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FINANCE (PAY CELL) DEPARTMENT

G.O.Ms.No.162, Dated 13th April 1998  
(Swara, Panguni 30, Thiruvalluvar Aandu, 2029)

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23/4/98

Official Committee on pay revision – Recommendations on revision of scales of pay and allowances, etc. – Orders – Issued – The Tamil Nadu Revised Scales of Pay Rules, 1998 – Notified.

READ:-

1. G.O.Ms.No.1, Finance (Pay Cell) Department, dated 3-1-1994.
2. G.O.Ms.No.757, Finance (Pay Cell) Department, dated 25-8-1995.
3. G.O.Ms.No.924, Finance (Pay Cell) Department, dated 14-12-1995.
4. G.O.Ms.No.625, Finance (Pay Cell) Department, dated 25-9-1996.
5. G.O.Ms.No.414, Finance (Pay Cell) Department, dated 31-7-1997.
6. Government Finance Department, Letter (Ms.) No.82679/PC/97-1, dated 18-11-1997.
7. G.O.Ms.No.641, Finance (Pay Cell) Department, dated 29-12-1997.

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ORDER:

The Government of Tamil Nadu in Government Order fifth read above has constituted an Official Committee to examine the question of revision of scales of pay and allowances of State Government employees and Teachers based on the decisions of the Central Government on the recommendations of the Fifth Central Pay Commission and make necessary recommendations regarding extension of these pay scales to the State Government employees and Teachers. The Committee was also requested to examine the decisions of the Government of India on the revision of pension, family pension, retirement benefits and make necessary recommendations. It has also been ordered that while making recommendations on scales of pay, the Committee will take into account the local conditions and the present relativities. The Committee was also requested to examine the pay scales of employees of Local Bodies.

2. The Official Committee submitted its report to Government on 16-3-1998. The Government has carefully examined the recommendations of the Committee and has taken the following decisions :-

(i) PAY SCALES :

The broadbanding of pay scales i.e. merger of existing two pay scales and grant of a common revised pay scale adopted by the Central Government need not be

followed in the State as it will disturb the horizontal and vertical relativities of many posts in the State Government. Secondly, the revised pay scales will be on pay scale to pay scale basis as higher/lower pay scales granted to certain categories in the Central Government if adopted in the State, would alter the existing relativities in the pay scales in the State. Accordingly, the existing 25 standard pay scales will be revised as indicated in the Schedule-I to the Revised Scales of Pay Rules ordered in paragraph 18 of this order.

**(ii) DEARNESS ALLOWANCE :**

The existing pay structure will be revised at All India Consumer Price Index of 1510 points and the revised dearness allowance will be sanctioned to State Government employees as granted by the Central Government for their employees with the same rates and from the same date. Accordingly, the revised dearness allowance in the revised scales of pay will be as indicated below :-

- |       |                                    |   |            |
|-------|------------------------------------|---|------------|
| (i)   | With effect from 1st July, 1996    | : | 4% of pay  |
| (ii)  | With effect from 1st January, 1997 | : | 8% of pay  |
| (iii) | With effect from 1st July, 1997    | : | 13% of pay |

The revised dearness allowance admissible for all stages in the new pay scales are indicated in Appendix-I.

**PAY FIXATION:**

3. The pay of employees in the new scales will be fixed with reference to the emoluments as on 1.1.1996 which shall comprise of pay, the related dearness allowance as on that date and the first two instalments of Interim Relief. Accordingly, the fitment formula will be :-

- (a) The fixation of pay in the new pay scales shall be governed by the Tamil Nadu Revised Scales of Pay Rules, 1998 which is notified in the Tamil Nadu Government Gazette, vide paragraph 18 of this order.
- (b) Appendix-II to this order gives the detailed fitment tables for various existing scales of pay based on the formula prescribed which is given in the Tamil Nadu Revised Scales of Pay Rules, 1998. There shall be no deviation from the fitment tables, wherever available, while fixing the pay in the revised scale. There are certain cases in which the pay of employees drawing personal pay cannot be fixed as per the fitment table. However, the pay of such employees can be fixed according to the Rules, for which illustrations are given in Schedule-III to Tamil Nadu Revised Scales of Pay Rules, 1998. The pay fixing officer shall, after verifying the revised scale with reference to the existing scale given in the Schedule-I to the Tamil Nadu Revised Scales of Pay

Rules, 1998 refer either to the fitment table or to the illustrations and fix the pay in the revised scales of pay with reference to the existing stage in the present scales of pay.

- (c) The next increment in the new scales of pay shall be due on the date normally due in the existing scale provided that in cases where the pay of a Government servant is stepped up due to bunching of stages or due to junior getting more pay than senior, the next date of increment shall be after completion of qualifying service of 12 months from the date of such stepping up of the pay.
- (d) The Government had sanctioned third Interim Relief of 10% of basic pay with effect from 1.4.1996. This shall be adjusted from out of arrears accruing from the pay revision.
- (e) The pay fixation statement relating to the Government employees, the minimum of whose new scale is Rs.12,000/- and above may be prepared by the Heads of Offices in the form given in Appendix-V for onward transmission to the Accountant General, Chennai or the Pay and Accounts Officer as the case may be for approval and issue of pay slips. In respect of other employees, the Heads of offices may fix the levels in the new pay scales without consultation of the Accountant General or the Pay and Accounts Officer and a copy form of Appendix-V shall, however, be sent along with the pay bill for claiming the emoluments in the revised pay scales to the Treasury/Pay and Accounts Office for post-audit. The pay fixation statement in the form of Appendix-V either as approved by the Accountant General / Pay and Accounts Officer or by the Heads of Offices should be attached to the Service Book of the employees.
- (f) The arrears accruing on account of pay revision for the period from 1.1.1996 to 31.3.1998 shall be arrived at after adjusting the third instalment of Interim Relief paid with effect from 1.4.1996. Out of the net arrears arrived at as above, 60 per cent of the amount has to be determined first. As per the orders issued in the Government Order seventh read above, an amount of Rs.2,000/- was already credited to General Provident Fund account of the employees from out of the ad-hoc arrear payment of Rs.4,000/-. This amount (viz. Rs.2,000/-) has to be deducted from the amount arrived as 60 per cent of net arrears and the balance shall be credited to the General Provident Fund account of the employees. In the case of an employee whose services will be continued on permanent basis and for whom General Provident Fund account has not yet been opened, the amount shall be credited to General Provident Fund as and when an account is opened for him.

The balance 40 per cent of the net arrears has to be paid in cash in two instalments, the first instalment in the current year and the next instalment in the next financial year. An amount of Rs.2,000/- was already paid in cash to the employees in terms of the Government Order seventh read above. This has to be deducted from the two

instalments to be paid to the employees at Rs.1,000/- each, i.e., out of the first instalment to be paid to the employees, an amount of Rs.1,000/- shall be deducted and the balance paid in cash during the current financial year. Similarly, out of the second instalment to be paid to the employees, an amount of Rs.1,000/- shall be deducted and the balance paid in cash during the next financial year. The 80 per cent of the arrear claim for the period upto 31st March, 1998 should be preferred in one bill, crediting 60 per cent in the General Provident Fund account and for payment of 20 per cent in cash as specified above. An illustration is given in Appendix-VI.

#### **SELECTION GRADE AND SPECIAL GRADE SCALES OF PAY:**

4. The Selection Grade and Special Grade will be the corresponding revised scales based on the existing pay scales of these grades. The appropriate revised scales of pay for Selection Grade / Special Grade are indicated in Schedule-II to the Tamil Nadu Revised Scales of Pay Rules, 1998. Provided further, Selection Grade and Special Grade scales shall be regulated as below :-

- (i) For posts, having no promotional avenue, the Selection Grade and Special Grade shall be allowed as indicated in Schedule-II.
- (ii) For posts having promotional posts, if the Selection Grade scale of pay indicated in the said Schedule is higher than the pay scale of promotional post, the Selection Grade scale should be limited to the pay scale of the first level promotion post. Similarly, if the Special Grade scale is higher than the pay scale of second level promotion post, the Special Grade scale shall be limited to the pay scale of second level promotion post only.

The existing procedure for movement to Selection Grade / Special Grade and fixation of pay in these grades shall continue to be adopted in future in the revised scales also.

#### **HOUSE RENT ALLOWANCE :**

5. The existing scheme of House Rent Allowance followed in the State with slab rates and present classification of cities and towns will be continued. The existing slab rates will be doubled. The revised rates of House Rent Allowance in the revised pay scales will be as indicated in the statements (1) and (2) in Appendix-III. The revised rates of House Rent Allowance shall take effect from 1st April, 1998.

6. The rates of rent recovery for occupying Government accommodation after the revision of pay scales will be modified as below. In respect of employees in posts below the revised pay scale of Rs.3050—4590, no rent recovery will be made as

hitherto for occupying quarters provided by Government or its agencies. For others, the revised rent recovery will be as indicated below:-

Pay Range	Grade-I(a) Grade-I(b)	Grade-II	Grade-III	Other Places
(1) Rs.	(2)	(3) (In percentage)	(4)	(5)
3200—5464	1.5	1.5	1	1
5465—9999	3	3	3	2
10,000 and above	4	4	4	3

The revised rates of rent recovery shall take effect from 1st April 1998. The rent recovery already made at old rates with effect from 1.1.1996 to 31.3.1998 needs no revision even after the pay is refixed in the revised scales of pay.

7. The Government also direct that the Government employees occupying houses provided by Accommodation Controller and who pay rent above the rate of rent prescribed for occupying Government quarters be allowed such amount in excess of the rent prescribed for occupation of Government quarters as House Rent Allowance subject to the maximum limit of House Rent Allowance eligible to them.

#### CITY COMPENSATORY ALLOWANCE :

8. The present rates of city compensatory allowance will be revised as under the Central Government with effect from 1st April 1998. The revised rates of City Compensatory Allowance are as indicated in Appendix-IV.

#### PERSONAL PAY / SPECIAL ALLOWANCE :

9. The personal pay at 5 per cent of pay granted to certain categories and adhoc personal pay granted to Office Assistants and Hospital Workers shall be taken into account while fixing the pay as provided in the fixation rules and hence will be discontinued in the revised pay. The existing rate of Special Allowance drawn by Section Officers of Secretariat, Deputy Tahsildars, Tahsildars, Deputy Collectors and Teachers shall be continued in the revised scales.

#### AIDED EDUCATIONAL INSTITUTIONS :

10. These orders shall apply to employees of all the Government aided educational institutions in the State.

**HIGH COURT AND OFFICIAL ASSIGNEE :**

11. Orders on the scales of pay of the employees of High Court and Office of the Official Assignee will be issued separately. Home Department will take necessary action in this regard.

**LEGISLATIVE ASSEMBLY SECRETARIAT :**

12. Orders relating to the scales of pay of the employees of the Legislative Assembly Secretariat will be issued separately by the Legislative Assembly Secretariat.

**TAMIL NADU PUBLIC SERVICE COMMISSION :**

13. Orders relating to the pay of Chairman and Members and the scales of pay of the employees of Tamil Nadu Public Service Commission will be issued separately.

