

**TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED**
(ABSTRACT)

TANGEDCO – Workmen – Revision of Wages with effect from 1-12-2011 –
Orders – Issued.

(SECRETARIAT BRANCH)

(Per) FB TANGEDCO Proceedings No.3.

Dated : 11- 1-2014.
Margazhi 27,
Thiruvalluvar Aandu-2044.

Read:

- 1) (Per) B.P.(Ch) No.223 (SB) dt. 21.11.2009.
- 2) (Per) B.P.(Ch) No.224 (SB) dt. 21.11.2009.
- 3) (Per) CMD TANGEDCO Proceedings No.259,
Dated : 16-12-2011.

PROCEEDINGS:-

In pursuance of the Memorandum of Settlement, dated 18.11.2009 reached under section 12(3) of the Industrial Disputes Act, 1947 between the Tamil Nadu Electricity Board and its Workmen, orders were issued in the Board's Proceedings first read above, revising the Pay with effect from 01.12.2007 and the revised rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances were ordered with effect from 1.9.2009 as followed by the Government of Tamil Nadu. The Settlement, dated 18.11.2009 was effective for a period of four years with effect from 01.12.2007.

2. In the TANGEDCO's Proceedings third read above, the Board constituted a Wage Revision Committee, consisting of certain Directors and Officers of the Board to hold negotiations with the Unions for revision of Pay, Special pay, Allowances including work allocation and staff pattern. After negotiations, a Memorandum of Settlement under section 12(3) of the Industrial Disputes Act, 1947 agreeing to certain proposals on revision of wages and also on revision of work load was signed on 9.1.2014 by the TANGEDCO with the representatives of the following Unions:-

- (1) Tamil Nadu Electricity Workers Federation;
- (2) Central Organisation of Tamil Nadu Electricity Employees;
- (3) Minsara Pirivu Anna Thozhir Sangam;
- (4) Tamil Nadu Minvariya Janatha Thozhilalar Sangam;
- (5) Tamil Nadu National Electricity Workers' Federation (INTUC)
(2 Groups);

- (6) Tamil Nadu Electricity Board Engineers' Sangam;
- (7) Tamil Nadu Electricity Employees Congress (NLO);
- (8) Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam;
- (9) Bharathiya Electricity Employees Federation;
- (10) Tamil Nadu Electricity Board Card Billing Staff Union;
- (11) Tamil Nadu Electricity Board Dr.Ambedkar Employees Union;
- (12) Tamil Nadu Electricity Board Engineer's Union
and also other 10 Registered Unions.

3. In pursuance of the Settlement, dated 9.1.2014 referred to in para-2 above, the TANGEDCO passes the following orders:-

(i) REVISION OF WAGES:

The existing Pay band and Grade Pay of the employees of the TANGEDCO will be continued with effect from 01.12.2011 as indicated in **ANNEXURE-I** of the TANGEDCO Revised Pay (Workmen) Regulations, 2011, referred to in paragraph-4 below.

(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 01.12.2011 are as indicated below:-

| | |
|---|-----|
| With effect from 1 st December, 2011 | 58% |
| With effect from 1 st January, 2012 | 65% |
| With effect from 1 st July, 2012 | 72% |
| With effect from 1 st January, 2013 | 80% |
| With effect from 1 st July, 2013 | 90% |

(c) The Dearness Allowance shall be calculated with reference to Basic Pay and Grade Pay only in the revised Pay granted to the employees. 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, CITY COMPENSATORY ALLOWANCE, SPECIAL PAY AND OTHER ALLOWANCES:

The existing rates of House Rent Allowance, City Compensatory Allowance, Special Pay and other allowances as on 1-12-2011 will be continued until further orders.

(iv) PERSONAL PAY:-

The Personal Pay drawn in the existing pay as on 01.12.2011 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 01.12.2011 shall continue to be allowed as per the existing orders in force.

(v) SELECTION GRADE AND SPECIAL GRADE:-

The existing procedure of allowing Selection Grade/Special Grade on completion of 9/20 years of service, be continued. The employees who have moved to Selection Grade/Special Grade on or after 01.12.2007 shall be allowed an additional increment benefit @ 3% of Pay + Grade Pay on the date of movement to Selection Grade/Special Grade in the same Pay band and Grade Pay (over and above the existing one increment benefit), if they are getting the same Grade Pay even after movement to Selection Grade/Special Grade. The employees who exercised option for 2007 Wage Revision on the date of movement to Selection Grade/Special Grade and drawn higher post Grade Pay are not entitled for this additional increment benefit. This will take notional effect from 1-12-2007 with monetary benefit from 1-4-2013.

(vi) PAYMENT OF ARREARS:-

The arrears accruing on account of pay revision for the period from 01.12.2011 to 31.12.2013 shall be arrived and paid in **two equal installments** as shown below:-

- (i) 1st installment in January 2014;
- (ii) 2nd and final installment in April 2014;

(vii) All the Heads of Offices are directed to issue necessary instructions to all the Pay Drawing and Disbursing Officers under their control to work out the Wage Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing Authorities duly fixing the pay of the employees in the revised Pay and make payment in the manner as ordered above. The Pay Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in two equal installments so as to claim the subsequent installments without any difficulty. Apart from opening a separate register, entries on the entitled arrears amount shall be made in the Service Book of the individual employees, so that the employees on transfer can claim the subsequent installment of arrears in the office in which they are working on the strength of the entries made in the Service Books.

4. 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 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 Employee Transfer Scheme.

The TANGEDCO hereby makes the following regulations:-

REGULATIONS

SHORT TITLE AND COMMENCEMENT.-

- (1) These Regulations may be called the TANGEDCO Revised Pay (Workmen) Regulations, 2011.
- (2) They shall be deemed to have come into force on the 1st December, 2011.

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

- (i) "Basic Pay" means pay as defined in Regulation 10(19)(1) of the Tamil Nadu Electricity Board Service Regulations.
- (ii) "present emoluments" shall comprise -
 - (a) the Basic Pay and personal pay as on the 1st December, 2011 of an employee in the existing pay band.

Note :- In the case of employees drawing personal pay on 01.12.2011 in the existing pay, which as per the existing regulations / orders should or should not be absorbed in the increments, such personal pay shall be further treated as pay and will be discontinued in the revised pay.

- (b) "existing emoluments" means the sum of (i) existing Pay + Grade Pay + Personal pay (if admissible), and (ii) dearness allowance appropriate to the Pay plus Grade pay as on 01.12.2011.
- (c) "pay in the pay band" means pay drawn in the running pay bands specified in Annexure-I.
- (d) "Grade Pay" means the fixed amount corresponding to the pre-revised pay / posts.
- (e) "Basic Pay" in the revised pay means the pay drawn in the prescribed pay band plus the applicable Grade Pay but does not include any other type of pay like Special Pay.
- (iii) Present emoluments shall not include any Special Pay or allowances.
- (iv) "post" means any post as specified in Annexure-I.

3. Application of Revised 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 pay.

4. Fixation of Pay in the revised pay.- The initial pay of an employee who elects to be governed by the revised pay from 1st December 2011 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 :--

(a) The total of the following items shall be found out:-

(1)

- i. The existing Pay + Grade Pay including Personal Pay in the existing Pay band as on 1-12-2011 or on the date of option.
- ii. 7% of Pay + Grade Pay including Personal Pay as on 1-12-2011 or on the date of option.

