



PROCEEDINGS OF THE TRAVANCORE DEVASWOM BOARD

ABSTRACT

Revision of Scales of Pay and Allowances in respect of the Regular Establishment Employees and Temple Employees of the Travancore Devaswom Board - Sanctioned – Orders Issued.

ROC No. 2191/21/Est 1

Nanthancode, Dated: 17-11-2022

- Read :
1. ROC No. 515/2016/Est.I dated. 01.07.2016
 2. ROC No. 516/2016/Est. I dated. 01.07.2016
 3. ROC No. 2191/2021/Est. I dated. 26.02.2021
 4. ROC No. 2191/2021/Est.I dated. 08.11.2021
 5. Report ROC No. 4343/2021/Est-A dated. 10.10.2022 submitted by Devaswom Commissioner.
 6. Board order ROC No 2191/21/Est 1 dated 14.10.2022

ORDER

Travancore Devaswom Board had revised the scales of Pay and Allowances and Pensionary benefits of its employees and pensioners w.e.f 01.07.2014 by orders read as 1st and 2nd above, on the basis of the recommendations made by the Committee constituted for the purpose. The Board by orders read as 3rd and 4th above have constituted a committee consists of 7 members headed by the Devaswom Commissioner as convenor in order to study and make recommendations for further revision of scales of pay and allowances and pensionary benefits of the employees and pensioners of Travancore Devaswom Board w.e.f 01.07.2019.

2. The Committee has submitted its report on recommendations regarding the revision of scales of pay and allowances and pensionary benefits on 10.10.2022. The Board after careful Examination of the report, are pleased to issue orders as follows .

Revised scales of pay and allowances

3. The existing scales of pay of employees will be revised with effect from 01.07.2019 with the scales of pay as shown in the Annexure I. The revised scales of pay of different categories of posts will be as shown in Annexure II.
4. The revision of pay from existing pay to revised pay will be in accordance with the table for Stage to Stage fixation of pay as provided in Annexure IV except in cases where the minimum of the scale of pay of the post held by an incumbent is higher than the corresponding pay stage provided in Annexure I & II. The Rules of Fixation of Pay in the revised scales will be as provided in Annexure III.

Ratio / Percentage based Grade Promotions.

5. The modified ratio / percentage based grade promotions to various categories of posts are indicated in Annexure II. No ratio promotion / percentage based higher grade will be available to any category of posts unless it is mentioned in this order. The modified ratio promotion / percentage based grade will have effect from 01.04.2021.

Time Bound Higher Grade Scheme

6. The existing time span of 8, 15, 22 and 27 years for allowing Time Bound Higher Grade (TBHG) promotions will continue. The categories coming under the entry level scale of pay of Rs. 23000 – 50200 to Rs. 27900-63700 will be eligible for four TBHGs, the categories coming under the entry level scale of pay Rs. 31100-66800 to Rs. 39300-83000 will be eligible for three TBHGs, the categories coming under the entry level scale of pay Rs. 41300 – 87000 to Rs. 56500 – 118100 will be eligible for two TBHGs and the categories coming under the entry level scale of pay Rs. 59300 – 120900 to Rs. 85000 – 143600 will be eligible for one TBHG, subject to the conditions provided in the scheme of Time Bound Higher Grade promotion. The revised rules for allowing Time Bound Higher Grades will be as incorporated in Annexure VII of this order. The revised Time Bound Higher Grade scheme will have effect from 01.04.2021.

Career Advancement Scheme

7. Detailed orders on revised Career Advancement Scheme will be issued separately. For category of posts included under existing Career Advancement Scheme, the revised scale of pay will be the corresponding scale of pay as provided in Annexure II.

Stagnation Increment

8. The existing scheme of Stagnation Increment will continue. Maximum number of Stagnation Increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding Stagnation Increment shall not exceed Rs. 166800, the maximum of the master scale. The number of Stagnation Increments availed in the existing scale of pay will be reckoned for determining maximum number of Stagnation Increments.

Dearness Allowance

9. The revised scale of pay has been formulated after merging the full Dearness Allowance of 28% as on 01.07.2019 with the basic pay.

The rates of Dearness Allowance admissible with effect from 01.07.2019 will be as follows.

Date	Rate of DA (%)	Total DA (%)
01.07.2019	0	0
01.01.2020	4	4
01.07.2020	3	7

House Rent Allowance

10. The existing system of fixed amount of HRA on the basis of different pay ranges will be dispensed with. Instead, the rate of HRA will be as percentage of basic pay. For the purpose of HRA, the total area of operation of Travancore Devaswom Board is divided into following four Classes:

- (1) Class A : The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi & Thrissur. In addition, Board Institutions situated within a radius of 3 kilometres from Civil Station, Kakkanad.
- (2) Class B : The Municipalities at District Headquarters within the area of operation of Travancore Devaswom Board.
- (3) Class C : All Municipalities other than those at District Headquarters, within the area of operation of Travancore Devaswom Board.
- (4) Class D : All Panchayaths, within the area of operation of Travancore Devaswom Board.

The rate of HRA with minimum and maximum amounts are as follows :

CLASS	RATE (% OF BASIC PAY)	MINIMUM AMOUNT Rs.	MAXIMUM AMOUNT Rs.
A	10	2300	10000
B	8	2000	8000
C	6	1500	6000
D	4	1200	4000

Notes : 1) An employee working within 1 km from corporation limits and was drawing HRA at corporation rates will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

11. For the purpose of HRA, basic pay as on the 1st day of the month only will be reckoned, and change in pay in the middle of a month will not be considered.

12. Revised rate of HRA have effect from 01.04.2021.

City Compensatory Allowance

13. City Compensatory Allowance sanctioned in Board Order read as first paper will be discontinued with effect from 01.04.2021.

Spectacle Allowance

14. The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of Rs. 1500/- once in five years of service. The revised rate will have effect from 01.01.2023.

Hill Tract Allowance

15. The rate of Hill Tract Allowance admissible to employees under different pay ranges will be as shown below.

PAY RANGE	RATE PER MONTH (Rs.)
Rs. 43400 & above	500
Above Rs. 25100 and below Rs. 43400	450
Upto Rs. 25100	300

The revised rate will have effect from 01.01.2023.

Special Allowance to differently abled employees

16. The rate of Special Allowance admissible to differently abled employees is revised to Rs. 1100 per month. The existing conditions for sanctioning the allowance will continue. The revised rate will have effect from 01.01.2023.

Education Allowance to the Parents having differently abled children

17. The rate of Education Allowance admissible to employees having mentally / physically challenged children studying in general schools and special schools will be revised to Rs. 1000 per month. The existing conditions for the admissibility of this allowance will continue. The revised rate will have effect from 01.01.2023.

Charge Allowance

18. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The existing rates and conditions will continue in the revised scales. The Charge Allowance in the revised scale will have effect from 01.01.2023.

Medical Benefits

19. The existing scheme of Medical Reimbursement in the Board will continue until further orders issued in this matter.

Uniform Allowance

20. Those categories who have to wear uniform as per existing orders except Devaswom Strong Room Guards will be paid uniform allowance @ Rs. 2700 per annum. Payment of Uniform Allowance will be subject to the following conditions :-

- (i) Uniform Allowance is inclusive of stitching and washing charges and cost of cloth.
- (ii) The specifications of uniform (colour, type, item etc) have to be fixed by the Board.
- (iii) Controlling officers are free to discontinue the sanctioning of Uniform Allowance and even recover the allowance sanctioned, if an employee does not wear uniform during duty time.

20.1. Devaswom Strong Room Guards will be paid Uniform Allowance @ Rs. 3600 per annum.

20.2. Revised rates of Uniform allowance will have effect from 01.01.2023.

Travelling Allowance

21.(1) Classification of Officers: - For the purpose of Travelling Allowance, Officers are classified into following grades.

Grade I	All officers who draw an actual basic pay of Rs. 70000 and above and Heads of Departments
Grade II (a)	Officers with actual basic pay of Rs. 59300 and above, but below Rs. 70000
Grade II (b)	Officers with actual basic pay of Rs. 39300 and above, but below Rs. 59300.
Grade III	Officers with actual basic pay of Rs. 25100 and above, but below Rs. 39300
Grade IV	Officers with actual basic pay below Rs. 25100

Note : For this purpose, basic pay includes Personal Pay.

