



सत्यमेव जयते

Government of Bihar



THE PAY COMMISSION REPORT

VOL. II : Recommendations on Allowances and Pension

2017

THE PAY COMMISSION REPORT

Vol. II

Recommendations on Allowances and Pension

Table of Contents

Chapter 1: Introduction.....	3
Chapter 2: Addendum to Volume I	5
Chapter 2A: Recommendations for the missing posts	5
Chapter 2B: Recommendations for the posts which have typographical errors	7
Chapter 3: Allowances (Except for Medical Allowance)	11
A. House Rent Allowance	11
B. City Transport Allowance	12
C. Travelling Allowance:	13
D. Daily Allowance:	15
E. Leave Travel Concession:	16
F. Transfer Grant:	17
G. Reimbursement of charges on transportation of personal effects:	17
H. Nursing Allowance	18
I. Family Planning Allowance	19
J. Cycle Allowance	19
K. Driving Allowance	20
L. Deputation Allowance	20
M. Journal Allowance	20
N. Special Pay	21
O. Allowance to the Police Personnel	21
P. Compensation for working beyond office hours	25
Chapter 4: Medical Allowance	26
Chapter 5: Recommendations Regarding Pension Revision	32
Annexure A:	41
Table A.1	41
Table A.2	42
Table A.3	43
Table A.4	44
Annexure: B	45

Annexure C:.....	48
Annexure D.....	76

Chapter 1: Introduction

The State Pay Commission was constituted by the State Government vide its notification No. 9701 dated 22.12.2016 following implementation of the recommendations of the 7th Central Pay Commission by Government of India. The State Pay Commission was entrusted to recommend a revised pay structure for the employees under the State Government on the lines of the recommendations made by the 7th Central Pay Commission by Government of India and revised allowances for the employees under the State Government on the lines of the recommendations made by the 7th Central Pay Commission.

The State Pay Commission submitted its report on 15th May, 2017 on revised pay and on the matters in which any orders of the Hon'ble Court have been issued, in a record time of 4 months. The State Government notified the Pay Commission recommendations vide Resolution No.-3590 dated 24.05.2017. The revised pay structure came into effect notionally from 1st January, 2016 and the actual payments in the revised pay structure was granted from 1st April, 2017.

There had been some clerical, typographical as well as grammatical errors and omissions in the Main Report which has been rectified in **Chapter 2** of this report. The rectification doesn't include any revision or deviation from the Main Report. In some cases the post name and its corresponding pay level have not been mentioned in the Main Report. It had been mentioned in the previous report that the replacement scale for such posts shall be admissible. **It is reiterated here that the replacement scale shall be admissible for the posts whose name has not been mentioned in the Main Report.**

The Central Government notified the recommendation on allowances vide Resolution No.-11-1/2016-IC dated 6th July, 2017 and implemented it from 1st July, 2017. Keeping in view the Terms of Reference for the State Pay Commission the Commission is submitting its recommendation on Allowances. All Allowances except Medical Allowance are dealt with in Chapter 3 while Medical Allowance is detailed in Chapter 4. Chapter 5 contains the recommendations in pension and the methodology for Pension Fixation in the revised pay. The revision of pension and pensionary benefits is always a tough call after

every Pay Revision. This time we have developed a tabular fitment chart which will make pension fixation much easier.

Generally, State has followed the Government of India as regards its recommendations on Pay, but has differed w.r.t. allowances and pensions keeping in view the financial condition as also historical entitlements. It may be useful to reiterate here. ***"Allowance" is defined as the sum granted to meet expenditure of a particular type and it should be so regulated that the allowances are not on the whole a source of profit to the recipients.***

An allowance is paid over and above the Basic pay of the employee, either as a percentage of the Basic Pay, or as a specified amount. The 7th Central Pay Commission has merged an allowance with other on the basis of practical viability or abolished various allowances as separate identities to make them more viable.

The State Pay Commission invited representations from various unions, associations and groups of state employees. The Commission also heard their representations at length on various dates. Various Employee Associations put their demand for making the allowances more rational and as per Central Government. They prayed for a hundred percent implementation of central allowances. The Commission tried to make a pragmatic assessment of the present prevalent market rates and the financial constraints which the State faces. The revision of rates of various allowances applicable to the State Government employees is burning question, which is directly linked to the payment of salary in revised scales.

In Chapter 3 we have discussed allowances except Medical Allowance and recommended a rational allowance structure for different Pay levels. Medical reimbursement is quite complex and a mind boggling issue for the State Government as a balance has to be met between the competing demands of employee welfare, ease of administration of the scheme and prevention of misuse of the facilities to be provided. This time we have assessed various alternative mechanism to make this process easier and it had been discussed in detail in Chapter 4.

Chapter 2: Addendum to Volume I

Chapter 2A: Recommendations for the missing posts

Common Category

Sl. No.	Designation	Pay Band	Grade Pay	Recommendation
62 A	Vehicle Driver	PB – 1	1900	2
62 B	Vehicle Driver (Grade-II)	PB – 1	2400	4
62 C	Vehicle Driver (Grade-I)	PB – 1	2800	5
62 D	Vehicle Driver Special Grade	PB – 2	4200	6
General Administration Department				
249 A	Stenographer	PB – 1	2400	4
249 B	Personal Assistant	PB – 2	4600	7
Home Department				
161A	Chaukidar	PB – 1	1800	1
161B	Dafadar	PB – 1	1900	2
161C	Head Dafadar	PB – 1	2000	3
Finance Department				
454A	Data Entry Operator, Grade "C"	PB – 2	4200	6
Forest Department				
787A	Forest Guard	PB – 1	1900	2(If recruitment qualification 10+2 than Level 3 Otherwise 2
Animal Husbandry Department				
1981A	Live Stock Assistant	PB – 1	1900	2
State Service				
SL No.	Name Of Service	No of Levels including Basic grade	No. of Levels recommended including Basic grade	
37	Child Development Service	4	4	
38	Child Protection Service	4	4	

39	Bihar Agriculture Service (only for category 1- Agronomy)	4	4
40	Bihar Agriculture Service (for others)	3	3

Note:- Those posts which are not mentioned in Chapter-5 have been recommended replacement scale earlier; which is now being reiterated here.

Chapter 2B: Recommendations for the posts which have typographical errors

Following rectifications are recommended for the posts which has typographical errors in the Pay Commission Report Vol 1 :-

- 1- "For Details Kindly Refer, Chapter 4" mentioned in Chapter 5 Page No.-56 should be read as Chapter 3.
- 2- Following are the posts whose unrevised Pay Band in Chapter 4 and 5 of the Main Report should be read as corrected below :-

Sl. No.	Designation	Page No.	Unrevised Pay Band	
			Mentioned	Corrected
1	Deputy Director of Archives	46	PB 2	PB 3
2	Director, Fisheries	48	PB 3	PB 4
3	Executive Engineer, Fisheries	48&115	PB 2	PB 3
4	Junior Accounts Clerk	56	PB 2	PB 1
5	Senior Accounts Clerk	56	PB 2	PB 1
6	Supply Inspector	89	PB 3	PB 2
7	Lecturer	89	PB 4	PB 3
8	Professor	89	PB 2	PB 4
9	Principal	89	PB 3	PB 4
10	Joint Director	101	PB 4	PB 3
11	Joint Director Art & Culture & equivalent	101	PB 4	PB 3
12	Promotional level 4	119	PB 5	PB 4
13	Promotional level 5	119	PB 6	PB 4

- 3- For the post of "Constable" mentioned on serial No.-942, 943 and 944; Pay Level for the post of Constabulary cadre will be admissible on the basis of same educational qualification otherwise replacement level will be admissible.

- 4- Office of Law reporter under Law Department mentioned on page No.-89 should be read as "Advocate General Office". Unrevised Pay Band for Librarian mentioned at sl. No. 1098 should be read as Pay Band 2 in place of Pay Band 1.
- 5- Pay Level for "District Transport Officer" of Transport Department has been recommended on sl. No. 927, which should be read as Pay Level 9 at par with "Other State Services".
- 6- Pay Level for Deputy Director, Fisheries mentioned on sl. No.-1994 should be read as Pay Level 11 in place of Pay Level 9. This is in consonance with the recommendation made in Chapter 3 page No. 49.
- 7- Pay Level for the basic grade post named "Drug inspector" of Bihar Drug Control Cadre had been recommended as pay Level 8 in 4.3 of Chapter 4 which should be read as Pay Level 9 at par with "Other State Services".
- 8- In Chapter 5 sl. No.-2081, Pay Level for the post of "Chemical Examiner" has been recommended as Pay Level 8 which should be read as Pay Level 6 considering Pay Committee's recommendation which has recommended Pay Band 9300-34800 Grade Pay 4200 for this post. The corresponding level for the mentioned grade pay is Pay Level 6 which is corrected accordingly.
- 9- Pay Level recommended for the basic post of Bihar Agriculture Service, mentioned at Chapter No. 3 page No. 32, should be read as pay level 9 in place of pay level 8 at par with other state services.
- 10- Pay Level recommended for the basic post of Bihar Industries Service, mentioned at Chapter No. 3 page No. 32-33, should be read as Pay Level 9 in place of Pay Level 8 at par with "Other State Services".
- 11- "Personnel and Administrative Department" mentioned at Page No. 64 should be read as "General Administration Department".
- 12- Pay Level recommended for "Junior Statistical Supervisor" mentioned at page No.-58 sl. No.-39 also includes Block Statistical Supervisor/Junior Statistical Assistant.

- 13-"Senior Statistical Assistant" and "Assistant Statistical' Officer" mentioned at sl No.- 50 and at sl No-515 respectively should be read as "Planning Assistant" and "Planning Officer" respectively.
- 14-Pay Level mentioned at sl No.-44 for "Gram Panchayat Supervisor" should be read as for "Block Panchayati Raj Officer".
- 15-Pay Level mentioned at sl No.-43 for "Labour Inspector/Labour Welfare Officer" also includes Labour Enforcement Officer.
- 16-For technical posts of Health Department like OT Assistant on sl. No. 1285 in Chapter 5 having recruitment qualification 10+2 & Diploma Pay Level 5 is recommended and for recruitment qualification Graduation + Diploma Pay Level 6, and for other technical posts without 10+2 & Diploma/Graduation +Diploma replacement Pay Level is recommended. Pay Level is recommended accordingly for the above.
- 17-Pay Level recommended for "Senior Artist/Photographer" and "Artist-cum-Photographer" mentioned at sl. No.-1757 and 1758 of Chapter 5 should be read as Pay Level 6 in place of Pay Level 7.
- 18-Pay Band and Grade Pay sanctioned by Finance Department Resolution No.-630 dated 21.01.2010 for the post of Food Inspector on sl. No.-1139 is PB-2 + Grade Pay 4200 which has been mentioned as PB1+GP 2400 and Pay Level 4, which should be read as PB-2 + Grade Pay 4200 and Pay Level 6.
- 19-Pay Level mentioned for the under mentioned Supervisory posts mentioned on page 58 should be construed as deleted in the entries against/under their respective departments:-

Sl. No.	Designation	Name of Departments
525,1029, 1065,1071 1072,1661	Junior Statistical Assistant/ Junior Statistical Supervisor/ Block Statistical Supervisor	Planning & Development Department/Industry Department/Labour Department
2022	Asst. Consolidation Officer	Revenue & Land Reforms Department
2013	Circle Inspector	Revenue & Land Reforms Department
560,574	Gram Panchayat Supervisor/ Block Panchayat Raj Officer	Panchayati Raj Department
293	Asst. Savings Officer	Finance Department
503,517, 526,1031, 1066	Senior Statistical Assistant	Planning & Development Department/Labour Department
1030	Investigator	Labour Employment & Training Department
892 & 2000	Jr. Engineer	Public Health Engineering Department & Animal Husbandry & Fisheries Department
730	Agriculture Inspector & Equivalent	Sugarcane Department
1857	Senior Audit officer	Cooperative Department
1061	Labour Enforcement Officer	Labour Employment and Training Department
1153	Assistant Engineer	Health Department

