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NOTIFICATION

No. A.11011/1/99-FIN(PRU) : Dated Aizawl, the 9th July, 1999 : In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Mizoram is pleased to make the following rules, namely :-

1. **Short title and commencement :-**

- (1) These rules may be called the Mizoram Civil Services (Revised Pay) Rules, 1999.
- (2) They shall be deemed to have come into force on the 1st day of January, 1996 save as herein-after stated as to be effective.

2. **Extent of the rules :-**

These rules shall apply to all employees under the Government of Mizoram except employees not in whole-time employment, employees paid otherwise than on a monthly basis including those paid only on a piece-rate basis, muster roll or casual employees, employees on contract basis except where the contract provides otherwise, and re-employed Government employees.

3. **Definitions :-**

In these rules unless the context otherwise requires -

- (1) "basic pay" means pay drawn in the prescribed scale of pay, including stagnation increment(s), but does not include any other type of pay like 'special pay', 'personal pay', etc.
- (2) "existing scale" in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on the 1st day of January, 1996, except as an interim measure by virtue of an order of any court or tribunal.

EXPLANATION : In the case of a Government servant, who was on the 1st day of January, 1996 on deputation out of India or on leave or on foreign service, "existing scale" includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service.

- (3) "present scale" in relation to any post/grade specified in Column 2 of the Schedule-I means the scale of pay specified against that post in Column 3 thereof and held not as an interim measure by virtue of an order of any court or tribunal.
- (4) "revised emoluments" means the basic pay of a Government servant in the revised scale and includes the revised non-practising allowance, revised dearness allowance, unabsorbed interim relief, revised special compensatory allowance, revised house-rent allowance, if any, as admissible to him, and as may be allowed by the Government from time to time, as additions to pay in the revised scale;

- (5) "revised scale" in relation to any post/grade specified in Column 2 of the Schedule I means the scale of pay specified against that post in Column 4 thereof unless a different revised scale is notified separately for that post.
- (6) "Schedule" means a schedule annexed to these rules.

4. Scale of Pay of Posts :

- (1) The revised Scales of pay for posts carrying existing or present scales in Group A,B,C & D, shall be as per the pay-scales recommended by the Fifth Central Pay Commission as accepted by the Central Government as shown at Schedule I & III.

Provided that as for new recruits to the posts to which pay-scales were given by the State Government on the recommendations of the Pay Anomaly Committee, the pay Review Committee, the Cabinet Sub-Committee and by separate order or orders of the State Government, they shall be allowed the pay-scales on standard conversion of the scales which had existed before the same were raised, or as may be determined by the Government in due course.

Provided further that Executive Engineers and above in the PWD, PHE and Power & Electricity Departments and others whose claims for higher pay-structure are under consideration before the Supreme Court shall be allowed the revised pay-scales on standard conversion of the scales which had existed before the same were raised by the interim order of the court, until further order or final disposal of the case by the court, or as may be decided by the court finally.

- (2) The scale of pay of every post/grade specified in column 2 of the Schedule-I shall, on revision, be as specified against it in column 4 thereof, from the date of commencement of these rules.
- (3) The revised scale of pay shall be effective from the 1st day of January, 1996 for the purpose of notional fixation of pay and pensionary benefits, while the actual monetary benefit shall be available only with effect from 1st day of May, 1999 for all the employees and pensioners to whom these rules shall apply.
- (4) The "Special Pay" referred to in these rules shall henceforth be termed as "Special Allowance", as recommended by the 5th Central Pay Commission, which shall not be taken into account for fixation of pay and determination of rates of other allowances and pensionary benefits in the scale of pay revised hereby.

5. Drawal of pay in the revised scales :

Save as otherwise provided in these rules, a Government servant shall draw pay in the revised scale applicable to the post to which he is appointed.

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

Provided further that a Government servant may also elect to continue to draw pay in the pre-revised scale, that is, the existing scale if replaced or upgraded as an interim measure in compliance with the interim order of any court or tribunal, until the date the said court or tribunal finally disposes of such case, or otherwise directs.

Explanation - 1. The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale.

Explanation - 2. Subject to the Second Proviso hereinbefore, the aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 1996, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay only in the revised scale.

Explanation - 3. Where a Government servant exercises the option under the proviso to this rule 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 Fundamental Rule 22 or any other rule or 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 been 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, whichever is higher.

6. Exercise of option :

- (1) The option shall be exercised in writing in the form appended (Schedule-II) so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date within three months of the date of such order.

Provided that -

- (i) in the case of a Government Servant who is, on the date of such publication or, as the case may be, date of such order, out of Mizoram on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in Mizoram; and
 - (ii) where a Government servant is under suspension on the 1st day of January, 1996, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his administrative Department or Office, as the case may be.
 - (3) If the intimation regarding option is not received within the time mentioned in sub-rule(1), the Government Servant shall be deemed to have elected to be governed by the revised scale of pay with effect from the 1st day of January, 1996.
 - (4) The option once exercised shall be final.

7. Fixation of initial pay in the revised scale :

The initial pay of a Government servant who elects, or is deemed to have elected the revised scale on and from the 1st day of January, 1996, shall, unless in any case, the Governor by special order or otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(A) In the case of all employees:-

- (i) an amount representing 40 per cent of the basic pay in the existing scale shall be added to the "existing emoluments" of the employee;
- (ii) after the "existing emoluments" have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed;

Provided that —

- (a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale;

Provided further that —

Where, in the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner, namely:

- (a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale - by one increment;
 - (b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage - by two increments;
 - (c) for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage - by three increments;
- (iii) Fixation shall be made as per Schedule V and shall be submitted to Director, A & T within 3 months for acceptance.

If by stepping up of the pay as above, the pay of Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which falls short of that of the former.

Provided also that —

The fixation thus made shall ensure that every employee will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment (s), if any) in the existing scale of pay.

Explanation -

For the purpose of this clause "existing emoluments" shall include,

- (a) the basic pay in the existing scale;
 - (b) dearness allowance appropriate to the basic pay admissible at index average 1510(1960=100); and
 - (c) the amounts of first and second instalment of interim relief admissible on the basic pay in the existing scale.
- (B) in the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a scale of pay without any special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above.
- (C) in the case of employees who are in receipt of special component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small-family norms, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be...

(D) in the case of medical officers who are in receipt of non-practising allowance, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such cases the term "existing emoluments" shall not include NPA and will comprise only the following :-

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay and non-practising allowance admissible at index average 1510 (1960=100) under the relevant orders; and
- (c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and non-practising allowance under the relevant orders,

and in such cases, non-practising allowance at the new rates shall be drawn in addition to the pay so fixed in the revised pay scale.

Explanation 1 - Where the increment of a Government servant falls on 1st day of January, 1996, he shall have option to draw the increment in the existing scale of the revised scale.

Explanation 2 - Where a Government servant is on leave on the 1st day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of Government servant under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on the pending disciplinary proceedings.

