Maharashtra Civil Services (Revised Pay) Rules, 1978:
Instructions for implementation of—

GOVERNMENT OF MAHARASHTRA

FINANCE DEPARTMENT

Circular Memorandum, No. PCR. 1378/CR-65/SER 10

Mantralaya, Bombay-400 032, dated 30th May 1978

CR1978053001

CIRCULAR MEMORANDUM

Orders prescribing revised scales and rules for fixation of initial pay in the revised scales have been issued in Government Resolution, Finance Department, No. PCR-1278/CR-12/SER-10, dated the 17th April 1978. Heads of Departments and Heads of Offices should take immediate steps to bring the rules to the notice of all Government servants whether they are on duty, leave, deputation or under suspension and to advise them to declare their options as soon as possible so that action to fix their pay in the revised pay scale can be taken without loss of time. It should be made clear to them that the option once exercised is final and that in the absence of any declaration received from them within 3 months of the date of issue of orders revising their pay scales, they will be deemed to have elected the revised scales of pay with effect from 1st April 1976. Care should be taken to see that the employees have no occasion later to complain that they were not aware of the introduction of revised pay scales or that they were not given sufficient time to exercise option.

The declaration form in Annexure I to Maharashtra Civil Services (Revised Pay) Rules, 1978 provides for the declaration being signed by non-Gazetted Government servants before the Head of Office. The Head of Office may, if he so desires, nominate any other Gazetted Officer for this purpose. The Gazetted Officers should send the declaration duly signed, to the Accounts Officer concerned, i.e. the Accounts Officer under whose audit jurisdiction they were on 1st April 1976.

Fixation of initial pay

2. Heads of Departments/Heads of Offices should ensure that prompt steps are taken to fix initial pay in the form appended to this Circular Memorandum (Annexure-I), as soon as options from Government servants under them are received. They should make their own arrangements to get the pay fixation forms required by them printed or cyclostyled. Pay fixation statements in the prescribed forms should be prepared in triplicate, one copy to be kept on the service book of the employee and two copies to be attached to bills. In the case of Government servants whose declarations are not received within a period of 3 months from the date of issue of orders sanctioning the revised scales, steps to fix their initial pay in the revised scale should be taken immediately thereafter. Points requiring clarification should be referred to Government for orders immediately. For the sake of a few cases requiring clarification, settlement of claims in other cases which do not present any difficulty should not be delayed.

3. Tables showing pay admissible in the revised scales against the pay now drawn at different stages in the existing scales applicable to a few common and important categories of employees have been prepared and are included in Annexure-II to this Circular Memorandum for the guidance of the Heads of Departments/Heads of Offices. It should be noted that the provisions contained in Note 2 below Rule 8 in Maharashtra Civil Services (Revised Pay) Rules, 1978 for stepping up of pay for removal of bunching would be attracted only where employees drawing pay at *more than five* consecutive stages in the

existing scale become eligible for the same pay in the revised scale. A few cases where the provisions of the said Note would apply are shown in Annexure III. Heads of Departments/Heads of Offices are advised to allow the benefit of increments admissible under provisions of the Note only after they are fully satisfied that conditions for stepping up of pay really exist. Doubtful cases, if any, should be referred to Government in the Finance Department immediately for clarification.

Payment of arrears

4. Arrears on account of revision of pay scales and allowances are payable in cash from 1st December 1977 only. Therefore, arrears should be calculated for the two spells of periods *separately* viz. for the period from 1st April 1976 to 30th November 1977 and from the 1st December 1977 to the end of the month preceding the month in which initial pay is fixed and claimed. Arrears should comprise the following:—

(i) Difference between the amount of pay admissible under Maharashtra Civil Services (Revised Pay) Rules, 1978 and the sum of pay, dearness pay and interim relief of Rs. 15 per month sanctioned in Government Resolution, Finance Department, No. PCR-1077/CR-958/SER-7, dated the 7th October 1977;

(ii) Difference in the amount of dearness allowance admissible on the revised pay and in the amount of dearness allowance (excluding the portion of dearness allowance treated as dearness pay) actually drawn; and

(iii) Difference between the sum of house rent allowance, compensatory local allowance and personal allowance, if any, admissible under Government Resolution, Finance Department, No. CPA-1478/CR-251/SER-5, dated the 17th April 1978 and the sum of house rent allowance and compensatory local allowance actually drawn.