Explanation:- If the amount so computed includes a part of a rupee, it shall be rounded off to the next multiple of 10.

- iii. In addition to the pay in the pay band, Grade Pay corresponding to the existing pay will be payable.

- (2) (a) Fitment Tables for the various stages of the existing pay based on the above formula are given in Appendix.
- (b) Even when an employee who exercised option for pay fixation in the revised pay on the date other than 01.12.2011, fixation of pay in the revised pay shall be allowed only in accordance with the Fitment Tables. However, in respect of employees drawing Pay and Personal Pay, fixation shall be allowed based on the actual working without referring to the Fitment Tables.
- (c) Where the difference between the revised and existing Pay + Grade Pay and Dearness Allowance is less than Rs.700/-, the pay in the Revised Pay shall be fixed at such stage that the difference is not less than Rs.700/-.
- (3) After fitment, a Service Weightage of one increment @ 3% of Pay + Grade Pay shall be allowed to those who have completed 10 years of regular service as on 01.12.2011, which will count for normal increment.
- (a) The Service Weightage of one increment shall also be allowed to those who are completing 10 years of completed regular service during the period between 01.12.2011 and 9.1.2014 (i.e. the date of settlement) which will count for normal increment, if they opt to come over to the revised pay on the date of completion of 10 years of service during the above said period. In such cases, they have to forego the arrears upto the date of revised pay fixation.
- (b) In the case of employees absorbed by the Board from the Government Departments or other organizations on permanent basis, the regular service in their parent department or organization as the case may be, shall be taken into account for allowing Service Weightage after fixation of pay in the revised pay if that service counts for increment in their parent department or organization as the case may be.
- (c) The emergency or temporary work charged or contingency service in a time scale of pay rendered by an employee, if already counted for increment shall be reckoned as regular completed service for the purpose of allowing service weightage. The service rendered as Trainee or on consolidated pay shall be reckoned as regular completed service for the purpose of allowing service weightage.

- (4) The pay of an employee appointed to the service in the TANGEDCO for the first time on or after 01.12.2011 and before 9.1.2014 (i.e. the date of settlement), his pay on the date of joining service shall be fixed as per the regulation 4(1) 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 employee 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 employee is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to 01.12.2011, he shall be entitled to have his substantive pay in that post refixed on 01.12.2011 and also to have his pay refixed in the higher officiating post which he actually held on 01.12.2011 at the stage next above substantive pay.
- (7) If an employee is on leave on 1st December 2011, 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 1st December 2011 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 employee is on study leave on the first day of December, 2011, he will be entitled to the benefits under these Rules from 01.12.2011 or the date of option.
- (9) An employee who on 1st December 2011 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 employee was under reduction of pay or stoppage of increment as a punishment on the 1st December 2011, his pay shall be fixed in the revised pay on the basis of present emoluments he drew on the 1st December 2011 and he shall

continue to draw the pay so fixed in the revised pay till the expiry of the period of punishment. His pay in the revised pay shall be refixed immediately following the date of expiry of the period of punishment with reference to the present emoluments which he would have drawn on the 1st December, 2011 taking the fact into consideration whether the punishment awarded is with or without cumulative effect.

(b) If, for instance, an employee's increment falling due on the 1st July, 2011 had been postponed for a year without cumulative effect, his actual pay as on 1st December, 2011 would be the basis for determination of his revised pay with effect from 1st December, 2011 and the pay so fixed shall be in force upto the 30th June 2012. However, for purpose of determination of his pay with effect from 1st July 2012, his pay on the 1st December, 2011 shall be refixed notionally based on the pay which he would have received on the 1st December 2011 but for his punishment and he shall get the next increment on the 1st July 2012 from that stage.

(c) If, however, the penalty of stoppage of increment due on the 1st July, 2011 had been awarded with cumulative effect, the revised pay shall be fixed based on the actual pay as on the 1st December 2011. There shall be no refixation of pay in this case.

(11) If an employee is under suspension on the 1st December 2011, 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 employee who was promoted between 01.12.2011 and 9.1.2014 or promoted prior to 01.12.2011, and opted for fixation of pay on the date of his next increment falling subsequent to 01.12.2011, 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.

5. Rectification of anomaly of Junior getting more pay than Senior.-

(1) In cases where a senior employee appointed to a higher post before the 1st day of December, 2011 draws less pay in the revised pay than his junior who is appointed to the higher post on or after the 1st December, 2011, the pay in the pay band of the senior employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect

from the date of appointment of the junior subject to the fulfillment of the following conditions, namely:--

- (a) both the junior and the senior employees shall belong to the same category and should have been promoted to the same post;
- (b) the pay along with Grade Pay of the lower and higher posts to which they are entitled to draw pay should be identical; and
- (c) the senior employee at the time of promotion should have been drawing equal or more pay than the junior.

(2) The anomaly should have arisen directly as a result of the introduction of the revised pay.

(3) In cases where an employee who had drawn incentive increments and drawn more pay than his junior prior to 1st December 2011 draws less pay than his junior consequent on the sanction of incentive increment to the junior for acquiring same higher or special qualification after implementation of the revision of pay, the pay of the senior may be stepped up to the level of the junior from the date from which the junior draws such higher pay.

NOTE: If, in the lower post, the junior employee was drawing more pay in the pre-revised pay than the senior by virtue of any advance increment granted to him or due to increased service weightage to the junior or due to loss of increment to the senior, the senior to such junior shall have no claim for stepping up in such cases.

6. Rate of Increment in the Revised Pay.-

The rate of increment in the revised pay shall be 3% of the sum of pay in the Pay Band and Grade Pay applicable which shall be rounded off to the next multiple of 10. The amount of increment shall be added to the existing pay in the Pay Band. While calculation of increment under the revised pay, fraction of a rupee (i.e.99 paise and below) should be ignored. But, any amount of a rupee or more should be rounded off to the next multiple of 10.

7. Date of Annual Increments in the Revised Pay.-

(i) The employees shall be permitted to draw their annual increment in the revised pay in four quarters admissible in the existing of pay as the case may be viz. 1st January, 1st April, 1st July and 1st October.

(ii) The next increment of an employee in the revised pay shall be granted on the date he would have drawn increment had he continued in the existing pay.

(iii) If an employee draws his next increment in the revised pay under Sub-Regulation (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed 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 the senior and junior should or should not have drawn service weightage.

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

(iv) In the case of an employee who reaches the maximum of the Pay Band, stagnation increments beyond the maximum of Pay shall be allowed at the rate of increment (i.e.@ 3%) last drawn annually without maximum limit.

(v) In the case of employees 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.

www.taneef.org

8. Option.-

(1) An employee may exercise option to remain in the existing pay until any of the following dates falling between 1-12-2011 and 9-1-2014:

- (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.
- (v) on the date of completion of 10 years of regular service till 9.1.2014 (i.e. the date of settlement) to avail the benefit of service weightage allowed.

Provided that, if an employee 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 1st December, 2011 taking into account his pay as on that date.

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

Provided that in the case of an employee who was on leave on that date or who was discharged from service before that date and 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 is reappointed to the post, or rejoins duty in the Board, as the case may be.

