

GOVERNMENT OF KERALA

Abstract

Pension –Revision of pension and other related benefits consequent on revision of Pay Scales from 1-7-2004 – orders issued.

FINANCE (PENSION B) DEPARTMENT

G.O.(P)No. 180/06/Fin Dated,

Thiruvananthapuram, 18 -04-2006

Read: 1. G.O.(P)No.125/2006/Fin. dated 17-3-06

2. G.O.(P)No.145/2006/Fin. dated 25-3-2006

ORDER

In the Government Order read as 1st paper above, Government have issued orders revising existing scales of pay and pension. It has been mentioned therein that detailed instructions regarding schedule for reckoning the revised pension for various years of Qualifying Service, norms for fixation, authority to revise pension etc. will be issued separately, in consultation with the Accountant General. Accordingly, Government, after having examined the matter in detail and in consultation with the Accountant General are pleased to order the following in super session of the orders issued in Government Order read as 1st paper above.

1. Basic Principles

1.1. The minimum basic pension will be enhanced to Rs.2400/- per month (after merger of 59% Dearness Relief), from Rs.1275/- per month as at present. The maximum ceiling on pension will be 50% of the maximum of the highest scale of pay under State Government (i.e. 50% of Rs 33,750).

2: Revision of Pension/Family Pension in respect of those who retire / expire while in service on or after 1-7-2004

2.1. In respect of those who retire/die while in service on or after 1.7.2004, the pensionary benefits will be calculated with reference to the revised pay introduced with effect from 1.7.2004, applying the normal formulae/rules as existing now. They will be eligible for commutation of pension at the enhanced rate of 40% (for those retiring on or after 1.3.2006) in accordance with paragraph 5 below, increased ceiling of DCRG of Rs. 3,30,000 (for those retiring/ expiring while in service on or after 1.4.2005) in accordance with paragraph 6 below, increased medical allowance from 1.3.2006 in accordance with paragraph 8 below and terminal leave surrender based on revised salary.

2.2. The present system of computation of pension at 50% of ten months' average emoluments in all cases, subject to the satisfaction of the condition of earning full pension or part thereof (depending on the length of qualifying service) will continue.

2.3. For computing the ten months emoluments for the purpose of average emoluments for pension, in respect of employees who retired from service on or after 1-7-2004 and who, during part of the said period of 10 months, drew pay in the pre-revised scale, their pay in the pre-revised scale may be enhanced notionally by adding DA at 59%.

2.4. Pensioners / Family Pensioners (who retire/die while in service after 1.7.2004) are eligible for DR @ 5% of revised Pension / Family Pension with effect from 1-4-2005. Further increase in DR due with effect from 1.1.2005, 1.7.2005, 1.1.2006, etc will be as admissible to State Government employees from time to time.

2.5. In the case of employees who retain pre-revised scale and retire or die while in service on or after 1.7.2004, pension, DCRG and Family Pension, as the case may be shall be calculated in terms of these orders. Emoluments for the calculation of pensionary benefits in such cases will be basic pay in the pre revised scale, plus DA at 59%. As emoluments for DCRG include DA as on the date of retirement, DCRG in such cases shall be calculated on the basis of admissible revised DA after the merger of 59% of the DA with Basic Pay.

2.6. Those who retire/die while in service after 1.7.2004, after changing over to UGC/AICTE/ /Medical Education Scheme/ Central Judicial scales of pay, will continue to have their pension/family pension calculated as though there is no revision on pension or family pension and without any merger of DA. (Dearness Relief will be at pre-revised rates i.e. 64% as on 1.7.2004 and as released thereafter by Government from time to time) Such employees will be eligible for commutation of pension at the enhanced rate of 40% (for those retiring on or after 1.3.2006) in accordance with paragraph 5 below, increased ceiling of DCRG of Rs. 3,30,000 (for those retiring/ expiring while in service after 1.4.2005) in accordance with paragraph 6 below and increased medical allowance from 1.3.2006 in accordance with paragraph 8 below.

3. Revision of Pension in respect of those who retired/ expired prior to 1-7-2004

3.1. Date of effect :- Pension in respect of those who retired/expired prior to 1-7-2004 shall be revised from 1-4-2005, in accordance with the

principles laid down herein. During the period from 1.7.2004 till 1.4.2005, they shall continue to get pension at the same rate as prior to revision.

3.2. Revised Basic Pension : To arrive at the revised Basic Pension, Calculated Value, comprising the following, shall be first determined:

- (i) Existing Basic Pension;
- (ii) Fitment benefit of 6% of existing basic pension (i.e. of (i) above). If it involves fraction of a rupee, it shall be rounded off to the next higher rupee.
- (iii) 59% of existing Basic Pension (i.e. of (i) above) as rounded off to the next higher rupee.

3.3. If the total of (i) to (iii) above (called Calculated Value) is less than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired, then, in the case of pensioners having Qualifying Service of 30 years and above, the pension shall be stepped up to 50% of the minimum of the revised scale. In the case of others with qualifying service of less than 30 years, pension proportionate to the Qualifying Service as indicated in Schedule 1 (see illustration 1) alone will be admissible.

3.4. Subject to the provisions of paragraph 3.6 below, if the Calculated Value is greater than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired, the basic pension, based on Qualifying Service, shall be fixed at such Calculated Value if it is a stage in Schedule 1 or at the immediate next stage in Schedule 1, if the Calculated Value is not a stage in the Schedule (Stages are detailed in Schedule 1). Pensioners with lesser Qualifying Service are eligible only for proportionate pension. (See illustrations 2 & 3).

3.5. Proportionate pension means the maximum pension admissible for any particular stage multiplied by the Qualifying Service factor ($^{QS}/_{30}$). The detailed table for determining proportionate pension is given in Schedule 1.

3.6. While fixing the revised basic pension as indicated in paragraph 3.4 above, a minimum benefit of Rs.200/- over the basic pension plus merged DR at 59% shall be ensured. If, in any case, the pension fixed at a stage in the schedule does not ensure a benefit of Rs.200/-, the shortage may be added to the pension already fixed and this will be the final revised basic pension, even if it is not a stage in Schedule 1.

3.7. If, in any case, the amount so arrived at is less than the minimum pension (Rs.2400), it shall be enhanced to the level of the revised minimum pension.

3.8. Dearness Relief (DR) on the revised basic pension will be 5% as on 1.4.2005. As and when the 3% DR instalment as on 1.1.2005 is released, the DR will go up from 64% to 67% of the pre-revised basic pension from 1.1.2005 to 31.3.2005 and from 5% to 8% of the revised basic pension from 1.4.2005. Further increase in DR with effect from 1.1.2005, 1.7.2005, etc will be as admissible to State Government employees from time to time.

3.9. If the post held by the pensioner at the time of retirement/ death while in service is no longer in existence in the Department from which he retired or if the entire categories to which the pensioner belonged have moved over to other scales of pay (such as, for example, UGC/AICTE/ /Central Judicial Service scales) after his retirement/death while in service or if the designation of the post has changed in such a way that it is no longer possible to ascertain as to which is the revised scale corresponding to the post from which the pensioner/employee retired/died while in service, the revised basic pension shall be fixed based on the corresponding scale of pay, over successive pay revisions, as indicated in Schedule 3.

3.10. The provisions contained in paragraph 3 will not apply to ex-gratia pensioners and part-time contingent pensioners who are covered by the provisions of paragraph 11 and paragraph 12 below.

3.11. As per G.O.(P)No.405/92/Fin. dated 21-5-1992, Dearness Relief on pension has been granted to pro-rata pensioners on their final quittance from the absorbed service. Therefore, consolidation of pension as contemplated in paragraph 3.2 is applicable to them also, subject to a minimum basic pension of Rs.2400/-. However, revision of pension based on the minimum of the corresponding revised scale of pay of the post from which the pensioner retired (as indicated in paragraph 3.3 & 3.4 above and Schedule 1) is not applicable to them.

3.12. Revised pension as worked out under paragraph 3 is not commutable.

3.13. In the case of those who retired/died while in service prior to 1.7.2004, after changing over to UGC/AICTE/ /Medical Education Scheme/ Central Judicial scales of pay, orders on revision of pension shall be issued separately.

3.14. In the case of teaching staff/judicial officers who retired/died while in service before coming over to UGC/AICTE/Medical Education Scheme/Central Judicial scales of pay, the provisions of paragraph 3 will apply in full. The corresponding revised scale of pay in such cases will be determined as in paragraph 3.9 above.

4. Revision of Family Pension in respect of those who retired / expired while in service prior to 1-7-2004.

4.1. Family Pension in respect of those who retired/expired while in service prior to 1-7-2004 shall be revised from 1-4-2005, in accordance with the principles laid down herein. During the period from 1.7.2004 till 1.4.2005, they shall continue to get family pension at the same rate as prior to revision.