Arrears for the period from the 1st April 1976 to 30th November 1977 should be credited into the General Provident Fund Accounts of the employees. Detailed instructions in this regard will be issued separately. Arrears for the period from 1st December 1977 may be paid without pre-audit in the case of employees, except those covered by paragraph 7 below, after making clear to them that the revised pay is subject to such adjustment as may be found necessary in the light of subsequent audit scrutiny. However, in the case of a Government servant who is likely to retire or leave service with retirement benefits before the entire overpayment is recovered, an undertaking in the following form should be taken from him before payment of arrears:—

"I am aware that I am being paid arrears on account of revision of my pay scale and allowances without pre-audit. In case subsequent audit scrutiny shows that my pay was wrongly fixed and I am overpaid, I agree to the overpayment being recovered from all arrears due to me including my pension and Death-*cum*-retirement gratuity.

Signature of the Government servant."

Where the subsequent audit scrutiny shows that pay has been overfixed, over-payment should be recovered in suitable monthly instalments not exceeding 10 and balance, if any, should be recovered from the Death-*cum*-retirement gratuity to the extent possible, otherwise from monthly pension.

5. In the case of a non-gazetted Government servant who has served under more than one Head of Office, the Head of Office under whom he is serving at the time of drawal of arrears claim should obtain such information as is required by him for the preparation of such claim from the Head of Office under whom the Government Servant has served previously and then prefer a consolidated arrears claim pertaining to the Government servant. Submission of arrears claim piecemeal by various Heads of Offices in respect of one and the same person should be avoided.

Suitable notes regarding the fixation of pay and payment of arrears should be taken in the service book of the Government servant under the dated signature of the Head of office.

Waiver of recovery of over-payment

6. Where the sum of pay, interim relief, dearness allowance (including dearness pay), house rent allowance (if any) and the compensatory local allowance (if any), actually drawn from 1st April 1976 to the date of orders revising the scale of pay of the post is found to be more than the sum of pay admissible under the Maharashtra Civil Services (Revised Pay) Rules, 1978, dearness allowance admissible on the revised pay, house rent allowance (if any), compensatory local allowance (if any and personal pay (if any) admissible under Government Resolution, Finance Department, No. CPA. 1478/CR-251/SER-5, dated the 17th April 1978, recovery of such over-payment should be waived.

Over-payment made after the date of orders sanctioning the revised scale should, however, be recovered.

Payment of arrears to Government servants no longer in service

7. Persons who were in service on 1st April 1976 but retired after that date should be paid arrears, if any, admissible for the period from 1st April 1976 to the date of the retirement *after* audit scrutiny. Those whose services were terminated after 1st April 1976 due to reasons such as death, resignation, dismissal, discharge from service on account of termination of the sanctioned post or on disciplinary grounds should be deemed to have opted for the existing or revised scale, whichever is more beneficial to them and arrears, if any, admissible should be paid after audit scrutiny.

Protection of emoluments drawn by Government servants in receipt of special pay

8. Under rule 5(4) of the Maharashtra Civil Services (Revised Pay) Rules, 1978, existing emoluments for the purpose of fixation of initial pay in the revised scale include only basic pay and dearness pay appropriate to that basic pay. Under the existing orders, special pay is treated as a part of pay for grant of dearness allowance. Due to the slab rates of Dearness Allowance which prevailed prior to 1st January 1973, Government servants in receipt of special pay were eligible for dearness allowance at higher rates than those admissible on basic pay only. By taking into account dearness pay appropriate to basic pay only, there may be cases where such Government servants have to suffer a loss in total emoluments. In order to mitigate the hardships likely to be caused in such cases, it has been decided that such Government servants should be given personal pay equal to the amount, if any, by which their actual emoluments comprising pay, special pay and dearness pay appropriate to pay *plus* special pay exceeded the revised emoluments viz. pay fixed in the revised scale and special pay. The personal pay should be absorbed in future increases in pay. This protection shall, however, be available only for the period for which the Government servant concerned continued to hold the same post.

