



GOVERNMENT OF KARNATAKA
FINANCE SECRETARIAT

No.FD 06 SRP 2018

Karnataka Government Secretariat,
Vidhana Soudha,
Bengaluru, Dated: 19th April, 2018.

NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 3, read with the proviso to sub-section (2) of the said section of the Karnataka State Civil Services Act, 1978 (Karnataka Act No.14 of 1990), the Government of Karnataka hereby makes the following rules, namely:-

1. Short title and commencement.- (1) These rules may be called the Karnataka Civil Services (Revised Pay) Rules, 2018.

(2) They shall be deemed to have come into force with effect from the first day of July, 2017.

2. Application.- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the State of Karnataka.

(2) These rules shall not apply to,-

- (a) persons borne on work charged establishments, with no lien on any post in regular establishments of civil services, unless otherwise provided by an order issued by the Government;
- (b) persons paid out of contingencies, unless otherwise provided by an order issued by the Government;
- (c) persons paid on hourly, daily, weekly or monthly rates wages;
- (d) persons not in whole-time employment;
- (e) persons paid only on a piece rate basis;
- (f) persons employed on contract, except where the contract provides otherwise;
- (g) persons appointed on consolidated pay or salary;
- (h) persons reemployed in Government service after retirement.

- (i) persons whose conditions of service are regulated by the rules made under clause (3) of Article 187, clause (2) of Article 229 or sub-clause (b) of Article 318 of the Constitution of India;
- (j) persons drawing pay in the UGC/AICTE/ICAR scales of pay;
- (k) the State Judicial Officers drawing pay in National Judicial Pay Commission scales of pay;
- (l) persons borne on All India Services working under the Government; and
- (m) any other class or category of persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions of these rules.

3. Definitions.- In these rules, unless the context otherwise requires,-

- (a) 'Government' means the Government of Karnataka;
- (b) 'Government servant' means; the same meaning assigned in clause (k) of section (2) of the Karnataka Civil Services (General Recruitment) Rules, 1977;
- (c) 'basic pay' means pay of a Government servant in the 'existing scale' as on 1st July 2017 or any subsequent date with effect from which his pay is re-fixed in the 'revised scale' and includes the following, namely:-
 - (i) annual increment;
 - (ii) stagnation increment granted above the maximum of the 'existing scale';
 - (iii) personal pay granted under sub-rule (3) of rule 7 of the Karnataka Civil Services (Revised Pay) Rules, 2012; and
 - (iv) additional increments granted beyond the maximum of the time scale of pay for 20, 25 and 30 years of service.

Provided that it shall not include the following, namely:-

- (i) special allowance;
- (ii) personal pay other than that mentioned at (iii) above;
- (iii) technical pay; and
- (iv) any other emoluments specially classed as pay by the Government under Rule 8(32) of the Karnataka Civil Services Rules.

- (d) 'existing scale' in relation to a Government servant means the '2012 scale' applicable to the post held by him as on 1st July 2017, whether in a substantive or officiating or temporary capacity and includes the personal scale, if any, applicable to him in respect of the said post and the 'existing selection time scale' or 'existing senior scale of pay' or 'existing selection grade' as the case may be, if any, granted to him in respect of the said post;
- (e) 'existing selection time scale of pay' in relation to a Government servant holding a post means the selection time scale of pay granted to him prior to 1st July 2017, in respect of the said post, in accordance with the provisions of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, as amended from time to time;
- (f) 'existing senior scale of pay' in relation to a Government servant holding a post means senior scale of pay granted to him prior to 1st July 2017 in respect of the said post in accordance with the provisions of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991, as amended from time to time;
- (g) 'existing selection grade scale of pay' in relation to a Government servant holding a post means ; selection grade scale of pay granted to him prior to 01.07.2017 in respect of the said post in accordance with the provisions of the Government Order No.FD 31 SRP 2007 (X) dated: 14.08.2008 and Government Order No. FD 30 SRP 2012 dated: 31.01.2014, as amended from time to time.
- (h) '2012 scale' in relation to a post means the scale of pay prescribed by or under the Karnataka Civil Services (Revised Pay) Rules, 2012;
- (i) 'revised scale' in relation to a post means the scale of pay specified in column (3) of the First Schedule against the 'existing scale' applicable thereto, as specified in column (2) thereof, unless a different 'revised scale' is notified separately for that post under sub-rule (2) of rule 4 and includes 'revised selection time scale', 'revised senior scale of pay', and 'revised selection grade scale of pay', if any, prescribed for the post;

- (j) 'revised selection time scale of pay' in relation to a Government servant holding a post means the selection time scale of pay prescribed by sub-rule (3) of rule 4;
- (k) 'revised senior scale of pay' in relation to a Government servant holding a post means the senior scale of pay prescribed by sub-rule (4) of rule 4;
- (l) 'revised selection grade scale of pay' in relation to a Government servant holding a post means the selection grade scale of pay prescribed by sub-rule (5) of rule 4;
- (m) 'Schedule' means Schedule annexed to these rules;
- (n) 'Table' means Table in the schedule;.