4.2. To arrive at the revised Family Pension in respect of those who retired/died while in service prior to 1-7-2004, Calculated Value, comprising the following shall be first determined:

- (i) Existing Basic Family Pension;
- (ii) Fitment benefit at 6% of the existing Basic Family Pension (i.e. of (i) above);
- (iii) DR at 59% of the existing Basic Family Pension (i.e. of (i) above).

4.3. The revision as above is applicable to both normal and higher rates of Family Pension.

4.4. In the case of normal Family Pension, if the total of items (i) to (iii) above is less than the family pension corresponding to the minimum of the corresponding revised scale of the post from which the pensioner retired/died while in service, as indicated in column No. 4 of Schedule 2, it shall be stepped up to that amount subject to a minimum of Rs.2400/-. For determining the corresponding revised scale of the post from which the pensioner retired/died while in service, the provisions of paragraph 3.9 above will apply.

4.5. If, in any case, the Family Pension arrived at as above does not ensure a benefit of Rs. 200/- over the existing basic Family Pension plus merged DR at 59%, the shortage shall be added to the Family Pension already fixed and this will be the final revised Family Pension, even if it is not a stage in Schedule 2.

4.6. The higher rate of Family Pension will be the higher of the following:

- (i) Calculated Value as at paragraph 4.2 above;
- (ii) Twice the normal Family Pension as at paragraph 4.4/4.5 above, limited to pension as revised vide paragraph 3.2 above;

4.7. The ceiling on the amount of maximum Family Pension will be 30% of the highest pay in the State Government i.e. 30% of Rs 33,750 or Rs 10,125 (See Schedule 2).

4.8. In the case of those drawing Family Pension at the minimum rate and the required details are not available for revised calculation, it shall be fixed at the revised minimum Family Pension viz. Rs 2400 per month. Sanction of minimum family pension in the absence of pension payment order and other details relating to the retired employee (being allowed in terms of GO (P) 146/86/Fin dated 11.2.1986 to those who retired prior to 1.4.1964) shall henceforth be done only at the Government level.

4.9. Dearness Relief (DR) on the revised family pension will be 5% as on 1.4.2005. As and when the 3% DR instalment as on 1.1.2005 is released, the DR will go up from 64% to 67% of the pre-revised family pension from 1.1.2005 to 31.3.2005 and from 5% to 8% of the revised family pension from 1.4.2005. Further increase in DR with effect from 1.7.2005, 1.1.2006, etc will be as admissible to State Government employees from time to time.

4.10. In the case of those who retired/died while in service prior to 1.7.2004, after changing over to UGC/AICTE/ /Medical Education Scheme/ Central Judicial scales of pay, orders on revision of family pension shall be issued separately.

4.11. In the case of teaching staff/judicial officers who retired/died while in service before coming over to UGC/AICTE/Medical Education Scheme/Central Judicial scales of pay, the provisions of paragraph 4 will apply in full. The corresponding revised scale of pay in such cases will be determined as in paragraph 3.9 above.

5: Commutation of Pension and Restoration of Commuted Portion of Pension.

5.1. The existing rate of $1/3^{\text{rd}}$ of the basic pension for commutation of pension will be enhanced to 40%. This shall be applicable only in the case of retirement/death while in service on or after 1-3-2006, including to those on UGC/AICTE/Medical Education Scheme/ Central Judicial scales of

pay, even though their basic pension is not being revised. Those who retired from 1-7-2004 to 28-2-2006 are entitled to commute only 1/3rd of the pension admissible on the revised pay. Regarding restoration, existing rules will continue. Teachers who completed 55 years of age after 2.7.2005 but continued to be in service on 1.3.2006 by virtue of rule 60(c) Part I Kerala Service Rules are not entitled for commutation at enhanced rate of 40%, since, under G.O. (P) 360/86/Fin dated 15.5.1986, their extended service beyond the age of 55 years will not and has never been counted for purposes of pension.

6. Ceiling on Death-Cum-Retirement Gratuity.

6.1. The ceiling on maximum amount of DCRG will be raised from Rs.2,80,000 to Rs. 3,30,000 with effect from 1-4-2005. Those who retired from 1-7-2004 to 31-3-2005 are eligible for enhanced rate of DCRG on account of revised pay, but the maximum DCRG will be Rs.2.80 lakh only.

6.2. Pensioners who retired after 1-4-2005 coming under UGC/AICTE/Medical Education Scheme/Central Judicial scales of pay are eligible for the enhancement in limit from Rs 2,80,000 to Rs 3,30,000. Those who retired from 1-7-2004 to 31-3-2005 are not eligible for the enhanced DCRG ceiling of Rs.3,30,000/-.

7. Dearness Relief

7.1. Pensioners / Family Pensioners are eligible for DR @ 5% of revised Pension / Family Pension with effect from 1-4-2005. However, in respect of those who retired /died while in service from the UGC/AICTE/Medical Education Scheme/Central Judicial scales of pay (since their pension and family pension are not being revised now, vide paragraphs 2.6, 3.13 and 4.10 above), Dearness Relief will continue to be at 64% (or as revised by the Government from time to time) of the pre-revised basic pension/family pension.

8. Medical Allowance to Pensioners & Family Pensioners

8.1. Pensioners / Family Pensioners are eligible for medical allowance of Rs.100/- per month, irrespective of their age. This will also apply to those who retired/died while in service from UGC/AICTE/Medical Education Scheme/Central Judicial scales of pay, whose basic pension and family pension are not being revised (vide paragraphs 2.6, 3.13 and 4.10 above). This allowance will be paid only from 1-3-2006. Medical Allowance at enhanced rate and to the newly eligible categories can be paid straight away i.e. even before re-fixation of pension/family pension is done.

9. Interim Relief

9.1. The Interim Relief being paid to the Pensioners/Family Pensioners will be stopped when the revised pension starts being paid or on 31-10-2006, whichever is earlier. The total Interim Relief drawn by the Pensioner/Family Pensioner from 01-08-2005 will be adjusted in lump from the arrears payable.

10. Arrears of pension

10.1. The arrears on account of revision of Pension / Family Pension shall be disbursed in cash. In the case of arrears of pension /Family Pension in respect of those who retired prior to 1-7-2004 and died on or after 1-4-2005, lifetime arrears shall be paid to the heirs/nominees without insisting on fresh sanction from Accountant General / Pension sanctioning authority by the pension disbursing authority. In respect of those retiring after 1-7-2004, they will be paid arrears in cash from 1-7-2004 onwards.

10.2. Excess if any on account of revision of pensionary benefits shall be recovered from the balance of DCRG, arrears of pension, arrears of dearness relief and future dearness relief on pension.

11. Ex gratia pensioners

11.1. An ad hoc increase of 10% in the pension is sanctioned to all ex-gratia pensioners who retired prior to 1-7-2004. This will take effect from 1-4-2005. They are not entitled to DR on pension.

11.2. Ex-gratia pensioners who retired or will retire after 1-7-2004, will continue to be sanctioned pension at existing rates. Revision of ex-gratia pension in such cases will be ordered separately.

12. Part-time contingent Pensioners

12.1. In the case of part time contingent employees who retired prior to 1-7-2004 pension/Family Pension shall comprise of the following:

- (i) Existing Basic Pension / Family Pension
- (ii) Fitment benefit at 6% of Basic Pension / Family Pension
- (iii) DR at 59% of Basic Pension / Family Pension

12.2. However, a minimum benefit of Rs.125/- shall be ensured, subject to the further condition that such revised pension/family pension shall not be less than the minimum specified in paragraph 1 2.3 below. Schedules 1 and 2 (i.e. fixing of pension and family pension based on the minimum of the corresponding revised scale of pay) will not be applicable in the case of

part-time contingent pensioners and part-time contingent family pensioners.

12.3. The pension admissible to the part time contingent employee retiring on or after 1-7-2004 will be on the basis of the revised remuneration ordered in the pay revision order dated 25.3.2006 (read as 2 above). The minimum and the maximum of their pension and family pension are revised as follows:

	Existing	Revised
<u>Part time contingent pensioners</u>		
Minimum	425	800
Maximum	850	1500
<u>Part time contingent Family pensioners</u>		
Minimum	375	700
Maximum	575	1200

12.4. Part time Invalid Pension will be enhanced to the minimum of part time Family Pension.

12.5. Gratuity to part time contingent employees retiring/expiring while in service after 1.7.2004 will continue to be governed by the existing rules but on the basis of the revised remuneration.

