

**The Pay Revision Order Bearing No. 28-Edn(CS),
dt.09.01.2020 is applicable to**



**For NTS of Govt.
aided Colleges**

**Employees of WE
College Service
Commission**

**The Pay Revision Order Bearing No. 28-Edn(CS),
dt.09.01.2020 is NOT applicable to**



**Contractual or Part
Time Employees**

**Employees who
retired on
31.12.2015 or earlier**

Exercise of Option for Initiation of New Pay

Pay under normal circumstances

Pay in the appropriate of the Pay Matrix from 01.01.2016 level

Pay in the appropriate of the Pay Matrix from the date of appointment after 01.01.2016 level

Pay under special circumstances

An employee may elect the next/subsequent D/I or the date he/she vacates the post by way of promotion/up-gradation

If an employee is placed under higher Grade Pay due to promotion between 01.01.16 & 25.09.19, he/she may opt to draw new pay from the date of such promotion

Modalities of Exercise of Option

Option completed in all respect should reach the authority within three months from the date of present Govt. Order , i.e., 09.01.2020

If any employee was on leave on the date publication of the GO, the Option may be exercised by him/her within 3 months from the date of his/her return from leave

Mode of Submission of Option

Option shall be submitted by the Employee to the Head of the Institute/Office

If Option is not received by the Head of the Office within the specified time, the employee(s) shall be treated to have opted from 01.01.2016

Option once exercised shall be FINAL

Employees appointed on or after 01.01.2016 shall have no scope of exercising an OPTION

Finding out the Revised Pay in the Pay Matrix - An example

1.	Existing Pay Band : P.B.1	Pay Band	P.B I 4900-16200	
		Grade Pay	1700	1800
2.	Existing Grade Pay : 1800	Level	1	2
		1	17000	17600
		2	17500	18100
3.	Existing Pay in the Pay Band : 7410	3	18000	18600
		4	18500	19200
		5	19100	19800
4.	Existing Basic Pay : 9210 (=7410+1800)	6	19700	20400
		7	20300	21000
		8	20900	21600
5.	Pay after multiplication by a fitment factor of 2.57 : $9210 \times 2.57 = 23669.70$ (rounded off to 23670)	9	21500	22200
		10	22100	22900
		11	22800	23600
6.	Level corresponding to Grade Pay 1800 : Level 2	12	23500	24300
		13	24200	25000
7.	Revised Pay in the Pay Matrix (either equal to or next higher to 23670 in Level 2) : 24300	14	24900	25800
		15	25600	26600

Finding out the Revised Pay in the Pay Matrix - An example

1.	Existing Pay Band : P.B.3	Pay Band	P.B.3 7100-37600			
		Grade Pay	3200	3600	3900	4100
2.	Existing Grade Pay : 4100	Level	8	9	10	11
		1	27000	28900	32100	33400
		2	27800	29800	33100	34400
3.	Existing Pay in the Pay Band : 14000	3	28600	30700	34100	35400
		4	29500	31600	35100	36500
		5	30400	32500	36200	37600
4.	Existing Basic Pay : 18100 (=14000+4100)	6	31300	33500	37300	38700
		7	32200	34500	38400	39900
5.	Pay after multiplication by a fitment factor of 2.57 : 46517	8	33200	35500	39600	41100
		9	34200	36600	40800	42300
		10	35200	37700	42000	43600
6.	Level corresponding to Grade Pay 4100 : Level 11	11	36300	38800	43300	44900
		12	37400	40000	44600	46200
7.	Revised Pay in the Pay Matrix (either equal to or next higher to 46517 in Level 11): 47600	13	38500	41200	45900	47600
		14	39700	42400	47300	49000

Procedure of calculation of an increment

An employee in the basic pay of Rs.29000 in Level 5 will move vertically downwards in the same level to Rs.29900 on grant of increment	Pay Band	P.B. 2 5400-25200				
	Grade Pay	1900	2100	2300	2600	2900
	Level	3	4	5	6	7
	1	18800	19700	21000	22700	24700
	2	19400	20300	21600	23400	25400
	3	20000	20900	22200	24100	26200
	4	20600	21500	22900	24800	27000
	5	21200	22100	23600	25500	27800
	6	21800	22800	24300	26300	28600
	7	22500	23500	25000	27100	29500
	8	23200	24200	25800	27900	30400
	9	23900	24900	26600	28700	31300
	10	24600	25600	27400	29600	32200
	11	25300	26400	28200	30500	33200
	12	26100	27200	29000	31400	34200
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	13	26900	28000	29900	32300	35200
	14	27700	28800	30800	33300	36300
	15	28500	29700	31700	34300	37400
	16	29400	30600	32700	35300	38500
	17	30300	31500	33700	36400	39700