(i) Where an employee is under suspension on the 1st December 2011, 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 employee 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 1st December 2011, shall be deemed to have opted for the revised pay on and from the 1st day of December 2011 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 shall be taken by the Head of Office immediately.

9) Fixation of Pay on Promotion on or after 1.12.2011.-

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

One increment equal to 3% of the sum of the pay in the pay band and the existing Grade Pay shall be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The difference in Grade Pay corresponding to the promotion post and the feeder post will thereafter be granted in addition to this pay in the pay band. However, if the pay in the pay band after addition of the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

The pay of an employee appointed or promoted to a post on or after 1st December, 2011, shall be fixed in the following manner:

(i) If he was holding a post on 1st December 2011 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on 1st December 2011 under Sub-regulation 4(1) of this regulation in the revised pay and then his pay in the post which he held subsequent to 1st December 2011 fixed in the appropriate revised pay as per orders in force. Such employees shall also be permitted to revise the option for promotion pay fixation already exercised by them under the existing pay within a period of three months. Such option once exercised will be final.

(ii) If he was promoted on or after 01.12.2011 and opted to fix his pay in the revised pay after earning an increment in the lower post in the revised pay, his pay shall be fixed in the following manner:

On the date of promotion, difference in Grade Pay among the feeder post and promoted post shall be allowed. The pay shall be regularized in the promoted post after sanctioning three percent of Basic Pay including Grade Pay on the normal date of increment in the lower post and then another three percent of Pay including Grade Pay in the lower post shall be granted besides giving Grade Pay difference.

10. DATE OF EFFECT.-

The revised pay shall take **effect from 1st December, 2011 and shall be in force for a period of Four years.**

11. POWER TO REMOVE DIFFICULTIES.-

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

12. 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.

5. The pay fixation statement may be prepared in the form in **ANNEXURE-III** and got approved by the Head of Office and attached to the Service Book of the employees. Illustrations relating to fixation of pay are in **ANNEXURE-IV**.

6. 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.

7. 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)

S. CHINNARAJALU
SECRETARY.

To
The Secretary / TANGEDCO / Chennai-2.
All Chief Engineers.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
All Superintending Engineers.
All Deputy Secretaries/Secretariat Branch.
The Residential Audit Officer/TANGEDCO/Chennai-2.
Copy to:
The Principal Secretary to Government/Finance Department/Chennai-9.
The Principal Secretary to Government/Energy Department/Chennai-9.
The Commissioner of Labour/Chennai-18.
The Joint Commissioner of Labour (Conciliation)/Chennai-18.
The Accountant General/Chennai-18.
The Chairman cum Managing Director's Table.
The Managing Director /TANTRANSCO. (Addl. Charge).
All Directors/TANGEDCO and TANTRANSCO.
The Director General of Police/Vigilance.
The Legal Adviser.
The Industrial Relations Adviser/TANGEDCO.
The Chief Medical Officer/Headquarters Dispensary/Chennai.2.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Industrial Relations Officer/TANGEDCO.
The Director, Computer Centre.
The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
The Director/TNEB Printing Press.
The Resident Manager, T.N.E.B., Limited New Delhi.
All Officers/Sections/Cells in the Secretariat Branch .

Tamil Nadu Electricity Workers' Federation.
Tamil Nadu Electricity Board Workers Progressive Union (LPF).
Central Organisation of Tamil Nadu Electricity Employees (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 Employees Congress.
Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
Tamil Nadu Electricity Board Engineers' Association.
Tamil Nadu Electricity Board Finance & Accounts Officers Association.
Bharathiya Electricity Employees Federation.
Tamil Nadu Electricity Board Card Billing Staff Union.
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
Tamil Nadu Electricity Board Engineer's Union.
All other signatory Unions.

// TRUE COPY // FORWARDED BY ORDER //

www.taneef.org

A. Jaganmohan Shree Bal
11/11/14

SECTION OFFICER.

8
11/11/14

ANNEXURE - IPAY BAND AND GRADE PAY FOR WORKMEN WITH EFFECT FROM 1-12-2011

| Sl. No. | Pay Band No | Category | Pay Band + Grade Pay |
|---------|-------------|--------------------------------|----------------------|
| (1) | (2) | (3) | (4) |
| 1 | PB-1A | Mazdoor | 4900-10000 + 1400 |
| 1 | PB-1 | Assessor Grade II | 5400-20200 + 1900 |
| 2 | | Assistant Cook-cum-Mate Helper | |
| 3 | | Blacksmith Grade III | |
| 4 | | Blue Printer Grade II | |
| 5 | | Boiler House Attendant | |
| 6 | | Carrier Assistant | |
| 7 | | Cook-cum-Caretaker | |
| 8 | | Copy Holder | |
| 9 | | Duffadar | |
| 10 | | Field Assistant | |
| 11 | | Fitter Grade III | |
| 12 | | Gardener | |
| 13 | | Helper-cum-Meter Reader | |
| 14 | | Junior Binder | |
| 15 | | Junior Compositor | |
| 16 | | Lift Operator | |
| 17 | | Machineman Grade III | |
| 18 | | Male Nursing Assistant | |
| 19 | | Marker | |
| 20 | | Maternity Assistant | |
| 21 | | Nursing Orderly | |
| 22 | | Office Helper | |
| 23 | | Packing Helper | |
| 24 | | Pump House Attendant | |
| 25 | | Sanitary Maistry | |
| 26 | | Sanitary Worker | |
| 27 | | Sanitary Worker-cum-Gardener | |
| 28 | | Sweeper | |
| 29 | | Sweeper-cum-Gardener | |
| 30 | | Tool Keeper Grade II | |
| 31 | | Vehicle Helper | |
| 32 | Watchman | | |

| | | | |
|----|------|---|-------------------|
| 1 | | Assessor | |
| 2 | | Assistant Carrier Mechanic | |
| 3 | | Assistant Draughtsman | |
| 4 | | Assistant Liaison Officer | |
| 5 | | Assistant Operator | |
| 6 | | Assistant to Hydraulic Operator Grade I | |
| 7 | | Auxillary Nurse | |
| 8 | | Blacksmith Grade II | |
| 9 | | Blue Printer Grade I | |
| 10 | | Boiler House Fireman | |
| 11 | | Carpenter Grade II | |
| 12 | | Caulker & Revitter | |
| 13 | | Clearing Assistant | |
| 14 | | Coal Maistry | |
| 15 | | Commercial Assistant | |
| 16 | | Compositor | |
| 17 | | Electrician Grade II | |
| 18 | | Fitter Grade II | |
| 19 | | Fitter Slinger | |
| 20 | | Gauge Reader | |
| 21 | | Gurka Watchman | |
| 22 | | Health Inspector | |
| 23 | | Instrument Mechanic Grade III | |
| 24 | | Junior Assistant | |
| 25 | PB-1 | Junior Auditor | 5400-20200 + 2200 |
| 26 | | Laboratory Technician | |
| 27 | | Mechanic Grade III | |
| 28 | | Machineman Grade II | |
| 29 | | Machineman / Machine Operator | |
| 30 | | Maistry Grade III | |
| 31 | | Mason | |
| 32 | | Moulder | |
| 33 | | Packer | |
| 34 | | Personal Clerk | |
| 35 | | Plate Making Operator | |
| 36 | | Plumber | |
| 37 | | Proof Reader | |
| 38 | | Pump Driver | |
| 39 | | Record Clerk | |
| 40 | | Roto Print Operator | |
| 41 | | Semi-skilled workmen | |
| 42 | | Senior Attendant (Filter House) | |
| 43 | | Senior Binder | |
| 44 | | Senior Helper | |
| 45 | | Senior Pipe Line Fitter | |
| 46 | | Senior Sanitary Maistry | |
| 47 | | Senior Vehicle Helper | |

