



# **TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

***Officers – Revision of Wages  
With Effect From – 01.12.2015***

***(Per.) FB TANGEDCO Proceedings No.10 (SB), Dated :02.03.2018.***



**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

**(ABSTRACT)**

TANGEDCO – Officers – Revision of Wages with effect from 1-12-2015 -  
Orders - Issued.

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**(SECRETARIAT BRANCH)**

**(Per.) FB TANGEDCO Proceedings No.10,**

**Dated :02.03.2018.**

Maasi 18.

Thiruvalluvar Aandu 2049.

**Read:-**

- i) (Per.) FB TANGEDCO Proceedings No.4, (SB), dated 11.01.2014.
- ii) (Per.) CMD TANGEDCO Proceedings No.26, (SB) dated 04.02.2016.

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**PROCEEDINGS:**

In the TANGEDCO Proceedings first read above, orders were issued revising the Pay of the Officers of the Board with effect from 1.12.2011 and the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other Allowances were ordered to be continued with effect from 01.12.2007 until further orders. In the TANGEDCO Proceedings second read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the Board to hold negotiations with the Officers' Associations for revision of scales of pay, special pay and allowances for the officers with effect from 01.12.2015. After holding discussions with the Tamil Nadu Electricity Board Engineers' Association and Tamil Nadu Electricity Board Finance and Accounts Officers' Association, the TANGEDCO passes the following orders:

**(i) REVISION OF WAGES:**

The existing Pay band and Grade Pay of the Officers of TANGEDCO will be revised on 01.01.2016 taking into account the Pay drawn by the Officers on 01.12.2015 as indicated in Annexure-I of the TANGEDCO Revised Pay (Officers) Regulations, 2015, referred to in paragraph-5 below.

The existing system of Pay Bands and Grade Pay applicable to TANGEDCO Officers shall be replaced by new system of level based Pay Matrix as in **APPENDIX** of the TANGEDCO Revised Pay (Officers) Regulations, 2015 shall replace the existing system of Pay Bands and Grade Pay. The Pay Matrix shall comprise of two dimensions viz. horizontal range and vertical range:

- (i) In the 'Horizontal Range', level corresponds to a functional role in the hierarchy and has been assigned level numbers 1, 2, 3 and so on, till 7. The level numbers correspond to Grade Pays in the existing system. Movement from one level to a higher level would take place due to movement to a higher functional role, including that due to promotion.
- (ii) In the 'Vertical Range', each step denotes 'pay progression' within that level, and indicates the steps of annual financial progression of three percent in each level, corresponding to one increment. Movement along vertical range arises due to sanction of annual increment (or) grant of Selection Grade/Special Grade/ Incentive Increment.

In the Pay Matrix, the minimum pay at Level- 1 is Rs.39,800/- and maximum pay at Level-7 is Rs.2,23,300/- in respect of Officers.

**(ii) DEARNESS ALLOWANCE:**

(a) The rate of Dearness Allowance will be as followed in the Government of Tamil Nadu from time to time as was done hitherto.

(b) The existing procedure for sanction of Dearness Allowance will be continued and the Dearness Allowance on the revised pay for the different periods from 01.01.2016 are as indicated below:-

Sl.No.	Date from which payable	Rate of Dearness Allowance (per month)
1.	01.01.2016	0 (zero)
2.	01.07.2016	2% of Basic Pay
3.	01.01.2017	4% of Basic Pay
4.	01.07.2017	5% of Basic Pay

(c) The Dearness Allowance shall be calculated with reference to the Revised Pay granted to the officers. Other Special Pay (or) any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

**(iii) HOUSE RENT ALLOWANCE:**

(a) The revised rates of House Rent Allowance will be followed as in the Government of Tamil Nadu **with effect from 01.10.2017**. The rates currently prescribed by the Government are in **ANNEXURE-II**.

(b) Wherever rent free quarters are provided to the Officers (or) a rental is charged for occupation of quarters provided by the Board, no House Rent Allowance shall be admissible.

**(iv) CITY COMPENSATORY ALLOWANCE:**

The revised rates of City Compensatory Allowance will be followed as in the Government of Tamil Nadu. The rates currently prescribed by the Government of Tamil Nadu are in **ANNEXURE-III**.

**(v) SPECIAL PAYS AND ALLOWANCES:**

The existing rates of Special Pays and other allowances paid on the basis of pay range (or) at flat rate to the Officers will be revised with effect from 01.10.2017 as in **ANNEXURE -IV** and **ANNEXURE – V**.

**(vi) PERSONAL PAY:**

The Personal Pay drawn in the existing pay as on 01.12.2015 (or) on the date of option, shall be taken into account for fixing the pay in the revised Pay and it will be discontinued after fixing the revised pay. The Personal Pay arising on (or) after 01.12.2015 shall continue to be allowed in the existing orders in force.

**(vii) SELECTION GRADE AND SPECIAL GRADE:-**

The existing scheme of allowing two increments for movement to Selection Grade/Special Grade on completion of 9/20 years of service be continued. The Officers moving to Selection Grade/Special Grade on (or) after 01.12.2015 shall be granted two increments in the same level in Pay Matrix on that date.

**(viii) PAYMENT OF ARREARS:-**

The arrears accruing on account of pay revision for the period from 01.10.2017 to 28.02.2018 shall be arrived at after adjusting the Interim Relief of Rs.2500/- per month already paid during the above period as ordered in (Per.) CMD TANGEDCO Proceedings No.26 (SB), dated 01.02.2018 and the balance arrears due for payment shall be arrived and paid.

**2.** In Government Order (Ms) No.114, Energy (B2) Department, dated 08.10.2008, Government of Tamil Nadu in principle have accorded approval for the re-organisation of T.N.E.B. by the establishment of a holding company, by the name T.N.E.B. Limited and two subsidiary companies, namely Tamil Nadu Transmission Corporation Limited (TANTRANSCO) and Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) with the stipulation that the aforementioned companies shall be fully owned by Government. Subsequently, TANTRANSCO was incorporated on 15.06.2009 and TANGEDCO and T.N.E.B. Limited were incorporated on 01.12.2009. Subsequently, Government of Tamil Nadu have notified the provisional Transfer Scheme, transferring the assets, liabilities and personnel of erstwhile Tamil Nadu Electricity Board vide G.O. Ms. No.100 Energy Department, dt. 19.10.2010 with the effective date of implementation as 01.11.2010, as per the provisions of the Electricity Act 2003. Accordingly, the erstwhile T.N.E.B. has been re-organised with effect from 1-11-2010 and the successor entities have started functioning independently

and all personnel of the Board (excluding Chairman and Directors of the Board) were transferred to and absorbed in TANGEDCO on a provisional basis till finalization of Officer Transfer Scheme.

The TANGEDCO hereby makes the following regulations:-

## **REGULATIONS**

### **SHORT TITLE AND COMMENCEMENT.-**

- (1) These Regulations may be called the TANGEDCO Revised Pay (Officers) Regulations, 2015.
- (2) They shall be deemed to have come into force with effect from 1<sup>st</sup> December, 2015 (notional fixation on 01.01.2016) and with monetary benefit from 1<sup>st</sup> October 2017.