Explanation 3 - Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Explanation shall apply, mutatis mutandis, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Explanation 4 - Where the existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D) as the case may be, exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Explanation 5 - Where in the fixation of pay under this rule pay, of a Government servant, who, in the existing scale was drawing immediately before the 1st day of January, 1996 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Explanation 6 - Where a Government servant is in receipt of personal pay on the 1st day of January, 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Explanation 7 - In the case of employees who are in receipt of personal pay for passing Hindi Pragya, Hindi Typewriting, Hindi Shorthand and such other examinations under "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1st day of January, 1996, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised scales, they would continue to draw personal pay after fixation of their pay in the revised scale on and from the 1st day of January, 1996 or subsequently for the period for which they would have drawn to but for the fixation of their pay in the revised scale. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised scale from the date of fixation of pay for the period for which the employee would have continued to draw it.

Note - For the purpose of this Explanation, "appropriate rate of increment in the revised scale" means the amount of increment admissible at and immediately beyond the stage at which the pay of the employee is fixed in the revised scale.

Explanation 8 - In cases, where a senior Government servant promoted to a higher post before the 1st day of January 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior Government servant should be stepped up to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfilment of the following conditions, namely :-

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) the senior Government servants at the time of promotion have been drawing equal or more pay than the junior.
- (d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior Officer.

The order relating to refixation of the pay of the senior officer in accordance with the above provisions should be issued under Fundamental Rule 27 and the senior officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

8. Date of next increment in the revised scale :

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

Provided that in cases where the pay of a Government servant is stepped up in terms of Explanation 5 or Explanation 8 to rule 7 and also second proviso to rule 7, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale.

Provided further that in cases other than those covered by the preceding proviso, the next increment of Government servant, whose pay is fixed on the 1st day of January, 1996 at the same stage as the one fixed for another Government servant junior to him in the same cadre and drawing pay at a lower stage than him in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 1996, next increment in the revised scale shall be allowed on the 1st day of January, 1996

Explanation 1 - In cases where two existing scales, one being a promotional scale for the other are merged and the junior Government servant now drawing his pay at equal or lower stage in the lower scale of pay and happens to draw more pay in the revised scale than the pay of the senior Government servant in the existing higher scale, the pay of the senior government servant in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

- 9. Fixation of pay in the revised scale subsequent to the 1st day of January, 1996 :**
Where a Government servant continues to draw his pay in the existing scale and is brought over to revised scale from a date later than the 1st day of January, 1996, his pay from the later date in the revised scale shall be fixed under Fundamental Rules and for this purpose, his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause(A), clause(B), clause(C) or clause(D), as the case may be, of rule 7 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where the Government servant is in receipt of special pay or non-practising allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay or non-practising allowance, as the case may be, at the revised rates appropriate to the emoluments so calculated.
- 10. Fixation of pay on re-appointment after the 1st day of January, 1996 to a post held prior to that date :**
A Government servant who had officiated in a post prior to the 1st day of January, 1996 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale of pay shall be allowed the benefit of the proviso to Fundamental Rule 22 to the extent it would have been admissible had he been holding that post on the 1st day of January, 1996, and had elected the revised scale of pay on and from that date.
- 11. Arrears of Pay :**
The arrears of pay shall be paid in cash or otherwise, as may be decided by the State Government.
- Explanation -** For the purposes of this rule, "arrears of pay" in relation to a Government servant means the difference between -
- (a) the aggregate of the pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules for the relevant period, and
 - (b) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.
- 12. U.G.C. :**
Pay-scales for Universities and Colleges, as accepted by the Central Government as per Schedule-IV appended to these Rules shall stand adapted for the purposes of revision of pay of the existing employees in the Government Colleges under the control of the State Government with effect from the date prescribed for all employees of the State Government hereinbefore, provided that such employees of the Government Colleges fulfil the U.G.C. norms regarding educational qualifications etc.
- 13. Revised Emoluments :**
Save as otherwise provided in these rules, a Government servant shall draw, as additions to his pay in the revised scale under these rules, the following other allowances towards his revised emoluments with effect from the 1st day of May, 1999, at rates as follows, namely -
- (a) Dearness Allowances - @ 32% of the revised pay;
 - (b) Non-Practising Allowances - @ 25% of the revised pay, provided the administrative head of the Department concerned furnishes certificate of entitlement to that effect;
 - (c) House-Rent Allowance - @ 7.5% of the pay in the revised scale for Aizawl city or any other town having population of more than fifty thousand, and @ 5% of the pay in the revised scale for other towns and localities;
 - (d) Special Compensatory Allowances at the following rates :-

<u>Pay Range</u> (Revised)	<u>Part A</u>	<u>Part B</u>	<u>Part C</u>
Below Rs. 3000	300	250	150
Rs. 3000-4499	500	400	300
Rs. 4500-5999	700	550	450
Rs. 6000-8999	1000	800	600
Rs. 9000 and above	1300	1050	750

Note :-

Part A includes the whole of the then Chhimtuipui district and areas beyond 25 Kms from Lunglei town.

Part B includes Lunglei town and areas within 25 Kms. from Lunglei town.

Part C includes the whole of former Aizawl District.

and (e) any other special or personal relief or allowance awarded as addition to Pay after 1.1.1996 by virtue of any interim order of any court or tribunal, at the same rate until such interim order of the court or tribunal is varied or vacated by subsequent order of such court or tribunal.

14. Leave Encashment etc. :

The new leave Entitlement etc. as adapted by the Government of India shall be applied to all Government employees covered under these rules with effect from 1st day of May, 1999.

15. Overriding effect of the Rules :

From the date of commencement of these Rules, these rules shall have the overriding effect over other relevant rules containing similar provisions so far, and in particular the Government of Mizoram's notification dated the 26th day of August, 1998 regarding adoption of the Central Revised Pay-Scales having corresponding posts under the Government of Mizoram.

16. Power to relax :

Where the Governor of Mizoram is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and, subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. Interpretation :

If any question arises relating to the interpretation or inconsistency of any of the provisions of these rules, it shall be referred to the Government of Mizoram in the Finance Department for decision and the interpretation so tendered shall be final.

Sd/- C. LALCHHUMA
Secretary to the Govt. of Mizoram,
Finance Department.