4. Scale of pay of posts.- (1) Subject to the provisions of sub-rules (2), (3), (4) and (5) of this rule, the scale of pay applicable to any post, as from the date of commencement of these rules, shall be the 'revised scale' specified in column (3) of the **First Schedule** against the 'existing scale' specified in column (2) applicable thereof;

(2) The Government may, by notification in the official gazette, sanction to any post a 'revised scale' other than that specified in the corresponding entry in column (3) of the **First Schedule** with effect from 1st July 2017 or such subsequent date, as may be considered appropriate.

(3) As from the date of commencement of these rules, the selection time scale of pay in relation to a Government servant holding a post, as admissible in accordance with the provisions of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, as modified from time to time, shall be the 'revised selection time scale of pay' specified in column (3) of the **Second Schedule** against the 'revised scale' applicable to the post as specified in column (2) thereof:

(4) As from the date of commencement of these rules, the senior scale of pay in relation to a Government servant holding a post, as admissible in accordance with the provisions of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior scale of pay) Rules, 1991, as amended from time to time, shall be the 'revised scale' next above the 'revised selection time scale of pay' (specified in column (3) of the second schedule) granted under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 in respect of the post held by a

Government servant or where the 'revised selection time scale of pay' granted under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 in respect of the post held by the Government servant and the 'revised scale' of promotional post is identical or the same, the 'revised scale' of such promotional post.

(5) As from the date of commencement of these rules, the selection grade scale of pay in relation to a Government servant holding a post, as admissible in accordance with the provisions of the Government Order No.FD 31 SRP 2007 (X) dated: 14.08.2008 and Government Order No. FD 30 SRP 2012 dated: 31.01.2014 or as may be modified by the Government from time to time shall be the 'revised selection grade scale of pay' specified in column (3) of the **Third Schedule** against the 'revised scale' applicable to the post as specified in column (2) thereof.

5. Drawal of pay in the 'revised scale'.- Save as otherwise provided in these rules, a Government servant shall draw pay in the 'revised scale' applicable to the post to which he is appointed.

6. Application of 'revised scale'.- Subject to the other provisions of these rules, 'revised scale' shall apply to,-

- (a) a Government servant who entered service prior to 1st July 2017 and was in service on that date;
- (b) a Government servant who has been granted an 'existing selection time scale' prior to 1st July 2017;
- (c) a Government servant who has been granted an 'existing senior scale' prior to 1st July 2017;
- (d) a government servant who has been granted an 'existing selection grade scale' prior to 1st July 2017;
- (e) Government servant who has either entered service or is promoted or appointed to any post other than that held by him prior to or on or after 1st July 2017;
- (f) a Government servant who may be granted 'revised selection time scale' on or after 1st July 2017;
- (g) a Government servant who may be granted 'revised senior scale' on or after 1st July 2017; and
- (h) a Government servant who may be granted 'revised selection grade scale' on or after 1st July 2017.

7. Fixation of initial pay in the 'revised scale'.- (1) The initial pay of a Government servant referred to in clauses (a), (b), (c) and (d) of rule 6 shall, unless the Government by a special order otherwise direct, be fixed in the 'revised scale' applicable to him separately, namely :-

- (a) in respect of the post held by him as on 1st July 2017; and
- (b) in respect of the lower post, if any, which he would have held on that date but for his holding the higher post on officiating basis.

(2) The initial pay shall be fixed at the stage specified in column (2) of the **Fourth Schedule** corresponding to his 'basic pay' in the 'existing scale' appearing in column (1) thereof;

(i) Provided that, in respect of a Primary School Teacher, High School Teacher and Pre-University College Lecturer who is drawing special allowance in the existing scale applicable to the post as the case may be his basic pay shall be calculated in the 'existing scale' applicable to him separately by adding the said special allowance with the basic pay drawn in the existing scale as on 01.07.2017 and thereafter, his pay shall be fixed in the revised scale at the corresponding stage specified in column (2) of the Fourth Schedule;

(ii) Provided further that, the amount so computed in calculating the basic pay of the teacher is not available in column (1) of the Fourth Schedule, the stage next above the amount computed shall be considered as existing stage and his pay should be fixed in the revised scale corresponding to the stage specified in column (2) of the Fourth Schedule.

(3) The personal pay specified in column (2) of the **Fourth Schedule** shall count as pay for all purposes including fixation of pay on promotion.

(4) If the 'basic pay' of a Government servant does not appear in column (1) of the **Fourth Schedule**, such cases shall be referred to the Government for orders.

- (5) (a) Where a Government servant has entered service on or after 1st July 2017, his pay shall be fixed in the 'revised scale' applicable to the post to which he is appointed in accordance with the provisions of the Karnataka Civil Services Rules.

(b) Where a Government servant has been promoted or appointed on or after 1st July 2017 to any post other than that held by him prior to that date, his pay shall be fixed in the 'revised scale' applicable to the post held by him prior to 1st July 2017 in accordance with the provisions of sub-rules (1) to (4) of this rule and thereafter, on the basis of the pay so fixed, his pay shall be fixed in the scale of pay applicable to the post to which he has been promoted or appointed, in accordance with the provisions of the Karnataka Civil Services Rules.

(6) Where a Government servant has been granted 'selection time scale of pay' or the 'senior scale of pay' or 'selection grade scale of pay' on or after 1st July 2017, his pay in the 'revised scale' applicable to the post held by him shall be fixed in accordance with the provisions of sub-rules (1) to (4) of this rule and thereafter, on the basis of the pay so fixed, his pay shall be fixed in the selection time scale of pay or senior scale of pay, 'selection grade scale of pay' as the case may be, in accordance with rule 4 of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 or rule 7 of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991 or in accordance with the orders governing grant of selection grade scale of pay, respectively.

