


<p>केनरा बैंक  Canara Bank</p> <p><b>INDUSTRIAL RELATIONS SECTION</b>  <b>PERSONNEL WING</b>  <b>HEAD OFFICE : BANGALORE</b></p>	<p><b>CIRCULAR NO. : 190/ 2010</b>  <b>I N D E X : STF - 11</b>  <b>D A T E : 29.05.2010</b></p> <p style="text-align: center;"><b>A J P E</b></p>
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**SUB : IX BIPARTITE SETTLEMENT**

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The IX Bipartite Settlement regarding salary, allowances and other terms and conditions of service of Workmen Employees has been signed on 27.04.2010.

We furnish herebelow the revised salary and allowances. Other terms and conditions of service and other issues are furnished in the Annexures.

**1. Scales of Pay**

(a) With effect from 1st November, 2007 the scales of pay shall be as under:-

<b>Clerical Staff</b>							
6200	400	7400	500	8900	600	11300	700
	3		3		4		7
16200	1300	17500	800	18300	(20 years)		
	1		1				
<b>Subordinate Staff</b>							
5500	200	6300	250	7550	300	8750	350
	4		5		4		3
9800	400	11000	(20 years)				
	3						

(b) With effect from 1st May 2010, the scales of pay shall be as under:

<b>Clerical Staff</b>							
7200	400	8400	500	9900	600	12300	700
	3		3		4		7
17200	1300	18500	800	19300	(20 years)		
	1		1				
<b>Subordinate Staff</b>							
5850	200	6650	250	7900	300	9100	350
	4		5		4		3
10150	400	11350	(20 years)				
	3						

*Note:*

- (a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
- (b) There shall be no change in the dates of annual increments because of the fitment.

## 2. STAGNATION INCREMENTS:

The Clerical and Subordinate staff (including permanent part-time employees on scale wages) shall be eligible for seven stagnation increments w.e.f. 1st November 2007 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw seven stagnation increments at the rate of Rs.800/- and Rs.400/- (pro rata in respect of part-time employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid, except that the seventh stagnation increment in clerical cadre will be released after two years of receiving the sixth stagnation increment.

Provided that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of six stagnation increments shall be eligible for the seventh stagnation increment on 1st November 2007 or two years after receiving the sixth stagnation increment, whichever is later.

## 3. DEFINITION OF 'PAY':

'Pay' for the purpose of D.A., HRA and superannuation benefits shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay if any.

*Note:* The increment component of Fixed Personal Pay as given in column 2 of Annexure - IV shall rank for superannuation benefits.

## 4. DEARNESS ALLOWANCE

With effect from 1st November 2007, the dearness allowance shall be payable as per the following rates:- **Clerical and Subordinate Staff** - 0.15% of 'Pay'.

*Note:* Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 2836 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

- (a) It is clarified that there shall be no ceiling on Dearness Allowance.
- (b) Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.
- (c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

**5. CITY COMPENSATORY ALLOWANCE:**

No City Compensatory Allowance shall be payable w.e.f. 1st November 2007.

**6. HOUSE RENT ALLOWANCE:**

With effect from 1st November, 2007 the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/ No Maximum]
(i)	Places with population of more than 45 lakhs	10.00
(ii)	Places with population of 12 lakhs and above including State of Goa	9.00
(iii)	Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	7.50
(iv)	Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	7.00

**Note:**

(1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.5% of the first stage of the Scales of Pay.

(2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

**7. TRANSPORT ALLOWANCE:**

Transport Allowance shall be paid as under with effect from 1st November, 2007.

**Clerical and Subordinate Staff**

Upto 15th stage of the scale of Pay - Rs.225/- per month.

16th stage of the scale of Pay and above - Rs.275/- per month

**Note:**

- (i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under:

Upto 15 years of service - Pro rata @Rs.225/- per month

Above 15 years of service - Pro rata @Rs.275/- per month.

- (ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

## 8. SPECIAL PAY:

(i) With effect from 1st November 2007 and upto 30th April 2010, the Special Pay payable to the clerical staff and subordinate staff shall be as mentioned under **Part A (a), (b), (c) and (d) in Annexure - I** to this Circular.

(ii) With effect from 1st May, 2010, posts attracting Special Pay in Clerical cadre as mentioned in **Part A (a) Annexure - I** of this Circular shall stand modified and members of clerical staff performing the said duties shall be treated as those assigned with duties of Single Window Operator 'B'.

With effect from 1st May, 2010, posts attracting Special Pay in Subordinate cadre as mentioned in **Part A (c) Annexure - I** of this Circular shall stand modified and members of Subordinate Staff performing the said duties shall be assigned with the duties of Cash Peon/ Liftman, Cyclostyle Machine operator / Relieving Liftman according to their suitability.

(iii) With effect from 1st May, 2010, posts attracting Special Pay and Special Pay thereon shall be as provided in **Part B - Annexure - I** of this Circular.

(iv) With effect from 1st May, 2010, Clerical staff who are drawing Special Pay for posts mentioned in **Part A (a) in Annexure - I** to this Circular as on 30th April, 2010 shall continue to discharge the Special Pay duties as hitherto and as provided in Schedule III of Bipartite Settlement dated 2nd June, 2005. In addition, upon their re-designation as Single Window Operator 'B' w.e.f. 1st May 2010 as provided in Clause (ii) above, they shall also be liable to discharge the duties of Single Window Operator 'B'.

With effect from 1st May 2010, Subordinate staff who are drawing Special Pay for posts mentioned in **Part A (c) in Annexure I** of this Circular as on 30th April 2010 shall continue to discharge the Special Pay duties as hitherto and as provided in Schedule III of Bipartite Settlement dated 2nd June 2005. In addition, w.e.f. 1st May 2010, they shall also be liable to discharge the duties of Cash Peon/ Liftman/ Relieving Liftman/ Cyclostyle Machine Operator according to their suitability.

(v) (a) With effect from 1st May 2010, all existing clerical staff who are not drawing any Special Pay as on 30th April 2010 shall be paid a Special Pay of Rs. 1000/- per month which shall be merged in their Basic Pay with effect from that date. They shall be designated as Single Window Operator 'A' and shall be liable to discharge the duties as provided in **Part C in Annexure I** of this Circular.

(b) With effect from 1st May 2010, all existing Subordinate staff who are not drawing any Special Pay as on 30th April, 2010, shall be paid a Special pay of Rs. 350/- per month and they shall be liable to discharge the duties as provided in **Part C in Annexure - I** to this Circular.

(vi) With effect from 1st May 2010, all Clerical and Subordinate Staff joining the Bank on and from 1st May 2010 shall be liable to discharge the duties as provided in **Part C in Annexure - I** of this Circular. Duties which require special skill such as Stenographer, Telephone Operator, Liftman, etc. shall be assigned only to those who possess the required skills.

(vii) With effect from 1st May 2010, clerical staff recruited in the Bank on and from 1st May 2010 may be required to perform, in addition to the duties provided herein under **Part C of Annexure - I**, specialized duties like Stenographer, Telephone Operator, etc. if their terms of recruitment so provides.

(viii) With effect from 1st May 2010, for all the existing Clerical staff as on 30th April 2010 and continuing in service on 1st May 2010, out of the Special Pay payable to them, an amount of Rs. 1000/- shall be merged into Basic Pay and balance amount shall be payable as Special Pay. Basic Pay shall stand increased accordingly on and from 1st May 2010. Special Pay payable thereafter shall be as provided in **Part 'B' of Annexure - I** of this Circular.

(ix) With effect from 1st May 2010, for all the existing Subordinate Staff as on 30th April 2010 and continuing in service on 1st May 2010, out of the Special Pay payable to them, an amount of Rs. 350/- shall be merged into Basic Pay and balance amount shall be payable as Special Pay. Basic Pay shall stand increased accordingly on and from 1st May 2010. Special Pay payable thereafter shall be as provided in **Part 'B' of Annexure - I** to this Circular.

(x) With effect from 1st May 2010, the duties and responsibilities of Clerical and Subordinate Staff shall be as set out in **Annexure - III** to this Circular.

(xi) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19th October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.

(xii) With effect from 1st November 2007, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in **Annexure - II** of this Circular.

(xiii) The special pay, graduation pay and professional qualification pay as mentioned in **Annexure - II** shall rank for superannuation benefits.

(xiv) A member of the non-subordinate cadre acquiring a Graduate/National Diploma in Commerce or a JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released increments for such qualification/s acquired to the extent available in the scale and in lieu of the remaining increment(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent instalments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in a case where the employee as on 27th April 2010, has already acquired any of the said qualifications and has not earned any increment or Graduation Pay / Professional Qualification Pay on account of acquiring such qualification, he may be, with effect from 1st November 2007 or the date of acquiring any of the said qualifications, whichever is later, released increment/s or Graduation Pay / PQP as provided herein above.