**2. Definition-** In these Regulations, unless the context otherwise requires:

- (i) **“existing basic pay”** means pay drawn in the prescribed Pay Band including Grade Pay and Personal Pay on the date of migration to revised pay structure opted by an Officer as defined in regulation 10 (19) (1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) **“existing Pay Band and Grade Pay”** means the Pay Band and the Grade Pay applicable to the post held by the Officer, whether in a substantive capacity (or) in officiating capacity, on the date of migration to revised pay structure opted by him under regulation 10 (19) (1) of the Tamil Nadu Electricity Board Service Regulations;
- (iii) “Present emoluments shall not include any Special Pay (or) Allowances.
- (iv) “Post” means any post as specified in Annexure-I.
- (v) **“existing pay structure”** means the present system of Pay Band and Grade Pay applicable to the post held by the Officer as on the date immediately prior to the coming into force of these regulation whether in a substantive (or) officiating capacity.

**Explanation** - The expressions “existing basic pay”, and “existing Pay Band and Grade Pay”, in respect of an Officer who on the 1st day of December, 2015 was on deputation (or) on leave (or) on foreign service, (or) who would have on that date officiated in one (or) more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay in relation to the post which he would have held but for his being on deputation (or) on leave (or) on foreign service (or) officiating in higher post, as the case may be;

- (vi) **“Pay Matrix”** means Matrix specified in **APPENDIX**, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;

- (vii) **"Level"** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay specified in the **APPENDIX**;
- (viii) **"pay in the Level"** means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;
- (ix) **"revised pay structure"** means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for that post.
- (x) **"basic pay in the revised pay structure"** means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay.
- (xi) **"APPENDIX"** means APPENDIX annexed to these regulations.

### **3. Level of posts-**

The Revised Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

### **4. (1) Revised Levels of Pay of posts:-**

The Revised Levels of pay for the existing Pay Band as specified in Col.(4) in respect of such post in Col.(3) in Annexure-I shall mean the Revised Levels of pay specified in Col.(5) thereon.

**(2) Application of Revised Levels of Pay.-** Save as otherwise provided in these Regulations, there shall be paid to holders of all posts specified in Annexure-I in a substantive (or) in an officiating capacity (or) appointed temporarily under Regulation 106 of the Tamil Nadu Electricity Board Service Regulations (including those under suspension (or) on deputation (or) on foreign service (or) on leave (or) suspended lien) pay calculated in the revised scale of pay.

**5. Fixation of Pay in the revised pay -** The initial pay of an Officer who elects to be governed by the revised pay from 1<sup>st</sup> December 2015 shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien (or) would have held a lien if he had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely :--

### **(1). Fixation of pay in the revised pay structure at the time of migration:-**

- (i) The Revised Pay shall be fixed by a fitment factor of 2.57 on 01.01.2016 taking into account the Pay drawn by the Officers on 01.12.2015.
- (ii) The existing Pay + Grade Pay including Personal Pay in the existing Pay band as on 1-12-2015 shall be multiplied by a fitment factor of **2.57** (or) on the date of option uniformly to all Officers while fixing pay of existing

Officers in the pay matrix, irrespective of their present grade pays (or) corresponding new levels. Pay plus grade pay of an Officer at any level as on 01-12-2015 (or) on the date of option (Pay in the Pay Band + Grade Pay) shall be multiplied by a factor of 2.57 for the purpose of fixing the pay in the pay matrix.

(iii) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at shall be located in the respective Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

(iv) If the minimum pay (or) the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay (or) the first Cell of that applicable Level.

(2) In commemoration of 60 years of formation of Board, one increment (in lieu of Service Weightage) shall be allowed after fitment in the Revised Pay to the Officers who are on 01.07.2017 with monetary benefit from 01.10.2017.

(3) Where in fixation of pay, the pay of Officers drawing pay at two (or) more stages in the existing Pay Band and Grade Pay (or) scale, as the case may be, get fixed at same Cell in the applicable Level in the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Officers drawing higher pay in existing pay structure shall be fixed at the next vertical Cell in the applicable Level.

**Explanation:** For this purpose, the pay drawn by two Officers in a given Pay Band and Grade Pay (or) scale where the higher pay is atleast 3 percent more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3 percent shall not be entitled for this benefit.

(4) The pay of an Officer appointed to the service in the TANGEDCO for the first time on (or) after 01.12.2015 and upto 22.02.2018 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 5(1)&(2) with effect from the date of his joining service.

(5) If the pay as fixed in the officiating post under sub-regulation (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay.

**NOTE:** If an Officer officiating in a higher post has not been confirmed in the lower post from which he has been promoted to the present officiating higher post and put in not less than five completed years of service in such lower post, his pay in such lower post, shall be deemed to be substantive pay only for the above provisions.

- (6) If an Officer is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2015, he shall be entitled to have his substantive pay in that post re-fixed on 01.12.2015 and also to have his pay re-fixed in the higher officiating post which he actually held on 01.12.2015 at the stage next above substantive pay.
- (7) If an Officer is on leave on 1<sup>st</sup> December 2015, he shall be entitled to the revised pay from that date, but the pay so fixed in the revised pay shall be admissible to him only from the date of his return to duty in the post after the expiry of leave and the period commencing on the 1<sup>st</sup> December 2015 and ending with the date of such return will count for future increment in the revised pay depending on whether it will count for future increments in the existing pay.
- (8) Similarly where an Officer is on study leave on the first day of December, 2015, he will be entitled to the benefits under these Regulations from 01.12.2015 (or) the date of option.
- (9) An Officer who on 1<sup>st</sup> December 2015 is on leave preparatory to retirement, shall be entitled to choose his pay either in his substantive post (or) in the officiating post in the revised pay for the purpose of computing his gratuity and pension.
- (10) **(a)** If an Officer was under reduction of pay (or) stoppage of increment as a penalty on the 1st December 2015, his pay shall be fixed in the revised pay structure on the basis of emoluments he drew on the 1st December 2015 and he shall continue to draw the pay so fixed in the revised level of pay till the expiry of the period of penalty. His pay in the revised level of pay shall be re-fixed immediately following the date of expiry of the period of penalty with reference to the present emoluments which he would have drawn on the 1st December, 2015 taking the fact into consideration whether the penalty awarded is with (or) without cumulative effect.  
**(b)** If, for instance , an Officer's increment falling due on the 1st July, 2015 had been postponed for a year without cumulative effect, his actual present emoluments as on the 1st December 2015 would be the basis for determination of his revised pay with effect from the 1st December, 2015 and the pay so fixed shall be in force upto the 30<sup>th</sup> June 2016. However, for purpose of determination of his pay with effect from 1st July 2016 his pay on the 1st December 2015 shall be re-fixed notionally based on the present emoluments which he would have received on the 1st December 2015 but for his penalty and he will get the next increment on the 1st July 2016 from that stage.  
**(c)** If, however, the penalty of stoppage of increment due on the 1st July 2015 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual present emoluments as on the 1st December 2015. There shall be no re-fixation of pay in this case.