**LOCAL BODIES AND KHADI AND VILLAGE INDUSTRIES BOARD :**

14. Government accept the recommendations of the Official Committee for the employees of Local Bodies and Khadi and Village Industries Board. The revised scales of pay of the employees of these institutions shall be as in Schedule-I to the Tamil Nadu Revised Scales of Pay Rules, 1998. These orders are issued in exercise of the powers conferred under Sub-Section (1) of Section 86 of the Chennai City Municipal Corporation Act, 1919, under Section 106 of the Madurai City Municipal Corporation Act, 1971, under Section 108 of Coimbatore City Municipal Corporation Act, 1981 in respect of the employees of the Chennai, Madurai and Coimbatore Corporations respectively and under Section 8 of Salem City Municipal Corporation Act, 1994 and under Section 8 of the Tiruchirappalli City Municipal Corporation Act, 1994 and under Section 8 of the Tirunelveli City Municipal Corporation Act, 1994 respectively in respect of employees of Salem, Tiruchirappalli and Tirunelveli Corporations and by Sub-Section (3) of Section 70 of the Tamil Nadu District Municipalities Act, 1920 in respect of the employees of Municipal Councils and Town Panchayats and in exercise of the powers conferred by Section 102 of the Tamil Nadu Panchayats Act, 1994 in respect of employees of the Panchayats dealt with under said Act and in exercise of the powers conferred by Section 13 of the Tamil Nadu Khadi and Village Industries Board Act, 1959 in respect of the employees of the Board.

15. The method of fitment of the employees covered by paragraph 10 and 14 shall be as specified in paragraph 3 above.

16. The twenty five standard scales as approved by the Government are given in Schedule-I to the Tamil Nadu Revised Scales of Pay Rules, 1998 in these orders. The Government direct that new posts which may be created in future may be on one

of these standard scales only and all Heads of Departments and Departments of Secretariat who sponsor proposals for creation of new categories of posts should adhere to one of these twenty five standard scales.

17. Heads of Departments and Regional Officers should take special interest for speedy implementation of these orders. They are requested to bring to the notice of the Government any difficulties or anomalies in such implementation. Recoveries shall be insisted upon in cases where over-payments are made on account of wrong fixation. A review of the implementation of these orders may be made part of the scheme of annual inspection of the concerned offices.

18. The following notification will be published in the Tamil Nadu Government Gazettee :-

### NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following rules, namely:-

### RULES

**Short Title and Commencement:-** (1) These rules may be called the Tamil Nadu Revised Scales of Pay Rules, 1998.

(2) They shall be deemed to have come into force on the 1st January 1996.

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

(i) "basic pay" means pay as defined in FR 9 (21) (a) (i).

(ii) "present emoluments" shall comprise,

(a) the basic pay as on the 1st January 1996 of a Government servant in the existing scale.

**Note -** (1) In the case of employees drawing such personal pay on 1<sup>st</sup> January 1996 in the existing scales of pay, which as per the existing rules should be absorbed in the increments, will continue to be drawn in the revised pay and will be absorbed in future increments and as such this will not be included in the basic pay defined in clause (a) above.

(2) In the case of employees drawing personal pay in the existing scales of pay, which as per the existing rules/orders should not be absorbed in the increments, such personal pay shall be treated as pay for purpose of clause (a) above and will be discontinued in the revised pay.

(See Illustration-1 in Schedule-II to these Rules.)

(b) Dearness Allowance relating to clause (a) above at 1510 points of All India Consumer Price Index (AICPI) drawn on the 1st January 1996.

(c) The first instalment of Interim Relief of Rs.100/- and the second instalment of Interim Relief of 10 per cent of basic pay subject to a minimum of Rs.100/-.

(iii) 'existing scale' in relation to any post, means the scale of pay admissible to Government servant in respect of such post on the 1st January 1996.

(iv) 'existing scale of pay' and 'existing scale' will include existing fixed pay.

3(1). **Revised scale of pay of posts** – The revised scale of pay of existing scale specified in column (2) Schedule-I shall be as specified against it in column (3).

(2). **Application of revised scales of pay** – Save as otherwise provided in these Rules, there shall be paid to holders of all posts in a substantive or in officiating capacity or appointed temporarily under rule 10(a)(i) or promoted temporarily under rule 39(a)(i) of the General Rules for the Tamil Nadu State and Subordinate Services Rules (including those under suspension or on deputation or foreign services or leave or suspended lien) pay calculated in the revised scales of pay.

4. **Fixation of Pay** - (1) The initial pay of a Government servant who elects to be governed by the revised scale from 1st January 1996 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 it had not been suspended and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(a) An amount representing 40 per cent of basic pay in the existing scale of pay shall be added to the present emoluments of the Government servant as defined in rule 2(ii).

**Explanation :-** If the amount so computed includes a part of a rupees, then if such part is fifty paise or more, it shall be rounded off to the next rupee and if such part is less than fifty paise, it shall be ignored;

(b) the pay shall be fixed in the revised scale at the stage next above the amount computed under clause (a)

Provided that --

- (i) if the amount as computed under clause (a) is less than the minimum of the revised scale, the pay shall be fixed at such minimum of that scale;
- (ii) if the amount as computed under clause (a) is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.
- (iii) in the fixation of pay if the pay of employees drawing pay at more than three consecutive stages in an existing scale gets bunched, (i.e) gets fixed in the revised scale at the same stage, the pay in the revised scale of such employees, who are drawing pay beyond the first three consecutive stages in the existing scale may be stepped up from the stage where such bunching occurs, by grant of increment(s) in the revised scale as given below:-
  - (a) for employees drawing pay from the 4th stage upto the 6th stage in the existing scale - By one increment ;
  - (b) for employees drawing pay from the 7th stage upto the 9th stage in the existing scale, if there is bunching beyond 6th stage - By two increments; and
  - (c) for employees drawing pay from 10th stage upto 12th stage in the existing scale if there is bunching beyond the 9th stage - By three increments.

If by stepping up of the pay as above, the pay of an employee gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of an employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the later may also be stepped up only to the extent by which it falls short of that of the former.

**NOTE** - See Illustration 2 to 11 in Schedule-III to these rules.

(2) The pay of an employee appointed or promoted to a post on or after the 1st January 1996 shall be fixed in the following manner, namely:-

- (i) If he was holding a post on the 1st January 1996 and was promoted or appointed to another post subsequently, his pay in the old post shall be fixed as on the 1st January 1996 under sub-rule (1) of this rule in the revised pay scale and then his pay in the post which he held subsequent to the 1st January 1996 fixed in the appropriate revised scales under the Fundamental Rules.

**NOTE** - See Illustration 12 in Schedule-III to these Rules.

(ii) If he was appointed to the service in the Government for the first time on or after 1st January 1996 and before 1st April 1998 his emoluments on the date of joining comprising the basic pay, dearness allowance at 1510 points and first and second instalments of interim relief on the date of his joining service shall constitute the emoluments and the revised pay shall be fixed as per this rule with effect from the date of his joining service.

(3) If the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, it shall be fixed at the stage next above the substantive pay. Where the pay of a Government servant who has moved from an immediate lower officiating post to a higher officiating post or from an Ordinary Grade to a Selection Grade is fixed at a stage lower than that would have been admissible in the lower post or the Ordinary Grade (if he is in the Selection Grade post) his pay shall be stepped up to the stage equal to the pay in the lower post or grade, or if there is no such stage to the next higher stage;

Provided that this will apply only to Government servants who have actually moved to the higher or Selection Grade post from the lower or Ordinary Grade post.

(4) If a Government servant is confirmed in a lower post which he held in an officiating capacity previously with retrospective effect from a date prior to the 1st January 1996, he shall be entitled to have his substantive pay in that post refixed on the 1st January 1996 and also to have his pay refixed in the higher officiating post which he actually held on the 1st January 1996 at the stage next above that substantive pay.

(5) If a Government servant is on leave on 1st January 1996, he shall be entitled to the revised scale of pay from that date, but the pay so fixed in the revised scale 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 January 1996 and ending with the date of such return will count for future increment in the revised scale depending on whether it will count for future increments in the existing scale.

(6) A Government servant who on the 1st January 1996 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 scale with effect from date for the purpose of computing his gratuity and pension.

(7) If a Government servant was under reduction of pay or stoppage of increment as a penalty on the 1st January 1996 his pay shall be fixed in the revised scale on the basis of present emoluments he drew on the 1st January 1996 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of penalty. His pay in the revised scale shall be refixed immediately following the date of expiry of the period of penalty with reference to the present emoluments which he would have drawn on the 1st January 1996 taking the fact into consideration whether the penalty awarded is with or without cumulative effect. If, for instance, a Government servant's increment falling due on the 1st January 1996 had been

postponed for a year without cumulative effect, his actual present emoluments as on the 1st January 1996 would be the basis for determination of his revised pay with effect from the 1st January 1996 and the pay so fixed shall be in force upto the 31st December 1996. However, for purpose of determination of his pay with effect from the 1st January 1997 his pay on 1st January 1996 shall be refixed notionally based on the present emoluments which he would have received on the 1st January 1996 but for his penalty and he will get the next increment on the 1st January 1997 from that stage.

If, however, the penalty of stoppage of increment due on the 1st January 1996 had been awarded with cumulative effect, the revised pay shall be fixed based on this actual present emoluments as on the 1st January 1996. There shall be no refixation of pay in this case.

(8) If a Government servant is under suspension on the 1st January 1996 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 scale of pay only from the date on which he returns to duty in the post or from the date of his reappointment to that post.

5(1) In cases where a senior employee promoted to a higher post before 1st January 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st January 1996, the pay of the senior employee may be stepped up to that of the junior with effect from the date on which the junior draws more pay, provided that:-

- (i) the senior and the junior employees should belong to the same category and should have been promoted to the same post;
- (ii) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical; and
- (iii) the anomaly should have arisen directly as a result of the introduction of the revised scales of pay.

**NOTE:** If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him or otherwise, the seniors to such junior have no claim over the pay of the junior.

(2) In cases where a senior employee who had drawn incentive increments in the pre-revised scale and drawn more pay than his junior prior to 1st January 1996 draws lesser pay than his junior in the revised scales of pay consequent on the sanction of incentive increments in the revised scales of pay to the junior for acquiring the same higher / special qualification after introduction of revised scales of pay, then the pay of the senior may be stepped up to the level of that of the junior from the date from which the junior draws such higher pay.

(3) Where a junior who opts to come over to the revised scale from a date subsequent to 1st January 1996 and happens to get more pay than that of his senior by way of fitment benefit, then the pay of the senior shall be stepped up to the level of the pay of the junior with effect from the date from which the junior draws such higher pay, provided that the senior was drawing pay higher than or equal to the pay of the junior in the pre-revised scales of pay from time to time.

**6. Date of increment (1)** - The next increment of an employee in the revised scale shall be granted on the date he would have drawn increment had he continued in the existing scale.

(2) If an employee draws his next increment in the revised scale under sub-rule (1) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a latter 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.

**NOTE:** In case where the pay of an employee is stepped up as per rule 4(i) (b)(iii), as per rule 4(3), as per sub-rules (1), (2) and (3) of rule 5 and sub-rule (2) of this rule, the next increment shall be granted on the completion of qualifying service of one year from the date of stepping up of the pay.

(3) In the case of employees who had been drawing stagnation increments beyond the maximum of the existing scale of pay and stagnating at the maximum of Rs.6,000/- for more than a year as on the 1st January 1996, the next increment in the revised scale shall be allowed on the 1st January 1996 itself.

(4) In respect of employees stagnating at the maximum of the existing scales of pay for more than a year as on the 1st January 1996, the next increment in the revised scale shall be allowed on the 1st January 1996 itself.

**NOTE:** When the increment of a Government servant falls on the 1st January 1996 he shall have option to draw the increment in the existing scale or in the revised scale.