Chapter 3: Allowances (Except for Medical Allowance)

A. House Rent Allowance

The demographic spread of population relevant for the Central and State Governments is quite different. The Pay Committee had noted in its recommendations that most of the Central Government employees reside in 'X' or 'Y' class cities but that in this State, most of the employees reside in 'Z' class or in unclassified cities. It had recommended a 4-tiered structure for grant of HRA. It was as follows:

1. Patna - 'Y' category;
2. Araria, Arrah, Aurangabad, Bagha, Begusarai, Bettiah, Bhagalpur, Biharsharif, Buxar, Chapra, Darbhanga, Dehri, Gaya, Gopalganj, Hazipur, Jamalpur, Jamui, Jehanabad, Katihar, Kishanganj, Lakhisarai, Madhubani, Mokama, Motihari, Munger, Muzaffarpur, Nawada, Purnea, Saharsa, Samastipur, Sasaram, Sitamarhi, Siwan, Supaul - 'Z' category;
3. Rest of the urban locations - Unclassified category; and
4. Rural Areas - Rural Area category

The 7th Central Pay Commission has recommended 24 percent, 16 percent and 8 percent of the Basic Pay as House Rent Allowance for Class 'X', 'Y' and 'Z' categories of cities respectively. In Bihar, only Patna comes under 'Y' category of city and rest of the places fall under either 'Z' category or unclassified category.

The recommendation of the 7th Central Pay Commission was accepted by the Government of India with certain modifications. At the centre, while HRA shall be 24%, 16% and 8% in 'X', 'Y' and 'Z' cities respectively, HRA will be revised to 27%, 18% and 9% of Basic Pay when Dearness Allowance crosses 25%, and further to 30%, 20% and 10% of Basic Pay when DA crosses 50%.

This Commission would not like to deviate from the principles set out by the Pay Committee. Therefore, it would keep the classification intact. Thus, the Commission

recommends HRA for 'Y' category of city i.e. for Patna at 16% initially; 8% for 'Z' category of cities; 6% for the unclassified locations; and 4% for rural areas. The personnel working in Bihar Bhawan, New Delhi will get HRA @ 24%. The above should be revised to 20%, 10%, 7.5% and 5% when Dearness Allowance crosses 50% at which stage, Bihar Bhawan employees would be entitled to HRA at the rate of 30%.

B. City Transport Allowance

The State Government grants Transport Allowance only in Patna. Financial constraints have restrained the State Government from enhancing the benefits of the Transport Allowance to its employees beyond Patna. The 7th Central Pay Commission has recommended the Transport Allowance in the following manner:-

Pay Level	Identified Cities	Other Places (Rs pm)
9 & above	7200+DA	3600+DA
3 to 8	3600+DA	1800+DA
1 and 2	1350+DA	900+DA

Ministry of Finance, Government of India has implemented Transport Allowance for its employees vide its OM No.-21/5/2017-E.II(B) dated 07.07.2017. In this order, only Patna in Bihar has been categorized as a city where higher rates of Transport Allowance are admissible.

The Commission finds that, considering financial constraints, it will not be possible to completely adopt the central pattern. The Commission has adopted a rational view in this regard. Henceforth, the Commission recommends DA indexed Transport Allowance for the first time in the state. ***The Commission recommends new Transport Allowance for Patna and other municipal corporation cities as follows:-***

<i>Sl. No.</i>	<i>Level</i>	<i>Transport Allowance (For Patna)</i>	<i>Transport Allowance (For places other than Patna)</i>
<i>1</i>	<i>Level 11 & above</i>	<i>Rs 4000+DA</i>	<i>Rs 1500+ DA</i>
<i>2</i>	<i>Level 7,8,&9</i>	<i>Rs 3000+DA</i>	<i>Rs 1000+ DA</i>
<i>3</i>	<i>Level 6 to 1</i>	<i>Rs 1500+DA</i>	<i>Rs 600+ DA</i>

The personnel of Bihar Bhawan and Bihar Niwas will get City Transport Allowance as per Central Government. It further recommends that the facility of reimbursement of fuel costs upto 40 litres in case of officers of the rank of Deputy Secretary and above commuting to office in their own vehicles be discontinued.

C. Travelling Allowance:

Presently air travel entitlement is restricted to officers above Grade Pay Rs. 8,700 and above. Officers in Grade Pay Rs. 7,600 are permitted air travel under specific circumstances. The 7th Central Pay Commission has recommended Business class travel for Officers from Pay Level 14 and above. For Pay level 9 and above, air travel by economy class has been recommended. ***Keeping in view the 7th Central Pay Commission Recommendations, Business class travel is recommended for officers in Pay Level 14 and above. Economy Class Air Travel is recommended for officers in Pay Level 11 and above. For officers in Pay Level 8 and 9, air travel by economy class is recommended by special permission. Such special permission is to be granted by Secretary to Government or Head of department in the Headquarters or respective Commissioners of concerned Divisions in the field. For such officers of the All India Services and Central Services working in the state in the pay level 10, economy class air travel shall be allowed by special permission. For Road and Rail travel, allowances along the lines of 7th CPC recommendations are being recommended.***

<i>Sl. No.</i>	<i>Level</i>	<i>Travelling Allowance (By Air)</i>
<i>1</i>	<i>Level 14 & above</i>	<i>Business Class</i>
<i>2</i>	<i>Level 11,12,&13</i>	<i>Economy Class</i>
<i>3</i>	<i>Level 8 to 9 & Level 10 of AIS & Central Services</i>	<i>Economy Class under Special Permission</i>
<i>Sl. No.</i>	<i>Level</i>	<i>Travelling Allowance (By Rail)</i>
<i>1</i>	<i>Level 12 & above</i>	<i>AC 1</i>
<i>3</i>	<i>Level 6 to 11</i>	<i>AC 2</i>
<i>5</i>	<i>Level 5 and below</i>	<i>AC3/AC Chair car</i>

Journeys by Road: The commission is in agreement with the 7th CPC's view that present provisions are adequate. Hence, status-quo may be maintained where actual fare is reimbursed. Specific rates prescribed, however, are recommended to be increased by 50%.

Entitlement for travelling by Road:

S.No.	Pay Level	Entitlement
1	13 & above	AC Bus/AC Taxi/AC Car
2	6 to 12	AC Bus/AC Taxi/AC Car
3	4 & 5	Bus/Auto
4	3 & below	Bus/Auto

Applicable rates for reimbursement in case of Road Journeys:

Type of vehicle	Reimbursement applicable
AC Bus/Bus	Actual Fare
AC Taxi	Rs. 24/-km
Personal Car	Rs. 15/-km
Taxi	Rs. 20/-km
Auto Rickshaw	Rs. 10/-km
2-wheeler	Rs. 5/-km
Pre-paid Taxi/Auto	Actual Fare based on payment receipt

D. Daily Allowance:

Daily Allowance is meant to cover living expenses when employees travel out of their headquarters for work. There is a twofold formula for prescription of daily allowance; one rate entitlement for stay in hotels which is called as hotel rate and another for stay in government/ quasi government guest houses or by personal arrangement (called the normal rate). This twofold policy is still relevant. There is no need to change this policy but the rate needs to be revised in accordance with inflation and rising prices. ***The Commission recommends revision of hotel and normal rates of daily allowance according to the chart below:-***

Pay Level	'X' Class (Metro)	'Y' Class (Patna)	'Z' Class (& others)
14 & above	7500 (Hotel)	5000 (Hotel)	4000 (Hotel)
	1200 (Normal)	800 (Normal)	600 (Normal)
11,12,13,13A	4500 (Hotel)	3500 (Hotel)	2500 (Hotel)

	1000 (Normal)	750 (Normal)	500 (Normal)
6,7,8,9	2800 (Hotel)	1500 (Hotel)	1000 (Hotel)
	800 (Normal)	600 (Normal)	400 (Normal)
≤ 5	1000 (Hotel)	500 (Hotel)	300 (Hotel)
	500 (Normal)	375 (Normal)	275 (Normal)

Hotel rate would be the maximum reimbursement admissible for boarding and lodging, subject to the production of actual voucher. There may be situations, where stay in government/quasi government facility involves expenditure more than the 'normal' rate. In such cases, the actual expenditure should be reimbursed subject to the upper limit of the 'hotel' rate.

E. Leave Travel Concession:

At present Leave Travel Concession is permitted throughout the country on two occasions only during the entire service career of the State Government employee, with the condition that not more than four persons are permitted. Air travel and AC 1 rail travel is also restricted. *This time, however along the lines of LTC available to central government employees, one Leave Travel Concession is being recommended for Travel throughout the country in every block of four years. Rationale behind this recommendation is twofold: employee welfare and countrywide tourism promotion. LTC for Air Travel and AC1 Rail Travel is also being recommended as per the following table –*

<i>Sl. No.</i>	<i>Level</i>	<i>LTC permitted by-</i>
<i>I</i>	<i>Level 11 & above</i>	<i>Economy Class</i>
<i>For Rail Travel</i>		
<i>Sl. No.</i>	<i>Level</i>	<i>LTC permitted by-</i>
<i>I</i>	<i>Level 12 & above</i>	<i>AC 1</i>

3	Level 6 to 11	AC 2
5	Level 5 and below	AC3/AC Chair car

F. Transfer Grant:

It is presently paid at a rate of half of the basic salary for both State Government employees and members of All India Services or Central Services in deputation to the State Government getting transferred within the State. For a transfer outside the state All India Service members shall receive a grant equal to a month's basic salary.

Considering the 7th CPC recommendation, this commission also recommends rationalization of Transfer Grants for transfer outside state. Hence it is recommended that Transfer Grant should be paid at the rate of 80% of last month's basic pay. For intra-state transfers, status quo is recommended.

G. Reimbursement of charges on transportation of personal effects:

For transportation of personal effects (plus conveyance) the State Government has adopted nearly the central entitlements. *This time also, along the lines of 7th CPC recommendations, following entitlements are being recommended:-*

Sl. No.	Level	By Train/Steamer	Rate for Transportation by Road
1	12 and Above	6000 kg by goods train/4 wheeler wagon/1 double container	Rs 50/- per Km
2	6, 7, 8, 9 and 11	6000 kg by goods train/4 wheeler wagon/1 single container	Rs 50/- per Km
3	5	3000 kg	Rs 25/- per Km
4	4 and below	1500kg	Rs 15/- per Km

H. Nursing Allowance

At Centre Nursing Allowance is the composite term used for four allowances granted to nursing personnel: Nursing Allowance, Uniform Allowance, Washing Allowance and Messing Allowance which is granted at following rates at Centre :-

Nursing Allowance	7200/- pm
Uniform Allowance with Washing Allowance	1800/- pm

Messing Allowance had been abolished for Nursing staff at the centre. The Commission acknowledge that the nursing job is arduous and risky. Nursing Allowance had been a major demand by the nurses in the state. Earlier Rs. 1000/- pm was paid as a composite nursing allowance but the Commission feels that keeping in view the rising cost of maintenance, it would be in the fitness of thing that this allowance be rationalised. *The Commission recommends as follows:-*

Existing in Bihar		
	Nurses	ANM/LHV
Nursing Allowance	1000/- per month	Not applicable
Uniform Allowance	3000/- per month	1500/- per month
Washing Allowance	120/- per month	60/- per month
In Government of India		
Nursing Allowance	7200/- per month	-
Uniform Allowance	1800/- per month	1800/- per month
Our recommendations		
Nursing Allowance	4800/- per month	Not applicable
Uniform Allowance	1800/- per month	1800/- per month

Therefore, the Commission recommends a composite nursing allowance of Rs. 4800/- per month to the nurses working in Government run hospitals. Uniform allowance with washing allowance will be admissible @ Rs 1800/- per month.