- (11) If an Officer is under suspension on the 1<sup>st</sup> December 2015, (or) if he was discharged (or) reverted from a post before that date and is reappointed to that post after that date, he shall be entitled to the revised pay only from the date on which he returns to duty in the post (or) from the date of his reappointment to that post.
- (12) An Officer who was promoted between 01.12.2015 and 22.02.2018 (or) promoted prior to 01.12.2015, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2015, shall be permitted to revise his earlier option for fixation of pay in the promoted post, within a period of three months from the date of fixation of pay in the revised pay.

**6. Rectification of Pay anomaly of Junior getting more pay than Senior.-**

(1) Where in the fixation of pay in the revised pay structure upon appointment or promotion to a higher post, pay of an Officer gets fixed higher than that of an Officer senior to him, who have been promoted earlier to the same higher post in the same cadre, the pay of such senior Officer in the revised pay structure shall be stepped up to the same Cell in the revised pay structure as that of his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Officer subject to the fulfillment of the following conditions namely:-

- (a) both the junior and the senior Officer should belong to the same cadre and the posts in which they have been promoted are identical in the same cadre.
- (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) the senior Officer at the time of promotion should have drawn equal or more pay than the junior.
- (d) The anomaly should have arisen directly as a result of the application of the provisions of Tamil Nadu Electricity Board Service Regulations or any other rule or order regulating pay fixation on such promotion in the revised pay structure;

Provided that where the pay of the junior Officer is greater than that of the senior on account of any advance increments granted to him, the provisions of this sub rule shall not be invoked to step up the pay of the senior Officer.

(2) The order relating to re-fixation of the pay of the senior Officer in accordance with sub rule (1) shall be issued under the provisions of Tamil Nadu Electricity Board Service Regulations and the senior Officer shall be entitled to the next increment on completion of the required qualifying service one year with effect from the date of re-fixation of pay.

### **7. Rate of Increment in the Revised Pay:-**

The increment shall be effected by moving vertically down along the applicable Level by one cell from the existing cell of pay in the pay matrix as in Appendix.

### **8. Date of Annual Increment in the Revised Pay:-**

- (i) There shall be four quarters for grant of increment namely, 1st January, 1st April, 1st July and 1<sup>st</sup> October of every year:

Provided that an Officer shall be entitled to only one annual increment either on 1st January (or) 1st April (or) 1st July (or) 1st October depending on the date of his appointment and promotion.

- (ii) An Officer shall be permitted to draw his annual increment in the revised pay structure in four quarters admissible in the existing pay structure as the case may be viz. 1st January, 1st April, 1st July and 1st October.
- (iii) The next increment of an Officer in the revised pay structure shall be granted on the date he would have drawn increment had he continued in the existing pay structure.
- (iv) If an Officer draws his next increment in the revised level of pay scale under sub-regulation (ii) above and thereby becomes eligible for higher pay than his senior whose next increment falls due on a later date, then the pay of such senior shall be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay subject to satisfaction of usual conditions for rectification of Pay Anomaly and also subject to the condition that both senior and junior should (or) should not have drawn one increment in commemoration of 60 years of formation of Board (in lieu of Service Weightage).

**NOTE:** In case where the pay of an Officer is stepped up in terms of sub-regulation (iii) above, the next increment shall be granted after completion of requisite qualifying service.

- (v) In the case of an Officer who reaches the maximum of the level of pay, stagnation increments beyond the maximum of Pay shall be allowed at the rate of increment last drawn annually without maximum limit.
- (vi) In the case of an Officer who have elected to remain in the existing pay until the date of movement to Selection Grade, the next increment after fixation shall be granted in the revised Pay on the normal date in which he would have drawn the increment had he continued in the existing pay.

**9. OPTION:-**

(1) An Officer may exercise option to remain in the existing pay until any of the following dates falling between 1-12-2015 and 22.02.2018.

- (i) to remain in the existing pay until the date on which he earns his next (or) any subsequent increments in the existing pay;
- (ii) on the date of promotion (or) on the date of fixation on promotion;
- (iii) on the date of movement to Selection Grade/Special Grade.
- (iv) on the date of appointment to a post by internal selection.

Provided that, if an Officer does not exercise his option within the period specified below, he shall be deemed to have opted for the revised pay with effect from the 1<sup>st</sup> December, 2015 taking into account his pay as on that date.

(2) The **option shall be exercised** in writing in the Form given in **Annexure-VI within three months** from the date of issue of these Regulations.

Provided that in the case of an Officer who was on leave on that date (or) who was discharged from service before that date (or) was not in the service on that date, (or) who was on deputation (or) on foreign service, the option shall be exercised within a period of three months from the date on which he returns from leave, (or) reappointed to the post, (or) rejoins duty in the Board, as the case may be.

(i) Where an Officer is under suspension on the 1<sup>st</sup> December 2015, the option shall be exercised within three months from the date of his return to duty if that date is later than the last date prescribed in this sub-regulation (2).

(ii) The **option once exercised shall be final.**

(iii) If an Officer opts to remain in the existing pay for a specified period, he shall be entitled to draw pay in the existing pay during that period and also the amount of dearness allowance and other allowances at the existing rates and his pay shall be fixed in the revised pay at the end of the period specified in accordance with the provisions under these Regulations.

**NOTE:** Persons who have died on (or) after 1<sup>st</sup> December 2015, shall be deemed to have opted for the revised pay on and from the 1<sup>st</sup> day of December 2015 (or) such later date as is more beneficial to their dependent, if the revised pay is more favourable and in such cases, necessary action for payment of arrears from 01.10.2017 shall be taken by the Head of Office immediately after adjusting the Interim Relief paid, if any.

## **10. FIXATION OF PAY ON PROMOTION ON (or) AFTER 01.12.2015:-**

In case of promotion from one level of pay to another in the revised pay structure, the fixation shall be done in the manner given below:-

### **a) On the date of promotion/appointment to the higher post:**

One increment shall be given in the Level from which the Officer is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level. However, if the pay in the Level of pay after addition of one increment is less than the minimum of Level of pay in the higher post to which he is promoted, pay in the Level of pay will be fixed to such minimum of the higher post i.e., first Cell.

### **b) Fixation of pay on the date of accrual of increment in the lower post:**

**i)** Pay shall be initially fixed from the date of promotion/appointment to higher post till his date of next increment (DNI) in the lower post at the next higher Cell in the Level of the higher post. He shall draw this pay from the date of promotion till the date of re-fixation of pay on the date of next increment (DNI) in the lower post.

**ii)** On the date of increment of the lower post, two increments (one accrued on account of Annual Increment and the second accrued on account of promotion/appointment to higher post) shall be granted in the Level of lower post starting from the Pay last drawn in the lower post and he shall be placed at a Cell equal to the figure so arrived, in the Level of the higher post; and if no such Cell is available in the higher Level, he shall be placed at the next higher Cell in the level of the higher post.