SCHEDULE - I (PAY STRUCTURES)
STANDARD CONVERSION OF PAY-SCALES)

Sl. No.	Post/ Grade	Present Scale (Rs.)	Revised Scale (Rs.)
1	2	3	4
1.	S-1	750-12-870-14-940	2550-55-2660-60-3200
2.	S-2	775-12-871-14-1025	2610-60-3150-65-3540
3.	S-3	800-15-1010-20-1150	2650-65-3300-70-4000
4.	S-4	825-15-900-20-1200	2750-70-3800-75-4400
5.	S-5	950-20-1150-25-1400	3050-75-3950-80-4590
		950-20-1150-25-1500	
6.	S-6	975-25-1150-30-1540	3200-85-4900
		975-25-1150-30-1660	
7.	S-7	1200-30-1440-30-1800	4000-100-6000
		1200-30-1560-40-2040	
		1320-30-1560-40-2040	
8.	S-8	1350-30-1440-40-1800-50-2200	4500-125-7000
		1400-40-1800-50-2300	
9.	S-9	1400-40-1600-50-2300-60-2600	5000-150-8000
		1600-50-2300-60-2660	
10.	S-10	1640-60-2600-75-2900	5500-175-9000
11.	S-11	2000-60-2120	6500-200-6900
12.	S-12	2000-60-2300-75-3200	6500-200-10500
		2000-60-2300-75-3200-3500	
13.	S-13	2375-75-3200-100-3500	7450-225-11500
		2375-75-3200-100-3500-125-3750	
14.	S-14	2500-4000	7500-250-12000
		(proposed new pre-revised scale)	
15.	S-15	2200-75-2800-100-4000	8000-275-13500
		2300-100-2800	
16.	S-16	2630/- Fixed	9000/- Fixed
17.	S-17	2630-75-2780	9000-275-9550
18.	S-18	3150-100-3350	10325-325-10975
19.	S-19	3000-125-3625	10000-325-15200
		3000-100-3500-125-4500	
		3000-100-3500-125-5000	
20.	S-20	3200-100-3700-125-4700	10650-325-15850
21.	S-21	3700-150-4450	12000-375-16500
		3700-125-4700-150-5000	
22.	S-22	3950-125-4700-150-5000	12750-375-16500
23.	S-23	3700-125-4850-150-5700	12000-375-18000
24.	S-24	4100-125-4850-150-5300	14300-400-18300
		4500-150-5700	
25.	S-25	4800-150-5700	15100-400-18300
26.	S-26	5100-150-5700	16400-450-20000
		5100-150-6150	
		5100-150-5700-200-6300	
27.	S-27	5100-150-6300-200-6700	16400-450-20900
28.	S-28	4500-150-5700-200-7300	14300-450-22400
29.	S-29	5900-200-6700	18400-500-22400
		5900-200-7300	
30.	S-30	7300-100-7600	22400-525-24500
31.	S-31	7300-200-7500-250-8000	22400-600-26000
32.	S-32	7600/- Fixed	24050-650-26000
		7600-100-8000	
33.	S-33	8000/- Fixed	26000/- Fixed
34.	S-34	9000/- Fixed	30000/- Fixed

SCHEDULE - II

Form of Option

*** (i)** I _____ hereby elect the revised scale with effect from 1st January, 1996.

*** (ii)** I _____ hereby elect to continue the existing scale of pay of my substantive/officiating post mentioned below until :

***the date of my next increment**

**the date of my subsequent increment
raising my pay to Rs.**

**I vacate or cease to draw pay in
the existing scale**

Existing Scale _____

Signature _____

Name _____

Designation _____

Office to which employed _____

Date : _____

Station : _____

***To be scored out if not applicable.**

SCHEDULE - III

PAY SCALE : (PRE-REVISED)

: Rs 800-15-1010-20-1150

PAY SCALE : (REVISED)

: Rs 2650-65-3300-70-4000

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
800	1,184	200	2,184	320	2,504	2,650
815	1,206	200	2,221	326	2,547	2,650
830	1,228	200	2,258	332	2,590	2,650
845	1,251	200	2,296	338	2,634	2,715
860	1,273	200	2,333	344	2,677	2,715
875	1,295	200	2,370	350	2,720	2,780
890	1,317	200	2,407	356	2,763	2,780
905	1,339	200	2,444	362	2,806	2,845
920	1,362	200	2,482	368	2,850	2,910
935	1,384	200	2,519	374	2,893	2,910
950	1,406	200	2,556	380	2,936	2,975
965	1,428	200	2,593	386	2,979	3,040
980	1,450	200	2,630	392	3,022	3,040
995	1,473	200	2,667	398	3,065	3,105
1,010	1,495	201	2,706	404	3,110	3,170
1,030	1,524	203	2,757	412	3,169	3,170
1,050	1,554	205	2,809	420	3,229	3,235
1,070	1,584	207	2,861	428	3,289	3,300
1,090	1,613	209	2,912	436	3,348	3,370
1,110	1,643	211	2,964	444	3,408	3,440
1,130	1,672	213	3,015	452	3,467	3,510
1,150	1,702	215	3,067	460	3,527	3,580

PAY SCALE : (PRE-REVISED)
PAY SCALE : (REVISED)

: Rs 825-15-900-20-1200
: Rs 2750-70-3800-75-4400

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
825	1,221	200	2,246	330	2,576	2,750
840	1,243	200	2,283	336	2,619	2,750
855	1,265	200	2,320	342	2,662	2,750
870	1,288	200	2,358	348	2,706	2,820
885	1,310	200	2,395	354	2,749	2,820
900	1,332	200	2,432	360	2,792	2,820
920	1,362	200	2,482	368	2,850	2,890
940	1,391	200	2,531	376	2,907	2,960
960	1,421	200	2,581	384	2,965	3,030
980	1,450	200	2,630	392	3,022	3,030
1,000	1,480	200	2,680	400	3,080	3,100
1,020	1,510	202	2,732	408	3,140	3,170
1,040	1,539	204	2,783	416	3,199	3,240
1,060	1,569	206	2,835	424	3,259	3,310
1,080	1,598	208	2,886	432	3,318	3,380
1,100	1,628	210	2,938	440	3,378	3,380
1,120	1,658	212	2,990	448	3,438	3,450
1,140	1,687	214	3,041	456	3,497	3,520
1,160	1,717	216	3,093	464	3,557	3,590
1,180	1,746	218	3,144	472	3,616	3,660
1,200	1,776	220	3,196	480	3,676	3,730

PAY SCALE : (PRE-REVISED)

**: Rs 950-20-1150-25-1400
950-20-1150-25-1500
1150-25-1500**

PAY SCALE : (REVISED)

: Rs 3050-75-3950-80-4590

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
950	1,406	200	2,556	380	2,936	3,050
970	1,436	200	2,606	388	2,994	3,050
990	1,465	200	2,655	396	3,051	3,125
1,010	1,495	201	2,706	404	3,110	3,125
1,030	1,524	203	2,757	412	3,169	3,200
1,050	1,554	205	2,809	420	3,229	3,275
1,070	1,584	207	2,861	428	3,289	3,350
1,090	1,613	209	2,912	436	3,348	3,350
1,110	1,643	211	2,964	444	3,408	3,425
1,130	1,672	213	3,015	452	3,467	3,500
1,150	1,702	215	3,067	460	3,527	3,575
1,175	1,739	218	3,132	470	3,602	3,650
1,200	1,776	220	3,196	480	3,676	3,725
1,225	1,813	223	3,261	490	3,751	3,800
1,250	1,850	225	3,325	500	3,825	3,875
1,275	1,887	228	3,390	510	3,900	3,950
1,300	1,924	230	3,454	520	3,974	4,030
1,325	1,961	233	3,519	530	4,049	4,110
1,350	1,998	235	3,583	540	4,123	4,190
1,375	2,035	238	3,648	550	4,198	4,270
1,400	2,072	240	3,712	560	4,272	4,350
1,425	2,109	243	3,777	570	4,347	4,350
1,450	2,146	245	3,841	580	4,421	4,430
1,475	2,183	248	3,906	590	4,496	4,510
1,500	2,220	250	3,970	600	4,570	4,590