| | | | |
|----|---------------------------|---------------------------------|-------------------|
| 48 | PB-1 | Senior Watchman | 5400-20200 + 2200 |
| 49 | | Steno-Typist | |
| 50 | | Stone Cutter | |
| 51 | | Telephone Operator | |
| 52 | | Time Keeper Grade II | |
| 53 | | Trolley Guard | |
| 54 | | Turbine Operator | |
| 55 | | Tyndal | |
| 56 | | Typist | |
| 57 | | Valve House Attendant | |
| 58 | | Vehicle Helper (Transport) | |
| 59 | | Warden | |
| 60 | | Welder Grade II | |
| 61 | Wireman | | |
| 1 | PB-1 | Blacksmith Grade I | 5400-20200 + 2500 |
| 2 | | Calyx Drill Driver | |
| 3 | | Carpenter Grade I | |
| 4 | | Carrier Mechanic Grade II | |
| 5 | | Compressor Driver | |
| 6 | | Crane Driver | |
| 7 | | Crane Driver-cum-Electrician | |
| 8 | | Driver Power House | |
| 9 | | Electrician Grade I | |
| 10 | | Fitter Grade I | |
| 11 | | Foreman Grade III | |
| 12 | | Imposer | |
| 13 | | Inspector of Records | |
| 14 | | Instrument Mechanic Grade II | |
| 15 | | Instrument Repairer | |
| 16 | | Instrument Repairer / Telephone | |
| 17 | | Jeep Driver | |
| 18 | | Job Clerk | |
| 19 | | Lineman | |
| 20 | | Lineman Driver | |
| 21 | | Lorry Driver | |
| 22 | | Machineman Grade I | |
| 23 | | Maistry Grade II | |
| 24 | Mechanic Grade II | | |
| 25 | Mixer Driver | | |
| 26 | Motor Cycle Messenger | | |
| 27 | Painter | | |
| 28 | Road Roller Driver | | |
| 29 | Senior Proof Reader | | |
| 30 | Sergeant | | |
| 31 | Senior Assistant Operator | | |
| 32 | Senior Caulker & Revitter | | |
| 33 | Senior Fitter Slinger | | |

| | | | | | |
|----|---|--|-------------------|----------------------------|-------------------|
| 34 | PB-1 | Senior I.B.Warden | 5400-20200 + 2500 | | |
| 35 | | Senior Maistry Grade III | | | |
| 36 | | Senior Pump Driver | | | |
| 37 | | Senior Telephone Operator | | | |
| 38 | | Senior Trolley Guard | | | |
| 39 | | Senior Valve House Attendant | | | |
| 40 | | Senior Wireman | | | |
| 41 | | Shop Assistant | | | |
| 42 | | Switch Board Attendant (Non-Diploma Holder) | | | |
| 43 | | Syrang Grade II | | | |
| 44 | | Stores Custodian Grade II | | | |
| 45 | | Telephone Inspector Grade II | | | |
| 46 | | Time Keeper Grade I | | | |
| 47 | | Tinsmith | | | |
| 48 | | Tool Keeper Grade I | | | |
| 49 | | Welder Grade I | | | |
| 50 | | Winch Driver | | | |
| 1 | | PB-1 | | Assistant Section Officer | 5400-20200 + 2700 |
| 2 | | | | Assistant | |
| 3 | | | | Assistant-cum-Steno Typist | |
| 4 | Assistant Librarian | | | | |
| 5 | Assistant Sports Officer | | | | |
| 6 | Auditor | | | | |
| 7 | Carrier Mechanic Grade I | | | | |
| 8 | Carrier Foreman Grade I | | | | |
| 9 | Commercial Inspector | | | | |
| 10 | Construction Foreman | | | | |
| 11 | Draughtsman | | | | |
| 12 | Driver (Tractor Trailers of Heavy Vehicles) | | | | |
| 13 | Foreman Grade II | | | | |
| 14 | Head Sergeant | | | | |
| 15 | Inspector of Assessment | | | | |
| 16 | Instrument Mechanic Grade I | | | | |
| 17 | Junior Machine Operator | | | | |
| 18 | Laboratory Tradesman | | | | |
| 19 | Line Inspector | | | | |
| 20 | Loco Driver (Transport) | | | | |
| 21 | Maistry Grade I | | | | |
| 22 | Mechanic Grade I | | | | |
| 23 | Personal Assistant | | | | |
| 24 | Refractionist | | | | |
| 25 | Senior Carpenter Grade I | | | | |
| 26 | Senior Crane Operator | | | | |
| 27 | Senior Electrician | | | | |
| 28 | Senior Fitter | | | | |
| 29 | Senior Foreman Grade III | | | | |

| | | | |
|----|-------|---------------------------------|-------------------|
| 30 | PB1 | Senior Lineman | 5400-20200 + 2700 |
| 31 | | Senior Maistry Grade II | |
| 32 | | Senior Mechanic Grade II | |
| 33 | | Senior Shop Assistant | |
| 34 | | Senior Switch Board Attendant | |
| 35 | | Senior Syrang Grade II | |
| 36 | | Senior Winch Driver | |
| 37 | | Senior Driver | |
| 38 | | Staff Nurse | |
| 39 | | Stores Custodian Grade I | |
| 40 | | Syrang Grade I | |
| 41 | | Technical Assistant | |
| 42 | | Telephone Inspector Grade I | |
| 43 | | Telephone Supervisor | |
| 44 | | Teleprinter Mechanic Grade I | |
| 45 | | Tester Chemical | |
| 46 | | Winder | |
| 1 | PB-1 | Heavy Vehicle Driver (Workshop) | 5400-20200 + 2900 |
| 2 | | Pharmacist | |
| 1 | PB-2A | Accounts Supervisor | 9600-34800 + 4300 |
| 2 | | Administrative Supervisor | |
| 3 | | Assistant Special Winder | |
| 4 | | Assistant Welfare Officer | |
| 5 | | Carrier Foreman Grade I | |
| 6 | | Driver / Heavy Vehicle | |
| 7 | | Foreman Grade I | |
| 8 | | Junior Chargeman | |
| 9 | | Junior Engineer Grade II | |
| 10 | | Librarian | |
| 11 | | Operator Water Treatment Plant | |
| 12 | | Photographer | |
| 13 | | Revenue Supervisor | |
| 14 | | Senior Construction Foreman | |
| 15 | | Senior Draughtsman | |
| 16 | | Senior Machine Operator | |
| 17 | | Stores Supervisor | |
| 18 | | Surveyor (Qualified) | |

| | | | |
|---|-------|--------------------------------|--------------------|
| 1 | PB-2A | Chargeman | 9600-34800 + 4400 |
| 2 | | Head Draughtsman | |
| 3 | | Junior Chemist | |
| 4 | | Senior Pharmacist | |
| 5 | | Superintendent-Medical Store | |
| 6 | | Superintendent-Nursing | |
| 1 | PB-2 | Assistant Press Superintendent | 10100-34800 + 4600 |
| 2 | | Carrier Special Grade Foreman | |
| 3 | | Special Grade Foreman | |
| 4 | | Special Grade Foreman Driver | |

Note: If the designation of any category of Workmen is not included in the Tables in Annexure-I above, the employees in that category shall be allowed the Pay Band + Grade Pay corresponding to his existing pay drawn by him."