Such Officers shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing Pay Band within a period of 3 months. Such option once exercised will be final.

## **11. DATE OF EFFECT.-**

The revised pay level shall take **effect from 1<sup>st</sup> December, 2015** (notional fixation on 01.01.2016 and with monetary benefit from 01.10.2017) **and shall be in force for a period of Four years from 01.12.2015.**

## **12. POWER TO REMOVE DIFFICULTIES.-**

The Board may, by order, remove any difficulty that may arise in giving effect to the provisions of these Regulations.

**13. POWER TO AMEND REGULATIONS.-**

- (1) The Board may, by order, amend these Regulations including the Annexures;
- (2) All references made in these Regulations shall be considered as relating to the Regulations as amended from time to time in exercise of the powers conferred by these Regulations.

**14. EFFECT OF OTHER REGULATIONS.-**

Save as otherwise provided in these Regulations, no provision of any other Regulations made (or) deemed to have been made under Section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) shall, in so far as it is inconsistent with any of the provision of these Regulations, have any effect.

**15.** The pay fixation statement may be prepared in the form in **ANNEXURE-VII** and got approved by the Head of Office and attached to the Service Book of the Officers.

**16.** Illustrations relating to fixation of pay are in **ANNEXURE-VIII**.

**17.** Any doubt relating to the implementation(s) of any of the clauses/Provisions of this order arises, the same shall be referred to the Secretary/TANGEDCO for clarification.

**18.** The Chief Engineers, Chief Internal Audit Officer, Chief Financial Controller, Superintending Engineers, Deputy Secretaries and other Officers will arrange to display the copies of these proceedings conspicuously on the Notice Boards of the offices under their control.

(BY ORDER OF THE BOARD)

**R. BALAJI,  
SECRETARY.**

**To**

All Chief Engineers.

The Chief Financial Controller/General and Revenue/Accounts Branch.

All Superintending Engineers.

All Deputy Secretaries/Secretariat Branch.

The Chief Internal Audit Officer/Audit Branch/Chennai-2.

The Residential Audit Officer.

**Copy to:**

The Principal Secretary to Government, Energy Department, Chennai -9.

The Additional Chief Secretary to Government, Finance Dept., Chennai-9.

The Commissioner of Labour, Chennai.

The Accountant General, Chennai-18.

The Chairman cum Managing Director's Table.  
 The Director (Finance)/TANGEDCO.  
 The Director (Distribution).  
 The Director (Generation).  
 The Additional Director General of Police/Vigilance.  
 The Secretary.  
 The Legal Adviser.  
 The Executive Assistant to Chairman cum Managing Director.  
 The Industrial Relations Adviser/Chennai – 2.  
 The Chief Medical Officer/T.N.E. B Dispensary/Chennai.2.  
 The Deputy Chief Engineer/Administrative Branch.  
 The Director/Computer Centre.  
 The Industrial Relations Officer.  
 The Assistant Personnel Officer/Tamil Development - for Publication  
 in the Tamil Nadu Electricity Board Bulletin (2 copies).  
 The Director/Tamil Nadu Electricity Board Printing Press.  
 The Resident Manager, T.N.E.B., New Delhi.  
 All Officers/Sections/Cells in the Board office Secretariat Branch .  
 "A-2" "A-8", "A-9", "A-10", "A-11", "A-12" & "A-13" sections/Secretariat Branch.  
 Tamil Nadu Electricity Workers' Federation.  
 Tamil Nadu Electricity Board Accounts & Executive Staff Union.  
 Tamil Nadu Electricity Board Workers Progressive Union (LPF).  
 Central Organisation of Tamil Nadu Electricity Officers (COTEE).  
 Minsara Pirivu Anna Thozhir Sangam.  
 Tamil Nadu Minvariya Janatha Thozhilalar Sangam.  
 Tamil Nadu National Electricity Workers' Federation (2 Groups).  
 Tamil Nadu Electricity Board Engineers' Sangam.  
 Tamil Nadu Electricity Officers Congress.  
 Tamil Nadu Electricity Board Thozhilalar poriyalar Aykiyya Sangam.  
 Tamil Nadu Electricity Board Engineers' Association.  
 Tamil Nadu Electricity Board Finance & Accounts Officers Association.  
 Bharathiya Electricity Officers Federation.  
 Tamil Nadu Electricity Board Card Billing Staff Union.  
 Tamil Nadu Electricity Board Dr.Ambedkar Officers Union.  
 Tamil Nadu Electricity Board Engineers Union.

**:: TRUE COPY :: FORWARDED :: BY ORDER ::**

*A. Suresh Kumar*

**SECTION OFFICER.**

*2/11/18*

**APPENDIX**  
**PAY MATRIX FOR OFFICERS OF TANGEDCO**

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Existing Pay Band	10100-34800	15700-39100				38200-67000	
Grade Pay	5100	5400	6100	6200	7000	8700	9500
Level	1	2	3	4	5	6	7
REVISED PAY							
1	39800	56300	58200	58500	60600	125200	127400
2	41000	58000	59900	60300	62400	129000	131200
3	42200	59700	61700	62100	64300	132900	135100
4	43500	61500	63600	64000	66200	136900	139200
5	44800	63300	65500	65900	68200	141000	143400
6	46100	65200	67500	67900	70200	145200	147700
7	47500	67200	69500	69900	72300	149600	152100
8	48900	69200	71600	72000	74500	154100	156700
9	50400	71300	73700	74200	76700	158700	161400
10	51900	73400	75900	76400	79000	163500	166200
11	53500	75600	78200	78700	81400	168400	171200
12	55100	77900	80500	81100	83800	173500	176300
13	56800	80200	82900	83500	86300	178700	181600
14	58500	82600	85400	86000	88900	184100	187000
15	60300	85100	88000	88600	91600	189600	192600
16	62100	87700	90600	91300	94300	195300	198400
17	64000	90300	93300	94000	97100	201200	204400
18	65900	93000	96100	96800	100000	207200	210500
19	67900	95800	99000	99700	103000	213400	216800
20	69900	98700	102000	102700	106100	219800	223300
21	72000	101700	105100	105800	109300		
22	74200	104800	108300	109000	112600		
23	76400	107900	111500	112300	116000		
24	78700	111100	114800	115700	119500		
25	81100	114400	118200	119200	123100		
26	83500	117800	121700	122800	126800		
27	86000	121300	125400	126500	130600		
28	88600	124900	129200	130300	134500		
29	91300	128600	133100	134200	138500		
30	94000	132500	137100	138200	142700		
31	96800	136500	141200	142300	147000		
32	99700	140600	145400	146600	151400		
33	102700	144800	149800	151000	155900		
34	105800	149100	154300	155500	160600		
35	109000	153600	158900	160200	165400		
36	112300	158200	163700	165000	170400		
37	115700	162900	168600	170000	175500		
38	119200	167800	173700	175100	180800		
39	122800	172800	178900	180400	186200		
40	126500	178000	184300	185800	191800		

