



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL ADM. REFORMS, TRAINING, PUBLIC GRIEVANCES,
CAREER OPTIONS AND EMPLOYMENT SKILL DEVELOPMENT
AND CHIEF MINISTER'S SELF EMPLOYMENT SCHEME
GANGTOK - 737101

No. 212/GEN/DOP

Dated: 26/11/2009

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the constitution of India, the Governor of Sikkim hereby makes the following rules, namely:-

1. Short title and commencement :-

- (1) These rules may be called the Sikkim Government Services (Revised Pay) Rules, 2009.
- (2) They shall be deemed to have come into force on the 1st day of January, 2006.

2. Categories of Government servants to whom the rules, apply:-

- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons other than members of All India Services, appointed to the States services and posts in connection with the affairs of the State of Sikkim.
- (2) These rules shall not apply to:-
 - (i) persons not in whole-time employment;
 - (ii) persons paid out of contingencies;
 - (iii) persons paid otherwise than on a monthly basis including those paid on a piece-rate basis;
 - (iv) persons employed on contract except where the contract provides otherwise;
 - (v) persons re-employed in Government service after retirement;
 - (vi) teachers of the State Government Colleges drawing UGC pay scales;
 - (vii) Any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

Note (1) - These rules shall apply to persons on Work-charged establishment drawing pay in the existing scale of pay.

Note (2) - These rules shall also apply to persons who ceased to be in service on account of death, retirement or otherwise on or after the 1st day of January, 2006.

3. Definitions – In these rules, unless the context otherwise require, –

- (a) "existing basic pay" means pay drawn in the prescribed existing scale of pay, including stagnation increment (s), but does not include any other type of pay like "special pay", etc.
- (b) "existing scale" in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on the 1st day of January, 2006 whether in a substantive or officiating capacity :

Provided that in the case of a Government servant who, on the 1st day of January, 2006 was on deputation, leave or foreign service or who would have on that day officiated in one or more lower posts but for his officiating in a higher post, "existing scale" means scale of pay applicable to the post which he would have held but for his being on such deputation, leave or foreign service as the case may be ,but for his officiating in higher post;

- (c) "existing emoluments" mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982 =100);
- (d) "present scale" in relation to any post/grade specified in column 2 of the First Schedule means the scale of pay specified against that post in column 3 thereof;
- (e) "pay in the pay band" means pay drawn in the running pay bands specified in column 5 of the First Schedule;
- (f) "grade pay" means the fixed amount corresponding to the pre-revised pay scales/posts specified in column 6 of the First Schedule;
- (g) "revised pay structure" in relation to any post specified in column 2 of the First Schedule means the pay band and grade pay specified against that post in columns 5 and 6 thereof, unless a different pay band and grade pay is notified separately for that post;
- (h) "basic pay" in the revised structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.,
- (i) "revised emoluments" means the pay in the pay band plus the grade pay of a Government servant in the revised pay structure;
- (j) "Schedule" means the Schedule annexed to these rules.

4. Scale of pay of posts- The pay band and grade pay of every post/ grade specified in column 2 of the First Schedule shall be as specified against it in column 5 and 6 thereof.

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

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Government servant has been placed in higher pay scale between 1st day of January,2006 and the date of notification of these rules on account of promotion, upgradation of pay scale etc, the Government servant may elect to switch over to the revised pay structure from the date of such promotion / upgradation, etc.

Explanation 1 -The option to retain the existing scale under provisos to this rule shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

6. Exercise of option –

- (1) The option under the proviso to rule 5 shall be exercised by the Government servant in writing in the form at Annexure-I so as to reach the Head of Office within one month from the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within the one month from the date of such order.

- (2) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have been elected to be governed by the revised pay structure with effect from the 1st day of January, 2006.
- (3) The option once exercised shall be final.

7. Fixation of initial pay in the revised pay structure-

The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (2) of rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Governor by special order or otherwise directs, be fixed in respect of his substantive pay of the post held by him in a substantive or officiating capacity in the following manner, namely:-

In the case of all employees –

- (i) the pay in the pay band will be determined by multiplying the existing basic pay as on 1st day of January, 2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10;
- (ii) If the minimum of the revised pay band is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band;

Provided further that-

where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say get fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching. If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band which is higher than the stage in the revised pay band at which the pay of a Government servant who was drawing pay at next higher stage or stages in the same existing scale is fixed, the pay of latter shall also be stepped up to the extent by which it falls short of that of the former;

(iii) the pay in the pay band will be determined in the above manner. In addition to pay in the pay band, grade pay corresponding to the existing scale will be payable as per the fitment table.

