryana High Court, Chandigarh.

DA/as above



Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department. 8

Endst. No. 2/23/2016-1Pension

Dated, **10.01.2018**

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

1. General Manager (Operation) **State Bank of India**, 11 Parliament Street, New Delhi.
2. General Manager (Operation) **State Bank of India**, Post Box No. 139, Sector 17-B, Chandigarh.
3. **Punjab National Bank**, Regional Office, Sector 17B, Chandigarh.
4. Chief Manager (OPR), **Central Bank of India**, Zonal Office, SCO-58-59, Bank Square Sector-17, Chandigarh.
5. **Oriental Bank of Commerce**, Sector-17B, Chandigarh.
6. **UCO Bank**, Zonal Office, Bank Square, Sector 17-B, Chandigarh.
7. The Assistant General Manager, **UCO Bank**, Head Office, Finance Department, India Exchange Place, 3rd Floor, Kolkata-700001.
8. **Canara Bank**, Sector-34, Chandigarh.

DA/as above



Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department. 8

Endst. No. 2/23/2016-1Pension

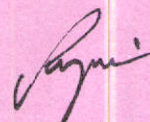
Dated, **10.01.2018**

A copy is forwarded to following with a request to advise the pensioners/family pensioners to contact their department concerned for such revision of pension/family pension:-

1. President, Haryana Civil Pensioners Welfare Association, 495-R, Model Town, Karnal, Haryana.
2. President, Ambala Pensioners Association, 544/3, Near Tilla Mandir Ambala City.
3. President, Haryana Govt. Retired Officers Welfare Association, 322-A, Sector 15, Panchkula.
4. President, All Haryana Pensioners Welfare Association (Regd.), Jind Unit, 655/3, Narwana Road, Patiala Chauk, Jind.

5. General Secretary, Haryana Govt. Pensioners Association,, H.No. 19, Sector 16, Faridabad.
6. President, Haryana Pensioners Association, 165, Subhash Nagar, Rohtak
7. Pensioners & Senior Citizen Welfare Association, Mini Secretariat Complex, Jagadari-135003, Yamuna Nagar.
8. President, Haryana Government Retired Officers Welfare Association (Regd.), H. No. 590, Sector 11, Panchkula.
9. President, Haryana Civil Pensioners Welfare Association, (Regd. No. HR-KNL-2014-0151) State Body, Irrigation Complex Opp. S.S.P. Residence, The Mall-Karnal.
10. President, Federation of Senior Citizen/Pensioners Association, Haryana, # 591/11, Shakti Nagar, Near Manav Chowk, Ambala City.
11. President, Retired Karamchari Sangh, Haryana, Office Gali No. 5, Near Ved High School, Jawahar Nagar, Hisar.
12. General Secretary, Haryana Pensioners Welfare Society, Kurukshetra, R/o Ward No. 13, Indri, Distt., Karnal Haryana.
13. President, Retired Karamchari Kalyan Samiti, H. No. 99, Musanda Wali Gali, Near Khera, Babiya, Ambala Cantt-133001.

DA/as above

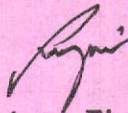


Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department. 

ANNEXURE 1
EXAMPLES

(Reference of OM No. 2/23/2016-1 Pension dated 10th January, 2018.)

S.No.	Description	A	B	C	D
1.	Date of Retirement	31.10.1984	28.02.1989	31.05.1999	30.04.2015
2.	Scale of Pay (or Pay Band & G.P.) at the time of retirement or Notional pay scale as on 1.1.1986 for those retired before 1.1.1986	975-1540 (4th CPC Scale)	3000-4500 (4th CPC Scale)	4000-6000 (5th CPC Scale)	67000-79000 (6th CPC Scale)
3.	Pay on retirement or Notional Pay as on 1.1.1986 for those retired before 1.1.1986	1210	4000	4800	79000
4.	Pension as on 01.01.2016 before revision	4191	12300	5424	39500
5.	Family pension as on 01.01.2016 before revision	3500	7380	3500	23700
6.	Family pension at enhanced rate as on 01.01.2016 before revision (if applicable)	NA	NA	NA	39500
7.	Qualifying Service (in years)	33	33	33	24
8.	Revised pension by multiplying pre-revised pension by 2.57 (Col. No. 4)	10771	31611	13940	101515
9.	Revised family pension by multiplying pre-revised family pension by 2.57 (Col. No. 5)	9000 (minimum)	18967	9000 (minimum)	60909
10.	Revised family pension at enhanced rate by multiplying pre-revised enhanced family pension by 2.57 (Col. No. 6)	NA	NA	NA	101515
11.	Pay fixed on notional basis on 01.01.1996	3710 (3200-4900)	11300 (10000-13900)	NA	NA
12.	Pay fixed on notional basis on 01.01.2006	8900 (PB-I, GP 2000)	27020 (PB-3, GP 6000)	11330 (PB-I, GP-2400)	NA
13.	Pay fixed on notional basis on 01.01.2016	23100 (Level-3)	69700 (Level-11)	29600 (Level-4)	205100 (Level-20)
14.	Revised pension w.e.f 1.1.2016 as per first formulation (Amount of pension has been reduced pro-rata according to length of service as prescribed in the rules and calculation has also been made on the basis of average emoluments of last ten months or last pay drawn (as the case may be))	11375	34350	14575	102550
15.	Revised family pension w.e.f. 1.1.2016 as per first formulation	9000 (minimum)	20610	9000 (minimum)	61530
16.	Revised family pension at enhanced rate w.e.f. 1.1.2016 as per first formulation.	NA	NA	NA	102550
17.	Revised pension payable (Higher of Sr.No. 8 and 14)	11375	34350	14575	102550
18.	Revised family pension payable (Higher of S.No. 9 and 15)	9000 (minimum)	20610	9000 (minimum)	61530
19.	Revised family pension at enhanced rate payable (Higher of S.No. 10 and 16)	NA	NA	NA	102550


Under Secretary Finance (Pension)
for Addl. Chief Secretary to Government Haryana,
Finance Department. 