Date of next Increment in the Revised Pay Structure

- **For all employees there shall be a uniform date of annual increment on 1st July of every year.**
- **In case of employees completing six(6) months or above in the revised system of pay as on 1st July shall be eligible for the grant of an annual increment.**

Fixation of pay on promotion on or after 01.01.2016

- **Fixation of pay on promotion from one level to another in the revised pay structure shall be made as written hereunder:**
- **One increment shall be given in the level from which the employee is promoted and he/she shall be placed at a cell equal to the figure so arrived at in the level of the post to which the employee has been promoted.**
- **If no such cell is available at the level to which the employee is promoted, he/she shall be placed at the next higher cell in that level**

An example of Fixation of pay on promotion on or after 01.01.2016

<p>An employee is drawing basic pay of Rs. 31400 in Level 6. He is promoted to Level 7. His pay will be fixed in the following manner.</p> <p>(1) Pay after giving one increment in Level 6 is to be determined which will be Rs. 32300</p> <p>(2) Pay will be fixed in Level 7 at Rs.33200 (either equal to or next higher in Level 7)</p>	Pay Band	P.B. 2 5400-25200				
	Grade Pay	1900	2100	2300	2600	2900
	Level	3	4	5	6	7
	1	18800	19700	21000	22700	24700
	2	19400	20300	21600	23400	25400
	3	20000	20900	22200	24100	26200
	4	20600	21500	22900	24800	27000
	5	21200	22100	23600	25500	27800
	6	21800	22800	24300	26300	28600
	7	22500	23500	25000	27100	29500
	8	23200	24200	25800	27900	30400
	9	23900	24900	26600	28700	31300
	10	24600	25600	27400	29600	32200
	11	25300	26400	28200	30500	33200
	12	26100	27200	29000	31400	34200
	13	26900	28000	29900	32300	35200
	14	27700	28800	30800	33300	36300
	15	28500	29700	31700	34300	37400
	16	29400	30600	32700	35300	38500
	17	30300	31500	33700	36400	39700

An employee may have an option to get his/her pay fixed either from the date of promotion or from the date of next increment –Case Study-1

- In case the employee opts to get his/her pay fixed from the date of Promotion, his/her pay in the promotional post shall be fixed from the from the date of promotion, and his/her next increment will be due on 1st July on completion of at least 6 months' service from the date of such promotion**
- In case the employee opts to get his/her pay fixed from the date of Increment, then on the date of promotion his/her pay shall initially be fitted in the applicable level of the promotional post at the same Cell as that of his/her existing pay. In absence of such Cell, it shall be fitted at the next higher Cell and such pay shall finally be re-fixed after accrual of increment in the lower post. The next increment shall fall due on the next 1st July**

Note 2 :

- (a) In the case of non functional movement under CAS where an employee is moved to next higher Level on completion of 10 years or 20 years of service, his pay shall be fixed as per Note 1 above except the interim pay fixation benefit from the date of entitlement when the employee opts to get his pay fixed from the date of increment.
- (b) In case of an employee has got promotion to a post carrying Pay Level equal to 2nd higher Level or above before completion of 20 years of service, he will, on completion of 20 years of service, get one increment in the same level with date of next increment remaining unchanged.
- (c) In case an employee has got promotion (functional) to a post carrying same level or lower level than the Level he enjoying due to CAS, he will get one increment in the same level from the date of such promotion with date of next increment remaining unchanged.

An employee may have an option to get his/her pay fixed either from the date of promotion or from the date of next increment –Case Study-2

- When an employee is moved to next higher level on completion of 10 or 20**
- In case the employee opts to get his/her pay fixed from the date of Increment, then on the date of promotion his/her pay shall initially be fitted in the applicable level of the promotional post at the same Cell as that of his/her existing pay. In absence of such Cell, it shall be fitted at the next higher Cell and such pay shall finally be re-fixed after accrual of increment in the lower post. The next increment shall fall due on the next 1st July**