13. Authorisation of revised pensionary claim

13.1. The revised pensionary claims on account of fixation of pay in the revised scales of pay sanctioned from 1-7-2004 will be authorised by the Accountant General (i.e. for those retiring after 1.7.2004). In the case of non-gazetted officers (retiring after 1.7.2004), pension sanctioning authorities will forward to the Accountant General (A&E) all cases of pension requiring revision on the basis of fixation of pay in the revised scales of pay with Service Book, pay fixation statement and a calculation statement showing the revised pensionary benefits. In the case of Gazetted Officers, the Accountant General will revise pensionary benefits based on their pay fixed in the revised scale in terms of these orders.

13.2. In respect of retirements/deaths prior to 01-07-2004 for revision of pension/Family Pension, application in Appendix 1 shall be given by the pensioner to the Treasury Officer/Disbursing Officer concerned.

13.3. In case scale of pay, last drawn basic pay, designation and Qualifying Service at the time of retirement are not readily available in the pension records, the pensioners/family pensioners must obtain the documents required to prove these or a certificate mentioning these from

the respective pension sanctioning authority and attach these to the application in Appendix 1. Such a certificate can be in the form mentioned in Appendix 2.

13.4. Revision of Pension/Family Pension in respect of those who retired prior to 1.7.2004 will be made by officers specifically authorized in this regard. They will sanction these after vetting by the AG (A&E), since the entire pension/ family pension is being refixed completely. A procedure by which such sanctions, after approval by all concerned (including representatives of the Accountant General) at the District level itself, is being separately devised. Internal orders for this are being issued separately. A statement of revised pension/Family Pension in the prescribed form (Appendix 3) shall be prepared in triplicate by the authorized officer under intimation to the Accountant General, who will update the entries in his register. One copy will also be sent to the pension sanctioning authority.

14. Applicability

14.1. In general, these orders shall apply to all those who are on State pension scheme, subject to specific restrictions/ exclusions ordered herein (eg. paragraphs 2.6, 3.13, 4.10, 5.1, 7.1, 11.2, etc).

14.2. These orders are not applicable to Ex-personal staff of Ministers and Leader of Opposition for whom orders will be issued separately.

14.3. In respect of Public Sector Undertakings, autonomous institutions and statutory corporations/ Boards grants-in-aid institutions including Universities where State pension scheme is in operation, separate formal approval/sanction of the Government will have to be obtained for extending these orders to them.

14.4. Private College/Aided School staff governed by Chapter III Pension Statute/Chapter XIV B Kerala Education Rules/Madras Government Order 1611/56 and other special categories, shall also be entitled for Pension and Family Pension as in the case of other State Government employees.

15. Miscellaneous

15.1. Formal amendments to the Kerala Service Rules on the basis of these orders will be issued separately.

15.2. A few illustrations of re-fixation of Pension/Family Pension on the above basis are given in Schedule 4.

(By order of the Governor)

(Paul Antony)
Finance Secretary

To,
Accountant General (A&E), Kerala
etc...

Schedule 1

Page 1

Table for calculation of Pension - for qualifying service range from maximum to 20 years												
Row No	Pay	Max-Pen	29 yrs	28 yrs	27 yrs	26 yrs	25 yrs	24 yrs	23 yrs	22 yrs	21 Yrs	20 yrs
1	2	3	4	5	6	7	8	9	10	11	12	13
1	4300	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
2	4400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
3	4510	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
4	4630	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
5	4750	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
6	4870	2435	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
7	4990	2495	2412	2400	2400	2400	2400	2400	2400	2400	2400	2400
8	5120	2560	2475	2400	2400	2400	2400	2400	2400	2400	2400	2400
9	5250	2625	2538	2450	2400	2400	2400	2400	2400	2400	2400	2400
10	5380	2690	2600	2511	2421	2400	2400	2400	2400	2400	2400	2400
11	5510	2755	2663	2571	2480	2400	2400	2400	2400	2400	2400	2400
12	5650	2825	2731	2637	2543	2448	2400	2400	2400	2400	2400	2400
13	5790	2895	2799	2702	2606	2509	2413	2400	2400	2400	2400	2400
14	5930	2965	2866	2767	2669	2570	2471	2400	2400	2400	2400	2400
15	6080	3040	2939	2837	2736	2635	2533	2432	2400	2400	2400	2400
16	6230	3115	3011	2907	2804	2700	2596	2492	2400	2400	2400	2400
17	6380	3190	3084	2977	2871	2765	2658	2552	2446	2400	2400	2400
18	6530	3265	3156	3047	2939	2830	2721	2612	2503	2400	2400	2400
19	6680	3340	3229	3117	3006	2895	2783	2672	2561	2449	2400	2400
20	6840	3420	3306	3192	3078	2964	2850	2736	2622	2508	2400	2400
21	7000	3500	3383	3267	3150	3033	2917	2800	2683	2567	2450	2400
22	7160	3580	3461	3341	3222	3103	2983	2864	2745	2625	2506	2400
23	7320	3660	3538	3416	3294	3172	3050	2928	2806	2684	2562	2440
24	7480	3740	3615	3491	3366	3241	3117	2992	2867	2743	2618	2493
25	7650	3825	3698	3570	3443	3315	3188	3060	2933	2805	2678	2550
26	7820	3910	3780	3649	3519	3389	3258	3128	2998	2867	2737	2607
27	7990	3995	3862	3729	3596	3462	3329	3196	3063	2930	2797	2663
28	8190	4095	3959	3822	3686	3549	3413	3276	3140	3003	2867	2730
29	8390	4195	4055	3915	3776	3636	3496	3356	3216	3076	2937	2797
30	8590	4295	4152	4009	3866	3722	3579	3436	3293	3150	3007	2863
31	8790	4395	4249	4102	3956	3809	3663	3516	3370	3223	3077	2930
32	8990	4495	4345	4195	4046	3896	3746	3596	3446	3296	3147	2997
33	9190	4595	4442	4289	4136	3982	3829	3676	3523	3370	3217	3063
34	9390	4695	4539	4382	4226	4069	3913	3756	3600	3443	3287	3130
35	9590	4795	4635	4475	4316	4156	3996	3836	3676	3516	3357	3197
36	9830	4915	4751	4587	4424	4260	4096	3932	3768	3604	3441	3277
37	10070	5035	4867	4699	4532	4364	4196	4028	3860	3692	3525	3357
38	10310	5155	4983	4811	4640	4468	4296	4124	3952	3780	3609	3437
39	10550	5275	5099	4923	4748	4572	4396	4220	4044	3868	3693	3517
40	10790	5395	5215	5035	4856	4676	4496	4316	4136	3956	3777	3597
41	11070	5535	5351	5166	4982	4797	4613	4428	4244	4059	3875	3690
42	11350	5675	5486	5297	5108	4918	4729	4540	4351	4162	3973	3783
43	11630	5815	5621	5427	5234	5040	4846	4652	4458	4264	4071	3877
44	11910	5955	5757	5558	5360	5161	4963	4764	4566	4367	4169	3970
45	12250	6125	5921	5717	5513	5308	5104	4900	4696	4492	4288	4083

Schedule 1 (Contd...)