**(xv) Graduation Pay/ Additional increment for Direct Post Graduation:**

Non-subordinate employees who acquire graduation qualification from Universities/Open Universities which are recognized by University Grants Commission will be eligible for being granted two additional increments for graduation/ graduation pay as the case may be, those who acquire post graduate qualification without being a graduate will be granted two additional increments for graduation/ graduation pay as the case may be subject to the following conditions:

- (i) Employees who are registered under the Post Graduation courses of Open University have either passed the foundation/entrance course or attended the Bachelor's preparatory Programme; and
- (ii) They pursue the same course and take the same examination as the formal stream students.

These provisions shall have effect from the date of this settlement.

**9. HILL AND FUEL ALLOWANCE:**

Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2007:

a. At places situated at a height of 3000 metres and above	8% of pay (Max. Rs.1295/-p.m.)
b. At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. Rs.510/-p.m.)
c. At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town	3% of pay (Max. Rs.410/-p.m.)

**Note:** All other existing provisions shall remain unchanged.

**10. FIXED PERSONAL PAY :**

The Fixed Personal Pay shall be revised with effect from 1st November 2007 as per Annexure-IV of this Circular.

**11. PAYMENT OF OVERTIME ALLOWANCE:**

The overtime allowance paid to the employees for the overtime work performed upto the date of 9<sup>th</sup> Bipartite settlement dated 27.04.2010 shall not be recalculated on account of this Settlement.

**12. PROVIDENT FUND:**

(a) While the employees who are presently covered under the Pension Scheme and those who will join the Pension Scheme in terms of option being made available under Settlement dated 27th April, 2010 shall continue to contribute 10% of the Pay towards Provident Fund, there shall be no matching contribution.

(b) Employees who are presently covered under Contributory Provident Fund Scheme who do not opt for Pension Scheme being made available under the Settlement dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

(c) There shall be no Provident Fund to employees joining the services of bank on or after 1st April 2010. They shall be covered by a Defined Contributory Pension Scheme, where the employee will contribute 10% of Pay plus Dearness Allowance and the bank will make a matching contribution. The Scheme shall be governed by the provisions of the Contributory Pension Scheme as introduced for employees of Central Government with effect from 1st January 2004 and modified from time to time.

**13. PENSION:**

1. The terms of the Canara Bank Employees' Pension Regulations, 1995 dated 29th September 1995 shall not apply to the employees who join the services of Bank on or after 1st April 2010; and they shall be covered by a Defined Contributory Pension Scheme, which shall be governed by the provision of the Contributory Pension Scheme introduced for employees of the Central Government w.e.f. 1st January 2004, and as modified from time to time. Necessary amendments to the relevant provisions of the Canara Bank Employees' Pension Regulations, 1995 dated 29th September 1995 shall be carried out following the procedure in this regard.

- (i) With effect from 1st May 2005, the pension of employees who retired or died while in service during the period 1st April 1998 to 31st October 2002 will be re-fixed based on the definition of 'Pay' as defined in Clause 6(ii) of the Bipartite Settlement dated 27th March 2000. No arrears of pension and commuted value of pension will be payable on account of such re-fixing of pension.
- (ii) With effect from 1st May 2005, the pension of employees who retired or died while in service during the period 1st November 2002 to 30th April 2005 will be re-fixed based on the definition of 'Pay' as defined in Clause 6 of the

Bipartite Settlement dated 2nd June 2005. No arrears of pension or commuted value of pension will be payable on account of such re-fixation of pension.

3. (i) On and from 1.5.2005, in the case of employees who retired during the period 1.4.1998 to 31.10.2002, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over 1684 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100. Such increase or decrease in dearness relief for every said four points shall be calculated in the manner given below:

<b>Scale of Basic Pension per month</b>	<b>The rate of Dearness Relief payable as a percentage of Basic Pension</b>
(i) Upto Rs. 3550	0.24 percent
(ii) Rs.3551 to Rs.5650	0.24 per cent of pension exceeding Rs.3550 plus 0.20 per cent of the basic pension in excess of Rs.3550
(iii) Rs.5651 to Rs.6010	0.24 per cent of Rs.3550 plus 0.20 per cent of the difference between Rs.5650 and Rs. 3550 plus 0.12 per cent of basic pension in excess of Rs.5650
(iv) Above Rs.6010	0.24 per cent of Rs. 3550 plus 0.20 per cent of the difference between Rs.5650 and Rs.3550 plus 0.12 per cent difference between Rs.6010 and Rs.5650 plus 0.06 per cent of basic pension in excess of Rs.6010

(ii) In respect of retirees for the period 1.11.2002 to 30.4.2005 for whom pension has been revised w.e.f. 1.5.2005 based on definition of pay in terms of Clause 6 of the Bipartite Settlement dated 2nd June 2005, dearness relief shall be payable w.e.f. 1.5.2005 for every rise or be recoverable for every fall as the case may be of every four points over 2288 points in the quarterly average of All India Average Consumer Price Index for Industrial Workers in the series 1960=100 @ 0.18% of the basic pension.

(iii) In respect of employees who retire on or after 1.5.2005, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every four points over 2288 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100, at the rate of 0.18 per cent of basic pension.

(iv) In respect of employees who retired or died while in service on or after 1.05.2005 Dearness Relief shall be payable at 0.18% of the basic pension or family pension or invalid pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid for every rise or fall of 4 points over 2288 points in the quarterly average of the All India Average Consumer Price Index for industrial workers in the series 1960 = 100.



**Note:**

The Dearness Relief as above shall be payable for the half year commencing from the 1st day of February and ending with 31st day of July on the quarterly average of index figures published for the months October, November and December of the previous year and for the half year commencing from 1st day of August and ending with the 31st day of January on the quarterly average of the index figures published for the months of April, May and June of the same year.

**14. MEDICAL AID:**

With effect from 1st November 2007, the reimbursement of medical expenses under medical aid scheme shall be restricted to an amount of Rs.2,000/- per annum. For the year 2007, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2007.

**15. DEFINITION OF 'FAMILY':**

a. For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children), wholly dependent physically challenged brother / sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the employee.

b. The term wholly dependent child/parent, physically challenged brother/sister shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m.

If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the employee.

c. A married female employee may include her natural parents or parents-in-law under the definition of family – but not both – provided that the parents/parents-in-law are ordinarily residing with and wholly dependent on her.

**16. LEAVE FARE CONCESSION:**

The provision regarding LFC have undergone certain changes in the IX Bipartite Settlement and detailed guidelines in this regard will be issued separately.

**17. HOSPITALISATION:**

The Reimbursement of Hospitalisation expenses shall be as provided in the Settlement. We shall issue a separate Circular mentioning details of reimbursement of Hospitalisation expenses in tune with IX Bipartite Settlement separately.

**18. PART-TIME EMPLOYEES:**

With effect from 1st November 2007, Part-Time employees who are members of the subordinate staff on consolidated wages and whose normal working hours per week are 'upto 3 hours' and 'more than 3 hours' but 'less than 6 hours' shall be paid one third scale wages w.e.f. 1st May 2010. From 1st November 2007 to 30th April 2010, they shall be paid consolidated wages as under:

a. Upto 3 hours	at bank's discretion with a minimum of Rs.1030/- p.m.
b. More than 3 hours but less than 6 hours	at bank's discretion with minimum of Rs.1440/- p.m.

The employees recruited on or after 1st May 2010 in part-time scale wages shall be at minimum of one third scale wages.

**19. COMPENSATION ON TRANSFER:**

With effect from 1st May 2010, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

**By Train:**

	<b>Non Sub-staff</b>	<b>Sub-staff</b>
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

**By Road:**

If the places are not connected by rail/ out agency, actual expenses will be reimbursed for transporting the personal effects by road upto the stipulated weights by an IBA approved Transport Operator.

**20. COMPENSATION FOR LOSSES DUE TO BREAKAGE OR DAMAGE TO GOODS ON TRANSFER:**

With effect from 1st May 2010, compensation on transfer, shall be as under:-

- a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff : Rs.1,120/-  
Subordinate Staff : Rs.745/-

- b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff : Rs.745/-  
Subordinate Staff : Rs.560/-

**21. HALTING ALLOWANCE:**

With effect from 1st May 2010, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(A)	(B)	(C)
	Places with population of 12 lakhs and above and State of Goa	Places with population of 5 lakhs and above, State Capitals/ Capitals of Union Territories not covered in (A)	Other Places
Clerical Staff	Rs.500/- per diem	Rs.375/- per diem	Rs.300/- per diem
Subordinate Staff	Rs.375/- per diem	Rs.250/- per diem	Rs.185/- per diem

**22. WASHING ALLOWANCE:**

With effect from 1st May 2010, washing allowance shall be payable at Rs.100/- p.m., where the washing of livery is not arranged by the bank.