- ***Uniform Allowance includes washing allowance. No separate washing allowance shall be admissible.***
- ***Uniform shall be replaced at intervals prescribed by the Health Department. Each staff shall be required to provide self-certified undertaking that they are complying with the said requirement.***

I. Family Planning Allowance

The state government permits family planning allowance at a fixed rate which depends upon the grade pay. The 7th Central pay Commission has recommended abolition of the Family Planning Allowance because of enhanced awareness regarding appropriate family size. ***In view of the 7th Central pay Commission and Government of India recommendation to abolish the Family Planning Allowance, the Commission recommends abolition of Family Planning Allowance in the State.***

J. Cycle Allowance

This allowance is payable to Class IV employees engaged in letter distribution duties. Presently it is paid at a rate of Rs. 60/- per month. At Centre, the existing rates of Rs 90/- per month had been doubled to Rs 180/- per month for Department of Posts and Railways. For other Ministries/Departments where there is functional justification for any particular category of staff, Cycle Allowance is to be sanctioned with the approval of Department of Expenditure. ***Accordingly, the Commission recommends Cycle Allowance at the rate of Rs 180/- per month for Office Attendants with the same condition as is applicable presently, i.e. a maximum of two personnel can be granted this allowance in each office.***

K. Driving Allowance

Overtime Allowance is not given in the State Government. Instead a monthly sum of Rs. 200/- pm in the state and Rs. 300/- pm at Bihar Bhawan is given to the drivers for the off-working hour nature of their duties. Driving Allowance is not provided at the Centre. Rather, Overtime Allowance is provided in case employees have to work beyond normal working hours. Overtime Allowance has been done away with in the State. However, some provision should be made for drivers keeping in view the nature of their duties. *Accordingly, the Commission after due consideration and keeping in mind the arduous nature of Driver's duty recommends Rs. 1000/-per month as the Driving Allowance in the State and Rs. 1500/- per month for the Drivers working under Bihar Bhawan and other drivers working outside the state.*

L. Deputation Allowance

Presently, Deputation Allowance is granted at the rate of 2.5 per cent of basic pay, maximum Rs. 1000/- pm, if the deputation is within the State and 5 per cent of basic pay, maximum Rs. 2000/- pm, if the deputation is outside the state. This expenditure is borne by the borrowing organisation, so, it is not a burden on the Consolidated Fund of the State. At Centre, the ceilings for Deputation Allowance had been raised by a factor of 2.25 to Rs. 4500/- per month for deputation within the same station, and to Rs. 9000/- per month for deputation involving change of station. *The Commission recommends Deputation Allowance at the present rates with a maximum of Rs. 2000/- per month for deputation within the same station, and to Rs. 4000/- per month for deputation involving change of station.*

M. Journal Allowance

Practicing medical doctors need to update themselves with latest technology and research. It is not possible without subscribing to indexed international journals of their respective disciplines. Presently, the Journal Allowance is being granted at a rate of Rs.

3000/- per year for every medical doctor on producing evidence of such subscription. ***The Commission recommends increase in existing Journal Allowance and it should be granted at Rs. 4500/- per year on producing evidence of such subscription to practicing medical doctors.***

N. Special Pay

It is payable to Under/Deputy/Joint/Additional and Special Secretaries to compensate them for the lack of perks and facilities in the secretariat. In the Rule 42 of Bihar Service Code, it is mentioned that Special Pay should be granted in the following cases:-

- i. if the nature of work is difficult;
- ii. any specific increase in work or responsibility; and
- iii. unhygienic place of work.

The present grant of Special Pay doesn't meet any of the above cases. The subsequent Pay Committees haven't found any justification for the continuation of the Special Pay as the above responsibilities don't cater to any direct productivity ensuring social welfare. ***Accordingly, the Commission doesn't find any merit in continuation with this allowance and recommends its abolition.*** However, Special Pay is also provided to engineers posted in design, planning, investigation and research to motivate them to work in these areas. The Commission feels that medicos working in the research wing should also be granted Special Pay. ***The Commission recommends a flat rate of Rs. 2000/- pm as Special Pay only for those personnel working in the research wing of Engineering and Medical sector.***

O. Allowance to the Police Personnel

Bihar Police personnel are granted allowance as per Delhi Police. Since Allowances structure for Delhi Police are not available yet, this commission is recommending provisional allowances for Bihar Police personnel which is subject to change in accordance

with allowance notified for Delhi Police personnel in future. Various Bihar Police Associations representing the cause of Bihar Police Service, Police Inspectors and Constabulary Service have, in general demanded revision of rates of various allowances being paid to them. The State Pay Commission heard the various police associations separately and discussed the ground realities and problems hindering their performance and tried to resolve their major grievances through this report. Grade IV employees of Bihar Police Wing contended that they are deprived of reasonable allowances in spite of facing similar hardship as Constables. ***The main common demands were for enhancing the Ration Money Allowance, Vehicle Allowance and Uniform allowance.*** After taking all the aspects into consideration, the Commission recommends allowances for police personnel as follows:-

- i. Ration Money Allowance:** It is presently being paid to the Bihar Police personnel at different rates in accordance of their designation. Police personnel upto Inspector rank get Ration Money Allowance at a rate of Rs. 2000/- per month revised w.e.f. year 2013. The Commission feels that considering the high cost of food items, this rate should be revised and rationalized. ***Accordingly, the Commission recommends Ration Money Allowance at a rate of Rs. 3000/- per month for the Inspector, Sub Inspector rank officials, police constabulary service upto Assistant Sub Inspector. Ration Money Allowance at a rate of Rs. 2500/- per month shall be admissible to Grade IV employees of Bihar Police wing.***
- ii. Uniform Allowance:** Police Associations demanded for higher Uniform and Washing allowance in consonance with the prevailing market price. At present officials of Bihar Police Service get Uniform Allowance at the rate of Rs. 5000/- per year w.e.f. year 2007 and washing allowance at the rate of Rs. 120/- per month w.e.f. year 2009. Assistant Sub Inspector to Inspector rank officials get Rs. 4500/- per year as Uniform Allowance and Rs. 60/- per month as Washing allowance whereas Constables/Havaldars get Rs. 4000/- per year as Uniform Allowance and Rs. 60/- per month as Washing allowance. Washing Allowance, for Nursing Staff at the Centre, has been abolished as a separate allowance and subsumed in the

Uniform allowance. The Commission abides by the same. The Commission takes cognizance of the prevailing market price and maintenance cost of the apparel for the police personnel. *Accordingly, the Commission recommends Rs. 12,000/- per year as consolidated Uniform Allowance for the officials of Bihar Police Service, Rs. 11,000/- per year for Assistant Sub Inspector to Inspectors and Rs. 10,000/- per year for Constables/Havaldars. There shall be no separate washing allowance.*

- iii. Vehicle Allowance:** It is given to police personnel for maintaining personal vehicles and its use for official duty within their jurisdiction. Travelling allowance is not admissible for such journeys. At present, Vehicle Allowance is admissible at the rate of Rs. 1000/- per month for the officials of Bihar Police Service and Rs. 600/- per month for Assistant Sub Inspectors to Inspectors. Constables get Cycle Allowance at the rate of Rs. 60/- per month. The Commission was apprised that the average spread of a police station is around 90 sq km and on an average police personnel have to travel 1500 km per month in discharge of their duties. This would cost around Rs. 2,500/- per month as a fuel cost for motorcycles.

Officials of Bihar Police Service are provided with official vehicles and therefore they need not to use their personal vehicles for official purpose. Moreover, transport allowance for Patna and other locations have been separately recommended by the Commission. *Therefore, the Commission doesn't find any merit for continuation of the Vehicle Allowance for them.*

The Commission recommends Rs. 2,500/- per month as Vehicle Allowance for Assistant Sub Inspectors to Inspectors and Rs. 200/- per month for Constables/Havaldars.

- iv. Driver Allowance:** At present Driver Allowance is admissible at the rate of Rs. 300/- per month to police drivers. *The Commission has recommended in length about the Driving Allowance in para K of this chapter and recommended reasonable allowance to them. Police drivers will be covered by the same and there is no need to separately recommend this allowance for them.*

- v. **Rifle Allowance:** It is admissible to police constabulary staffs carrying traditional heavy rifles. Rifle Allowance is given at the rate of Rs. 60/- per month. *The Commission recommends enhancement of Rifle Allowance and it is recommended at the rate of Rs. 100/- per month.*
- vi. **Ugravaad Allowance:** This allowance is admissible to the police personnel deputed in extremism hit areas. Police associations have demanded to make this allowance generalized. *The Commission feels that generalisation of Ugravaad Allowance will make it irrelevant and it should be admissible only to the police personnel deputed in naxal infested or extremist hit areas.*
- vii. **Commando Allowance:** It is payable to Constables, Havaldars, Assistant Sub Inspectors and Sub Inspectors who have successfully passed the commando training course. At present Commando Allowance is admissible at the rate of Rs. 200/- per month to Constables, Rs. 300/- per month to Havaldars and Rs. 400/- per month to Assistant Sub Inspectors and Sub Inspectors. The 7th Central Pay Commission didn't find any merit in the continuation of the Commando allowance. *Therefore, it was abolished at the Centre and this Commission recommends accordingly.*

Moreover, Police Associations demanded for Wireless (Technical) Allowance and Mobile Allowance for which this Commission doesn't find fit for consideration as it had been discontinued at the center and subsequently in the state. Daily Haltage Allowance will be admissible to the police personnel including Grade IV employees of Bihar Police wing in line with the Daily Allowance recommended for the state government employees in the relevant para of this report. *It will also cover uniformed personnel of Fire Service, Wireless, Forest, Prison, Transport and Excise Departments.* Grade IV employees of Bihar Police wing have requested for grant of 13 months' salary to them at par with Police Constables. This cannot be decided in the absence of other relevant inputs. The administrative department should send a proposal to the Finance Department which may then take a view.

P. Compensation for working beyond office hours

Since there is no concept of Overtime Allowance in the State, a provision have been made by the Finance Department regarding entitlement of such employees as have to work beyond regular office hours to get snacks and meals. It is to be noted that, snacks costing up to Rs. 50/- and meals costing up to Rs. 125/- are to be provided in kind for those personnel working after regular office hours up to 7 pm and after 7 pm respectively. Presently, this is provided in kind and not in cash. Drivers of the Bihar Bhawan have requested that they be provided this incentive in the form of cash because they are not available in the office to obtain these benefits in kind. This appears reasonable.

The Commission feels that, while retaining the admissibility as is applicable presently, the amounts fixed for snacks and meals should be revised to Rs. 100/- and Rs. 250/- respectively. The Commission further feels that it should be provided in the form of cash, in case of such category of staff like Drivers, as are working beyond regular office hours but are not present in the office premises to receive the facility in kind. The Commission recommends accordingly.

