

**ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED**

**ABSTRACT**

Pay Scales - APGENCO - Scales of Pay of other than Workmen - Revision - Orders - Issued.

**G.O.O.No.37/J.S (Per)/2010**

**Dated : 19.04.2010**

**Read the following :-**

- 01). G.O.O.No.147/CGM(A)/2006, Dtd 08.06.2006,
- 02). G.O.O.No.54/JS(Per)/2009, Dtd 23.05.2009,
- 03). T.O.O.(Addl.Secy.Per)/Ms.No.201, Dtd 17.12.2009,
- 04). G.O.O.No.15/JS(Per)/2010, Dtd 08.04.2010,
- 05). G.O.O.No.16/JS(Per)/2010, Dtd 13.04.2010,
- 06). From Govt., of A.P., Lr.No.2563/Ser/2010 Energy (Services) Department  
Dtd.13.04.2010
- 07). T.O.O.(CGM-HRD&Trg).Ms.No.15, Dtd 15.04.2010

**-: O :-**

**ORDER :-**

The Scales of pay of other than Workmen were last revised with effect from 01.04.2006 in the reference 1<sup>st</sup> cited.

**02).** The Committee constituted in the T.O.Os 3<sup>rd</sup> cited for Revision of Pay Scales and Allowances of the Employees of APTRANSCO, APGENCO and four Distribution Companies held discussions with the various employees Unions/Associations and submitted its recommendations on the revision of pay scales and allowances of the employees coming under the categories of workmen and other than workmen. The APGENCO after careful consideration of the report submitted by Pay Revision Negotiating Committee and discussions held with the Employees Unions/Associations reached a wage settlement on 31.03.2010 which expires by 31.03.2014 subject to approval of Government of A.P. The Govt. of A.P. have approved the same vide letter 6<sup>th</sup> read above.

**03).** The APGENCO after careful consideration directs that scales of pay of the employees coming under the categories of Other than Workmen shall be revised with effect from 01.04.2010 as indicated in the Annexure to this G.O.O.

**04).** **OPTION OF REVISION :-** The date of option for the Revised Pay Scales shall be 01.04.2010 or the date of increment in the existing scale on or before 31.03.2011.

**05).** **FIXATION OF PAY :-** For the purpose of fixation of pay in the Revised Pay Scales, the revised basic shall be arrived at in the following manner :-

- a) Basic pay on 01.04.2010 or on the date of option. For those who have already drawn four (4) stagnation increments by 01.04.2009 or any date before 31.03.2010 and thus continue to stagnate at that stage for One year from that date, one (1) notional increment in the pre-revised scale shall be added.

**(Plus)**

- b) D.A. as on 01.01.2010 @ 35.731% on item (a) above.

**(Plus)**

- c) 30% on item (a) above

**Contd.....02**

- d) After arriving at the sum total of the items (a) to (c) above, the Basic Pay in the Revised Scales of pay of 2010 shall be fixed at the next stage above the amount of such total. If the amount exceeds maximum of the Revised Time Scale, the pay shall be fixed beyond the maximum of the time scale duly elongating the scale as per the master scale.

06). **SERVICE WEIGHTAGES** :- The Service Weightage increments shall be given in the revised scales as follows :-

0 to 15 Years	:	2 (Two) Increments
Above 15 Years	:	3 (Three) Increments

The service would reckon from the date of joining. The Training period and Full Contingent Service (if there is no break in service) if any shall also be considered for calculating Service Weightages.

07). The Automatic Advancement Scheme as existing in the Government of Andhra Pradesh shall continue to be followed.