(7) Where in the fixation of pay under sub-rule (2) or sub-rule (4) of this rule, the pay of a Government servant, who in the 'existing scale' was drawing immediately before 1st July 2017 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the 'revised scale' as that of the junior.

(8) Where a senior Government servant promoted to a higher post before 1st July 2017 draws less pay in the 'revised scale' than his junior who is promoted to the higher post on or after 1st July 2017, the pay of the senior Government servant shall be stepped up to an amount equal to the pay fixed for his junior in the higher post. This stepping up of pay shall be done with effect from the date of promotion of the junior Government servant, subject to fulfillment of the following conditions, namely:-

- (a) both the senior and the junior Government servants should, before their promotion, belong to the same cadre and the posts to which they have been promoted belong to the same cadre;
- (b) the 'existing scale' and the 'revised scale' of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) the junior Government servant was not drawing more pay in the 'existing scale' than the senior Government servant in the lower post; and
- (d) the anomaly is the direct result of the application of the Karnataka Civil Services Rules or any other rules or orders regulating pay fixation on such promotion in the 'revised scale'.

(9) The provisions of sub-rule (7) and sub-rule (8) of this rule shall not be applicable in respect of such senior Primary School / High School Teacher / Pre-University Lecturer who was not granted special allowance and whose pay gets fixed in the revised scale at a stage lower than that of his junior teacher / lecturer who was granted special allowance under the then existing orders.

8. Date of next increment in the 'revised scale'.- (1) After the initial pay of a Government servant in the 'revised scale' is fixed with effect from 1st July 2017, in accordance with the provisions of sub-rules (1) to (4) of rule 7, the next increment therein shall accrue on the date on which it would have accrued to him in the 'existing scale' had he continued in the 'existing scale' and any stagnation increment due and admissible to him under the rules or by general or special orders issued by the Government shall be granted in the 'revised scale' in accordance with the said rules or orders:

Provided that where an increment or stagnation increment would have accrued to a Government servant in the 'existing scale' in the usual course subsequent to 1st July 2017 but before 1st July 2018, his pay in the 'revised scale' shall, if advantageous to him, be re-fixed from the date of accrual of such increment in accordance with the provisions of sub-rules (1) to (3) or sub-rule (4) of rule 7 of these rules.

(2) Where the pay of a Government servant is re-fixed under the proviso to sub-rule (1) of this rule or is stepped up in accordance with the provisions of sub-rule (7) or sub-rule (8) of rule 7 of these rules, the next increment shall accrue to

him on completion of one full incremental period from the date of the re-fixation or stepping up of the pay. The incremental period for this purpose shall be determined in accordance with the provisions of rules 51 and 53 of the Karnataka Civil Services Rules.

9. Entitlement to monetary benefits due to fixation of pay in the 'revised scale'.- (1) No Government Servant shall be entitled to any increase in pay and allowances and pension as a result of fixation or re-fixation of his pay in the 'revised scale' for the period commencing from 1st July 2017 and ending with 31st March 2018. However, he shall be entitled to increase in pay and allowances and pension in the 'revised scale' with effect from 1st April 2018.

(2) If, on account of retirement or death, a Government servant ceases to be in service after 1st July 2017 but before 1st April 2018, his pay in the 'revised scale' on the date preceding the date of his cessation from the service shall count for computing his emoluments for :-

- (a) pension and
- (b) family pension.

The monetary benefit shall, however, accrue to the retired Government servant or the beneficiary of the deceased Government servant with effect from 1st April 2018.

10. Amalgamation of cadres.- Where the 'revised scale' of pay applicable to posts in two different cadres in the hierarchical line of promotion is the same, notwithstanding anything contained in the rules regulating recruitment thereto, the cadre shall be deemed to have been amalgamated and no promotion shall be permissible from one such cadre to the other as from the date of publication of these rules in the official Gazette.

11. Power to remove difficulties.- If any difficulty arises in giving effect to the provisions of these rules, the Government may, by order, make such provisions or give such directions as appear to them to be necessary for removing the difficulty.

12. Over-riding effect of the rules.- No rule made or deemed to have been made under the Karnataka State Civil Services Act, 1978 or a rule made under any

other law shall, in so far as it is inconsistent with any of the provisions of these rules, have any effect.

13. Power to relax.- Where the Government are satisfied that the operation of any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

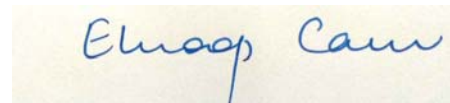
14. Interpretation.- If any question arises relating to the interpretation of these rules, it shall be referred to the Government whose decision thereon shall be final.

15. Amendment to the Karnataka Civil Services (Time Bound Advancement) Rules, 1983.- For the Schedule to the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, the **Second Schedule** to these rules shall be substituted.

16. Amendment to the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991.- For the Table below sub-rule (3) of rule 1 of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991, the Table specified in the **Second Schedule** to these rules shall be substituted.