ANNEXURE 2
(FOR PENSIONER)

(Reference of OM No. 2/23/2016-1 Pension dated 10th January, 2018.)

Sr. No.	Particulars	Remarks
1.	Name of the Pensioner	
2.	Father/Husband's Name	
3.	Date of Birth	
4.	Date of Joining	
5.	Date of Retirement	
6.	Qualifying Service (in years)	
7.	Pension Payment Order No.	
8.	Post Held at the time of Retirement	
9.	Saving Bank Account No.	
10.	Scale of Pay (or Pay Band & G.P.) at the time of retirement or Notional pay scale as on 1.1.1986 for those retired before 1.1.1986	
11.	Pay on retirement or Notional Pay as on 1.1.1986 for those retired before 1.1.1986	
12.	Pension as on 01.01.2016 before revision	
13.	Revised pension by multiplying pre-revised pension by 2.57 (Col. No. 12)	
14.	Pay fixed on notional basis on 01.01.1996	
15.	Pay fixed on notional basis on 01.01.2006	
16.	Pay fixed on notional basis on 01.01.2016	
17.	Revised pension w.e.f 1.1.2016 as per first formulation (Amount of pension has been reduced pro-rata according to length of service as prescribed in the rules and calculation has also been made on the basis of average emoluments of last ten months or last pay drawn (as the case may be)	
18.	Revised pension payable (Higher of Sr. -No. 13 and 17)	

Signature of DDO
(Name & Designation)

Verified by
SAS Personnel of Department
(Name & Designation)

ANNEXURE 3
(FOR FAMILY PENSIONER)

(Reference of OM No. 2/23/2016-1 Pension dated 10th January, 2018.)

Sr. No.	Particulars	Remarks
1.	Name of the Family Pensioner	
2.	Father/Husband's Name	
3.	Date of Joining of Deceased Employee	
4.	Date of Death of the employee	
5.	Post Held by the deceased at the time of Retirement/Death	
6.	Qualifying Service (in years) of deceased employee	
7.	Date of Birth of Family Pensioner	
8.	Family Pension Payment Order No.	
9.	Saving Bank Account No.	
10.	Scale of Pay (or Pay Band & G.P.) at the time of Death or Notional pay scale as on 1.1.1986 for those died before 1.1.1986	
11.	Pay on date of death or Notional Pay as on 1.1.1986 for those retired before 1.1.1986	
12.	Family pension as on 01.01.2016 before revision	
13.	Family pension at enhanced rate as on 01.01.2016 before revision (if applicable)	
14.	Revised family pension by multiplying pre-revised family pension by 2.57 (Col. No. 12)	
15.	Revised family pension at enhanced rate by multiplying pre-revised enhanced family pension by 2.57 (Col. No. 13)	
16.	Pay fixed on notional basis on 01.01.1996	
17.	Pay fixed on notional basis on 01.01.2006	
18.	Pay fixed on notional basis on 01.01.2016	
19.	Revised family pension w.e.f. 1.1.2016 as per first formulation	
20.	Revised family pension at enhanced rate w.e.f. 1.1.2016 as per first formulation.	
21.	Revised family pension payable (Higher of S.No. 14 and 19)	
22.	Revised family pension at enhanced rate payable (Higher of S.No. 15 and 20)	

Signature of DDO
(Name & Designation)

Verified by
SAS Personnel of Department
(Name & Designation)

FITMENT TABLE NO 1

Pay Scale w.e.f. 01-01-1986		750-12-870-EB-14-940	
Pay Scale w.e.f. 01-01-1996		2550-55-2660-EB-60-3200	
Pay Band + Grade Pay w.e.f. 01-01-2006		1-S, 4440-7440 GP 1300	
Pay Matrix level w.e.f. 01-01-2016		Level- DL* (16900-53500)	
*DL donates level for Group-D			
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
750	2550	6050	16900
762	2550	6050	16900
774	2550	6050	16900
786	2605	6150	16900
798	2605	6150	16900
810	2605	6150	16900
822	2660	6250	16900
834	2660	6250	16900
846	2660	6250	16900
858	2720	6360	16900
870	2720	6360	16900
884	2780	6470	16900
898	2840	6590	17400
912	2840	6590	17400
926	2900	6700	17400
940	2960	6810	17900
954	2960	6810	17900
968	3020	6920	17900
982	3080	7030	18400
	3140	7140	18400
	3200	7260	19000
	3260	7370	19000
	3320	7480	19600
	3380	7590	19600

FITMENT TABLE NO 2

Pay Scale w.e.f. 01-01-1986

775-12-955-EB-14-1025*Modified wef 1.1.94 as 775-12-871-EB-14-1025

Pay Scale w.e.f. 01-01-1996

2610-60-3150-EB-65-3540

Pay Band + Grade Pay w.e.f. 01-01-2006

1-S, 4440-7440 GP 1400

Pay Matrix level w.e.f. 01-01-2016

Level- DL* (16900-53500)

*DL donates level for Group-D

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
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775

2610

6260

16900

787

2610

6260

16900

799

2610

6260

16900

811

2670

6370

16900

823

2670

6370

16900

835

2670

6370

16900

847

2730

6480

16900

859

2730

6480

16900

871

2730

6480

16900

885

2790

6590

17400

899

2790

6590

17400

913

2850

6710

17400

927

2910

6820

17900

941

2910

6820

17900

955

2970

6930

17900

969

3030

7040

18400

983

3090

7150

18400

997

3090

7150

18400

1011

3150

7260

19000

1025

3215

7380

19000

1039

3215

7380

19000

1053

3280

7500

19600

1067

3280

7500

19600

3345

7630

20200

3410

7750

20200

3475

7870

20800

3540

7990

20800

3605

8110

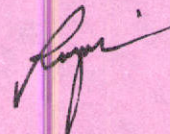
21400

FITMENT TABLE NO 3

Pay Scale w.e.f. 01-01-1986	800-15-1010-EB-20-1150
Pay Scale w.e.f. 01-01-1996	2650-65-3300-EB-70-4000
Pay Band + Grade Pay w.e.f. 01-01-2006	1-S, 4440-7440 GP 1650
Pay Matrix level w.e.f. 01-01-2016	Level- DL* (16900-53500)