08). **STAGNATION INCREMENTS** :- Such of those employees who have reached or crossed or so reach or cross the maximum of pay in the revised time scales of pay whether at the time of initial fixation of pay in the revised scales or at any time thereafter, shall be allowed four annual increments beyond the pay fixed in the revised scale suitably elongating the scale as per the master scale. The stagnation increments beyond the time scale shall be at the rate in the master scale corresponding to the basic pay of the employee and shall be treated as part of pay for all purposes. The first stagnation increment shall be admissible from the date of their increment which they would have drawn had they continued in the existing scale or immediately following completion of one year from the date of crossing or reaching the maximum in the revised pay scales, 2010 and subsequent stagnation increments shall accrue every year thereafter. The grant of stagnation increments shall be governed by the same rules, which govern the normal increments. The total number of stagnation increments that can be allowed to any employee during the period from 01.04.2010 to 31.03.2014 in any scale he would be appointed to, shall not exceed four in all.

09). **DEARNESS ALLOWANCE** :- Revision of Dearness Allowance in future will continue to be half yearly, and will be regulated with reference to the All India Price Index (preceding 12 months moving average) at the neutralization levels applicable, as per the formula given below :-

$$\text{New DA} = \frac{C1 - C0}{C0} \times \text{Revised pay at the applicable neutralization level.}$$

Where :

C0 = Index on 01.01.2010

C1 = Index on any future date  
(including 01.07.2010 for initial determination of new DA)

(Index means preceding 12 months moving average of All India Price Index)

**NOTE** :- If the Government makes any change in the existing DA formula, the same will be adopted in case it is advantageous.

10). **HOUSE RENT ALLOWANCE** :- House Rent Allowance shall be allowed as per the rates in Government of Andhra Pradesh.

11). **CITY COMPENSATORY ALLOWANCE :-** The employees are entitled for CCA at the following rates.

PAY RANGE IN REVISED PAY SCALES 2010	GREATER HYDERABAD MUNICIPAL CORPORATION	GREATER VISAKHAPATNAM MUNICIPAL CORPORATION & VIJAYAWADA	OTHER MUNICIPAL CORPORATIONS
	(IN RUPEES)	(IN RUPEES)	(IN RUPEES)
Rs. 8420	200	120	100
Rs. 8421 to Rs.12615	300	160	120
Rs.12616 to Rs.17190	350	220	130
Above Rs.17191	525	350	140

12). All special pays, family planning incentive increments and personal pays sanctioned as advance increments for acquisition of higher qualification shall not be reckoned as pay for the purpose of calculation of DA, HRA and CCA.

13). The fixation benefits as per these orders shall accrue from 01.04.2010 or on the date of option whichever is later.

14).

- i). The Heads of the Generating Stations viz., CE/SE/DE/EE as the case may be shall be the authorities competent to fix the pay of Other than workmen as the case may be working in their respective Units of APGENCO.
- ii). The FA&CCA shall be the competent authority for fixing the pay of the Office staff and Other than Workmen as the case may be working in Vidyut Soudha.
- iii). The fixation of pay of the staff in the Divisions will be pre-checked by the Assistant Accounts officer where the post of Assistant Accounts Officer exists and in the Divisions not having the post of Assistant Accounts Officer the office of Superintending Engineer shall do the pre-check.
- iv). Pay fixation of the staff in the Superintending Engineer's Office will be pre-checked by the Accounts Officer/Assistant Accounts Officer and Senior Accounts Officer in the Chief Engineer's Office in respect of pay fixation of staff in Chief Engineer's office.
- v). The pre-check in respect of Head Quarters staff including the staff in Superintending Engineer (Civil & Investigation circle), vidyut Soudha and its Divisions will be done by the Deputy Chief Controller of Accounts (Audit). All pay fixations not actually pre-checked by the Deputy Chief Controller of Accounts (Audit) will be post checked by the inspection parties of Deputy Chief Controller of Accounts (Audit) to the extent of 10% with in a period of 3 months from 01.04.2011.

15). During the implementation of the above orders, any anomalies that may arise shall be brought to the notice of APGENCO for issue of necessary orders.

16). The notification in Appendix-I to this order shall be published in the Andhra Pradesh Gazette.

17). The Associations assured that all their members will stay at their respective Head Quarters without exception, and discharge their duties in such manner as to substantially increase the revenue of the utilities and reduce the commercial losses. The Endeavor of all the employees is to reduce the consumer tariffs.