PAY SCALE (PRE-REVISED)

**: Rs 975-25-1150-30-1540
975-25-1150-30-1660**

PAY SCALE (REVISED)

: Rs 3200-85-4900

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
975	1,443	200	2,618	390	3,008	3,200
1,000	1,480	200	2,680	400	3,080	3,200
1,025	1,517	203	2,745	410	3,155	3,200
1,050	1,554	205	2,809	420	3,229	3,285
1,075	1,591	208	2,874	430	3,304	3,370
1,100	1,628	210	2,938	440	3,378	3,455
1,125	1,665	213	3,003	450	3,453	3,455
1,150	1,702	215	3,067	460	3,527	3,540
1,180	1,746	218	3,144	472	3,616	3,625
1,210	1,791	221	3,222	484	3,706	3,710
1,240	1,835	224	3,299	496	3,795	3,795
1,270	1,880	227	3,377	508	3,885	3,965
1,300	1,924	230	3,454	520	3,974	4,050
1,330	1,968	233	3,531	532	4,063	4,135
1,360	2,013	236	3,609	544	4,153	4,220
1,390	2,057	239	3,686	556	4,242	4,305
1,420	2,102	242	3,764	568	4,332	4,390
1,450	2,146	245	3,841	580	4,421	4,475
1,480	2,190	248	3,918	592	4,510	4,560
1,510	2,235	251	3,996	604	4,600	4,645
1,540	2,279	254	4,073	616	4,689	4,730
1,570	2,324	257	4,151	628	4,779	4,815
1,600	2,368	260	4,228	640	4,868	4,900
1,630	2,412	263	4,305	652	4,957	4,985
1,660	2,457	266	4,383	664	5,047	5,070

PAY SCALE : (PRE-REVISED)

: Rs.1200-30-1440-30-1800

PAY SCALE : (REVISED)

: Rs. 4000-100-6000

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1 1.96
1,200	1,776	220	3,196	480	3,676	4,000
1,230	1,820	223	3,273	492	3,765	4,000
1,260	1,865	226	3,351	504	3,855	4,000
1,290	1,909	229	3,428	516	3,944	4,100
1,320	1,954	232	3,506	528	4,034	4,100
1,350	1,998	235	3,583	540	4,123	4,200
1,380	2,042	238	3,660	552	4,212	4,300
1,410	2,087	241	3,738	564	4,302	4,400
1,440	2,131	244	3,815	576	4,391	4,400
1,470	2,176	247	3,893	588	4,481	4,500
1,500	2,220	250	3,970	600	4,570	4,600
1,530	2,264	253	4,047	612	4,659	4,700
1,560	2,309	256	4,125	624	4,749	4,800
1,590	2,353	259	4,202	636	4,838	4,900
1,620	2,398	262	4,280	648	4,928	5,000
1,650	2,442	265	4,357	660	5,017	5,100
1,680	2,486	268	4,434	672	5,106	5,200
1,710	2,531	271	4,512	684	5,196	5,200
1,740	2,575	274	4,589	696	5,285	5,300
1,770	2,620	277	4,667	708	5,375	5,400
1,800	2,664	280	4,744	720	5,464	5,500

PAY SCALE : (PRE-REVISED)
PAY SCALE : (REVISED)

: Rs 1200-30-1560-40-2040
: Rs 4000-100-6000

ay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
30	1,776	220	3,196	480	3,676	4,000
30	1,820	223	3,273	492	3,765	4,000
30	1,865	226	3,351	504	3,855	4,000
30	1,909	229	3,428	516	3,944	4,100
20	1,954	232	3,506	528	4,034	4,100
50	1,998	235	3,583	540	4,123	4,200
30	2,042	238	3,660	552	4,212	4,300
10	2,087	241	3,738	564	4,302	4,400
40	2,131	244	3,815	576	4,391	4,400
70	2,176	247	3,893	588	4,481	4,500
30	2,220	250	3,970	600	4,570	4,600
30	2,264	253	4,047	612	4,659	4,700
30	2,309	256	4,125	624	4,749	4,800
30	2,368	260	4,228	640	4,868	4,900
40	2,427	264	4,331	656	4,987	5,000
30	2,486	268	4,434	672	5,106	5,200
20	2,546	272	4,538	688	5,226	5,300
30	2,605	276	4,641	704	5,345	5,400
30	2,664	280	4,744	720	5,464	5,500
40	2,723	284	4,847	736	5,583	5,600
30	2,782	288	4,950	752	5,702	5,800
20	2,842	292	5,054	768	5,822	5,900
30	2,901	296	5,157	784	5,941	6,000
30	2,960	300	5,260	800	6,060	6,000
40	3,019	304	5,363	816	6,179	6,000

PAY SCALE : (PRE REVISED)

: Rs. 1320-30-1560-40-2040

PAY SCALE ; (REVISED)

: Rs. 4000-100-6000

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
1,320	1,954	232	3,506	528	4,034	4,100
1,350	1,998	235	3,583	540	4,123	4,200
1,380	2,042	238	3,660	552	4,212	4,300
1,410	2,087	241	3,738	564	4,302	4,400
1,440	2,131	244	3,815	576	4,391	4,400
1,470	2,176	247	3,893	588	4,481	4,500
1,500	2,220	250	3,970	600	4,570	4,600
1,530	2,264	253	4,047	612	4,659	4,700
1,560	2,309	256	4,125	624	4,749	4,800
1,600	2,368	260	4,228	640	4,868	4,900
1,640	2,427	264	4,331	656	4,987	5,000
1,680	2,486	268	4,434	672	5,106	5,200
1,720	2,546	272	4,538	688	5,226	5,300
1,760	2,605	276	4,641	704	5,345	5,400
1,800	2,664	280	4,744	720	5,464	5,500
1,840	2,723	284	4,847	736	5,583	5,600
1,880	2,782	288	4,950	752	5,702	5,800
1,920	2,842	292	5,054	768	5,822	5,900
1,960	2,901	296	5,157	784	5,941	6,000
2,000	2,960	300	5,260	800	6,060	6,000
2,040	3,019	304	5,363	816	6,179	6,000

PAY SCALE : (PRE-REVISED)