Page 2

Table for calculation of Pension - for qualifying service range from maximum to 20 years												
Row	Pay	Max-	29	28	27	26	25	24	23	22	21	20
No		Pen	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs
1	2	3	4	5	6	7	8	9	10	11	12	13
46	12590	6295	6085	5875	5666	5456	5246	5036	4826	4616	4407	4197
47	12930	6465	6250	6034	5819	5603	5388	5172	4957	4741	4526	4310
48	13720	6860	6631	6403	6174	5945	5717	5488	5259	5031	4802	4573
49	13610	6805	6578	6351	6125	5898	5671	5444	5217	4990	4764	4537
50	13990	6995	6762	6529	6296	6062	5829	5596	5363	5130	4897	4663
51	14370	7185	6946	6706	6467	6227	5988	5748	5509	5269	5030	4790
52	14750	7375	7129	6883	6638	6392	6146	5900	5654	5408	5163	4917
53	15130	7565	7313	7061	6809	6556	6304	6052	5800	5548	5296	5043
54	15510	7755	7497	7238	6980	6721	6463	6204	5946	5687	5429	5170
55	15890	7945	7680	7415	7151	6886	6621	6356	6091	5826	5562	5297
56	16270	8135	7864	7593	7322	7050	6779	6508	6237	5966	5695	5423
57	16650	8325	8048	7770	7493	7215	6938	6660	6383	6105	5828	5550
58	17100	8550	8265	7980	7695	7410	7125	6840	6555	6270	5985	5700
59	17550	8775	8483	8190	7898	7605	7313	7020	6728	6435	6143	5850
60	18000	9000	8700	8400	8100	7800	7500	7200	6900	6600	6300	6000
61	18450	9225	8918	8610	8303	7995	7688	7380	7073	6765	6458	6150
62	18900	9450	9135	8820	8505	8190	7875	7560	7245	6930	6615	6300
63	19350	9675	9353	9030	8708	8385	8063	7740	7418	7095	6773	6450
64	19800	9900	9570	9240	8910	8580	8250	7920	7590	7260	6930	6600
65	20250	10125	9788	9450	9113	8775	8438	8100	7763	7425	7088	6750
66	20700	10350	10005	9660	9315	8970	8625	8280	7935	7590	7245	6900
67	21200	10600	10247	9893	9540	9187	8833	8480	8127	7773	7420	7067
68	21700	10850	10488	10127	9765	9403	9042	8680	8318	7957	7595	7233
69	22200	11100	10730	10360	9990	9620	9250	8880	8510	8140	7770	7400
70	22700	11350	10972	10593	10215	9837	9458	9080	8702	8323	7945	7567
71	23200	11600	11213	10827	10440	10053	9667	9280	8893	8507	8120	7733
72	23750	11875	11479	11083	10688	10292	9896	9500	9104	8708	8313	7917
73	24300	12150	11745	11340	10935	10530	10125	9720	9315	8910	8505	8100
74	24850	12425	12011	11597	11183	10768	10354	9940	9526	9112	8698	8283
75	25400	12700	12277	11853	11430	11007	10583	10160	9737	9313	8890	8467
76	26000	13000	12567	12133	11700	11267	10833	10400	9967	9533	9100	8667
77	26600	13300	12857	12413	11970	11527	11083	10640	10197	9753	9310	8867
78	27250	13625	13171	12717	12263	11808	11354	10900	10446	9992	9538	9083
79	27900	13950	13485	13020	12555	12090	11625	11160	10695	10230	9765	9300
80	28550	14275	13799	13323	12848	12372	11896	11420	10944	10468	9993	9517
81	29200	14600	14113	13627	13140	12653	12167	11680	11193	10707	10220	9733
82	29850	14925	14428	13930	13433	12935	12438	11940	11443	10945	10448	9950
83	30500	15250	14742	14233	13725	13217	12708	12200	11692	11183	10675	10167
84	31150	15575	15056	14537	14018	13498	12979	12460	11941	11422	10903	10383
85	31800	15900	15370	14840	14310	13780	13250	12720	12190	11660	11130	10600
86	32450	16225	15684	15143	14603	14062	13521	12980	12439	11898	11358	10817
87	33100	16550	15998	15447	14895	14343	13792	13240	12688	12137	11585	11033
88	33750	16875	16313	15750	15188	14625	14063	13500	12938	12375	11813	11250

Schedule 1 (Contd...)

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Table for calculation of Pension - for qualifying service range from 19 years to 10 years												
Row	Pay	Max-	19	18	17	16	15	14	13	12	11	10
No		Pen	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs	Yrs
1	2	3	14	15	16	17	18	19	20	21	22	23
1	4300	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
2	4400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
3	4510	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
4	4630	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
5	4750	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
6	4870	2435	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
7	4990	2495	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
8	5120	2560	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
9	5250	2625	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
10	5380	2690	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
11	5510	2755	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
12	5650	2825	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
13	5790	2895	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
14	5930	2965	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
15	6080	3040	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
16	6230	3115	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
17	6380	3190	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
18	6530	3265	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
19	6680	3340	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
20	6840	3420	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
21	7000	3500	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
22	7160	3580	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
23	7320	3660	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
24	7480	3740	2400	2400	2400	2400	2400	2400	2400	2400	2400	2400
25	7650	3825	2423	2400	2400	2400	2400	2400	2400	2400	2400	2400
26	7820	3910	2476	2400	2400	2400	2400	2400	2400	2400	2400	2400
27	7990	3995	2530	2400	2400	2400	2400	2400	2400	2400	2400	2400
28	8190	4095	2594	2457	2400	2400	2400	2400	2400	2400	2400	2400
29	8390	4195	2657	2517	2400	2400	2400	2400	2400	2400	2400	2400
30	8590	4295	2720	2577	2434	2400	2400	2400	2400	2400	2400	2400
31	8790	4395	2784	2637	2491	2400	2400	2400	2400	2400	2400	2400
32	8990	4495	2847	2697	2547	2400	2400	2400	2400	2400	2400	2400
33	9190	4595	2910	2757	2604	2451	2400	2400	2400	2400	2400	2400
34	9390	4695	2974	2817	2661	2504	2400	2400	2400	2400	2400	2400
35	9590	4795	3037	2877	2717	2557	2400	2400	2400	2400	2400	2400
36	9830	4915	3113	2949	2785	2621	2458	2400	2400	2400	2400	2400
37	10070	5035	3189	3021	2853	2685	2518	2400	2400	2400	2400	2400
38	10310	5155	3265	3093	2921	2749	2578	2406	2400	2400	2400	2400
39	10550	5275	3341	3165	2989	2813	2638	2462	2400	2400	2400	2400
40	10790	5395	3417	3237	3057	2877	2698	2518	2400	2400	2400	2400
41	11070	5535	3506	3321	3137	2952	2768	2583	2400	2400	2400	2400
42	11350	5675	3594	3405	3216	3027	2838	2648	2459	2400	2400	2400
43	11630	5815	3683	3489	3295	3101	2908	2714	2520	2400	2400	2400
44	11910	5955	3772	3573	3375	3176	2978	2779	2581	2400	2400	2400
45	12250	6125	3879	3675	3471	3267	3063	2858	2654	2450	2400	2400

Schedule 1 (Contd...)

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Table for calculation of Pension - for qualifying service range from 19 years to 10 years												
Row	Pay	Max-	19	18	17	16	15	14	13	12	11	10
No		Pen	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs	yrs
1	2	3	14	15	16	17	18	19	20	21	22	23
46	12590	6295	3987	3777	3567	3357	3148	2938	2728	2518	2400	2400
47	12930	6465	4095	3879	3664	3448	3233	3017	2802	2586	2400	2400
48	13720	6860	4345	4116	3887	3659	3430	3201	2973	2744	2515	2400
49	13610	6805	4310	4083	3856	3629	3403	3176	2949	2722	2495	2400
50	13990	6995	4430	4197	3964	3731	3498	3264	3031	2798	2565	2400
51	14370	7185	4551	4311	4072	3832	3593	3353	3114	2874	2635	2400
52	14750	7375	4671	4425	4179	3933	3688	3442	3196	2950	2704	2458
53	15130	7565	4791	4539	4287	4035	3783	3530	3278	3026	2774	2522
54	15510	7755	4912	4653	4395	4136	3878	3619	3361	3102	2844	2585
55	15890	7945	5032	4767	4502	4237	3973	3708	3443	3178	2913	2648
56	16270	8135	5152	4881	4610	4339	4068	3796	3525	3254	2983	2712
57	16650	8325	5273	4995	4718	4440	4163	3885	3608	3330	3053	2775
58	17100	8550	5415	5130	4845	4560	4275	3990	3705	3420	3135	2850
59	17550	8775	5558	5265	4973	4680	4388	4095	3803	3510	3218	2925
60	18000	9000	5700	5400	5100	4800	4500	4200	3900	3600	3300	3000
61	18450	9225	5843	5535	5228	4920	4613	4305	3998	3690	3383	3075
62	18900	9450	5985	5670	5355	5040	4725	4410	4095	3780	3465	3150
63	19350	9675	6128	5805	5483	5160	4838	4515	4193	3870	3548	3225
64	19800	9900	6270	5940	5610	5280	4950	4620	4290	3960	3630	3300
65	20250	10125	6413	6075	5738	5400	5063	4725	4388	4050	3713	3375
66	20700	10350	6555	6210	5865	5520	5175	4830	4485	4140	3795	3450
67	21200	10600	6713	6360	6007	5653	5300	4947	4593	4240	3887	3533
68	21700	10850	6872	6510	6148	5787	5425	5063	4702	4340	3978	3617
69	22200	11100	7030	6660	6290	5920	5550	5180	4810	4440	4070	3700
70	22700	11350	7188	6810	6432	6053	5675	5297	4918	4540	4162	3783
71	23200	11600	7347	6960	6573	6187	5800	5413	5027	4640	4253	3867
72	23750	11875	7521	7125	6729	6333	5938	5542	5146	4750	4354	3958
73	24300	12150	7695	7290	6885	6480	6075	5670	5265	4860	4455	4050
74	24850	12425	7869	7455	7041	6627	6213	5798	5384	4970	4556	4142
75	25400	12700	8043	7620	7197	6773	6350	5927	5503	5080	4657	4233
76	26000	13000	8233	7800	7367	6933	6500	6067	5633	5200	4767	4333
77	26600	13300	8423	7980	7537	7093	6650	6207	5763	5320	4877	4433
78	27250	13625	8629	8175	7721	7267	6813	6358	5904	5450	4996	4542
79	27900	13950	8835	8370	7905	7440	6975	6510	6045	5580	5115	4650
80	28550	14275	9041	8565	8089	7613	7138	6662	6186	5710	5234	4758
81	29200	14600	9247	8760	8273	7787	7300	6813	6327	5840	5353	4867
82	29850	14925	9453	8955	8458	7960	7463	6965	6468	5970	5473	4975
83	30500	15250	9658	9150	8642	8133	7625	7117	6608	6100	5592	5083
84	31150	15575	9864	9345	8826	8307	7788	7268	6749	6230	5711	5192
85	31800	15900	10070	9540	9010	8480	7950	7420	6890	6360	5830	5300
86	32450	16225	10276	9735	9194	8653	8113	7572	7031	6490	5949	5408
87	33100	16550	10482	9930	9378	8827	8275	7723	7172	6620	6068	5517
88	33750	16875	10688	10125	9563	9000	8438	7875	7313	6750	6188	5625