ANNEXURE – IIForm for exercising option under the TANGEDCO Revised Pay
(Workmen) Regulations 2011

I _____,
 holding the post of _____ in the
 Pay band of Rs. _____ + Rs. _____ Grade
 Pay do hereby elect (*) to come under the revised Pay with effect from
 1st December 2011 / to retain the existing Pay for the period upto
 _____ and come under the revised Pay with effect
 from _____.

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

3. I also hereby agree to abide by all the terms and conditions of
 the Settlement entered into with Unions under Section 12(3) of the
 Industrial Disputes Act, 1947 on 9.1.2014.

4. I hereby also 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 Board 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-III**Statement of fixation of pay of individual Board Employee in the Revised Pay.**

- (a) Circle :
- (b) Office :
- (c) Name of Employee :
- (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 :
From to Y. M. D.
- (g) Total period of service as per para_____of B.P. :
Substantive/Officiating
or Temporary
1. Name of post :
2. Existing Pay in the Pay Band :
www.taneef.org
3. Present emoluments on the 1st December 2011 or on the date of the employee joining the service after 01.12.2011 :
- (i) Pay :
- (ii) Grade Pay :
- (iii) Personal Pay, if any :
- (iv) Dearness Allowance as on 01.12.2011 on Pay + Grade Pay + Personal Pay :
-
- Total (i to iv) above :
-
4. Revised Pay in the Pay Band and Grade Pay :
- 5(i) Pay in the revised Pay corresponding to the existing Pay as per 3 above as indicated in the Fitment Table (Fitment table is not applicable for cases involving Personal Pay) :
- 5(ii) Fitment Table No. :

6. Whether eligible for service weightage (strike out whichever is not applicable) : Yes / No
7. Pay to be fixed in the revised Pay at :
8. If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the officiating post, revised pay fixed as per regulation :
9. Is this a case in which the revised pay cannot be refixed with reference to the Fitment Table? If so, why? :
10. If the Answer to the Question under Sl.No.9 is Yes, the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail. :
11. Date of next increment in the revised scale :
12. Quantum of Special Pay, if any, attached to the post :

www.taneef.org

Head of Office.

APPENDIX-ITABLE NO.1Pay Band + Grade Pay
PB-1A Rs.4900-10000 +1400

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 4990 | 1400 | 447 | 5440 | 1400 | 6840 |
| 2 | 5110 | 1400 | 456 | 5570 | 1400 | 6970 |
| 3 | 5220 | 1400 | 463 | 5690 | 1400 | 7090 |
| 4 | 5340 | 1400 | 472 | 5820 | 1400 | 7220 |
| 5 | 5460 | 1400 | 480 | 5940 | 1400 | 7340 |
| 6 | 5570 | 1400 | 488 | 6060 | 1400 | 7460 |
| 7 | 5690 | 1400 | 496 | 6190 | 1400 | 7590 |
| 8 | 5810 | 1400 | 505 | 6320 | 1400 | 7720 |
| 9 | 5920 | 1400 | 512 | 6440 | 1400 | 7840 |
| 10 | 6070 | 1400 | 523 | 6600 | 1400 | 8000 |
| 11 | 6210 | 1400 | 533 | 6750 | 1400 | 8150 |
| 12 | 6360 | 1400 | 543 | 6910 | 1400 | 8310 |
| 13 | 6500 | 1400 | 553 | 7060 | 1400 | 8460 |
| 14 | 6650 | 1400 | 564 | 7220 | 1400 | 8620 |
| 15 | 6790 | 1400 | 573 | 7370 | 1400 | 8770 |
| 16 | 6940 | 1400 | 584 | 7530 | 1400 | 8930 |
| 17 | 7090 | 1400 | 594 | 7690 | 1400 | 9090 |
| 18 | 7230 | 1400 | 604 | 7840 | 1400 | 9240 |
| 19 | 7380 | 1400 | 615 | 8000 | 1400 | 9400 |
| 20 | 7520 | 1400 | 624 | 8150 | 1400 | 9550 |
| 21 | 7670 | 1400 | 635 | 8310 | 1400 | 9710 |

TABLE NO.2Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 1900

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 5920 | 1900 | 547 | 6470 | 1900 | 8370 |
| 2 | 6070 | 1900 | 558 | 6630 | 1900 | 8530 |
| 3 | 6210 | 1900 | 568 | 6780 | 1900 | 8680 |
| 4 | 6360 | 1900 | 578 | 6940 | 1900 | 8840 |
| 5 | 6500 | 1900 | 588 | 7090 | 1900 | 8990 |
| 6 | 6650 | 1900 | 599 | 7250 | 1900 | 9150 |
| 7 | 6790 | 1900 | 608 | 7400 | 1900 | 9300 |
| 8 | 6940 | 1900 | 619 | 7560 | 1900 | 9460 |
| 9 | 7090 | 1900 | 629 | 7720 | 1900 | 9620 |
| 10 | 7230 | 1900 | 639 | 7870 | 1900 | 9770 |
| 11 | 7380 | 1900 | 650 | 8030 | 1900 | 9930 |
| 12 | 7520 | 1900 | 659 | 8180 | 1900 | 10080 |
| 13 | 7670 | 1900 | 670 | 8340 | 1900 | 10240 |
| 14 | 7820 | 1900 | 680 | 8500 | 1900 | 10400 |
| 15 | 7980 | 1900 | 692 | 8680 | 1900 | 10580 |
| 16 | 8130 | 1900 | 702 | 8840 | 1900 | 10740 |
| 17 | 8290 | 1900 | 713 | 9010 | 1900 | 10910 |
| 18 | 8440 | 1900 | 724 | 9170 | 1900 | 11070 |
| 19 | 8600 | 1900 | 735 | 9340 | 1900 | 11240 |
| 20 | 8750 | 1900 | 746 | 9500 | 1900 | 11400 |
| 21 | 8910 | 1900 | 757 | 9670 | 1900 | 11570 |
| 22 | 9060 | 1900 | 767 | 9830 | 1900 | 11730 |
| 23 | 9220 | 1900 | 778 | 10000 | 1900 | 11900 |
| 24 | 9380 | 1900 | 790 | 10170 | 1900 | 12070 |
| 25 | 9530 | 1900 | 800 | 10330 | 1900 | 12230 |
| 26 | 9690 | 1900 | 811 | 10510 | 1900 | 12410 |
| 27 | 9840 | 1900 | 822 | 10670 | 1900 | 12570 |