18). These orders are issued with the concurrence of Director (Finance)/ APGENCO vide U.O.No. 51, Dt. 19.04.2010

(BY ORDER AND IN THE NAME OF THE ANDHRA PRADESH POWER GENERATION CORPORATION)

**SUTIRTHA BHATTACHARYA  
CHAIRMAN**

To

All Chief Engineers.  
All Financial Adviser & Chief Controller of Accounts.  
All Deputy Chief Controller of Accounts.  
All Superintending Engineers.  
All Divisional Engineers//All Executive Engineers.

Copy to the :-

PS to Chairman  
PS to Managing Director  
PA to Director (Projects)  
PA to Director (HR)  
PA to Director (Technical)  
PA to Director (Hydel)  
Dy.CCA to Director (Finance)  
PA to Executive Director/(IS)//PA to Executive Director (Coal)  
PA to Chief of (Vigilance and Security)


PS to CMD/APTRANSCO  
PA to Director (Finance & Revenue)/APTRANSCO

Joint Secretary (Per)//Company Secretary//DE/MPP  
Pay Office//AO/CPR  
The General Secretary, A.P.E.E.Union (Regd.No.1104) (Recognized), Mint Compound, Hyderabad.  
The Secretary General, APSEB Employees Union(Regd.No.327), Mint Compound, Hyd.  
The General Secretary, Telugunadu Vidyut Karmika Sangham(Regd.No.B-1245), Mint Compound, Hyd.  
The General Secretary, A.P.Power Generating Employees Union(Regd.No.E-1535), H.Q.SRT-30"A" Colony, VTPS, Ibrahimpatnam, Krishna District.  
The Secretary General, APSE Board Engineers Association(Regd.No.874/75),H.No.6-3-663, Somajiguda, Hyd.  
The Secretary General, APGENCO Diploma Engineers Association(Regd.No.H-48), Affiliated to APPGEU-E-1535, H.Q.SRT-30'A'Colony,VTPS,Ibrahimpatnam.  
The General Secretary, A.P.S.E.B.Accounts Officer's Association(Regd.No.C5), APGENCO, Vidyut Soudha, Hyd.  
The General Secretary,A.P.Power Diploma Engineers Association(Regd.No.B-473), (Recognized), H.No.5-9-22/55, Adarsh Nagar, Hyd.  
The General Secretary, APSEB Chemists Association(R.No.756), Paloncha,-507115.  
The General Secretary, Andhra Rashtra Power Employees Union(Regd.No.G-445), H.No.1-8-565/5, RTC "X" Road, Hyd-20.  
The General Secretary, State Scheduled Tribe Employees Welfare Association, (Regd.No.956/78), AE 25 "B" Colony/KTPS/Paloncha.  
The General Secretary, Junior Accounts Officers Association(R.No.880), Vidyut Soudha, Hyd.  
The General Secretary, All Projects Electricity Employees Union(R.No.1076), Onukudelli, Dist.,Koraput, Orissa(Affiliated to APEE Union Regd.No.1104)