Regulation of pay and allowances of Government servants appointed on or after 1st April 1976

9. Government servants recruited on or after 1st April 1976 or appointed by transfer or promotion to another post on or after that date are not eligible to exercise option to retain the existing scale admissible under proviso to Rule 6 of the Maharashtra Civil Services (Revised Pay) Rules, 1978. They would, accordingly, be eligible to draw pay in the revised scales only. In some of these cases fixation of pay in the revised scale retrospectively may

result in a drop in emoluments. In order to mitigate adverse effect of retrospective application of revised scales in such cases, it has been decided that fixation of pay in such cases should be regulated as under:—

(i) Where a single existing scale has been replaced by a single revised scale, the difference between the existing emoluments (i.e. basic pay, dearness pay and special pay, if any) actually drawn in the existing scale on the date of orders revising the pay scale and emoluments (i.e. pay admissible in the revised scale of the post and special pay, if any) should be allowed as personal pay to be absorbed in future increases in pay. Recovery of overpayments, if any, for the period prior to the date of orders revising the pay scale should be waived.

(ii) Where two existing scales have been merged into a single revised scale, the pay of the employees promoted from a lower to a higher existing scale, may, on the written request of the employee concerned made within three months of the date of issue of these orders or the orders revising the scale of the post, whichever is later, be refixed on the date of promotion at a stage equal to the existing emoluments (i.e. pay *plus* dearness pay) drawn in the higher existing scale on that date, and if there is no such stage in the revised scale at the stage next below in that scale and the difference should be allowed as personal pay to be absorbed in future increases in pay. The next increment in the revised scale will be allowed on the date it would have been drawn in the higher existing scale had the revised scale not been introduced. This protection will, however, be allowed only in the cases where the Government servant had been continuously officiating for a period of not less than one year on the date of issue of orders revising the scale of the higher post, or in case he has not completed one year's service on that date, the appointing authority certifies that the Government servant would have continued to officiate in the higher post for the period by which the service rendered in it fell short of one year on that date, had the revised scale not been introduced.

Crossing of efficiency bars

10. In the revised pay structure, Efficiency Bars have been retained in a small number of cases. There may, however, be cases of Government servants who were held up at the Efficiency Bars in the existing scales. Fixation of pay in such cases and in the cases where the Efficiency Bar has been provided in the revised scales should be regulated as under:—

(i) Where a Government servant who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under the Maharashtra Civil Services (Revision of Pay) Rules, 1978 and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow the Government servant to cross the bar certifies that the Government servant would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

(ii) Where, in the process of fixation of pay in the revised scale, the pay of a Government servant is fixed at a stage above the efficiency bar, he should be deemed to have been allowed to cross the bar.

Special pays

11. All special pays which were drawn on 31st March 1976 and have not been merged in the revised scales of pay should continue to be paid except in the cases where they were sanctioned for limited periods and are therefore discontinued in normal course.

By order and in the name of the Governor of Maharashtra,

S. G. PAI,
Deputy Secretary to Government.

To

The Secretary to the Government of India, Ministry of Finance, Department of Expenditure, New Delhi (with 5 spare copies);
The Accountant General, Maharashtra-I, Bombay (with 40 copies);
The Accountant General, Maharashtra-II, Nagpur (with 40 copies);
The Pay and Accounts Officer, Bombay (with 30 spare copies);
The Chief Auditor, Local Fund Accounts, Bombay;
The Deputy Chief Auditor, Local Fund Accounts, Bombay/Pune/Nagpur/Aurangabad;
The Resident Audit Officer, Bombay;
The Secretary to Governor;
The Secretary to Chief Minister;
The Secretary to Deputy Chief Minister;
The Personal Assistants to the Ministers and Ministers for State;
*The Prothonotary and Senior Master, High Court, Bombay;
*The Registrar, High Court, Appellate Side, Bombay;
*The Secretary, Maharashtra Public Service Commission, Bombay;
*The Secretary, Maharashtra Legislature Secretariat, Bombay;
*The Registrar, Office of the Lokayukta and Upa-Lokayukta, Bombay;
All Departments of the Mantralaya;
All Heads of Departments and Offices under the various Departments of the Mantralaya;
The Liaison Officer, Mantralaya, Bombay;
The Chief Executive Officers of Zilla Parishads;
All Desks in Finance Department;
Select File, Finance Department, Desk SER-10.