Schedule 2
Table for calculation of Family Pension

Row No	Basic Pay	Max-Pen	Family Pension		Row No	Basic Pay	Max-Pen	Family Pension
1	2	3	4		1	2	3	4
1	4300	2400	2400		45	12250	6125	3675
2	4400	2400	2400		46	12590	6295	3777
3	4510	2400	2400		47	12930	6465	3879
4	4630	2400	2400		48	13720	6860	4116
5	4750	2400	2400		49	13610	6805	4083
6	4870	2435	2400		50	13990	6995	4197
7	4990	2495	2400		51	14370	7185	4311
8	5120	2560	2400		52	14750	7375	4425
9	5250	2625	2400		53	15130	7565	4539
10	5380	2690	2400		54	15510	7755	4653
11	5510	2755	2400		55	15890	7945	4767
12	5650	2825	2400		56	16270	8135	4881
13	5790	2895	2400		57	16650	8325	4995
14	5930	2965	2400		58	17100	8550	5130
15	6080	3040	2400		59	17550	8775	5265
16	6230	3115	2400		60	18000	9000	5400
17	6380	3190	2400		61	18450	9225	5535
18	6530	3265	2400		62	18900	9450	5670
19	6680	3340	2400		63	19350	9675	5805
20	6840	3420	2400		64	19800	9900	5940
21	7000	3500	2400		65	20250	10125	6075
22	7160	3580	2400		66	20700	10350	6210
23	7320	3660	2400		67	21200	10600	6360
24	7480	3740	2400		68	21700	10850	6510
25	7650	3825	2400		69	22200	11100	6660
26	7820	3910	2400		70	22700	11350	6810
27	7990	3995	2400		71	23200	11600	6960
28	8190	4095	2457		72	23750	11875	7125
29	8390	4195	2517		73	24300	12150	7290
30	8590	4295	2577		74	24850	12425	7455
31	8790	4395	2637		75	25400	12700	7620
32	8990	4495	2697		76	26000	13000	7800
33	9190	4595	2757		77	26600	13300	7980
34	9390	4695	2817		78	27250	13625	8175
35	9590	4795	2877		79	27900	13950	8370
36	9830	4915	2949		80	28550	14275	8565
37	10070	5035	3021		81	29200	14600	8760
38	10310	5155	3093		82	29850	14925	8955
39	10550	5275	3165		83	30500	15250	9150
40	10790	5395	3237		84	31150	15575	9345
41	11070	5535	3321		85	31800	15900	9540
42	11350	5675	3405		86	32450	16225	9735
43	11630	5815	3489		87	33100	16550	9930
44	11910	5955	3573		88	33750	16875	10125

Schedule 3
Pay Scales

1. Pay scale effective from 1972:

Sl. No.	Pre 1972 scales	Sl. No.	Scales of pay (1972)
1	70-3-115	1	196-3-229-4-245-4/2-265
2	75-3-96-4-120-5-130	2	200-3-206-4-250-5-260-5/2-285
3	80-3-89-4-109-5-144-6-150	3	210-4-218-5-228-6-270-7-305-7/2-340
4	80-5-115-6-175	4	215-5-225-6-237-7-258-8-330-8/2-370
5	90-5-100-6-190	5	230-6-236-7-257-8-345-8/2-385
6	95-5-100-6-190	6	235-7-256-8-296-9-350-9/2-395
7	100-6-136-7-178-8-210	7	240-9-285-10-395-10/2-445
8	100-10-190-15-280	8	240-15-465-15/2-540
9	110-6-134-7-162-8-202-9-220	9	255-10-405-10/2-455
10	130-7-151-8-175-9-220-10-270	10	275-11-330-13-460-13/2-525
11	140-8-172-9-208-10-258-12-270	11	285-12-333-13-450-15-46+5-15/2-540
12	140-10-290	12	285-13-389-14-445-15-475-15/2-550
13	170-10-190-15-385	13	325-15-400-16-480-18-570-18/2-660
14	175-10-255-12-315	14	330-13-395-15-500-15/2-575
15	190-10-260-12-320	15	345-13-358-14-400-15-505-15/2-580
16	220-10-250-15-370	16	405-15-540-20-560-20/2-660
17	225-10-245-15-350-20-450	17	410-15-515-20-655-25/2-715
18	250-15-340-20-500-25-525	18	435-15-510-20-650-25-700-25/2-775
19	250-20-350-25-600	19	435-20-535-25-760-25/2-835
20	260-15-350-25-600	20	445-20-585-25-760-25/2-835
21	280-15-340-20-500-25-525	21	465-20-625-25-700-25/2-775
22	310-20-350-25-600	22	495-20-535-25-760-25/2-835
23	325-25-500-30-650-35-685-40-725	23	510-25-635-30-695-35-835-40-875-40/2-995
24	350-25-600	24	535-25-760-25/2-835
25	375-25-450-30-600-35-670-40-750-50-800	25	560-25-235-30-785-35-820-40-900-50-950-50/2-1100
26	400-25-450-30-480-35-550-40-750-50-900	26	600-25-650-.30-710-40-750-50-1050-50/2-1200
27	515-35-550-40-750-50-900	27	700-40-900-50-1050-50/2-1200
28	550-40-750-50-900	28	710-40-750-50-1050-50/2-1200
29	600-50-900	29	750-50-1050-50/2-1200
30	600-50-1000	30	750-50-1150-50/2-1250
31	700-50-1200	31	850-50-1350-50/2-1450
32	800-50-1200	32	950-50-1350-50/2-1450
33	900-50-1300	33	1050-50-1450-50/2-1550
34	1000-50-1400	34	1150-50-1550-50/2-1650
35		35	1200-50-1650-50/2-1750
36	1300-50-1700	36	1400-50-1800-50/2-1900

Schedule 3 (cont...)**2. Pay scale effective from 1972 and corresponding scale revised in 1978:**

Sl. No.	Scales of pay (1972)	Sl. No.	Scales of pay (1978)
1	196-3-229-4-245-4/2-265	1	280-5-340-6-400
2	200-3-206-4-250-5-260-5/2-285	2	290-5-330-6-390-7-425
3	210-4-218-5-228-6-270-7-305-7/2-340	3	300-6-360-7-402-8-450
4	215-5-225-6-237-7-258-8-330-8/2-370	4	310-6-328-7-356-8-436-9-490
5	230-6-236-7-257-8-345-8/2-385	5	330-8-410-9-455-10-515
6	235-7-256-8-296-9-350-9/2-395	6	340-8-380-9-425-10-535
7	240-9-285-10-395-10/2-445	7	350-10-460-12-580
8	240-15-465-15/2-540		
9	255-10-405-10/2-455	8	370-10-450-12-510-15-600
10	275-11-330-13-460-13/2-525	9	390-12-438-13-490-15-685
11	285-12-333-13-450-15-46+5-15/2-540	10	420-13-485-15-635-17-720
12	285-13-389-14-445-15-475-15/2-550		
	Scale given to CA Gr.II (240-540) →	11	350-15-650-16-730
13	325-15-400-16-480-18-570-18/2-660	12	450-15-525-16-605-18-785
14	330-13-395-15-500-15/2-575		
15	345-13-358-14-400-15-505-15/2-580	13	470-16-550-18-730-20-830
	Scale given to CA Gr.I →	14	450-15-525-16-605-18-785-20-885
16	405-15-540-20-560-20/2-660	15	520-18-700-20-800-25-900
17	410-15-515-20-655-25/2-715	16	535-18-625-20-825-25-950
18	435-15-510-20-650-25-700-25/2-775	17	570-20-670-25-920-30-1070
19	435-20-535-25-760-25/2-835		
20	445-20-585-25-760-25/2-835	18	600-20-660-25-860-30-1100
21	465-20-625-25-700-25/2-775		
22	495-20-535-25-760-25/2-835	19	650-25-850-30-1150
23	510-25-635-30-695-35-835-40-875-40/2-995	20	700-25-800-30-890-35-1030-40-1270
24	535-25-760-25/2-835		
	HM (Secondary school) Higher grade →	21	725-25-800-30-890-35-1030-40-1350
25	560-25-235-30-785-35-820-40-900-50-950-50/2-1100	22	750-30-990-40-1150-50-1450
26	600-25-650-30-710-40-750-50-1050-50/2-1200	23	800-30-830-40-950-50-1550
27	700-40-900-50-1050-50/2-1200	24	910-40-950-50-1550
28	710-40-750-50-1050-50/2-1200		
29	750-50-1050-50/2-1200	25	975-50-1325-60-1625
30	750-50-1150-50/2-1250		
31	850-50-1350-50/2-1450	26	1125-60-1725
32	950-50-1350-50/2-1450	27	1200-60-1800
33	1050-50-1450-50/2-1550	28	1300-60-1600-75-1900
34	1150-50-1550-50/2-1650	29	1450-75-2050
35	1200-50-1650-50/2-1750	30	1650-75-2175
36	1400-50-1800-50/2-1900	31	1800-75-2250
37	2000-125/2-2250	32	2500-125/2-2750