TABLE NO.3

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2200

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 6540 | 2200 | 612 | 7160 | 2200 | 9360 |
| 2 | 6740 | 2200 | 626 | 7670 | 2200 | 9870 |
| 3 | 6930 | 2200 | 639 | 7570 | 2200 | 9770 |
| 4 | 7120 | 2200 | 652 | 7780 | 2200 | 9980 |
| 5 | 7320 | 2200 | 666 | 7990 | 2200 | 10190 |
| 6 | 7510 | 2200 | 680 | 8190 | 2200 | 10390 |
| 7 | 7710 | 2200 | 694 | 8410 | 2200 | 10610 |
| 8 | 7900 | 2200 | 707 | 8610 | 2200 | 10810 |
| 9 | 8090 | 2200 | 720 | 8810 | 2200 | 11010 |
| 10 | 8290 | 2200 | 734 | 9030 | 2200 | 11230 |
| 11 | 8480 | 2200 | 748 | 9230 | 2200 | 11430 |
| 12 | 8680 | 2200 | 762 | 9450 | 2200 | 11650 |
| 13 | 8870 | 2200 | 775 | 9650 | 2200 | 11850 |
| 14 | 9060 | 2200 | 788 | 9850 | 2200 | 12050 |
| 15 | 9260 | 2200 | 802 | 10070 | 2200 | 12270 |
| 16 | 9450 | 2200 | 816 | 10270 | 2200 | 12470 |
| 17 | 9650 | 2200 | 830 | 10480 | 2200 | 12680 |
| 18 | 9840 | 2200 | 843 | 10690 | 2200 | 12890 |
| 19 | 10030 | 2200 | 856 | 10890 | 2200 | 13090 |
| 20 | 10230 | 2200 | 870 | 11100 | 2200 | 13300 |
| 21 | 10420 | 2200 | 883 | 11310 | 2200 | 13510 |
| 22 | 10620 | 2200 | 897 | 11520 | 2200 | 13720 |
| 23 | 10810 | 2200 | 911 | 11730 | 2200 | 13930 |
| 24 | 11000 | 2200 | 924 | 11930 | 2200 | 14130 |
| 25 | 11200 | 2200 | 938 | 12140 | 2200 | 14340 |
| 26 | 11390 | 2200 | 951 | 12350 | 2200 | 14550 |
| 27 | 11590 | 2200 | 965 | 12560 | 2200 | 14760 |
| 28 | 11780 | 2200 | 979 | 12760 | 2200 | 14960 |
| 29 | 11970 | 2200 | 992 | 12970 | 2200 | 15170 |
| 30 | 12170 | 2200 | 1006 | 13180 | 2200 | 15380 |
| 31 | 12360 | 2200 | 1019 | 13380 | 2200 | 15580 |

TABLE NO.4

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2500

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 7370 | 2500 | 691 | 8070 | 2500 | 10570 |
| 2 | 7580 | 2500 | 706 | 8290 | 2500 | 10790 |
| 3 | 7790 | 2500 | 720 | 8510 | 2500 | 11010 |
| 4 | 8010 | 2500 | 736 | 8750 | 2500 | 11250 |
| 5 | 8220 | 2500 | 750 | 8970 | 2500 | 11470 |
| 6 | 8430 | 2500 | 765 | 9200 | 2500 | 11700 |
| 7 | 8650 | 2500 | 781 | 9440 | 2500 | 11940 |
| 8 | 8860 | 2500 | 795 | 9660 | 2500 | 12160 |
| 9 | 9070 | 2500 | 810 | 9880 | 2500 | 12380 |
| 10 | 9290 | 2500 | 825 | 10120 | 2500 | 12620 |
| 11 | 9500 | 2500 | 840 | 10340 | 2500 | 12840 |
| 12 | 9710 | 2500 | 855 | 10570 | 2500 | 13070 |
| 13 | 9930 | 2500 | 870 | 10800 | 2500 | 13300 |
| 14 | 10140 | 2500 | 885 | 11030 | 2500 | 13530 |
| 15 | 10350 | 2500 | 900 | 11250 | 2500 | 13750 |
| 16 | 10570 | 2500 | 915 | 11490 | 2500 | 13990 |
| 17 | 10780 | 2500 | 930 | 11710 | 2500 | 14210 |
| 18 | 11000 | 2500 | 945 | 11950 | 2500 | 14450 |
| 19 | 11210 | 2500 | 960 | 12170 | 2500 | 14670 |
| 20 | 11420 | 2500 | 974 | 12400 | 2500 | 14900 |
| 21 | 11640 | 2500 | 990 | 12630 | 2500 | 15130 |
| 22 | 11850 | 2500 | 1005 | 12860 | 2500 | 15360 |
| 23 | 12060 | 2500 | 1019 | 13080 | 2500 | 15580 |
| 24 | 12280 | 2500 | 1035 | 13320 | 2500 | 15820 |
| 25 | 12490 | 2500 | 1049 | 13560 | 2500 | 16060 |
| 26 | 12700 | 2500 | 1064 | 13770 | 2500 | 16270 |
| 27 | 12920 | 2500 | 1079 | 14000 | 2500 | 16500 |
| 28 | 13130 | 2500 | 1094 | 14230 | 2500 | 16730 |
| 29 | 13340 | 2500 | 1109 | 14450 | 2500 | 16950 |
| 30 | 13560 | 2500 | 1124 | 14690 | 2500 | 17190 |
| 31 | 13770 | 2500 | 1139 | 14910 | 2500 | 17410 |

TABLE NO.5

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2700

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 8150 | 2700 | 760 | 8910 | 2700 | 11610 |
| 2 | 8410 | 2700 | 778 | 9190 | 2700 | 11890 |
| 3 | 8660 | 2700 | 795 | 9460 | 2700 | 12160 |
| 4 | 8910 | 2700 | 813 | 9730 | 2700 | 12430 |
| 5 | 9160 | 2700 | 830 | 9990 | 2700 | 12690 |
| 6 | 9410 | 2700 | 848 | 10260 | 2700 | 12960 |
| 7 | 9670 | 2700 | 866 | 10540 | 2700 | 13240 |
| 8 | 9920 | 2700 | 883 | 10810 | 2700 | 13510 |
| 9 | 10170 | 2700 | 901 | 11080 | 2700 | 13780 |
| 10 | 10420 | 2700 | 918 | 11340 | 2700 | 14040 |
| 11 | 10670 | 2700 | 936 | 11610 | 2700 | 14310 |
| 12 | 10930 | 2700 | 954 | 11890 | 2700 | 14590 |
| 13 | 11180 | 2700 | 972 | 12160 | 2700 | 14860 |
| 14 | 11430 | 2700 | 989 | 12420 | 2700 | 15120 |
| 15 | 11680 | 2700 | 1007 | 12690 | 2700 | 15390 |
| 16 | 11940 | 2700 | 1025 | 12970 | 2700 | 15670 |
| 17 | 12190 | 2700 | 1042 | 13240 | 2700 | 15940 |
| 18 | 12440 | 2700 | 1060 | 13500 | 2700 | 16200 |
| 19 | 12690 | 2700 | 1077 | 13770 | 2700 | 16470 |
| 20 | 12940 | 2700 | 1095 | 14040 | 2700 | 16740 |
| 21 | 13200 | 2700 | 1113 | 14320 | 2700 | 17020 |
| 22 | 13450 | 2700 | 1131 | 14590 | 2700 | 17290 |
| 23 | 13700 | 2700 | 1148 | 14850 | 2700 | 17550 |
| 24 | 13950 | 2700 | 1166 | 15120 | 2700 | 17820 |
| 25 | 14210 | 2700 | 1184 | 15400 | 2700 | 18100 |
| 26 | 14460 | 2700 | 1201 | 15670 | 2700 | 18370 |
| 27 | 14710 | 2700 | 1219 | 15930 | 2700 | 18630 |
| 28 | 14960 | 2700 | 1236 | 16200 | 2700 | 18900 |
| 29 | 15210 | 2700 | 1254 | 16470 | 2700 | 19170 |