*By letter

No. of 1978

Copy forwarded for information and guidance to —

ANNEXURE II

Category : Peon/Sweeper/Watchman
Existing scale : 75—1—80—2—90—E.B.—2—100
Revised scale : 200—3—230—5—255—Extn.—5—280

Stage No.	Basic Pay [*vide* Rule 5(1)]	5 per cent of Pay subject to a minimum of Rs. 25	Dearness Pay	Total of columns 2 to 4	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
1	75	25	100	200	200
2	76	25	100	201	203
3	77	25	100	202	203
4	78	25	100	203	203
5	79	25	100	204	206
6	80	25	100	205	206
7	82	25	100	207	209
8	84	25	100	209	209
9	86	25	112	223	224
10	88	25	112	225	227
11	90	25	112	227	227
12	92	25	112	229	230
13	94	25	112	231	235
14	96	25	112	233	235
15	98	25	112	235	235
16	100	25	112	237	240

Category : Naik
Existing scale : 80—2—98—3—110
Revised scale : 205—5—250—7—285—10—305—Extn.—10—355

1	80	25	100	205	205
2	82	25	100	207	210
3	84	25	100	209	210
4	86	25	112	223	225
5	88	25	112	225	225
6	90	25	112	227	230
7	92	25	112	229	230
8	94	25	112	231	235
9	96	25	112	233	235
10	98	25	112	235	235
11	101	25	112	238	240
12	104	25	112	241	245
13	107	25	112	244	245
14	110	25	139	274	278

Category : Havaldar
Existing scale : 90—2—96—3—120
Revised scale : 205—5—250—7—285—10—305—Extn.—10—355

1	90	25	112	227	230
2	92	25	112	229	230
3	94	25	112	231	235
4	96	25	112	233	235
5	99	25	112	236	240
6	102	25	112	239	240
7	105	25	112	242	245
8	108	25	112	245	245
9	111	25	139	275	278
10	114	25	139	278	278
11	117	25	139	281	285
12	120	25	139	284	285

ANNEXURE II—*contd.*

Category : Clerk

Existing scale : 115—4—135—5—160—E.B.—5—185—6—215

Revised scale : 260—10—390—15—420—Extn.—15—495

Stage No.	Basic Pay [*vide* Rule 5(1)]	5 per cent of Pay subject to a minimum of Rs. 25	Dearness Pay	Total of columns 2 to 4	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
1	115	25	139	279	280
2	119	25	139	283	290
3	123	25	139	287	290
4	127	25	139	291	300
5	131	25	139	295	300
6	135	25	139	299	300
7	140	25	139	304	310
8	145	25	139	309	310
9	150	25	163	338	340
10	155	25	163	343	350
11	160	25	163	348	350
12	165	25	163	353	360
13	170	25	163	358	360
14	175	25	163	363	370
15	180	25	163	368	370
16	185	25	163	373	380
17	191	25	163	379	380
18	197	25	163	385	390
19	203	25	163	391	405
20	209	25	163	397	405
21	215	25	196	436	450

Category : Senior Clerk (L.G.)

Existing scale : 150—8—190—10—220—E.B.—10—270

Revised scale : 335—15—500—20—580—Extn.—20—680

1	150	25	163	338	350
2	158	25	163	346	350
3	166	25	163	354	365
4	174	25	163	362	365
5	182	25	163	370	380
6	190	25	163	378	380
7	200	25	163	388	395
8	210	25	196	431	440
9	220	25	196	441	455
10	230	25	196	451	455
11	240	25	196	461	470
12	250	25	196	471	485
13	260	25	196	481	485
14	270	25	196	491	500

(G.C.P.) H 4260—3 (20,050—6-78)

ANNEXURE II—*contd.*

Category : Senior Clerk (H.G.)

Existing scale : 150—10—230—E.B.—10—270—15—300

Revised scale : 335—15—500—20—Extn.—20—680

Stage No.	Basic Pay [*vide* Rule 5(1)]	5 per cent of Pay subject to a minimum of Rs. 25	Dearness Pay	Total of columns 2 to 4	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
1	150	25	163	338	350
2	160	25	163	348	350
3	170	25	163	358	365
4	180	25	163	368	380
5	190	25	163	378	380
6	200	25	163	388	395
7	210	25	196	431	440
8	220	25	196	441	455
9	230	25	196	451	455
10	240	25	196	461	470
11	250	25	196	471	485
12	260	25	196	481	485
13	270	25	196	491	500
14	285	25	196	506	520
15	300	25	196	521	540