Chapter 4: Medical Allowance

This is being dealt with separately as this is an important aspect of employee welfare and there is wide divergence between the schemes applicable between the State and the Centre. This issue has been quite vexatious for the State Government because a balance has to be met between the competing demands of employee welfare, ease of administration of the scheme and prevention of misuse of the facilities to be provided. To arrive at any definitive decision regarding the recommendations to be made in this regards, it might be useful to recapitulate the scheme prevailing in the State and compare and contrast it with that available to Central Government employees.

Medical facilities available to State Government employees/pensioners: In the State, there are separate schemes for serving employees and retired employees or family pensioners. Let's take the case of serving employees first. Under the scheme applicable to these employees, indoor treatment for certain category of ailments is reimbursable. The sanction for this expenditure takes place at the level of the departments. Outdoor treatment is not reimbursable. Rather a flat monthly allowance of Rs. 200/- per month is given to all categories of employees regardless of the actual expenditure incurred or claimed towards outdoor treatment. The difficulty that the employees have been facing is mostly regards the modalities of reimbursement of medical bills incurred during indoor treatment. Employees have also represented about the inadequacies of the amount paid to them, albeit unconditionally, as a fixed monthly amount for outdoor treatment on the grounds that it is insufficient.

In case of pensioners, there is no facility of reimbursement of medical bills for indoor treatment as is the case with existing employees. Rather, each pensioner gets a fixed Medical Allowance of Rs. 200/- per month. The demands in this case is two fold:-

- Raising the monthly allowance; and/or
- Introducing the facility of reimbursement of medical bills incurred for indoor treatment, as is the case for existing employees.

Medical facilities available to Central Government employees/pensioners: The bulk of Central Government employees are covered under the CGHS. There are also sector specific schemes e.g. Railways and Defence. The schemes of these sectors too are similar to that of the CGHS. The schemes are broadly similar. Thus, for Railway employees, the facility is that they and their dependents are entitled to free medical treatment in Railway Hospitals and at recognized and empanelled non-Railway hospitals on cashless and reimbursable basis. The CGHS is also similar. One noteworthy aspect of the scheme prevalent in Railways is regarding the definition of dependent. There, the definition is as follows:-

Family includes:-

- i. Spouse of a railway servant whether earning or not;
- ii. Son or sons who have not attained the age of 21 years and are wholly dependent on the railway servant;
- iii. Son or sons of the age of 21 and above who are :
 - a. bonafide students of any recognised educational institution;
 - b. engaged in any research work and do not get any scholarship/stipend;
 - c. working as an articled clerk under the Chartered Accountant;
 - d. invalid, on appropriate certificate from Railway Doctor;
- iv. Unmarried daughters of any age whether earning or not;
- v. Widowed daughters provided they are dependent on the railway servant;
- vi. Legally divorced daughter who is dependent on the railway servant;

Provided that a person shall not be considered to be a dependent relative if his/her income from all sources including pension, dearness relief, etc. exceeds 15% of pay per month of the Railway Servant or the amount arrived at by adding Rs. 500 to the dearness relief admissible to the pensioners/family pensioners on pension of Rs. 500 and rounded off to the nearest ten rupee figure, whichever is more.

In contrast, the definition of dependent in the CGHS is as follows:-

The term 'family' means and includes:- "Husband or wife as the case may be and other

dependent family members. 'Dependent' Family Members include: parents (female employee can have either her parents or her parents-in-law as dependents), sisters, widowed sisters, widowed daughters, minor brothers and minor sister, children and step-children wholly dependent upon the Government Servant and are normally residing with the Government Servant (son upto the age of 25 or till his marriage whichever is earlier and daughter till she gets married). Also now 'dependent' includes, dependent divorced / separated daughters (including their dependent minor children) and step-mother. The term 'dependent' means that income from all sources including pensions and pension equivalent of DCRG benefit is less than Rs.3500/-plus amount of DA on Basic pension of Rs3500/- per month. This clause is to be fulfilled for all 'dependent' family members. However, there is no such clause as dependency in respect of spouse. Son is eligible till he starts earning or attains the age of 25 years or gets married whichever is earlier. However, in case the son is suffering from any permanent disability of any kind (physical or mental) he is eligible for CGHS benefits even after 25yrs. Daughter is eligible till she starts earning, or gets married, whichever is earlier (irrespective of age) .

For pensioners, there is a twofold scheme which is as follows:-

- (a) On payment of one month of the last pay drawn, the employee can choose to subscribe to the scheme. In this case, the retired government servant and his/her dependents are entitled for free treatment at CGHS hospitals and treatment at CGHS recognized hospitals on reimbursement basis. In most cases, this is in the form of cashless treatment; and
- (b) In case the employee doesn't wish to avail of the first option, the employee gets a fixed monthly Medical Allowance at the rate of Rs. 500/- per month.

Commission's Views: The Commission feels that the medical facilities made available to both serving as well as retired employees are inadequate. This is both in terms of the entitlements as well as the modalities created for delivering the entitlements, especially in the case of reimbursement of expenditure incurred on treatment. The Commission has been made aware that the Health department had, in the year 2011,

introduced a scheme for free medical treatment of retired government servants subject to their agreeing to give up their claim of monthly medical allowance. The scheme envisaged free treatment in any of the Government hospitals situated within the State. This scheme could not be operationalized. Further, the pensioners largely didn't accept the scheme.

The Commission is of the view that:-

- a. Ideally, State, being a model employer, should provide, subject to reasonable restrictions, free medical treatment to all its employees and their dependents.***
- b. Further, the modalities of availing of the scheme of free medical treatment ought to be simple enough for the employee to be able to successfully claim/obtain his/her entitlements.***

Ideally, of course, the network of Government hospitals should have sufficed for the same. But the Commission is aware that, owing to several factors, the network of government hospitals is not adequate to meet this requirement.

Thus, in an ideal case there should be a facility of **Cashless Medical Treatment**, for both serving as well retired employees and their families. This facility should be available for treatment not only in Government hospitals but also in private medical institutions of a specialized nature and which the State Government duly recognizes for the same.

However, the Commission is aware that the scheme of Cashless Medical Reimbursement has run into difficulties when implemented by Government, whether for its employees and pensioners or for a specific class of its citizens. Some of the difficulties may be enumerated as follows:-

1. Process of empanelment of private medical institutions not being transparent or not being easily facilitative;
2. Claims of medicines not available in government hospitals being difficult to reimburse or entertain;
3. Difficulty in verification of such claim as can't be directly verified or controlled by the hospitals, leading to doubts over authenticity of claims; and
4. Reimbursement to private hospitals being a non-transparent or a non-time bound

process: this may lead to genuine non-government institutions opting out of the scheme and the scheme being “captured” by vested private interests.

In view of the above, there can be three options which may be examined:-

Option 1:- Using the CGHS empanelment as the basis for this facility:-

Under this option, treatment in all Government medical institutions across the country as well as CGHS empanelled hospitals across the country should be available to employees/pensioners and their dependents for both indoor as well as outdoor medical treatment. Ideally, this should be cashless. Obviously, the State will have to enter into agreements with all such institutions so that CGHS rates are available to the State. Further, a time bound mechanism for reimbursement of claims for reimbursements made on behalf of these medical institutions should be created so that the sustained interest of these institutions be maintained in the running of the scheme. If a Cashless Treatment option is not deemed feasible, then the reimbursement process may be simplified and powers be delegated up to a certain amount to Heads of offices for sanction of such expenditure so that each time the reimbursement claims need not travel to the State Secretariat for them to be processed. This scheme can be made applicable for serving employees and their dependents straightaway, and for retired employees, it should be available on payment of one month basic pay to the State Government as is the practice in the CGHS.

Option 2:- Same as option 1 without the facility of reimbursement of medical bills in case of outdoor treatment.

Thus, under this option, treatment in all Government medical institutions across the country as well as CGHS empanelled hospitals across the country should be available to employees/pensioners and their dependents for indoor medical treatment. Ideally, this should be cashless. Obviously, the State will have to enter into agreements with all such institutions so that CGHS rates are available to the State. Further, a time bound mechanism for reimbursement of claims for reimbursements made on behalf of these medical institutions should be created so that the sustained interest of these institutions be maintained in the running of the scheme. If a Cashless Treatment option is not deemed feasible, then the reimbursement process may be simplified and powers be delegated up to

a certain amount to Heads of offices for sanction of such expenditure so that each time the reimbursement claims need not travel to the State Secretariat for them to be processed. This scheme can be made applicable for serving employees and their dependents straightaway, and for retired employees, it should be available on payment of one month basic pay to the State Government as is the practice in the CGHS.

In this case, a fixed monthly medical allowance of Rs. 1000/- per month may be granted to both serving employees as well as pensioners towards outdoor treatment.

Option 3:- Instead of the State directly reimbursing the claim and contracting with medical institutions, a decision may be taken that medical treatments shall be covered through an insurance company. To this end, a vanilla Insurance Policy may be designed which would be applicable to each employee/pensioner and the State would bear the cost of premium for the same. Then the insurance company would be required to demonstrate its mechanism for reimbursement of claim before being selected. The vanilla Insurance Policy should cover at least those classes of ailments as are covered by the present policy. The insurance company so selected may offer enhanced facilities on payment of extra payment, which would have to be borne by the employee/pensioner concerned. This option would obviate the requirement of the State having to create an administrative machinery to oversee the functioning of the scheme as envisaged in Options 1 and 2 above with a strong possibility of preventing leakages/frauds that might occur. However, this might be a costlier option at least in a short run. It is to be noted that the 7th Central Pay Commission has also recommended an insurance backed scheme for medical treatment.

The Commission is of the view that, of the options enumerated above, option 2 would serve the twin purposes of employee welfare and ease of administration laid out in the introductory paragraph of this Chapter. The Commission is further of the view that the definition of dependent be expanded to that prevailing in the Railways.

In case the State Government decides against acting on these recommendations, it is recommended that the existing system may continue with the sole change that the fixed monthly medical allowance be enhanced to Rs. 1000/- per month from Rs. 200/- per month.

Chapter 5: Recommendations Regarding Pension Revision

7th CPC Recommendation Regarding Pension Revision:

Central Pay Commission (7th CPC), in its Report, recommended two formulations (options) for revision of pension of pre-2016 pensioners.

As per first formulation, it was recommended that pension/family pension of pre-2016 pensioners/family pensioners may be revised by notionally fixing their pay in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died. This will be done by notional pay fixation under each intervening Pay Commission based on the Formula for revision of pay.

As per second formulation, it was recommended that the pension/family pension of pre-2016 pensioners/family pensioners may be determined by multiplying the pension/family pension as had been fixed at the time of implementation of the recommendations of the 6th CPC, by 2.57.

It was recommended that higher of pensions so arrived at may be granted to pre-2016 pensioners.

Based on the decisions taken by the Government on the recommendations of the 7th CPC, orders for revision of pension of pre-2016 pensioners/family pensioners in accordance with second formulation were issued vide Department of Pension & Pensioner's Welfare's OM No. 38/37/2016-P&PW (A) (ii) dated 04.08.2016. Subsequently orders were issued vide OM No. 38/37/2016-P & PW (A) dated 12.05.2017 for the implementation of the first formulation as well. Thus, the pension/family pension shall be revised at the higher of the above two formulations.

