

Annexure-II A**Illustrations of Pay Fixation**

(1) An employee with less than one year of service and drawing basic pay of Rs.8500 in the existing scale of pay (Date of entry in service: 01/08/2013).

1	Existing Scale of Pay		8500-13210
2	Basic Pay as on 01.07.2014		8500
3	DA at 80%		6800
4	Total (2+3)		15300
5	Fitment Benefit at 12% (minimum Rs.2000)	2000	
6	Service Weightage at ½ % per completed year (maximum 15%)	0	
7	Total of 5+6 (maximumRs.12000)		2000
8	Total (4+7)		17300
9	Revised scale of pay		16500-35700
10	Pay fixed at next stage in the revised scale of pay		17500
11	Next increment on 01/08/2014		18000

(2) An employee having 8 years of service and drawing basic pay of Rs.19740 in the existing scale of pay (Date of last increment: 01/06/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		19740
3	DA at 80%		15792
4	Total (2+3)		35532
5	Fitment Benefit at 12% (minimum Rs.2000)	2369	
6	Service Weightage at ½ % per completed year (maximum 15%)	790	
7	Total of 5+6 (Max. Rs.12000)		3159
8	Total (4+7)		38691
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		39500
11	Next increment on 01/06/2015		40500

(3) An employee having 18 years of service and drawing basic pay of Rs.24040 in the existing scale of pay (Date of last increment: 01/04/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		24040
3	DA at 80%		19232
4	Total (2+3)		43272
5	Fitment Benefit at 12% (minimum Rs.2000)	2885	
6	Service Weightage at ½ % per completed year (maximum 15%)	2164	
7	Total of 5+6 (Max. Rs.12000)		5049
8	Total (4+7)		48321
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		49200
11	Next increment on 01/04/2015		50400

(4) An employee having 16 years of service and drawing basic pay of Rs.25280 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		21240-37040
2	Basic Pay as on 01.07.2014		25900
3	DA at 80%		20720
4	Total (2+3)		46620
5	Fitment Benefit at 12% (minimum Rs.2000)	3108	
6	Service Weightage at ½ % per completed year (maximum 15%)	2072	
7	Total of 5+6 (Max. Rs.12000)		5180
8	Total (4+7)		51800
9	Revised scale of pay		40500-85000
10	Pay fixed at next stage in the revised scale of pay		52800
11	Next increment on 01/07/2015		54000

(5) An employee having 28 years of service and drawing basic pay of Rs.18300 in the existing scale of pay (Date of last increment: 01/09/2013)

1	Existing Scale of Pay		11620-20240
2	Basic Pay as on 01.07.2014		18300
3	DA at 80%		14640
4	Total (2+3)		32940
5	Fitment Benefit at 12% (minimum Rs.2000)	2196	
6	Service Weightage at ½ % per completed year (maximum 15%)	2562	
7	Total of 5+6 (Max. Rs.12000)		4758
8	Total (4+7)		37698
9	Revised scale of pay		22200-48000
10	Pay fixed at next stage in the revised scale of pay		38500
11	Next increment on 01/09/2014		39500

(6)An employee having 30 years of service and drawing basic pay of Rs.47640 in the existing scale of pay (Date of last increment: 01/11/2013)

1	Existing Scale of Pay		44640-58640
2	Basic Pay as on 01.07.2014		47640
3	DA at 80%		38112
4	Total (2+3)		85752
5	Fitment Benefit at 12% (minimum Rs.2000)	5717	
6	Service Weightage at ½ % per completed year (maximum 15%)	7146	
7	Total of 5+6 (Max. Rs.12000)	12863	12000
8	Total (4+7)		97752
9	Revised scale of pay		85000-117600
10	Pay fixed at next stage in the revised scale of pay		99200
11	Next increment on 01/11/2014		101400

(7) An employee having 33 years of service and drawing basic pay of Rs.33680+ 4 stagnation increments @ 820/- in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		18740-33680
2	Basic Pay as on 01.07.2014		33680+3280
3	DA at 80%		29568
4	Total (2+3)		66528
5	Fitment Benefit at 12% (minimum Rs.2000)	4435	
6	Service Weightage at ½ % per completed year (maximum 15%)	5544	
7	Total of 5+6 (Max. Rs.12000)		9979
8	Total (4+7)		76507
9	Revised scale of pay		35700-75600
10	Pay fixed at next stage in the revised scale of pay		75600+907 PP
11	Next increment on 01/12/2014 (stagnation)		75600+1800 (1 st stagnation increment)+907 PP

(8) An employee having 32 years of service and drawing basic pay of Rs.59840 in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		48640-59840
2	Basic Pay as on 01.07.2014		59840
3	DA at 80%		47872
4	Total (2+3)		107712
5	Fitment Benefit at 12% (minimum Rs.2000)	7181	
6	Service Weightage at ½ % per completed year (maximum 15%)	8976	
7	Total of 5+6 (Max. Rs.12000)	16157	12000
8	Total (4+7)		119712
9	Revised scale of pay		93000-120000
10	Pay fixed at next stage in the revised scale of pay		120000
11	Next increment on 01/12/2014		No further increment