*DL donates level for Group-D

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay 01-01-2016
800	2650	6580	16900
815	2650	6580	17400
830	2650	6580	17400
845	2715	6700	17400
860	2715	6700	17400
875	2780	6820	17900
890	2780	6820	17900
905	2845	6950	17900
920	2910	7070	18400
935	2910	7070	18400
950	2975	7190	19000
965	3040	7310	19000
980	3040	7310	19000
995	3105	7430	19600
1010	3170	7550	19600
1030	3170	7550	19600
1050	3235	7670	20200
1070	3300	7790	20200
1090	3370	7920	20800
1110	3440	8050	20800
1130	3510	8180	21400
1150	3580	8310	21400
1170	3650	8440	22000
1190	3650	8440	22000
1210	3720	8570	22700
	3790	8700	22700
	3860	8830	22700
	3930	8960	23400
	4000	9090	23400
	4070	9220	24100
	4140	9350	24100
	4210	9480	24800



FITMENT TABLE NO 4

ay Scale w.e.f. 01-01-1986

950-20-1150-EB-25-1400

ay Scale w.e.f. 01-01-1996

3050-75-3950-EB-80-4350

ay Band + Grade Pay w.e.f. 01-01-2006

PB-1, 5200-20200 GP 1800

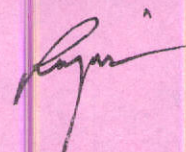
ay Matrix level w.e.f. 01-01-2016

Level-1 (18000-56900)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
			18000
			18500
			19100
950	3050	7480	19700
970	3050	7480	19700
990	3125	7620	19700
1010	3125	7620	19700
1030	3200	7760	20300
1050	3275	7900	20900
1070	3350	8040	20900
1090	3350	8040	20900
1110	3425	8170	21500
1130	3500	8310	21500
1150	3575	8450	22100
1175	3650	8590	22100
1200	3725	8730	22800
1225	3800	8870	22800
1250	3875	9010	23500
1275	3950	9150	24200
1300	4030	9300	24200
1325	4110	9450	24900
1350	4190	9600	24900
1375	4270	9750	25600
1400	4350	9900	25600
1425	4350	9900	25600
1450	4350	9900	25600
1475	4350	9900	25600
	4430	10040	26400
	4510	10190	26400
	4590	10340	27200

FITMENT TABLE NO 5

Pay Scale w.e.f. 01-01-1986		950-20-1150-EB-25-1500	
Pay Scale w.e.f. 01-01-1996		3050-75-3950-EB-80-4590	
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-1, 5200-20200 GP 1900	
Pay Matrix level w.e.f. 01-01-2016		Level-2 (19900-63200)	
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
950	3050	7580	19900
970	3050	7580	19900
990	3125	7720	19900
1010	3125	7720	19900
1030	3200	7860	20500
1050	3275	8000	21100
1070	3350	8140	21100
1090	3350	8140	21100
1110	3425	8270	21700
1130	3500	8410	21700
1150	3575	8550	22400
1175	3650	8690	22400
1200	3725	8830	23100
1225	3800	8970	23100
1250	3875	9110	23800
1275	3950	9250	23800
1300	4030	9400	24500
1325	4110	9550	25200
1350	4190	9700	25200
1375	4270	9850	26000
1400	4350	10000	26000
1425	4350	10000	26000
1450	4430	10140	26800
1475	4510	10290	26800
1500	4590	10440	27600
1525	4590	10440	27600
1550	4590	10440	27600
1575	4590	10440	27600
	4670	10590	27600
	4750	10740	28400
	4830	10890	28400



FITMENT TABLE NO 6			
Pay Scale w.e.f. 01-01-1986	950-25-1200-30-1560-EB-40-1800		
Pay Scale w.e.f. 01-01-1996	3050-85-4325-EB-100-5325		
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-1, 5200-20200 GP 1950		
Pay Matrix level w.e.f. 01-01-2016	Level-3 (21700-69100)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
950	3050	7630	21700
975	3050	7630	21700
1000	3135	7790	21700
1025	3220	7940	21700
1050	3305	8100	21700
1075	3305	8100	21700
1100	3390	8260	21700
1125	3475	8420	21700
1150	3560	8580	22400
1175	3645	8730	23100
1200	3730	8890	23100
1230	3815	9050	23800
1260	3900	9210	23800
1290	3985	9370	24500
1320	4070	9520	24500
1350	4155	9680	25200
1380	4240	9840	26000
1410	4325	10000	26000
1440	4425	10180	26800
1470	4525	10370	26800
1500	4625	10560	27600
1530	4725	10740	28400
1560	4825	10930	28400
1600	4925	11110	29300
1640	5025	11300	29300
1680	5125	11490	30200
	5225	11670	30200
1720	5325	11860	31100
1760	5325	11860	31100
1800	5325	11860	31100
1840	5325	11860	31100
1880	5325	11860	31100
1920	5325	11860	31100
	5425	12040	31100
	5525	12230	32000
	5625	12420	32000



FITMENT TABLE NO 7

Pay Scale w.e.f. 01-01-1986

975-25-1150-EB-30-1

Pay Scale w.e.f. 01-01-1996

3200-85-3880-EB-85-4

Pay Band + Grade Pay w.e.f. 01-01-2006

PB-1, 5200-20200 GP 2

Pay Matrix level w.e.f. 01-01-2016

Level-3 (21700-69100)