17. The revised selection grade scales shall be as specified in the **Third Schedule** to these rules.

By Order and in the name of the
Governor of Karnataka



DR. EKROOP CAUR
Secretary to Government (Expenditure)
Finance Department

FIRST SCHEDULE

[See rule 4(1)]

Sl. No.	Existing scales of pay Rs.	Revised scales of pay Rs.
1	2	3
1	9600-200-12000-250-13000-300-14200-350-14550	17000-400-18600-450-20400-500-22400-550-24600-600-27000-650-28950
2	10400-200-12000-250-13000-300-14200-350-15600-400-16400	18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600
3	11000-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000	19950-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-37900
4	11600-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000
5	12500-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000-600-24000	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650
6	13600-300-14200-350-15600-400-17200-450-19000-500-21000-600-24600-700-26000	25800-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-51400
7	14550-350-15600-400-17200-450-19000-500-21000-600-24600-700-26700	27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650
8	16000-400-17200-450-19000-500-21000-600-24600-700-28800-800-29600	30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250
9	17650-450-19000-500-21000-600-24600-700-28800-800-32000	33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600
10	19000-500-21000-600-24600-700-28800-800-33600-900-34500	36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550
11	20000-500-21000-600-24600-700-28800-800-33600-900-36300	37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850
12	21600-600-24600-700-28800-800-33600-900-39000-1050-40050	40900-1100-46400-1250-53900-1450-62600-1650-72500-1900-78200
13	22800-600-24600-700-28800-800-33600-900-39000-1050-43200	43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900
14	24000-600-24600-700-28800-800-33600-900-39000-1050-45300	45300-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300
15	26000-700-28800-800-33600-900-39000-1050-45300-1200-47700	48900-1250-53900-1450-62600-1650-72500-1900-83900-2200-92700

16	28100-700-28800-800-33600-900-39000-1050-45300-1200-50100	52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100
17	30400-800-33600-900-39000-1050-45300-1200-51300	56800-1450-62600-1650-72500-1900-83900-2200-97100-2500-99600
18	32800-800-33600-900-39000-1050-45300-1200-52500	61150-1450-62600-1650-72500-1900-83900-2200-97100-2500-102100
19	36300-900-39000-1050-45300-1200-52500-1350-53850	67550-1650-72500-1900-83900-2200-97100-2500-104600
20	38100-900-39000-1050-45300-1200-52500-1350-55200	70850-1650-72500-1900-83900-2200-97100-2500-107100
21	40050-1050-45300-1200-52500-1350-56550	74400-1900-83900-2200-97100-2500-109600
22	44250-1050-45300-1200-52500-1350-60600	82000-1900-83900-2200-97100-2500-112100-2800-117700
23	48900-1200-52500-1350-60600-1500-63600	90500-2200-97100-2500-112100-2800-123300
24	52500-1350-60600-1500-69600-1700-73000	97100-2500-112100-2800-128900-3100-141300
25	56550-1350-60600-1500-69600-1700-79800	104600-2500-112100-2800-128900-3100-150600

SECOND SCHEDULE

[See rules 4(3), 4(4), 15 and 16]

Sl. No.	Scales of pay Rs.	Selection time scale of pay Rs.
1	2	3
1	17000-400-18600-450-20400-500-22400-550-24600-600-27000-650-28950	18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600
2	18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600	19950-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-37900
3	19950-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-37900	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000
4	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650
5	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650	25800-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-51400
6	25800-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-51400	27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650
7	27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650	30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250
8	30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250	33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600
9	33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600	36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550
10	36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550	37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850
11	37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850	40900-1100-46400-1250-53900-450-62600-1650-72500-1900-78200
12	40900-1100-46400-1250-53900-450-62600-1650-72500-1900-78200	43100-1100-46400-1250-53900-450-62600-1650-72500-1900-83900
13	43100-1100-46400-1250-53900-450-62600-1650-72500-1900-83900	45300-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300
14	45300-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300	48900-1250-53900-1450-62600-1650-72500-1900-83900-2200-92700
15	48900-1250-53900-1450-62600-1650-72500-1900-83900-2200-92700	52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100
16	52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100	56800-1450-62600-1650-72500-1900-83900-2200-97100-2500-99600
17	56800-1450-62600-1650-72500-1900-83900-2200-97100-2500-99600	61150-1450-62600-1650-72500-1900-83900-2200-97100-2500-102100
18	61150-1450-62600-1650-72500-1900-83900-2200-97100-2500-102100	67550-1650-72500-1900-83900-2200-97100-2500-104600

THIRD SCHEDULE
[See rules 4(5) and 17]

TABLE

Sl. No.	Scales of pay Rs.	Selection Grade scale of pay Rs.
1	2	3
1	36300-900-39000-1050-45300-1200-52500-1350-53850	67550-1650-72500-1900-83900-2200-97100-2500-104600
2	38100-900-39000-1050-45300-1200-52500-1350-55200	70850-1650-72500-1900-83900-2200-97100-2500-107100
3	40050-1050-45300-1200-52500-1350-56550	74400-1900-83900-2200-97100-2500-109600
4	44250-1050-45300-1200-52500-1350-60600	82000-1900-83900-2200-97100-2500-112100-2800-117700
5	48900-1200-52500-1350-60600-1500-63600	90500-2200-97100-2500-112100-2800-123300
6	52500-1350-60600-1500-69600-1700-73000	97100-2500-112100-2800-128900-3100-141300