**7. Option (1):** A Government servant may exercise option to remain in the existing scale of pay until the date on which he earns his next or any subsequent increments in the existing scale of pay or until he vacates his post or ceases to draw pay in that scale;

Provided that if a Government servant does not exercise his option within the period specified below he shall be deemed to have opted for the revised scales of pay with effect from the 1st January 1996.

(2) The option shall be exercised in the Form given in Schedule-IV to these Rules within three months from the date of publication of these Rules and intimated by the Government employee--

- (i) if his pay and allowances are drawn by the head of his office, to the head of his office;
- (ii) if he is a self-drawing Government employee, to his Accounts Officer;

Provided that in the case of a Government servant who was on leave on that date or who was discharged from service before and was not in service on that date, or who was on deputation or on foreign service, the option may 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 State, as the case may be.

- (iii) Where a Government servant is under suspension on the 1st January 1996, the option may be exercised within three months of the date on his return to duty if that date is later than the date prescribed in this sub-rule.

- (iv) The option once exercised shall be final.

- (v) If a Government servant opts to remain in the existing scale of pay for a specified period, he shall be entitled to draw pay in the existing scale during that period and also the amount of dearness allowance at the existing rates and Interim Relief and his pay shall be fixed in the revised scale at the end of the period specified, in accordance with the provisions under these Rules.

**NOTE-1:** Employees may also exercise option to come over to the revised scale on acquiring additional/higher qualification or on getting promotion during the period between 1st January, 1996 and 31st December 1996.

**NOTE-2:** Persons whose services were terminated on or after the 1st January 1996 and who could not exercise the option within the prescribed time limit on account of discharge on the expiry of the sanctioned post, resignation, dismissal or discharge on disciplinary grounds are entitled to the benefits in this rules.

**NOTE-3:** Persons who have died on or after 1st January 1996 and could not exercise the option within the prescribed time limit be deemed to have opted for the revised scales on and from the 1st day of January 1996 or such later date as is more beneficial to their dependent, if the revised scales are more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

8. **Power to remove difficulties** - The Government may, by order, remove any difficulty that may arise in giving effect to the provisions of these Rules.

9. **Power to amend the Rules --**

- (1) The Government may, by order, amend the Rules:
- (2) All references made in these Rules shall be considered as relating to the rules as amended from time to time in exercise of the powers conferred by these Rules.

10. **Effect of other rules** - Save as otherwise provided in these Rules, no provision of any other rules made or deemed to have been made under the proviso to Article 309 of the Constitution of India shall, in so far as it is inconsistent with any of the provision of these Rules, have any effect..

(BY ORDER OF THE GOVERNOR)

P.V. RAJARAMAN,  
SECRETARY TO GOVERNMENT.

To  
 All Secretaries to Government.  
 The Secretary, Legislative Assembly Secretariat, Chennai-9.  
 The Comptroller, Governor's Household, Raj Bhavan. Chennai-32.  
 The Secretary to the Governor, Chennai-32.  
 The Governor's Secretariat, Raj Bhavan, Guindy, Chennai-32.  
 All Departments of Secretariat.  
 All Departments of Secretariat (Bills).  
 All Heads of Departments.  
 All Collectors / All District Judges / All Chief Judicial Magistrates.  
 The Principal Accountant-General (Accounts and Entitlements), Chennai-18.  
 The Principal Accountant-General (A&E), Chennai-18 (by name).  
 The Accountant General (Audit I), Chennai-35.  
 The Accountant General (Audit I), Chennai-35 (by name).  
 The Accountant General (Audit II), Chennai-35 .  
 The Accountant General (Audit II), Chennai-35 (by name).  
 The Accountant General (CAB), Chennai -9 / Madurai .  
 The Commissioner of Treasuries and Accounts, Chennai - 15.  
 The Pay and Accounts Officer (Secretariat) Chennai - 9.  
 The Pay and Accounts Officer (South) Chennai - 35.  
 The Pay and Accounts Officer (North) Chennai - 79.  
 The Pay and Accounts Officer (East) Chennai - 5.  
 The Pay and Accounts Officer, Madurai - 625 001.  
 All Treasury Officers.  
 All Sub-Treasury Officers.  
 The Chairman, Tamil Nadu Public Service Commission, Chennai -2.  
 The Commissioner of Tribunal for Disciplinary Proceedings,  
 No.6 Manickeswari Road, Chennai-10.  
 The Registrar, High Court, Chennai - 104.  
 The Registrars of All Universities.  
 All State Owned Corporations and Statutory Boards.  
 The Commissioners, Corporations of Chennai / Madurai / Coimbatore /  
 Tiruchirappalli / Salem / Tirunelveli.  
 The Finance (FC) Department, Chennai -9.

remove

All Divisional Development Officers.  
All Revenue Divisional Officers.  
All Tahsildars.  
All Block Development Officers.  
All Municipal Commissioners.  
All Chief Educational Officers.  
The Project Co-ordinator, Tamil Nadu Integrated Nutrition Project. 570, Anna Salai, Chennai-18.  
All Recognised Service Associations.

**Copy to:**

The Private Secretary to the Chief Secretary to Government, Chennai-9.  
The Private Secretary to the Secretary to Government, Finance Department  
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The Secretary to Chief Minister, Chennai-9.  
The Secretary to Government of India, Ministry of Home Affairs, New Delhi.  
The Secretary to Government of India, Ministry of Finance  
(Department of Economic Affairs), New Delhi.  
The Secretary to Government of India, Ministry of Finance (Department of  
Expenditure), New Delhi.  
The Secretary to Government of India, Ministry of Finance (Department of  
Banking and Revenue), New Delhi.  
The Secretary to Government of India, Ministry of External Affairs, New Delhi.  
The Senior Research Officer, Pay Reserach Unit, Ministry of Finance  
(Department of Expenditure), Room No.261, North Block, New Delhi.  
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les. no  
viso to  
any of

Forwarded.

(By Order)

ப.சீ.மீ.சீ.மீ.மீ.  
SECTION OFFICER.

**SCHEDULE - I**

[See rule 3(1)]

**LIST OF PAY SCALES**

<b>Group (1)</b>	<b>Existing Scale (2)</b> Rs.	<b>Revised Scale (3)</b> Rs.
I	5500-200-6500	17400-500-21900
II	5100-150-5700	16400-450-20000
III	4500-150-5700	15000-400-18600
IV	4100-125-4850-150-5300	14300-400-18300
V	3950-125-4700-150-5000	12750-375-16500
VI	3700-125-4700-150-5000	12000-375-16500
VII	3000-100-3500-125-4500	10000-325-15200
VIII	2500-75-2800-100-4200	9100-275-14050
IX	2200-75-2800-100-4000	8000-275-13500
X	2000-60-2300-75-3200-100-3500	6500-200-11100
XI	2000-60-2300-75-3200	6500-200-10500
XII	1820-60-2300-75-3200	5900-200-9900
XIII	1640-60-2600-75-2900	5500-175-9000
XIV	1600-50-2300-60-2660	5300-150-8300
XV	1400-40-1600-50-2300-60-2600	5000-150-8000
XVI	1350-30-1440-40-1800-50-2200	4500-125-7000
XVII	1320-30-1560-40-2040	4300-100-6000
XVIII	1200-30-1560-40-2040	4000-100-6000
XIX	1100-25-1150-30-1660	3625-85-4900
XX	975-25-1150-30-1660	3200-85-4900
XXI	950-20-1150-25-1500	3050-75-3950-80-4590
XXII	825-15-900-20-1200	2750-70-3800-75-4400
XXIII	800-15-1010-20-1150	2650-65-3300-70-4000
XXIV	775-12-835-15-1030	2610-60-3150-65-3540
XXV	750-12-870-15-945	2550-55-2660-60-3200

**SCHEDULE - II**

(See paragraph 4 of the order and Rule 3(1))

**REVISED SELECTION GRADE AND SPECIAL GRADE SCALE OF PAY**

Sl.No. (1)	Ordinary Grade (2)	Selection Grade (3)	Special Grade (4)
	(Rs.)	(Rs.)	(Rs.)
1	2550-55-2660-60-3200	2650-65-3300-70-4000	2750-70-3800-75-4400
2	2610-60-3150-65-3540	2750-70-3800-75-4400	3050-75-3950-80-4590
3	2650-65-3300-70-4000	3050-75-3950-80-4590	3200-85-4900
4	2750-70-3800-75-4400	3050-75-3950-80-4590	3200-85-4900
5	3050-75-3950-80-4590	4000-100-6000	4300-100-6000
6	3200-85-4900	4000-100-6000	4300-100-6000
7	3625-85-4900	4300-100-6000	4500-125-7000
8	4000-100-6000	5000-150-8000	5500-175-9000
9	4300-100-6000	5000-150-8000	5500-175-9000
10	4500-125-7000	5300-150-8300	5900-200-9900
11	5000-150-8000	5500-175-9000	6500-200-10500
12	5300-150-8300	6500-200-10500	8000-275-13500
13	5500-175-9000	6500-200-10500	8000-275-13500
14	5900-200-9900	8000-275-13500	9100-275-14050
15	6500-200-10500	8000-275-13500	9100-275-14050
16	6500-200-11100	9100-275-14050	10000-325-15200
17	8000-275-13500	9100-275-14050	10000-325-15200
18	9100-275-14050	10000-325-15200	12000-375-16500

**SCHEDULE - III****Illustration - 1**

[See Note (2) under rule 2(ii) (a)]

An Assistant is drawing a basic pay of Rs.1320/- as on 1.1.1996 plus Personal Pay of Rs.60/- in the existing scale of pay of Rs.1200-30-1560-40-2040. Revised scale of pay applicable to the post of Assistant is Rs.4000-100-6000. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic pay	1320
Personal Pay	60
Dearness Allowance at 1510 points i.e. 148% of Pay + Personal Pay	2042
Interim Relief - I	100
Interim Relief - II	132
<b>Emoluments</b>	<b>3654</b>
Add 40% of Basic Pay + Personal Pay	552
	<b>4206</b>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.4300/-**

**Illustration - 2**

[See rule 4(i)]

An Office Assistant is drawing a basic pay of Rs.846/- as on 1.1.1996 in the existing scale of pay of Rs.750-12-870-15-945. Revised scale of pay applicable to the post of Office Assistant is Rs.2550-55-2660-60-3200. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic Pay	846
Dearness Allowance at 1510 points i.e. 148% of Pay	1252
Interim Relief - I	100
Interim Relief - II	100
<b>Emoluments</b>	<b>2298</b>
Add 40% of Basic Pay	338
	<b>2636</b>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.2660/-**

**Illustration - 3**

[See rule 4(i)]

A Junior Assistant is drawing a basic pay of Rs.1210/- as on 1.1.1996 in the existing scale of pay of Rs.975-25-1150-30-1660. Revised scale of pay applicable to the post of Junior Assistant is Rs.3200-85-4900. His pay in the revised scale shall be fixed as follows:-

al Pay  
of pay  
l scale

	Rs.
Basic Pay	1210
Dearness Allowance at 1510 points (i.e. 148%) of Pay	1791
Interim Relief - I	100
Interim Relief - II	121
<b>Emoluments</b>	<b>3222</b>
Add 40% of Basic Pay	484
	<u>3706</u>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.3710/-**

**Illustration - 4**

[See rule 4(i)]

A Superintendent is drawing a basic pay of Rs.1850/- as on 1.1.1996 in the existing scale of pay of Rs.1600-50-2300-60-2660. Revised scale of pay applicable to the post of Superintendent is Rs.5300-150-8300. His pay in the revised scale shall be fixed as follows:-