**23. CYCLE ALLOWANCE:**

With effect from 1st November 2007, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at Rs.75/- p.m. at all centers.

Cycle allowance would not be paid to a workmen member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

**24. SPLIT DUTY ALLOWANCE**

With effect from 1st November 2007, Split Duty Allowance shall be payable at all centers at Rs.125/- p.m.

**25. PROJECT AREA COMPENSATORY ALLOWANCE:**

With effect from 1st November 2007, workmen in project areas shall be paid a project area compensatory allowance as under :

(i) Project Area Group 'A'

Clerical Staff – Rs.205/-p.m.

Sub-Staff - Rs.180/- p.m.

(ii) Project Area Group 'B'

Clerical Staff – Rs.180/- p.m.

Sub-Staff - Rs.150/- p.m.

## 26. SPECIAL AREA ALLOWANCE:

With effect from 1st November 2007, Special Area Allowance shall be payable at places specified in column 2 Annexure – V of this Circular as per the quantum indicated in column 3 thereof against each such place, subject to the condition that if at any of the places mentioned in column 2 of Annexure - V hereto, Hill and Fuel Allowance is payable in terms of 9<sup>th</sup> Bipartite Settlement, then at such places only higher of the two allowances shall be payable.

## 27. MATERNITY LEAVE :

Clause 26 of Bipartite Settlement dated 27th March 2000 (Furnished in our Circular No.68/2000 dated 08.04.2000) shall be substituted by the following :

(a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

(b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.

(c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 45 days.

(d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age for a maximum period of two months or till the child reaches the age of one year, whichever is earlier subject to the following terms and conditions: -

(i) Leave will be granted for adoption of only one child.

(ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.

(iii) The temporary and part-time employees are not eligible for grant of leave for adoption of a child.

## **28. REIMBURSEMENT OF EXPENSES ON ROAD TRAVEL:**

With effect from 1st May 2010, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at Rs.3/- per k.m., whichever is less.

## **29. ANOTHER OPTION FOR PENSION:**

Workmen employees in the service of the bank as on 27th April 2010 and who exercise their option to join the Pension Scheme in terms of the Settlement dated 27th April 2010 will contribute from their arrears on account of wage revision in terms of 9<sup>th</sup> Bipartite Settlement an amount of Rs.878 crores towards their share in the amount of Rs.1800 crores offered by UFBU towards 30% of the estimated funding gap of Rs.6000 crores. The said amount is worked out @2.8 times of the revised pay payable for the month of November 2007.

In respect of employees who are in service as on 27<sup>th</sup> April, 2010 and presently covered by the Contributory Provident Fund, while making payment of arrears, the following procedure will be followed for smooth implementation of the Pension Settlement:-

1. An amount equal to 2.8 times of the 'Pay' for the month of November 2007 will be withheld and kept in a suspense account for crediting to the Pension Fund in case the employee opts to join the pension Scheme complying with the terms of the Settlement dated 27<sup>th</sup> April, 2010.
2. If any employee given in writing an irrevocable letter stating that he does not intend to join the Pension Scheme, in terms of the Settlement, 2.8 times of the November 2007 pay as above will not be withheld.
3. Once the offer is made to join the Pension Scheme, on expiry of option, the amount withheld in respect of those who exercised the option to join the Pension Scheme will be transferred to the Pension Fund. The arrears withheld in respect of those who did not opt for pension within the stipulated time, will be refunded to them.
4. No portion of arrears will be with held in respect of non-optee employees who retired from 1<sup>st</sup> November 2007 to 27<sup>th</sup> April 2010. They will be joining the Pension Scheme by making contribution towards funding gap as retired employees in terms of the Settlement.

**30. IMPLEMENTATION:**

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating there from shall be given effect to within a period of 90 days from the date of this Settlement.

		<b>With effect from</b>
1.	Scales of Pay: As per Clause 1 (a) As per Clause 1 (b)	1 <sup>st</sup> November 2007  1 <sup>st</sup> May 2010
2.	Stagnation Increment including 7th stagnation increment, Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Allowance.	1 <sup>st</sup> November 2007
3.	Part-time employees: a) Increase in lumpsum wage: b) Elevation to one third scale wages	1 <sup>st</sup> November 2007  1 <sup>st</sup> May 2010
4.	Special Pay: (a) Clause 8 (i) and Clause 8 (xii) (b) Clause 8 (ii) to Clause 8 (xi) (c) Clause 8 (xv)	1 <sup>st</sup> November 2007  1 <sup>st</sup> May 2010  Date of Settlement (27 <sup>th</sup> April 2010)
5.	Halting Allowance, Washing Allowance	1 <sup>st</sup> May 2010
6.	LFC, Hospitalisation, Definition of Family, Special Leave for Hysterectomy, road mileage	Date of Settlement (27 <sup>th</sup> April 2010)

**GENERAL GUIDELINES :**

1. We are closing the following charts :
  - a. The chart showing the old and revised Basic Pay, Dearness Allowance, City Compensatory Allowance, House Rent Allowance and Transport Allowance payable to Clerks - **Annexure-A.**
  - b. The chart showing the old and revised Basic Pay, Dearness Allowance, City Compensatory Allowance, House Rent Allowance and Transport Allowance payable to Subordinate Staff - **Annexure – B.**
  - c. The chart showing existing Dearness Allowance payable to Clerks for the period from November, 2007 to April, 2010 - **Annexure – C.**
  - d. The Chart showing revised Dearness Allowance payable to Clerks for the period from November, 2007 to April, 2010 - **Annexure – C-1.**
  - e. The Chart showing the existing Dearness Allowance payable to Subordinate Staff for the period from November, 2007 to April, 2010 - **Annexure – D.**
  - f. The Chart showing revised Dearness Allowance payable to Subordinate Staff for the period from November, 2007 to April, 2010 - **Annexure-D-1.**
2. The consequential difference in cash equivalent on encashment of privilege leave availed of during the period 1.11.2007 to 30.04.2010 on account of wage revision is payable to the employees.
3. Bonus entitlement for the accounting year ended March, 2008, March, 2009 and March, 2010 may be recalculated and payment of arrears be made to eligible employees accordingly. Similarly, if on account of the revision, some employees fall out of the purview of Payment of Bonus Act, recovery of bonus already paid shall be made from such employees.
4. While disbursing arrears, the branches should also ensure that proportionate income tax at source is deducted and remitted to the concerned authorities wherever applicable.
5. In view of the amendments to sub-rule (2) to Rule 2 BB of Income Tax Rules, 1962, transport allowance paid/payable to an employee is exempt from Income Tax to the extent of Rs.800/- per month.
6. SPF contribution is to be made on revised salary w.e.f. 01.11.2007. All remittances to SPF will be sent only by Establishment Cell and no remittance should be made by the branches.
7. Any other adjustments like recovery towards other pending dues, court attachments, bonus adjustments should be adjusted.

8. If any calculations are revised on account of excess / short payment for any month, the same should be reported to Establishment Cell under input 2 with due reasons separately and after scrutiny, Establishment Cell will release credits.
9. UNDER NO CIRCUMSTANCES THE CALCULATIONS SENT SHOULD BE ALTERED BY THE BRANCHES THEMSELVES. THEY SHOULD BE REPORTED AS PER POINT (8) ABOVE TO ESTABLISHMENT CELL ONLY.
10. All overdue outstanding entries under Sundry Assets-Staff Account as at 31.03.2010 to be adjusted out of arrears payable to employees.
11. Salary for the month of May, 2010 onwards is as per the revised pay scales. The date of payment of arrears of salary for the period from 01.11.2007 to 30.04.2010 shall be advised separately.
12. In respect of those employees who cease to be in the services of the Bank on or after 01.11.2007, arrears shall be disbursed later.
13. Any clarification in this regard has to be sought from the concerned HRM Section.

This may be circulated amongst all the employees of the Bank.

**A.K. NAHAR**  
**GENERAL MANAGER**

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**TO: ALL BRANCHES/OFFICES OF THE BANK**



**ANNEXURE - I**  
**SPECIAL PAY`**  
**PART - A (a)**

**For Clerical Staff (from 1.11.2007 upto 30.4.2010)**

<b>Sr. No</b>	<b>Post</b>	<b>Special Pay (Rs.)</b>
1.	Relieving Telephone Operator	110
2.	Telephone Operator	210
3.	Audit Clerk - Category "A"	360
4.	Audit Clerk - Category "B"	670
5.	Comptist	420
6.	Agricultural Assistant	510
7.	Telex Operator	530
8.	Punch Card Operator	580
9.	Assistant Head Cashier Units of 4 clerks & below	450
10.	Assistant Head Cashier Unit of 5 Clerk & above	650
11.	Teller - Category A	690
12.	Cashier in Charge of Cash in Pay Offices	690
13.	Head Cashier - Cat. A - Units of 4 clerks & below	690
14.	Head Cashier - Cat. A - Units of 5 clerks & above	910
15.	Head Cashier - Cat. B - Units of 4 clerks & below	820
16.	Head Cashier - Cat. B - Units of 5 clerks & above	1020
17.	Encoder Operator	740
18.	Data Entry Operator	860
19.	Accounting Machine Operator	910
20.	IBM/ICT Machine Operator	1020
21.	Stenographer	1020

22.	Head Clerk	1020
23.	ALPM Operator	1060
24.	Teller	1150
25.	Head Cashier Category C	1150
26.	Computer Operator - A	1250
27.	Head Cashier Category I	1270

**Note:**

With effect from 1st May, 2010, all the above posts attracting Special Pay stand modified and re-designated as Single Window Operator 'B'.