(2) Class of travel :- The eligible class of travel by train for each grade will be as follows.

Grades	Eligible Class
Grade I	II AC
Grade II (a)	I Class, if the train does not have I Class, II AC
Grade II (b)	III AC, if the train does not have III AC, I Class
Grade III	II Class
Grade IV	II Class

(3) Air Journey :- The employees who are in the scale of pay of Rs. 77200 – 140500 will be eligible for flight journey.

(4) Mileage Allowance :- Mileage Allowance for road journey will be Rs. 2.5 per kilometer for all grades of officers.

(5) Incidental Expenses (Road/Rail/Air Journeys) :- The revised rates of incidental Expenses for Road / Rail / Air Journeys will be as follows.

Grades	Road / Rail Rate in Paisa per km	Air Rate per journey
Grade I	90	Limited to I Daily Allowance
Grade II (a)	70	
Grade II (b)	60	
Grade III	60	
Grade IV	60	

(6) **Daily Allowance:** - The revised rates of Daily Allowance for different grades of employees will be as follows :

Grades	Inside State Rate (Rs)	Outside State Rate (Rs)
Grade I	600	750
Grade II (a)	500	650
Grade II (b)	500	650
Grade III	350	500
Grade IV	350	500

(7) **Classification of Board Officials for carrying personal effects on transfer :-** The Classification of Board officials for the purpose of carrying personal effects on transfer will be as follows :

Category of Officers	Weight (Kg)
Officers whose actual basic pay is Rs. 70000 and above	3000
Officers whose actual pay is Rs. 39300 and above but below Rs. 70000	2000
All other Officers	1500

(8) **Loading and Unloading charges for journeys on transfer :** - The revised loading and unloading charges admissible to different grades of officers for journeys on transfer will be as follows.

Grades	Rate (Rs.)
Grade I	900 at each end
Grade II (a)	500 at each end
Grade II (b)	500 at each end
Grade III	450 at each end
Grade IV	450 at each end

(9) **Reimbursement of Room Rent :-** The revised rates of reimbursement of room rent admissible to officers of the Board for stay outside the State subject to the production of voucher are given below ;

GRADES	NEW-DELHI, MUMBAI, KOLKATTA, CHENNAI RATE (Rs)	OTHER CITIES AND TOWNS OUTSIDE STATE (Rs)
Grade I	3000	2500
Grade II (a)	3000	2500
Grade II (b)	2500	1500
Grade III	2500	1500
Grade IV	1500	1200

(10) Taxi fare for Grade I officials :- Grade I Officials travelling in metropolitan cities and other larger cities are allowed to hire taxis as in the case of Government of Kerala Officials. They are entitled to taxi fare at the rates fixed by Government from time to time for journeys on tour from residence to airport / railway station / bus stand and back. The existing status will be continued.

(11) Auto Rickshaw / Taxi fare for journeys on tour :- Auto Rickshaw / Taxi fare at the rate fixed by the Government from time to time will be allowed for Board Officials. Maximum number of such journeys allowed a day will be two (plus one journey per tour from residence to airport / railway station / bus stand and one journey from airport / railway station / bus stand to residence) limiting the maximum distance of a single journey as 15 kilometers as per the rate fixed by government from time to time.

(12) TA Ceiling :- The existing rates of monthly /quarterly TA ceiling will continue except in the case of officers who were exempted from TA Ceiling by the Board.

22.Revised rates of Travelling Allowances will have effect from 01.01.2023.

Surrender of Earned Leave

23.The existing system of surrender of Earned Leave for 30 days in a financial year will continue.

24.Part- Time Temple / Contingent Employees

(1)The existing scales of pay of various categories of Part – Time Temple / Contingent Employees of the Board are revised as follows with effect from 01.07.2019.

Category No.	Name of Category	Existing Scale of Pay	Revised Scale of Pay
A. I	<u>Part-Time Temple Employees</u> Part- Time Santhies	10620-240-12300-260-13600-300-15100-340-16460	14800-340-17180-370-19030-410-20670-460-22970
II	Part-Time Temple Employees other than Part-Time Santhies	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940
B. III	<u>Part – Time Contingent Employees</u> Part-Time Sweepers whose area of work is above 400 Sq.M but below 800 Sq.M	9340-220-11100-240-12300-260-13600-300-14800	13000-330-15970-360-17410-390-19360-430-21080
IV	Part-Time Sweepers whose area of work is above 100 Sq.M but below 400 Sq.M	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940

(2) The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in Annexure IX.

(3) Rules of fixation of pay in the revised scales of pay is given in Annexure VIII.

(4) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

(5) The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

Allowances :-

(6) (i) Spectacle Allowance :

The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of Rs. 1500, once in five year of service.

(ii) Hill Tract Allowance :

Hill Tract Allowance of Rs. 300 per month will be sanctioned to Part-Time employees who are working in designated areas.

(iii) Special Allowance for differently abled employees :

The rate of Special Allowance admissible to differently abled Part-Time employees will be revised to Rs. 1100 per month.

(iv) Compensatory Allowance of Rs. 120 per month will be sanctioned to the Part- Time Contingent Employees working in the offices located in Municipal Corporation limits.

(v) The revised rates of allowances will have effect from 01.01.2023.

(vi) Earned Leave will be at the rate of $\frac{1}{22}$ for the period spend on duty, subject to a maximum of 15 days in a financial year.

(7) Part-Time Temple / Contingent employees will be eligible for Dearness Allowance on the revised pay at the rates mentioned in Para 9 of this order.

Applicability

25. Para 24 of this order is applicable to Part-Time Temple / Contingent employees. Part-Time Contingent employees are eligible only for the benefits provided under Para 24 of this Order. Benefit under Para 24 (6) (iv) is applicable to Part - Time Contingent Employees only.

**Rules for fixation of pay consequent to promotion and other appointments
[Rule 28A and 37(a) Part I KSR]**

26. The existing method of fixation of pay for promotions contemplated under Rule 28 A Part I KSR will be continued for fixation in revised scales also. Accordingly, where an officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time-scale of pay, his initial pay in the higher time-scale of pay, shall be fixed at the stage next above the pay notionally arrived at in the lower time scale of pay by increasing the actual pay drawn by him in the lower time-scale by one increment. A re-fixation of pay will be allowed whenever there is a change of pay in the lower time-scale. Fixation of pay will be done as above in respect of promotions / appointments taking effect from that date onwards. However, Rule 28A Part I will not apply to promotions / appointments to posts carrying higher time scale of pay, the minimum of which exceeds Rs. 95600. In such cases fixation will be allowed under Rule 37(a), Part I KSRs.
27. In all cases of Time Bound Higher Grade promotions to higher scales of pay, the existing practice of fixation of pay under Rule 28A Part I KSRs will continue without the option facility. Detailed guidelines for fixation of pay are shown in Annexure VII.
28. In all cases of regular promotions from time bound grades to posts (equivalent to that of the grade post) carrying the same or higher time scale of pay ; the pay in the promoted scale will be fixed in terms of Rule 30 Part I KSRs. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade scale.
29. Where promotion / appointment by transfer to posts happen to have the same scale of pay of the feeder category posts, one advance increment will be granted to the incumbents appointed by promotion or by transfer to posts carrying the same scale of pay as the feeder category posts without prejudice to the normal increments. However, if there are two or more consecutive promotion posts / by-transfer appointments to posts on the same or identical scale of pay, the benefit of advance increment will be limited to the first promotion only, with effect from 01.04.2021. This advance increment will not be granted in the case of promotion from time bound higher grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay. This will take effect from 01.07.2019.

30. In the case of an officer who was promoted prior to 01.07.2019 and enjoyed the benefit of fixation of pay under Rule 28A Part I KSRs, the benefit of re-fixation of pay on the normal increment date due after 01.07.2019 will be allowed in the revised scales.

31. Temple Employees

- 1) The existing scales of pay of Full Time Temple Employees will be revised with effect from 01.07.2019 as detailed below.

Sl No.	Category	Existing Scale of Pay	Revised Scales of Pay
1.	Full Time Santhies	18000 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 41500-	25100 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 57900
2.	Full Time Temple Employees other than Full Time Santhies	16500 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 35700	23000 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 50200

The revision of pay has to be done in accordance with Para 4 of this order.

