

No. 37376—P. C. C.-23/89-F

GOVERNMENT OF ORISSA

FINANCE DEPARTMENT

RESOLUTION

The 3rd October 1989

SUBJECT — REVISED SCALES OF PAY, 1989

The pay scales of State Government employees were revised relatable to Consumer Price Index 568 (12-monthly average—Base: 1960=100) with effect from the 1st January 1985.

2. The question of granting revised scales of pay, consequent upon revision of the pay scales of the Central Government employees as demanded by various Service Associations was under the active consideration of Government for sometime past. After careful consideration of all aspects of related issues including scales of pay prevalent in the Central Government and many other States in India, the State Government have been pleased to decide to adopt the revised scales of pay relatable to Consumer Price Index 608 (12-monthly average—Base 1960=100) as indicated in the Annexure against the existing scales of pay. These revised scale of pay shall apply to all persons in whole time employment of Government except those who are governed by the Orissa Revised Scales of Pay (Medical College Teachers) Rules, 1982, the Orissa Revised Scales of Pay (for College Teachers) Rules, 1978 and the Orissa Superior Judicial Service (Senior Branch) Rules, 1963.

3. *Minimum Pay*—The minimum pay of the last grade employees relatable to Consumer Price Index 608 (12-monthly average—Base 1960=100) and effective from 1st May 1989 shall be Rs. 750.

4. *Revised Pay Scales*—The revised scales of pay shall be effective from 1st May 1989.

5. *Dearness Allowance*—The existing system of granting Dearness Allowance over Consumer Price Index 608 would continue. The Dearness Allowance granted up to the Consumer Price Index 608 which is treated as Dearness Pay at present will merge in the pay at the time of pay fixation in the Revised Scales of Pay, 1989.

6. *Stagnation Increment*—Stagnation increments in the revised pay scales would be admissible to all employees, in the Revised Scales of Pay, 1989, the maximum of whose pay scale does not exceed Rs. 5,700 at the rate equal to the last increment in the respective pay scales, at intervals of every 24 years after reaching the maximum of the time scales. A maximum of three such increments shall be allowed. This shall be treated as personal pay. Employees against whom disciplinary cases are pending will however have to await the result of the pending disciplinary proceedings before being considered for the grant of this benefit.

7. *Time-bound Advancement*—The time-bound advancement scheme along with the system of granting 3 advancement increments to the employees in the existing scales of Rs. 570—790 and Rs. 585—845 revised to Rs. 750—940 and Rs. 775—1,025 respectively in lieu of advancement scales of pay introduced in Finance Department Resolution No. 32242 P. C. C.—19/85-F., dated the 22nd August 1985 shall be abolished. A Government servant getting pay in the time-bound advancement scale of pay, would be fitted in the revised scale of pay applicable to the scale corresponding to the existing scale in which he would have drawn pay but for the time-bound advancement scheme.

8. *Pay fixation formula*—In case of all employees—

- (i) An increment in the existing scale shall be added to the existing emoluments of the employees ;
- (ii) After the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at that level if it is a stage in the revised scale and at the stage next above the amount thus computed if it is not a stage in the revised scale of pay;

Provided that—

- (a) If the minimum of the revised scale is more than the increased emoluments so arrived at then the pay shall be fixed at the minimum of the revised scale.

(b) If the increased emoluments so arrived at is more than the maximum of the revised scale of pay then pay shall be fixed at the maximum of that scale and the difference shall be allowed as reducible personal pay to be absorbed in future increases in pay due to grant of *ad hoc* increments on account of stagnation, etc.

Explanation—For this purpose "existing emoluments" shall include (a) the basic pay in the existing scale (b) the dearness pay as on the 30-4-1989.

Pay of the employees who are in the advancement scales of pay, shall be fixed on the above basis in the revised scale corresponding to the existing scale in which he would have drawn pay, but for the time-bound advancement scheme.

9. *Exercise of Option*—All employees shall be deemed to have come over to the revised scales on pay with effect from 1st May 1989 except where a Government servant has opted for a date beyond 1st May 1989 under the provisions of the Revised Scales of Pay Rules, 1985.

10. *Date of next increment*—The date of next increment in case of all employees should be the usual date of increment except for those who are fitted at the minimum of the time scale; and in such cases the next date of increment would be the date of anniversary of the date of coming over to the revised scales of pay, 1989.

11. Finance Department will frame detailed rules, laying down the procedure of fixation of pay in the revised scales of pay.

12. The revised scales of pay will also be extended to the related categories of posts under the Local Bodies, Aided Educational Institutions and work-charged establishment. The concerned Administrative Department will take steps to issue necessary Government orders in the matter with concurrence of Finance Department.

ORDER—Ordered that this Resolution be published in an extraordinary issue of the *Orissa Gazette* and copies forwarded to all Departments of Government/Heads of Departments Accountant - General (Audit)/ (Accounts), Orissa, Bhubaneswar/ Deputy Accountant-General, Orissa, Puri.

By order of the Governor
P. K. PATNAIK
Secretary to Government

ANNEXURE

Existing Scales of Pay, 1985

Revised Scales of Pay

[Where the existing scales of pay are not advancement scales as per 7th Schedule of Rule 3(a) of the O. R. S. P. Rules, 1985].