Recommendations of State Pay Commission

This Pay commission in light of 7th CPC recommendations, subsequent Resolution No. 38/37/2016-P&PW (A) (ii) dated 04.08.2016, O.M. No. 38/37/2016-P&PW (A) (ii) dated 04.08.2016 and OM No. 38/37/2016-P&PW(A) dated 12.05.2017 of Department of Pension and Pensioner's Welfare, has considered both formulations. The Commission is aware that implementation of the 1st formulation is fraught with difficulties because, apart from the basic pay which the employee was getting at the time of retirement/ death, information regarding pay-scale etc. is not readily available in the Pension Payment Order (PPO) available with the disbursing authority or the pensioner/ family pensioner. This is unlike the situation in the Central Government, where this information is readily available. Denial of this formulation, on the other hand, may be unfair to the pensioner/ family pensioner. Therefore, the Commission is in favour of granting this facility to its pensioners/ family pensioners with a slight modification that the intervening notional pay revisions be granted in replacement pay scales notified for each pay revision exercise. However, this option should not come in the way of the pensioner/ family pensioner getting immediate relief in terms of enhancement of pension. Thus, the Commission would recommend that pension/ family pension be immediately enhanced by a factor of 2.57 according to the 2nd formulation by the concerned disbursing authority for immediate relief to the pensioner/ family pensioner. Subsequently, pension/ family pension may be revised according to the 1st formulation as well and the higher of the 2 formulations be made applicable.

The Commission has studied that pay structures prevalent during various time periods in detail and has made its best efforts to outline an implementation plan which would obviate the difficulties of communicating with the Head of office from where the Government Servant retired in a majority of cases. There will, however, remain, a certain number of cases where there shall be a requirement for communicating with the concerned Head of Office/ Pension Sanctioning Authority.

The Commission would, therefore, recommend as follows:-

1. In line with the recommendations on revised pay structure, the revised pension/ family pension shall be fixed notionally w.e.f. 01.01.2016 for pensioners/ family pensioners as on 31.12.2015 or the date of retirement/ death of government servant between 01.01.2016 and 31.03.2017, while the actual payments in the revised structure shall be made from 01.04.2017.
2. As a first step, Pension/family pension of those employees who retired/died on or before 01.01.2016 shall be fixed by multiplying the pre-revised pension/family pension by a factor of 2.57 at the level of the Pension Disbursing Authority itself without the need of any reference to the Pension Sanctioning Authority.
3. Once the pension/ family pension is fixed according to para 2 above, pension/ family pension for pensioners/ family pensioners as on 01.01.2016, according to the 1st formulation would need to be determined. This should be done as follows:-
 - a. As per the formulation 1 recommended by 7th CPC, the revised pension/family pension w.e.f. 01.01.2016 in respect of all pensioners/ family pensioners as on 01.01.2016 may be revised by notionally fixing the last pay drawn by the concerned Government Employee in the replacement pay scales in the pay structure in each intervening pay revision till 2016 and, finally, the pay matrix recommended by the Pay Commission in the replacement pay level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died.
 - b. The notional pay as on 01.01.2016 calculated as per para '3) a.' above shall form the basis for the revised pension and the revised family pension w.e.f. 01.01.2016. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.
 - c. The minimum pension/family pension with effect (notionally) from 1.1.2016 will be Rs. 9000/- per month (excluding the element of additional pension to old

pensioners). The upper ceiling on pension/family pension will be 50% and 30% respectively of the highest pay in the State Government.

4. The pension/family pension for such pensioners/ family pensioners shall be revised at the higher of the above two formulations as enumerated in para 2 and para 3.
5. The pension/family pension as worked out in accordance with provisions of Para 1 to 4 above (higher of the formulation 1 and 2) shall be treated as 'Basic Pension' with effect from 01.01.2016. The revised pension/family pension shall be payable from 1.04.2017 and shall include dearness relief sanctioned from 1.01.2016 and shall qualify for grant of Dearness Relief sanctioned thereafter. Upto 31.03.2017, actual payments shall continue on the basis of the pre-revised pension/ family pension.
6. Pension/ Family Pension w.r.t. the employees who retired/ died after 01.01.2016 shall be calculated in following manner:-
 - a. Their pay shall be considered notionally revised from 01.01.2016 as per Resolution No. 3590, dated 24.05.2017. Revised pension shall be calculated on such revised notional pay effective from 1.1.2016, and shall be actually payable from 01.04.2017; and
 - b. The actual pension/ family pension payable from the date of retirement upto 31.03.2017 shall be based on the actual last salary drawn in the pre-revised pay structure according to the pension sanction mechanism applicable since 2009.
7. The commission acknowledges the challenges that lie in implementation of pay revision as per formulation one wherever it is applicable. For ease of implementation of government agencies responsible for revised pension implementation, an implementation plan is being outlined here
 1. First and foremost it must be clearly understood that for certain cases, pay scale, pay band and stage etc. can be uniquely decided merely by basic pay mentioned in

PPO of an employee available with the bank. For other cases, however, data regarding pay scale, pay band etc., cannot be uniquely decided merely by knowing basic pay at the time of retirement. To illustrate this few examples may be considered.

- a. For an employee Mr. A, who retired between 1.1.1996 to 31.12.2005, basic pay at the time of retirement is 5150. After studying all the pay scales applicable in this period, it can be easily decided that basic pay of 5150 can only exist in second stage of pay scale 5000-150-8000.

$$5150 = 5000 + 150$$

No other pay scale available in the given period has this pay stage in any of its stages.

- b. For an employee Mr. B, who retired between 1.1.1986 to 31.12.1995, basic pay at the time of retirement is 2575. After studying all the pay scales applicable in this period, it can be easily decided that basic pay of 2575 can only exist in 6th stage of pay scale 2200-75-2800-100-4000.

$$2575 = 2200 + 75 \times 5$$

No other pay scale available in the given period has this pay stage in any of its stages.

- c. For employee Mr. C, who retired between 1.1.1986 to 31.12.1995, basic pay at the time of retirement is 3000. After studying all the pay scales applicable in this period, it can be easily decided that basic pay of 3000 can exist in following pay scales.

- i. 11th stage of pay scale 2200-75-2800-100-4000
- ii. First/Initial stage of pay scale 3000-100-3500-125-4500

It must also be noted that in cases multiple pay scales for a basic pay as described in para '7 I. c' exist, but if upon subsequent pay revisions all such pay scales gets replaced by a single replacement pay scale then, all such cases are also considered as unique as far as notional pay revision is considered.

- III. Based on the above mentioned observations in para '7 I.' and para '7 II.' for each pay revision period Two Tables have been prepared. **Table 1 of Annexure C for each period provides the notional pay fixation as on 1.1.2016 for the basic pay for which unique pay scales can be decided as explained in para '7 I.' and '7 II.'** Notional pay fixation on 1.1.2016 for those basic pay stages that are not included in Table 1 have been provided in Table 2 of Annexure C.
 - IV. *The division of pay stages in a pay scale as mentioned in para '7 III.' between Table 1 and Table 2 is required only for those pensioners/family pensioners who retired between 1.1.1981 and 31.12.2005.* For the pensioners/family pensioners with the date of retirement between 1.1.2006 and 31.12.2015 notional pay fixation as per formulation one can be done by multiplying the basic pay at the time of retirement by 2.57 and then fixing it in the pay matrix provided by this commission in the corresponding pay level. Replacement pay levels for each grade pay has been provided in **Table A.4 in Annexure A.** Examples explaining such fixation have been provided in **Annexure B.**
 - V. Pension fixation formula for all the pensioners/family pensioners owing to those who retired died between 1.1.1981 and 31.12.2005, and process for such calculation is provided in Annexure D
8. Now that the pension/family pension fixation as per the formulation one is explained, complete process for disbursement of pension/family pension is being outlined for the reference of Pension/Family pension disbursing authority.

- I. **Step 1:** Decide the revised pension/family pension as per formulation 2 and start disbursing the same.
- II. **Step 2:** Determine Date of retirement. If date of retirement is between 1.1.2006 and 31.12.2015, determine Pay band and Grade pay based on the Pension Payment Order of the concerned employee.
 - a. Now fix the notional pay on 1.1.2016 as per para '7 IV' and fix pension accordingly.
 - b. If Pension/ Family Pension thus calculated is more from what is being disbursed in Step 1, pension as per formulation 1 may be sanctioned and disbursement as per formulation 1 may be started.
 - c. If Pension/Family Pension thus calculated is less/equal to that being disbursed in Step 1, Disbursements as per Step 1 should continue.
- III. **Step 3:** Determine Date of retirement. If date of retirement is between 1.1.1981 and 31.12.2005, determine the 'Basic Pay' at the time of retirement from Pension Payment Order of the concerned employee.
- IV. **Step 4:** Now, determine in which case the matter pertains to from case 1 to 4. (from Annexure C & D)
- V. **Step 5:** If the matter pertains to Case 1 or Case 3, Pension in case 1 and family pension in case 3 can be calculated by fixation formula provided in Annexure C& D, without the need of obtaining pay scale related details of the employee.
 - a. If Pension/ Family Pension thus calculated is more from what is being disbursed in Step 1, pension as per formulation 1 may be sanctioned and disbursement as per formulation 1 may be started.

b. If Pension/Family Pension thus calculated is less/equal to that being disbursed in Step 1, Disbursements as per Step 1 should continue.

VI. **Step 6:** If the matter pertains to Case 2 or Case 4, then Pensioner/Family Pensioner is to be informed that details regarding Stage and Pay scale at the time of retirement/Death of the employee must be obtained from the Head of Office/ Pension Sanctioning Authority. Once such information is obtained and submitted to Pension Disbursement Authority, Revised Pension/Family Pension, based on Pay Scale and Stage data, can be calculated from the Pension Fixation Formula provided in Annexure C & D.

a. If Pension/Family Pension thus calculated is more from what is being disbursed in Step 1, pension as per formulation 1 may be sanctioned and disbursement as per formulation 1 may be started

b. If Pension/Family Pension thus calculated is less/equal to that being disbursed in Step 1, Disbursement as per Step 1 should continue.

VII. In all the cases , additional pension on account of age to be allowed as per the following formula:

<u>Age of Pensioner/Family Pensioner</u>	<u>Additional Pension</u>
More than 80 Years and Less than 85 Years	20% of Basic Pension
More than 85 Years and Less than 90 Years	30% of Basic Pension
More than 90 Years and Less than 95 Years	40% of Basic Pension
More than 95 Years and Less than 100 Years	50% of Basic Pension
More than 100 Years	100% of Basic Pension

9. All other matters pertaining to Pension/Family Pension shall remain the same as contained in the resolution No 819/820 Dated 23.09.2009 of the Finance Department, Government of Bihar
10. All tables given in Annexure C have been prepared to facilitate revision of pension of pre-2016 pensioners/family pensioners by the concerned pension sanctioning authorities. Due care has been taken to prepare these tables. In case of any inconsistency in tables vis-à-vis the relevant rules/instructions, matter may be referred to the Finance Department which may issue suitable clarifications, if so needed.