2) Dearness Allowance

Full Time Temple Employees will be eligible for Dearness Allowance on the revised pay at the rates mentioned in Para 9 of this order.

3) House Rent Allowance

- (a) Full Time Temple Employees are entitled to get HRA at the rates mentioned in Para 10 of this order with effect from 01.04.2021.

- (b) Part-Time Temple employees (except Karanma) those who are bound to perform duty in the morning and evening on all days on the specific orders of the Board, are eligible to get HRA at the rates specified in Para 10 of this order with effect from 01.01.2023.

- (c) Para 11 is applicable to Temple Employees also.

4) City Compensatory Allowance

City Compensatory Allowance sanctioned in Board Order read as 1st paper will be discontinued with effect from 01.04.2021.

5) Other Benefits

Benefits under Para 6, 8, 14, 15, 16, 17, 19, 21 (1), 21 (6) & 23 are applicable to Full Time Temple Employees also with effect from the dates noted in the respective paragraphs.

32. Substitute Allowance / Contract Allowance

(a) The revised rates of Substitute Allowance / Contract Allowance, as detailed below is applicable with effect from 01.01.2023.

1. Santhi	-	Rs. 750
2. Nadaswaram, Thakil	-	Rs. 550
3. Others (Full Time)	-	Rs. 400

(b) In the case of Part – Time Substitutes the rates will be one half of the above.

33. Karanma Employees

I. Full Time

1. The existing scale of pay of Full Time Karanma Employees will be revised to Rs. 23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-50200 with effect from 01.07.2019. The pay in the revised scale as on 01.07.2019 will be corresponding revised pay stage of pre revised pay as provided in Annexure IV. They are also eligible for annual increments in the revised scale of pay.

2. Dearness Allowance.

Full Time Karanma Employees will be eligible for Dearness Allowance on the revised pay at the rates mentioned in Para 9 of this order.

3. House Rent Allowance

(a) Full Time Karanma Employees will be entitled to get HRA at the rates mentioned in Para 10 of this order with effect from 01.04.2021.

(b) Para 11 is applicable to Full Time Karanma Employees also.

4. City Compensatory Allowance

City Compensatory Allowance sanctioned in Board Order read as 1st paper will be discontinued with effect from 01.04.2021.

II. Part-Time Karanma Employees

The existing scale of pay of the Part-Time Karanma Employees will be revised to Rs. 11500-300-14500-330-17140-360-18940 with effect from 01.07.2019. The pay in the revised scale as on 01.07.2019

will be corresponding revised pay stage of pre revised pay as provided in Annexure IX. They are eligible for annual increments in the revised scale of pay. They are also eligible for Dearness Allowance at the rates mentioned in Para 9 of this order.

5. Arrears

The revised Pay and Allowances will be paid in cash with the salary of January 2023. The decision regarding the arrears of pay and allowances for the period from 01.07.2019 to 31.12.2022 shall be taken later.

6. Karanma Employees are eligible only for the benefits provided under Para 33 of this order.

34. Date of Effect

The date of effect of the revised scales of pay will be 01.07.2019. The date of effect of revised rates of HRA will be 01.04.2021. The date of effect of all other monthly allowances, travelling allowances and uniform allowance will be from 01.01.2023. Modified ratio / percentage based higher grade promotions, will have effect from 01.04.2021. Revised Time Bound Higher Grade Scheme will be applicable w.e.f 01.04.2021.

35. Dearness Allowance at the rate of 7% will be allowed along with the revised pay for the month of January 2023.

36. Arrears

The revised Pay and Allowances will be paid in cash with the salary of January 2023. The decision regarding the arrears of pay and allowances for the period from 01.07.2019 to 31.12.2022 shall be taken later.

37. The pay of all non-gazetted officers and Temple Employees on 01.07.2019 will be replaced in accordance with this order by the officers who draw and disburse their salary. The Drawing & Disbursing officers should make necessary entries in the Service Book of the Employees. In the case of Gazetted officers, the drawal of the revised salary will be authorized by the Devaswom Accounts officer.

38. All Non-Gazetted Officers shall furnish an undertaking in the form prescribed in this order as Annexure VI to their Drawing and Disbursing Officer in order to get the revised pay in the revised scale. The undertaking shall be countersigned by the Drawing and Disbursing Officer and pasted in the Service Book of the incumbent. The Gazetted Officers shall furnish the undertaking in duplicate to the Devaswom Accounts officer who will authorize revised pay. However no undertaking will be insisted on where the Officer is no more. Those

Gazetted Officers who retired on or after 01.07.2019 shall also submit the undertaking directly to the Devaswom Accounts Officer.

39. Leave Salary & Pension contribution based on the pay in the revised scale of pay will be recovered from 01.07.2019. Foreign employers will arrange the remittance at the revised rates from 01.07.2019.
40. Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in Annexure II to this Order should be reported to the Board by the Heads of Departments within a month positively from the date of this Order with relevant supporting documents for timely rectification. The Heads of Departments will be held responsible for any lapse in this regard.
41. Arrear claims preferred in pursuance of this order will be paid without pre-check in relaxation of Article 53, Kerala Financial Code, Volume I.
42. The Finance & Accounts Officer and other Officers, who inspect / audit their subordinate offices, will check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where overpayment of pay or grant of irregular grade is found, instructions should be given to concerned officers to rectify the defects.
43. Recoveries will be insisted upon where overpayments are made. If an officer competent to authorize pay under these orders or approve/countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of the existing Pay Revision Committee renamed as Anomaly Committee before approving the pay fixation and disbursing the pay.
44. An Anomaly Committee is constituted renaming the existing Pay Revision Committee under the convenorship of Devaswom Commissioner for evaluating defects / anomalies brought to notice.

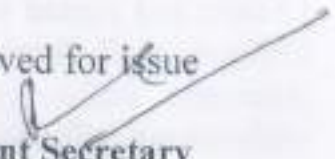
By Order of Travancore Devaswom Board
Sd/-

SECRETARY

Copy to :-

1. All Department/Office Heads.
2. IT Section
3. Section file
4. File book
5. Fair office copy

Approved for issue


Assistant Secretary

ANNEXURE - I

Existing and Corresponding Revised Scales of Pay in Travancore Devaswom Board

Scale No.	Existing Scales of Pay (2014)	Scale No.	Revised Scales of pay (2019)
S 1	16500 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 35700	S 1	23000 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 50200
S 2	17000 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500	S 2	23700 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600
S 3	17500 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 39500	S 3	24400 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 55200
S 4	18000 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 41500	S 4	25100 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 57900
S 5	19000 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 43600	S 5	26500 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700
S 6	20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 45800	S 6	27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 63700
S 7	22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000	S 7	31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 66800
S 8.	25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000	S 8.	35600 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 75400
S 9.	26500 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 56700	S 9.	37400 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000

S 10.	27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400	S 10.	39300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 83000
S 11	29200 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 62400	S 11	41300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 87000
S 12	30700 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400	S 12	43400 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 91200
S 13	32300 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 68700	S 13	45600 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 95600
S 14	35700 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 75600	S 14	50200 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 105300
S 15	36600 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 79200	S 15	51400 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 110300
S 16	39500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 83000	S 16	55200 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300
S 17	40500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 85000	S 17	56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300 - 2800 - 118100
S 18	42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 87000	S 18	59300 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300 - 2800 - 120900