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to the  
shall

	Rs.
Basic Pay	1850
Dearness Allowance at 1510 points (i.e. 148%) of Pay	2738
Interim Relief - I	100
Interim Relief - II	185
<b>Emoluments</b>	<b>4873</b>
Add 40% of Basic Pay	740
	<u>5613</u>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.5750/-**

**Illustration – 5**

[See rule 4(i)]

An Assistant Director is drawing a basic pay of Rs.2725/- as on 1.1.1996 in the existing scale of pay of Rs.2200-75-2800-100-4000. Revised scale of pay applicable to the post of Assistant Director is Rs.8000-275-13500. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic Pay	2725
Dearness Allowance at 1510 points (i.e. 148%) of Pay	4033
Interim Relief – I	100
Interim Relief – II	273
<b>Emoluments</b>	<b>7131</b>
<b>Add 40% of Basic Pay</b>	<b>1090</b>
	<b>8221</b>
The next stage in the revised scale is	8275
As per proviso (iii) to Rule 4(i)(b), the pay has to be stepped up to	8550
<b>PAY SHOULD BE FIXED IN THE NEW SCALE OF PAY AT Rs.8550/-</b>	

**Illustration – 6**

[See rule 4(i)]

A Deputy Director is drawing a basic pay of Rs.3300/- as on 1.1.1996 in the existing scale of pay of Rs.3000-100-3500-125-4500. Revised scale of pay applicable to the post of Deputy Director is Rs.10000-325-15200. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic Pay	3300
Dearness Allowance at 1510 points (i.e. 148%) of Pay	4884
Interim Relief – I	100
Interim Relief – II	330
<b>Emoluments</b>	<b>8614</b>
<b>Add 40% of Basic Pay</b>	<b>1320</b>
	<b>9934</b>
The next stage in the revised scale is	10000
As per proviso (iii) to Rule 4(i)(b), the pay has to be stepped up to	10325
<b>THEREFORE PAY SHOULD BE FIXED IN THE NEW SCALE OF PAY AT Rs.10325/-</b>	

**Illustration - 7**  
[See rule 4(i)]

A Deputy Secretary to Government is drawing a basic pay of Rs.4075/- as on 1.1.1996 in the existing scale of pay of Rs.3700-125-4700-150-5000. Revised scale of pay applicable to the post of Deputy Secretary to Government is Rs.12000-375-16500. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic pay	4075
Dearness Allowance at 1510 points of Pay (at 111% of pay subject to a minimum of Rs.5,180)	5180
Interim Relief - I	100
Interim Relief - II	408
<b>Emoluments</b>	<b>9763</b>
<b>Add 40% of Basic Pay</b>	<b>1630</b>
	<b>11393</b>
The next stage in the revised scale is (minimum)	12000
As per proviso (iii) to Rule 4(i)(b), the pay has to be stepped up to	12375

**THEREFORE PAY SHOULD BE FIXED IN THE NEW  
SCALE OF PAY AT Rs.12375/-**

**Illustration – 8**

[See rule 4(i)]

An Assistant Section Officer is drawing a basic pay of Rs.1760/- as on 1.1.1996 in the existing scale of pay of Rs.1640-60-2600-75-2900. Revised scale of pay applicable to the post of Assistant Section Officer is Rs.5500-175-9000. His pay in the revised scale shall be fixed as follows:-

	Rs.
basic pay	1760
Dearness Allowance at 1510 points (i.e. 148%) of pay	2605
Interim Relief – I	100
Interim Relief – II	176
<b>Emoluments</b>	<b>4641</b>
Add 40% of Basic Pay	704
	<u>5345</u>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.5500/-**

**Illustration – 9**

[See rule 4(i)]

An Assistant Engineer is drawing a basic pay of Rs.2375/- as on 1.1.1996 in the existing scale of pay of Rs.2000-60-2300-75-3200-100-3500. Revised scale of pay applicable to the post of Assistant Engineer is Rs.6500-200-11100. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic pay	2375
Dearness Allowance at 1510 points (i.e. 148%) of Pay	3515
Interim Relief – I	100
Interim Relief – II	238
<b>Emoluments</b>	<b>6228</b>
Add 40% of Basic Pay	950
	<u>7178</u>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.7300/-**

**Illustration - 10**

[See rule 4(i)]

A Joint Secretary to Government is drawing a basic pay of Rs.4650/- as on 1.1.1996 in the existing scale of pay of Rs.4500-150-5700. Revised scale of pay applicable to the post of Joint Secretary to Government is Rs.15000-400-18600. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic pay	4650
Dearness Allowance at 1510 points of Pay (at 111% of pay subject to a minimum of Rs.5,180)	5180
Interim Relief - I	100
Interim Relief - II	465
<b>Emoluments</b>	<b>10395</b>
Add 40% of Basic Pay	1860
	<u>12255</u>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT Rs.15000/-**

**Illustration - 11**

[See rule 4(i)]

A Selection Grade Senior Typist is drawing a basic pay of Rs.2000/- with a Special Pay of Rs.40/- as on 1.1.1996 in the existing scale of pay of Rs.1640-60-2600-75-2900. Revised scale of pay applicable to the post of Selection Grade Senior Typist is Rs.5500-175-9000. His pay in the revised scale shall be fixed as follows:-

	Rs.
Basic pay	2000
Dearness Allowance at 1510 points (i.e. 148%) of Pay	2960
Interim Relief - I	100
Interim Relief - II	200
<b>Emoluments</b>	<b>5260</b>
Add 40% of Basic Pay	800
	<u>6060</u>

**PAY TO BE FIXED IN THE NEW SCALE OF PAY AT RS.6200/-**

**Illustration – 12**  
[See rule 4(2)(i)]

An Assistant Director is drawing a basic pay of Rs.3300/- as on 1.1.1996 in the existing scale of pay of Rs.2200-75-2800-100-4000. He was promoted as Deputy Director on 1.4.1996 in the existing pay scale of Rs.3000-100-3500-125-4500. His pay in the revised scale of pay shall be regulated as follows:-

Revised pay scale of Assistant Director	Rs.8000-275-13500
Revised pay scale of Deputy Director	Rs.10000-325-15200

	Rs.
Pay as Assistant Director	3300
Dearness Allowance at 1510 points (i.e. 148%) of Pay	4884
Interim Relief – I	100
Interim Relief – II	330
<b>Emoluments</b>	<b>8614</b>
<b>Add 40% of Basic Pay</b>	<b>1320</b>
	<b>9934</b>

Pay to be fixed in the revised scale of pay of Rs.8000-13500 Rs.10200/-

**Pay to be fixed in the post of Deputy Director under FR 22 B at Rs.10975/-**

Though the pay has to be normally fixed at Rs.10650/- under FR 22(B), it has been fixed at Rs.10975/- to confer a minimum benefit of 5% of pay in the lower post on promotion.

**SCHEDULE - IV**

[See Rule 7]

**FORM FOR EXERCISING OPTION UNDER THE TAMIL NADU REVISED  
SCALES OF PAY RULES, 1998.**

the  
uty  
y in

I, ..... holding the post of .....  
in the scale of Rs. .... do hereby elect\* to come under the revised  
scale of pay with effect from 1st January 1996 / to retain the existing scale of pay and rate  
of dearness allowance for the period upto ..... and come under the revised  
scale with effect from .....

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

3. 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 Government  
either by adjustment against future payments due to me or otherwise.

Dated: ..... 1998.

Signature :

Signed before me

Signature  
(with date)

Head of the Office  
(in the case of Non-self drawing officers)

Accounts Officer  
(in the case of Self drawing officers)

Received the above declaration.

Dated: ..... 1998.

Signature.

Assistant Accountant - General /  
Pay and Accounts Officer,  
Head of Office.

\* Strike out whichever is not applicable.

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**APPENDICES**

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## APPENDIX - I

[See paragraph 2(ii) of the order]

REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY			
PAY	WITH EFFECT FROM 1.7.96 (4%)	WITH EFFECT FROM 1.1.97 (8%)	WITH EFFECT FROM 1.7.97 (13%)
Rs.	Rs.	Rs.	Rs.
2550	102	204	332
2605	104	208	339
2610	104	209	339
2650	106	212	345
2660	106	213	346
2670	107	214	347
2715	109	217	353
2720	109	218	354
2730	109	218	355
2750	110	220	358
2780	111	222	361
2790	112	223	363
2820	113	226	367
2840	114	227	369
2845	114	228	370
2850	114	228	371
2890	116	231	376
2900	116	232	377
2910	116	233	378
2960	118	237	385
2970	119	238	386
2975	119	238	387
3020	121	242	393
3030	121	242	394
3040	122	243	395
3050	122	244	397
3080	123	246	400
3090	124	247	402
3100	124	248	403
3105	124	248	404
3125	125	250	406
3140	126	251	408
3150	126	252	410
3170	127	254	412
3200	128	256	416
3215	129	257	418
3235	129	259	421
3240	130	259	421
3275	131	262	426
3280	131	262	426
3285	131	263	427
3300	132	264	429
3310	132	265	430
3345	134	268	435
3350	134	268	436
3370	135	270	438
3380	135	270	439
3410	136	273	443
3425	137	274	445

## REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY

PAY	WITH EFFECT FROM 1.7.96 (4%)	WITH EFFECT FROM 1.1.97 (8%)	WITH EFFECT FROM 1.7.97 (13%)
Rs.	Rs.	Rs.	Rs.
3440	138	275	447
3450	138	276	449
3475	139	278	452
3500	140	280	455
3510	140	281	456
3520	141	282	458
3540	142	283	460
3575	143	286	465
3580	143	286	465
3590	144	287	467
3625	145	290	471
3650	146	292	475
3660	146	293	476
3710	148	297	482
3720	149	298	484
3725	149	298	484
3730	149	298	485
3790	152	303	493
3800	152	304	494
3860	154	309	502
3875	155	310	504
3880	155	310	504
3900	156	312	507
3930	157	314	511
3950	158	316	514
3965	159	317	515
4000	160	320	520
4030	161	322	524
4050	162	324	527
4100	164	328	533
4110	164	329	534
4135	165	331	538
4190	168	335	545
4200	168	336	546
4220	169	338	549
4270	171	342	555
4300	172	344	559
4305	172	344	560
4350	174	348	566
4390	176	351	571
4400	176	352	572
4430	177	354	576
4475	179	358	582
4500	180	360	585
4510	180	361	586
4560	182	365	593
4590	184	367	597
4600	184	368	598
4625	185	370	601
4645	186	372	604
4700	188	376	611
4730	189	378	615

## REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY

FROM  
2)

PAY	WITH EFFECT FROM 1.7.96 (4%)	WITH EFFECT FROM 1.1.97 (8%)	WITH EFFECT FROM 1.7.97 (13%)
Rs.	Rs.	Rs.	Rs.
4750	190	380	618
4800	192	384	624
4815	193	385	626
4875	195	390	634
4900	196	392	637
4950	198	396	644
5000	200	400	650
5100	204	408	663
5125	205	410	666
5150	206	412	670
5200	208	416	676
5250	210	420	683
5300	212	424	689
5375	215	430	699
5400	216	432	702
5450	218	436	709
5500	220	440	715
5550	222	444	722
5600	224	448	728
5625	225	450	731
5675	227	454	738
5700	228	456	741
5750	230	460	748
5800	232	464	754
5850	234	468	761
5875	235	470	764
5900	236	472	767
6000	240	480	780
6025	241	482	783
6050	242	484	787
6100	244	488	793
6125	245	490	796
6150	246	492	800
6200	248	496	806
6250	250	500	813
6300	252	504	819
6350	254	508	826
6375	255	510	829
6450	258	516	839
6500	260	520	845
6550	262	524	852
6600	264	528	858
6625	265	530	861
6650	266	532	865
6700	268	536	871
6725	269	538	874
6750	270	540	878
6800	272	544	884
6875	275	550	894
6900	276	552	897
6950	278	556	904
7000	280	560	910

REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY			
PAY	WITH EFFECT FROM 1.7.96 (4%)	WITH EFFECT FROM 1.1.97 (8%)	WITH EFFECT FROM 1.7.97 (13%)
Rs.	Rs.	Rs.	Rs.
7050	282	564	917
7075	283	566	920
7100	284	568	923
7200	288	576	936
7250	290	580	943
7300	292	584	949
7350	294	588	956
7400	296	592	962
7425	297	594	965
7500	300	600	975
7550	302	604	982
7600	304	608	988
7650	306	612	995
7700	308	616	1001
7775	311	622	1011
7800	312	624	1014
7850	314	628	1021
7900	316	632	1027
7950	318	636	1034
8000	320	640	1040
8100	324	648	1053
8125	325	650	1056
8275	331	662	1076
8300	332	664	1079
8475	339	678	1102
8500	340	680	1105
8550	342	684	1112
8650	346	692	1125
8700	348	696	1131
8825	353	706	1147
8900	356	712	1157
9000	360	720	1170
9100	364	728	1183
9300	372	744	1209
9375	375	750	1219
9500	380	760	1235
9650	386	772	1255
9700	388	776	1261
9900	396	792	1287
9925	397	794	1290
10100	404	808	1313
10200	408	816	1326
10300	412	824	1339
10325	413	826	1342
10475	419	838	1362
10500	420	840	1365
10650	426	852	1385
10750	430	860	1398
10975	439	878	1427
11025	441	882	1433
11300	452	904	1469
11575	463	926	1505

REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY			
PAY	WITH EFFECT FROM 1.7.96 (4%)	WITH EFFECT FROM 1.1.97 (8%)	WITH EFFECT FROM 1.7.97 (13%)
Rs.	Rs.	Rs.	Rs.
11625	465	930	1511
11850	474	948	1541
11950	478	956	1554
12000	480	960	1560
12125	485	970	1576
12275	491	982	1596
12375	495	990	1609
12400	496	992	1612
12600	504	1008	1638
12675	507	1014	1648
12750	510	1020	1658
12975	519	1038	1687
12950	518	1036	1684
13125	525	1050	1706
13225	529	1058	1719
13250	530	1060	1723
13500	540	1080	1755
13575	543	1086	1765
13775	551	1102	1791
13875	555	1110	1804
13900	556	1112	1807
14050	562	1124	1827
14225	569	1138	1849
14250	570	1140	1853
14300	572	1144	1859
14550	582	1164	1892
14625	585	1170	1901
14700	588	1176	1911
14875	595	1190	1934
15000	600	1200	1950
15100	604	1208	1963
15200	608	1216	1976
15375	615	1230	1999
15400	616	1232	2002
15500	620	1240	2015
15750	630	1260	2048
15800	632	1264	2054
15900	636	1272	2067
16125	645	1290	2096
16200	648	1296	2106
16300	652	1304	2119
16400	656	1312	2132
16500	660	1320	2145
16600	664	1328	2158
16700	668	1336	2171
16850	674	1348	2191
16875	675	1350	2194
17000	680	1360	2210
17100	684	1368	2223
17250	690	1380	2243
17300	692	1384	2249
17400	696	1392	2262

REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY			
PAY	WITH EFFECT FROM 1.7.96 (4%)	WITH EFFECT FROM 1.1.97 (8%)	WITH EFFECT FROM 1.7.97 (13%)
Rs.	Rs.	Rs.	Rs.
17500	700	1400	2275
17625	705	1410	2291
17750	710	1420	2308
17800	712	1424	2314
17900	716	1432	2327
18000	720	1440	2340
18200	728	1456	2366
18300	732	1464	2379
18400	736	1472	2392
18600	744	1488	2418
18650	746	1492	2425
18900	756	1512	2457
19100	764	1528	2483
19400	776	1552	2522
19550	782	1564	2542
19900	796	1592	2587
20000	800	1600	2600
20400	816	1632	2652
20900	836	1672	2717
21400	856	1712	2782
21900	876	1752	2847

**Note:** where the pay falls between the stages, dearness allowance may be worked out based on the percentage admissible.

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**FITMENT TABLES**

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## APPENDIX II

(See paragraph 3(b) of the order)

TABLE - 1

Existing Scale : 750-12-870-15-945

Revised Scale : 2550-55-2660-60-3200

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	750	1110	100	100	2060	300	2360	2550	490	100	390
02	762	1128	100	100	2090	305	2395	2550	460	100	360
03	774	1146	100	100	2120	310	2430	2550	430	100	330
04	786	1163	100	100	2149	314	2463	2605	456	100	356
05	798	1181	100	100	2179	319	2498	2605	426	100	326
06	810	1199	100	100	2209	324	2533	2605	396	100	296
07	822	1217	100	100	2239	329	2568	2660	421	100	321
08	834	1234	100	100	2268	334	2602	2660	392	100	292
09	846	1252	100	100	2298	338	2636	2660	362	100	262
10	858	1270	100	100	2328	343	2671	2720	392	100	292
11	870	1288	100	100	2358	348	2706	2720	362	100	262
12	885	1310	100	100	2395	354	2749	2780	385	100	285
13	900	1332	100	100	2432	360	2792	2840	408	100	308
14	915	1354	100	100	2469	366	2835	2840	371	100	271
15	930	1376	100	100	2506	372	2878	2900	394	100	294
16	945	1399	100	100	2544	378	2922	2960	416	100	316

TABLE - 2

Existing Scale : 775-12-835-15-1030

Revised Scale : 2610-60-3150-65-3540

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	775	1147	100	100	2122	310	2432	2610	488	100	388
02	787	1165	100	100	2152	315	2467	2610	458	100	358
03	799	1183	100	100	2182	320	2502	2610	428	100	328
04	811	1200	100	100	2211	324	2535	2670	459	100	359
05	823	1218	100	100	2241	329	2570	2670	429	100	329
06	835	1236	100	100	2271	334	2605	2670	399	100	299
07	850	1258	100	100	2308	340	2648	2730	422	100	322
08	865	1280	100	100	2345	346	2691	2730	385	100	285
09	880	1302	100	100	2382	352	2734	2790	408	100	308
10	895	1325	100	100	2420	358	2778	2790	370	100	270
11	910	1347	100	100	2457	364	2821	2850	393	100	293
12	925	1369	100	100	2494	370	2864	2910	416	100	316
13	940	1391	100	100	2531	376	2907	2910	379	100	279
14	955	1413	100	100	2568	382	2950	2970	402	100	302
15	970	1436	100	100	2606	388	2994	3030	424	100	324
16	985	1458	100	100	2643	394	3037	3090	447	100	347
17	1000	1480	100	100	2680	400	3080	3090	410	100	310
18	1015	1502	100	102	2719	406	3125	3150	431	102	329
19	1030	1524	100	103	2757	412	3169	3215	458	103	355

TABLE - 3

Existing Scale : 800-15-1010-20-1150

Revised Scale : 2650-65-3300-70-4000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ w.e. 01.04
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	800	1184	100	100	2184	320	2504	2650	466	100	366
02	815	1206	100	100	2221	326	2547	2650	429	100	329
03	830	1228	100	100	2258	332	2590	2650	392	100	292
04	845	1251	100	100	2296	338	2634	2715	419	100	319
05	860	1273	100	100	2333	344	2677	2715	382	100	282
06	875	1295	100	100	2370	350	2720	2780	410	100	310
07	890	1317	100	100	2407	356	2763	2780	373	100	273
08	905	1339	100	100	2444	362	2806	2845	401	100	301
09	920	1362	100	100	2482	368	2850	2910	428	100	328
10	935	1384	100	100	2519	374	2893	2910	391	100	291
11	950	1406	100	100	2556	380	2936	2975	419	100	319
12	965	1428	100	100	2593	386	2979	3040	447	100	347
13	980	1450	100	100	2630	392	3022	3040	410	100	310
14	995	1473	100	100	2668	398	3066	3105	437	100	337
15	1010	1495	100	101	2706	404	3110	3170	464	101	363
16	1030	1524	100	103	2757	412	3169	3170	413	103	310
17	1050	1554	100	105	2809	420	3229	3235	426	105	321
18	1070	1584	100	107	2861	428	3289	3300	439	107	332
19	1090	1613	100	109	2912	436	3348	3370	458	109	349
20	1110	1643	100	111	2964	444	3408	3440	476	111	365
21	1130	1672	100	113	3015	452	3467	3510	495	113	382
22	1150	1702	100	115	3067	460	3527	3580	513	115	398



TABLE - 5

Existing Scale : 950-20-1150-25-1500

Revised Scale : 3050-75-3950-80-4590

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	950	1406	100	100	2556	380	2936	3050	494	100
02	970	1436	100	100	2606	388	2994	3050	444	100
03	990	1465	100	100	2655	396	3051	3125	470	100
04	1010	1495	100	101	2706	404	3110	3125	419	101
05	1030	1524	100	103	2757	412	3169	3200	443	103
06	1050	1554	100	105	2809	420	3229	3275	466	105
07	1070	1584	100	107	2861	428	3289	3350	489	107
08	1090	1613	100	109	2912	436	3348	3350	438	109
09	1110	1643	100	111	2964	444	3408	3425	461	111
10	1130	1672	100	113	3015	452	3467	3500	485	113
11	1150	1702	100	115	3067	460	3527	3575	508	115
12	1175	1739	100	118	3132	470	3602	3650	518	118
13	1200	1776	100	120	3196	480	3676	3725	529	120
14	1225	1813	100	123	3261	490	3751	3800	539	123
15	1250	1850	100	125	3325	500	3825	3875	550	125
16	1275	1887	100	128	3390	510	3900	3950	560	128
17	1300	1924	100	130	3454	520	3974	4030	576	130
18	1325	1961	100	133	3519	530	4049	4110	591	133
19	1350	1998	100	135	3583	540	4123	4190	607	135
20	1375	2035	100	138	3648	550	4198	4270	622	138
21	1400	2072	100	140	3712	560	4272	4350	638	140
22	1425	2109	100	143	3777	570	4347	4350	573	143
23	1450	2146	100	145	3841	580	4421	4430	589	145
24	1475	2183	100	148	3906	590	4496	4510	604	148
25	1500	2220	100	150	3970	600	4570	4590	620	150