Annexure A: Table of Replacement Pay Scales/Levels Followed for Notional Pay fixation at 1.1.2016

Table A.1

350-425	775-12-955-14-1025
375-480	800-15-1010-20-1150
400-540	825-15-900-20-1200
425-605	950-20-1150-25-1400
480-680	950-20-1150-25-1500
535-765	975-25-1150-30-1540
580-860	1200-30-1800
680-965	1320-30-1560-40-2040
730-1080	1400-40-1800-50-2300
785-1210	1400-40-1600-50-2300-60-2600
850-1360	1500-50-2150-60-2750
880-1510	1640-60-2600-75-2900
940-1660	1800-60-2280-75-3330
1000-1820	2000-60-2300-75-3200-100-3500
1350-2000	2400-75-2850-100-4150
1575-2300	3000-100-3500-125-4500
1900-2500	3700-125-4700-150-5000
2225-2675	4100-125-4850-150-5300
2325-2850	4300-125-4800-150-5550
2400-3000	4500-150-5700
2600-3200	5100-150-5700-200-6300
3000-3500	5900-200-6700

Table A.2

EXISTING PAY SCALE FROM 1.1.1998 TO 31.12.1998	NATIONAL REPLACEMENT SCALE FROM 1.1.1999
775-12-955-14-1025	2550-3200
800-15-1010-20-1150	2610-3540
825-15-900-20-1200	2650-4000
950-20-1150-25-1400	3050-4590
950-20-1150-25-1500	3050-4590
975-25-1150-30-1540	3050-4590
1200-30-1800	4000-6000
1320-30-1560-40-2040	4000-6000
1400-40-1800-50-2300	4500-7000
1400-40-1600-50-2300-60-2600	5000-8000
1500-50-2150-60-2750	5000-8000
1600-50-2300-60-2780	5500-9000
1640-60-2600-75-2900	5500-9000
1800-60-2280-75-3330	6500-10500
2000-60-2300-75-3200-100-3500	6500-10500
2200-75-2800-100-4000	6500-10500
2400-75-2850-100-4150	8000-13500
3000-100-3500-125-4500	10000-15200
3700-125-4700-150-5000	12000-16500
4100-125-4850-150-5300	14300-18300
4300-125-4800-150-5550	14300-18300
4500-150-5700	14300-18300
5100-150-5700-200-6300	16400-20000
5900-200-6700	18400-22400

Table A.3

EXISTING PAY SCALE FROM 1.1.1996 TO 31.12.2005	NOTIONAL REPLACEMENT SCALE W.E.F 1.1.2006
2550-55-2660-60-3200	PB-1 ,5200-20200,1800
2610-60-3150-65-3540	PB-1 ,5200-20200,1800
2650-65-3300-70-4000	PB-1 ,5200-20200,1800
2750-70-3800-75-4400	PB-1 ,5200-20200,1800
3050-75-3950-80-4590	PB-1 ,5200-20200,1900
3200-85-4900	PB-1 ,5200-20200,2000
4000-100-6000	PB-1 ,5200-20200,2400
4500-125-7000	PB-1 ,5200-20200,2800
5000-150-8000	PB-2 ,9300-34800, 4200
5500-175-9000	PB-2 ,9300-34800, 4200
6500-200-10500	PB-2 ,9300-34800, 4600
7500-250-12000	PB-2 ,9300-34800, 4800
8000-275-13500	PB-2 ,9300-34800, 5400
10000-325-15200	PB-3 ,15600-39100,6600
12000-375-16500	PB-3 ,15600-39100,7600
14300-400-18300	PB-4, 37400-67000, 8700
16400-450-20000	PB-4, 37400-67000, 8900
18400-500-22400	PB-4, 37400-67000, 10000

Table A.4

EXISTING PAY SCALE FROM 1.1.2006 TO 31.12.2018	NOMINAL REPLACEMENT PAY LEVEL W.E.F 1.1.2018
1s, 4440-7440, 1650	1
PB-1 ,5200-20200, 1800	1
PB-1 ,5200-20200, 1900	2
PB-1 ,5200-20200, 2000	3
PB-1 ,5200-20200, 2400	4
PB-1 ,5200-20200, 2800	5
PB-2 ,9300-34800, 4200	6
PB-2 ,9300-34800, 4600	7
PB-2 ,9300-34800, 4800	8
PB-2 ,9300-34800, 5400	9
PB-3 ,15600-39100, 6600	11
PB-3 ,15600-39100, 7600	12
PB-4, 37400-67000, 8700	13
PB-4, 37400-67000, 8900	13 A
PB-4, 37400-67000, 10000	14

Annexure: B Example of Notional Pay Fixation for the period of retirement between 1.1.2006 and 31.12.2015 as per formulation one/two

Example 1

Date of Retirement		
1.1.2006	TO	31.12.2015

NOTIONAL BASIC PAY ON 1.1.2006	SCALE	NOTIONAL PAY LEVEL W.E.F 1.1.2016
PB-2 4800	,9300-34800,	PAY LEVEL 8

BASIC PAY (A)	18380
A*2.57	18380*2.57 = 47236.6
NOTIONAL BASIC PAY ON 1.1.2016 (AS FIXED FROM PAY MATRIX PROVIDED BY PAY COMMISSION)	47600

Example 2

DATE OF RETIREMENT		
1.1.2006	TO	31.12.2015

NOTIONAL REPLACEMENT W.E.F 1.1.2006	SCALE	NOTIONAL PAY LEVEL W.E.F 1.1.2016
PB-1,5200-20200,2000		PAY LEVEL 3

BASIC PAY (A)	9540
A*2.57	9540×2.57 = 24517.8
NOTIONAL BASIC PAY ON 1.1.2016 (As FIXED FROM PAY MATRIX PROVIDED BY PAY COMMISSION)	25200

Example 3

DATE OF RETIREMENT		
1.1.2006	TO	31.12.2015

NOTIONAL REPLACEMENT W.E.F 1.1.2006	SCALE	NOTIONAL PAY LEVEL W.E.F 1.1.2016
PB-2 5400	,9300-34800,	PAY LEVEL 9

BASIC PAY (A)	24380
$A \times 2.57$	24380×2.57 = 62656.6
NOTIONAL BASIC PAY ON 1.1.2016 (As fixed from pay matrix provided by pay commission)	63300

Annexure C: Table 1 & 2 (See Chapter 5, Para 7 III)

Table 1 A.1

DATE OF RETIREMENT			TABLE 1 A.1							
1.1.1981	TO	31.12.1985								
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		
350-425		375-480		400-540		425-605		480-680		
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	
350	18000	375	18000	407	18500	455	20500	630	23100	
355	18000	380	18000	414	18500	465	20500	640	23100	
360	18000	385	18000	421	18500	475	20500	660	23800	
365	18000	390	18000	428	18500	485	20500	670	23800	
370	18000	395	18000	442	18500	495	20500	690	25200	
375	18000	405	18000	449	18500	505	20500	700	25200	
380	18000	410	18000	456	19100	515	20500			
385	18000	415	18000	463	19100	525	20500			
390	18000	420	18000	470	19100	535	20500			
395	18000	430	18500		545	21100				
405	18000	440	18500		555	21100				
410	18000	452	18500		565	21100				
415	18000	459	19100		575	21100				
420	18000	466	19100		585	21700				
430	18500	473	19100		595	21700				
440	18500	487	19700		605	22400				
		494	19700		615	22400				
		501	19700		625	23100				

Table 1 A.2

DATE OF RETIREMENT			TABLE 1 A.2									
1.1.1981	TO		31.12.1985									
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT				
535-765		580-860		680-965		730-1080		785-1210				
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016			
535	20500	665	25500	695	26300	730	29200	835	36500			
545	21100	695	26300	725	27100	745	29200	885	36500			
555	21100	725	27100	740	27900	760	29200	910	36500			
565	21100	740	27900	755	27900	775	30100	1035	39900			
575	21700	755	27900	770	27900	790	30100	1085	41100			
585	21700	770	27900	800	28700	805	30100	1110	42300			
595	21700	800	28700	815	29600	820	30100	1135	42300			
605	22400	815	29600	830	29600	840	31000	1160	42300			
615	22400	830	29600	845	30500	900	31900	1185	43600			
625	23100	845	30500	875	30500	1040	35900	1210	43600			
645	23100	875	30500	890	30500	1080	37000	1235	44900			
660	23800	890	31400	905	31400			1285	46200			
675	24500	905	31400	965	32300							
690	25200			995	33300							
705	25200											
720	26000											
735	26000											
750	26000											
765	26800											
780	27600											
795	27600											

Table 1 A.3

DATE OF RETIREMENT				TABLE 1 A.3					
1.1.1981	TO	31.12.1985							
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
850-1360		880-1510		940-1660		1000-1820		1350-2000	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
850	35400	915	37600	1220	44900	1050	44900		
910	36500	1055	39900	1340	49000	1200	44900		
970	37600	1090	41100	1380	49000	1250	46200		
1030	39900	1125	42300	1460	52000	1760	58600		
1090	41100	1160	42300	1540	53600	1820	60400		
1210	43600	1195	43600	1620	56900	1880	62200		
1240	44900	1230	44900	1660	56900	1940	62200		
1270	44900	1265	44900	1740	58600				
1330	47600	1335	47600	1780	60400				
1360	49000	1370	47600						
1390	49000	1405	49000						
		1440	50500						
		1475	50500						
		1510	50500						
		1545	53600						
		1615	53600						

Table 1 A.4

TABLE 1 A.4									
1.1.1981		TO		31.12.1985					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
1575-2300		1900-2500		2225-2675		2325-2850		2400-3000	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
1575	67700	1900	78800	2675	123100	2325	123100	2400	123100
1625	67700	1975	78800	2750	123100	2400	123100		
1675	67700	2050	78800	2825	123100	2475	123100		
1725	67700	2125	78800			2550	123100		
		2200	78800			2625	123100		
		2275	78800			2775	123100		
		2350	78800			2850	123100		
		2425	78800			2925	123100		
		2575	78800			3075	123100		
		2650	78800						
		2725	78800						

Table 1 A.5

				TABLE 1 A.5
1.1.1981	TO	31.12.1985		
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		
2600-3200		3000-3500		
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	
		3600	144200	
		3700	144200	
		3800	144200	

Table 1 B.1

1.1.1986		TO		31.12.1995		TABLE 1 B.1			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
775-12-955-14-1025		800-15-1010-20-1150		825-15-900-20-1200		950-20-1150-25-1400		950-20-1150-25-1500	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
775	18000	800	18000	825	18500	970	20500	970	20500
787	18000	815	18000	840	18500	990	20500	990	20500
799	18000	830	18000	855	18500	1175	22400	1175	22400
811	18000	845	18500	870	18500	1225	23100	1225	23100
823	18000	860	18500	885	19100	1250	23800	1250	23800
835	18000	875	18500	900	19100	1275	23800	1275	23800
847	18500	890	19100	940	19700	1300	24500	1300	24500
859	18500	905	19100	960	19700	1325	25200	1325	25200
871	18500	935	19700	980	20300	1375	26000	1375	26000
883	19100	965	20300	1020	20300	1425	26000	1425	26000
895	19100	980	20300	1040	20300	1450	26800	1450	26800
907	19100	995	20300	1060	20900	1475	26800	1475	26800
919	19700	1170	22100	1080	20900			1525	27600
931	19700	1190	22100	1120	21500			1575	27600
943	19700			1140	21500				
955	19700			1160	22100				
969	20300			1220	22800				
983	20300								
997	20300								
1011	20300								
1039	20300								
1053	20300								
1067	20300								

Table 1 B.2

TABLE 1 B.2									
1.1.1985		TO		31.12.1995					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
975-25-1150-30-1540		1200-30-1800		1320-30-1560-40-2040		1400-40-1800-50-2300		1400-40-1600-50-2300-60-2600	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
975	20500	1230	25500	1320	26300			2480	47600
1075	21100	1290	26300	1380	27100			2540	49000
1125	21700	1320	26300	1410	27900			2660	50500
1270	23800	1380	27100	1470	27900			2720	50500
1300	24500	1410	27900	1530	28700				
1330	25200	1470	27900	1840	33300				
1360	25200	1530	28700	1960	35300				
1390	26000	1590	30500	2080	35300				
1420	26000	1620	30500						
1450	26800	1710	31400						
1510	27600	1740	32300						
1540	27600	1770	32300						
1570	27600	1830	33300						
1630	27600	1890	34300						