S 19	45800 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 89000	S 19	63700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300 - 2800 - 123700
S 20	55350 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 97000 - 2200 - 101400	S 20	77200 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300 - 2800 - 140500
S 21	60900 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 97000 - 2200 - 103600	S 21	85000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300 - 2800 - 140500 - 3100 - 143600
S 22	68700 - 1650 - 72000 - 1800 - 81000 - 2000 - 97000 - 2200 - 108000 - 2400 - 110400	S 22	95600 - 2200 - 97800 - 2500 - 115300 - 2800 - 140500 - 3100 - 149800 - 3400 - 153200
S 23	77400 - 1800 - 81000 - 2000 - 97000 - 2200 - 108000 - 2400 - 115200	S 23	107800 - 2500 - 115300 - 2800 - 140500 - 3100 - 149800 - 3400 - 160000
S 24	81000 - 2000 - 97000 - 2200 - 108000 - 2400 - 117600	S 24	112800 - 2500 - 115300 - 2800 - 140500 - 3100 - 149800 - 3400 - 163400
S 25	85000 - 2000 - 97000 - 2200 - 108000 - 2400 - 117600	S 25	118100 - 2800 - 140500 - 3100 - 149800 - 3400 - 163400
S 26	89000 - 2000 - 97000 - 2200 - 108000 - 2400 - 120000	S 26	123700 - 2800 - 140500 - 3100 - 149800 - 3400 - 166800
S 27	93000 - 2000 - 97000 - 2200 - 108000 - 2400 - 120000	S 27	129300 - 2800 - 140500 - 3100 - 149800 - 3400 - 166800
Master Scale	16500 - 500 - 20000 - 550 - 22200 - 600 - 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 54000 - 1350 - 59400 - 1500 - 65400 - 1650 - 72000 - 1800 - 81000 - 2000 - 97000 - 2200 - 108000 - 2400 - 120000		23000 - 700 - 27900 - 800 - 31100 - 900 - 38300 - 1000 - 42300 - 1100 - 47800 - 1200 - 52600 - 1300 - 56500 - 1400 - 60700 - 1500 - 65200 - 1600 - 70000 - 1800 - 79000 - 2000 - 89000 - 2200 - 97800 - 2500 - 115300 - 2800 - 140500 - 3100 - 149800 - 3400 - 166800

ANNEXURE - II

SCHEDULE OF POSTS AND SCALES OF PAY				
Sl No.	Designation	Existing Scale	Revised Scale	Remarks
I.	I	III	IV	V
	Devaswom Commissioner	85000-2000-97000-2200-108000-2400-117600	118100-2800-140500-3100-149800-3400-163400	
	Secretary *			*01.07.2019 to 04.12.2019 and 16.02.2021 onwards - Devaswom Commissioner Cadre 05.12.2019 to 15.02.2021 - Deputy Devaswom Commissioner Cadre [Roe No. 5600/12/Est.1 (1)/ 05/12/2019 & Roe No. 5600/21/Est.1 / 16.02.2021
	Finance Commissioner**			**01.07.2019 to 04.12.2019 and from 02.06.2022 onwards F&AO (Deputy Devaswom Commissioner Cadre) 05.12.2019 to 01.06.2022 - Devaswom Commissioner Cadre (Post of F&AO is renamed as Finance Commissioner) Roe No. 5600/21/Est.1 16.02.2021. Post of Finance Commissioner is degraded to the cadre of Deputy Devaswom Commissioner and renamed as Finance and Accounts Officer vide Proceedings No. Roe 5600/22/Est.1 (i) dated 02.06.2022
	Thiruvabharanam Commissioner***			***01.07.2019 to 15.02.2021 and from 02.06.2022 onwards. Devaswom Commissioner Cadre 16.02.2021 to 01.06.2022 - Deputy

	Chief Engineer (General)			Devaswom Commissioner Cadre (Roc. 5600/21/Est.1 / 16.02.2021) Post of Thiruvabhuranam Commissioner is upgraded to the cadre of Devaswom Commissioner vide Proceedings No. Roc. 5600/22/Est. 1 (i) dated. 02.06.2022
II.	Chief Engineer	81000-2000-97000-2200- 108000-2400-117600	112800-2500-115300-2800- 140500-3100-149800-3400- 163400	Post is renamed as Chief Engineer vide Proceedings No. Roc. 5817/22/Est. 1(i) dated 31.05.2022
III.	Executive Engineer (Civil) (a)	68700-1650-72000-1800- 81000-2000-97000-2200- 108000-2400-110400	95600-2200-97800-2500- 115300-2800-140500-3100- 149800-3400-153200	Post of Chief Engineer is abolished with effect from 01.06.2022 vide Proceedings No. Roc. 5817/22/Est. 1(i) dated. 31.05.2022
IV.	Executive Engineer (Electrical)	68700-1650-72000-1800- 81000-2000-97000-2200- 108000-2400-110400	95600-2200-97800-2500- 115300-2800-140500-3100- 149800-3400-153200	Post created vide Roc No. 67/18/Est. 1 dated. 08.01.2021
V.	Deputy Devaswom Commissioner and equated posts (a)	68700-1650-72000-1800- 81000-2000-97000-2200- 108000-2400-110400	95600-2200-97800-2500- 115300-2800-140500-3100- 149800-3400-153200	
VI.	Assistant Executive* Engineer (Civil)	42500-1100-48000-1200- 54000-1350-59400-1500- 65400-1650-72000-1800- 81000-2000-87000	59300-1400-60700-1500- 65200-1600-70000-1800- 79000-2000-89000-2200- 97800-2500-115300-2800- 120900	*The post of Divisional Engineer (Civil) is renamed as "Assistant Executive Engineer (Civil)" vide Roc No. 515/16/Est.1 (2) / 30.06.2021)

	Assistant Executive **Engineer (Electrical) Assistant Executive*** Engineer (Environmental)			**Post created vide Roe No. 67/18/Est-I dated. 07.12.2018. ***Post created vide Roe No. 212/20/Est-I dated. 08.01.2021
VII.	Assistant Devaswom Commissioner and equated posts (b)	40500-1000-42500-1100- 48000-1200-54000-1350- 59400-1500-65400-1650- 72000-1800-81000-2000- 85000	56500-1400-60700-1500- 65200-1600-70000-1800- 79000-2000-89000-2200- 97800-2500-115300-2800- 118100	
VIII.	Financial Assistant	42500-1100-48000-1200- 54000-1350-59400-1500- 65400-1650-72000-1800- 81000-2000-87000	59300-1400-60700-1500- 65200-1600-70000-1800- 79000-2000-89000-2200- 97800-2500-115300-2800- 120900	
IX.	Assistant Engineer / Head Draftsman (Civil) (c)	39500-1000-42500-1100- 48000-1200-54000-1350- 59400-1500-65400-1650- 72000-1800-81000-2000- 83000	55200-1300-56500-1400- 60700-1500-65200-1600- 70000-1800-79000-2000- 89000-2200-97800-2500- 115300	
X.	Assistant Engineer (Electrical)	39500-1000-42500-1100- 48000-1200-54000-1350- 59400-1500-65400-1650- 72000-1800-81000-2000- 83000	55200-1300-56500-1400- 60700-1500-65200-1600- 70000-1800-79000-2000- 89000-2200-97800-2500- 115300	
XI.	Assistant Engineer (Architecture) Assistant Engineer (Environmental)	39500-1000-42500-1100- 48000-1200-54000-1350- 59400-1500-65400-1650- 72000-1800-81000-2000- 83000	55200-1300-56500-1400- 60700-1500-65200-1600- 70000-1800-79000-2000- 89000-2200-97800-2500- 115300	

XII.	Divisional Accounts Officer	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000	55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300	
XIII.	Assistant Law Officer (c-1)	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000	55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300	
XIV.	Public Relations Officer	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000	55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300	
XV.	Junior Superintendent / Special Grade Sub Group Officer (d) Fair Copy Superintendent (e) Assistant Manager (DB Press) Selection Grade Typist (g) Head Clerk / Higher Grade Sub Group officer Head Accountant (Maranath)	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400	43400-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-91200	
XVI.		27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400	39300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-83000	

	Assistant Law officer Grade II			
	Selection Grade Driver (b)			
XVII.	Senior Grade Typist	26500-650-27800-700-	37400-900-38300-1000-	
	Supervisor (DB Press)	29900-800-33900-900-	42300-1100-47800-1200-	
	Draftsman Grade I	37500-1000-42500-1100-	52600-1300-56500-1400-	
	Overseer Grade I (Civil)	48000-1200-54000-1350-	60700-1500-65200-1600-	
	Overseer Grade I (Electrical)	56700	70000-1800-79000	
XVIII.	Computer cum Planning Assistant (DB Press)			
	Senior Clerk / Sub Group officer Grade - I	25200-650-27800-700- 29900-800-33900-900-	35600-900-38300-1000- 42300-1100-47800-1200-	
	U.D Typist	37500-1000-42500-1100-	52600-1300-56500-1400-	
XIX.	Machine Operator (DB Press)	48000-1200-54000	60700-1500-65200-1600- 70000-1800-75400	
	Senior Grade Driver	22200-600-25200-650- 27800-700-29900-800- 33900-900-37500-1000- 42500-1100-48000	31100-900-38300-1000- 42300-1100-47800-1200- 52600-1300-56500-1400- 60700-1500-65200-1600- 66800	
XX.	Overseer Grade – II (Civil)	20000-550-22200-600- 25200-650-27800-700-	31100-900-38300-1000- 42300-1100-47800-1200-	
	Overseer Grade – II (Electrical)	29900-800-33900-900- 37500-1000-42500-1100- 45800	52600-1300-56500-1400- 60700-1500-65200-1600- 66800	