TABLE - 7

Existing Scale : 1100-25-1150-30-1660

Revised Scale : 3625-85-4900

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ w.e.f 01.01.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1100	1628	100	110	2938	440	3378	3625	687	110	57
02	1125	1665	100	113	3003	450	3453	3625	622	113	50
03	1150	1702	100	115	3067	460	3527	3625	558	115	44
04	1180	1746	100	118	3144	472	3616	3710	566	118	44
05	1210	1791	100	121	3222	484	3706	3710	488	121	36
06	1240	1835	100	124	3299	496	3795	3880	581	124	45
07	1270	1880	100	127	3377	508	3885	3965	588	127	46
08	1300	1924	100	130	3454	520	3974	4050	596	130	46
09	1330	1968	100	133	3531	532	4063	4135	604	133	47
10	1360	2013	100	136	3609	544	4153	4220	611	136	47
11	1390	2057	100	139	3686	556	4242	4305	619	139	48
12	1420	2102	100	142	3764	568	4332	4390	626	142	48
13	1450	2146	100	145	3841	580	4421	4475	634	145	48
14	1480	2190	100	148	3918	592	4510	4560	642	148	49
15	1510	2235	100	151	3996	604	4600	4645	649	151	49
16	1540	2279	100	154	4073	616	4689	4730	657	154	50
17	1570	2324	100	157	4151	628	4779	4815	664	157	50
18	1600	2368	100	160	4228	640	4868	4900	672	160	51
19	1630	2412	100	163	4305	652	4957	4900	595	163	43
20	1660	2457	100	166	4383	664	5047	4900	517	166	35

TABLE - 8

Existing Scale : 1200-30-1560-40-2040

Revised Scale : 4000-100-6000

IR III % of basic min of Rs. 100 (11)	Differ w.e.f 01.04.96 (12)	Span of year (1)	Stage in existing scale (2)	DA as on 01.01.96 (3)	IR I (4)	IR II 10% of basic min of Rs. 100 (5)	Total of col 2+3+4+5 (6)	40 % of basic pay in col 2 (7)	Gross total col 6 + 7 (8)	Stage in the revised scale (9)	Differ 1 w.e.f 01.01.96 (10)	IR III 10% of basic min of Rs. 100 (11)	Differ 2 w.e.f 01.04.96 (12)
110	57	01	1200	1776	100	120	3196	480	3676	4000	804	120	684
113	50	02	1230	1820	100	123	3273	492	3765	4000	727	123	604
115	44	03	1260	1865	100	126	3351	504	3855	4000	649	126	523
118	44	04	1290	1909	100	129	3428	516	3944	4100	672	129	543
121	36	05	1320	1954	100	132	3506	528	4034	4100	594	132	462
124	45	06	1350	1998	100	135	3583	540	4123	4200	617	135	482
127	46	07	1380	2042	100	138	3660	552	4212	4300	640	138	502
130	46	08	1410	2087	100	141	3738	564	4302	4400	662	141	521
133	47	09	1440	2131	100	144	3815	576	4391	4400	585	144	441
136	47	10	1470	2176	100	147	3893	588	4481	4500	607	147	460
139	48	11	1500	2220	100	150	3970	600	4570	4600	630	150	480
142	48	12	1530	2264	100	153	4047	612	4659	4700	653	153	500
145	48	13	1560	2309	100	156	4125	624	4749	4800	675	156	519
148	49	14	1600	2368	100	160	4228	640	4868	4900	672	160	512
151	49	15	1640	2427	100	164	4331	656	4987	5000	669	164	505
154	50	16	1680	2486	100	168	4434	672	5106	5200	766	168	598
157	50	17	1720	2546	100	172	4538	688	5226	5300	762	172	590
160	51	18	1760	2605	100	176	4641	704	5345	5400	759	176	583
163	43	19	1800	2664	100	180	4744	720	5464	5500	756	180	576
166	35	20	1840	2723	100	184	4847	736	5583	5600	753	184	569
		21	1880	2782	100	188	4950	752	5702	5800	850	188	662
		22	1920	2842	100	192	5054	768	5822	5900	846	192	654
		23	1960	2901	100	196	5157	784	5941	6000	843	196	647
		24	2000	2960	100	200	5260	800	6060	6000	740	200	540
		25	2040	3019	100	204	5363	816	6179	6000	637	204	433

TABLE - 9

Existing Scale : 1320-30-1560-40-2040

Revised Scale : 4300-100-6000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1320	1954	100	132	3506	528	4034	4300	794	132	662
02	1350	1998	100	135	3583	540	4123	4300	717	135	582
03	1380	2042	100	138	3660	552	4212	4300	640	138	502
04	1410	2087	100	141	3738	564	4302	4400	662	141	521
05	1440	2131	100	144	3815	576	4391	4400	585	144	441
06	1470	2176	100	147	3893	588	4481	4500	607	147	460
07	1500	2220	100	150	3970	600	4570	4600	630	150	480
08	1530	2264	100	153	4047	612	4659	4700	653	153	500
09	1560	2309	100	156	4125	624	4749	4800	675	156	519
10	1600	2368	100	160	4228	640	4868	4900	672	160	512
11	1640	2427	100	164	4331	656	4987	5000	669	164	505
12	1680	2486	100	168	4434	672	5106	5200	766	168	598
13	1720	2546	100	172	4538	688	5226	5300	762	172	590
14	1760	2605	100	176	4641	704	5345	5400	759	176	583
15	1800	2664	100	180	4744	720	5464	5500	756	180	576
16	1840	2723	100	184	4847	736	5583	5600	753	184	569
17	1880	2782	100	188	4950	752	5702	5800	850	188	662
18	1920	2842	100	192	5054	768	5822	5900	846	192	654
19	1960	2901	100	196	5157	784	5941	6000	843	196	647
20	2000	2960	100	200	5260	800	6060	6000	740	200	540
21	2040	3019	100	204	5363	816	6179	6000	637	204	433

TABLE - 10

Existing Scale : 1350-30-1440-40-1800-50-2200

Revised Scale : 4500-125-7000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1350	1998	100	135	3583	540	4123	4500	917	135	782
02	1380	2042	100	138	3660	552	4212	4500	840	138	702
03	1410	2087	100	141	3738	564	4302	4500	762	141	621
04	1440	2131	100	144	3815	576	4391	4625	810	144	666
05	1480	2190	100	148	3918	592	4510	4625	707	148	559
06	1520	2250	100	152	4022	608	4630	4750	728	152	576
07	1560	2309	100	156	4125	624	4749	4750	625	156	469
08	1600	2368	100	160	4228	640	4868	4875	647	160	487
09	1640	2427	100	164	4331	656	4987	5000	669	164	505
10	1680	2486	100	168	4434	672	5106	5125	691	168	523
11	1720	2546	100	172	4538	688	5226	5250	712	172	540
12	1760	2605	100	176	4641	704	5345	5375	734	176	558
13	1800	2664	100	180	4744	720	5464	5500	756	180	576
14	1850	2738	100	185	4873	740	5613	5625	752	185	567
15	1900	2812	100	190	5002	760	5762	5875	873	190	683
16	1950	2886	100	195	5131	780	5911	6000	869	195	674
17	2000	2960	100	200	5260	800	6060	6125	865	200	665
18	2050	3034	100	205	5389	820	6209	6250	861	205	656
19	2100	3108	100	210	5518	840	6358	6375	857	210	647
20	2150	3182	100	215	5647	860	6507	6625	978	215	763
21	2200	3256	100	220	5776	880	6656	6750	974	220	754

TABLE - 11

Existing Scale : 1400-40-1600-50-2300-60-2600

Revised Scale : 5000-150-8000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1400	2072	100	140	3712	560	4272	5000	1288	140	1148
02	1440	2131	100	144	3815	576	4391	5000	1185	144	1041
03	1480	2190	100	148	3918	592	4510	5000	1082	148	934
04	1520	2250	100	152	4022	608	4630	5150	1128	152	976
05	1560	2309	100	156	4125	624	4749	5150	1025	156	869
06	1600	2368	100	160	4228	640	4868	5150	922	160	762
07	1650	2442	100	165	4357	660	5017	5300	943	165	778
08	1700	2516	100	170	4486	680	5166	5300	814	170	644
09	1750	2590	100	175	4615	700	5315	5450	835	175	660
10	1800	2664	100	180	4744	720	5464	5600	856	180	676
11	1850	2738	100	185	4873	740	5613	5750	877	185	692
12	1900	2812	100	190	5002	760	5762	5900	898	190	708
13	1950	2886	100	195	5131	780	5911	6050	919	195	724
14	2000	2960	100	200	5260	800	6060	6200	940	200	740
15	2050	3034	100	205	5389	820	6209	6350	961	205	756
16	2100	3108	100	210	5518	840	6358	6500	982	210	772
17	2150	3182	100	215	5647	860	6507	6650	1003	215	788
18	2200	3256	100	220	5776	880	6656	6800	1024	220	804
19	2250	3330	100	225	5905	900	6805	6950	1045	225	820
20	2300	3404	100	230	6034	920	6954	7100	1066	230	836
21	2360	3493	100	236	6189	944	7133	7250	1061	236	825
22	2420	3582	100	242	6344	968	7312	7400	1056	242	814
23	2480	3670	100	248	6498	992	7490	7550	1052	248	804
24	2540	3759	100	254	6653	1016	7669	7700	1047	254	793
25	2600	3848	100	260	6808	1040	7848	7850	1042	260	782

TABLE - 12

Existing Scale : 1600-50-2300-60-2660

Revised Scale : 5300-150-8300

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1600	2368	100	160	4228	640	4868	5300	1072	160	912
02	1650	2442	100	165	4357	660	5017	5300	943	165	778
03	1700	2516	100	170	4486	680	5166	5300	814	170	644
04	1750	2590	100	175	4615	700	5315	5450	835	175	660
05	1800	2664	100	180	4744	720	5464	5600	856	180	676
06	1850	2738	100	185	4873	740	5613	5750	877	185	692
07	1900	2812	100	190	5002	760	5762	5900	898	190	708
08	1950	2886	100	195	5131	780	5911	6050	919	195	724
09	2000	2960	100	200	5260	800	6060	6200	940	200	740
10	2050	3034	100	205	5389	820	6209	6350	961	205	756
11	2100	3108	100	210	5518	840	6358	6500	982	210	772
12	2150	3182	100	215	5647	860	6507	6650	1003	215	788
13	2200	3256	100	220	5776	880	6656	6800	1024	220	804
14	2250	3330	100	225	5905	900	6805	6950	1045	225	820
15	2300	3404	100	230	6034	920	6954	7100	1066	230	836
16	2360	3493	100	236	6189	944	7133	7250	1061	236	825
17	2420	3582	100	242	6344	968	7312	7400	1056	242	814
18	2480	3670	100	248	6498	992	7490	7550	1052	248	804
19	2540	3759	100	254	6653	1016	7669	7700	1047	254	793
20	2600	3848	100	260	6808	1040	7848	7850	1042	260	782
21	2660	3937	100	266	6963	1064	8027	8150	1187	266	921

TABLE - 13

Existing Scale : 1640-60-2600-75-2900

Revised Scale : 5500-175-9000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ w.e.f 01.01.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1640	2427	100	164	4331	656	4987	5500	1169	164	100
02	1700	2516	100	170	4486	680	5166	5500	1014	170	84
03	1760	2605	100	176	4641	704	5345	5500	859	176	68
04	1820	2694	100	182	4796	728	5524	5675	879	182	69
05	1880	2782	100	188	4950	752	5702	5850	900	188	71
06	1940	2871	100	194	5105	776	5881	6025	920	194	72
07	2000	2960	100	200	5260	800	6060	6200	940	200	74
08	2060	3049	100	206	5415	824	6239	6375	960	206	75
09	2120	3138	100	212	5570	848	6418	6550	980	212	76
10	2180	3226	100	218	5724	872	6596	6725	1001	218	78
11	2240	3315	100	224	5879	896	6775	6900	1021	224	79
12	2300	3404	100	230	6034	920	6954	7075	1041	230	81
13	2360	3493	100	236	6189	944	7133	7250	1061	236	82
14	2420	3582	100	242	6344	968	7312	7425	1081	242	83
15	2480	3670	100	248	6498	992	7490	7600	1102	248	85
16	2540	3759	100	254	6653	1016	7669	7775	1122	254	86
17	2600	3848	100	260	6808	1040	7848	7950	1142	260	88
18	2675	3959	100	268	7002	1070	8072	8125	1123	268	85
19	2750	4070	100	275	7195	1100	8295	8300	1105	275	83
20	2825	4181	100	283	7389	1130	8519	8650	1261	283	97
21	2900	4292	100	290	7582	1160	8742	8825	1243	290	95