: Rs. 1350-30-1440-40-1800-50-2200

PAY SCALE : (REVISED)

: Rs. 4500-125-7000

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
1,350	1,998	235	3,583	540	4,123	4,500
1,380	2,042	238	3,660	552	4,212	4,500
1,410	2,087	241	3,738	564	4,302	4,500
1,440	2,131	244	3,815	576	4,391	4,625
1,480	2,190	248	3,918	592	4,510	4,625
1,520	2,250	252	4,022	608	4,630	4,750
1,560	2,309	256	4,125	624	4,749	4,750
1,600	2,368	260	4,228	640	4,868	4,875
1,640	2,427	264	4,331	656	4,987	5,000
1,680	2,486	268	4,434	672	5,106	5,125
1,720	2,546	272	4,538	688	5,226	5,250
1,760	2,605	276	4,641	704	5,345	5,375
1,800	2,664	280	4,744	720	5,464	5,500
1,850	2,738	285	4,873	740	5,613	5,625
1,900	2,812	290	5,002	760	5,762	5,750
1,950	2,886	295	5,131	780	5,911	6,000
2,000	2,960	300	5,260	800	6,060	6,125
2,050	3,034	305	5,389	820	6,209	6,250
2,100	3,108	310	5,518	840	6,358	6,375
2,150	3,182	315	5,647	860	6,507	6,500
2,200	3,256	320	5,776	880	6,656	6,750

PAY SCALE : (PRE-REVISED)

: Rs . 1400-40-1800-50-2300

PAY SCALE : (REVISED)

: Rs . 4500-125-7000

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
1,400	2,072	240	3,712	560	4,272	4,500
1,440	2,131	244	3,815	576	4,391	4,500
1,480	2,190	248	3,918	592	4,510	4,625
1,520	2,250	252	4,022	608	4,630	4,750
1,560	2,309	256	4,125	624	4,749	4,750
1,600	2,368	260	4,228	640	4,868	4,875
1640	2,427	264	4,331	656	4,987	5,000
1,680	2,486	268	4,434	672	5,106	5,125
1,720	2,546	272	4,538	688	5,226	5,250
1,760	2,605	276	4,641	704	5,345	5,375
1,800	2,664	280	4,744	720	5,464	5,500
1,850	2,738	285	4,873	740	5,613	5,625
1,900	2,812	290	5,002	760	5,762	5,875
1,950	2,886	295	5,131	780	5,911	6,000
2,000	2,960	300	5,260	800	6,060	6,125
2,050	3,034	305	5,389	820	6,209	6,250
2,100	3,108	310	5,518	840	6,358	6,375
2,150	3,182	315	5,647	860	6,507	6,625
2,200	3,256	320	5,776	880	6,656	6,750
2,250	3,330	325	5,905	900	6,805	6,875
2,300	3,404	330	6,034	920	6,954	7,000

PAY SCALE : (PRE-REVISED) : Rs. 1400-40-1600-50-2300-60-2600

PAY SCALE : (REVISED) : Rs. 5000-150-8000

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
1,400	2,072	240	3,712	560	4,272	5,000
1,440	2,131	244	3,815	576	4,391	5,000
1,480	2,190	248	3,918	592	4,510	5,000
1,520	2,250	252	4,022	608	4,630	5,150
1,560	2,309	256	4,125	624	4,749	5,150
1,600	2,368	260	4,228	640	4,868	5,150
1,650	2,442	265	4,357	660	5,017	5,300
1,700	2,516	270	4,486	680	5,166	5,300
1,750	2,590	275	4,615	700	5,315	5,450
1,800	2,664	280	4,744	720	5,464	5,600
1,850	2,738	285	4,873	740	5,613	5,750
1,900	2,812	290	5,002	760	5,762	5,900
1,950	2,886	295	5,131	780	5,911	6,050
2,000	2,960	300	5,260	800	6,060	6,200
2,050	3,034	305	5,389	820	6,209	6,350
2,100	3,108	310	5,518	840	6,358	6,500
2,150	3,182	315	5,647	860	6,507	6,650
2,200	3,256	320	5,776	880	6,656	6,800
2,250	3,330	325	5,905	900	6,805	6,950
2,300	3,404	330	6,034	920	6,954	7,100
2,360	3,493	336	6,189	944	7,133	7,250
2,420	3,582	342	6,344	968	7,312	7,400
2,480	3,670	348	6,498	992	7,490	7,550
2,540	3,759	354	6,653	1,016	7,669	7,700
2,600	3,848	360	6,808	1,040	7,848	7,850

PAY SCALE : (PRE-REVISED)

: Rs. 1600-50-2300-60-2660

PAY SCALE : (REVISED)

: Rs. 5000-150-8000

B Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
1,600	2,368	260	4,228	640	4,868	5,000
1,650	2,442	265	4,357	660	5,017	5,150
1,700	2,516	270	4,486	680	5,166	5,300
1,750	2,590	275	4,615	700	5,315	5,450
1,800	2,664	280	4,744	720	5,464	5,600
1,850	2,738	285	4,873	740	5,613	5,750
1,900	2,812	290	5,002	760	5,762	5,900
1,950	2,886	295	5,131	780	5,911	6,050
2,000	2,960	300	5,260	800	6,060	6,200
2,050	3,034	305	5,389	820	6,209	6,350
2,100	3,108	310	5,518	840	6,358	6,500
2,150	3,182	315	5,647	860	6,507	6,650
2,200	3,256	320	5,776	880	6,656	6,800
2,250	3,330	325	5,905	900	6,805	6,950
2,300	3,404	330	6,034	920	6,954	7,100
2,360	3,493	336	6,189	944	7,133	7,250
2,420	3,582	342	6,344	968	7,312	7,400
2,480	3,670	348	6,498	992	7,490	7,550
2,540	3,759	354	6,653	1,016	7,669	7,700
2,600	3,848	360	6,808	1,040	7,848	7,850
2,660	3,937	366	6,963	1,064	8,027	8,000

PAY SCALE : (PRE REVISED) : Rs. 1640-60-2600-75-2900
PAY SCALE : (REVISED) : Rs. 5500-175-9000

B Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
1 640	2,427	264	4,331	656	4,987	5,500
1,700	2,516	270	4,486	680	5,166	5,500
1,760	2,605	276	4,641	704	5,345	5,500
1,820	2,694	282	4,796	728	5,524	5,675
1,880	2,782	288	4,950	752	5,702	5,850
1,940	2,871	294	5,105	776	5,881	6,025
2,000	2,960	300	5,260	800	6,060	6,200
2,060	3,049	306	5,415	824	6,239	6,375
2,120	3,138	312	5,570	848	6,418	6,550
2,180	3,226	318	5,724	872	6,596	6,725
2,240	3,315	324	5,879	896	6,775	6,900
2,300	3,404	330	6,034	920	6,954	7,075
2,360	3,493	336	6,189	944	7,133	7,250
2,420	3,582	342	6,344	968	7,312	7,425
2,480	3,670	348	6,498	992	7,490	7,600
2,540	3,759	354	6,653	1,016	7,669	7,775
2,600	3,848	360	6,808	1,040	7,848	7,950
2,675	3,959	368	7,002	1,070	8,072	8,125
2,750	4,070	375	7,195	1,100	8,295	8,300
2,825	4,181	383	7,389	1,130	8,519	8,650
2,900	4,292	390	7,582	1,160	8,742	8,825