**PART - A (b)**

<b>Sr. No.</b>	<b>Post</b>	<b>Special Pay (Rs.)</b>
1.	Computer Operator - B (with passing powers)	1500
2.	Head Cashier Category II	1780
3.	Special Assistant	2180

**PART A - (c) For Subordinate Staff (from 1.11.2007 upto 30.4.2010)**

Sr. No.	Post	Special Pay (Rs.)
1.	Relieving Liftman	210
2.	Cyclostyle Operator	280

**Note:** W.e.f. 1st May, 2010, the above posts shall stand modified and re-designated as Cash Peon-cum Liftman and Cash peon-cum-Cyclostyle Machine operator.

**PART - A (d)**

Sr. No.	Post	Special Pay (Rs.)
1.	Cash Peon	350
2.	Watchman	350
3.	Liftman	350
4.	Armed Guard	590
5.	Bill Collector	590
6.	Daftary	690
7.	Head Peon	800
8.	Electrician	1600
9.	A/C Plant Operator	1600
10.	Driver	1800

**SPECIAL PAY  
PART - B  
For Clerical Staff (w.e.f. 1.5.2010)**

<b>Sr. No.</b>	<b>Post</b>	<b>Special Pay (Rs.)</b>	<b>To be merged with Basic Pay on and from 1-5-2010 (Rs.)</b>	<b>Special Pay payable from 1-5-2010 (Rs.)</b>
1.	Single Window Operator 'B'	1500	1000	500
2.	Head Cashier - II	1780	1000	780
3.	Special Assistant	2180	1000	1180

**For Subordinate Staff (w.e.f. 1.5.2010)**

<b>Sr. No.</b>	<b>Post</b>	<b>Special Pay (Rs.)</b>	<b>To be merged with Basic Pay on and from 1-5-2010 (Rs.)</b>	<b>Special Pay payable from 1-5-2010 (Rs.)</b>
1.	Cash Peon	350	350	0
2.	Watchman	350	350	0
3.	Liftman	350	350	0
4.	Armed Guard	590	350	240
5.	Bill Collector	590	350	240
6.	Daftary	690	350	340
7.	Head Peon	800	350	450
8.	Electrician	1600	350	1250
9.	AC Plant Operator	1600	350	1250
10.	Driver	1800	350	1450

**PART - C**  
**[Refer to Clause 8 (v) (a) and (b) and 8 (vi) of this Circular]**

**(a) Duties of Clerical Staff w.e.f. 1st May, 2010 :-**

All members of the clerical staff who do not get any special pay as on 30th April 2010 on regular basis shall be designated as Single Window Operator 'A'. The following duties shall inter alia form part of their normal duties:

- (i) Acknowledgements of inward mail received.
- (ii) Receipt of cheques, drafts, dividend warrants, pay orders and other like instruments other than bills and giving acknowledgements in the counterfoil.
- (iii) Delivery of cheque books subject to authorisation by competent authority.
- (iv) Issue of cash receipts.
- (v) Issue of E.S.I. stamps wherever applicable or may become applicable.
- (vi) Recounting of currency notes by cash department staff.
- (vii) Ensuring the proper contents in covers and envelopes including registered ones before dispatch.

All clerks shall also perform all duties and functions of their cadre, either online or manually, which does not involve any passing or supervisory function of an officer of the bank. He will, wherever and whenever required, function as a single window operator where he will also receive and pay cash.

In addition, his duties will include –

- a. Passing and cash payment of all cheques/withdrawal forms/bankers' cheques/gift cheques, etc. upto and including Rs.10,000/-
- b. Passing independently clearing and transfer cheques, vouchers, etc. (whether credits or debits) upto and including Rs.15,000/-
- c. Receipts of cash and issuance of pre-signed drafts / gift cheques / travellers' cheques / pay orders / bank orders, etc. upto and including Rs.15,000/-

**(b) Duties of Subordinate Staff w.e.f. 1st May, 2010 :-**

All the normal and routine duties of the subordinate staff cadre and for performance of which no special pay shall be payable. In addition they shall also be required to perform the following duties.

- 1) To take money orders, to buy stamps etc., which involves carrying of cash not exceeding Rs.5,000/- and to carry insured letters., etc. to post office
- 2) To stitch currency note bundles;
- 3) To stitch and seal parcels and packets containing currency notes;
- 4) To transit cash from the bank to an office outside or vice versa, if unaccompanied by a watchman / Armed Guard.

**ANNEXURE - II**  
**GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY**

For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC -  
Rs.250/- p.m. after they complete 1 year  
Rs.490/- p.m. after they complete 2 years
2. Those who have passed JAIIB or Part I of CAIB/CAIIB-  
Rs.250/- p.m. after they complete 1 year.
3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB –  
Rs.250/- p.m. after they complete 1 year  
Rs.490/- p.m. after they complete 2 years  
Rs.740/- p.m. after they complete 3 years.
4. Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB -  
Rs.250/- p.m. after they complete 1 year  
Rs.490/- p.m. after they complete 2 years Rs.740/- p.m. after they complete 3 years
5. Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB –  
Rs.250/- p.m. after they complete 1 year  
Rs.490/- p.m. after they complete 2 years  
Rs.740/- p.m. after they complete 3 years  
Rs.990/- p.m. after they complete 4 years  
Rs.1230/- p.m. after they complete 5 years.

*Note: Refer to Clause 8(xii) of this Circular.*

**ANNEXURE – III****SPECIAL PAY DUTIES**

The Special pay duties do not include the routine duties of the cadre (clerical / subordinate) which a workman has to normally perform; but merely refer to those special allowance duties which if performed in addition to the routine duties will entitle a workman to a special pay on the terms and conditions provided in Chapter V of the First Bipartite Settlement as modified. For removal of doubts it is clarified that the workman entrusted with duties attracting special pay can be required to perform routine duties of his cadre and that the following duties shall inter alia form part of the normal duties of the clerical cadre and for performance of those duties no special pay shall be payable :

- (i) Acknowledgements of inward mail received.
- (ii) Receipt of cheques, drafts, dividend warrants, pay orders and other like instruments other than bills and giving acknowledgements in the counterfoil.
- (iii) Delivery of cheque books subject to authorisation by competent authority.
- (iv) Issue of cash receipts.
- (v) Issue of E.S.I. stamps wherever applicable or may become applicable.
- (vi) Recounting of currency notes by cash department staff.
- (vii) Ensuring the proper contents in covers and envelopes including registered ones before dispatch.

**DUTIES OF SPECIAL PAY CARRYING POSTS IN CLERICAL CADRE**

**Single Window Operator 'B' :-**

In addition to the duties of Single Window Operator 'A', their duties will include –

(a) Passing and cash payment of all cheques/withdrawal forms/bankers' cheques/gift cheques, etc. upto and including Rs.20,000/-

(b) Passing independently clearing and transfer cheques, vouchers, etc. (whether credits or debits) upto and including Rs.25,000/-

(c) Receipts of cash and issuance of pre-signed drafts / gift cheques / travellers' cheques / pay orders / bank orders, etc. upto and including Rs.25,000/-

**Head Cashier II :-**

Their duties involve:

Holding the bank's cash, key and/or other valuables in safe custody jointly with an officer and being accountable for them and being responsible for the running of the cash department;

1. Opinion compilation;
2. Verification of vernacular signatures/ endorsements;
3. Countersigning cheques and/or drafts (on selves or correspondents), payment orders, deposit receipts, etc.
4. Attending to Government Treasury work;
5. Discharging/endorsing bills, cheques, etc.;
6. Being in charge of clearing and godown departments, etc.;
7. Passing independently clearing and transfer cheques, vouchers, etc. (whether credits or debits) upto and including Rs.50,000/- and cash vouchers upto Rs.50,000/- jointly with an authorized person



### Special Assistants :-

Special Assistants will be accountable and responsible for running of the department/section under them and their duties will involve looking after and checking the work of other clerk or clerks and sub-staff and will include :