TABLE NO.6

Pay Band + Grade Pay
PB1 - Rs.5400-20200 + 2900

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 8640 | 2900 | 808 | 9450 | 2900 | 12350 |
| 2 | 8890 | 2900 | 825 | 9720 | 2900 | 12620 |
| 3 | 9140 | 2900 | 843 | 9990 | 2900 | 12890 |
| 4 | 9390 | 2900 | 860 | 10250 | 2900 | 13150 |
| 5 | 9650 | 2900 | 879 | 10530 | 2900 | 13430 |
| 6 | 9900 | 2900 | 896 | 10800 | 2900 | 13700 |
| 7 | 10150 | 2900 | 914 | 11070 | 2900 | 13970 |
| 8 | 10400 | 2900 | 931 | 11340 | 2900 | 14240 |
| 9 | 10660 | 2900 | 949 | 11610 | 2900 | 14510 |
| 10 | 10910 | 2900 | 967 | 11880 | 2900 | 14780 |
| 11 | 11160 | 2900 | 984 | 12150 | 2900 | 15050 |
| 12 | 11410 | 2900 | 1002 | 12420 | 2900 | 15320 |
| 13 | 11660 | 2900 | 1019 | 12680 | 2900 | 15580 |
| 14 | 11920 | 2900 | 1037 | 12960 | 2900 | 15860 |
| 15 | 12170 | 2900 | 1055 | 13230 | 2900 | 16130 |
| 16 | 12420 | 2900 | 1072 | 13500 | 2900 | 16400 |
| 17 | 12670 | 2900 | 1090 | 13760 | 2900 | 16660 |
| 18 | 12930 | 2900 | 1108 | 14040 | 2900 | 16940 |
| 19 | 13180 | 2900 | 1126 | 14310 | 2900 | 17210 |
| 20 | 13430 | 2900 | 1143 | 14580 | 2900 | 17480 |
| 21 | 13680 | 2900 | 1161 | 14850 | 2900 | 17750 |
| 22 | 13930 | 2900 | 1178 | 15110 | 2900 | 18010 |
| 23 | 14190 | 2900 | 1196 | 15390 | 2900 | 18290 |
| 24 | 14440 | 2900 | 1214 | 15660 | 2900 | 18560 |
| 25 | 14690 | 2900 | 1231 | 15930 | 2900 | 18830 |
| 26 | 14940 | 2900 | 1249 | 16190 | 2900 | 19090 |
| 27 | 15200 | 2900 | 1267 | 16470 | 2900 | 19370 |
| 28 | 15450 | 2900 | 1285 | 16740 | 2900 | 19640 |
| 29 | 15700 | 2900 | 1302 | 17010 | 2900 | 19910 |
| 30 | 15950 | 2900 | 1320 | 17270 | 2900 | 20170 |
| 31 | 16200 | 2900 | 1337 | 17540 | 2900 | 20440 |

TABLE NO.7
Pay Band + Grade Pay
PB-2(A) - Rs.9600-34800 + 4300

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 10870 | 4300 | 1062 | 11940 | 4300 | 16240 |
| 2 | 11210 | 4300 | 1086 | 12300 | 4300 | 16600 |
| 3 | 11550 | 4300 | 1110 | 12660 | 4300 | 16960 |
| 4 | 11890 | 4300 | 1133 | 13030 | 4300 | 17330 |
| 5 | 12230 | 4300 | 1157 | 13390 | 4300 | 17690 |
| 6 | 12570 | 4300 | 1181 | 13760 | 4300 | 18060 |
| 7 | 12910 | 4300 | 1205 | 14120 | 4300 | 18420 |
| 8 | 13250 | 4300 | 1229 | 14480 | 4300 | 18780 |
| 9 | 13580 | 4300 | 1252 | 14840 | 4300 | 19140 |
| 10 | 13920 | 4300 | 1275 | 15200 | 4300 | 19500 |
| 11 | 14260 | 4300 | 1299 | 15560 | 4300 | 19860 |
| 12 | 14600 | 4300 | 1323 | 15930 | 4300 | 20230 |
| 13 | 14940 | 4300 | 1347 | 16290 | 4300 | 20590 |
| 14 | 15280 | 4300 | 1371 | 16660 | 4300 | 20960 |
| 15 | 15620 | 4300 | 1394 | 17020 | 4300 | 21320 |
| 16 | 15960 | 4300 | 1418 | 17380 | 4300 | 21680 |
| 17 | 16300 | 4300 | 1442 | 17750 | 4300 | 22050 |
| 18 | 16640 | 4300 | 1466 | 18110 | 4300 | 22410 |
| 19 | 16980 | 4300 | 1490 | 18470 | 4300 | 22770 |
| 20 | 17320 | 4300 | 1513 | 18840 | 4300 | 23140 |
| 21 | 17660 | 4300 | 1537 | 19200 | 4300 | 23500 |
| 22 | 18000 | 4300 | 1561 | 19570 | 4300 | 23870 |
| 23 | 18340 | 4300 | 1585 | 19930 | 4300 | 24230 |
| 24 | 18680 | 4300 | 1609 | 20290 | 4300 | 24590 |
| 25 | 19020 | 4300 | 1632 | 20660 | 4300 | 24960 |
| 26 | 19360 | 4300 | 1656 | 21020 | 4300 | 25320 |
| 27 | 19700 | 4300 | 1680 | 21380 | 4300 | 25680 |

TABLE NO.8

Pay Band + Grade Pay
PB-2(A) - Rs.9600-34800 + 4400

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 11350 | 4400 | 1103 | 12460 | 4400 | 16860 |
| 2 | 11740 | 4400 | 1130 | 12870 | 4400 | 17270 |
| 3 | 12130 | 4400 | 1157 | 13290 | 4400 | 17690 |
| 4 | 12520 | 4400 | 1184 | 13710 | 4400 | 18110 |
| 5 | 12910 | 4400 | 1212 | 14130 | 4400 | 18530 |
| 6 | 13290 | 4400 | 1238 | 14530 | 4400 | 18930 |
| 7 | 13680 | 4400 | 1266 | 14950 | 4400 | 19350 |
| 8 | 14070 | 4400 | 1293 | 15370 | 4400 | 19770 |
| 9 | 14460 | 4400 | 1320 | 15780 | 4400 | 20180 |
| 10 | 14850 | 4400 | 1348 | 16200 | 4400 | 20600 |
| 11 | 15230 | 4400 | 1374 | 16610 | 4400 | 21010 |
| 12 | 15620 | 4400 | 1401 | 17030 | 4400 | 21430 |
| 13 | 16010 | 4400 | 1429 | 17440 | 4400 | 21840 |
| 14 | 16400 | 4400 | 1456 | 17860 | 4400 | 22260 |
| 15 | 16790 | 4400 | 1483 | 18280 | 4400 | 22680 |
| 16 | 17170 | 4400 | 1510 | 18680 | 4400 | 23080 |
| 17 | 17560 | 4400 | 1537 | 19100 | 4400 | 23500 |
| 18 | 17950 | 4400 | 1565 | 19520 | 4400 | 23920 |
| 19 | 18340 | 4400 | 1592 | 19940 | 4400 | 24340 |
| 20 | 18730 | 4400 | 1619 | 20350 | 4400 | 24750 |
| 21 | 19110 | 4400 | 1646 | 20760 | 4400 | 25160 |
| 22 | 19500 | 4400 | 1673 | 21180 | 4400 | 25580 |
| 23 | 19890 | 4400 | 1700 | 21590 | 4400 | 25990 |
| 24 | 20280 | 4400 | 1728 | 22010 | 4400 | 26410 |
| 25 | 20670 | 4400 | 1755 | 22430 | 4400 | 26830 |
| 26 | 21050 | 4400 | 1782 | 22840 | 4400 | 27240 |
| 27 | 21440 | 4400 | 1809 | 23250 | 4400 | 27650 |