The General Secretary, United Electricity Employees Union(Regd.No.B-1829), 1-1-60/4, Musheerabad, Hyd-20.  
The General Secretary, A.P.S.E.B. Assistant Engineers Association(Regd.No.1185), New Paloncha-507115.  
The Secry. General, Elec. OC Employees Welfare Assn. (Regd.No.1813/04), Vidyut Soudha, Hyd.  
The Secretary General, A.P.S.E.B Secretariat Employees Association(Regd.No.54/69), Vidyut Soudha, Hyd.  
The General Secretary, A.P.S.E.B. Technical Employees Union(Regd.No.B-2275), C/o Sri K.Sampath Reddy, H.No.6-1-49/5, Mint Compound, Hyd.  
The Chairman, APJAO AF, APCPDCL, Hyd.  
The Secretary General, APSEB SC & ST Employees Welfare Association (Regd.No.1589),H.No.8-3-228/1280/56,Jawaharnagar,Yousufguda, Hyd.  
The General Secretary, A.P.E.E. P&G and Officers Association(Regd.No.EEA 10656), Mint Compound, Hyd.  
The General Secretary, A.P.S.E.B Security Officers Welfare Association, (Regd.No.4024/91) O/o ASO/Vidyut Soudha, Hyd.  
The President, APSEB Retired Employees Welfare Association 7/26-3, Bhagaya Nagar, Guntakal-51801,  
The Secretary, APSEB Retired Welfare Association 12-2-323/A/77, Santosh Nagar, Mehdipatnam, Hyderabad.  
The General Secretary, APSEB Retired Officers Welfare Association 1-24-47, Venkatapuram, Secunderabad.  
The General Secretary, The District APSEB Retired officials Welfare Association (Regd.No.418/02), D.No.7-8-13, Velamuri Street, Ramaraopeta, Kakinada - 533004.  
The General Secretary, Machkund workers Union (Regd.No.301), Onukudelli,  
The President Power generation Corporation BC Employees Welfare Association (Regd.No.1204/01, H.No.14-3-237, Goshamahal, Begum Bazar, Hyderabad-12  
The General Secretary, Telangana Electricity Employee's Association (Regd.No.H-61/05), H.No.14-3-237, Goshamahal, Begumbazar, Hyderabad-12,  
The General Secretary, Telangana Rashtra Vidyut Karmika Sangam (Regd.No.H-58), Affiliated to TRS Q .No.3-7-443, Besides 132/33 KVSS, Jagtial Road, Karimnagar,  
The General Secretary, Andhra Pradesh Electricity Staff & Workers Union (Regd.No.H-64), Affiliated to AITUC, H.No.3-5-912, Himayatnagar, Hyderabad.  
The General Secretary, APGENCO JAOS Association (Regd.No.1967 of 2005) Stores Section O/o FA&CCA (Accounts 'A' Block, 3<sup>rd</sup> Floor, Accounts wing, VS/Hyderabad.  
The General Secretary, Andhra Pradesh GENCO employees Union (Regd.No.H-67), 'A' 114, Vertex Pride Apartments, Nizampet Road, Kukatpally, Hyderabad.  
The General Secretary, Machkund Hydro Electricity Employees Union, (Regd.No.189 Jey) Onukudelli,  
The General Secretary, Electricity B.C. Employees Welfare Association (Regd.No.1681/2006), Q.No.E-40, APGENCO Housing Colony, KTPP, Chelpur, Bhupalapally, Warangal - 506 168,  
The General Secretary, APGENCO Personnel Services Employees Welfare Association (Regd.No.299/08), H.No.6-3-572, Room No.401, B-Block, VS, Hyderabad.  
The Secretary General Electricity OC Employees Association (Regd.No.1088/08), H.No.1-1-287/33, A, Chikkadapally, Hyderabad.  
The General Secretary, GENCO Mechanical Association (Regd.No.1805/02), Q.No.BED-5, KTPS-'C' Colony, Paloncha - 507115.  
The Secretary General, AP Power Engineers Association (Regd.No.279/09), H.No.1-9-286/2/4/2/A, Ram Apartments Vidyanagar, Hyderabad -44  
The General Secretary, GENCO Engineers Association (Regd.No.1269/2009), T-5, Om Sakthi Towers, Plot No.144, Mothinagar, Hyderabad - 18.  
The General Secretary, State Scheduled tribe Employees Welfare Association, (Regd.No.956/78), HQ : Mint Compound, Besides APCPDCL Head Quarters (New Building), Hyderabad - 500 063.  
The General Secretary, Telangana Vidyut Engineers' Association (Regd.No.1438/2007), KTPS, Paloncha, Khammam - 507115

**C.No.JS(Per)/DS(E)/AS(PNT)/PO.Reg/70/2010**

**//FORWARDED :: BY ORDER//**

  
**PERSONNEL OFFICER**

**NOTIFICATION**

In exercise of the powers conferred by Sub-section (2) of Section 133 of the Electricity Act, 2003 (Central Act 36 of 2003) read with Rule 7 of the Andhra Pradesh Electricity Reforms (Transfer Scheme) Rules, 1999 the Andhra Pradesh Power Generation Corporation Limited hereby makes the following regulations namely :-