**ANNEXURE-I****EXISTING PAY BAND AND REVISED LEVELS OF PAY**

Sl. No.	Pay Band No	Category	Existing Pay Band and Grade Pay	LEVEL	Revised Levels of Pay
(1)	(2)	(3)	(4)	(5)	(6)
1 2 3 4 5 6 7	PB-2	Assistant Audit Officer Assistant Engineer Junior Engineer Grade I Private Secretary Section Officer Superintendent Superintendent cum Steno	10100-34800 + 5100	1	39800-126500
1 2 3 4 5 6 7	PB-3	Assessment Officer Assistant Accounts Officer Assistant Administrative Officer Assistant Personnel Officer Chief Head Draughtsman Industrial Relations Officer/ Labour Welfare Officer Stores Officer	15700-39100 + 5400	2	56300-178000
1 2 3	PB-3	Assistant Executive Engineer Medical Officer Senior Chemist	15700-39100 + 6100	3	58200-184300
1 2 3 4	PB-3	Accounts Officer Administrative Officer Chief Stores Officer Internal Audit Officer	15700-39100 + 6200	4	58500-185800
1 2 3 4 5 6 7 8	PB-3	Deputy Chief Chemist Deputy Chief Internal Audit Officer Deputy Financial Controller Executive Engineer Personnel Officer Senior Administrative Officer Stores Controller Under Secretary	15700-39100 + 7000	5	60600-191800



1 2 3 4 5 6	PB-4	Chief Internal Audit Officer Chief Medical Officer Deputy Secretary Financial Controller Senior Personnel Officer Superintending Engineer	38200-67000 + 8700	6	125200-219800
1 2	PB-4	Chief Engineer Chief Financial Controller	38200-67000 + 9500	7	127400-223300

**Note:** If the designation of any category of Officer is not included in the Tables in Annexure-I above, the Officers in that category shall be allowed the revised Levels of pay corresponding to his existing pay drawn by him."

**ANNEXURE –II**  
**REVISED RATE OF HOUSE RENT ALLOWANCE**  
**WITH EFFECT FROM 01.10.2017**

The revised rates of House Rent Allowance to Officers in different pay ranges in the revised pay structure and different grades of cities and towns shall be as follows:-

Sl. No	Revised Pay Range (Pay Level in Pay Matrix) (Rupees per mensum)	Amount of House Rent allowance (Rupees per mensum)			
		Grade 1 (a)	Grade 1 (b)	Grade-II	Grade-III
(1)	(2)	(3)	(4)	(5)	(6)
1	Upto 51600	6200	3800	3100	2200
2	51601 - 54000	6800	4100	3200	2200
3	54001 - 55500	7300	4300	3200	2200
4	55501 - 56900	7500	4300	3200	2200
5	56901 - 64200	7800	4300	3200	2200
6	64201 and above	8300	4300	3200	2200

**RECLASSIFICATION OF CITIES/TOWNS:**

The present prevailing different grades shall be retained and some cities/towns shall be upgraded and reclassified for the eligibility of House Rent Allowance in different grades as detailed below:

Grades	Existing Classification	Revised Classification
[1]	[2]	[3]
Grade-I (a)	Chennai City and places around the City at a distance not exceeding 32 Kms from City limits. If the radius of 32 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (House Rent Allowance) as admissible to Grade-I(a) place.	- No Change -
Grade – I (b)	Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms from the city limits. If the radius of 16 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (House Rent Allowance) as admissible to Grade-I (b) place.	Cities of Coimbatore (UA), Madurai (UA), Salem (UA), Tiruppur (UA), Tiruchirappalli (UA), Erode (UA) and places around them at a distance not exceeding 16 Kms. From the city limits and if the radius of 16 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (House Rent Allowance) as admissible to Grade – I (b) place.
Grade – II	Places classified as Grade – ‘C’ by Government of India and places around 8 Kms from town limits. If the radius of 8 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (House Rent Allowance) as admissible to Grade-II place.	Places classified as Grade-‘C’ by Government of India in 2004 [List of places classified as Grade-C is appended to this table], all other Municipal Corporations and Special Grade; Municipalities and places around 8 Kms from town limits. If the radius of 8 Kms. falls within a part of a Panchayat Union, the entire Panchayat Union shall be taken for the purpose of giving House Rent Allowance (House Rent Allowance) as admissible to Grade-II place.
Grade-III	Places in Grade-III [Second TN Pay Commission, 1971]	All other Municipalities (except Special Grade) and Taluk Headquarters irrespective of local body status.

**List of places classified as Grade-C by Government of India:**

Ambur, Arakkonam, Arani, Aruppukkottai, Attur/Bhavani (UA), Bodinayakkanur/ Chengalpattu, Chidambaram (UA), Coonoor (UA), Cuddalore/Dharapuram, Dharmapuri, Dindigul/Erode (UA)/Gobichettipalayam, Gudiyattam (UA)/Hosur/ Kadaiyanallur, Kambam, Kanchipuram (UA), Karaikkudi (UA), Karur (UA), Kovilpatti, Krishnagiri, Kumbakonam (UA)/Mannargudi, Mayiladuthurai, Mettupalaiyam, Mettur /Nagappattinam (UA), Nagercoil, Namakkal, Neyveli (UA)/Palani (UA), Panruti, Paramakkudi, Pattukkottai, Pollachi (UA), Pudukkottai, Puliyangudi/Rajapalayam, Ramanathapuram/Sankarankoil, Sivakasi (UA), Srivilliputtur/Theni-Allinagaram, Tenkasi, Thanjavur, Thiruvarur, Tindivanam, Tiruchengode, Tirunelveli (UA), Tiruppattur, Tiruppur (UA), Tiruvannamalai, Thoothukkudi (UA)/Udhagamandalam, Udumalaipettai/Valparai, Vanyambadi (UA), Vellore (UA), Villupuram, Virudhunagar, Virudhachalam.

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**ANNEXURE-III****CITY COMPENSATORY ALLOWANCE IN THE REVISED PAY RANGES****WITH EFFECT FROM 01.10.2017**

The cities of Tiruppur and Erode, which was classified as 'Y' by Government of India for the purpose of House Rent Allowance shall also be included for City Compensatory Allowance. Accordingly, revised rates of City Compensatory Allowance (CCA) for Officers in different pay ranges in the revised pay structures shall be as follows:-

Sl. No.	Revised Pay Range (Pay Level in Pay Matrix) (Rupees per mensem)	Amount of City Compensatory Allowance (Rupees per mensem)	
		Chennai City and areas around the City at a distance not exceeding 32 kms from the City limits	Cities of Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli, Tiruppur and Erode areas around them at a distance not exceeding 16 kms. From the City limits.
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1	Upto 50400	800	400
2	50401 and above	1200	720

**ANNEXURE-IV****REVISED RATES OF SPECIAL PAYS WITH EFFECT FROM 01.10.2017**

(Rupees per mensem)

Sl. No.	Revised Pay Range (Pay Level in Pay Matrix)	Project Special Pay	TE, TLC, SSE, PLCC and MLDC Special Pay	Special Pay to eligible Officers of Vigilance Cell & Enforcement	Special Pay to P.R.O. (A.E.E.) working under the control of C.P.R.O.
1	2	3	4	5	6
	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 76700	600	760	760	600
2	76701 & above	700	880	880	700

**REVISED RATES OF SPECIAL PAYS ON FLAT RATE BASIS WITH EFFECT FROM 01.10.2017**

Sl.No.	Description	Revised Rate	
1	<b><u>Shift Operation Special Pay</u></b>	<b>Rs.</b>	
	Junior Engineer I Grade/Assistant Engineer	460	P.M.
	Assistant Executive Engineer	620	P.M.
	Executive Engineer	900	P.M.
2	Special Pay to SE/Chairman's Office	600	P.M.
3	Special Pay to Directors of the Board	4000	P.M.