- 1) Passing independently, manually or online, cash instruments upto Rs.35,000/- and clearing and transfer cheques vouchers etc., (whether credits or debits) upto and including Rs.1,50,000/-. Passing will include verification of signatures and scrutiny as to the correctness of endorsements on and other particulars of such instruments. There shall be no limits for verification of signatures, passing of authenticated credit vouchers/entries and for verifying authenticated vouchers in the ledgers, books, computer print-outs etc.
- 2) Accept, verify and post cash / transfer / clearing cheques and other instruments, as the case may be, in appropriate books of accounts / ledgers, either manually or online, and give due acknowledgements.
- 3) Signing vouchers, cheques, drafts, mail transfers, pay orders, advices such as non payment advices, inter branch fate calling advices, bill schedules, demand notices, statements certificates etc.,
- 4) Checking all vouchers, advices, statements, cheques, drafts etc., bills and books of accounts including current savings and other ledgers, cash, postal and revenue stamps, franking machine balances, exchange, discount, brokerage calculations and initialing by way of authenticating them for accuracy/correctness;
- 5) Checking, manually or online, current, savings and other accounts,
- 6) Checking the coding and decoding of telegrams (excluding check symbols or cyphers).
- 7) Discharging, endorsing cheques, bills, etc.,
- 8) Perform, when required in a computerised set up, system control functions, either jointly with an officer or independently, upon specific authorisation in this regard;
- 9) Briefly explain, the features of Bank's various products and services to customers, to reply their queries and to refer interested customers to appropriate personnel;
- 10) Inspecting godown (only in banks where such work is already being done by workmen).

For the purpose of efficient and effective functioning of the section or department the special assistant shall ensure that all acts, things and steps necessary therefore are taken by himself or by the clerks placed under him and shall ensure that, wherever necessary :

- a) Reminders are sent on time and followed up
- b) Pass sheets/books are filled up and issued promptly
- c) Deposits are renewed on due dates or reminders sent to the parties
- d) Standing instructions are complied with

- e) Bills are accepted and due dates diarised/advised and followed up
- f) Interest, commissions and service charges are collected
- g) Proceeds of bills are received or remitted promptly;
- h) Confirmation of balance of accounts of the customers and its follow up.
- i) All securities relating to the department/section of which the special assistant is in charge are secured and/or kept in proper custody and properly handed to the authorized person at the close of the day.
- j) Balances promptly taken, tallied and reported and followed up and also returns submitted.
- K) Advices and/or duplicate advices /summaries are issued /responded promptly, whenever called for;
- l) Checking the proper recording of entries and all relevant particulars in regard to accounts opened under due authorisation.

**Notes:-**

(i) In respect of the above special pay carrying posts in clerical cadre –

- Countersigning would mean signing in a manner whereby the primary responsibility for ensuring that all the formalities are complete rests with the other signatory.
- Checking/verifying would mean verifying that the instrument / material checked is in order in all respects and also includes verification of signature irrespective of the amount of the instrument and authenticating the same on the instrument / material, initialing the relative entries in the respective books of accounts, manually and/or on line.
- Passing includes verification of signatures and scrutiny as to the correctness of endorsement on and other particulars of such instruments. It will also include checking and authenticating the relative entries in the respective books of accounts / ledgers / computer sheets and/or on line.

(ii) Henceforth, selection of staff for being entrusted with special pay carrying posts shall be on the basis of their suitability for the specialised function, norms for which shall be decided at the bank level.

**DUTIES OF SPECIAL PAY CARRYING POSITIONS IN SUBORDINATE CADRE**

POST	DUTIES
Cash Peon	<p>Persons required</p> <p>1) To take money orders, to buy stamps etc., which involves carrying of cash not exceeding Rs.5,000/- and to carry insured letters., etc. to post office</p> <p>2) To stitch currency note bundles</p> <p>3) To stitch and seal parcels and packets containing currency notes;</p> <p>4) To transit cash from the bank to an office outside or vice versa, if unaccompanied by a watchman / Armed Guard.</p>
Liftman	Persons required to operate the lifts on regular assignment.
Watchman	Persons other than “Armed Guards” who are required to perform watch and ward duties i.e. to watch or look after the premises or a department, for the purposes of its safety, security and guard against infiltration and against removal of the bank’s property by any unauthorised person AND/OR to watch and guard as above, the movement of cash from one place to another inside the bank premises or outside where an Armed Guard is not employed at the Branch / Office.
Armed Guard	<p>Persons required to perform watch and ward duties i.e. to watch or look after the premises or department for the purposes of its safety, security and guard against attack or assault or infiltration and against removal of the bank’s property by any unauthorized persons AND/OR to watch and guard as above the movement of cash from one place to another whether inside or outside the Bank, for which purpose they are required by the bank to carry any of the following weapons:</p> <p>i) Gun, Pistol or any other fire arm; or</p> <p>ii) Dagger, sword, khukri or spear; or</p> <p>iii) any other licensed weapon</p> <p><b>Note:</b> ‘Retainers’ Peons (other than watchmen) whose names are registered in the Bank’s license as Retainers will, when they perform</p>

	<p>“Armed Guard” duties, be entitled to special pay for “Armed Guards” pro rata.</p>
Bill Collector	<p>Their work involves:</p> <ol style="list-style-type: none"> <li>1) Obtaining acceptance of bills of exchange, hundies etc., drawn on local parties or banks and / or collecting payments thereof.</li> <li>2) Collecting payments for cheques of postal order etc. from banks or post office counters</li> </ol> <p>They may also be required to collect cash not exceeding Rs.4000/- at a time against various instruments.</p>
Daftary	<p>Their work involves :</p> <ol style="list-style-type: none"> <li>1) Obtaining acceptance of bills of exchange, hundies etc., drawn on local parties or banks and / or collecting payments thereof.</li> <li>2) Collecting payments for cheques or postal order etc., from banks or post office counters. They may also be required to collect cash not exceeding Rs.5,000/- at a time against various instruments.</li> <li>3) Simple binding of books and registers;</li> <li>4) Press copying;</li> <li>5) Filing independently letters and other papers in respect files as per indications marked thereon;</li> <li>6) Assisting in issuing stationery;</li> <li>7) Stacking under guidance old records in orderly manner and assisting in giving them out when required; and</li> <li>8) Undertaking the whole process of sorting, arranging, numbering, tallying the total number or stitching the vouchers.</li> </ol>
Head Peon	<p>Persons required to assist in supervision of various matters pertaining to subordinate staff like:</p> <ol style="list-style-type: none"> <li>i) Cleanliness of the office premises;</li> <li>ii) Cleanliness of uniforms;</li> <li>iii) Leave arrangements;</li> <li>iv) Arrangements for safekeeping of keys; and</li> </ol>

	v) Distribution of duties amongst the subordinate staff
Air-Conditioning Plant Helper	Semi skilled persons who under the supervision of the technician attend to routine maintenance of and minor repairs to air conditioning plants.
Electrician	Their work involves carrying out semi-skilled electrical work like routine maintenance of electrical equipments, effecting minor repairs to electrical fixtures and appliances.
Drivers	Persons required to drive, maintain and effect minor repairs (not requiring a technician's skill) to motor cars, motor vans, station wagons, scooters, motor cycles or other motor vehicles.

**ANNEXURE – IV**  
**FIXED PERSONAL PAY**

Area of Posting	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
<b>CLERICAL STAFF</b>			
(i) Places with population of more than 45 lakhs	940	860	800
(ii) Places with population of 12 lakhs and above including State of Goa	930	860	800
(iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	920	860	800
(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	915	860	800
<b>SUBORDINATE STAFF</b>			
(i) Places with population of more than 45 lakhs	470	430	400
(ii) Places with population of 12 lakhs and above including State of Goa	465	430	400
(iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	460	430	400
(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	460	430	400

**ANNEXURE - V****SPECIAL AREA ALLOWANCE**

Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	Mizoram		
	a) Throughout Lunglei District excluding areas beyond 25 kms. From Lunglei town of Mizoram.	2000	2600
	b) Throughout Aizawal	1600	2100
	c) District of Mizoram	1200	1500
2.	Nagaland	1600	2100
3.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman [including Port Blair]	1600	2100
4.	Sikkim	2000	2600
5.	Lakshdweep Islands	2000	2600
6.	Assam	320	400
7.	Meghalaya	320	400
8.	Tripura		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	Manipur	1200	1500
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throghout Arunachal Pradesh other than difficult areas.	1600	2100

Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
11.	Jammu & Kashmir		
	1) Kathua District:		
	Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District:		
	a] Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2 [b]	2000	2600
	b] Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	1600	2100
	3) Doda District:		
	Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District:		
	All places in District	2000	2600
	5) Barmulla District		
	a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	2000	2600
	b) Matchill	1600	2100
	6) Poonch and Rajouri District:		
	Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts.	1200	1500
	Areas not included in (1) to (6) above, but which are within the distance of 8 kms from the line of Actual Control or at places which may be declared as qualifying for border allowance from time to time by the State Government for their own staff.	1200	1500



Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
12.	Himachal Pradesh		
	(1) Chamba District		
	(a)Pangi Tehsil, Bharmour Tehsil, Panchayats: Badgaun, Bajol, Deoil Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata.	2000	2600
	(b)Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c)Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalthousie Town [including Banikhet proper].	1200	1500
	(2) Kinnaur District:		
	(a) Asrang, Chitkul and Hango Kuno / Charang Panchayats, 15/20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooh Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	(b) Entire District other than Areas included in [a] above.	1600	2100
	(3) Kullu District:		
	(a)15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga.	2000	2600
	(b)Outer-Seraj [excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil] and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand]	1200	1500

Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(4) Lahaul and Spiti District:  Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District:  (a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and chadi-Branda.	2000	2600
	(b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghro Chaibis of Pargana Sarahan.	1600	2100
	(c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs [Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu].	1200	1500
	(6) Kangra District: (a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
	(b) Dharmashala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharmashala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at Lower Sakoh, Kangra Milk Supply Scheme, Dugar, HRTC Workshop, Sadher, Zonal Malaria Office Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar	1200	1500

Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(b) Contd.		
	Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits, but included in Palampur Town – H.P. Krishi Vishwavidhayalaya Campus, Cattle Development Office / Jersey Farm, Banuri, Sericulture Office / Indo-German Agriculture Workshop / HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.	1200	1500
	(7) Mandi District:		
	Chhuhar Valley of Jogindernagar, Tehsil; Panchayats in thunag Tehsil-of-Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachadhar, Tachi, Thana, Panchayats of Dharampur Block – Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of karsog Tehsil – Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhayara, Paura-Koti, Seri and Shoja.	1200	1500
	(8) Sirmaur District:		
	Panchayats of Bani, Bakhali [Pachhad Tehsil], Bharog Beheneri [Paonta Tehsil], Birla [Nahan Tehsil], Dibber [Pacchad Tehsil] and Thana Kasoga [Nahan Tehsil] and Thansgin Tract.	1200	1500
	(9) Solan District:		
	Mangal Panchayat.	1200	1500

Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	Uttar Pradesh:  Areas under Chamoli, Pithoragarh and Uttar Kashi Districts.	2000	2600
14.	Uttaranchal [Uttarakhand]:  Areas under Rudraprayag and Champavar Districts.	1600	2100

Old and revised BP, DA, CCA, HRA & Transport Allowance relating to CLERKS

ANNEXURE - A

Stages	Basic Pay		DA	DA as on Nov.07	CCA				HRA								Transport	
	Existing	Revised	Existing	Revised	Higher CCA		Lower CCA		> 45 LACS	> 45 LACS	Above 12 lacs	12-45 lacs	Above 2 lacs	5-12 lacs	Less than 2 lacs	Less than 5 lacs	Existing	Revised
					7.20%				8.50%	10%	8%	9%	6.50%	7.50%	6%	7%		
1	4410	6200	1468.53	446.40	176	0	145	0	375	620	331	558	287	465	265	434	105	225
2	4625	6600	1540.13	475.20	185	0	145	0	393	660	347	594	301	495	278	462	105	225
3	4840	7000	1611.72	504.00	194	0	145	0	411	700	363	630	315	525	290	490	105	225
4	5055	7400	1683.32	532.80	202	0	152	0	430	740	379	666	329	555	303	518	105	225
5	5390	7900	1794.87	568.80	216	0	162	0	458	790	404	711	350	593	323	553	105	225
6	5725	8400	1906.43	604.80	229	0	172	0	487	840	429	756	372	630	344	588	105	225
7	6060	8900	2017.98	640.80	242	0	182	0	515	890	455	801	394	668	364	623	105	225
8	6530	9500	2174.49	684.00	261	0	196	0	555	950	490	855	424	713	392	665	105	225
9	7000	10100	2331.00	727.20	280	0	210	0	595	1010	525	909	455	758	420	707	105	225
10	7470	10700	2487.51	770.40	299	0	224	0	635	1070	560	963	486	803	448	749	105	225
11	7940	11300	2644.02	813.60	318	0	238	0	675	1130	596	1017	516	848	476	791	105	225
12	8440	12000	2810.52	864.00	338	0	253	0	717	1200	633	1080	549	900	506	840	105	225
13	8940	12700	2977.02	914.40	358	0	268	0	760	1270	671	1143	581	953	536	889	105	225
14	9440	13400	3143.52	954.80	375	0	283	0	802	1340	708	1206	614	1005	566	938	105	225
15	10000	14100	3330.00	1015.20	375	0	300	0	850	1410	750	1289	650	1058	600	987	105	225
16	10560	14800	3516.48	1065.60	375	0	300	0	898	1480	792	1332	686	1110	634	1036	105	275
17	11120	15500	3702.96	1116.00	375	0	300	0	945	1550	834	1395	723	1163	667	1085	105	275
18	11680	16200	3889.44	1166.40	375	0	300	0	993	1620	876	1458	759	1215	701	1134	105	275
19	12650	17500	4212.45	1260.00	375	0	300	0	1075	1750	949	1575	822	1313	759	1225	105	275
20	13210	18300	4398.93	1317.60	375	0	300	0	1123	1830	991	1647	859	1373	793	1281	105	275
+1	13770	19100	4585.41	1375.20	375	0	300	0	1170	1910	1033	1719	895	1433	826	1337	105	275
+2	14330	19900	4771.89	1432.80	375	0	300	0	1218	1990	1075	1791	931	1493	860	1393	105	275
+3	14890	20700	4958.37	1490.40	375	0	300	0	1266	2070	1117	1863	968	1553	893	1449	105	275
+4	15450	21500	5144.85	1548.00	375	0	300	0	1313	2150	1159	1935	1004	1613	927	1505	105	275
+5	16010	22300	5331.33	1605.60	375	0	300	0	1361	2230	1201	2007	1041	1673	961	1561	105	275
+6	16570	23100	5517.81	1663.20	375	0	300	0	1408	2310	1243	2079	1077	1733	994	1617	105	275
+7		23900		1720.80		0		0		2390		2151		1793		1673		275

Note. W.e.f. 01.05.2010 the Basic Pay will be increased by Rs.1,000/- at every stage, by reducing the special pay by Rs.1000/-.

Old and revised BP, DA, CCA, HRA & Transport Allowance relating to Subordinate Staff

ANNEXURE - B

Stages	Basic Pay		DA	DA as on Nov.07	CCA				HRA									Transport	
	Existing	Revised	Existing	Revised	Higher CCA		Lower CCA		> 45 LACS	> 45 LACS	Above 12 lacs	12-45 lacs	Above 2 lacs	5-12 lacs	Less than 2 lacs	Less than 5 lacs	Existing	Revised	
					7.20%				8.50%	10%	8%	9%	8.50%	7.50%	8%	7%			
1	4060	5500	1351.98	396.00	162	0	122	0	345	550	305	495	264	413	244	385	105	225	
2	4165	5700	1386.95	410.40	167	0	125	0	354	570	312	513	271	428	250	399	105	225	
3	4270	5900	1421.91	424.80	171	0	128	0	363	590	320	531	278	443	256	413	105	225	
4	4385	6100	1460.21	439.20	175	0	132	0	373	610	329	549	285	458	263	427	105	225	
5	4500	6300	1498.50	453.60	180	0	135	0	383	630	338	567	293	473	270	441	105	225	
6	4635	6550	1543.46	471.60	185	0	139	0	394	655	348	590	301	491	278	459	105	225	
7	4770	6800	1588.41	489.60	191	0	143	0	405	680	358	612	310	510	286	476	105	225	
8	4935	7050	1643.36	507.60	197	0	148	0	419	705	370	635	321	529	296	494	105	225	
9	5100	7300	1698.30	525.60	204	0	153	0	434	730	383	657	332	548	306	511	105	225	
10	5265	7550	1753.25	543.60	211	0	158	0	448	755	395	680	342	566	316	529	105	225	
11	5460	7850	1818.18	565.20	218	0	164	0	464	785	410	707	355	589	328	550	105	225	
12	5655	8150	1883.12	586.80	226	0	170	0	481	815	424	734	368	611	339	571	105	225	
13	5850	8450	1948.05	608.40	234	0	176	0	497	845	439	761	380	634	351	592	105	225	
14	6045	8750	2012.99	630.00	242	0	181	0	514	875	453	788	393	656	363	613	105	225	
15	6280	9100	2091.24	655.20	251	0	188	0	534	910	471	819	408	683	377	637	105	225	
16	6515	9450	2169.50	680.40	261	0	190	0	554	945	489	851	423	709	391	662	105	275	
17	6750	9800	2247.75	705.60	270	0	190	0	574	980	506	882	439	735	405	686	105	275	
18	7020	10200	2337.66	734.40	270	0	190	0	597	1020	527	918	456	765	421	714	105	275	
19	7290	10600	2427.57	763.20	270	0	190	0	620	1060	547	954	474	795	437	742	105	275	
20	7560	11000	2517.48	792.00	270	0	190	0	643	1100	567	990	491	825	454	770	105	275	
+1	7830	11400	2607.39	820.80	270	0	190	0	666	1140	587	1026	509	855	470	798	105	275	
+2	8100	11800	2697.30	849.60	270	0	190	0	689	1180	608	1062	527	885	486	826	105	275	
+3	8370	12200	2787.21	878.40	270	0	190	0	711	1220	628	1098	544	915	502	854	105	275	
+4	8640	12600	2877.12	907.20	270	0	190	0	734	1260	648	1134	562	945	518	882	105	275	
+5	8910	13000	2967.03	936.00	270	0	190	0	757	1300	668	1170	579	975	535	910	105	275	
+6	9180	13400	3056.94	964.80	270	0	190	0	780	1340	689	1206	597	1005	551	938	105	275	
+7		13800		993.60		0		0		1380		1242		1035		966		275	

