

**No. F. 7(2) - FIN(PC)/2018/  
GOVERNMENT OF TRIPURA  
DEPARTMENT OF FINANCE**

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Dated, the 11<sup>th</sup> October, 2018

**NOTIFICATION**

The Government has approved to implement the following recommendations made by the Expert Committee for the employees, workers & pensioners of the State Government, Subordinate Judiciary, Tripura Legislative Assembly Secretariat, Tripura Public Service Commission, Grants-in-aid Schools, Tripura Board of Secondary Education and other Constitutional Bodies:

- 2.1] Date of effect of the revision of Pay/ Wages/ Pensions shall be from 01.10.2018.
- 2.2] New pay structure shall be in the form of "Tripura State Pay Matrix 2018" with 21 Levels as given at **Annexure - I**. This Matrix will replace "Tripura State Pay Matrix 2017", which was prepared by using multiplication factor of 2.25. This multiplication factor shall be raised to the level of multiplication factor of 2.57, generally, in "Tripura State Pay Matrix 2018", subject to the condition that wherever the Revised Pay works out higher than the corresponding Pay as per 7<sup>th</sup> CPC recommendations as a result of application of multiplication factor of 2.57, suitable adjustments have been made with a view of keep parity with the 7<sup>th</sup> CPC recommendations. As a result, the multiplication factor is slightly lower than 2.57 at some levels of the "Tripura State Pay Matrix 2018". To further elaborate, the Pay in a particular Cell of the "Tripura State Pay Matrix 2018" has been arrived at by dividing the figure in corresponding Cell in "Tripura State Pay Matrix 2017" by 2.25 and then multiplying it by applicable multiplication factor at the particular level under "Tripura State Pay Matrix 2018" (rounded off to nearest 100 rupees as per 7<sup>th</sup> CPC pattern).
- 2.3] Minimum Pay at the Entry Level of the pay matrix shall be Rs. 18,000/-per month for Group-C employees and Rs. 16,000/-per month for Group-D employees of the State Government.
- 2.4] Annual increment shall be @ 3% per annum. Two dates for grant of increment i.e., on 1<sup>st</sup> January or 1<sup>st</sup> July of every year shall continue to apply; provided that an employee shall be entitled to only one annual increment either on 1<sup>st</sup> January or on 1<sup>st</sup> July depending on his date of appointment, promotion or grant of financial upgradation. Thus, there is no change in the provisions relating to Annual Increments. ✓

2.5] Existing practice for entitlement of Modified Assured Career Progression Scheme (MACPS) shall continue.

2.6] There shall be no change in the existing rates of allowances.

3] Regarding the Pay of employees recruited on fixed pay basis against formal creation of fixed pay posts by keeping in abeyance regular-scale posts, there is no change in the formula. Their Pay shall be fixed at 75% of the Initial Pay in the relevant/ applicable level of "Tripura State Pay Matrix 2018".

4] Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged against posts created with Finance Concurrence, Permanent Labourers engaged under relevant rules for the Permanent Labourers, Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged without creation of posts with Finance Concurrence, Persons working in Public Places of Worship etc., shall also stand revised as follows:

Category of worker	Existing rate	Revised Rate of wages/ remuneration from 01.10.2018
DRW (Gr-C)	Rs.220.00 per day	Rs. 250.00 per day
DRW (Tech)	Rs.230.00 per day	Rs. 260.00 per day
DRW (Group-D)	Rs.198.00 per day	Rs. 230.00 per day
Monthly Rated Worker (Gr- D)	Rs.5970.00 per month	Rs.6800.00 per month
Part time Worker (4 hrs)	Rs.4800.00 per month	Rs.5480.00 per month
Part time Worker (3 hrs)	Rs.4600.00 per month	Rs.5250.00 per month
Part time Worker (2 hrs)	Rs.4400.00 per month	Rs.5030.00 per month
Village Chowkidar	Rs.5500.00 per month	Rs.6280.00 per month
School Mother	Rs.3880.00 per month	Rs.4430.00 per month
Permanent Labourer	Rs.210.00 per day	Rs. 240.00 per day
<u>Full time</u> DRW/ MRW/ Contingent Workers/ PTW engaged against posts created without Finance Department's concurrence	Booster of Rs.16.50/- per day or Rs.495/- per month whichever is applicable will be added to the existing rates	Booster of Rs.19.00/- per day or Rs.565/- per month whichever is applicable will be added to the existing rates
<u>Part time</u> DRW/ MRW/ Contingent Workers/ PTW engaged against posts created without Finance Department's concurrence	Booster of Rs.8.25 per day or Rs. 247/- per month whichever is applicable will be added to the existing rates.	Booster of Rs.9.50 per day or Rs. 282/- per month whichever is applicable will be added to the existing rates.
Workers in PPW (Head Priest)	Rs.7350.00 per month	Rs.8400.00 per month