TABLE No.9

Pay Band + Grade Pay
PB-2 - Rs.10100-34800 + 4600

| Span of years | Existing Pay in the Pay Band | Grade Pay | Fitment benefit 7% | Revised Pay in the Pay Band | Grade Pay | Revised Basic Pay |
|---------------|------------------------------|-----------|--------------------|-----------------------------|-----------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 14020 | 4600 | 1303 | 15330 | 4600 | 19930 |
| 2 | 14460 | 4600 | 1334 | 15800 | 4600 | 20400 |
| 3 | 14890 | 4600 | 1364 | 16260 | 4600 | 20860 |
| 4 | 15330 | 4600 | 1395 | 16730 | 4600 | 21330 |
| 5 | 15770 | 4600 | 1426 | 17200 | 4600 | 21800 |
| 6 | 16200 | 4600 | 1456 | 17660 | 4600 | 22260 |
| 7 | 16640 | 4600 | 1487 | 18130 | 4600 | 22730 |
| 8 | 17080 | 4600 | 1518 | 18600 | 4600 | 23200 |
| 9 | 17510 | 4600 | 1548 | 19060 | 4600 | 23660 |
| 10 | 17950 | 4600 | 1579 | 19530 | 4600 | 24130 |
| 11 | 18390 | 4600 | 1609 | 20000 | 4600 | 24600 |
| 12 | 18820 | 4600 | 1639 | 20460 | 4600 | 25060 |
| 13 | 19260 | 4600 | 1670 | 20930 | 4600 | 25530 |
| 14 | 19700 | 4600 | 1701 | 21410 | 4600 | 26010 |
| 15 | 20130 | 4600 | 1731 | 21870 | 4600 | 26470 |
| 16 | 20570 | 4600 | 1762 | 22340 | 4600 | 26940 |
| 17 | 21010 | 4600 | 1793 | 22810 | 4600 | 27410 |
| 18 | 21440 | 4600 | 1823 | 23270 | 4600 | 27870 |
| 19 | 21880 | 4600 | 1854 | 23740 | 4600 | 28340 |
| 20 | 22310 | 4600 | 1884 | 24200 | 4600 | 28800 |
| 21 | 22750 | 4600 | 1915 | 24670 | 4600 | 29270 |
| 22 | 23190 | 4600 | 1945 | 25140 | 4600 | 29740 |
| 23 | 23620 | 4600 | 1975 | 25600 | 4600 | 30200 |
| 24 | 24060 | 4600 | 2006 | 26070 | 4600 | 30670 |
| 25 | 24500 | 4600 | 2037 | 26540 | 4600 | 31140 |
| 26 | 24930 | 4600 | 2067 | 27000 | 4600 | 31600 |
| 27 | 25370 | 4600 | 2098 | 27470 | 4600 | 32070 |
| 28 | 25810 | 4600 | 2129 | 27940 | 4600 | 32540 |
| 29 | 26240 | 4600 | 2159 | 28400 | 4600 | 33000 |

ANNEXURE - IVWORKMENILLUSTRATION - I

An employee who joined in the Board's service on 15.03.2002, now working as Line Inspector, is drawing a pay of Rs.11,520+Rs.2700 (Grade Pay) as on 01.12.2011 in the Pay Band of Rs.5400-20200+Rs.2700 (Grade Pay). His date of increment is 1st October. Subsequently, he was promoted as Foreman I Grade with effect from 07.07.2012. The Pay Band applicable in the post of Foreman - I Grade is Rs.9600-34800+Rs.4300 (G.P). He has opted for Wage Revision fixation of Pay on the date of promotion. His pay will be fixed as follows:-

- | | |
|--|--|
| 1) Pay Band | - Rs.5400-20200+Rs.2700 (G.P) |
| 2) Existing Pay and Grade Pay as on 01.12.2011 | - Rs.11520 + Rs.2700 (G.P) |
| 3) One increment equal to 3% of the sum of the pay in the existing Pay Band with Grade Pay for promotion (i.e., 3 % of Rs.14220) | - Rs.11520 + 2700 (G.P) - Rs. 430 |
| 4) Pay as on 07.07.2012. in the promoted post of Foreman - I Grade | - Rs.11950 + 4300 (G.P) |
| 5) 7% of Pay + Grade Pay - Fitment | - Rs. 1140 |
| 6) Revised Pay as on 07.07.2012 | - Rs.13090 + 4300 (G.P) |
| <u>7) SERVICE WEIGHTAGE:-</u> Add one increment @ 3% for completion of 10 years of service | - Rs. 530 |
| 8) Pay to be fixed with effect from 7.7.2012 after adding service weightage | - Rs.13620 + 4300 (G.P) |
| 9) Date of next increment | - 01.07.2013 |

ILLUSTRATION – II

A Selection Grade Assistant (Accounts) is drawing a pay of Rs.16300+Rs.4300 (G.P) in the Pay Band of Rs.9600-34800+Rs.4300 (G.P) with effect from 01.10.2011. He has put in 21 years of regular completed service as on 01.12.2011. His normal date of increment is 1st October. His pay will be fixed as follows:-

- | | |
|---|-------------------------------|
| 1) Pay Band | - Rs.9600-34800+Rs.4300 (G.P) |
| 2) Existing Pay and Grade Pay as on 01.12.2011 | - Rs.16300+Rs.4300 (G.P) |
| 3) 7% of Pay and Grade Pay (Fitment) | - Rs.1450 |
| ----- | |
| 4) Pay after 7% fitment | - Rs.17750 |
| 5) Grade Pay | - Rs.4300 |
| ----- | |
| 6) Revised Basic Pay to be fixed as on 01.12.2011 | - Rs.22050 |
| 7) <u>SERVICE WEIGHTAGE:-</u> Add one increment at 3% on Pay and Grade Pay after fitment for completion of 10 years of service (i.e. 3% of Rs.22050) | - Rs.670 |
| 8) Pay to be fixed with effect from 01.12.2011 after adding service weightage | - Rs.18420+4300 (G.P) |
| 9) Date of next increment | - 01.10.2012. |

// TRUE COPY//

A. Jaganmohan Sharma Bah
11/1/14

SECTION OFFICER.

8
11/1/14