XXI.	First Grade Driver	20000-550-22200-600- 25200-650-27800-700- 29900-800-33900-900- 37500-1000-42500-1100- 45800	27900-800-31100-900- 38300-1000-42300-1100- 47800-1200-52600-1300- 56500-1400-60700-1500- 63700	
XXII.	Kshethra Kala Peedom			
	Teachers			
	Librarian	19000-500-20000-550- 22200-600-25200-650- 27800-700-29900-800- 33900-900-37500-1000- 42500-1100-43600	26500-700-27900-800- 31100-900-38300-1000- 42300-1100-47800-1200- 52600-1300-56500-1400- 60700	
	Overseer Grade III (Civil)			
	Clerk / Sub Group officer Grade II			
	(f)			
	LD Typist			
	Clerk – Varanasi Sathram			
	Compositor			
	Binder			
	Assistant Machine Operator			
	Proof Reader			
	Plate Maker			
	Driver Grade II			
	Store Keeper			
	Devaswom Guards / Strong Room Guards			
XXIII.	Smith			
	Plumber Grade II	18000-500-20000-550- 22200-600-25200-650- 27800-700-29900-800-	25100-700-27900-800- 31100-900-38300-1000- 42300-1100-47800-1200-	
	Electrician Grade II			
	Record Assistant			

XXIV.	Draftsman (Architecture) Grade II	33900-900-37500-1000-41500	52600-1300-56500-1400-57900	
	Electrical Helper			
	Fitter Grade II			
	Head Gardner Grade II Salesman (Library) 1 st Mahout	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500	24400-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-55200	
XXV.	Duffedar			
	(i) Lineman	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500	23700-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600	
XXVI.	2 nd Mahout	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700	23700-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600	
XXVII.	Peon Grade II			
	Lascar	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-50200	
	Sweeper			
	Helper (DB Press)			

	Watcher cum Peon (DB Press)				
	Grinder Operator				
	Skilled Assistant for Sewage works				
	Cook – cum- Sweeper				
	Cleaner cum Auto cab Driver *				*Post sanctioned vide Rec.No. 6860/09/M/Est.II dated. 27.03.2012
	Sanitary Worker				
	Photographer				
	Packer				
TEMPLE EMPLOYEES					
XXVIII.	Full Time Santhi	18000-500-20000-550- 22200-600-25200-650- 27800-700-29900-800- 33900-900-37500-1000- 41500	25100-700-27900-800- 31100-900-38300-1000- 42300-1100-47800-1200- 52600-1300-56500-1400- 57900		
XXIX.	Temple Employees other than Full Time Santhi	16500-500-20000-550- 22200-600-25200-650- 27800-700-29900-800- 33900-900-37500	23000-700-27900-800- 31100-900-38300-1000- 42300-1100-47800-1200- 50200		

ADDITIONAL BENEFITS

- (a) 50% of the post of Executive Engineer (Civil) and Deputy Devaswom Commissioners will be placed on Higher Grade on the Scale of Rs. 1,07,800 – 1,60,000
- (b) $\frac{1}{3}^{rd}$ of the post of Assistant Devaswom Commissioner will be placed on Higher Grade on the Scale of Rs. 63700 - 123700
- (c) $\frac{1}{3}^{rd}$ of the post of Assistant Engineer will be placed on Higher Grade on the Scale of Rs. 59300-120900
- (c-1) $\frac{1}{3}^{rd}$ of the post of Divisional Accounts Officer will be placed on Higher Grade on the Scale of Rs. 59300-120900.
- (d) $\frac{1}{3}^{rd}$ of the post of Junior Superintendent / Special Grade Sub Group Officer will be placed on Higher Grade on the Scale of Rs. 50200 – 1,05,300
- (e) 20% of the post of Fair Copy Superintendent will be placed on Higher Grade on the Scale of Rs. 50200-105300
- (f) The existing ratio 1:1 between Clerk and Senior Clerk will continue.
- (g) The ratio 1:1:1:1 among Lower Division Typist, Upper Division Typist, Senior Grade Typist and Selection Grade Typist will continue.
- (h) Ratio among Grade II, Grade I, Senior Grade Driver will be 1:1:1. 10% of Senior Grade Driver will be on Selection Grade in the scale of Rs. 39300 - 83000.
- (i) Duffdars will get Higher Grade in the ratio 2:1 in the scale of Rs. 24400-55200.

ANNEXURE III

Rules for Fixation of Pay in the Revised Scales of Pay for Regular Establishment Staff and Full Time Temple Employees

- (1) The revised scales of pay will come into force with effect from 01.07.2019.
- (2) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay with effect from 01.07.2019. There will be no option facility to elect another date for pay revision.
- (3) The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure IV. However if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as done in previous pay revisions.
- (4) In cases where the existing pay as on 01.07.2019 is retrospectively changed after 01.07.2019 for any reason, the pay so changed will be revised as provided in Annexure IV.
- (5) All appointments and promotions made on or after 01.07.2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

Existing emoluments

- (6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01.07.2019 in the existing scale of pay. Increments, if any, accrued on 01.07.2019 will also be reckoned.
- (7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.07.2019.
- (8) In cases where personal pay is existing in the pre revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.28 and the result will be rounded off to the next multiple of Rs. 100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of Personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.
- (9) Special Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Special Pay in the

pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of Rs. 10. The Special pay so fixed will be retained in the revised pay scales provided such Special Pay is not available in the revised pay scale.

- (10) Stagnation increment existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.
- (11) In the case of an employee enjoying Personal pay, Special pay and Stagnation increment at the same time in the pre-revised pay structure, Special pay and Personal pay will be retained in the revised pay structure, each multiplied by a factor of 1.28 and rounded to the next multiple of Rs. 10. But Stagnation increment will be retained as provided under Rule 10.
- (12) If the amount arrived by multiplication of Personal pay and Special pay by the factor provided is a multiple of Rs. 10 or Rs. 100 as the case may be, the amounts will not be rounded off to the next multiple.
- (13) **Date of next increment** – The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01.07.2019 in accordance with Annexure IV, the date of next increment will be on completion of one year of service from that date.
- (14) In the case of an Officer who is on Deputation/Foreign Service and has opted for the pay of the deputation post or is on leave without allowances or is under suspension as on 01.07.2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2019. In cases where the officer on Deputation / Foreign Service as on 01.07.2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay as if he were continuing in his parent department.
- (15) In the case of employees who are continuing on LWA on 01.07.2019, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave. However, if LWA is granted under Rule 91A Part I KSRs or on Medical Certificate to an Officer, both of which qualify for increment under Rule 33(b) (2) KSR, Part I, the pay of such an Officer will be fixed on the date of return from leave by counting the increment accrued on 01.07.2019.
- (16) Provisional employees recruited through employment exchanges who were in service on 30.06.2019 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01.07.2019.
- (17) An employee whose increment is withheld for want of declaration of probation as on 01.07.2019 will be allowed the benefit of pay revision on the basis of the pay actually drawn as on 01.07.2019 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure IV on declaration of

probation, notionally counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

- (18) Stagnation increment – The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increments shall not exceed maximum of the Master Scale.