Category : Head Clerk

Existing scale : 200—10—290—15—350

Revised scale : 395—15—500—20—700—Extn.—20—800

1	200	25	163	388	395
2	210	25	196	431	440
3	220	25	196	441	455
4	230	25	196	451	455
5	240	25	196	461	470
6	250	25	196	471	485
7	260	25	196	481	485
8	270	25	196	491	500
9	280	25	196	501	520
10	290	25	196	511	520
11	305	25	196	526	540
12	320	25	196	541	560
13	335	25	196	556	560
14	350	25	196	571	580

Category : Superintendent

Existing scale : 260—10—280—15—430

Revised scale : 500—20—700—25—900

1	260	25	196	481	500
2	270	25	196	491	500
3	280	25	196	501	520
4	295	25	196	516	520
5	310	25	196	531	540
6	325	25	196	546	560
7	340	25	196	561	580
8	355	25	196	576	580
9	370	25	196	591	600
10	385	25	196	606	620
11	400	25	210	635	640
12	415	25	210	650	660
13	430	25	210	665	680

ANNEXURE II—*contd.*

Category : Superintendent
Existing scale : 260—10—280—15—430+Spl. D. P. of Rs. 20
Revised scale : 500—20—700—25—900

Stage No. (1)	Basic Pay [*vide* Rule 5(1)] (2)	5 per cent of Pay subject to a minimum of Rs. 25 (3)	Dearness Pay (4)	Total of columns 2 to 4 (5)	Pay in the revised scale (6)
1	260	25	196	481	500
2	270	25	196	491	500
3	280	25	196	501	520
4	295	25	196	516	520
5	310	25	196	531	540
6	325	25	196	546	560
7	340	25	196	561	580
8	355	25	196	576	580
9	370	25	196	591	600
10	385	25	196	606	620
11	400+20	25	210	655	660
12	415+15	25	210	665	680
13	430	25	210	665	680

Category : Police Constable
Existing scale : 90—2—96—3—120
Revised scale : 220—5—250—7—285—10—325—Extn.—10—375

1	90	25	112	227	230
2	92	25	112	229	230
3	94	25	112	231	235
4	96	25	112	233	235
5	99	25	112	236	240
6	102	25	112	239	240
7	105	25	112	242	245
8	108	25	112	245	245
9	111	25	139	275	278
10	114	25	139	278	278
11	117	25	139	281	285
12	120	25	139	284	285

Category : Head Constable Grade II
Existing scale : 115—3—130—5—135
Revised scale : 250—7—285—10—385—Extn.—10—435

1	115	25	139	279	285
2	118	25	139	282	285
3	121	25	139	285	285
4	124	25	139	288	295
5	127	25	139	291	295
6	130	25	139	294	295
7	135	25	139	299	305

Category : Head Constable Grade I
Existing scale : 135—5—150
Revised scale : 260—10—390—15—420—Extn.—15—495

1	135	25	139	299	300
2	140	25	139	304	310
3	145	25	139	309	310
4	150	25	163	338	340

ANNEXURE II—*contd.*

Category : Police Constable, Bombay City

Existing scale : 90—2—96—3—120 *plus* C.C.O. Spl. Pay of Rs. 10

Revised scale : 220—5—250—7—285—10—325—Extn.—10—375
(C.C.O. Spl. Pay merged in the revised scale)

Stage No.	Basic Pay [*vide* Rule 5(1)]	5 per cent of Pay subject to a minimum of Rs. 25	Spl. Pay merged in the revised scale	Dearness Pay	Total of columns 2 to 5	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	90	25	10	112	237	240
2	92	25	10	112	239	240
3	94	25	10	112	241	245
4	96	25	10	112	243	245
5	99	25	10	112	246	250
6	102	25	10	139	276	278
7	105	25	10	139	279	285
8	108	25	10	139	282	285
9	111	25	10	139	285	285
10	114	25	10	139	288	295
11	117	25	10	139	291	295
12	120	25	10	139	294	295

Category : Head Constable Grade II (Bombay City)

Existing scale : 115—3—130—5—135 *plus* C.C.O. Spl. Pay of Rs. 10

Revised scale : 250—7—285—10—385—Extn.—10—435
(C.C.O. Spl. Pay merged in the revised scale)