(1) Rs.	(2) Rs.
1. 570—8—650—10—790	1. 750—12—870—E. B.—14—940
2. 585—10—725—12—845	2. 775—12—955—E. B.—14—1,025
3. 625—12—709—E. B.—12—745—15—790— E. B.—15—940.	3. 800—15—1,010—E. B.—20—1,150
4. 665—14—735—16—767—E. B.—16—895— E. B.—18—1,075.	4. 825—15—900—E. B.—20—1,200
5. 780—16—860—18—896—E. B.—18—950— 20—1,050—E. B.—22—1,160.	5. 950—20—1,150—E. B.—25—1,500
6. 840—16—856—18—928—E. B.—20—1,008— E. B.—22—1,140—25—1,240.	6. 975—25—1,150—E. B.—30—1,660
7. 840—18—912—20—1,012—E. B.—22—1,100— 25—1,225—E. B.—30—1,345.	7. 1,200—30—1,440—E. B.—30—1,800
8. 935—20—1,015—25—1,090—E. B.—25—1,140— 30—1,230—E. B.—32—1,390—35—1,530.	8. 1,320—30—1,560—E. B.—40—2,040
9. 965—30—1,115—E. B.—35—1,360—38— 1,550—E. B.—40—1,710.	9. 1,350—30—1,440—40—1,800—E. B.—50—2,200

(1)	(2)
Rs.	Rs.
10. 890—25—915—30—1,005—35—1,110—E. B.—35—1,285—40—1,605—E. B.—45—1,830.	10. 1,350—30—1,440—40—1,800—E. B.—50—2,200
11. 1,005—35—1,285—E. B.—40—1,605—E. B.—45—1,830.	11. 1,350—30—1,440—40—1,800—E. B.—50—2,200
12. 1,090—35—1,300—E. B.—40—1,620—E. B.—45—1,800—50—1,950.	12. 1,400—40—1,800—E. B.—50—2,300
13. 1,050—35—1,120—40—1,320—E. B.—40—1,560—E. B.—45—1,785—50—2,085.	13. 1,440—40—1,800—E. B.—50—2,300
14. 1,090—35—1,195—40—1,355—E. B.—40—1,515—E. B.—45—1,785—50—2,135.	14. 1,400—40—1,600—50—2,300—E. B.—60—2,600
15. 1,210—40—1,290—45—1,515—E. B.—50—1,815—E. B.—55—2,200.	15. 1,600—50—2,300—E. B.—60—2,660
16. 1,120—35—1,190—40—1,350—E. B.—45—1,620—50—1,970—E. B.—55—2,245.	16. 1,600—50—2,300—E. B.—60—2,660
17. 1,365—45—1,455—50—1,755—E. B.—55—2,085—E. B.—60—2,385.	17. 1,640—60—2,600—E. B.—75—2,900
18. 1,315—45—1,450—50—1,650—E. B.—55—1,815—60—2,175—E. B.—65—2,500.	18. 1,640—60—2,600—E. B.—75—2,900
19. 1,600—50—1,650—55—1,815—E. B.—60—2,175—E. B.—65—2,500.	19. 2,000—60—2,300—E. B.—75—3,050
20. 1,150—45—1,240—50—1,490—E. B.—55—1,875—E. B.—60—2,295—65—2,555.	20. 1,700—60—2,300—E. B.—60—2,600—75—3,000
21. 1,350—55—1,735—E. B.—60—2,095—70—2,375—E. B.—75—2,975.	21. 2,000—60—2,300—E. B.—75—3,200—100—3,700
22. 1,975—60—2,095—70—2,375—E. B.—75—2,975.	22. 2,200—75—2,650—E. B.—75—3,100—E. B.—100—3,500.
23. 1,975—65—2,040—70—2,250—75—2,700—E. B.—80—3,100.	23. 2,200—75—2,650—E. B.—75—3,100—100—3,700
24. 1,975—70—2,255—75—2,630—E. B.—80—2,790—85—3,300.	24. 2,200—75—2,800—E. B.—100—4,000
25. 2,050—70—2,190—75—2,640—80—2,880—E. B.—85—3,220—90—3,400.	25. 2,350—75—2,800—E. B.—100—3,700—125—4,200.
26. 2,250—85—2,590—90—3,310—E. B.—95—3,500.	26. 2,800—100—3,600—E. B.—125—4,350
27. 2,400—85—2,995—90—3,265—E. B.—95—3,550.	27. 3,000—100—3,500—125—4,500
28. 2,350—85—2,775—E. B.—90—3,315—95—3,600.	28. 3,000—100—3,500—125—4,500
29. 2,550—85—2,635—90—3,175—E. B.—95—3,650.	29. 3,200—100—3,700—125—4,700
30. 2,850—100—3,950	30. 3,700—125—4,700—150—5,000
31. 3,050—100—4,250	31. 4,500—150—5,700
32. 3,350—100—4,250—125/2—4,500	32. 4,800—150—5,700—200—6,300
33. 4,000—100—4,500—125/2—4,750	33. 5,100—150—5,700—200—6,500

NOTE—Employees in the advancement scales of pay will be fitted in the revised scales corresponding to the existing scales in which they would have drawn pay but for the time-bound advancement scheme.