**01). SHORT TITLE, COMMENCEMENT AND APPLICATION :**

- i). These regulations shall be called the APGENCO Revised Pay Scales 2010 for employees coming under other than workmen Categories of all services in APGENCO.
- ii). They shall be deemed to have come into force with effect from 01.04.2010.
- iii). These regulations shall apply to the categories of employees of APGENCO, coming under other than workmen category of all services of APGENCO.

**02). DEFINITIONS : In these Regulations unless the context otherwise requires :**

- i). "Basic Pay" means as defined in Regulation 10 (12) (i) of APSEB Service Regulations Part-I as adopted by Andhra Pradesh Power Generation Corporation Limited.
- ii). Existing scale of pay means the scales as ordered in G.O.O.No.147/CGM(Adm)/2006, Dt.08.06.2006.
- iii). Pensioner means an Employee who retired on or after 01.04.2010 but before the date of issue of these orders.
- iv). Revised scales means the scale specified in the Annexure to these Regulations.
- v). Revised pay means the pay of an employee after his pay has been fixed in the revised scales.

**03). REVISED PAY SCALES OF 2010 :**

The existing scale of pay specified in Annexure shall be revised as specified in the corresponding entry in the Annexure.

**04). PRINCIPLES OF EXERCISING OPTIONS :**

- i). Subject to other provisions of these regulations, an employee holding a post in APGENCO on the 1<sup>st</sup> April, 2010 the scale of pay of which is revised, may opt to draw pay in the revised pay scales of 2010, either from 1<sup>st</sup> April 2010 or from the date of next increment in the existing scale of pay falling before 31.03.2011, whichever is beneficial to him.
- ii). An employee who is entitled to exercise option under Sub-Regulation (i) above shall do so within a period of three months from the date of issue of these orders and in the case of a "Pensioner" as defined above, from the date of receipt of a communication from the Head of the department or office in which he was last employed. **The option once exercised shall be final.**
- iii). If an employee does not exercise his option in writing within the time specified in Sub-Regulation (ii) above, **he shall be deemed to have opted to the revised pay scales of 2010 from 1<sup>st</sup> April, 2010 only.**

- iv). If an employee exercises option to enter the revised pay scales 2010 from a date beyond 31.03.2011 such option shall be deemed to have been invalid and shall be treated as a case of failure to exercise option in time and he shall be governed by the Sub Regulation (iii) above.
- v). An employee shall exercise his option in respect of the post held by him on the 1<sup>st</sup> April 2010 only.
- vi). Every employee shall exercise his option in writing in the form annexed to these orders and shall communicate it, in triplicate to the following Officers (as applicable) and obtain an acknowledgement of its receipt from them.
  - a). FA&CCAs of APGENCO in respect of employees working in vidyut Soudha, Hyderabad.
  - b). Drawing Officers concerned, in respect of Employees working in their respective Generating Stations.
- vii). In the case of an employee who died while in service on or after the 1<sup>st</sup> April, 2010 or who may die before the date of expiry for the exercise of option under Sub-Regulation (ii) above, his legal heirs may exercise option in the manner set out in Sub-Regulation (v) above.
- viii). In case where the date of increment in the existing scale of pay of an employee is altered or the circumstances that existed on the date of exercising option are materially altered by any order of the APGENCO or other competent authority he/his legal heirs may exercise the revised option within a period of one month from the date of receipt of the relevant order by him or his legal heirs as the case may be.
- ix). An employee who is on leave or on deputation or under suspension on the date of issue of these regulations and who does not join duty before the expiry of the last date for the exercise of option under Sub-Regulation (ii) may exercise the option as aforesaid within a period of one month from the date of resumption of duty after the expiry of leave or from the date of his rejoining in APGENCO, service on the termination of his deputation or on reinstatement, as the case may be.