PAY SCALE : (PRE REVISED)

: Rs. 2000-60-2300-75-3200-100-3500

2000-60-2300-75-3200

2000-60-2120

PAY SCALE : (REVISED)

: Rs. 6500-200-10500

B. Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
2,000	2,960	300	5,260	800	6,060	6,500
2,060	3,049	306	5,415	824	6,239	6,500
2,120	3,138	312	5,570	848	6,418	6,500
2,180	3,226	318	5,724	872	6,596	6,700
2,240	3,315	324	5,879	896	6,775	6,900
2,300	3,404	330	6,034	920	6,954	7,100
2,375	3,515	338	6,228	950	7,178	7,300
2,450	3,626	345	6,421	980	7,401	7,500
2,525	3,737	353	6,615	1,010	7,625	7,700
2,600	3,848	360	6,808	1,040	7,848	7,900
2,675	3,959	368	7,002	1,070	8,072	8,100
2,750	4,070	375	7,195	1,100	8,295	8,300
2,825	4,181	383	7,389	1,130	8,519	8,700
2,900	4,292	390	7,582	1,160	8,742	8,900
2,975	4,403	398	7,776	1,190	8,966	9,100
3,050	4,514	405	7,969	1,220	9,189	9,300
3,125	4,625	413	8,163	1,250	9,413	9,500
3,200	4,736	420	8,356	1,280	9,636	9,700
3,300	4,884	430	8,614	1,320	9,934	10,100
3,400	5,032	440	8,872	1,360	10,232	10,300
3,500	5,180	450	9,130	1,400	10,530	10,500

PAY SCALE : (PRE REVISED) : Rs. 2375-75-3200-100-3500-125-3750

2375-75-3200-100-3500

PAY SCALE : (REVISED) : Rs. 7450-225-11500

B.Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
2,375	3,515	338	6,228	950	7,178	7,450
2,450	3,626	345	6,421	980	7,401	7,450
2,525	3,737	353	6,615	1,010	7,625	7,675
2,600	3,848	360	6,808	1,040	7,848	7,900
2,675	3,959	368	7,002	1,070	8,072	8,125
2,750	4,070	375	7,195	1,100	8,295	8,350
2,825	4,181	383	7,389	1,130	8,519	8,575
2,900	4,292	390	7,582	1,160	8,742	8,800
2,975	4,403	398	7,776	1,190	8,966	9,025
3,050	4,514	405	7,969	1,220	9,189	9,250
3,125	4,625	413	8,163	1,250	9,413	9,475
3,200	4,736	420	8,356	1,280	9,636	9,700
3,300	4,884	430	8,614	1,320	9,934	10,150
3,400	5,032	440	8,872	1,360	10,232	10,375
3,500	5,180	450	9,130	1,400	10,530	10,600
3,625	5,180	463	9,268	1,450	10,718	10,825
3,750	5,180	475	9,405	1,500	10,905	11,050

PAY SCALE : (PRE REVISED)

: Rs 2200-75-2800-100-4000

PAY SCALE : (REVISED)

: Rs 8000-275-13500

2,200	3,256	320	5,776	880	6,656	8,000
2,275	3,367	328	5,970	910	6,880	8,000
2,350	3,478	335	6,163	940	7,103	8,000
2,425	3,589	343	6,357	970	7,327	8,275
2,500	3,700	350	6,550	1,000	7,550	8,275
2,575	3,811	358	6,744	1,030	7,774	8,275
2,650	3,922	365	6,937	1,060	7,997	8,550
2,725	4,033	373	7,131	1,090	8,221	8,550
2,800	4,144	380	7,324	1,120	8,444	8,550
2,900	4,292	390	7,582	1,160	8,742	8,825
3,000	4,440	400	7,840	1,200	9,040	9,100
3,100	4,588	410	8,098	1,240	9,338	9,375
3,200	4,736	420	8,356	1,280	9,636	9,650
3,300	4,884	430	8,614	1,320	9,934	10,200
3,400	5,032	440	8,872	1,360	10,232	10,475
3,500	5,180	450	9,130	1,400	10,530	10,750
3,600	5,180	460	9,240	1,440	10,680	10,750
3,700	5,180	470	9,350	1,480	10,830	11,025
3,800	5,180	480	9,460	1,520	10,980	11,025
3,900	5,180	490	9,570	1,560	11,130	11,300
4,000	5,180	500	9,680	1,600	11,280	11,300

PAY SCALE : (PRE-REVISED) :

**Rs. 3000-100-3500-125-4500
3000-100-3500-125-5000**

PAY SCALE : (REVISED) :

Rs. 10000-325-15200

B Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
3,000	4,440	400	7,840	1,200	9,040	10,000
3,100	4,588	410	8,098	1,240	9,338	10,000
3,200	4,736	420	8,356	1,280	9,636	10,000
3,300	4,884	430	8,614	1,320	9,934	10,325
3,400	5,032	440	8,872	1,360	10,232	10,325
3,500	5,180	450	9,130	1,400	10,530	10,650
3,625	5,180	463	9,268	1,450	10,718	10,975
3,750	5,180	475	9,405	1,500	10,905	10,975
3,875	5,180	488	9,543	1,550	11,093	11,300
4,000	5,180	500	9,680	1,600	11,280	11,300
4,125	5,180	513	9,818	1,650	11,468	11,625
4,250	5,180	525	9,955	1,700	11,655	11,950
4,375	5,180	538	10,093	1,750	11,843	11,950
4,500	5,180	550	10,230	1,800	12,030	12,275
4,625	5,180	563	10,368	1,850	12,218	12,275
4,750	5,273	575	10,598	1,900	12,498	12,600
4,875	5,411	588	10,874	1,950	12,824	12,925
5,000	5,550	600	11,150	2,000	13,150	13,250

PAY SCALE : (PRE REVISED) :

Rs. 3200-100-3700-125-4700

PAY SCALE : (REVISED) :