Schedule 3 (cont...)**3. Pay scale effective from 1978 and corresponding scale revised in 1983:**

Sl.No.	Scales of pay (1978)	Sl.No.	Scales of pay (1983)
1	280-5-340-6-400	1	550-10-650-15-800
2	290-5-330-6-390-7-425	2	575-10-645-15-900
3	300-6-360-7-402-8-450		
4	310-6-328-7-356-8-436-9-490	3	600-10-650-15-830-20-950
5	330-8-410-9-455-10-515	4	640-15-820-20-1000
6	340-8-380-9-425-10-535	5	660-15-810-20-1050
7	350-10-460-12-580	6	675-20-975-25-1125
8	370-10-450-12-510-15-600	7	675-25-1100-30-1340
9	390-12-438-13-490-15-685	8	700-20-940-25-1140
10	420-13-485-15-635-17-720	9	740-20-920-25-1245
11	350-15-650-16-730	10	780-20-880-25-1080-30-1320
12	450-15-525-16-605-18-785	11	825-25-1100-30-1430
13	470-16-550-18-730-20-830	12	850-25-1100-30-1400-40-1600
14	450-15-525-16-605-18-785-20-885		
15	520-18-700-20-800-25-900	13	950-25-1100-30-1400-40-1640
16	535-18-625-20-825-25-950	14	975-25-1100-30-1400-40-1720
17	570-20-670-25-920-30-1070	15	1050-30-1200-40-2000
18	600-20-660-25-860-30-1100		
19	650-25-850-30-1150	16	1100-40-1500-50-2100
20	700-25-800-30-890-35-1030-40-1270	17	1150-40-1470-50-2270
21	725-25-800-30-890-35-1030-40-1350	18	1250-50-1600-60-1900-75-2500
22	750-30-990-40-1150-50-1450		
23	800-30-830-40-950-50-1550	19	1300-60-1600-75-2650
24	910-40-950-50-1550	20	1500-60-1560-75-2685
25	975-50-1325-60-1625	21	1600-75-2200-85-2710
26	1125-60-1725	22	1950-75-2100-85-2950
27	1200-60-1800		
28	1300-60-1600-75-1900	23	2100-85-2440-100-3040
29	1450-75-2050	24	2250-100-2850-125-3350
30	1650-75-2175	25	2450-100-2850-125-3600
31	1800-75-2250	26	2600-100-2800-125-3800
32	2500-125/2-2750	27	3700-125-4200

Schedule 3 (cont...)**4. Pay scale effective from 1983 and corresponding scale revised in 1988:**

Sl. No.	Scales of pay (1983)	Sl. No.	Scales of pay (1988)
1	550-10-650-15-800	1	750-10-760-15-805-20-925-25-1025
2	575-10-645-15-900	2	775-15-805-20-925-25-1100-30-1160
3	600-10-650-15-830-20-950	3	805-20-925-25-1100-30-1190
4	640-15-820-20-1000	4	825-20-925-25-1100-30-1250-40-1290
5	660-15-810-20-1050	5	845-20-925-25-1100-30-1250-40-1370
6	675-20-975-25-1125	6	865-20-925-25-1100-30-1250-40-1450
7	675-25-1100-30-1340		
8	700-20-940-25-1140	7	905-20-925-25-1100-30-1250-40-1490
9	740-20-920-25-1245	8	950-25-1100-30-1250-40-1530-60-1590
10	780-20-880-25-1080-30-1320	9	1000-25-1100-30-1250-40-1530-60-1710
11	825-25-1100-30-1430	10	1050-25-1100-30-1250-40-1530-60-1830
12	850-25-1100-30-1400-40-1600	11	1100-30-1250-40-1530-60-1830-80-2070
13	950-25-1100-30-1400-40-1640	12	1220-30-1250-40-1530-60-1830-80-2150
14	975-25-1100-30-1400-40-1720	13	1250-40-1530-60-1830-80-2230
15	1050-30-1200-40-2000	14	1330-40-1530-60-1830-80-2470-85-2555
16	1100-40-1500-50-2100	15	1370-40-1530-60-1830-80-2470-85-2640
17	1150-40-1470-50-2270	16	1450-40-1530-60-1830-80-2470-85-2725-100-2825
18	1250-50-1600-60-1900-75-2500	17	1590-60-1830-80-2470-85-2725-100-2925-125-3050
19	1300-60-1600-75-2650	18	1650-60-1830-80-2470-85-2725-100-2925-125-3175
20	1500-60-1560-75-2685	19	1830-80-2470-85-2725-100-2925-125-3425
21	1600-75-2200-85-2710	20	2070-80-2470-85-2725-100-2925-125-3550
22	1950-75-2100-85-2950	21	2470-85-2725-100-2925-125-3675
23	2100-85-2440-100-3040	22	2640-85-2725-100-2925-125-3675-140-3815
24	2250-100-2850-125-3350	23	2825-100-2975-125-3675-140-4095
25	2450-100-2850-125-3600	24	3050-125-3675-140-4095-170-4435
26	2600-100-2800-125-3800	25	3175-125-3675-140-4095-170-4605
27	3700-125-4200	26	4435-170-5285

Schedule 3 (cont...)**5. Pay scale effective from 1988 and corresponding scale revised in 1992:**

Sl. No.	Scales of pay (1988)	Sl. No.	Scales of pay (1992)
1	750-10-760-15-805-20-925-25-1025	1	775-12-955-14-1025-20-1065
2	775-15-805-20-925-25-1100-30-1160	2	800-15-1010-20-1150-25-1300
3	805-20-925-25-1100-30-1190	3	825-15-900-20-1200-25-1450
4	825-20-925-25-1100-30-1250-40-1290	4	950-20-1150-25-1650
5	845-20-925-25-1100-30-1250-40-1370	5	1050-25-1150-30-1660
6	865-20-925-25-1100-30-1250-40-1450		
7	905-20-925-25-1100-30-1250-40-1490	6	1125-25-1150-30-1720
8	950-25-1100-30-1250-40-1530-60-1590	7	1200-30-1560-40-2040
9	1000-25-1100-30-1250-40-1530-60-1710	8	1350-30-1440-40-1800-50-2200
10	1050-25-1100-30-1250-40-1530-60-1830	9	1400-40-1800-50-2300
11	1100-30-1250-40-1530-60-1830-80-2070	10	1400-40-1600-50-2300-60-2600
12	1220-30-1250-40-1530-60-1830-80-2150	11	1520-40-1600-50-2300-60-2660
13	1250-40-1530-60-1830-80-2230	12	1600-50-2300-60-2660
14	1330-40-1530-60-1830-80-2470-85-2555	13	1640-60-2600-75-2900
14 a	1330-40-1530-60-1830-80-2470-85-2555+ Rs.50 Spl.Pay	14	1760-60-2600-75-3050
15	1370-40-1530-60-1830-80-2470-85-2640	15	2000-60-2300-75-3200
16	1450-40-1530-60-1830-80-2470-85-2725-100-2825	16	2060-60-2300-75-3200
17	1590-60-1830-80-2470-85-2725-100-2925-125-3050	17	2200-75-2800-100-3500
18	1650-60-1830-80-2470-85-2725-100-2925-125-3175	18	2375-75-2900-100-3500
19	1830-80-2470-85-2725-100-2925-125-3425	19	2500-75-2800-100-4000
20	2070-80-2470-85-2725-100-2925-125-3550	20	2650-75-2800-100-4200
21	2470-85-2725-100-2925-125-3675	21	3000-100-3500-125-5000
22	2640-85-2725-100-2925-125-3675-140-3815	22	3900-125-4775-150-5075
23	2825-100-2975-125-3675-140-4095	23	4200-125-4700-150-5300
24	3050-125-3675-140-4095-170-4435	24	4500-150-5700
25	3175-125-3675-140-4095-170-4605	25	5100-150-5700
26	4435-170-5285	26	5100-150-6300
		27	5900-150-6700