Adhikari	Rs. 7100.00 per month	Rs. 8110.00 per month
Workers in PPW Priest/ Chantai/ Principal Chandi pathak/ Cook / Pujari	Rs. 5750.00 per month	Rs. 6570.00 per month
Workers in PPW/ Tallua/ Mali/Guard/ Singer/ Sweeper/ Gardener	Rs. 4830.00 per month	Rs. 5520.00 per month
Adult Literacy Teacher	Rs.3400.00 per month	Rs.3880.00 per month
Part-time Instructor	Rs. 3300.00 per month	Rs. 3770.00 per month
Community Health Guide	Rs. 3300.00 per month	Rs. 3770.00 per month

The Revised Rates have been arrived by dividing the Existing Rates by 2.25 and then, multiplying by 2.57 and suitably rounded off. In other words, the multiplication factor has been raised from 2.25 to the level of 2.57, as in case of regular employees.

5] Pension/ Family pension of State Government pensioners shall be fixed in the following manner, subject to limits of minimum and maximum rate of pension:-

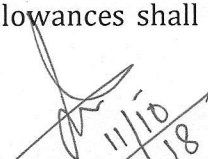
<b>Category of pensioners/ family pension</b>	<b>Formula for calculation of pension/ family pension</b>
Pensioners/ family pensioners who have retired prior to 01.01.2006	The revised pension/ family pension for pensioners falling under this category shall be determined by multiplying the basic pension/ basic family pension (excluding additional pension), as had been fixed on 01.01.2006 under the Tripura State Civil Services (Revised Pension) Rules 2009 read with its up-to-date amendment, with an appropriate multiplying factor (in Tripura State Pay Matrix, 2018) corresponding to the Level (erstwhile Grade Pay) from which the pensioner has proceeded to retirement, subject to minimum and maximum rate of pension. The amount of revised pension/ family pension so arrived at shall be rounded off to nearest hundred rupees.
Pensioners/ family pensioners who have retired on or after 01.01.2006 and on or before 31.03.2017.	The revised pension/ family pension for the pensioners falling under this category shall be determined by multiplying the basic pension/ basic family pension, as on 31.03.2017, with an appropriate multiplying factor (in Tripura State Pay Matrix, 2018) corresponding to the Level from which the pensioner has proceeded to retirement, subject to minimum and maximum rate of pension. The amount of revised pension/ family pension,

	so arrived at, shall be rounded off to nearest hundred rupees.
Pensioners/ family pensioners who have retired between the period from 01.04.2017 to 30.09.2018	For calculating the revised pension/ family pension for the pensioners falling under this category, the following steps may be carried out:- Step - I: The pension amount/ family pension amount, as on 30.09.2018 shall be divided by 2.25. Step - II: Thereafter, the basic pension/ basic family pension, so calculated, shall be multiplied by an appropriate multiplying factor (in Tripura State Pay Matrix, 2018) corresponding to the Level from which the pensioner has proceeded to retirement, subject to minimum and maximum rate of pension. The amount of revised pension/ family pension so arrived at shall be rounded off to nearest hundred rupees.
Pensioners/ family pensioners who have retired on or after 01.10.2018	50% of the last basic pay drawn (without DA) in the prescribed level in the Pay Matrix, 2018 w.e.f. 01.10.2018 subject to minimum and maximum rate of pension. The amount of revised pension/ family pension so arrived at shall be rounded off to nearest hundred rupees.