Rs. 10650-325-15850

3,200	4,736	420	8,356	1,280	9,636	10,650
3,300	4,884	430	8,614	1,320	9,934	10,650
3,400	5,032	440	8,872	1,360	10,232	10,650
3,500	5,180	450	9,130	1,400	10,530	10,975
3,600	5,180	460	9,240	1,440	10,680	10,975
3,700	5,180	470	9,350	1,480	10,830	10,975
3,825	5,180	483	9,488	1,530	11,018	11,300
3,950	5,180	495	9,625	1,580	11,205	11,300
4,075	5,180	508	9,763	1,630	11,393	11,625
4,200	5,180	520	9,900	1,680	11,580	11,625
4,325	5,180	533	10,038	1,730	11,768	11,950
4,450	5,180	545	10,175	1,780	11,955	12,275
4,575	5,180	558	10,313	1,830	12,143	12,275
4,700	5,217	570	10,487	1,880	12,367	12,600

PAY SCALE : (PREREVISED)

: Rs. 3700-150-4450

PAY SCALE : (REVISED)

: Rs. 12000-375-16500

B. Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
3,700	5,180	470	9,350	1,480	10,830	12,000
3,850	5,180	485	9,515	1,540	11,055	12,000
4,000	5,180	500	9,680	1,600	11,280	12,000
4,150	5,180	515	9,845	1,660	11,505	12,375
4,300	5,180	530	10,010	1,720	11,730	12,375
4,450	5,180	545	10,175	1,780	11,955	12,375

PAY SCALE : (PRE-REVISED) : Rs 3700-125-4700-150-5000

PAY SCALE : (REVISED) : Rs 12000-375-16500

3,700	5,180	470	9,350	1,480	10,830	12,000
3,825	5,180	483	9,488	1,530	11,018	12,000
3,950	5,180	495	9,625	1,580	11,205	12,000
4,075	5,180	508	9,763	1,630	11,393	12,375
4,200	5,180	520	9,900	1,680	11,580	12,375
4,325	5,180	533	10,038	1,730	11,768	12,375
4,450	5,180	545	10,175	1,780	11,955	12,750
4,575	5,180	558	10,313	1,830	12,143	12,750
4,700	5,217	570	10,487	1,880	12,367	12,750
4,850	5,384	585	10,819	1,940	12,759	13,125
5,000	5,550	600	11,150	2,000	13,150	13,500

PAY SCALE : (PRE-REVISED) : Rs. 4100-125-4850-150-5300

PAY SCALE : (REVISED) : Rs. 14300-400-18300

4,100	5,180	510	9,790	1,640	11,430	14,300
4,225	5,180	523	9,928	1,690	11,618	14,300
4,350	5,180	535	10,065	1,740	11,805	14,300
4,475	5,180	548	10,203	1,790	11,993	14,700
4,600	5,180	560	10,340	1,840	12,180	14,700
4,725	5,245	573	10,542	1,890	12,432	14,700
4,850	5,384	585	10,819	1,940	12,759	15,100
5,000	5,550	600	11,150	2,000	13,150	15,100
5,150	5,717	615	11,482	2,060	13,542	15,100
5,300	5,883	630	11,813	2,120	13,933	15,500

PAY SCALE : (PRE- REVISED) : Rs. 4500-150-5700
PAY SCALE : (REVISED) : Rs. 14300-400-18300

B Pay	D.A.	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
4,500	5,180	550	10,230	1,800	12,030	14,300
4,650	5,180	565	10,395	1,860	12,255	14,300
4,800	5,328	580	10,708	1,920	12,628	14,300
4,950	5,495	595	11,040	1,980	13,020	14,700
5,100	5,661	610	11,371	2,040	13,411	14,700
5,250	5,828	625	11,703	2,100	13,803	14,700
5,400	5,994	640	12,034	2,160	14,194	15,100
5,550	6,161	655	12,366	2,220	14,586	15,100
5,700	6,327	670	12,697	2,280	14,977	15,100

PAY SCALE : (PRE - REVISED) : Rs. 4800-150-5700
PAY SCALE ; (REVISED) : Rs. 15100-400-18300

4,800	5,328	580	10,708	1,920	12,628	15,100
4,950	5,495	595	11,040	1,980	13,020	15,100
5,100	5,661	610	11,371	2,040	13,411	15,100
5,250	5,828	625	11,703	2,100	13,803	15,500
5,400	5,994	640	12,034	2,160	14,194	15,500
5,550	6,161	655	12,366	2,220	14,586	15,500
5,700	6,327	670	12,697	2,280	14,977	15,900

PAY SCALE : (PRE -REVISED) : Rs. 5100-150-5700
5700-150-6150
PAY SCALE : (REVISED) : Rs. 16400-450-20000

5,100	5,661	610	11,371	2,040	13,411	16,400
5,250	5,828	625	11,703	2,100	13,803	16,400
5,400	5,994	640	12,034	2,160	14,194	16,400
5,550	6,161	655	12,366	2,220	14,586	16,850
5,700	6,327	670	12,697	2,280	14,977	16,850
5,850	6,494	685	13,029	2,340	15,369	16,850
6,000	6,660	700	13,360	2,400	15,760	17,300
6,150	6,660	715	13,525	2,460	15,985	17,300

PAY SCALE : (PRE- REVISED) : Rs. 5100-150-5700-200-6300
PAY SCALE : (REVISED) : Rs. 16400-400-20000

5,100	5,661	610	11,371	2,040	13,411	16,400
5,250	5,828	625	11,703	2,100	13,803	16,400
5,400	5,994	640	12,034	2,160	14,194	16,400
5,550	6,161	655	12,366	2,220	14,686	16,850
5,700	6,327	670	12,697	2,280	14,977	16,850
5,900	6,549	690	13,139	2,360	15,499	16,850
6,100	6,660	710	13,470	2,440	15,910	17,300
6,300	6,660	730	13,690	2,520	16,210	17,300

PAY SCALE : (PRE- REVISED)

: Rs. 5100-150-6300-200-6700

PAY SCALE : (REVISED)

: Rs 16400-450-20900

B. Pay	D.A.	I.R	Total	40%	Total	Revised Pay as on 1.1.96
5,100	5,661	610	11,371	2,040	13,411	16,400
5,250	5,828	625	11,703	2,100	13,803	16,400
5,400	5,994	640	12,034	2,160	14,194	16,400
5,550	6,161	655	12,366	2,220	14,586	16,850
5,700	6,327	670	12,697	2,280	14,977	16,850
5,850	6,494	685	13,029	2,340	15,369	16,850
6,000	6,660	700	13,360	2,400	15,760	17,300
6,150	6,660	715	13,525	2,460	15,985	17,300
6,300	6,660	730	13,690	2,520	16,210	17,300
6,500	6,660	750	13,910	2,600	16,510	17,750
6,700	6,660	770	14,130	2,680	16,810	17,750

PAY SCALE : (PRE- REVISED)

: Rs. 5900-200-6700

5900-200-7300

PAY SCALE : (REVISED)

: Rs 18400-500-22400

5,900	6,549	690	13,139	2,360	15,499	18,400
6,100	6,660	710	13,470	2,440	15,910	18,400
6,300	6,660	730	13,690	2,520	16,210	18,400
6,500	6,660	750	13,910	2,600	16,510	18,900
6,700	6,660	770	14,130	2,680	16,810	18,900
6,900	6,660	790	14,360	2,760	17,110	18,900
7,100	6,816	810	14,726	2,840	17,566	19,400
7,300	7,008	830	15,138	2,920	18,058	19,400