Suitable illustrations for the above Rules are provided under Annexure V

ANNEXURE IV

**Stage to Stage Fixation Table for Regular Establishment Staff and
Full Time Temple Employees**

Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.	Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.	Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.
1	2	3	1	2	3	1	2	3
1.	16500	23000	29	33900	47800	57	67050	93400
2.	17000	23700	30	34800	49000	58	68700	95600
3.	17500	24400	31	35700	50200	59	70350	97800
4.	18000	25100	32	36600	51400	60	72000	100300
5.	18500	25800	33	37500	52600	61	73800	102800
6.	19000	26500	34	38500	53900	62	75600	105300
7.	19500	27200	35	39500	55200	63	77400	107800
8.	20000	27900	36	40500	56500	64	79200	110300
9.	20550	28700	37	41500	57900	65	81000	112800
10.	21100	29500	38	42500	59300	66	83000	115300
11.	21650	30300	39	43600	60700	67	85000	118100
12.	22200	31100	40	44700	62200	68	87000	120900
13.	22800	32000	41	45800	63700	69	89000	123700
14.	23400	32900	42	46900	65200	70	91000	126500
15.	24000	33800	43	48000	66800	71	93000	129300
16.	24600	34700	44	49200	68400	72	95000	132100
17.	25200	35600	45	50400	70000	73	97000	134900
18.	25850	36500	46	51600	71800	74	99200	137700
19.	26500	37400	47	52800	73600	75	101400	140500

20.	27150	38300	48	54000	75400	76	103600	143600
21.	27800	39300	49	55350	77200	77	105800	146700
22.	28500	40300	50	56700	79000	78	108000	149800
23.	29200	41300	51	58050	81000	79	110400	153200
24.	29900	42300	52	59400	83000	80	112800	156600
25.	30700	43400	53	60900	85000	81	115200	160000
26.	31500	44500	54	62400	87000	82	117600	163400
27.	32300	45600	55	63900	89000	83	120000	166800
28.	33100	46700	56	65400	91200			

Illustrations for Rules of FixationRule 4

Case I. If the pre-revised pay of an employee on 01.07.2019 is Rs. 27150 in the scale of pay of Rs. 20000 – 45800, his pay undergoes following changes after 01.07.2019.

01.08.2019 (Increment) – Pay raised to Rs. 27800

01.12.2019 (Promotion to a post with scale of pay (Rs. 25200 – 54000)- Pay fixed at Rs. 29200 (Rule 28 A Part I KSR)

01.08.2020 (Increment) – Pay raised to Rs. 29900

Next Increment – 01.08.2021

His pay in the revised scale of pay Rs. 27900 – 63700 is fixed as follows :

Date	Pay Stage in the pre-revised scale	Pay stage in the revised Scale
01.07.2019	27150	38300
01.08.2019	27800	39300
01.12.2019	29200 (Rule 28A Part I KSR)	41300 (Rule 28 A Part I KSR)
01.08.2020	29900 (Re-fixation)	42300 (Re-fixation)

Case II. An employee in the scale of pay of Rs. 42500 – 87000 who was drawing Rs. 65400 w.e.f 01.05.2019 (increment date) and he was drawing pay of Rs. 67050 w.e.f 01.05.2020. Suppose his pre-revised pay on 01.07.2019 has been retrospectively changed by a ratio promotion w.e.f 28.06.2019 as per Order dated 01.07.2021. Consequent on the retrospective promotion, his pay was fixed at Rs. 68700 in the scale of pay of Rs. 45800-89000 and he is eligible for re-fixation on 01.05.2020, on the date of increment in the lower scale. His pay on and after 01.07.2019 will be regulated as follows :

Initial fixation to Revised Pay Scales

Date	Pre-revised Pay Stage & Pre-revised Scale of Pay	Revised Pay Stage & Revised Scale of Pay
01.07.2019	65400 (42500 – 87000)	91200 (59300 – 120900)
01.05.2020	67050 (Increment)	93400 (Increment)
01.05.2021	68700 (Increment)	95600 (Increment)

Revised Fixation on 01.07.2021 (by virtue of order dated 01.07.2021)

Date	Pre-revised Pay Stage & Pre – revised Scale of Pay	Revised Pay Stage& Revised Scale of Pay
01.07.2019	68700 (45800 - 89000)	95600 (63700 - 123700)
01.05.2020	70350 (Re-fixation under Rule 28 A)	97800 (Re-fixation under Rule 28 A)
01.05.2021		100300 (Increment)

Case. III. An employee in the scale of pay of Rs. 42500 – 87000 who was drawing Rs. 65400 w.e.f. 01.05.2019 (increment date) has been awarded with a punishment of barring two increments without cumulative effect by an order dated 18.08.2019. His pay in the revised scale of pay Rs. 59300 – 120900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200 (1 st increment in the Revised scale barred)
01.05.2021	65400	91200 (2 nd increment barred)
01.05.2022	70350	97800 (Normal increment sanctioned and barred increments restored)

Case IV. If the increment barred in the above case is with cumulative effect. His pay in the revised scale of pay of Rs. 59300 – 120900 will be regulated as follows :

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200 (1 st increment in the Revised scale barred)
01.05.2021	65400	91200 (2 nd increment barred)
01.05.2022	67050	93400 (Normal increment sanctioned)

Rule 8

Case I. An employee in the scale of pay of Rs. 29200 – 62400 was drawing Rs. 54000 + Rs. 1500 PP w.e.f 01.05.2019. His pay in the revised scale of pay of Rs. 41300 – 87000 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000 + 1500 PP	75400 (Revised stage of Rs. 54000/-) Revised PP – Rs. 1500 x 1.28 = Rs. 1920 Next Multiple of 100 = Rs. 2000 Next increment after Rs. 75400 is Rs. 1800 Pay stepped up to Rs. 77200 Balance amount Rs. 200 will be protected as PP, which will not be absorbed in future increase in pay.
01.05.2020	55350 + 1500 PP	79000 + 200 PP

Case II. An employee in the scale of pay of Rs. 29200 – 62400 was drawing Rs. 54000 + Rs. 1100 PP w.e.f 01.05.2019. His pay in the revised scale of pay of Rs. 41300 – Rs. 87000 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000 + 1100 PP	75400 (Revised stage of Rs. 54000/-) Rs. 1100 x 1.28 = Rs. 1408 Next Multiple of 100 = Rs. 1500 (It is less than the next increment above Rs. 75400) Hence no step up in pay will be given and his pay will be Rs. 75400 + 1500 PP. The PP will not be absorbed in future increase in pay
01.05.2020	55350 + 1100 PP	Rs. 77200 + 1500 PP

Rule 9

An employee in the scale of pay of Rs. 60900 – 103600 is drawing basic pay Rs. 97000 and Special Pay of Rs. 1300 in lieu of higher time scale w.e.f 01.05.2019, his pay in the revised scale of pay of Rs. 85000-143600 as on 01.07.2019 will be Rs. 134900. His Special pay in the revised scale will be Rs. 1670 (1.28 x 1300 = 1664 rounded to 1670).

Rule 10

An employee in the scale of pay of Rs. 18000 – 41500 is drawing two stagnation increments w.e.f 01.05.2019. His pay in the revised scale of pay of Rs. 25100 – 57900 will be regulated as follows :

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500 + 2000 SI (2)	Revised pay stage of Rs. 41500 is Rs. 57900, last increment rate in the scale of pay of Rs. 25100 – 57900 is Rs. 1400. Hence his revised pay will be Rs. 57900 + 2800 SI (2)
01.05.2020	41500 + Rs. 3000 SI (3)	57900 + 4200 SI (3)
01.05.2021	41500 + 4000 SI (4)	57900 + 5600 SI (4)
01.05.2022	41500 + 4000 SI (4)	57900 + Rs. 5600 SI (4)
01.05.2023	41500 + 5000 SI (5) 5 th Stagnation Increment Fifth biennial	57900 + Rs. 7000 SI (5) 5 th Stagnation increment biennial
01.05.2024	41500 + Rs. 5000 SI (5) No further stagnation increments	57900 + Rs. 7000 SI (5) No further stagnation increments.