Basic Pay as on 01-01-1986 to 31.12.95

Basic Pay as on 01-01-1996 to 31.12.2005

Basic Pay as on 01-01-2006 to 31.12.2015

Notional Pay as on 01-01-2016 to 31.12.2015

975

3200

7960

1000

3200

7960

1025

3200

7960

1050

3285

8110

1075

3370

8270

1100

3455

8430

1125

3455

8430

1150

3540

8590

1180

3625

8750

1210

3710

8900

3795

9060

1240

3880

9220

1270

3965

9380

1300

4050

9540

1330

4135

9700

1360

4220

9850

1390

4305

10010

1420

4390

10170

1450

4475

10330

1480

4560

10490

1510

4645

10640

1540

4730

10800

1570

4815

10960

1600

4900

11120

1630

4900

11120

4985

11280

5070

11430

5155

11590

FITMENT TABLE NO 8

Pay Scale w.e.f. 01-01-1986	1200-30-1560-EB-40-2040
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Pay Scale w.e.f. 01-01-1996	4000-100+4800-EB-100-6000
-----------------------------	---------------------------

Pay Band + Grade Pay w.e.f. 01-01-2006	PB-1, 5200-20200 GP 2400
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Pay Matrix level w.e.f. 01-01-2016	Level-4 (25500-81100)
------------------------------------	-----------------------

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
1200	4000	9840	25500
1230	4000	9840	25500
1260	4000	9840	25500
1290	4100	10030	26300
1320	4100	10030	26300
1350	4200	10220	26300
1380	4300	10400	27100
1410	4400	10590	27900
1440	4400	10590	27900
1470	4500	10770	27900
1500	4600	10960	28700
1530	4700	11150	28700
1560	4800	11330	29600
1600	4900	11520	30500
1640	5000	11700	30500
	5100	11890	31400
1680	5200	12080	31400
1720	5300	12260	32300
1760	5400	12450	32300
1800	5500	12630	33300
1840	5600	12820	33300
	5700	13010	34300
1880	5800	13190	34300
1920	5900	13380	35300
1960	6000	13560	35300
2000	6000	13560	35300
2040	6000	13560	35300
2080	6000	13560	35300
2120	6000	13560	35300
2160	6000	13560	35300
	6100	13750	36400
	6200	13940	36400
	6300	14120	36400



FITMENT TABLE NO 9

Pay Scale w.e.f. 01-01-1986	1320-30-1560-EB-40-2040		
Pay Scale w.e.f. 01-01-1996	4400-100-5200-EB-100-6000		
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-1, 5200-20200 GP 2500		
Pay Matrix level w.e.f. 01-01-2016	Level-5 (29200-92300)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
1320	4400	10690	29200
1350	4400	10690	29200
1380	4400	10690	29200
1410	4500	10870	29200
1440	4500	10870	29200
1470	4500	10870	29200
1500	4600	11060	29200
1530	4700	11250	29200
1560	4800	11430	30100
1600	4900	11620	30100
1640	5000	11800	31000
	5100	11990	31000
1680	5200	12180	31900
1720	5300	12360	31900
1760	5400	12550	32900
1800	5500	12730	32900
1840	5600	12920	33900
	5700	13110	33900
1880	5800	13290	34900
1920	5900	13480	34900
1960	6000	13660	35900
2000	6000	13660	35900
2040	6000	13660	35900
2080	6000	13660	35900
2120	6000	13660	35900
2160	6000	13660	35900
	6100	13850	35900
	6200	14040	37000
	6300	14220	37000



FITMENT TABLE NO 10

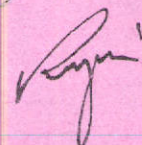
Pay Scale w.e.f. 01-01-1986	1350-30-1440-40-1800-EB-50-2200
Pay Scale w.e.f. 01-01-1996	4500-125-6000-EB-125-7000
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-1, 5200-20200 GP 2800
Pay Matrix level w.e.f. 01-01-2016	Level-5 (29200-92300)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
1350	4500	11170	29200
1380	4500	11170	29200
1410	4500	11170	29200
1440	4625	11410	30100
1480	4625	11410	30100
1520	4750	11640	30100
1560	4750	11640	30100
1600	4875	11870	31000
1640	5000	12100	31900
1680	5125	12340	31900
1720	5250	12570	32900
1760	5375	12800	32900
1800	5500	13030	33900
1850	5625	13270	34900
	5750	13500	34900
1900	5875	13730	35900
1950	6000	13960	35900
2000	6125	14200	37000
2050	6250	14430	38100
2100	6375	14660	38100
	6500	14890	39200
2150	6625	15130	39200
2200	6750	15360	40400
2250	6875	15590	40400
2300	7000	15820	41600
2350	7000	15820	41600
	7125	16060	41600
	7250	16290	42800
	7375	16520	42800



FITMENT TABLE NO 11

Pay Scale w.e.f. 01-01-1986	1400-40-1600-50-2300-EB-60-2600		
Pay Scale w.e.f. 01-01-1996	5000-150-7100-EB-150-7850		
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-1, 9300-34800 GP 3200		
Pay Matrix level w.e.f. 01-01-2016	Level-6 (35400-112400)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
1400	5000	12500	35400
1440	5000	12500	35400
1480	5000	12500	35400
1520	5150	12780	35400
1560	5150	12780	35400
1600	5150	12780	35400
1650	5300	13060	35400
1700	5300	13060	35400
1750	5450	13340	35400
1800	5600	13620	35400
1850	5750	13900	36500
1900	5900	14180	36500
1950	6050	14460	37600
2000	6200	14740	38700
2050	6350	15020	38700
2100	6500	15290	39900
2150	6650	15570	41100
2200	6800	15850	41100
2250	6950	16130	42300
2300	7100	16410	42300
2360	7250	16690	43500
2420	7400	16970	44900
2480	7550	17250	44900
2540	7700	17530	46200
2600	7850	17810	46200
2660	7850	17810	46200
2720	7850	17810	46200
2780	7850	17810	46200
	8000	18080	47600
	8150	18360	47600
	8300	18640	49000