Note 1- In the case of medical officers, who are in receipt of non-practicing allowance, the pay in the revised structure shall be fixed in accordance with the provisions of clause (i) and (ii) of Rule 7 above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practicing allowance admissible at index 536 (1982=100) shall be added while fixing the pay in the revised pay band, and in such cases, non-practicing allowance at the new rates shall be drawn with effect from 1st January, 2006 or the date of option of the revised pay structure, in addition to the pay fixed in the revised pay structure.

Note 2 – Where the increment of a Government Servant falls on the 1st day of January, 2006, he shall be granted an increment in the pre-revised scale as on 1st day of January, 2006 and then his pay would be fixed in the revised pay scale. Such government servant would also get their next increment on 01.07.2006.

Note 3 – Where a post has been upgraded as a result of recommendation of 4th SPC, the fixation of pay in applicable pay band will be done in the same manner as prescribed in clauses (i) and (ii) of rule 7. The grade pay corresponding to the upgraded scale will be payable in addition.

Note 4 –In the case of merger of pay scales, the pay in the revised pay band will be fixed in the manner prescribed in clauses (i) and (ii) of rule 7. The grade pay corresponding to the merged scale will be payable in addition.

Note 5– A Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceeding.

Note 6 – Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 7–Where in the fixation of pay under sub-rule (i) of rule 7, the pay of a Government servant, who in the existing scale was drawing immediately before the 1st day of January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of his junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note 8 – Where a Government servant is in receipt of personal pay on the 1st day of January, 2006 which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note 9 – In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to fulfillment of the following conditions, namely:-

- (i) both the junior and senior Government servants should belong to same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (ii) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (iii) the senior government servant at the time of promotion should have been drawing equal or more pay than the junior;
- (iv) the anomaly should be directly as a result of the application of provision of Rule 18 of the Sikkim Government Service Rules 1974 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If in the lower post Junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not to be invoked to step up the pay of the senior officer.

8. Fixation of pay in the revised structure of Government employees appointed as fresh recruits on or after 1st January, 2006 – The pay of direct recruits appointed on or after 1st day of January, 2006 will be fixed as per entry level pay indicated in Section II of Part A of the First Schedule of these rules. This will also be applied in the case of those recruited between 1-1-2006

and the date of issue of this Notification. In such cases where the emoluments of the pre-revised scale i.e. basic pay in the pre-revised pay scale plus Dearness pay plus Dearness allowance applicable on the date of joining exceeds the sum of pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. Rate of Increment in the revised structure – The rate of increment in the revised pay structure will be 3% of the sum of pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band.

10. Date of next increment in the revised pay structure – There will be uniform date of annual increment, namely 1st day of July of every year. The employee completing 6 (six) months and above in the revised pay structure as on 1st day of July will be eligible to be granted the increment. The first increment after fixation of pay on 1-1-2006 in the revised pay structure will be granted on 1-7-2006 to those Government servants who earned their last increment between 02-01-2005 and 01-01-2006:

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. There after provision of rule 10 would apply:

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of Pay Band - 5, after which no further increment will be granted.

11. Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006 – Where a Government servant continue to draw pay in the existing scale and is brought over to the revised pay structure from a date later than 1st day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner: –

Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that day and the pre-revised dearness allowance based on rates applicable as on 1-1-2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised scale will be payable.

12. Fixation of pay on promotion on or after 1-1-2006 – On promotion a Government servant has an option under rule 18 to get his pay fixed in the higher post either from date of his promotion or from the date of his next increment, namely 1st July of the year. In the case of promotion from one grade pay to another in the revised pay structure the pay will be fixed in the following manner :-

(a) In case the Government servant opts to get his pay fixed in the higher grade from the date of his promotion, then, one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter will be granted in addition to pay in the pay band. He shall get his first increment in the higher grade on the next 1st July if he was promoted between 2nd July and 1st January. However, if he was promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st July of next year.