Rule 11

An employee in the scale of pay of Rs. 18000 – 41500 is drawing two stagnation increments and personal pay of Rs. 800 w.e.f 01.05.2019. His pay in the revised scale of pay of Rs. 25100 – 57900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500 + 800 PP + Rs. 2000 SI (2)	Revised pay stage of Rs. 41500 is Rs. 57900, last increment rate in the scale of pay of Rs. 25100 – 57900 is Rs. 1400. Hence his revised pay will be Rs. 57900 + 2800 SI (2) + 1100 PP (800 x 1.28 = 1024, rounded to 1100)
01.05.2020	41500 + 800 PP + 3000 SI (3)	57900 + 1100 PP + 4200 SI (3)
01.05.2021	41500 + 800 PP + Rs. 4000 SI (4)	57900 + 1100 PP + Rs. 5600 SI (4)
01.05.2022	41500 + 800 PP + Rs. 4000 SI (4)	57900 + 1100 PP + Rs. 5600 SI (4)
01.05.2023	41500 + 800 PP + Rs. 5000 SI (5) 5 th Stagnation Increment fifth biennial	57900 + 1100 PP + Rs. 7000 SI (5) 5 th Stagnation Increment (biennial)
01.05.2024	41500 + 800 PP + Rs. 5000 SI (5) No further Stagnation Increments	57900 + 1100 PP + Rs. 7000 SI (5) No further Stagnation Increments

Rules 13

In the case of three employees A, B and C was drawing Rs. 23400, Rs. 24600 and Rs. 25200 w.e.f 01.08.2018, 01.09.2018 and 01.09.2018 in the pre-revised scale of pay of Rs. 22200 – 48000. The scale of pay of their posts was given upgradation in the scale of pay in this pay revision to Rs. 25200 – 54000. The regulation of pay of three employees in the revised scale of pay of Rs. 35600 – 75400 are regulated as follows :

Employee A

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	23400	32900	35600
01.08.2019	24000	33800	35600 (Increment will not be given on 01.08.2019 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage)
01.07.2020	24000 (No change)	33800	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	24600 (w.e.f. 01.08.2020)	34700	37400 (Next increment)

Employee B

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	24600	34700	35600
01.09.2019	25200	35600	35600 (Increment will not be given on 01.09.2019 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage)
01.07.2020	25200 (No change)	35600	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	25850 (w.e.f. 01.09.2020)	36500	37400 (Next increment)

Employee C

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	25200	35600	35600
01.09.2019	25850	36500	36500 (Increment will be given in the due date)
01.09.2020	26500	37400	37400 (Next increment)

ANNEXURE VI

UNDERTAKING

(vide ROC No. /22/Est.I dated.....)

I hereby undertake that in the event of my pay, leave salary or pension or any other item having been fixed in a manner contrary to the provisions contained in the rules, as detected subsequently, any excess payment so made shall be refunded by me to the Board either by adjustment against future payment due to me or in cash.

Date :

Place :

Signature :

Name :

Designation :

Countersignature of Drawing and Disbursing / Head of office with date

Name :

Designation :

SCHEME OF TIME BOUND HIGHER GRADE PROMOTION**A. GENERAL SCHEME**

1. Employees who remain in their entry posts in the scales of pay ranging from Rs. 23000-50200 to Rs.85000-143600 will be given higher grades as mentioned below on completion of following specified periods of service in their posts in the scales of pay mentioned in the tables, subject to para 7 below.
 - (1) The first TBHG on completion of 8 years of service in the entry post.
 - (2) The second TBHG on completion of 15 years of service in the entry post and the first regular promotion post/Time Bound Higher Grade taken together.
 - (3) The third TBHG on completion of 22 years of total service in the entry post and regular promotion post(s)/Time Bound Higher Grade (s) taken together.
 - (4) The fourth TBHG on completion of 27 years of total service in the entry post and regular promotion post(s) / Time Bound Higher Grade(s) taken together.
2. Employees who remain in their entry posts in the scales of pay ranging from Rs. 23000-50200 to Rs. 27900-63700 will be given four Higher Grades on completion of 8,15,22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE-I

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG	3 rd TBHG	4 th TBHG
23000-50200	23700-52600	24400-55200	26500-60700	27900-63700
23700-52600	24400-55200	25100-57900	26500-60700	27900-63700
24400-55200	25100-57900	26500-60700	27900-63700	31100-66800
25100-57900	26500-60700	31100-66800	37400-79000	39300-83000
26500-60700	31100-66800	37400-79000	39300-83000	43400-91200
27900-63700	31100-66800	37400-79000	39300-83000	43400-91200

3. Employees who remain in their entry posts in the scales of pay ranging from Rs. 31100-66800 to Rs. 39300-83000 will be given three Higher Grades on completion of 8,15 and 22 years of total service in the entry post and first promotion post/higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE-II

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG	3 rd TBHG
31100-66800	35600-75400	37400-79000	43400-91200
35600-75400	37400-79000	43400-91200	45600-95600
37400-79000	39300-83000	43400-91200	45600-95600
39300-83000	43400-91200	50200-105300	51400-110300

4. Employees who remain in their entry posts in the scales of pay ranging from Rs. 41300-87000 to Rs. 56500-118100 will be given two Higher Grades on completion of 8 and 15 years of total service in the entry post and first promotion post/higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE-III

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG
41300-87000	45600-95600	51400-110300
43400-91200	50200-105300	55200-115300
45600-95600	50200-105300	55200-115300
50200-105300	55200-115300	59300-120900
51400-110300	55200-115300	59300-120900
55200-115300	59300-120900	63700-123700
56500-118100	59300-120900	63700-123700

5. Employees who remain in their entry posts in the scales of pay ranging from Rs. 59300-120900 to Rs. 85000-143600 will be granted higher grade promotions in the scale of pay as shown below on completion of 8 years of service, subject to para 7 below.

TABLE-IV

Revised scale of pay in the entry post	TBHG for 8 years of service in the entry post
59300-120900	63700-123700
63700-123700	77200-140500
77200-140500	95600-153200
85000-143600	95600-153200

6. For incumbents in the posts on scales of pay above Rs. 85000-143600, no TBHG will be allowed.

7. If there is a regular promotion post (Including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from Rs. 23000-50200 to Rs. 45600-95600 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade Scale. (While assigning higher grade, only qualified hands eligible for regular promotion will be allowed the scales of pay of regular promotion posts). In cases where there exists no such immediate regular promotion post under common category in a department, the scale of pay of immediate regular promotion post as shown in the schedule of posts under common category as per Special Rules alone will be admissible as grade scale (i.e. in case where there are only junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay in Annexure I.
8. The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from Rs. 23000-50200 to Rs. 45600-95600. Among the categories in Table III, those coming under the pay scales ranging from Rs. 50200-105300 to Rs. 56500-118100 will be allowed TBHG as specified in the Table.
9. If an officer is granted 1st or 2nd TBHG in the scale of pay of 50200-105300 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Table III only. If the 1st or 2nd TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the Standard Scales of pay in Annexure I will be given.
10. In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the date and number of the special rules/Board Orders which prescribe the method of appointment and qualification of the promotion post, the scale of pay of which is given as the TBHG to the incumbent and the date of effect of TBHG shall be mentioned. If such Rules/Orders are not available, grades will be sanctioned in the scale of pay specified in the Tables concerned.
11. If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be given on completion of prescribed years of qualifying service

for getting TBHG by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

12. In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

13. In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale, his pay revision shall be done only in his eligible Time Bound Higher Grade scale.

For eg:- Suppose there are two posts 'A' and 'B' with 'B' as the immediate regular promotion post of 'A'. The pre-revised scale of pay of the post 'B' was Rs. 26500-56700. The corresponding revised scale of pay of this scale is Rs. 37400-79000. Suppose, the post of 'B' is placed in the revised Scale of Pay Rs. 39300-83000 by giving one level up gradation in scale of pay in this pay revision. A person in the post 'A' was given 1st TBHG in the pre-revised scale of pay of 'B' (26500-56700) prior to 01.07.2019, Para 13 provides that the pay revision of such a person should be done in the revised scale of pay of Rs. 39300-83000, and not in the corresponding revised scale of pay of his existing scale of Rs. 26500-56700 i.e., Rs. 37400-79000".

14. In the case of Time Bound Higher Grade promotion, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e., one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. There will not be any option to elect a convenient

date for sanction of TBHG and the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

15. In the matter of determination of scales of pay of TBHG on 2nd/3rd/4th TBHG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2nd/3rd/4th TBHG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the Standard Scales of Pay in Annexure I as illustrated below.