Table 1 B.3

1.1.1986 TO 31.12.1995				TABLE 1 B.3					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
1500-50-2150-60-2750		1600-50-2300-60-2780		1640-60-2600-75-2900		1800-60-2280-75-3330		2000-60-2300-75-3200-100-3500	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
2210	43600	2480	47600	1820	38700	1980	44900	2375	47600
2270	44900	2540	49000	1940	39900	2220	44900	2525	49000
2330	44900	2660	50500	2480	47600	2280	44900	3600	62200
2390	46200	2720	50500	2540	49000	2355	47600	3800	62200
2510	49000	2840	53600			2430	49000		
2570	49000	2960	55200			2505	49000		
2630	50500					2580	50500		
2690	50500					2655	52000		
2810	50500					2730	52000		
2870	50500					2805	53600		
2930	50500					2880	53600		
						2955	56900		
						3030	56900		
						3105	58600		
						3180	58600		
						3255	60400		
						3330	60400		
						3405	62200		
						3480	62200		
						3555	62200		

Table 1 B.4

1.1.1986		TO		31.12.1995		TABLE 1 B.4			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
2200-75-2800-100-4000		2400-75-2850-100-4150		3000-100-3500-125-4500		3700-125-4700-150-5000		4100-125-4850-150-5300	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
2275	44900	2475	53100	3625	69700	3825	78800	4225	123100
2425	44900	2550	53100	3875	71800	4075	78800	4475	123100
2500	49000	2625	54700	4125	74000	4325	78800	4600	123100
2575	50500	2700	54700	4375	76200	4575	81200	4725	123100
2650	52500	2775	56300	4625	76200	4700	81200	5600	123100
2725	52500	2850	56300	4750	78500			5750	126800
2800	53600	2950	58000	4875	80900				
3600	62200	3150	61500						
3800	62200	3250	61500						
3900	62200	3350	63300						
		3450	65200						
		3550	67200						
		3650	67200						
		3850	69200						
		4050	71300						
		4150	71300						

Table 1B.5

				TABLE 1 B.5			
1.1.1986		TO		31.12.1995			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
4300-125-4800-150-5550		4500-150-5700		5100-150-5700-200-6300		5900-200-6700	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
4425	123100	4650	123100			7100	148500
4550	123100	4800	123100			7300	148500
4675	123100	4950	123100				
4800	123100						
4950	123100						

Table 1 C.1

DATE OF RETIREMENT			TABLE 1 C.1								
1.1.1996	TO	31.12.2005									
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT			
2550-55-2660-60-3200		2610-60-3150-65-3540		2650-65-3300-70-4000		2750-70-3800-75-4400		3050-75-3950-80-4590			
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016		
2550	18000	2610	18000	2650	18500	2750	19100	3050	20500		
2605	18000	2670	18500	2715	18500	2820	19100	3125	20500		
2660	18500	2730	18500	2780	19100	2890	19700	3275	21100		
2720	18500	2790	19100	2845	19100	2960	19700	3350	21100		
2780	19100	2850	19100	2910	19700	3030	20300	3425	21700		
2840	19100	2910	19700	2975	19700	3100	20300	3500	21700		
2900	19700	2970	19700	3040	20300	3170	20300	3575	22400		
2960	19700	3030	20300	3105	20300	3240	20300	3725	23100		
3020	20300	3090	20300	3170	20300	3310	20900	4030	24500		
3080	20300	3150	20300	3235	20300	3380	20900	4110	25200		
3140	20300	3215	20300	3300	20900	3450	21500	4190	25200		
3260	20300	3280	20900	3440	21500	3520	21500	4270	26000		
3320	20900	3345	20900	3510	21500	3590	22100	4350	26000		
3380	20900	3410	21500	3580	22100	3660	22800	4430	26800		
		3475	21500	3720	22800	3730	22800	4510	26800		
		3605	22100	3790	22800	4025	24200	4590	27600		
		3670	22800	3860	23500	4175	24900	4670	27600		
		3735	22800	3930	23500	4250	25600	4830	28400		
				4070	24200	4325	25600				
				4140	24900	4550	26400				
				4210	24900						

Table 1 C.2

DATE OF RETIREMENT				TABLE 1 C.2					
1.1.1996		TO		31.12.2005					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
3200-85-4900		4000-100-6000		4500-125-7000		5000-150-8000		5500-175-9000	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
3285	21700	4200	26300	4875	31000	5150	36500	5675	38700
3455	21700	4300	27100	5125	31900	5450	37600	5850	39900
3625	23100	4600	28700	5250	32900	6050	39900	6025	39900
3710	23100	4700	28700	5375	32900	6350	42300	6550	42300
3795	23800	4800	29600	5625	34900	6650	43600	6725	43600
3880	23800	5100	31400	5875	35900	6800	43600	7075	44900
3965	24500	5200	31400	6125	37000	6950	44900	7425	47600
4050	25200	5400	32300	6250	38100	7400	46200	7600	47600
4135	25200	5700	34300	6625	39200	7550	47600	7775	49000
4220	26000	5800	34300	6750	40400	7850	49000	7950	49000
4305	26000	6100	36400	6875	40400	8150	50500	8125	50500
4390	26800	6300	36400	7000	41600	8450	52000	8475	52000
4560	27600			7125	41600			8650	53600
4645	27600			7375	42800			9175	55200
4730	28400							9350	56900
4815	28400							9525	56900
4985	29300								
5070	30200								
5155	30200								

Table 1 C.3

DATE OF RETIREMENT				TABLE 1 C.3						
1.1.1996		TO	31.12.2005							
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		
6500-200-10500		7500-250-12000		8000-275-13500		10000-325-15200		12000-375-16500		
BASIC PAY	NOTIONAL BASIC PAY 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY 1.1.2016	
6700	44900	7750	50500	8275	54700	10325	67700	12375	78800	
7300	47600	8250	52000	8550	56300	10650	69700	13125	83600	
7900	50500	8750	55200	9375	59700	10975	69700	13875	86100	
8100	52000	9250	56900	9650	61500	11625	74000	14250	88700	
8700	53600	9750	60400	9925	61500	11950	76200	14625	91400	
8900	55200	10250	62200	10200	63300	12275	76200	15000	91400	
9300	56900	11000	66000	10475	65200	12600	78500	15375	94100	
9700	58600	11250	68000	11025	67200	12925	80900	15750	96900	
9900	60400	11500	68000	11575	71300	13250	80900	16125	96900	
10100	60400	11750	70000	11850	71300	13575	83300	16500	99800	
10300	62200	12250	72100	12125	73400	13900	85800	16875	102800	
10700	64100	12500	72100	12400	73400	14225	85800	17250	102800	
10900	64100			12675	75600	14550	88400	17625	105900	
11100	66000			12950	77900	14875	88400			
				13225	77900	15200	91100			
				13775	80200	15525	93800			
				14050	82600	15850	93800			
				14325	82600	16175	96600			

Table 1 C.4

DATE OF RETIREMENT				TABLE 1 C.4	
1.1.1996	TO	31.12.2005			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
14300-400-18300		16400-450-20000		18400-500-22400	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
14300	123100	16400	131100	18400	144200
14700	123100	16850	131100	18900	144200
15100	123100	17300	131100	19400	144200
15500	123100	17750	135000	19900	148500
15900	126800	18200	135000	20400	148500
16300	126800	18650	135000	21400	153000
16700	130600	19550	139100	21900	157600
17100	130600	20000	139100	22400	162300
17500	134500	20450	143300	22900	167200
17900	134500	21350	147600	23400	167200
18300	134500			23900	172200
18700	134500				
19500	138500				

Table 2 A.1

DATE OF RETIREMENT			TABLE 2 A. 1						
1.1.1981	TO	31.12.1985							
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
350-425		375-480		400-540		425-605		480-680	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
400	18000	400	18000	400	18500	425	20500	480	20500
425	18000	425	18000	435	18500	435	20500	490	20500
435	18500	435	18500	480	19700	445	20500	500	20500
		445	18500	490	19700	635	23100	510	20500
		480	19100	500	19700			520	20500
				510	20300			530	20500
				520	20300			540	20500
				530	20300			550	21100
				540	20300			560	21100
				550	20300			570	21100
				560	20900			580	21700
				570	20900			590	21700
								600	22400
								610	22400
								620	22400
								650	23800
								680	24500
								710	25200

Table 2 A.2

TABLE 2 A.2									
1.1.1981		TO		31.12.1985					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
535-765		580-860		680-965		730-1080		785-1210	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
635	23100	580	25500	680	26300	860	31000	785	36500
810	27600	590	25500	710	26300	880	31900	810	36500
		600	25500	785	28700	920	31900	860	36500
		610	25500	860	30500	940	32900	935	36500
		620	25500	920	31400	960	32900	960	37600
		635	25500	935	32300	980	33900	985	37600
		650	25500	950	32300	1000	34900	1010	38700
		680	26300	980	33300	1020	34900	1060	39900
		710	26300	1010	33300	1060	35900	1260	44900
		785	28700			1100	37000		
		860	30500			1120	38100		
						1140	38100		

Table 2 A.3

1.1.1981		TO		31.12.1985		TABLE 2 A.3			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
850-1360		880-1510		940-1660		1000-1820		1350-2000	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
880	36500	880	37600	940	44900	1000	44900	1350	53100
940	37600	950	37600	980	44900	1100	44900	1400	53100
1000	38700	985	38700	1020	44900	1150	44900	1450	54700
1060	39900	1020	39900	1060	44900	1300	47600	1500	56300
1120	42300	1300	46200	1100	44900	1350	49000	1550	56300
1150	42300	1580	53600	1140	44900	1400	50500	1600	58000
1180	43600			1180	44900	1450	52000	1650	59700
1300	46200			1260	44900	1500	53600	1700	61500
1420	49000			1300	47600	1550	55200	1775	61500
1450	50500			1420	50500	1600	55200	1850	63300
				1500	52000	1650	56900	1925	65200
				1580	53600	1700	58600	2000	67200
				1700	58600	2000	62200	2075	67200
								2150	67200
								2225	67200

Table 2 A.4

				TABLE 2 A.4					
1.1.1981		TO		31.12.1985					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
1575-2300		1900-2500		2225-2675		2325-2850		2400-3000	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
1775	67700	2500	78800	2225	123100	2700	123100	2500	123100
1850	67700			2300	123100	3000	123100	2600	123100
1925	69700			2375	123100			2700	123100
2000	69700			2450	123100			2800	123100
2075	69700			2525	123100			2900	123100
2150	69700			2600	123100			3000	123100
2225	69700			2900	123100			3100	123100
2300	71800							3200	123100
2375	71800							3300	123100
2450	71800								
2525	74000								

Table 2 A.5

				TABLE 2 A.5	
1.1.1981	TO	31.12.1985			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT			
2600-3200		3000-3500			
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016		
2600	131100	3000	144200		
2700	131100	3100	144200		
2800	131100	3200	144200		
2900	131100	3300	144200		
3000	131100	3400	144200		
3100	131100	3500	144200		
3200	131100				
3300	131100				
3400	131100				
3500	131100				

Table 2 B.1

DATE OF RETIREMENT			TABLE 2 B.1									
1.1.1986		TO	31.12.1995									
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT				
775-12-955-14-1025		800-15-1010-20-1150		825-15-900-20-1200		950-20-1150-25-1400		950-20-1150-25-1500				
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016			
1025	20300	920	19100	920	19700	950	20500	950	20500			
		950	19700	1000	20300	1010	20500	1010	20500			
		1010	20300	1100	21500	1030	20500	1030	20500			
		1030	20300	1180	22100	1050	21100	1050	21100			
		1050	20900	1200	22800	1070	21100	1070	21100			
		1070	20900	1240	23500	1090	21100	1090	21100			
		1090	21500	1260	23500	1110	21700	1110	21700			
		1110	21500			1130	21700	1130	21700			
		1130	21500			1150	22400	1150	22400			
		1150	22100			1200	23100	1200	23100			
		1210	22100			1350	25200	1350	25200			
						1400	26000	1400	26000			
								1500	27600			
								1550	27600			