1	115	25	10	139	289	295
2	118	25	10	139	292	295
3	121	25	10	139	295	295
4	124	25	10	139	298	305
5	127	25	10	139	301	305
6	130	25	10	139	304	305
7	135	25	10	139	309	315

Category : Police Jamadar (i.e. Head Constable Gr. I), Bombay City

Existing scale : 135—5—150 *plus* C.C.O. Spl. Pay of Rs. 20

Revised scale : 260—10—390—15—420—Extn.—15—495
(C.C.O. Spl. Pay merged in the revised scale)

1	135	25	20	163	343	350
2	140	25	20	163	348	350
3	145	25	20	163	353	360
4	150	25	20	163	358	360

(69)

ANNEXURE II—*contd.*

Category : Primary School Teacher (S.S.C. Untrained)
Existing scale : 105—4—125
Revised scale : 260—10—390—15—420—Extn.—15—495

Stage No.	Basic Pay [*vide* Rule 5(1)]	5 per cent of Pay subject to a minimum of Rs. 25	Dearness Pay	Total of columns 2 to 4	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
1	105	25	112	242	260
2	109	25	112	246	260
3	113	25	139	277	280
4	117	25	139	281	290
5	121	25	139	285	290
6	125	25	139	289	290

Category : Primary School Teacher (Junior Trained)
Existing scale : 115—4—135—5—160—E.B.—5—210
Revised scale : 290—10—390—15—465—Extn.—15—540

1	115	25	139	279	290
2	119	25	139	283	290
3	123	25	139	287	290
4	127	25	139	291	300
5	131	25	139	295	300
6	135	25	139	299	300
7	140	25	139	304	310
8	145	25	139	309	310
9	150	25	163	338	340
10	155	25	163	343	350
11	160	25	163	348	350
12	165	25	163	353	360
13	170	25	163	358	360
14	175	25	163	363	370
15	180	25	163	368	370
16	185	25	163	373	380
17	190	25	163	378	380
18	195	25	163	383	390
19	200	25	163	388	390
20	205	25	163	393	405
21	210	25	196	431	435

Category : Primary School Teacher (Senior Trained)
Existing scale : 120—4—140—5—165—E.B.—5—190—6—220
Revised scale : 290—10—390—15—465—Extn.—15—540

1	120	25	139	284	290
2	124	25	139	288	290
3	128	25	139	292	300
4	132	25	139	296	300
5	136	25	139	300	300
6	140	25	139	304	310
7	145	25	163	309	310
8	150	25	163	338	340
9	155	25	163	343	350
10	160	25	163	348	350
11	165	25	163	353	360
12	170	25	163	358	360
13	175	25	163	363	370
14	180	25	163	368	370
15	185	25	163	373	380
16	190	25	163	378	380
17	196	25	163	384	390
18	202	25	163	390	390
19	208	25	196	396	405
20	214	25	196	435	435
21	220	25		441	450

ANNEXURE II—*contd.*

Category : Secondary School Teacher (B.A., B.Ed.)

Existing scale : 175—10—265—E.B.—10—325—15—400

Revised scale : 365—15—500—20—660—Extn.—20—760

Stage No. (1)	Basic Pay [*vide* Rule 5(1)] (2)	5 per cent of Pay subject to a minimum of Rs. 25 (3)	Dearness Pay (4)	Total of columns 2 to 4 (5)	Pay in the revised scale (6)
1	175	25	163	363	365
2	185	25	163	373	380
3	195	25	163	383	395
4	205	25	163	393	395
5	215	25	196	436	440
6	225	25	196	446	455
7	235	25	196	456	470
8	245	25	196	466	470
9	255	25	196	476	485
10	265	25	196	486	500
11	275	25	196	496	500
12	285	25	196	506	520
13	295	25	196	516	520
14	305	25	196	526	540
15	315	25	196	536	540
16	325	25	196	546	560
17	340	25	196	561	580
18	355	25	196	576	580
19	370	25	196	591	600
20	385	25	196	606	620
21	400	25	210	635	640