**05).** Principles of fixation of pay in the revised scales of pay under these Regulations shall be as follows:

- a). For the purpose of fixation of pay in the Revised Pay Scales, the sum total of the following shall be first arrived at :
  - i). The Basic pay as on 01.04.2010 or on the date of option. For those who have already drawn four stagnation increments by 01.04.2009 or any date before 31.03.2010 and thus continue to stagnate at that stage from that date, for a period of not less than one year one notional increment shall be added.
  - ii). 30% of item (i) (The Special Pay, FPI etc. shall not be taken into account for this purpose).
  - iii). Dearness Allowance at the rate that existed on 01.01.2010 appropriate to the item (i) above.

**ANNEXURE TO NOTIFICATION**

**FORM FOR EXERCISING OPTION UNDER APGENCO REVISED SCALES OF PAY REGULATIONS 2010**

To be exercised on or before

(\*) I.....

holding the post of .....in the scale  
of .....

..... In  
the office of .....

do hereby elect to come under the Revised Pay Scales 2010 with effect from 1<sup>st</sup> April  
2010/date of next increment on .....

FORM FOR EXERCISING OPTION UNDER APGENCO REVISED SCALES OF PAY  
REGULATION (\*) 2010 I.....

holding the post of .....in the scale  
of .....

To be exercised on or before

(\*) I..... In

holding the post of .....in the scale  
the office of .....

do hereby elect to continue in the existing scale of pay.

the office of .....

Date : Signature :

do hereby elect to come under the Revised Pay Scales 2010 with effect from 1<sup>st</sup> April  
2010/date of next increment on .....

Station : Name :  
Designation :  
Office in  
which employed :

holding the post of Signed before me .....in the scale

Signature (with date)  
HEAD OF OFFICE

(\*) To be scored out if not applicable.

do hereby elect to continue in the existing scale of pay.

Date : Signature :

Station : Name :  
Designation :  
Office in  
which employed :

Signed before me

**10). DEARNESS ALLOWANCE :**

In future any revision in Dearness Allowance shall be regulated half yearly (on 1<sup>st</sup> January and 1<sup>st</sup> July) with reference to the All India Price Index (preceding 12 months moving average as per the formula given below:-

$$\text{New DA} = \frac{C1 - C0}{C0} \times \text{Revised pay at the applicable neutralization level.}$$

Where :

C0 = Index on 01.01.2010

C1 = Index on any future date

(including 01.07.2010 for initial determination of new DA)

(Index means preceding 12 months moving average of All India Price Index)

**11). HOUSE RENT ALLOWANCE :**

House Rent Allowance shall be allowed as per the rates in Government of Andhra Pradesh.


**12). CITY COMPENSATORY ALLOWANCE :-**

The Employees are entitled for CCA at the following rates.

PAY RANGE IN REVISED PAY SCALES 2010	GREATER HYDERABAD MUNICIPAL CORPORATION	GREATER VISAKHAPATNAM MUNICIPAL CORPORATION & VIJAYAWADA	OTHER MUNICIPAL CORPORATIONS
	(IN RUPEES)	(IN RUPEES)	(IN RUPEES)
Rs. 8420	200	120	100
Rs. 8421 to Rs.12615	300	160	120
Rs.12616 to Rs.17190	350	220	130
Above Rs.17191	525	350	140

**13).** All special pays, family planning Incentive increments and personal pays sanctioned as advance increments for acquisition of higher qualification shall not be reckoned as pay for the purpose of calculation of DA, HRA and CCA and all other allowances.

**14). POWER TO REMOVE DIFFICULTIES :** The APGENCO may by order, make such provisions or give such directions as it may deem necessary for the removal of any difficulty that may arise in giving effect to the provisions of these regulations.

  
PERSONNEL OFFICER

Provided that he has opted for the revised pay scales 2010 from a date, which falls within the period during which the order imposing the penalty of stoppage of increments is operative.