TABLE - 14

Existing Scale : 1820-60-2300-75-3200

Revised Scale : 5900-200-9900

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1820	2694	100	182	4796	728	5524	5900	1704	182	922
02	1880	2782	100	188	4950	752	5702	5900	950	188	762
03	1940	2871	100	194	5105	776	5881	5900	795	194	601
04	2000	2960	100	200	5260	800	6060	6100	840	200	640
05	2060	3049	100	206	5415	824	6239	6300	885	206	679
06	2120	3138	100	212	5570	848	6418	6500	930	212	718
07	2180	3226	100	218	5724	872	6596	6700	976	218	758
08	2240	3315	100	224	5879	896	6775	6900	1021	224	797
09	2300	3404	100	230	6034	920	6954	7100	1066	230	836
10	2375	3515	100	238	6228	950	7178	7300	1072	238	834
11	2450	3626	100	245	6421	980	7401	7500	1079	245	834
12	2525	3737	100	253	6615	1010	7625	7700	1085	253	832
13	2600	3848	100	260	6808	1040	7848	7900	1092	260	832
14	2675	3959	100	268	7002	1070	8072	8100	1098	268	830
15	2750	4070	100	275	7195	1100	8295	8300	1105	275	830
16	2825	4181	100	283	7389	1130	8519	8700	1311	283	1028
17	2900	4292	100	290	7582	1160	8742	8900	1318	290	1028
18	2975	4403	100	298	7776	1190	8966	9100	1324	298	1026
19	3050	4514	100	305	7969	1220	9189	9300	1331	305	1026
20	3125	4625	100	313	8163	1250	9413	9500	1337	313	1024
21	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024

TABLE - 15

Existing Scale : 2000-60-2300-75-3200

Revised Scale : 6500-200-10500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ w. 01.01.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2000	2960	100	200	5260	800	6060	6500	1240	200	1040
02	2060	3049	100	206	5415	824	6239	6500	1085	206	879
03	2120	3138	100	212	5570	848	6418	6500	930	212	718
04	2180	3226	100	218	5724	872	6596	6700	976	218	758
05	2240	3315	100	224	5879	896	6775	6900	1021	224	798
06	2300	3404	100	230	6034	920	6954	7100	1066	230	838
07	2375	3515	100	238	6228	950	7178	7300	1072	238	838
08	2450	3626	100	245	6421	980	7401	7500	1079	245	833
09	2525	3737	100	253	6615	1010	7625	7700	1085	253	833
10	2600	3848	100	260	6808	1040	7848	7900	1092	260	833
11	2675	3959	100	268	7002	1070	8072	8100	1098	268	833
12	2750	4070	100	275	7195	1100	8295	8300	1105	275	833
13	2825	4181	100	283	7389	1130	8519	8700	1311	283	1028
14	2900	4292	100	290	7582	1160	8742	8900	1318	290	1028
15	2975	4403	100	298	7776	1190	8966	9100	1324	298	1026
16	3050	4514	100	305	7969	1220	9189	9300	1331	305	1026
17	3125	4625	100	313	8163	1250	9413	9500	1337	313	1024
18	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024

TABLE - 16

Existing Scale : 2000-60-2300-75-3200-100-3500

Revised Scale : 6500-200-11100

er 2 :f 4.96 2)	Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
40	01	2000	2960	100	200	5260	800	6060	6500	1240	200	1040
79	02	2060	3049	100	206	5415	824	6239	6500	1085	206	879
18	03	2120	3138	100	212	5570	848	6418	6500	930	212	718
58	04	2180	3226	100	218	5724	872	6596	6700	976	218	758
97	05	2240	3315	100	224	5879	896	6775	6900	1021	224	797
36	06	2300	3404	100	230	6034	920	6954	7100	1066	230	836
34	07	2375	3515	100	238	6228	950	7178	7300	1072	238	834
34	08	2450	3626	100	245	6421	980	7401	7500	1079	245	834
32	09	2525	3737	100	253	6615	1010	7625	7700	1085	253	832
32	10	2600	3848	100	260	6808	1040	7848	7900	1092	260	832
30	11	2675	3959	100	268	7002	1070	8072	8100	1098	268	830
30	12	2750	4070	100	275	7195	1100	8295	8300	1105	275	830
28	13	2825	4181	100	283	7389	1130	8519	8700	1311	283	1028
28	14	2900	4292	100	290	7582	1160	8742	8900	1318	290	1028
26	15	2975	4403	100	298	7776	1190	8966	9100	1324	298	1026
26	16	3050	4514	100	305	7969	1220	9189	9300	1331	305	1026
24	17	3125	4625	100	313	8163	1250	9413	9500	1337	313	1024
24	18	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024
	19	3300	4884	100	330	8614	1320	9934	10100	1486	330	1156
	20	3400	5032	100	340	8872	1360	10232	10300	1428	340	1088
	21	3500	5180	100	350	9130	1400	10530	10700	1570	350	1220

TABLE - 17

Existing Scale : 2200-75-2800-100-4000

Revised Scale : 8000-275-13500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2200	3256	100	220	5776	880	6656	8000	2224	220	2004
02	2275	3367	100	228	5970	910	6880	8000	2030	228	1802
03	2350	3478	100	235	6163	940	7103	8000	1837	235	1602
04	2425	3589	100	243	6357	970	7327	8275	1918	243	1675
05	2500	3700	100	250	6550	1000	7550	8275	1725	250	1475
06	2575	3811	100	258	6744	1030	7774	8275	1531	258	1273
07	2650	3922	100	265	6937	1060	7997	8550	1613	265	1348
08	2725	4033	100	273	7131	1090	8221	8550	1419	273	1146
09	2800	4144	100	280	7324	1120	8444	8550	1226	280	946
10	2900	4292	100	290	7582	1160	8742	8825	1243	290	953
11	3000	4440	100	300	7840	1200	9040	9100	1260	300	960
12	3100	4588	100	310	8098	1240	9338	9375	1277	310	967
13	3200	4736	100	320	8356	1280	9636	9650	1294	320	974
14	3300	4884	100	330	8614	1320	9934	10200	1586	330	1256
15	3400	5032	100	340	8872	1360	10232	10475	1603	340	1263
16	3500	5180	100	350	9130	1400	10530	10750	1620	350	1270
17	3600	5180	100	360	9240	1440	10680	10750	1510	360	1150
18	3700	5180	100	370	9350	1480	10830	11025	1675	370	1305
19	3800	5180	100	380	9460	1520	10980	11025	1565	380	1185
20	3900	5180	100	390	9570	1560	11130	11300	1730	390	1340
21	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220

TABLE - 18

Existing Scale : 2500-75-2800-100-4200

Revised Scale : 9100-275-14050

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2500	3700	100	250	6550	1000	7550	9100	2550	250	2300
02	2575	3811	100	258	6744	1030	7774	9100	2356	258	2098
03	2650	3922	100	265	6937	1060	7997	9100	2163	265	1898
04	2725	4033	100	273	7131	1090	8221	9375	2244	273	1971
05	2800	4144	100	280	7324	1120	8444	9375	2051	280	1771
06	2900	4292	100	290	7582	1160	8742	9375	1793	290	1503
07	3000	4440	100	300	7840	1200	9040	9650	1810	300	1510
08	3100	4588	100	310	8098	1240	9338	9650	1552	310	1242
09	3200	4736	100	320	8356	1280	9636	9650	1294	320	974
10	3300	4884	100	330	8614	1320	9934	10200	1586	330	1256
11	3400	5032	100	340	8872	1360	10232	10475	1603	340	1263
12	3500	5180	100	350	9130	1400	10530	10750	1620	350	1270
13	3600	5180	100	360	9240	1440	10680	10750	1510	360	1150
14	3700	5180	100	370	9350	1480	10830	11025	1675	370	1305
15	3800	5180	100	380	9460	1520	10980	11025	1565	380	1185
16	3900	5180	100	390	9570	1560	11130	11300	1730	390	1340
17	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220
18	4100	5180	100	410	9790	1640	11430	11575	1785	410	1375
19	4200	5180	100	420	9900	1680	11580	11850	1950	420	1530

TABLE - 19

Existing Scale : 3000-100-3500-125-4500

Revised Scale : 10000-325-15200

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3000	4440	100	300	7840	1200	9040	10000	2160	300	1860
02	3100	4588	100	310	8098	1240	9338	10000	1902	310	1592
03	3200	4736	100	320	8356	1280	9636	10000	1644	320	1324
04	3300	4884	100	330	8614	1320	9934	10325	1711	330	1381
05	3400	5032	100	340	8872	1360	10232	10325	1453	340	1113
06	3500	5180	100	350	9130	1400	10530	10650	1520	350	1170
07	3625	5180	100	363	9268	1450	10718	10975	1707	363	1344
08	3750	5180	100	375	9405	1500	10905	10975	1570	375	1195
09	3875	5180	100	388	9543	1550	11093	11300	1757	388	1369
10	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220
11	4125	5180	100	413	9818	1650	11468	11625	1807	413	1394
12	4250	5180	100	425	9955	1700	11655	11950	1995	425	1570
13	4375	5180	100	438	10093	1750	11843	11950	1857	438	1419
14	4500	5180	100	450	10230	1800	12030	12275	2045	450	1595

TABLE - 20

Existing Scale : 3700-125-4700-150-5000

Revised Scale : 12000-375-16500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3700	5180	100	370	9350	1480	10830	12000	2650	370	2280
02	3825	5180	100	383	9488	1530	11018	12000	2512	383	2129
03	3950	5180	100	395	9625	1580	11205	12000	2375	395	1980
04	4075	5180	100	408	9763	1630	11393	12375	2612	408	2204
05	4200	5180	100	420	9900	1680	11580	12375	2475	420	2055
06	4325	5180	100	433	10038	1730	11768	12375	2337	433	1904
07	4450	5180	100	445	10175	1780	11955	12750	2575	445	2130
08	4575	5180	100	458	10313	1830	12143	12750	2437	458	1979
09	4700	5217	100	470	10487	1880	12367	12750	2263	470	1793
10	4850	5384	100	485	10819	1940	12759	13125	2306	485	1821
11	5000	5550	100	500	11150	2000	13150	13500	2350	500	1850

TABLE - 21

Existing Scale : 3950-125-4700-150-5000

Revised Scale : 12750-375-16500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3950	5180	100	395	9625	1580	11205	12750	3125	395	2730
02	4075	5180	100	408	9763	1630	11393	12750	2987	408	2579
03	4200	5180	100	420	9900	1680	11580	12750	2850	420	2430
04	4325	5180	100	433	10038	1730	11768	13125	3087	433	2654
05	4450	5180	100	445	10175	1780	11955	13125	2950	445	2505
06	4575	5180	100	458	10313	1830	12143	13125	2812	458	2354
07	4700	5217	100	470	10487	1880	12367	13500	3013	470	2543
08	4850	5384	100	485	10819	1940	12759	13500	2681	485	2196
09	5000	5550	100	500	11150	2000	13150	13500	2350	500	1850