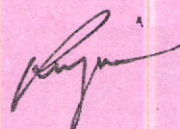


FITMENT TABLE NO 12

Pay Scale w.e.f. 01-01-1986	1600-50-2300-EB-60-2660			
Pay Scale w.e.f. 01-01-1996	5450-150-6950-EB-150-8000			
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-2, 9300-34800 GP 3300			
Pay Matrix level w.e.f. 01-01-2016	Level-6 (35400-112400)			
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
1600	5450	13440		35400
1650	5450	13440		35400
1700	5450	13440		35400
1750	5600	13720		35400
1800	5600	13720		35400
1850	5750	14000		36500
1900	5900	14280		37600
1950	6050	14560		37600
2000	6200	14840		38700
2050	6350	15120		39900
2100	6500	15390		39900
2150	6650	15670		41100
2200	6800	15950		41100
2250	6950	16230		42300
2300	7100	16510		43600
2360	7250	16790		43600
2420	7400	17070		44900
2480	7550	17350		44900
2540	7700	17630		46200
2600	7850	17910		46200
2660	8000	18180		47600
2720	8000	18180		47600
2780	8000	18180		47600
2840	8000	18180		47600
	8150	18460		47600
	8300	18740		49000
	8450	19020		49000



FITMENT TABLE NO 13				
Pay Scale w.e.f. 01-01-1986		1640-60-2600-EB-75-2900		
Pay Scale w.e.f. 01-01-1996		5500-175-8300-EB-175-9000		
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-2, 9300-34800 GP 3600		
Pay Matrix level w.e.f. 01-01-2016		Level-6 (35400-112400)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
				35400
1640	5500	13830		36500
1700	5500	13830		36500
1760	5500	13830		36500
1820	5675	14160		36500
1880	5850	14490		37600
1940	6025	14810		38700
2000	6200	15140		39900
2060	6375	15460		39900
2120	6550	15790		41100
2180	6725	16110		42300
2240	6900	16440		42300
2300	7075	16760		43600
2360	7250	17090		44900
2420	7425	17410		44900
2480	7600	17740		46200
2540	7775	18070		47600
2600	7950	18390		47600
2675	8125	18720		49000
2750	8300	19040		49000
	8475	19370		50500
2825	8650	19690		52000
2900	8825	20020		52000
2975	9000	20340		53600
3050	9000	20340		53600
3125	9000	20340		53600
	9175	20670		53600
	9350	21000		55200
	9525	21320		55200

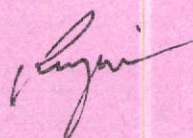


FITMENT TABLE NO 14				
Pay Scale w.e.f. 01-01-1986		2000-60-2300-EB-75-3200		
Pay Scale w.e.f. 01-01-1996		6500-200-8500-EB-200-9900		
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-2, 9300-34800 GP 4000		
Pay Matrix level w.e.f. 01-01-2016		Level-6 (35400-112400)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
2000	6500	16090	42300	
2060	6500	16090	42300	
2120	6500	16090	42300	
2180	6700	16470	43600	
2240	6900	16840	43600	
2300	7100	17210	44900	
2375	7300	17580	46200	
2450	7500	17950	46200	
2525	7700	18330	47600	
2600	7900	18700	49000	
2675	8100	19070	50500	
2750	8300	19440	50500	
	8500	19810	52000	
2825	8700	20190	52000	
2900	8900	20560	53600	
2975	9100	20930	55200	
3050	9300	21300	55200	
3125	9500	21670	56900	
3200	9700	22050	56900	
3275	9900	22420	58600	
3350	9900	22420	58600	
3425	9900	22420	58600	
	10100	22790	58600	
	10300	23160	60400	
	10500	23530	62200	



FITMENT TABLE NO 15

Pay Scale w.e.f. 01-01-1986		2000-60-2300-EB-75-2900-EB-100-3500	
Pay Scale w.e.f. 01-01-1996		6500-200-8500-EB-200-10500	
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-2,9300-34800 GP 4200	
Pay Matrix level w.e.f. 01-01-2016		Level-6 (35400-112400)	
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
2000	6500	16290	42300
2060	6500	16290	42300
2120	6500	16290	42300
2180	6700	16670	43600
2240	6900	17040	44900
2300	7100	17410	44900
2375	7300	17780	46200
2450	7500	18150	47600
2525	7700	18530	49000
2600	7900	18900	49000
2675	8100	19270	50500
2750	8300	19640	50500
	8500	20010	52000
2825	8700	20390	53600
2900	8900	20760	53600
3000	9100	21130	55200
	9300	21500	56900
3100	9500	21870	56900
3200	9700	22250	58600
	9900	22620	58600
3300	10100	22990	60400
3400	10300	23360	60400
3500	10500	23730	62200
3600	10500	23730	62200
3700	10500	23730	62200
3800	10500	23730	62200
	10700	24110	62200
	10900	24480	64100
	11100	24850	64100



FITMENT TABLE NO 16

Pay Scale w.e.f. 01-01-1986

2375-75-2900-EB-100-3600

Pay Scale w.e.f. 01-01-1996

7450-225-9025-EB-225-11500

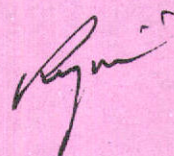
Pay Band + Grade Pay w.e.f. 01-01-2006

PB-2, 9300-34800 GP 4600

Pay Matrix level w.e.f. 01-01-2016

Level- 7 (44900-142400)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
			44900
			46200
2375	7450	18460	47600
2450	7450	18460	47600
2525	7675	18880	49000
2600	7900	19300	50500
2675	8125	19720	52000
2750	8350	20140	52000
2825	8575	20550	53600
2900	8800	20970	55200
	9025	21390	55200
3000	9250	21810	56900
3100	9475	22230	58600
3200	9700	22650	58600
	9925	23060	60400
3300	10150	23480	60400
3400	10375	23900	62200
3500	10600	24320	64100
3600	10825	24740	64100
3700	11050	25160	66000
3800	11050	25160	66000
3900	11275	25580	66000
	11500	25990	68000
	11725	26410	68000
	11950	26830	70000