5.1] Minimum pension shall be Rs. 8,000/- per month and the maximum pension shall be Rs. 1,07,450/- per month.

5.2] Existing rates of additional pension shall continue.

6] Detailed instructions on revision of pay, wages, pensions and allowances shall be issued separately.

  
**(P. R. Bhattacharjee, IAS)**  
**Additional Secretary to the**  
**Government of Tripura**

To,

1. All Departments/ Head of Departments.

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Copy to:

1. The Addl. Chief Secretary to the Governor, Tripura.
2. The Principal Secretary to the Chief Minister, Tripura.
3. The PS/PA to all Ministers, Tripura.
4. The PPS to Chief Secretary, Tripura.
5. The Secretary, Tripura Legislative Assembly.
6. The Registrar, High Court of Tripura.
7. The Secretary, TPSC, Agartala.
8. The Accountant General (Audit), Tripura.
9. The Sr. Dy. Accountant General (A & E), Tripura.
10. The Director, General Administration (Ptg & Sty.) Department, Govt. of Tripura, with a request to publish a copy of the notification in the next Tripura Gazette.
11. The Joint Secretary, GA(Confidential & Cabinet) Department. This refers to Memo No. F.1(19)-GA(CAB)/2008 dated 09.10.2018.
12. All Treasury Officers/ Sub-Treasury Officers,.....

ANNEXURE - I

TRIPURA STATE PAY MATRIX 2018

(Amount in Rupees)

Pay Band	4840-13000				5700-24000				10230-34800				15600-39100				37400-67000	52000-77000		
	1400	1650	1800	1900	2000	2100	2200	2400	2800	4200	4400	4600	4800	5400	6600	7000			7100	7600
Grade Pay	1400	1650	1800	1900	2000	2100	2200	2400	2800	4200	4400	4600	4800	5400	6600	7000	7100	7600	8700	52000-77000
Entry Pay	6240	6580	6920	7300	7700	8060	8340	9840	10620	13500	14630	16690	18660	21000	25200	27460	27840	29920	46100	52000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	17	18	19	20	21
Index	2.57	2.51	2.45	2.40	2.34	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.55	2.57	2.57	2.57	2.57	2.57	2.57	2.50
1	16000	16500	17000	17500	18000	20700	21400	25300	27300	34700	37600	42900	47600	54000	64800	70600	71500	76900	118500	130000
2	16500	17000	17500	18000	18500	21300	22000	26100	28100	35700	38700	44200	49000	55600	66700	72700	73600	79200	122100	133900
3	17000	17500	18000	18500	19100	21900	22700	26900	28900	36800	39900	45500	50500	57300	68700	74900	75800	81600	125800	137900
4	17500	18000	18500	19100	19700	22600	23400	27700	29800	37900	41100	46900	52000	59000	70800	77100	78100	84000	129600	142000
5	18000	18500	19100	19700	20300	23300	24100	28500	30700	39000	42300	48300	53600	60800	72900	79400	80400	86500	133500	146300
6	18500	19100	19700	20300	20900	24000	24800	29400	31600	40200	43600	49700	55200	62600	75100	81800	82800	89100	137500	150700
7	19100	19700	20300	20900	21500	24700	25500	30300	32500	41400	44900	51200	56900	64500	77400	84300	85300	91800	141600	155200
8	19700	20300	20900	21500	22100	25400	26300	31200	33500	42600	46200	52700	58600	66400	79700	86800	87900	94600	145800	159900
9	20300	20900	21500	22100	22800	26200	27100	32100	34500	43900	47600	54300	60400	68400	82100	89400	90500	97400	150200	164700
10	20900	21500	22100	22800	23500	27000	27900	33100	35500	45200	49000	55900	62200	70500	84600	92100	93200	100300	154700	169600
11	21500	22100	22800	23500	24200	27800	28700	34100	36600	46600	50500	57600	64100	72600	87100	94900	96000	103300	159300	174700
12	22100	22800	23500	24200	24900	28600	29600	35100	37700	48000	52000	59300	66000	74800	89700	97700	98900	106400	164100	179900
13	22800	23500	24200	24900	25600	29500	30500	36200	38800	49400	53600	61100	68000	77000	92400	100600	101900	109600	169000	185300
14	23500	24200	24900	25600	26400	30400	31400	37300	40000	50900	55200	62900	70000	79300	95200	103500	105000	112900	174100	190900
15	24200	24900	25600	26400	27200	31300	32300	38400	41200	52400	56900	64800	72100	81700	98100	106700	108200	116300	179300	196600
16	24900	25600	26400	27200	28000	32200	33300	39600	42400	54000	58600	66700	74300	84200	101000	109600	111400	119800	184700	202500
17	25600	26400	27200	28000	28800	33200	34300	40800	43700	55600	60400	68700	76500	86700	104000	109800	114700	123400	190200	208600
18	26400	27200	28000	28800	29700	34200	35300	42000	45000	57300	62200	70800	78800	89300	107100	113100	118100	127100	195900	214900
19	27200	28000	28800	29700	30600	35200	36400	43300	46400	59000	64100	72900	81200	92000	110300	116500	121600	130900	201800	
20	28000	28800	29700	30600	31500	36300	37500	44600	47800	60800	66000	75100	83600	94800	113600	120000	125200	134800	207900	
21	28800	29700	30600	31500	32400	37400	38600	45900	49200	62600	68000	77400	86100	97600	117000	123600	127400	138800	214100	