Schedule 3 (cont...)**6. Pay scale effective from 1992 and corresponding scale revised in 1997:**

Sl. No.	Scales of pay (1992)	Sl. No.	Scales of pay (1997)
1	775-12-955-14-1025-20-1065	1	2610-60-3150-65-3540-70-3680
2	800-15-1010-20-1150-25-1300	2	2650-65-3300-70-4000-75-4150
3	825-15-900-20-1200-25-1450	3	2750-70-3800-75-4625
4	950-20-1150-25-1650	4	3050-75-3950-80-5230
5	1050-25-1150-30-1660	5	3350-80-3830-85-5275
6	1125-25-1150-30-1720	6	3590-85-4100-100-5400
7	1200-30-1560-40-2040	7	4000-90-4090-100-6090
8	1350-30-1440-40-1800-50-2200	8	4500-100-5000-125-7000
9	1400-40-1800-50-2300	9	4600-100-5000-125-7125
10	1400-40-1600-50-2300-60-2600	10	4600-100-5000-125-5750-150-8000
11	1520-40-1600-50-2300-60-2660	11	5000-125-5750-150-8150
12	1600-50-2300-60-2660	12	5250-125-5750-150-8150
13	1640-60-2600-75-2900	13	5500-150-6100-175-9075
14	1760-60-2600-75-3050	14	5800-150-6100-175-9425
15	2000-60-2300-75-3200	15	6500-175-7550-200-10550
16	2060-60-2300-75-3200	16	6675-175-7550-200-10550
17	2200-75-2800-100-3500	17	7200-200-7800-225-11400
18	2375-75-2900-100-3500	18	7450-200-7650-225-11475
19	2500-75-2800-100-4000	19	7800-225-8475-250-12975
20	2650-75-2800-100-4200	20	8250-250-9250-275-13650
21	3000-100-3500-125-5000	21	10000-300-10600-325-15150
22	3900-125-4775-150-5075	22	12000-350-12700-375-15325
23	4200-125-4700-150-5300	23	12600-375-15600
24	4500-150-5700	24	14000-400-18000
25	5100-150-5700	25	14300-400-18300
26	5100-150-6300	26	16300-400-18300
27	5900-150-6500-200-6700	27	16300-450-19900

Schedule 3 (cont...)**6. Pay scale effective from 1997 and corresponding scale revised in 2006:**

Sl. No.	Scales of pay (1997)	Sl. No.	Scales of pay (2005)
1	2610-60-3150-65-3540-70-3680	1	4300-100-4400-110-4510-120-4990-130-5510-140-5930
2	2650-65-3300-70-4000-75-4150	2	4400-110-4510-120-4990-130-5510-140-5930-150-6680
3	2750-70-3800-75-4625	3	4510-120-4990-130-5510-140-5930-150-6680-160-7480
4	3050-75-3950-80-5230	4	4990-130-5510-140-5930-150-6680-160-7480-170-7990
5	3350-80-3830-85-5275	5	5510-140-5930-150-6680-160-7480-170-7990-200-8590
6	3590-85-4100-100-5400	6	5930-150-6680-160-7480-170-7990-200-9590
7	4000-90-4090-100-6090	7	6680-160-7480-170-7990-200-9590-240-10790
8	4500-100-5000-125-7000	8	7480-170-7990-200-9590-240-10790-280-11910
9	4600-100-5000-125-7125	9	7990-200-9590-240-10790-280-11910-340-12930
10	4600-100-5000-125-5750-150-8000	10	
11	5000-125-5750-150-8150	11	8390-200-9590-240-10790-280-11910-340-13270
12	5250-125-5750-150-8150	12	8790-200-9590-240-10790-280-11910-340-13610
13	5500-150-6100-175-9075	13	9190-200-9590-240-10790-280-11910-340-13610-380-15510
14	5800-150-6100-175-9425	14	9590-240-10790-280-11910-340-13610-380-16650
15	6500-175-7550-200-10550	15	10790-280-11910-340-13610-380-16650-450-18000
16	6675-175-7550-200-10550	16	11070-280-11910-340-13610-380-16650-450-18450
17	7200-200-7800-225-11400	17	11910-340-13610-380-16650-450-19350
18	7450-200-7650-225-11475	18	12250-340-13610-380-16850-450-19800
19	7800-225-8475-250-12975	19	12930-340-13610-380-16650-450-20250
20	8250-250-9250-275-13650	20	13610-380-16650-450-20700
21	10000-300-10600-325-15150	21	16650-450-20700-500-23200
22	12000-350-12700-375-15325	22	20700-500-23200-550-25400-600-26600
23	12600-375-15600	23	
24	14000-400-18000	24	23200-550-25400-600-26600-650-31150
25	14300-400-18300	25	25400-600-26600-650-33100
26	16300-400-18300	26	26600-650-33750
27	16300-450-19900	27	

Master scale

4300-100-4400-110-4510-120-4990-130-5510-140-5930-150-6680-160-7480-170-7990-200-9590-240-10790-
 (1) (1) (4) (4) (3) (5) (5) (4) (8) (5) (4)
 280-11910-340-13610-380-16650-450-20700-500-23200-550-25400-600-26600-650-33750
 (5) (8) (9) (5) (4) (2) (11)

Schedule 4
Illustrations of Re-fixation of Pension & Family Pension
(See para 15.2 of G.O. (P) No 180/2006/Fin dated 18-04-2006)

Attached separately

Appendix 1

(Referred to in Para 13.2 of G.O.(P)No.180/2006/Fin. dated 18-4-2006)

Application for revision of pension/family pension or both as per G.O.(P)No. /2006/Fin. dated -04-2006 in respect of retirement/death prior to 1-7-2004.

To

The Treasury Officer/ Pension Disbursing Officer.

.....
.....

Sir,

Kindly revise my pension/family pension/the pension of late Shri/Smt.
..... (in the case of deceased pensioner) as contemplated in G.O.(P)No. / /Fin. dated
The details in respect of my/his/her PPO are given below.

(Strike out inapplicable clauses)

- 1.Name of Pensioner/Family Pensioner
(in the case of Family Pensioner, the name of Government Servant also to be given)
- 2.Designation at time of retirement/death
- 3.Department from which retired/died
- 4.Date of retirement/death while in service.
- 5.Date of death in the case of death after retirement.
- 6.Scale of pay at the time of retirement/death
- 7. Details of pension commuted
- 8. Date of restoration.
- 9.Qualifying Service
- 10.PPO No.
- 11.Details of Pension Disbursing Officer.
- 12.Date of commencement of Pension/Family Pension
- 13.Whether pensionary benefits settled reckoning pay in the UGC, AICTE , Medical Education Scheme. or Central Judicial Scale of Pay.
- 14.Present address of the Pensioner/Family Pensioner with phone number

Signature of Pensioner/Family Pensioner /Nominee/Legal heirs.

Place:

Date :

Note : To facilitate early sanction of revised pension, all applicants are advised to attach proof or certificate (in the form in Appendix 2) from pension sanctioning authority regarding designation, scale of pay, last drawn basic pay and qualifying service at time of retirement and corresponding scale of pay after present revision.

Appendix 2
(Refer para 13.3 of G.O. (P) No180 /2006/Fin dated 18-04-2006)
Certificate from Pension Sanctioning Authority

1. Name of Pensioner/family pensioner
2. Address
3. PPO No.
4. Name of deceased employee in the case of Family Pensioner.
5. Designation of the pensioner
4. Department and Office from which retired
5. Date of retirement / death while in service
6. Date of death in the case of death after retirement.
7. Details of the pension-disbursing officer (Name of treasury/Bank etc.)
8. Scale of pay at the time of retirement.
9. Corresponding revised scale of pay as per Pay Revision 2006
10. Details of pension commuted
11. Date of restoration.
12. Qualifying Service
13. Whether the post held was re-designated at any time while in service or after retirement. If so the name of re-designated post.
14. Calculated value
15. Whether the scale of pay was merged with higher or lower scale of pay at any time while in service or after retirement during any pay-revision. If so scale of pay before merger and scale of pay after merger along with the date of Pay Revision .
16. Whether the post of the retiree is in existence in the department.
17. Whether identical posts exists in other department if so give details.