Note. W.e.f. 01.05.2010 the Basic Pay will be increased by Rs.350/- at every stage, by reducing the special pay by Rs.350/-.

## Existing Dearness Allowance payable to Clerks for the quarter ending.....

## Annexure C

Stage	Basic Pay 8th BP	Jan-08	Apr-08	Jul-08	Oct-08	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10
		185 slabs	192 slabs	200 slabs	221 slabs	253 slabs	270 slabs	272 slabs	291 slabs	350 slabs	382 slabs
		33.30%	34.56%	36%	39.78%	45.54%	48.60%	48.96%	52.38%	63%	68.76%
1	4410	1468.53	1524.10	1587.60	1754.30	2008.31	2143.26	2159.14	2309.96	2778.30	3032.32
2	4625	1540.13	1598.40	1665.00	1839.83	2106.23	2247.75	2264.40	2422.58	2913.75	3180.15
3	4840	1611.72	1672.70	1742.40	1925.35	2204.14	2352.24	2369.66	2535.19	3049.20	3327.98
4	5055	1683.32	1747.01	1819.80	2010.88	2302.05	2456.73	2474.93	2647.81	3184.65	3475.82
5	5390	1794.87	1862.78	1940.40	2144.14	2454.61	2619.54	2638.94	2823.28	3395.70	3706.16
6	5725	1906.43	1978.56	2061.00	2277.41	2607.17	2782.35	2802.96	2998.76	3606.75	3936.51
7	6060	2017.98	2094.34	2181.60	2410.67	2759.72	2945.16	2966.98	3174.23	3817.80	4166.86
8	6530	2174.49	2256.77	2350.80	2597.63	2973.76	3173.58	3197.09	3420.41	4113.90	4490.03
9	7000	2331.00	2419.20	2520.00	2784.60	3187.80	3402.00	3427.20	3666.60	4410.00	4813.20
10	7470	2487.51	2581.63	2689.20	2971.57	3401.84	3630.42	3657.31	3912.79	4706.10	5136.37
11	7940	2644.02	2744.06	2858.40	3158.53	3615.88	3858.84	3887.42	4158.97	5002.20	5459.54
12	8440	2810.52	2916.86	3038.40	3357.43	3843.58	4101.84	4132.22	4420.87	5317.20	5803.34
13	8940	2977.02	3089.66	3218.40	3556.33	4071.28	4344.84	4377.02	4682.77	5632.20	6147.14
14	9440	3143.52	3262.46	3398.40	3755.23	4298.98	4587.84	4621.82	4944.67	5947.20	6490.94
15	10000	3330.00	3456.00	3600.00	3978.00	4554.00	4860.00	4896.00	5238.00	6300.00	6876.00
16	10560	3516.48	3649.54	3801.60	4200.77	4809.02	5132.16	5170.18	5531.33	6652.80	7261.06
17	11120	3702.96	3843.07	4003.20	4423.54	5064.05	5404.32	5444.35	5824.66	7005.60	7646.11
18	11680	3889.44	4036.61	4204.80	4646.30	5319.07	5676.48	5718.53	6117.98	7358.40	8031.17
19	12650	4212.45	4371.84	4554.00	5032.17	5760.81	6147.90	6193.44	6626.07	7969.50	8698.14
20	13210	4398.93	4565.38	4755.60	5254.94	6015.83	6420.06	6467.62	6919.40	8322.30	9083.20
+1	13770	4585.41	4758.91	4957.20	5477.71	6270.86	6692.22	6741.79	7212.73	8675.10	9468.25
+2	14330	4771.89	4952.45	5158.80	5700.47	6525.88	6964.38	7015.97	7506.05	9027.90	9853.31
+3	14890	4958.37	5145.98	5360.40	5923.24	6780.91	7236.54	7290.14	7799.38	9380.70	10238.36
+4	15450	5144.85	5339.52	5562.00	6146.01	7035.93	7508.70	7564.32	8092.71	9733.50	10623.42
+5	16010	5331.33	5533.06	5763.60	6368.78	7290.95	7780.86	7838.50	8386.04	10086.30	11008.48
+6	16570	5517.81	5726.59	5965.20	6591.55	7545.98	8053.02	8112.67	8679.37	10439.10	11393.53

## Revised Dearness Allowance payable to Clerks for the quarter ending.....

## Annexure C-1

Stage	New Basic Pay	Jan-08	Apr-08	Jul-08	Oct-08	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10
		48 slabs	55 slabs	63 slabs	84 slabs	116 slabs	133 slabs	135 slabs	154 slabs	213 slabs	245 slabs
		7.20%	8.25%	9.45%	12.60%	17.40%	19.95%	20.25%	23.10%	31.95%	36.75%
1	6200	446.40	511.50	585.90	781.20	1078.80	1236.90	1255.50	1432.20	1980.90	2278.50
2	6600	475.20	544.50	623.70	831.60	1148.40	1316.70	1336.50	1524.60	2108.70	2425.50
3	7000	504.00	577.50	661.50	882.00	1218.00	1396.50	1417.50	1617.00	2236.50	2572.50
4	7400	532.80	610.50	699.30	932.40	1287.60	1476.30	1498.50	1709.40	2364.30	2719.50
5	7900	568.80	651.75	746.55	995.40	1374.60	1576.05	1599.75	1824.90	2524.05	2903.25
6	8400	604.80	693.00	793.80	1058.40	1461.60	1675.80	1701.00	1940.40	2683.80	3087.00
7	8900	640.80	734.25	841.05	1121.40	1548.60	1775.55	1802.25	2055.90	2843.55	3270.75
8	9500	684.00	783.75	897.75	1197.00	1653.00	1895.25	1923.75	2194.50	3035.25	3491.25
9	10100	727.20	833.25	954.45	1272.60	1757.40	2014.95	2045.25	2333.10	3226.95	3711.75
10	10700	770.40	882.75	1011.15	1348.20	1861.80	2134.65	2166.75	2471.70	3418.65	3932.25
11	11300	813.60	932.25	1067.85	1423.80	1966.20	2254.35	2288.25	2610.30	3610.35	4152.75
12	12000	864.00	990.00	1134.00	1512.00	2088.00	2394.00	2430.00	2772.00	3834.00	4410.00
13	12700	914.40	1047.75	1200.15	1600.20	2209.80	2533.65	2571.75	2933.70	4057.65	4667.25
14	13400	964.80	1105.50	1266.30	1688.40	2331.60	2673.30	2713.50	3095.40	4281.30	4924.50
15	14100	1015.20	1163.25	1332.45	1776.60	2453.40	2812.95	2855.25	3257.10	4504.95	5181.75
16	14800	1065.60	1221.00	1398.60	1864.80	2575.20	2952.60	2997.00	3418.80	4728.60	5439.00
17	15500	1116.00	1278.75	1464.75	1953.00	2697.00	3092.25	3138.75	3580.50	4952.25	5696.25
18	16200	1166.40	1336.50	1530.90	2041.20	2818.80	3231.90	3280.50	3742.20	5175.90	5953.50
19	17500	1260.00	1443.75	1653.75	2205.00	3045.00	3491.25	3543.75	4042.50	5591.25	6431.25
20	18300	1317.60	1509.75	1729.35	2305.80	3184.20	3650.85	3705.75	4227.30	5846.85	6725.25
+1	19100	1375.20	1575.75	1804.95	2406.60	3323.40	3810.45	3867.75	4412.10	6102.45	7019.25
+2	19900	1432.80	1641.75	1880.55	2507.40	3462.60	3970.05	4029.75	4596.90	6358.05	7313.25
+3	20700	1490.40	1707.75	1956.15	2608.20	3601.80	4129.65	4191.75	4781.70	6613.65	7607.25
+4	21500	1548.00	1773.75	2031.75	2709.00	3741.00	4289.25	4353.75	4966.50	6869.25	7901.25
+5	22300	1605.60	1839.75	2107.35	2809.80	3880.20	4448.85	4515.75	5151.30	7124.85	8195.25
+6	23100	1663.20	1905.75	2182.95	2910.60	4019.40	4608.45	4677.75	5336.10	7380.45	8489.25
+7	23900	1720.80	1971.75	2258.55	3011.40	4158.60	4768.05	4839.75	5520.90	7636.05	8783.25