Fourth Schedule
[See Rule 7(2)]

Existing Scale: Rs.9600-200-12000-250-13000-300-14200-350-14550		Existing Scale: Rs.10400-200-12000-250-13000-300-14200-350-15600-400-16400	
Revised Scale: Rs. 17000-400-18600-450-20400-500-22400-550-24600-600-27000-650-28950		Revised Scale: Rs.18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
9,600	17,000	10,400	18600
9,800	17,400	10,600	18600
10,000	17,800	10,800	19050
10,200	18,200	11,000	19500
10,400	18,600	11,200	19950
10,600	18,600	11,400	20400
10,800	19,050	11,600	20400
11,000	19,500	11,800	20900
11,200	19,950	12,000	21400
11,400	20,400	12,250	21900
11,600	20,400	12,500	22400
11,800	20,900	12,750	22400
12,000	21,400	13,000	22950
12,250	21,900	13,300	23500
12,500	22,400	13,600	24050
12,750	22,400	13,900	24600
13,000	22,950	14,200	25200
13,300	23,500	14,550	25800
13,600	24,050	14,900	26400
13,900	24,600	15,250	27000
14,200	25,200	15,600	27650
14,550	25,800	16,000	28300
14,900	26,400	16,400	28950
15,250	27,000	16,800	29,600
15,600	27,650	17,200	30,350
15,950	28,300	17,600	31,100
16,300	28,950	18,000	31,850
16,650	28,950+650 pp	18,400	32,600
17,000	28,950+1400 pp	18,800	32600+850 pp
17,350	28,950+2150 pp	19,200	32600+1700 pp
		19,600	32600+2550 pp

Existing Scale: Rs.11000-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000 Revised Scale: Rs.19950-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-37900		Existing Scale: Rs.11600-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000 Revised Scale: Rs. 21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
11,000	19,950	11,600	21,400
11,200	19,950	11,800	21,400
11,400	20,400	12,000	21,400
11,600	20,400	12,250	21,900
11,800	20,900	12,500	22,400
12,000	21,400	12,750	22,400
12,250	21,900	13,000	22,950
12,500	22,400	13,300	23,500
12,750	22,400	13,600	24,050
13,000	22,950	13,900	24,600
13,300	23,500	14,200	25,200
13,600	24,050	14,550	25,800
13,900	24,600	14,900	26,400
14,200	25,200	15,250	27,000
14,550	25,800	15,600	27,650
14,900	26,400	16,000	28,300
15,250	27,000	16,400	28,950
15,600	27,650	16,800	29,600
16,000	28,300	17,200	30,350
16,400	28,950	17,650	31,100
16,800	29,600	18,100	31,850
17,200	30,350	18,550	32,600
17,650	31,100	19,000	33,450
18,100	31,850	19,500	34,300
18,550	32,600	20,000	35,150
19,000	33,450	20,500	36,000
19,450	34,300	21,000	36,950
19,900	35,150	21,500	37,900
20,350	36,000	22,000	38,850
20,800	36,950	22,500	39,800
21,250	37,900	23,000	40,900
21,700	37,900+950 pp	23,500	42,000
22,150	37,900+950 pp	24,000	42,000+1100 pp
22,600	37,900+1900 pp	24,500	42,000+1100 pp
		25,000	42,000+2200 pp

Existing Scale: Rs. 12500-250-13000- 300-14200-350-15600-400-17200-450-19000-500-21000-600-24000 Revised Scale: Rs. 23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650		Existing Scale: Rs. 13600-300-14200-350-15600-400-17200-450-19000-500-21000-600-24600-700-26000 Revised Scale: Rs. 25800-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-51400	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
12,500	23,500	13,600	25,800
12,750	23,500	13,900	25,800
13,000	23,500	14,200	25,800
13,300	23,500	14,550	25,800
13,600	24,050	14,900	26,400
13,900	24,600	15,250	27,000
14,200	25,200	15,600	27,650
14,550	25,800	16,000	28,300
14,900	26,400	16,400	28,950
15,250	27,000	16,800	29,600
15,600	27,650	17,200	30,350
16,000	28,300	17,650	31,100
16,400	28,950	18,100	31,850
16,800	29,600	18,550	32,600
17,200	30,350	19,000	33,450
17,650	31,100	19,500	34,300
18,100	31,850	20,000	35,150
18,550	32,600	20,500	36,000
19,000	33,450	21,000	36,950
19,500	34,300	21,600	37,900
20,000	35,150	22,200	39,800
20,500	36,000	22,800	40,900
21,000	36,950	23,400	42,000
21,600	37,900	24,000	43,100
22,200	39,800	24,600	44,200
22,800	40,900	25,300	45,300
23,400	42,000	26,000	46,400
24,000	43,100	26,700	47,650
24,600	44,200	27,400	48,900
25,200	44,200	28,100	50,150
25,800	45,300	28,800	51,400
26,400	46,400	29,500	51,400+1250 pp
27,000	47,650	30,200	51,400+2500 pp
27,600	47,650+1250 pp	30,900	51,400+3950 pp
28,200	47,650+2500 pp	31,600	51,400+5400 pp
28,800	47,650+3750 pp		