18. Date of Commencement of Pension/Family Pension.
19. Whether the pensionary benefits settled reckoning pay in the UGC, AICTE, Medical education or Central Judicial officers scales of pay.

Certified that the above furnished information are true and correct to the best of my knowledge and belief.

Signature of Pensioner / Family Pensioner.

The Above details are verified with reference to the corroborative records and found to be correct.

Signature of Pension Sanctioning Authority.

Appendix 3

(Referred to in para 13.4 of GO.(P)No.180/2006/Fin dated 18-04-2006)

Statement of fixation of Pension/Family Pension in respect of retirement/death prior to 1.7.'04

(With effect from 1-4-2005 only)

1. Name of Pensioner/family pensioner
(Name of deceased employee in case of family pensioner may also be noted.)
 2. PPO No.
 3. Designation of the employee at the time of retirement/death.
 4. Department/Office from which retired/death
 5. Date of retirement / death
 6. Total Qualifying Service
 7. Scale of pay of post held at the time of retirement/death.
 8. Corresponding scale of pay of the equivalent post as per the latest pay revision orders 2006.
- | | Pension | Family Pension |
|---|------------------|---------------------------------|
| | Higher rate upto | Normal rate. |
| | ----- | ----- |
| 9. Existing pension/family pension as on 1-7-2004. | | |
| 10. DR at 59% of Basic Pay / FP | | |
| 11. Fitment benefit 6% of BP / FP | | |
| 12. Calculated value | | |
| (Total of 9 to 11 above) | (i) | (ii) (iii) |
| 13. <u>Fixation of Pension</u> | | |
| (a) 50% of the minimum of the revised scale at (7) above corresponding to the Qualifying Service at (6) above as per Schedule 1 | | |
| (b) If the calculated value at (12)(i) above is less than the amount at 13(a), it may be stepped up to the amount at 13(a). | | |

c) If the calculated value at 12(i) above is greater than the amount at 13(a) above, fix it at the immediate next stage down the line corresponding to the qualifying service as per Schedule 1. If it is a stage in the schedule, fix it at that stage.

14. Revised pension provisionally arrived at 13(b) or 13(c) as the case may be.

15. Revised final pension with effect from 1-4-2005: Please see note (1) below.

16. Fixation of Family Pension

(a) **Higher Rate** of family pension arrived at 12(ii) : Rs.
limit the amount to the amount of pension at 15 above.

(b) **Normal rate.**

- (i) The amount of family pension arrived at 12(iii) : Rs.
- (ii) Family pension at Column No.3 of Schedule 2 corresponding to 30 percentage of the minimum of the scale of pay at Col.8 above.
- (iii) Normal rate of family pension fixed : higher of (i) or (ii) above.
(Please see note 2 below)

17. Remarks.

Signature of Authorised Officer

Place ;,

Date :

Note :

(1) Compare the pension arrived at Column No.14, with the total of existing pension at Column (9) and 59% DR thereon. If the difference between the two sums is less than Rs.200, the amount which falls short of Rs.200. may be added to the pension at Column No.14 above. This may be shown as final pension as on 1-4-2005 at column No.15. (This amount need not be a stage in the Schedule I)

(2) Compare the amount of family pension arrived at 16(a) and 16(b) (HR & NR) with the total of existing family pension at (9) above and 59% DR thereon. If the difference between the sums separately for higher and normal is less than Rs.200, the amount which falls short of Rs.200 may be added to the family pension at 16(a) and 16(b) and this will be the final rate of family pension. (These amounts may not correspond to a stage in Schedule II).

(3) In case of Joint PPO's where the service pensioner is alive, both service pension family pension should be revised as indicated above.

(4) In case of death while in service and in the case of death of service pensioner prior to 1-7-2004, family pension alone need be revised.

Schedule 4

Illustrations of Revision of Pension.

1	Case No.	1	2	3
2	Designation	Supdg. Engr.	Statistical Inspector.	Dental Civil Surgeon (H.G)
3	Department	PWD	Economics and Statistics Department	Health Department
4	Date of retirement	31.1.1981	30.9.1995.	31.3.2001
5	Scale of pay at the time of retirement	1650-75-2175	1520-2660	14000-18000
6	Corresponding scale in the new revision	23200-31150	8390-13270	23200-31150
7	Basic pay at the time of retirement	1900	2180	15600
8	Average Emoluments at time of retirement	1888	2138	15320
9	No. of years of Qualifying Service (QS.)	32	27	28
10	Existing pension as on 1-4-2005	4786	2681	7150
11	DR @ 64%	3064	1716	4576
12	Pre revised Pension + DR as on 1-4-2005 (10+11)	7850	4397	11726
13	Revision of Pension. Pre revised Basic Pension (BP)	4786	2681	7150
14	DR 59%	2824	1582	4219
15	Total Pre-revised BP+DR @ 59% (10+13)	7610	4263	11369
16	Fitment 6% of Pre-Revised BP	288	161	429
17	Calculated Value (CV) (Row 14+Row 15)	7898	4424	11798
18	50% of the minimum of revised scale for the Qualifying Service (Corresponding value)	11600	3776	10827
19	Explanation for "17. Corresponding Value"	Row No.71;Column No.3 on page 2 of Sch.1.	Row No. 29; Column No.6 on page 1 of Sch. 1	Row No.71; Column No.5 on page 2 of Sch.1.
20	Revised Basic Pension (Preliminary)	11600	4424	11853
21	Explanation for "19. Revised Basic Pension (Preliminary)"	Calculated value is less than minimum: therefore, Revised Pension corresponding to Minimum of New Scale (Rs.23200) is Rs.11600.	Corresponding Value (Rs.3776) is less than calculated value (Rs.4424). Therefore, Go down column 6 until Rs.4424 is reached. (Row 36). Since this is a state revised pension is Rs.4424.	Corresponding value (Rs.10827) is less than calculated value (Rs.11798). Therefore go down column 5 until a stage equal to or higher than Rs.11798 is reached (Row 75). This is Rs. 11853.
22	Increase over Pre-revised BP+DR @ 59% (Row 19-Row 14)	3990	161	484
23	Add Minimum required to ensure increase of Rs.200 (Rs. 200 minus Row 21)		39	
24	Revised Basic Pension (Final)(Row 19 + Row 22)	11600	4463	11853
25	DR @ 5%	580	224	593
26	Total Revised BP+DR @ 5% (23+24)	12180	4687	12446
27	Increase in BP + DR (25- 12)	4330	290	720
28	% of increase in BP + DR (26/12)	55.20%	6.60%	6.10%

Schedule 4				
Illustrations of Revision of Family Pension. (Higher Rate)				
1	Case No.	10	11	12
			Death while in service.	
2	Designation	Peon	H.S.A Gr. I	Civil Surgeon H.G.
3	Department	Edn. Department	Edn. Department	Health Service.
4	Date of retirement/Death	30.11.1989	13/04/1986(death)	21/02/2003(death)
5	Scale of pay at the time of retirement	825-1290	950-1640	14000-18000
6	Corresponding scale in the new revision	4990-7990	8390-13270	23200-31150
7	Basic pay at the time of retirement/death		1100	15600
8	Average Emoluments at time of retirement			
9	No. of years of Qualifying Service (QS.)		15	25
10	Existing Family pension (Higher Rate)-HR	HR period is already over.		7800
11	DR @ 64%			4992
12	Pre revised Family Pension(HR) + DR (10+11)			12792
13	Existing Family Pension (Normal Rate)-NR			4680
14	DR 64%			2996
15	Pre revised Family Pension (NR) +DR (13+14)			7676
	Revision of Family Pension Normal Rate.			
16	Existing Family Pension FP -HR			7800
17	DR @ 59%			4602
18	Total Pre Revised FP. -HR + DR @ 59% (16+17)			12402
19	Fitment @ 6% of Pre Revised F.P - HR (6% of Row 16)			468
20	Calculated value (CV) (Row 18+19)			12870
21	30% of Minimum of Revised scale as per Schedule 2			6960
22	Explanation for above			
23	Revised Family Pension HR - preliminary (Higher of Row 20 and 21)			12870
24	Increase over pre revised FP - HR + DR @59% (Row 23 - 18)			2468
25	Add Minimum required to ensure increase of Rs.200 (Rs.200 - Row 24)			
26	Calculated value Final (Row 23 + 25)			12870