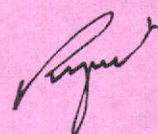
FITMENT TABLE NO 17

Scale w.e.f. 01-01-1986	2500-4000 (Proposed new pre revised scale)
Scale w.e.f. 01-01-1996	7500-250-10000-EB-250-12000
Band + Grade Pay w.e.f. 01-01-2006	PB-2,9300-34800 GP 4800
Matrix level w.e.f. 01-01-2016	Level- 8 (47600-151100)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
			47600
	7500	18750	49000
	7750	19220	50500
	8000	19680	52000
	8250	20150	52000
	8500	20610	53600
	8750	21080	55200
	9000	21540	56900
	9250	22010	56900
	9500	22470	58600
	9750	22940	60400
	10000	23400	60400
	10250	23870	62200
	10500	24330	64100
	10750	24800	64100
	11000	25260	66000
	11250	25730	68000
	11500	26190	68000
	11750	26660	70000
	12000	27120	70000
	12250	27590	72100
	12500	28050	72100
	12750	28520	74300



FITMENT TABLE NO 18			
Pay Scale w.e.f. 01-01-1986		2500-4000 (Proposed new pre revised scale)	
Pay Scale w.e.f. 01-01-1996		7500-250-10000-EB-250-12000	
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-2, 9300-34800 GP 5200	
Pay Matrix level w.e.f. 01-01-2016		Level- 9 (53100-167800)	
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
	7500	19150	53100
	7750	19620	53100
	8000	20080	53100
	8250	20550	53100
	8500	21010	54700
	8750	21480	56300
	9000	21940	58000
	9250	22410	58000
	9500	22870	59700
	9750	23340	61500
	10000	23800	61500
	10250	24270	63300
	10500	24730	65200
	10750	25200	65200
	11000	25660	67200
	11250	26130	67200
	11500	26590	69200
	11750	27060	71300
	12000	27520	71300
	12250	27990	73400
	12500	28450	73400
	12750	28920	75600
	13000	29380	75600
	13250	29850	77900
	13500	30310	77900
	13750	30780	80200



FITMENT TABLE NO 19

Pay Scale w.e.f. 01-01-1986	2200-75-2800-EB-100-4000
Pay Scale w.e.f. 01-01-1996	8000-275-10200-EB-275-13500
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-2, 9300-34800 GP 5400
Pay Matrix level w.e.f. 01-01-2016	Level- 9 (53100-167800)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
2200	8000	20280	53100
2275	8000	20280	53100
2350	8000	20280	53100
2425	8275	20800	54700
2500	8275	20800	54700
2575	8275	20800	54700
2650	8550	21310	56300
2725	8550	21310	56300
2800	8550	21310	56300
2900	8825	21820	56300
3000	9100	22330	58000
3100	9375	22840	59700
3200	9650	23350	61500
	9925	23860	61500
3300	10200	24380	63300
3400	10475	24890	65200
3500	10750	25400	67200
3600	10750	25400	67200
3700	11025	25910	67200
3800	11025	25910	67200
3900	11300	26420	69200
4000	11300	26420	69200
4100	11575	26930	71300
4200	11850	27450	71300
4300	11850	27450	71300
	12125	27960	73400
	12400	28470	73400
	12675	28980	75600
	12950	29490	77900
	13225	30000	77900
	13500	30510	80200
	13775	31030	80200
	14050	31540	82600
	14325	32050	82600

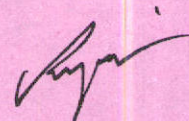


FITMENT TABLE NO 20				
Pay Scale w.e.f. 01-01-1986		2200-75-2800-EB-100-4000		
Pay Scale w.e.f. 01-01-1996		8000-275-13500 (Group A entry)		
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-3, 15600-39100 GP 5400		
Pay Matrix level w.e.f. 01-01-2016		Level- 10 (56100-177500)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
2200	8000	21000	56100	
2275	8000	21000	56100	
2350	8000	21000	56100	
2425	8275	21000	56100	
2500	8275	21000	56100	
2575	8275	21000	56100	
2650	8550	21310	56100	
2725	8550	21310	56100	
2800	8550	21310	56100	
2900	8825	21820	56100	
3000	9100	22330	57800	
3100	9375	22840	59500	
3200	9650	23350	61300	
	9925	23860	63100	
3300	10200	24380	63100	
3400	10475	24890	65000	
3500	10750	25400	67000	
3600	10750	25400	67000	
3700	11025	25910	67000	
3800	11025	25910	67000	
3900	11300	26420	69000	
4000	11300	26420	69000	
4100	11575	26930	71100	
4200	11850	27450	71100	
4300	11850	27450	71100	
	12125	27960	73200	
	12400	28470	73200	
	12675	28980	75400	
	12950	29490	77700	
	13225	30000	77700	
	13500	30510	80000	
	13775	31030	80000	
	14050	31540	82400	
	14325	32050	82400	



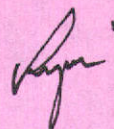
FITMENT TABLE NO 21

Pay Scale w.e.f. 01-01-1986	3000-100-3500-125-4500		
Pay Scale w.e.f. 01-01-1996	10000-325-13900		
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-3, 15600-39100 GP 6000		
Pay Matrix level w.e.f. 01-01-2016	Level- 11 (67700 - 191000)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
3000	10000	24600	67700
3100	10000	24600	67700
3200	10000	24600	67700
3300	10325	25210	67700
3400	10325	25210	67700
3500	10650	25810	67700
3625	10975	26420	69700
3750	10975	26420	69700
3875	11300	27020	69700
4000	11300	27020	69700
4125	11625	27630	71800
4250	11950	28230	74000
4375	11950	28230	74000
4500	12275	28840	76200
4625	12275	28840	76200
4750	12600	29440	76200
4875	12925	30040	78500
	13250	30650	80900
	13575	31250	80900
	13900	31860	83300
	14225	32460	85800
	14550	33070	85800
	14875	33670	88400