Category : Staff Nurse

Existing scale : 135—5—150—6—180—7—215

Revised scale : 335—15—500—20—580—Extn.—20—680

1	135	25	139	299	335
2	140	25	139	304	335
3	145	25	139	309	335
4	150	25	163	338	350
5	156	25	163	344	350
6	162	25	163	350	350
7	168	25	163	356	365
8	174	25	163	362	365
9	180	25	163	368	380
10	187	25	163	375	380
11	194	25	163	382	395
12	201	25	163	389	395
13	208	25	163	396	410
14	215	25	196	436	440

ANNEXURE II—*contd.*

Category : Talathi

Existing scale : 110—3—140—E.B.—4—160—5—180

Revised scale : 260—10—390—15—420—Extn.—15—495

Stage No. (1)	Basic Pay [*vide* Rule 5(1)] (2)	5 per cent of Pay subject to a minimum of Rs. 25 (3)	Dearness Pay (4)	Total of columns 2 to 4 (5)	Pay in the revised scale (6)
1	110	25	139	274	280
2	113	25	139	277	280
3	116	25	139	280	280
4	119	25	139	283	290
5	122	25	139	286	290
6	125	25	139	289	290
7	128	25	139	292	300
8	131	25	139	295	300
9	134	25	139	298	300
10	137	25	139	301	310
11	140	25	139	304	310
12	144	25	139	308	310
13	148	25	139	312	320
14	152	25	163	340	340
15	156	25	163	344	350
16	160	25	163	348	350
17	165	25	163	353	360
18	170	25	163	358	360
19	175	25	163	363	370
20	180	25	163	368	370

Category : Agricultural Assistant

Existing scale : 115—4—135—5—160—E.B.—5—185—6—203—E.B.—6—215—7—250

Revised scale : 260—10—390—15—420—Extn.—15—495.

1	115	25	139	279	280
2	119	25	139	283	290
3	123	25	139	287	290
4	127	25	139	291	300
5	131	25	139	295	300
6	135	25	139	299	300
7	140	25	139	304	310
8	145	25	139	309	310
9	150	25	163	338	340
10	155	25	163	343	350
11	160	25	163	348	350
12	165	25	163	353	360
13	170	25	163	358	360
14	175	25	163	363	370
15	180	25	163	368	370
16	185	25	163	373	380
17	191	25	163	379	380
18	197	25	163	385	390
19	203	25	163	391	405
20	209	25	163	397	405
21	215	25	196	436	450
22	222	25	196	443	450
23	229	25	196	450	450
24	236	25	196	457	465
25	243	25	196	464	465
26	250	25	196	471	480

ANNEXURE II—*contd.*

Category : Agricultural Supervisor

Existing scale : 160—10—260—15—290—E.B.—15—380

Revised scale : 365—15—500—20—660—Extn.—20—760

Stage No.	Basic Pay [*vide* Rule 5(1)]	5 per cent of Pay subject to a minimum of Rs. 25	Dearness Pay	Total of columns 2 to 4	Pay in the revised scale
(1)	(2)	(3)	(4)	(5)	(6)
1	160	25	163	348	365
2	170	25	163	358	365
3	180	25	163	368	380
4	190	25	163	378	380
5	200	25	163	388	395
6	210	25	196	431	440
7	220	25	196	441	455
8	230	25	196	451	455
9	240	25	196	461	470
10	250	25	196	471	485
11	260	25	196	481	485
12	275	25	196	496	500
13	290	25	196	511	520
14	305	25	196	526	540
15	320	25	196	541	560
16	335	25	196	556	560
17	350	25	196	571	580
18	365	25	196	586	600
19	380	25	196	601	620

Category : Junior Engineer

Existing scale : 170—10—260—15—320—E.B.—15—380—20— 520

Revised scale : 395—15—500—20—700—25—900

1	170	25	163	358	395
2	180	25	163	368	395
3	190	25	163	378	395
4	200	25	163	388	395
5	210	25	196	431	440
6	220	25	196	441	455
7	230	25	196	451	455
8	240	25	196	461	470
9	250	25	196	471	485
10	260	25	196	481	485
11	275	25	196	496	500
12	290	25	196	511	520
13	305	25	196	526	540
14	320	25	196	541	560
15	335	25	196	556	560
16	350	25	196	571	580
17	365	25	196	586	600
18	380	25	196	601	620
19	400	25	210	635	640
20	420	25	210	655	660
21	440	25	210	675	680
22	460	25	214	699	700
23	480	25	214	719	725
24	500	25	233	758	775
25	520	26	213	759	775