Provided further that he shall draw the pay as fixed under clause (i) above on the date of entry into the revised pay scales 2010 until the expiry of the period during which the order imposing the penalty of stoppage of increments is operative and the pay as fixed as per clause (ii) above after the expiry of the period covered by the stoppage of increment.

An employee covered by the orders of stoppage of increments with cumulative effect is also entitled for fixation of pay as per item e(i) above and shall continue to draw the same pay in the revised scale till he earns his next increment after the expiry of the punishment period.

**06).** An employee whether drawn 4 stagnation increments or not by 01.04.2009, if promoted to the higher category after 01.04.2009 and opts for fixation of pay under regulation 30-A of APSEB Service Regulations Part-I as adopted by APGENCO on the date of accrual of increment in the lower post on or after 1.4.2010, his pay shall be fixed notionally in the lower post and re-fixed in the scale of pay of the promotion posts under Regulation 30-A of APSEB Service Regulation Part-I as adopted by APGENCO.

**07).** The existing Automatic Advancement Scheme shall continue. The revised scales of pay under the said scheme are indicated in the Annexure.

**08). DATE OF NEXT INCREMENT IN THE REVISED PAY SCALES 2010**

The next increment of an employee whose pay is fixed in the revised pay scales 2010 on 1<sup>st</sup> April, 2010 or on the date of option in accordance with the principles of pay fixation specified in Regulation 5 above shall accrue on the date on which he would have drawn his increment had he continued in the existing scale of pay.

"Provided that in case of an employee whose pay in revised pay scales 2010 is fixed on 1.4.2010 at the same stage as that fixed for another employee junior to him in the same cadre and drawing pay at a lower stage than his senior in the existing scale of pay or drawing pay at the same stage as that of his junior in the existing scale of pay prior to that date the next increment shall be deemed to have accrued on the same date as admissible to his junior, if the date of increment of the junior is earlier"

**09). STAGNATION INCREMENTS :**

Such of those employees who have reached or crossed or so reach or cross the maximum of any of the revised scales of pay whether at the time of initial fixation of pay in the revised pay scales or at any time thereafter, shall be allowed four annual increments beyond the pay fixed in revised scales suitably elongating the scales as per Master Scale. The stagnation increments beyond the time scale shall be at the same rate of increment in the Master Scale corresponding to the stage of pay and such increments shall be treated as part of pay for all purposes. The first stagnation increment shall be admissible from the date of their increment which they would have drawn had they continued in the existing scale or immediately following completion of one year from the date of crossing or reaching the maximum in the revised pay scales 2010 and thereafter. The grant of stagnation increments shall be governed by the same rules which govern the normal increments. The total number of stagnation increment that can be allowed to any employee during the period from 01.04.2010 to 31.03.2014 in any scale he would be appointed to shall not exceed four in all.

- b)
- i). If the Amount so arrived at, is less than the minimum of the revised pay scales of 2010, the pay shall be fixed at the minimum of that scale.
  - ii). If the sum total is above the minimum of the Revised Pay Scales of 2010 and if such total coincides with a stage or not, the pay of the employee in the Revised Scales shall be fixed at the stage next above the amount of such total.
  - iii). If the sum total is above the maximum of the Revised Pay Scales of 2010, the pay shall be fixed at the next stage elongating the scale as per the master scale.

Provided that the employees shall be allowed to get their pay fixed in the Revised Pay Scales 2010 in either of the following alternatives:

- i). Based on the pay in the pre-revised scale as on 01.04.2010 excluding the increment due on 01.04.2010. After the pay is fixed with effect from 01.04.2010 they shall be allowed increment in the revised pay scales, 2010 which accrued on 01.04.2010.

(OR)

- ii). Based on the pay in the pre-revised scales including the increment due on 01.04.2010 in the pre-revised scale then fix the pay in the Revised Pay Scales, 2010.

In either case they shall be allowed increment, on completion of the service required to earn increment, i.e., the next increment shall be allowed on 01.04.2011 provided there are no periods of non-qualifying service.