FITMENT TABLE NO 22

Pay Scale w.e.f. 01-01-1986	3000-100-3500-125-5000		
Pay Scale w.e.f. 01-01-1996	10000-325-15200		
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-3, 15600-39100-GP 6400		
Pay Matrix level w.e.f. 01-01-2016	Level-11 (67700-191000)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
3000	10000	25000	67700
3100	10000	25000	67700
3200	10000	25000	67700
3300	10325	25610	67700
3400	10325	25610	67700
3500	10650	26210	67700
3625	10975	26820	69700
3750	10975	26820	69700
3875	11300	27420	71800
4000	11300	27420	71800
4125	11625	28030	74000
4250	11950	28630	74000
4375	11950	28630	74000
4500	12275	29240	76200
4625	12275	29240	76200
4750	12600	29840	78500
4875	12925	30440	78500
5000	13250	31050	80900
5125	13575	31650	83300
5250	13900	32260	83300
5375	14225	32860	85800
	14550	33470	88400
	14875	34070	88400
	15200	34680	91100



FITMENT TABLE NO 23

Pay Scale w.e.f. 01-01-1986	3200-100-3700-125-4700
Pay Scale w.e.f. 01-01-1996	10650-325-15850
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-3, 15600-39100- GP 6600
Pay Matrix level w.e.f. 01-01-2016	Level-11 (67700-191000)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
			67700
3200	10650	26410	69700
3300	10650	26410	69700
3400	10650	26410	69700
3500	10975	27020	69700
3600	10975	27020	69700
3700	10975	27020	69700
3825	11300	27620	71800
3950	11300	27620	71800
4075	11625	28230	74000
4200	11625	28230	74000
4325	11950	28830	76200
4450	12275	29440	76200
4575	12275	29440	76200
4700	12600	30040	78500
4825	12925	30640	80900
4950	13250	31250	80900
5075	13575	31850	83300
	13900	32460	85800
	14225	33060	85800
	14550	33670	88400
	14875	34270	88400
	15200	34880	91100
	15525	35480	93800
	15850	36090	93800
	16175	36690	96600
	16500	37290	96600
	16825	37900	99500

FITMENT TABLE NO 24

		FITMENT TABLE NO 24				
Pay Scale w.e.f. 01-01-1986		3700-125-4700-150-5000				
Pay Scale w.e.f. 01-01-1996		12000-375-16500				
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-3, 15600-39100 GP 7600				
Pay Matrix level w.e.f. 01-01-2016		Level-12 (78800-197200)				
Basic Pay as on 01-01-1986 to 31.12.95		Basic Pay as on 01-01-1996 to 31.12.2005		Basic Pay as on 01-01-2006 to 31.12.2015		Notional Basic Pay as on 01-01-2016
3700		12000		29920		78800
3825		12000		29920		78800
3950		12000		29920		78800
4075		12375		30620		78800
4200		12375		30620		78800
4325		12375		30620		78800
4450		12750		31320		81200
4575		12750		31320		81200
4700		12750		31320		81200
4850		13125		32020		83600
5000		13500		32710		86100
5150		13875		33410		86100
5300		14250		34110		88700
5450		14625		34810		91400
		15000		35500		91400
		15375		36200		94100
		15750		36900		96900
		16125		37600		96900
		16500		38290		99800
		16875		38990		102800
		17250		39690		102800
		17625		40390		105900



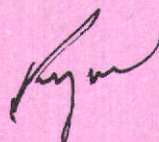
FITMENT TABLE NO 25

Pay Scale w.e.f. 01-01-1986	4100-125-4850-150-5300
Pay Scale w.e.f. 01-01-1996	13500-375-17250
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-3, 15600-39100 GP 8000
Pay Matrix level w.e.f. 01-01-2016	Level-13 (88400-202600)

Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
4100	13500	33110	88400
4225	13500	33110	88400
4350	13500	33110	88400
4475	13875	33810	88400
4600	13875	33810	88400
4725	13875	33810	88400
4850	14250	34510	91100
5000	14250	34510	91100
5150	14250	34510	91100
5300	14625	35210	91100
5450	14625	35210	91100
5600	15000	35900	93800
5750	15375	36600	96600
	15750	37300	96600
	16125	38000	99500
	16500	38690	99500
	16875	39390	102500
	17250	40090	105600
	17625	40790	105600
	18000	41480	108800
	18375	42180	108800

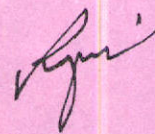
FITMENT TABLE NO 26

Pay Scale w.e.f. 01-01-1986	4500-150-5700		
Pay Scale w.e.f. 01-01-1996	14300-400-18300		
Pay Band + Grade Pay w.e.f. 01-01-2006	PB-4, 37400-67000 GP 8700		
Pay Matrix level w.e.f. 01-01-2016	Level-14 (118500-207900)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
4500	14300	46100	118500
4650	14300	46100	118500
4800	14300	46100	118500
4950	14700	46100	118500
5100	14700	46100	118500
5250	14700	46100	118500
5400	15100	47230	122100
5550	15100	47230	122100
5700	15100	47230	122100
5850	15500	47230	122100
6000	15900	48390	125800
6150	16300	48390	125800
	16700	49580	129600
	17100	49580	129600
	17500	50810	133500
	17900	50810	133500
	18300	52080	137500
	18700	52080	137500
	19100	53390	137500
	19500	53390	137500