Existing Scale: Rs. 14550-350-15600-400-17200-450-19000-500-21000-600-24600-700-26700 Revised Scale: Rs. 27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650		Existing Scale: Rs. 16000-400-17200-450-19000-500-21000-600-24600-700-28800-800-29600 Revised Scale: Rs. 30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
14,550	27,650	16,000	30,350
14,900	27,650	16,400	30,350
15,250	27,650	16,800	30,350
15,600	27,650	17,200	30,350
16,000	28,300	17,650	31,100
16,400	28,950	18,100	31,850
16,800	29,600	18,550	32,600
17,200	30,350	19,000	33,450
17,650	31,100	19,500	34,300
18,100	31,850	20,000	35,150
18,550	32,600	20,500	36,000
19,000	33,450	21,000	36,950
19,500	34,300	21,600	37,900
20,000	35,150	22,200	39,800
20,500	36,000	22,800	40,900
21,000	36,950	23,400	42,000
21,600	37,900	24,000	43,100
22,200	39,800	24,600	44,200
22,800	40,900	25,300	45,300
23,400	42,000	26,000	46,400
24,000	43,100	26,700	47,650
24,600	44,200	27,400	48,900
25,300	45,300	28,100	50,150
26,000	46,400	28,800	51,400
26,700	47,650	29,600	52,650
27,400	48,900	30,400	53,900
28,100	50,150	31,200	55,350
28,800	51,400	32,000	56,800
29,500	52,650	32,800	58,250
30,200	52,650+1250 pp	33,600	58,250+1450 pp
30,900	52,650+2700 pp	34,400	58,250+2900 pp
31,600	52,650+4150 pp	35,200	58,250+4350 pp
32,300	52,650+4150 pp	36,000	58,250+6000 pp

Existing Scale: Rs. 17650-450-19000-500-21000-600-24600-700-28800-800-32000 Revised Scale: Rs. 33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600		Existing Scale: Rs. 19000-500-21000-600-24600-700-28800-800-33600-900-34500 Revised Scale: Rs. 36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
17,650	33,450	19,000	36,000
18,100	33,450	19,500	36,000
18,550	33,450	20,000	36,000
19,000	33,450	20,500	36,000
19,500	34,300	21,000	36,950
20,000	35,150	21,600	37,900
20,500	36,000	22,200	39,800
21,000	36,950	22,800	40,900
21,600	37,900	23,400	42,000
22,200	39,800	24,000	43,100
22,800	40,900	24,600	44,200
23,400	42,000	25,300	45,300
24,000	43,100	26,000	46,400
24,600	44,200	26,700	47,650
25,300	45,300	27,400	48,900
26,000	46,400	28,100	50,150
26,700	47,650	28,800	51,400
27,400	48,900	29,600	52,650
28,100	50,150	30,400	53,900
28,800	51,400	31,200	55,350
29,600	52,650	32,000	56,800
30,400	53,900	32,800	58,250
31,200	55,350	33,600	59,700
32,000	56,800	34,500	61,150
32,800	58,250	35,400	62,600
33,600	59,700	36,300	64,250
34,400	61,150	37,200	65,900
35,200	62,600	38,100	67,550
36,000	62,600+1650 pp	39,000	67,550+1650 pp
36,800	62,600+3300 pp	39,900	67,550+3300 pp
37,600	62,600+3300 pp	40,800	67,550+4950 pp
38,400	62,600+4950 pp	41,700	67,550+6850 pp

Existing Scale: Rs. 20000-500-21000-600-24600-700-28800-800-33600-900-36300 Revised Scale: Rs. 37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850		Existing Scale: Rs. 21600-600-24600-700-28800-800-33600-900-39000-1050-40050 Revised Scale: Rs. 40900-1100-46400-1250-53900-1450-62600-1650-72500-1900-78200	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
20,000	37,900	21,600	40,900
20,500	37,900	22,200	40,900
21,000	37,900	22,800	40,900
21,600	37,900	23,400	42,000
22,200	39,800	24,000	43,100
22,800	40,900	24,600	44,200
23,400	42,000	25,300	45,300
24,000	43,100	26,000	46,400
24,600	44,200	26,700	47,650
25,300	45,300	27,400	48,900
26,000	46,400	28,100	50,150
26,700	47,650	28,800	51,400
27,400	48,900	29,600	52,650
28,100	50,150	30,400	53,900
28,800	51,400	31,200	55,350
29,600	52,650	32,000	56,800
30,400	53,900	32,800	58,250
31,200	55,350	33,600	59,700
32,000	56,800	34,500	61,150
32,800	58,250	35,400	62,600
33,600	59,700	36,300	64,250
34,500	61,150	37,200	65,900
35,400	62,600	38,100	67,550
36,300	64,250	39,000	69,200
37,200	65,900	40,050	70,850
38,100	67,550	41,100	72,500
39,000	69,200	42,150	74,400
39,900	70,850	43,200	76,300
40,800	70,850+1650 pp	44,250	78,200
41,700	70,850+3550 pp	45,300	78,200+1900 pp
42,600	70,850+5450 pp	46,350	78,200+3800 pp
43,500	70,850+5450 pp	47,400	78,200+5700 pp
		48,450	78,200+7900 pp