22	29700	30600	31500	32400	33400	38500	39800	47300	50700	64500	70000	79700	88700	100500	120500	127300	131200	132900	143000
23	30600	31500	32400	33400	34400	39700	41000	48700	52200	66400	72100	82100	91400	103500	124100	131100	135100	136900	147300
24	31500	32400	33400	34400	35400	40900	42200	50200	53800	68400	74300	84600	94100	106600	127800	135000	139200	141000	151700
25	32400	33400	34400	35400	36500	42100	43500	51700	55400	70500	76500	87100	96900	109800	131600	139100	143400	145200	156300
26	33400	34400	35400	36500	37600	43400	44800	53300	57100	72600	78800	89700	99800	113100	135500	143300	147700	149600	161000
27	34400	35400	36500	37600	38700	44700	46100	54900	58800	74800	81200	92400	102800	116500	139600	147600	152100	154100	165800
28	35400	36500	37600	38700	39900	46000	47500	56500	60600	77000	83600	95200	105900	120000	143800	152000	156700	158700	170800
29	36500	37600	38700	39900	41100	47400	48900	58200	62400	79300	86100	98100	109100	123600	148100	156600	161400	163500	
30	37600	38700	39900	41100	42300	48800	50400	59900	64300	81700	88700	101000	112400	127300	152500	161300	166200	168400	
31	38700	39900	41100	42300	43600	50300	51900	61700	66200	84200	91400	104000	115800	131100	157100	166100			
32	39900	41100	42300	43600	44900	51800	53500	63600	68200	86700	94100	107100	119300	135000	161800				
33	41100	42300	43600	44900	46200	53400	55100	65500	70200	89300	96900	110300	122900	139100					
34	42300	43600	44900	46200	47600	55000	56800	67500	72300	92000	99800	113600	126600	143300					
35	43600	44900	46200	47600	49000	56700	58500	69500	74500	94800	102800	117000	130400	147600					
36	44900	46200	47600	49000	50500	58400	60300	71600	76700	97600	105900	120500	134300	152000					
37	46200	47600	49000	50500	52000	60200	62100	73700	79000	100500	109100	124100	138300	156600					
38	47600	49000	50500	52000	53600	62000	64000	75900	81400	103500	112400	127800	142400	161300					
39	49000	50500	52000	53600	55200	63900	65900	78200	83800	106600	115800	131600	146700						
40	50500	52000	53600	55200	56900	65800	67900	80500	86300	109800	119300	135500	151100						