TABLE - 22

Existing Scale : 4100-125-4850-150-5300

Revised Scale : 14300-400-18300

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4100	5180	100	410	9790	1640	11430	14300	4510	410	4100
02	4225	5180	100	423	9928	1690	11618	14300	4372	423	3949
03	4350	5180	100	435	10065	1740	11805	14300	4235	435	3800
04	4475	5180	100	448	10203	1790	11993	14700	4497	448	4049
05	4600	5180	100	460	10340	1840	12180	14700	4360	460	3900
06	4725	5245	100	473	10543	1890	12433	14700	4157	473	3684
07	4850	5384	100	485	10819	1940	12759	15100	4281	485	3796
08	5000	5550	100	500	11150	2000	13150	15100	3950	500	3450
09	5150	5717	100	515	11482	2060	13542	15100	3618	515	3103
10	5300	5883	100	530	11813	2120	13933	15500	3687	530	3157

TABLE - 23

Existing Scale : 4500-150-5700

Revised Scale : 15000-400-18600

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	15000	4770	450	4320
02	4650	5180	100	465	10395	1860	12255	15000	4605	465	4140
03	4800	5328	100	480	10708	1920	12628	15000	4292	480	3812
04	4950	5495	100	495	11040	1980	13020	15400	4360	495	3865
05	5100	5661	100	510	11371	2040	13411	15400	4029	510	3519
06	5250	5828	100	525	11703	2100	13803	15400	3697	525	3172
07	5400	5994	100	540	12034	2160	14194	15800	3766	540	3226
08	5550	6161	100	555	12366	2220	14586	15800	3434	555	2879
09	5700	6327	100	570	12697	2280	14977	15800	3103	570	2533

TABLE - 24

Existing Scale : 5100-150-5700

Revised Scale : 16400-450-20000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	5100	5661	100	510	11371	2040	13411	16400	5029	510	4519
02	5250	5828	100	525	11703	2100	13803	16400	4697	525	4172
03	5400	5994	100	540	12034	2160	14194	16400	4366	540	3826
04	5550	6161	100	555	12366	2220	14586	16850	4484	555	3929
05	5700	6327	100	570	12697	2280	14977	16850	4153	570	3583

TABLE - 25

Existing Scale : 5500-200-6500

Revised Scale : 17400-500-21900

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40 % of basic pay in col 2	Gross total col 6 + 7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	5500	6105	100	550	12255	2200	14455	17400	5145	550	4595
02	5700	6327	100	570	12697	2280	14977	17400	4703	570	4133
03	5900	6327	100	590	12917	2360	15277	17400	4483	590	3893
04	6100	6327	100	610	13137	2440	15577	17900	4763	610	4153
05	6300	6327	100	630	13357	2520	15877	17900	4543	630	3913
06	6500	6327	100	650	13577	2600	16177	17900	4323	650	3673

**APPENDIX - III**  
[See paragraph 5 of the order]

**STATEMENT - 1**

**HOUSE RENT ALLOWANCE IN THE REVISED PAY RANGE**

Serial Number and Pay Range	Amount of House Rent Allowance (Rupees per Mensem)				
	Grade I(a) Chennai City and places around the City at a distance not exceeding 32 Kms. from the City limits	Grade I(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms. from the City limits	Places in Grade II and places around 8 Kms. from town limits	Places in Grade III	Unclassified Places
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1. Upto 2849	250	150	120	80	60
2. 2850 - 3599	280	200	150	100	70
3. 3600 - 4399	340	250	180	120	80
4. 4400 - 4999	400	300	220	150	90
5. 5000 - 5699	500	360	270	190	100
6. 5700 - 6399	600	420	320	230	110
7. 6400 - 7399	700	480	380	280	120
8. 7400 - 7799	800	550	440	330	130
9. 7800 - 8599	900	620	500	380	140
10. 8600 - 9299	1000	690	560	430	150
11. 9300 - 10499	1100	740	620	450	160
12. 10500 - 10799	1200	800	680	500	170
13. 10800 - 11299	1300	850	700	500	180
14. 11300 - 11599	1400	900	700	500	190
15. 11600 - 11899	1450	900	700	500	200
16. 11900 - 13499	1500	900	700	500	200
17. 13500 and above	1600	900	700	500	200

**APPENDIX - III**  
[See paragraph 5 of the order]

**STATEMENT - 2**

**THE REVISED RATES OF HOUSE RENT ALLOWANCE IN LIEU OF RENT FREE QUARTERS TO THE EMPLOYEES WHO ARE HITHERTO ELIGIBLE FOR RENT FREE QUARTERS**

Serial Number and Pay Range	Amount of House Rent Allowance (Rupees per Mensum)					
	Grade I(a) Chennai City and places around the City at a distance not exceeding 32 Kms. from the City limits	Grade I(b) Cities of Coimbatore and Madurai and places around them at a distance not exceeding 16 Kms. from the City limits	Grade II(a) Headquarters Kanchipuram, Vellore, Dharmapuri, Salem, Cuddalore, Thanjavur, Trichirappalli, Tirunelveli, Nagercoil, Erode, Uthagamandalam and Pudukkottai	Grade II(b) places other than those mentioned in Column (4)	Grade III Places	Unclassified Places
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1. Upto 2849	330	230	200	170	130	100
2. 2850-3599	360	280	230	200	150	110
3. 3600-4399	420	330	260	230	170	120
4. 4400-4999	480	380	300	270	200	130
5. 5000-5699	580	440	350	320	240	140
6. 5700-6399	680	500	400	370	280	150
7. 6400-7399	780	560	460	430	330	160
8. 7400-7799	880	630	520	490	380	170
9. 7800-8599	980	700	580	550	430	180
10. 8600-9299	1080	770	640	610	480	190
11. 9300-10499	1180	820	700	670	500	200
12. 10500-10799	1280	880	760	730	550	210
13. 10800-11299	1380	930	780	750	550	220
14. 11300-11599	1480	980	780	750	550	230
15. 11600-11899	1530	980	780	780	550	240
16. 11900-13499	1580	980	780	780	550	240
17. 13500 and above	1680	980	780	780	550	240

## APPENDIX - IV

[See paragraph 8 of the order]

## CITY COMPENSATORY ALLOWANCE ADMISSIBLE IN THE REVISED PAY RANGE

Sl.No.	Pay Range	Chennai City and areas around the City at a distance not exceeding 32 kms. from the City limits	Cities of Coimbatore, Madurai, Salem and Tiruchirappalli and areas around them at a distance not exceeding 16 kms. from the City limits
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1.	Below 3000	90	45
2.	3000—4499	125	65
3.	4500—5999	200	100
4.	6000 and above	300	180

## APPENDIX - V

[See paragraph 3 (e) of the Order]

STATEMENT OF FIXATION OF PAY OF INDIVIDUAL GOVERNMENT  
SERVANT IN THE REVISED SCALE OF PAY.

Department	:	
Office	:	
Name of the Government Servant	:	
Date of:-	:	
(a) Exercising Option	:	
(b) Receipt of option by Head of Office	:	
Whether option has been attached to the Service Book	:	
Date opted to come over to the revised scale	:	
		Substantive                      Officiating or temporary
1. Name of the post	:	
2. Existing scale of pay	:	
3. Present emoluments on the 1st January 1996 or on the date of the employee joining the service if Rule (4)(2)(ii) is applicable	:	
(i) Pay	:	
(ii) Personal Pay (P.P. to be treated as pay as per Note 2 under Rule 2).	:	
(iii) Dearness allowance as on 1st January 1996 on pay and Personal Pay if any.	:	

(iv) First instalment of Interim Relief ,..... (Rs.100/-)

(v) Second instalment of Interim Relief (10% of pay subject to a minimum of Rs.100/-

(vi) 40% of pay

Total emoluments at 1510 points

4. Revised Scale of Pay :

5. (i) Pay in the revised scale at the stage corresponding to the existing pay as per 3(i) above as indicated in the Fitment Table

(ii) Fitment Table No :

6. 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 rule

7. Is this a case in which the revised pay cannot be fixed with reference to the Fitment Table?. If so why?

8. If the answer to the question at Serial No.7 is 'yes' the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail

9. Date of next increment in the revised scale :

10. Quantum of Special Pay, if any, attached to the post

**Head of Office  
Accountant General  
Pay and Accounts Officer**

**APPENDIX – VI**  
[See paragraph 3(f) of order]

An Assistant is drawing a basic pay of Rs.1320/- as on 1.1.1996 plus personal pay of Rs.60/- in the existing scale of pay of Rs.1200-30-1560-40-2040. His pay in the revised scale of Rs.4000-100-6000 shall be fixed at Rs.4300/- as on 1.1.1996. The subsequent increment on 1.7.1996 raised his pay to Rs.4400/- on 1.7.1996 and to Rs.4500/- on 1.7.1997. His arrears from 1.1.1996 to 31.3.1998 shall be calculated as below:-

From 1.1.1996 to 31.3.1996

	Due	Drawn	Difference	Arrears
Pay	4300	1320		
Personal Pay	-	60		
Dearness Allowance	-	(148%) 2042		
Interim Relief – I		100		
Interim Relief – II		132		
<b>Total</b>	<b>4300</b>	<b>3654</b>	<b>646 x 3</b>	<b>1938</b>

From 1.4.1996 to 30.6.1996

Pay	4300	1320		
Personal Pay	-	60		
Dearness Allowance	-	(148%) 2042		
Interim Relief – I		100		
Interim Relief – II		132		
Interim Relief – III		132		
<b>Total</b>	<b>4300</b>	<b>3786</b>	<b>514 x 3</b>	<b>1542</b>

..contd.

	Due	Drawn	Difference	Arrears
From 1.7.1996 to 31.12.1996				
Pay	4400	1350		
Personal Pay	-	60		
Dearness Allowance	(4%) 176	(159%) 2242		
Interim Relief – I		100		
Interim Relief – II		135		
Interim Relief – III		135		
<b>Total</b>	<b>4576</b>	<b>4022</b>	<b>554 x 6</b>	<b>3324</b>
From 1.1.1997 to 30.6.1997				
Pay	4400	1350		
Personal Pay	-	60		
Dearness Allowance	(8%) 352	(170%) 2397		
Interim Relief – I		100		
Interim Relief – II		135		
Interim Relief – III		135		
<b>Total</b>	<b>4752</b>	<b>4177</b>	<b>575 x 6</b>	<b>3450</b>

..contd.

	Due	Drawn	Difference	Arrears
From 1.7.1997 to 31.3.1998				
Pay	4500	1380		
Personal Pay	-	60		
Dearness Allowance	(13%) 585	(182%) 2621		
Interim Relief - I		100		
Interim Relief - II		138		
Interim Relief - III		138		
<b>Total</b>	<b>5085</b>	<b>4437</b>	<b>648 x 9</b>	<b>5832</b>
<b>Grand Total:</b>				<b>Rs.16086</b>

Total arrears for the period from 1.1.96 to 31.3.98	Rs. 16086
Initial claim of 80% arrears	12869
60% arrears	<b>9652</b>
LESS: Amount already credited to General Provident Fund account	2000
Amount to be credited to General Provident Fund account	<b>7652</b>
20% of arrears	3217
LESS : Amount already drawn	1000
First instalment of arrears to be paid in cash during 1998-99	<b>2217</b>
Balance 20% of arrears to be paid latter as second instalment (3217 - 1000) = 2217	<b>2217</b>