**REVISED RATES OF SPECIAL PAYS ON PERCENTAGE BASIS WITH EFFECT FROM 01.10.2017**

Sl.No.	Description	Revised Rate
1	Special Pay to Resident Manager/New Delhi (Guest House)	10% of Revised Level of Pay per mensem
2	<b>Hot Line Special Pay</b>	25% of Revised Levels of Pay (*) Per mensem <b>(*) (Subject to max. of Rs. 16000)</b>

**ANNEXURE-V****REVISED RATES OF ALLOWANCES WITH EFFECT FROM 01.10.2017**  
**(Rupees per mensem)**

Sl. No.	Revised Pay Range (Pay Level in Pay Matrix)	ILC Allowance	Project Allowance		Investigation Allowance		Thermal Allowance	Thermal Incentive Bonus
			Before Qtrs.	After Qtrs.	Before Qtrs.	After Qtrs.		
1	2	3	4	5	6	7	8	9
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Upto 76700	600	940	540	820	340	500	500
2	76701 & above	660	1000	600	880	380	560	600

**REVISED RATES OF SPECIAL GAS TURBINE SCHEME ALLOWANCE**  
**WITH EFFECT FROM 01.10.2017**

Sl.No.	Revised Pay Range (Pay Level in Pay Matrix)	Special (GTS ) Allowance (Rupees per mensem)
1	Upto 76700	2300
2	76701-87400	2520
3	87401 & above	2740

(\*\*) Since the Special (GTS) Allowance was doubled during 2015 the same was not revised.

**REVISED RATES OF HYDRO AND WIND FARM ALLOWANCES**  
**WITH EFFECT FROM 01.10.2017**  
**(Rupees per month)**

Sl. No.	Description	Upto Rs.62200	Rs.62201 & above
		<b>Revised Rate (per mensem)</b>	
		<b>Rs.</b>	<b>Rs.</b>
1	Upto and inclusive of 300m MSL	900	1200
2	Above 301m MSL	1200	1500

**REVISED RATES OF ALLOWANCES ON FLAT RATES WITH EFFECT FROM 01.10.2017**

Sl.	Description	Revised Rate in Rs.	
1	<u>Allowance to Legal Cell Staff in Board Office Secretariat Branch:</u> Section Officer	300	P.M.
	Legal Officer	900	P.M.
2	<u>Annual Thermal Incentive Bonus for officials at T.P.Ss.</u>		
	1. Assistant Administrative Officer		
	Assistant Accounts Officer	500	per slab
	Stores Officer		
	Labour Welfare Officer		
	2. Assistant Executive Engineer		
	Medical Officer	760	per slab
	Senior Chemist		
	3. Accounts Officer		
	Administrative Officer	760	per slab
	Chief Stores Officer		
	4. Executive Engineer		
	Deputy Financial Controller	960	per slab
	Senior Administrative Officer		
	5. Superintending Engineer	1120	per slab
	Financial Controller		
	6. Officers above the level of Superintending Engineer	1240	per slab
3	Hill Allowance (20% of Basic Pay subject to maximum of Rs.6000/-)	20% of Basic Pay Per month (Subject to max. of <b>Rs.6000</b> ) p.m	
4	Winter Allowance (November to February - 4 months only)	5% of Basic Pay P.M	
	From 1000 to 1499m (5% of Basic Pay subject to the max. of Rs.1200)	(Subject to max. of <b>Rs.1200</b> ) p.m	
	1500m and above (10% of Basic Pay subject to the max. of Rs.1500)	10% of Basic Pay p.m	
	(Percentage/Maximum limit as in Government)	(Subject to max. of <b>Rs.1500</b> )p.m	
5	Conveyance Allowance to visually challenged, Locomotor disabled and Hearing impaired	2500	P.M.
	(The other conditions for payment of this conveyance allowance shall be continued)		
6	Medical Allowance	300	P.M.
7	Office Helper Surrender Allowance	1000	per O.H.
	*(Cash Allowance in lieu of 1st Residential Office Helper i.e. required to the compulsorily surrendered shall be enhanced from Rs.500 to Rs.1000)p.m	The quantum of Allowance allowed as per the Clause * **	
	** (The Officers who are entitled to 2 Residential Office Helper are permitted to surrender both Office Assistant if they, so desired.)		
	(The Cash Allowance in respect of surrendering of the 2nd Office Helper at their option shall be enhanced from Rs.500 to Rs. 1500) per month)		
8	Remote Hydro and Cavern Allowance	25% of Basic Pay Per month for Category -I (Subject to max of <b>Rs.16000</b> )p.m	
	(Category I 25%, Category II 20%, Category III 15% and Category IV Nil as ordered in the B.P.No.26, dt.06.08.2015)	20% of Basic Pay Per month for Category -II (Subject to max. of <b>Rs.12000</b> )p.m	
	Cavern Allowance @ 10%	20% of Basic Pay Per month for Category -III (Subject to max. of <b>Rs.10000</b> )p.m	
		Cavern Allow. 10% Basic Pay (Subject to max. of <b>Rs.8000</b> )p.m	



**ANNEXURE – VI**

Form for exercising option under the TANGEDCO Revised Pay  
(Officers) Regulations 2015

I \_\_\_\_\_,  
holding the post of \_\_\_\_\_ in the Pay  
band of Rs. \_\_\_\_\_ + Rs. \_\_\_\_\_ Grade Pay do  
hereby elect (\*) to come under the revised Level of Pay with effect from 1<sup>st</sup>  
December 2015/ to retain the existing Pay Band + Grade Pay for the period  
upto \_\_\_\_\_ and come under the revised Level of Pay  
with effect from \_\_\_\_\_.

**2. The option hereby exercised is final and will not be  
modified at any subsequent date.**

3. I hereby undertake that any excess payment that may be found to  
have been made as a result of incorrect fixation of pay (or) any excess  
payment detected in the light of discrepancies noticed subsequently will be  
refunded by me to the TANGEDCO either by adjustment against future  
payments due to me (or) otherwise without insisting for any prior notice.

Date :

Signature

Signed before me

Received the above declaration

Date :

Signature  
Head of the Office.

\_\_\_\_\_  
(\*) Strike out whichever is not applicable.