PAY SCALE : (PRE-REVISED)

: Rs. 7300-100-7600

PAY SCALE : (REVISED)

: Rs. 22400-525-24500

7,300	7,008	830	15,138	2,920	18,058	22,400
7,400	7,104	840	15,344	2,960	18,304	22,400
7,500	7,200	850	15,550	3,000	18,550	22,400
7,600	7,296	860	15,756	3,040	18,796	22,925

PAY SCALE : (PRE -REVISED)

: Rs. 7300-200-7400-250-8000

PAY SCALE : (REVISED)

: Rs. 22400-600-26000

7,300	7,008	830	15,138	2,920	18,058	22,400
7,500	7,200	850	15,550	3,000	18,550	22,400
7,750	7,440	875	16,065	3,100	19,165	22,400
8,000	7,680	900	16,580	3,200	19,780	23,000

PAY SCALE : (PRE - REVISED) : Rs. 7600 (fixed)
Rs. 7600-100-8000
PAY SCALE : (REVISED) : Rs. 24050-650-26000

B. Pay	D.A	I.R.	Total	40%	Total	Revised Pay as on 1.1.96
7,600	7,296	860	15,756	3,040	18,796	24,050
7,700	7,392	870	15,962	3,080	19,042	24,050
7,800	7,488	880	16,163	3,120	19,288	24,050
7,900	7,584	890	16,374	3,160	19,534	24,700
8,000	7,680	900	16,580	3,200	19,780	24,700

PAY SCALE : (PRE - REVISED) : Rs. 8000 (Fixed)
PAY SCALE : (REVISED) : Rs. 26000 (Fixed)

8,000	7,680	900	16,580	3,200	19,780	26,000
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PAY SCALE : (PRE - REVISED) : Rs. 9000 (Fixed)
PAY SCALE : (REVISED) : Rs. 30000 (Fixed)

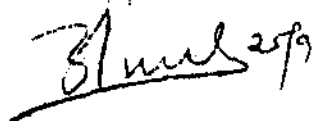
9,000	8,640	1,000	18,640	3,600	22,240	30,000
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PJ THOMUS / RK PRUTHI
CASH-1, M/O/ HOME AFFAIRS

Checked by


25/9/97

Compared by



SCHEDULE - IV

**SCALE OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN
UNIVERSITIES AND COLLEGES**

Sl. No.	Category	Existing scales of pay	Revised scales of pay
<u>University and College Teachers</u>			
1.	Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
3.	Lecturer (Sl. Grade)/Reader	3700-125-4950-150-5700	12000-470-18300
4.	Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
5.	Principals of Colleges	(i) 3700-125-4950-150-5700 (ii) 4500-150-5700-200-7300	(i) 12000-470-18300 (Minimum to be fixed at 12840) (ii) 16400-450-20900-500-22400 (Minimum to be fixed at 17300)
6.	Pro-Vice Chancellor	5900-200-7300	18400-500-22400
7.	Vice Chancellor	7600(fixed)	25000(fixed)
<u>For Universities</u>			
8.	Registrar/Librarian/ Director of Physical Education/Controller of Examinations/Finance Officer	4500-150-5700-200-7300	16400-450-20900-500-22400
9.	Dy. Registrar/Dy. Librarian/ Dy. Director of Physical Education/Dy. Controller of Examination/Dy. Finance Officer	3700-125-4950-150-5700	12000-470-18300
10.	Asstt. Librarian/Asstt. Documentation Officer(Sr. Scale)/ Asstt. Director of Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
11.	Asstt. Registrar/Asstt. Librarian/Asstt. Documentation Officer/ Asstt. Director of Physical Education/ Asstt. Controller of Examination/Asstt. Finance Officer	2200-75-2800-100-4000	8000-275-13500
<u>For Colleges</u>			
12.	College Librarian (Sl. Grade)/ Director of Physical Education (Sl. Grade)	3700-125-4950-150-7500	12000-470-18300
13.	College Librarian (Sr. Scale)/ Director of Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
14.	College Librarian/Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
15.	Demonstrator/Tutor	1500-75-2000-100-3000	5000-275-7500

SCHEDULE - V**Statement of fixation of pay under the Mizoram Civil Services
(Revised Pay) Rules, 1999**

1. Name of the Government Servant :
2. Designation of the post in which pay is to be fixed as on January 1, 1996
3. Status (Substantive/Officiating)
4. Pre-revised scale(s) of pay applicable for the post. (In case more than one scale of pay is applicable for the post and these have been merged in pursuance of the recommendation of the 5th CPC in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified.
5. Existing emoluments as on January 1, 1996
- (a) Basic pay (including stagnation increments, if any)
 - (b) Special Pay (Rule 7(B))
 - (c) Dearness allowance applicable at AICPI average 1510 (1960 = 100)
 - (d) Interim Relief (First instalment)
 - (e) Interim Relief (Second Instalment)
 - (f) Total existing emoluments (a) to (e)
6. Fitment Weightage (40% of Basic Pay)
7. Total (Sl. No. 5(f) & 6)
8. Applicable revised scale of pay corresponding to the pre-revised scale shown at Sl. No. 4 above.
9. (a) Stage in the revised scale of pay at which pay is to be fixed in terms of clause 'A' 'B' 'C' or 'D' of Rule 7 as the case may be, excluding the benefit of bunching as envisaged in the second proviso to clause (A) of Rule 7.

- (b) Number of increments due on account of bunching (second proviso to clause 'A' of Rule 7).
 - (c) Stage in the revised scale of pay at which pay is to be fixed including the benefit on account of bunching.
 - (d) Stage in the revised scale of pay at which pay is to be fixed so as to ensure at least one increment in the revised scale for every three increments in the pre-revised scale.
(Third Proviso to clause (A) of Rule 1).
10. Pay fixed in the applicable revised scale of pay (Stage of pay at Sl. No. 9(C) or 9(D) whichever is higher)
11. Stepped up pay with reference to the revised pay of junior, if applicable. Second Proviso to clause (A) of Rule 7 read with explanation 5 below Rule 7. (Name and pay of the junior also to be indicated distinctly).
12. Personal Pay, if any.
(Explanation 4 below Rule 7)
13. Revised Emoluments after fixation.
- (a) Pay in the revised scale.
 - (b) Special Pay, if admissible
(Clause (C) of Rule 7)
 - (c) Personal Pay, if admissible
(Explanation 4 below Rule 7)
 - (d) Non-practising allowance, if admissible
(Clause (D) of Rule 7)
14. Date of next increment (Rule 8) and pay after grant of increment.

Date of increment

Pay after increment

15. Any other relevant information.

Signature and Designation of Head of Office