Existing Scale: Rs. 22800-600-24600-700-28800-800-33600-900-39000-1050-43200 Revised Scale: Rs. 43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900		Existing Scale: Rs. 24000-600-24600-700-28800-800-33600-900-39000-1050-45300 Revised Scale: Rs. 45300-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
22,800	43,100	24,000	45,300
23,400	43,100	24,600	45,300
24,000	43,100	25,300	45,300
24,600	44,200	26,000	46,400
25,300	45,300	26,700	47,650
26,000	46,400	27,400	48,900
26,700	47,650	28,100	50,150
27,400	48,900	28,800	51,400
28,100	50,150	29,600	52,650
28,800	51,400	30,400	53,900
29,600	52,650	31,200	55,350
30,400	53,900	32,000	56,800
31,200	55,350	32,800	58,250
32,000	56,800	33,600	59,700
32,800	58,250	34,500	61,150
33,600	59,700	35,400	62,600
34,500	61,150	36,300	64,250
35,400	62,600	37,200	65,900
36,300	64,250	38,100	67,550
37,200	65,900	39,000	69,200
38,100	67,550	40,050	70,850
39,000	69,200	41,100	72,500
40,050	70,850	42,150	74,400
41,100	72,500	43,200	76,300
42,150	74,400	44,250	78,200
43,200	76,300	45,300	80,100
44,250	78,200	46,350	82,000
45,300	80,100	47,400	83,900
46,350	82,000	48,450	86,100
47,400	83,900	49,500	88,300
48,450	83,900+2200 pp	50,550	88,300+2200 pp
49,500	83,900+4400 pp	51,600	88,300+2200 pp
50,550	83,900+6600 pp	52,650	88,300+4400 pp
51,600	83,900+6600 pp	53,700	88,300+6600 pp

Existing Scale: Rs. 26000-700-28800-800-33600-900-39000-1050-45300-1200-47700 Revised Scale: Rs. 48900-1250-53900-1450-62600-1650-72500-1900-83900-2200-92700		Existing Scale: Rs. 28100-700-28800-800-33600-900-39000-1050-45300-1200-50100 Revised Scale: Rs. 52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
26,000	48,900	28,100	52,650
26,700	48,900	28,800	52,650
27,400	48,900	29,600	52,650
28,100	50,150	30,400	53,900
28,800	51,400	31,200	55,350
29,600	52,650	32,000	56,800
30,400	53,900	32,800	58,250
31,200	55,350	33,600	59,700
32,000	56,800	34,500	61,150
32,800	58,250	35,400	62,600
33,600	59,700	36,300	64,250
34,500	61,150	37,200	65,900
35,400	62,600	38,100	67,550
36,300	64,250	39,000	69,200
37,200	65,900	40,050	70,850
38,100	67,550	41,100	72,500
39,000	69,200	42,150	74,400
40,050	70,850	43,200	76,300
41,100	72,500	44,250	78,200
42,150	74,400	45,300	80,100
43,200	76,300	46,500	82,000
44,250	78,200	47,700	83,900
45,300	80,100	48,900	86,100
46,500	82,000	50,100	88,300
47,700	83,900	51,300	90,500
48,900	86,100	52,500	92,700
50,100	88,300	53,700	94,900
51,300	90,500	54,900	97,100
52,500	92,700	56,100	97,100+2500 pp
53,700	92,700+2200 pp	57,300	97,100+5000 pp
54,900	92,700+4400 pp	58,500	97,100+7500 pp
56,100	92,700+6900 pp	59,700	97,100+10000 pp
57,300	92,700+9400 pp		

Existing Scale: Rs. 30400-800-33600-900-39000-1050-45300-1200-51300 Revised Scale: Rs. 56800-1450-62600-1650-72500-1900-83900-2200-97100-2500-99600		Existing Scale: Rs. 32800-800-33600-900-39000-1050-45300-1200-52500 Revised Scale: Rs. 61150-1450-62600-1650-72500-1900-83900-2200-97100-2500-102100	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
30,400	56,800	32,800	61,150
31,200	56,800	33,600	61,150
32,000	56,800	34,500	61,150
32,800	58,250	35,400	62,600
33,600	59,700	36,300	64,250
34,500	61,150	37,200	65,900
35,400	62,600	38,100	67,550
36,300	64,250	39,000	69,200
37,200	65,900	40,050	70,850
38,100	67,550	41,100	72,500
39,000	69,200	42,150	74,400
40,050	70,850	43,200	76,300
41,100	72,500	44,250	78,200
42,150	74,400	45,300	80,100
43,200	76,300	46,500	82,000
44,250	78,200	47,700	83,900
45,300	80,100	48,900	86,100
46,500	82,000	50,100	88,300
47,700	83,900	51,300	90,500
48,900	86,100	52,500	92,700
50,100	88,300	53,700	94,900
51,300	90,500	54,900	97,100
52,500	92,700	56,100	99,600
53,700	94,900	57,300	1,02,100
54,900	97,100	58,500	1,02,100+2500 pp
56,100	99,600	59,700	1,02,100+5000 pp
57,300	99,600+2500 pp	60,900	1,02,100+5000 pp
58,500	99,600+5000 pp	62,100	1,02,100+7500 pp
59,700	99,600+7500 pp		
60,900	99,600+7500 pp		