- c) **Service Weightage** : The service weightage increments shall be given in the revised scales as follows:

0 to 15 Years	: 2 (Two) Increments
Above 15 Years	: 3 (Three) Increments

The service would reckon from the date of joining. The Training period and Full Contingent Service (if there is no break in service) if any shall also be considered for calculating Service Weightages.

- d) An employee who is on leave or under suspension on the 1<sup>st</sup> April 2010 shall be entitled to have his pay fixed in accordance with these principles subject to the condition that the monetary benefit shall accrue to him only from the date of resumption of duty by him or date of option which ever is later. A discharge employee shall enter the Revised Pay Scales 2010 only from the date of his joining appointment.

- e). Where an employee is covered by an order of stoppage of increments without cumulative effect on the date of entry into the Revised Pay Scales 2010 his pay shall be fixed.

- i). Based on the actual pay drawn by him on the date of entry into the revised pay scales 2010 and
- iii) Based on the presumptive pay i.e., the pay which he would have drawn on the date of entry into the Revised Pay Scales 2010 but for the stoppage of increment.

**OTHER THAN WORKMEN PAY SCALES**  
**ANNEURE TO G.O.O.NO.J.S.(PER)2010, Dtd 19.04.2010**

EXISTING SCALES 2006 (1.4.2006)											REVISED SCALES 2010 (1.4.2010)												
MASTER SCALE		6380	290	7830	390	9780	480	12180	575			MASTER SCALE		10575	485	13000	650	16250	800	20250	955		
		15055	670	18405	770	22255	860	26555	955					25025	1115	30600	1280	37000	1430	44150	1585		
		31330	1055	36605	1145	42330								52075	1750	60825	1900	70325					
I	Ordinary	6960	290	7830	390	9780	480	12180	575	13905		I	Ordinary	11545	485	13000	650	16250	800	20250	955	23115	
	SGP	7540	290	7830	390	9780	480	12180	575	15055			SGP	12515	485	13000	650	16250	800	20250	955	25025	
II	Ordinary	11700	480	12180	575	15055	670	18405	770	19175		II	Ordinary	19450	800	20250	955	25025	1115	30600	1280	31880	
	SGP	12755	575	15055	670	18405	770	20715					SGP	21205	955	25025	1115	30600	1280	34440			
III	Ordinary	13330	575	15055	670	18405	770	20715			III	Ordinary	22160	955	25025	1115	30600	1280	34440				
	SGP	14480	575	15055	670	18405	770	22255				SGP	24070	955	25025	1115	30600	1280	37000				
	SAPP-I	15725	670	18405	770	22255	860	23975				SAPP-I	26140	1115	30600	1280	37000	1430	39860				
	SAPP-II	17065	670	18405	770	22255	860	25695				SAPP-II	28370	1115	30600	1280	37000	1430	42720				
IV	Ordinary	13905	575	15055	670	18405	770	21485			IV	Ordinary	23115	955	25025	1115	30600	1280	35720				
	SGP	15055	670	18405	770	22255	860	23115				SGP	25025	1115	30600	1280	37000	1430	38430				
V	Ordinary	16395	670	18405	770	22255	860	24835			V	Ordinary	27255	1115	30600	1280	37000	1430	41290				
	SGP	17735	670	18405	770	22255	860	26555				SGP	29485	1115	30600	1280	37000	1430	44150				
VI	Ordinary	18405	770	22255	860	26555	955	27510			VI	Ordinary	30600	1280	37000	1430	44150	1585	45735				
VII	Ordinary	19945	770	22255	860	26555	955	29420			VII	Ordinary	33160	1280	37000	1430	44150	1585	48905				
VIII	Ordinary	23115	860	26555	955	31330					VIII	Ordinary	38430	1430	44150	1585	52075						
IX	Ordinary	23975	860	26555	955	31330					IX	Ordinary	39860	1430	44150	1585	52075						
X	Ordinary	25695	860	26555	955	31330	1055	34495			X	Ordinary	42720	1430	44150	1585	52075	1750	57325				

*S. S. S.*  
**PERSONNEL OFFICER**