For eg., The scale of pay of Radiographer in Health Services department is Rs.31100-66800. The scale of pay of its 1st and 2nd promotion posts are Radiographer Grade I and Chief Radiographer in the scales of pay Rs.37400-79000 and Rs.50200-105300 respectively. Hence the second TBHG of an entry cadre Radiographer will be given in the scale of pay Rs.50200-105300. There is no further promotion posts above Chief Radiographer. As per TBHG table, the scale of pay applicable for 3rd TBHG to categories having entry scale of Rs.31100-66800 is Rs.43400-91200. In this case, the incumbent is already in the scale of pay of Rs.50200-105300, but he has to be given 3rd TBHG and consequent fixation of pay as he has availed only two promotions in his entire service. In such cases the above clause will apply and the 3rd TBHG of the incumbent will be given in the next higher scale of pay of Rs. 50200-105300 in the Standard Scales of Pay in Annexure I i.e., at Rs. 51400-110300.

16. The term 'entry post' shall be defined as the post to which an employee is initially appointed in Board service by direct recruitment by the competent authority. Appointments made by Board "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. An Employee who has been initially appointed in a post in one department gets appointment subsequently by direct recruitment or by other means in another post in the same/other department, his entry post will be the newly appointed post, in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service. Those who get regular promotion or appointment to higher posts within the period specified for each Time Bound Higher Grade will not be granted further Time Bound Higher Grade during that period.
17. The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post. The period of service during which increment(s) are barred without cumulative effect and Dies-non period will be reckoned as qualifying service

for granting TBHG promotions. In the case of employees who are given inter departmental transfer in the category of post to which they were initially appointed by direct recruitment forfeiting their seniority, the period of qualifying service put in by them before such transfer will also be reckoned as qualifying service for TBHG. Similarly the (1) Period of LWA, not reckoned for increment (2) Increment bar period with cumulative effect (3) Service not counted for increment as a punishment (4) The period in which promotion is barred will not be reckoned as qualifying service for TBHG.

18. Those who relinquish regular promotion, whether permanently or for specified periods will not be given the benefit of Time Bound Higher Grade promotions. Similarly, an employee who got the benefit of Time Bound Higher Grade promotion will on no account be permitted to relinquish regular promotion to that grade either permanently or for specified periods.
19. Employees in the entry scales of pay of Rs.23700-52600 and Rs.24400-55200 will be eligible for reckoning their last grade service on Rs.23000-50200 also for 3rd and 4th Time Bound Higher Grades. This benefit will not be allowed to 1st and 2nd Time Bound Higher Grades. However, the 4th TBHG to such persons will be given only after completion of 5 years from the date of effect of 3rd TBHG promotion.
20. Military service which counts for civil pension of Ex-servicemen will be reckoned as qualifying service for allowing first higher grade. The Civilian service under Military will not be counted for granting higher grade. Ex-servicemen, enjoying protection of pay will not be allowed this benefit, and in that case service under Board alone will be reckoned as qualifying service.
21. The general terms and conditions of TBHG promotions are as follows.
 - (1) Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same/higher scale in the usual manner. The Heads of Department/Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in the orders issued by Board. They are also empowered to convert the existing lower grade posts into higher grade posts for the purpose of accommodating the incumbents on higher grades. Promotions to time bound higher grade post will not confer seniority on the

promotee. When time bound higher grades are granted, following designations will be given in the following three circumstances.

- (i) TBHG on scales of pay of promotion posts: The abbreviation 'TBHG-P' will be inserted with the existing designation of the employee within brackets.
 - (ii) TBHG on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.
 - (iii) TBHG on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.
- (2) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per Government decision under Rule 30 Part I KSR. Persons who are not eligible for permanent exemption even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.
- (3) Provisional service will be reckoned for TBHG promotion only if the provisional service has been reckoned for increment in terms of Government decision No. 2 below Rule 33 Part I KSR.
- (4) Declaration of probation is not a necessary condition for the sanction of time bound grade promotion. But such persons are eligible for TBHG in the unqualified scales only.
- (5) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grades. Such incumbents are eligible for TBHG promotions in the unqualified scales only, ie, in the next higher scale of pay of the existing scale of pay of the incumbent in the Standard Scales of pay in Annexure I.
- (6) In the case of UD Typist / Confidential Assistant who have changed over to the category of UD clerk, their prior service as Typist / Confidential Assistant will be reckoned as qualifying service for allowing time bound higher grade in the clerk post. The number of 28 A fixations enjoyed in the Typist / Confidential Assistant posts shall determine the eligibility for further fixation in TBHG in the clerk post.

- (7) In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency service) will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for the grant of normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.
- (8) In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade in the parent Department, with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O. (P) 944/86/(117)/Fin dated. 24.12.1986).
- (9) Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions either permanently or for specified periods. Before giving time bound higher grade promotions, an undertaking will be obtained from the officers concerned to the effect that he/she will not refuse the regular promotion as and when it becomes due. A declaration to the effect of agreeing to refund the excess pay and allowances, if any drawn by the incumbent in case it is found later that he has been paid such excess due to mistake in the grant of TBHG promotion or irregular fixation of pay also has to be furnished. Last Grade employees who relinquish promotion to the post of Attender permanently are eligible for time bound higher grade promotions in cases where post of Attender is not a promotion post in the line of promotion of Last Grade Employees.
- (10) Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want vacancy.
- (11) Those who got appointment to higher posts / regular promotion to higher posts with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed

for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.

- (12) In the case of regular promotions from TBHG, if the fixation of pay made under Rule 30 Part I KSR increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further TBHG.

22. Before granting TBHG promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employees would not opt any other channel of promotion by bypassing the normal line of promotion to the post the scale of pay which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables.

23. The existing Time Bound Higher Grade Scheme stands modified to the extent specified in the present scheme.

ANNEXURE VIII

Rules for fixation of pay for Part-Time Temple / Contingent Employees

The revised scales of pay will come into force with effect from 01.07.2019.

- (i) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay with effect from 01.07.2019.
- (ii) The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre revised pay as provided in the Annexure IX.
- (iii) In cases where the existing pay as on 01.07.2019 is retrospectively changed after 01.07.2019 for any reason the pay so changed will be revised as provided in Annexure IX.
- (iv) All appointments made on or after 01.07.2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.
- (v) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01.07.2019 in the existing scale of pay. Increments, if any, accruing on 01.07.2019 will also be reckoned.
- (vi) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.07.2019.
- (vii) Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.
- (viii) Date of Increment: The existing date of increment shall not undergo any change.
- (ix) In the case of an employee who is on Leave without Allowance or under suspension as on 01.07.2019, his / her pay will be fixed under these rules on the date of his / her re-joining duty on the basis of pay last drawn immediately before 01.07.2019.
- (x) In the case of an employee who is continuing on LWA on 01.07.2019, his / her pay will be fixed in the revised scale as on the date of return from leave, on the basis of pay last drawn before entering on leave.
- (xi) Stagnation Increment: The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional

increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

ANNEXURE IX

Stage to Stage Fixation Table for Part-Time Temple / Contingent employees

Stages in the existing scale Rs.	Corresponding stages in the Revised scale Rs.	Stages in the existing scale Rs.	Corresponding stages in the Revised Scale Rs.	Stages in the existing scale Rs.	Corresponding stages in the Revised scale Rs.
10620	14800	9340	13000	8200	11500
10860	15140	9560	13330	8400	11800
11100	15480	9780	13660	8600	12100
11340	15820	10000	13990	8800	12400
11580	16160	10220	14320	9000	12700
11820	16500	10440	14650	9200	13000
12060	16840	10660	14980	9400	13300
12300	17180	10880	15310	9600	13600
12560	17550	11100	15640	9800	13900
12820	17920	11340	15970	10000	14200
13080	18290	11580	16330	10220	14500
13340	18660	11820	16690	10440	14830
13600	19030	12060	17050	10660	15160
13900	19440	12300	17410	10880	15490
14200	19850	12560	17800	11100	15820
14500	20260	12820	18190	11340	16150
14800	20670	13080	18580	11580	16480
15100	21130	13340	18970	11820	16810
15440	21590	13600	19360	12060	17140
15780	22050	13900	19790	12300	17500
16120	22510	14200	20220	12560	17860
16460	22970	14500	20650	12820	18220
		14800	21080	13080	18580
				13340	18940