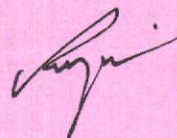


FITMENT TABLE NO 27

FITMENT TABLE NO 27				
Pay Scale w.e.f. 01-01-1986		4800-150-5700		
Pay Scale w.e.f. 01-01-1996		15100-400-18300		
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-4, 37400-67000 GP 8800		
Pay Matrix level w.e.f. 01-01-2016		Level-15 (118700-208400)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
				118700
4800	15100	47330		122300
4950	15100	47330		122300
5100	15100	47330		122300
5250	15500	47330		122300
5400	15500	47330		122300
5550	15500	47330		122300
5700	15900	48490		126000
5850	15900	48490		126000
6000	15900	48490		126000
6150	16300	48490		126000
	16700	49680		129800
	17100	49680		129800
	17500	50910		133700
	17900	50910		133700
	18300	52180		137700
	18700	52180		137700
	19100	53490		137700
	19500	53490		137700



		FITMENT TABLE NO 28				
Pay Scale w.e.f. 01-01-1986		5100-150-6150				
Pay Scale w.e.f. 01-01-1996		16400-450-20000				
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-4, 37400-67000 GP 8900				
Pay Matrix level w.e.f. 01-01-2016		Level-16 (123600-210300)				
Basic Pay as on 01-01-1986 to 31.12.95		Basic Pay as on 01-01-1996 to 31.12.2005		Basic Pay as on 01-01-2006 to 31.12.2015		Notional Basic Pay as on 01-01-2016
						123600
	5100		16400		48590	127300
	5250		16400		48590	127300
	5400		16400		48590	127300
	5550		16850		49780	131100
	5700		16850		49780	131100
	5850		16850		49780	131100
	6000		17300		49780	131100
	6150		17300		49780	131100
	6300		17300		49780	131100
	6450		17750		51010	131100
	6600		17750		51010	131100
			18200		51010	131100
			18650		52280	135000
			19100		52280	135000
			19550		53590	139100
			20000		53590	139100
			20450		54930	143300
			20900		54930	143300
			21350		56310	147600



FITMENT TABLE NO 29

Pay Scale w.e.f. 01-01-1986		5100-150-6300-200-6700		
Pay Scale w.e.f. 01-01-1996		16400-450-20900		
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-4, 37400-67000 GP 9500		
Pay Matrix level w.e.f. 01-01-2016		Level-17 (125200-213400)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
			125200	
5100	16400	49190	129000	
5250	16400	49190	129000	
5400	16400	49190	129000	
5550	16850	50380	132900	
5700	16850	50380	132900	
5850	16850	50380	132900	
6000	17300	50380	132900	
6150	17300	50380	132900	
6300	17300	50380	132900	
6500	17750	51610	132900	
6700	17750	51610	132900	
	18200	51610	132900	
	18650	52880	136900	
	19100	52880	136900	
	19550	54190	141000	
	20000	54190	141000	
	20450	55530	145200	
	20900	55530	145200	
	21350	56910	149600	
	21800	56910	149600	
	22250	58340	154100	



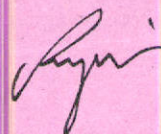
FITMENT TABLE NO 30

Pay Scale w.e.f. 01-01-1986		5900-200-6700	
Pay Scale w.e.f. 01-01-1996		18400-500-20400	
Pay Band + Grade Pay w.e.f. 01-01-2006		PB-4, 37400-67000 GP 9800	
Pay Matrix level w.e.f. 01-01-2016		Level-18 (126000-214700)	
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016
			126000
			129800
			133700
5900	18400	53190	137700
6100	18400	53190	137700
6300	18400	53190	137700
6500	18900	54500	141800
6700	18900	54500	141800
6900	18900	54500	141800
7100	19400	54500	141800
7300	19400	54500	141800
	19900	55850	146100
	19900	55850	146100
	20400	55850	146100
	20900	57240	150500
	21400	57240	150500
	21900	58670	155000



FITMENT TABLE NO 31

Pay Scale w.e.f. 01-01-1986				5900-200-7300
Pay Scale w.e.f. 01-01-1996				18400-500-22400
Pay Band + Grade Pay w.e.f. 01-01-2006				PB-4, 37400-67000 GP 10000
Pay Matrix level w.e.f. 01-01-2016				Level-19 (128900-219600)
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional Basic Pay as on 01-01-2016	
			128900	
			132800	
			136800	
5900	18400	53390	140900	
6100	18400	53390	140900	
6300	18400	53390	140900	
6500	18900	54700	140900	
6700	18900	54700	140900	
6900	18900	54700	140900	
7100	19400	54700	140900	
7300	19400	54700	140900	
	19900	56050	145100	
	20400	56050	145100	
	20900	57440	149500	
	21400	57440	149500	
	21900	58870	154000	
	22400	58870	154000	
	22900	60340	158600	
	23400	60340	158600	
	23900	61850	163400	



FITMENT TABLE NO 32				
Pay Scale w.e.f. 01-01-1986		7300-100-7600		
Pay Scale w.e.f. 01-01-1996		22400-525-24500		
Pay Band + Grade Pay w.e.f. 01-01-2006		HAG, 67000-79000		
Pay Matrix level w.e.f. 01-01-2016		Level-20 (182200-224100)		
Basic Pay as on 01-01-1986 to 31.12.95	Basic Pay as on 01-01-1996 to 31.12.2005	Basic Pay as on 01-01-2006 to 31.12.2015	Notional	Basic Pay as on 01-01-2016
7300	22400	67000		182200
7400	22400	67000		182200
7500	22400	67000		182200
7600	22925	67000		182200
7700	22925	67000		182200
7800	22925	67000		182200
7900	23450	67000		182200
	23975	67000		182200
	24500	67000		182200
		69010		182200
		71080		187700
		73220		193300
		75420		199100
		77690		205100
		79000		205100