Existing Scale: Rs. 36300-900-39000-1050-45300-1200-52500-1350-53850 Revised Scale: Rs. 67550-1650-72500-1900-83900-2200-97100-2500-104600		Existing Scale: Rs. 38100-900-39000-1050-45300-1200-52500-1350-55200 Revised Scale: Rs. 70850-1650-72500-1900-83900-2200-97100-2500-107100	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
36,300	67,550	38,100	70,850
37,200	67,550	39,000	70,850
38,100	67,550	40,050	70,850
39,000	69,200	41,100	72,500
40,050	70,850	42,150	74,400
41,100	72,500	43,200	76,300
42,150	74,400	44,250	78,200
43,200	76,300	45,300	80,100
44,250	78,200	46,500	82,000
45,300	80,100	47,700	83,900
46,500	82,000	48,900	86,100
47,700	83,900	50,100	88,300
48,900	86,100	51,300	90,500
50,100	88,300	52,500	92,700
51,300	90,500	53,850	94,900
52,500	92,700	55,200	97,100
53,850	94,900	56,550	99,600
55,200	97,100	57,900	1,02,100
56,550	99,600	59,250	1,04,600
57,900	1,02,100	60,600	1,07,100
59,250	1,04,600	61,950	1,07,100+2500 pp
60,600	1,04,600+2500 pp	63,300	1,07,100+5000 pp
61,950	1,04,600+5000 pp	64,650	1,07,100+7800 pp
63,300	1,04,600+7500 pp	66,000	1,07,100+10600 pp
64,650	1,04,600+10300 pp		

Existing Scale: Rs. 40050-1050-45300-1200-52500-1350-56550 Revised Scale: Rs. 74400-1900-83900-2200-97100-2500-109600		Existing Scale: Rs. 44250-1050-45300-1200-52500-1350-60600 Revised Scale: Rs. 82000-1900-83900-2200-97100-2500-112100-2800-117700	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
40,050	74,400	44,250	82,000
41,100	74,400	45,300	82,000
42,150	74,400	46,500	82,000
43,200	76,300	47,700	83,900
44,250	78,200	48,900	86,100
45,300	80,100	50,100	88,300
46,500	82,000	51,300	90,500
47,700	83,900	52,500	92,700
48,900	86,100	53,850	94,900
50,100	88,300	55,200	97,100
51,300	90,500	56,550	99,600
52,500	92,700	57,900	102,100
53,850	94,900	59,250	104,600
55,200	97,100	60,600	107,100
56,550	99,600	61,950	1,09,600
57,900	1,02,100	63,300	1,12,100
59,250	1,04,600	64,650	1,14,900
60,600	1,07,100	66,000	1,17,700
61,950	1,09,600	67,350	1,17,700+2800 pp
63,300	1,09,600+2500 pp	68,700	1,17,700+2800 pp
64,650	1,09,600+5300 pp	70,050	1,17,700+5600 pp
66,000	1,09,600+8100 pp	71,400	1,17,700+8400 pp
67,350	1,09,600+10900 pp		

Existing Scale: Rs. 48900-1200-52500-1350-60600-1500-63600		Existing Scale: Rs. 52500-1350-60600-1500-69600-1700-73000	
Revised Scale: Rs. 90500-2200-97100-2500-112100-2800-123300		Revised Scale: Rs. 97100-2500-112100-2800-128900-3100-141300	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)	Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2	1	2
48,900	90,500	52,500	97,100
50,100	90,500	53,850	97,100
51,300	90,500	55,200	97,100
52,500	92,700	56,550	99,600
53,850	94,900	57,900	1,02,100
55,200	97,100	59,250	1,04,600
56,550	99,600	60,600	1,07,100
57,900	1,02,100	62,100	1,09,600
59,250	1,04,600	63,600	1,12,100
60,600	1,07,100	65,100	1,14,900
62,100	1,09,600	66,600	1,17,700
63,600	1,12,100	68,100	1,20,500
65,100	1,14,900	69,600	1,23,300
66,600	1,17,700	71,300	1,26,100
68,100	1,20,500	73,000	1,28,900
69,600	1,23,300	74,700	1,32,000
71,100	1,23,300+2800 pp	76,400	1,35,100
72,600	1,23,300+5600 pp	78,100	1,38,200
74,100	1,23,300+8700 pp	79,800	1,41,300
75,600	1,23,300+11800 pp	81,500	1,41,300+3100 pp
		83,200	1,41,300+6200 pp
		84,900	1,41,300+9300 pp
		86,600	1,41,300+12400 pp

Existing Scale: Rs. 56550-1350-60600-1500-69600-1700-79800	
Revised Scale: Rs. 104600-2500-112100-2800-128900-3100-150600	
Basic pay in the Existing Scale (Rs.)	Basic pay in the Revised Scale (Rs.)
1	2
56,550	1,04,600
57,900	1,04,600
59,250	1,04,600
60,600	1,07,100
62,100	1,09,600
63,600	1,12,100
65,100	1,14,900
66,600	1,17,700
68,100	1,20,500
69,600	1,23,300
71,300	1,26,100
73,000	1,28,900
74,700	1,32,000
76,400	1,35,100
78,100	1,38,200
79,800	1,41,300
81500	1,44,400
83,200	1,47,500
84,900	1,50,600
86,600	1,50,600+3100 pp
88,300	1,50,600+6200 pp
90,000	1,50,600+9300 pp
91,700	1,50,600+12400 pp
93,400	1,50,600+15500 pp

DR. EKROOP CAUR
Secretary to Government (Expenditure)
Finance Department