**ANNEXURE-VII****Statement of fixation of pay of individual Board Officer  
in the Revised Pay.**

- (a) Circle :
- (b) Office :
- (c) Name of Officer :
- (d) Date of:
- (i) Exercising option
- (ii) Receipt of option by Head of Office
- (e) Whether option has been attached to the Service Book :
- (f) Date he opted to come over to Revised Pay :
- Substantive/Officiating  
(or) Temporary
1. Name of post :
2. Existing Pay Band +Grade Pay :
3. Present emoluments on the 1<sup>st</sup> December 2015 (or) on the date of the Officer joining the service after 01.12.2015 :
- (i) Pay :
- (ii) Personal Pay, if any :
- (iii) Grade Pay :
- (iv) Dearness Allowance as on 01.01.2016 on  
Pay + Personal Pay + Grade Pay :
- 
- Total (i to iv) above :
- 
4. Basic Pay (Pay in the applicable Pay Band and applicable Grade Pay) in the pre-revised structure as on 01.12.2015 :
5. Amount arrived at by multiplying basic pay as at S.No.4 x 2.57 :
6. Applicable Level in the Pay matrix corresponding to Pay Band and Grade Pay (or) Scale shown at S.No.2 :
7. Applicable Cell in the Level: either equal to (or) just above the Amount at S.No.5 :
8. Revised Basic Pay as per S.No.7 :
9. Personal Pay if any :

10. Whether eligible for one increment in commemoration of  
60 Years of formation of Board: Yes/No
11. Pay to be fixed in the Revised Level of Pay at :
12. Quantum of Special Pay, if any, attached to the post :
13. If the Officer is officiating in a post and his revised pay  
Level in the substantive post would be more than that in  
the officiating post, revised pay fixed as per regulation :
14. Is this a case in which the revised pay cannot be refixed  
with reference to the Pay matrix? If so, why? :
15. If the Answer to the Question under Sl.No.13 is Yes, the  
method of fixing the revised pay following the  
illustrations to the Rules may be indicated in detail. :
16. Date of next increment in the Level of Pay :

Sl.No.	Date of Increment	Pay after increment in applicable Level of Pay Matrix

17. Any other relevant information :

Date:

Office:

Head of Office.

**ANNEXURE-VIII****ILLUSTRATION – I**

[See Regulation 5 (1) (iii)]

**Opted for Revised Pay on 01.12.2015:-**

An Assistant Engineer is presently drawing a Basic pay of Rs.18,200 in Grade Pay 5100 [Pay in the Pay Band Rs.13,100+Grade Pay 5100= Rs.18200]. For Normal Fitment, his/her Basic Pay will first be multiplied by a factor of 2.57 and then rounded-off to the nearest Rupee i.e.,  $18200 \times 2.57 = \text{Rs. } 46774$ . His date of increment is on 01.04.2016. He/she will then be placed in the Pay Matrix in the Level corresponding to Grade Pay 5100 (Level-1 in this case) in a cell either equal to (or) next higher to Rs.46774.

Accordingly, his/her salary will be fixed at Rs.47,500 as shown below:

1	Existing Pay Band	:	PB-2
2	Existing Grade Pay	:	5100
3	Existing Pay in PB	:	13100
4	Existing Basic Pay On 01.12.2015	:	<b>Rs.18,200 (A)</b>
5	Pay after multiplication by a fitment factor of 2.57: $18200 \times 2.57 = 46774$ on 1.1.2016	:	Rs.46774
6	Level Corresponding to GP 5100	:	Level. 1
7	Revised Pay in Pay Matrix (either equal to (or) next higher to 46774 in Level 1)	:	<b>Rs. 47500(B)</b>
8	Annual increment on 1.4.2016	:	<b>Rs.48900 (C)</b>

**PAY MATRIX**

GP	5100	5400	6100	6200	7000
Level	1	2	3	4	5
REVISED PAY					
1	39800	56300	58200	58500	60600
2	41000	58000	59900	60300	62400
3	42200	59700	61700	62100	64300
4	43500	61500	63600	64000	66200
5	44800	63300	65500	65900	68200
6	46100	65200	67500	67900	70200
7	<b>47500</b>	67200	69500	69900	72300
8	<b>48900</b>	69200	71600	72000	74500
9	50400	71300	73700	74200	76700
10	51900	73400	75900	76400	79000
11	53500	75600	78200	78700	81400
12	55100	77900	80500	81100	83800
13	56800	80200	82900	83500	86300
14	58500	82600	85400	86000	88900
15	60300	85100	88000	88600	91600
16	62100	87700	90600	91300	94300
17	64000	90300	93300	94000	97100
18	65900	93000	96100	96800	100000
19	67900	95800	99000	99700	103000
20	69900	98700	102000	102700	106100
21	72000	101700	105100	105800	109300
22	74200	104800	108300	109000	112600
23	76400	107900	111500	112300	116000
24	78700	111100	114800	115700	119500
25	81100	114400	118200	119200	123100

**ILLUSTRATION-II****Opted for Revised Pay on 01.12.2015 and movement to Selection Grade on 05.03.2016:-**

An Assistant Executive Engineer is presently drawing a Basic pay of Rs.31,200 in Grade Pay 6100 [Pay in the Pay Band Rs.25100+Grade Pay 6100= Rs.31200] was moved to **Selection Grade** on 05.03.2016. His normal date of increment is on 1<sup>st</sup> July. For Normal Fitment, his/her Basic Pay will first be multiplied by a factor of 2.57 and then rounded-off to the nearest Rupee i.e.,  $31200 \times 2.57 = 80184$ . He/she will then be placed in the Pay Matrix in the Level corresponding to Grade Pay 6100 (Level-3 in this case) in a cell either equal to (or) next higher to Rs.80500. Then his pay has to be fixed on the date of movement to Selection Grade as shown below:

1	Existing Pay Band	:	PB-3
2	Existing Grade Pay	:	6100
3	Existing Pay in PB	:	25100
4	Existing Basic Pay on 1.12.2015	:	<b>31200 (A)</b>
5	Pay after multiplication by a fitment factor of 2.57: $31200 \times 2.57 = 80184$ (fixation on 1.1.2016)	:	80184
6	Level Corresponding to GP 6100	:	Level. 3
7	Revised Pay in Pay Matrix (either equal to (or) next higher to 80184 in Level 3) on 1.1.2016. (Ordinary grade)	:	<b>Rs. 80500 (B)</b>
8	On 05.03.2016 movement to Selection Grade (granted 2 increments in the same level in the Pay Matrix)	:	<b>Rs.85400 (C)</b>
9	Annual Increment on 1.7.2016.	:	<b>Rs. 88000 (D)</b>