Table 2 B.2

DATE OF RETIREMENT			TABLE 2 B.2									
1.1.1986		TO	31.12.1995									
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT				
975-25-1150-30-1540		1200-30-1800		1320-30-1560-40-2040		1400-40-1800-50-2300		1400-40-1600-50-2300-60-2600				
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016			
1000	20500	1200	25500	1350	26300	1400	29200	1400	35400			
1025	20500	1260	25500	1440	27900	1440	29200	1440	35400			
1050	21100	1350	26300	1500	28700	1480	30100	1480	35400			
1100	21700	1440	27900	1560	29600	1520	30100	1520	36500			
1150	22400	1500	28700	1600	30500	1560	30100	1560	36500			
1180	22400	1560	29600	1640	30500	1600	31000	1600	36500			
1210	23100	1650	31400	1680	31400	1640	31900	1650	36500			
1240	23100	1680	31400	1720	32300	1680	31900	1700	36500			
1480	27600	1800	33300	1760	32300	1720	32900	1750	37600			
1600	27600	1860	34300	1800	33300	1760	32900	1800	37600			
				1880	34300	1800	33900	1850	38700			
				1920	35300	1850	34900	1900	39900			
				2000	35300	1900	35900	1950	39900			
				2040	35300	1950	35900	2000	41100			
				2120	35300	2000	37000	2050	42300			
				2160	35300	2050	38100	2100	42300			
						2100	38100	2150	43600			
						2150	39200	2200	43600			
						2200	40400	2250	44900			
						2250	40400	2300	44900			
						2300	41600	2360	46200			
						2350	41600	2420	46200			
						2400	41600	2600	49000			
						2450	41600	2780	50500			

Table 2B.3

DATE OF RETIREMENT			TABLE 2 B.3							
1.1.1986	TO	31.12.1995								
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		
1500-50-2150-60-2750		1600-50-2300-60-2780		1640-60-2600-75-2900		1800-60-2280-75-3330		2000-60-2300-75-3200-100-3500		
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	
1500	35400	1600	37600	1640	37600	1800	44900	2000	44900	
1550	35400	1650	37600	1700	37600	1860	44900	2060	44900	
1600	35400	1700	37600	1760	37600	1920	44900	2120	44900	
1650	36500	1750	38700	1880	39900	2040	44900	2180	44900	
1700	36500	1800	38700	2000	41100	2100	44900	2240	44900	
1750	37600	1850	38700	2060	42300	2160	44900	2300	46200	
1800	37600	1900	39900	2120	42300			2450	49000	
1850	38700	1950	39900	2180	43600			2600	50500	
1900	39900	2000	41100	2240	44900			2675	52000	
1950	39900	2050	42300	2300	44900			2750	52000	
2000	41100	2100	42300	2360	46200			2825	53600	
2050	42300	2150	42300	2420	47600			2900	55200	
2100	42300	2200	43600	2600	49000			2975	56900	
2150	43600	2250	44900	2675	50500			3050	56900	
2450	47600	2300	44900	2750	50500			3125	58600	
2750	50500	2360	46200	2825	53600			3200	58600	
		2420	47600	2900	53600			3300	60400	
		2600	49000	2975	55200			3400	62200	
		2780	52000	3050	55200			3500	62200	
		2900	53600	3125	55200			3700	62200	

Table 2 B.4

DATE OF RETIREMENT				TABLE 2 B.4					
1.1.1986	TO	31.12.1995							
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
2200-75-2800-100-4000		2400-75-2850-100-4150		3000-100-3500-125-4500		3700-125-4700-150-5000		4100-125-4850-150-5300	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
2200	44900	2400	53100	3000	67700	3700	78800	4100	123100
2350	47600	3050	59700	3100	67700	3950	78800	4350	123100
2900	55200	3750	67200	3200	67700	4200	78800	4850	123100
3000	56900	3950	69200	3300	67700	4450	81200	5000	123100
3100	58600	4250	71300	3400	67700	4850	83600	5150	123100
3200	58600	4350	71300	3500	69700	5000	86100	5300	123100
3300	60400	4450	73400	3750	69700	5150	86100	5450	123100
3400	62200			4000	71800	5300	88700		
3500	62200			4250	76200	5450	91400		
3700	62200			4500	76200				
4000	62200								
4100	62200								
4200	62200								
4300	62200								

Table 2 B.5

				TABLE 2 B.5			
1.1.1986		TO		31.12.1995			
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
4300-125-4800-150-5550		4500-150-5700		5100-150-5700-200-6300		5900-200-6700	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
4300	123100	4500	123100	5100	131100	5900	144200
5100	123100	5100	123100	5250	131100	6100	144200
5250	123100	5250	123100	5400	131100	6300	144200
5400	123100	5400	123100	5550	131100	6500	148500
5550	123100	5550	123100	5700	131100	6700	148500
5700	123100	5700	123100	5900	131100	6900	148500
5850	123100	5850	123100	6100	131100		
6000	126800	6000	126800	6300	131100		
		6150	126800	6500	131100		
				6700	135000		
				6900	135000		

Table 2 C.1

TABLE 2 C.1									
1.1.1996		TO		31.12.2005					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
2550-55-2660-60-3200		2610-60-3150-65-3540		2650-65-3300-70-4000		2750-70-3800-75-4400		3050-75-3950-80-4590	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
3200	20300	3540	22100	3370	20900	3800	22800	3200	20500
				3650	22100	3875	23500	3650	22400
				4000	24200	3950	24200	3800	23100
						4100	24900	3875	23800
						4400	26400	3950	23800
						4475	26400	4750	28400
						4625	27200		

Table 2 C.2

1.1.1996		TO		31.12.2005		TABLE 2 C.2							
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
3200-85-4900		4000-100-6000		4500-125-7000		5000-150-8000		5500-175-9000		5500-175-9000		5500-175-9000	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
3200	21700	4000	25500	4500	29200	5000	35400	5500	37600				
3370	21700	4100	26300	4625	30100	5300	36500	6200	41100				
3540	22400	4400	27900	4750	30100	5600	37600	6375	42300				
4475	26800	4500	27900	5000	31900	5750	38700	6900	44900				
4900	29300	4900	30500	5500	33900	5900	39900	7250	46200				
		5000	30500	5750	34900	6200	41100	8300	50500				
		5300	32300	6000	35900	6500	42300	8825	53600				
		5500	33300	6375	38100	7100	44900	9000	55200				
		5600	33300	6500	39200	7250	46200						
		5900	35300	7250	42800	7700	49000						
		6000	35300			8000	50500						
		6200	36400			8300	50500						

Table 2 C.3

TABLE 2 C.3									
1.1.1996		TO		31.12.2005					
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
6500-200-10500		7500-250-12000		8000-275-13500		10000-325-15200		12000-375-16500	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
6500	44900	7500	49000	8000	53100	10000	67700	12000	78800
6900	44900	8000	52000	8825	56300	11300	71800	12750	81200
7100	46200	8500	53600	9100	58000			13500	86100
7500	49000	9000	56900	10750	67200				
7700	49000	9500	58600	11300	69200				
8300	52000	10000	60400	13500	80200				
8500	53600	10500	64100						
9100	56900	10750	64100						
9500	58600	12000	70000						
10500	62200	12750	74300						

Table 2 C.4

TABLE 2 C.4					
1.1.1996		TO		31.12.2005	
PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT		PAY SCALE AT RETIREMENT	
14300-400-18300		16400-450-20000		18400-500-22400	
BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016	BASIC PAY	NOTIONAL BASIC PAY ON 1.1.2016
19100	138500	19100	135000	20900	153000
		20900	143300		

Annexure D: Pension Fixation Formula as per Formulation 1 for the pensioners/family pensioners with date of retirement between 1.1.1981 and 31.12.2005

First it must be established whether Pay Scale, Stage etc., can be uniquely determined from the basic pay available in PPO. A list of all such cases, where Pay Scale, Stage etc., can be uniquely determined, have been provided in **Annexure C Table 1**. Based on the above distinction Pension/Family Pension may be fixed as per following cases-

Case 1: Pension fixation, where unique determination of pay scales etc is possible from Basic Pay.

- i) Let Basic Pay at the time of death/retirement be 'X₁' and pension sanctioned at the time retirement be 'Y₁'.
- ii) Locate the Revised Notional Basic Pay as on 1.1.2016 corresponding to X₁ in **Annexure C, Table 1** for the respective retirement period, Let it be R₁
- iii) Now let the minimum of pay level corresponding to the post from which the government servant retired be M₁. Take the higher of M₁ and R₁, let it be N₁.
- iv) If Notional Pay so fixed for Basic Pay as on 1.1.2016 is 'N₁', Revised Pension as on 1.1.2016 can be calculated as -

$$= (N_1 * Y_1) / X_1$$

(Additional Pension applicable as per para '8 VII')

Case 2: Pension fixation, where unique determination of pay scales etc, is NOT possible from Basic Pay.

- i) Let Basic Pay at the time of death/retirement be 'X₂' and pension sanctioned at the time of retirement be 'Y₂'.
- ii) After other details of Pay Scale and Stage are available, Notional Pay as on 1.1.2016 corresponding to X₂ must be located in **Annexure C Table 2** for

the respective retirement period, Let it be R_2 .

- iii) Now let the minimum of pay level corresponding to the post from which the government servant retired be M_2 . Take the higher of M_2 and R_2 , let it be N_2 .
- iv) If Notional Pay fixed as on 1.1.2016 is ' N_2 ', then Revised Pension as on 1.1.2016 can be calculated as -

$$= (N_2 * Y_2) / X_2$$

(Additional Pension applicable as per para '8 VII')

Case 3: Family Pension fixation, where unique determination of pay scales etc is possible from Basic Pay.

- i) Let Basic Pay of the employee at the time of death/retirement be ' X_3 '.
- ii) Locate the Revised Notional Basic Pay as on 1.1.2016 corresponding to ' X_3 ' in **Annexure C Table 1** for the respective retirement period, let it be R_3
- iii) Now let the minimum of pay level corresponding to the post from which the government servant retired be M_3 . Take the higher of M_3 and R_3 , let it be N_3 .
- iv) If Notional Pay fixed on 1.1.2016 is ' N_3 ', Revised Family Pension as on 1.1.2016 can be calculated as -

$$= (N_3 * 30) / 100$$

(Additional Family Pension applicable as per para '8 VII.')

Case 4: Family Pension fixation, where unique determination pay scales etc is NOT possible from Basic Pay.

- i) Let Basic Pay of the employee at the time of death/retirement be ' X_4 '.
- ii) After other details of Pay Scale and Stage are available, Notional Pay as on 1.1.2016 corresponding to X_4 must be located in **Annexure C Table 2** for

the respective retirement period, let it be R_4

- iii) Now let the minimum of pay level corresponding to the post from which the government servant retired be M_4 . Take the higher of M_4 and R_4 , let it be N_4 .
- iv) If Notional Pay fixed as on 1.1.2016 is ' N_4 ', then Revised Family Pension as on 1.1.2016 can be calculated as -

$$= (N_4 * 30) / 100$$

(Additional Family Pension applicable as per para '8 VII.')