## Existing Dearness Allowance payable to Sub-staff for the quarter ending.....

## Annexure D

Stage	Basic Pay 8th BP	Jan-08	Apr-08	Jul-08	Oct-08	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10
		185 slabs	192 slabs	200 slabs	221 slabs	253 slabs	270 slabs	272 slabs	291 slabs	350 slabs	382 slabs
		33.30%	34.56%	36%	39.78%	45.54%	48.60%	48.96%	52.38%	63%	68.76%
1	4060	1351.98	1403.14	1461.60	1615.07	1848.92	1973.16	1987.78	2126.63	2557.80	2791.66
2	4165	1386.95	1439.42	1499.40	1656.84	1896.74	2024.19	2039.18	2181.63	2623.95	2863.85
3	4270	1421.91	1475.71	1537.20	1698.61	1944.56	2075.22	2090.59	2236.63	2690.10	2936.05
4	4385	1460.21	1515.46	1578.60	1744.35	1996.93	2131.11	2146.90	2296.86	2762.55	3015.13
5	4500	1498.50	1555.20	1620.00	1790.10	2049.30	2187.00	2203.20	2357.10	2835.00	3094.20
6	4635	1543.46	1601.86	1668.60	1843.80	2110.78	2252.61	2269.30	2427.81	2920.05	3187.03
7	4770	1588.41	1648.51	1717.20	1897.51	2172.26	2318.22	2335.39	2498.53	3005.10	3279.85
8	4935	1643.36	1705.54	1776.60	1963.14	2247.40	2398.41	2416.18	2584.95	3109.05	3393.31
9	5100	1698.30	1762.56	1836.00	2028.78	2322.54	2478.60	2496.96	2671.38	3213.00	3506.76
10	5265	1753.25	1819.58	1895.40	2094.42	2397.68	2558.79	2577.74	2757.81	3316.95	3620.21
11	5460	1818.18	1886.98	1965.60	2171.99	2486.48	2653.56	2673.22	2859.95	3439.80	3754.30
12	5655	1883.12	1954.37	2035.80	2249.56	2575.29	2748.33	2768.69	2962.09	3562.65	3888.38
13	5850	1948.05	2021.76	2106.00	2327.13	2664.09	2843.10	2864.16	3064.23	3685.50	4022.46
14	6045	2012.99	2089.15	2176.20	2404.70	2752.89	2937.87	2959.63	3166.37	3808.35	4156.54
15	6280	2091.24	2170.37	2260.80	2498.18	2859.91	3052.08	3074.69	3289.46	3956.40	4318.13
16	6515	2169.50	2251.58	2345.40	2591.67	2966.93	3166.29	3189.74	3412.56	4104.45	4479.71
17	6750	2247.75	2332.80	2430.00	2685.15	3073.95	3280.50	3304.80	3535.65	4252.50	4641.30
18	7020	2337.66	2426.11	2527.20	2792.56	3196.91	3411.72	3436.99	3677.08	4422.60	4826.95
19	7290	2427.57	2519.42	2624.40	2899.96	3319.87	3542.94	3569.18	3818.50	4592.70	5012.60
20	7560	2517.48	2612.74	2721.60	3007.37	3442.82	3674.16	3701.38	3959.93	4762.80	5198.26
+1	7830	2607.39	2706.05	2818.80	3114.77	3565.78	3805.38	3833.57	4101.35	4932.90	5383.91
+2	8100	2697.30	2799.36	2916.00	3222.18	3688.74	3936.60	3965.76	4242.78	5103.00	5569.56
+3	8370	2787.21	2892.67	3013.20	3329.59	3811.70	4067.82	4097.95	4384.21	5273.10	5755.21
+4	8640	2877.12	2985.98	3110.40	3436.99	3934.66	4199.04	4230.14	4525.63	5443.20	5940.86
+5	8910	2967.03	3079.30	3207.60	3544.40	4057.61	4330.26	4362.34	4667.06	5613.30	6126.52
+6	9180	3056.94	3172.61	3304.80	3651.80	4180.57	4461.48	4494.53	4808.48	5783.40	6312.17

## Revised Dearness Allowance payable to sub staff for the quarter ending.....

AnnexureD-1

Stage	New Basic Pay	Jan-08	Apr-08	Jul-08	Oct-08	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10
		48 slabs	55 slabs	63 slabs	84 slabs	116 slabs	133 slabs	135 slabs	154 slabs	213 slabs	245 slabs
		7.20%	8.25%	9.45%	12.60%	17.40%	19.95%	20.25%	23.10%	31.95%	36.75%
1	5500	396.00	453.75	519.75	693.00	957.00	1097.25	1113.75	1270.50	1757.25	2021.25
2	5700	410.40	470.25	538.65	718.20	991.80	1137.15	1154.25	1316.70	1821.15	2094.75
3	5900	424.80	486.75	557.55	743.40	1026.60	1177.05	1194.75	1362.90	1885.05	2168.25
4	6100	439.20	503.25	576.45	768.60	1061.40	1216.95	1235.25	1409.10	1948.95	2241.75
5	6300	453.60	519.75	595.35	793.80	1096.20	1256.85	1275.75	1455.30	2012.85	2315.25
6	6550	471.60	540.38	618.98	825.30	1139.70	1306.73	1326.38	1513.05	2092.73	2407.13
7	6800	489.60	561.00	642.60	856.80	1183.20	1356.60	1377.00	1570.80	2172.60	2499.00
8	7050	507.60	581.63	666.23	888.30	1226.70	1406.48	1427.63	1628.55	2252.48	2590.88
9	7300	525.60	602.25	689.85	919.80	1270.20	1456.35	1478.25	1686.30	2332.35	2682.75
10	7550	543.60	622.88	713.48	951.30	1313.70	1506.23	1528.88	1744.05	2412.23	2774.63
11	7850	565.20	647.63	741.83	989.10	1365.90	1566.08	1589.63	1813.35	2508.08	2884.88
12	8150	586.80	672.38	770.18	1026.90	1418.10	1625.93	1650.38	1882.65	2603.93	2995.13
13	8450	608.40	697.13	798.53	1064.70	1470.30	1685.78	1711.13	1951.95	2699.78	3105.38
14	8750	630.00	721.88	826.88	1102.50	1522.50	1745.63	1771.88	2021.25	2795.63	3215.63
15	9100	655.20	750.75	859.95	1146.60	1583.40	1815.45	1842.75	2102.10	2907.45	3344.25
16	9450	680.40	779.63	893.03	1190.70	1644.30	1885.28	1913.63	2182.95	3019.28	3472.88
17	9800	705.60	808.50	926.10	1234.80	1705.20	1955.10	1984.50	2263.80	3131.10	3601.50
18	10200	734.40	841.50	963.90	1285.20	1774.80	2034.90	2065.50	2356.20	3258.90	3748.50
19	10600	763.20	874.50	1001.70	1335.60	1844.40	2114.70	2146.50	2448.60	3386.70	3895.50
20	11000	792.00	907.50	1039.50	1386.00	1914.00	2194.50	2227.50	2541.00	3514.50	4042.50
+1	11400	820.80	940.50	1077.30	1436.40	1983.60	2274.30	2308.50	2633.40	3642.30	4189.50
+2	11800	849.60	973.50	1115.10	1486.80	2053.20	2354.10	2389.50	2725.80	3770.10	4336.50
+3	12200	878.40	1006.50	1152.90	1537.20	2122.80	2433.90	2470.50	2818.20	3897.90	4483.50
+4	12600	907.20	1039.50	1190.70	1587.60	2192.40	2513.70	2551.50	2910.60	4025.70	4630.50
+5	13000	936.00	1072.50	1228.50	1638.00	2262.00	2593.50	2632.50	3003.00	4153.50	4777.50
+6	13400	964.80	1105.50	1266.30	1688.40	2331.60	2673.30	2713.50	3095.40	4281.30	4924.50
+7	13800	993.60	1138.50	1304.10	1738.80	2401.20	2753.10	2794.50	3187.80	4409.10	5071.50