Grade Pay	5100	5400	6100	6200	7000
Level	1	2	3	4	5
<b>REVISED PAY</b>					
1	39800	56300	58200	58500	60600
2	41000	58000	59900	60300	62400
3	42200	59700	61700	62100	64300
4	43500	61500	63600	64000	66200
5	44800	63300	65500	65900	68200
6	46100	65200	67500	67900	70200
7	47500	67200	69500	69900	72300
8	48900	69200	71600	72000	74500
9	50400	71300	73700	74200	76700
10	51900	73400	75900	76400	79000
11	53500	75600	78200	78700	81400
12	55100	77900	<b>80500</b>	81100	83800
13	56800	80200	82900	83500	86300
14	58500	82600	<b>85400</b>	86000	88900
15	60300	85100	<b>88000</b>	88600	91600
16	62100	87700	90600	91300	94300
17	64000	90300	93300	94000	97100
18	65900	93000	96100	96800	100000
19	67900	95800	99000	99700	103000
20	69900	98700	102000	102700	106100
21	72000	101700	105100	105800	109300
22	74200	104800	108300	109000	112600
23	76400	107900	111500	112300	116000
24	78700	111100	114800	115700	119500
25	81100	114400	118200	119200	123100
26	83500	117800	121700	122800	126800
27	86000	121300	125400	126500	130600
28	88600	124900	129200	130300	134500
29	91300	128600	133100	134200	138500
30	94000	132500	137100	138200	142700

**ILLUSTRATION-III**

<b><u>OPTED FOR DATE OF PROMOTION</u></b>	<b>Grade Pay</b>	<b>5100</b>	<b>5400</b>	<b>6100</b>	<b>6200</b>	<b>7000</b>
<b><u>IN THE REVISED PAY:-</u></b>	<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<p>If a Stores Officer is presently drawing a Basic pay of Rs.82600 as on 1.7.2016 in the Revised Level of Pay in Level 2 is promoted to Chief Stores Officer in level 4. The steps for arriving at his pay on promotion as Chief Stores Officer will be to first add one increment within Level 2 to arrive at Rs.85100 and then fix the pay at Rs.86000 in Level 4 as Rs.86000 is the nearest next higher figure to Rs.85100 in the column of figures/Level 4</p> <p><b><u>Step:1</u></b></p> <p>After grant of one increment in Level 2, the pay increases to Rs.85100 in Level 2 itself.</p> <p><b><u>Step:2</u></b></p> <p>Locate the equal (or) next higher amount in Level 4 which in this case will be Rs.86000. Hence, the new pay on promotion from Level 2 to Level 4 will be fixed at Rs.86000.</p>	<b>REVISED PAY</b>					
	1	39800	56300	58200	58500	60600
	2	41000	58000	59900	60300	62400
	3	42200	59700	61700	62100	64300
	4	43500	61500	63600	64000	66200
	5	44800	63300	65500	65900	68200
	6	46100	65200	67500	67900	70200
	7	47500	67200	69500	69900	72300
	8	48900	69200	71600	72000	74500
	9	50400	71300	73700	74200	76700
	10	51900	73400	75900	76400	79000
	11	53500	75600	78200	78700	81400
	12	55100	77900	80500	81100	83800
	13	56800	80200	82900	83500	86300
	14	58500	<b>82600</b>	85400	<b>86000</b>	88900
	15	60300	<b>85100</b>	88000	88600	91600
	16	62100	87700	90600	91300	94300
	17	64000	90300	93300	94000	97100
	18	65900	93000	96100	96800	100000
	19	67900	95800	99000	99700	103000
	20	69900	98700	102000	102700	106100
	21	72000	101700	105100	105800	109300
	22	74200	104800	108300	109000	112600
	23	76400	107900	111500	112300	116000
	24	78700	111100	114800	115700	119500
	25	81100	114400	118200	119200	123100
	26	83500	117800	121700	122800	126800
	27	86000	121300	125400	126500	130600
	28	88600	124900	129200	130300	134500
	29	91300	128600	133100	134200	138500
30	94000	132500	137100	138200	142700	

**ILLUSTRATION-IV****OPTED FOR PROMOTION FIXATION ON THE DATE OF ACCRUAL OF INCREMENT IN THE LOWER POST IN THE REVISED PAY:-**

If a Executive Engineer is presently drawing a Basic pay of Rs.130600 as on 1.10.2016 in the Revised Level of Pay in Level 5 is promoted to Superintending Engineer in level 6. The steps for arriving at his pay on promotion as Superintending Engineer will be as follows from the date of promotion till the date of next increment in the level of the lower post i.e., Executive Engineer.

1	Level in the Revised Pay Structure	:	Level-5
2	Basic Pay in the revised Pay Structure	:	Rs.130600
3	Granted promotion in	:	Level. 6
4	Pay in the promotional Level i.e., Level.5 (next higher to Rs.132900)	:	Rs.132900
5	Pay from the date of promotion till date of next increment.	:	Rs.132900

The pay shall be re-fixed on the date of accrual of next increment in the lower post as follows:

1	Level in the Revised Pay Structure	:	Level-5
2	Basic Pay in the revised Pay Structure	:	Rs.130600
3	Granted promotion in	:	Level. 6
4	Pay from the date of promotion till date of next increment.	:	Rs.132900
5.	Re-fixation on date of next increment. Pay after giving two increments in level 5.	:	Rs.138500
6.	Pay re-fixed in the promotional Level i.e., Level 6 (either equal to (or) next higher to (or) next higher to Rs.138500 in Level .6	:	Rs.141000

Grade Pay	5100	5400	6100	6200	7000	8700	9500
Level	1	2	3	4	5	6	7
<b>REVISED PAY</b>							
1	39800	56300	58200	58500	60600	125200	127400
2	41000	58000	59900	60300	62400	129000	131200
3	42200	59700	61700	62100	64300	<b>132900</b>	135100
4	43500	61500	63600	64000	66200	136900	139200
5	44800	63300	65500	65900	68200	<b>141000</b>	143400
6	46100	65200	67500	67900	70200	145200	147700
7	47500	67200	69500	69900	72300	149600	152100
8	48900	69200	71600	72000	74500	154100	156700
9	50400	71300	73700	74200	76700	158700	161400
10	51900	73400	75900	76400	79000	163500	166200
11	53500	75600	78200	78700	81400	168400	171200
12	55100	77900	80500	81100	83800	173500	176300
13	56800	80200	82900	83500	86300	178700	181600
14	58500	82600	85400	86000	88900	184100	187000
15	60300	85100	88000	88600	91600	189600	192600
16	62100	87700	90600	91300	94300	195300	198400
17	64000	90300	93300	94000	97100	201200	204400
18	65900	93000	96100	96800	100000	207200	210500
19	67900	95800	99000	99700	103000	213400	216800
20	69900	98700	102000	102700	106100	219800	223300
21	72000	101700	105100	105800	109300		
22	74200	104800	108300	109000	112600		
23	76400	107900	111500	112300	116000		
24	78700	111100	114800	115700	119500		
25	81100	114400	118200	119200	123100		
26	83500	117800	121700	122800	126800		
27	86000	121300	125400	126500	<b>130600</b>		
28	88600	124900	129200	130300	<b>134500</b>		
29	91300	128600	133100	134200	<b>138500</b>		
30	94000	132500	137100	138200	142700		