(b) In case Government servant opts to get his pay fixed from his date of next increment, then, on date of his promotion, the pay in the pay band shall continue unchanged, but the grade pay of the

higher post will be granted. Further re-fixation will be done on the date of his next increment i.e. 1st July. On that day he will be granted two increments; one annual increment and the second on account of promotion. While computing these increments, basic pay prior to promotion shall be taken into account.

(c) In cases where promotion involves change of pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of higher pay band to which promotion is taking place, the pay in the pay band will be stepped up to such minimum.

13. Payment of Arrears : 40% of the arrears will be paid in the financial year 2009-2010, another 40% in 2010-2011 and the balance 20% in 2011-2012.

14. Classification of Posts - In accordance with these rules, classification of posts shall be as follows;

Group D – All posts in the Grade Pay of Rs. 2200.

Group C – All posts in the Grade Pay of Rs. 2300 to Rs. 4600.

Group B – All posts in the Grade Pay of Rs. 5000 to Rs. 5400.

Group A – All posts in the Grade Pay of Rs. 6200 and above.

Note 1 – The powers of attestation etc. shall be exercised by the Officers carrying the Grade Pay of Rs. 5000 and above (except Headmaster of Junior High School and Post Graduate Teachers).

15. Overriding effect of Rules – The provision of the Sikkim Government Services (Revised Pay) Rules, 1978, the Sikkim Government Services (Revised Pay) Rules, 1986, the Sikkim Government Services (Revised Pay) Rules, 1987 and the Sikkim Government Services (Revised Pay) Rules, 1998 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. Power to relax – Where the Governor is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may deemed necessary for dealing with the case in a just and equitable manner.

17. Interpretation –If any question arises relating to interpretation of any of provisions of these rules, it shall be referred to the Sikkim Government for decision.

By Order.

Sd/

(C.L. Sharma)

Secretary to the Government of Sikkim
Department of Personnel, Adm. Reforms & Trg.

Memo No. 1067-68/GEN/DOP

Dated: 26/11/2009

Copy for information to:-

1. All Secretaries/Head of Departments,
2. Special Secretary, Home Department for Publication in the Official Gazette.
3. File & Guard file.

FIRST SCHEDULE

(PART A)

SECTION-I

(SEE RULES 3 & 4)

Existing Scale of Pay and corresponding Revised pay band and Grade pay (except posts for which different scales are notified).

(in Rs)

EXISTING SCALES OF PAY			REVISED PAY STRUCURE		
1	2	3	4	5	6
Sl No	Post/ Grade	Existing Scale	Name of pay band	Corresponding pay band	Grade Pay
1	S-1	2850 -55-4170	PB-1	5200-20200	2200
2	S-2	3050-75-4550	PB-1	5200-20200	2300
3	S-3	3200-80-4800	PB-1	5200-20200	2400
4	S-4	3400-85-5100	PB-1	5200-20200	2600
5	S-5	3600-90-5400	PB-1	5200-20200	2700
6	S-6	4000-100-6000	PB-1	5200-20200	3000
7	S-7	4200-110-6400	PB-1	5200-20200	3400
8	S-8	4300-125-6800	PB-1	5200-20200	3400
9	S-9	4500-135-7200	PB-1	5200-20200	3400
10	S-10	5000-150-8000	PB-2	9300-34800	3800
11	S-11	5500-175-9000	PB-2	9300-34800	4200
12	S-12	5700-200-9700	PB-2	9300-34800	4600
13	S-13	7000-225-11500	PB-2	9300-34800	5000
14	S-14	7500-250-12000	PB-2	9300-34800	5400
15	S-15	9000-300-13800	PB-3	15600-39100	6200
16	S-15(A)	10000-325-15200 (NEW)	PB-3	15600-39100	6700
17	S-16	11000-350-16250	PB-3	15600-39100	7200
18	S-17	12500-375-17000	PB-3	15600-39100	8700
19	S-18	14300-400-18300	PB-4	32000-60000	9000
20	S-19	17200-450-21250	PB-5	37400-67000	9500
21	S-20	17700-500-21700	PB-5	37400-67000	10000

Note - Deputy Inspector General of State Police Service shall be placed in the Revised Pay Band of Rs. 32000-60000 with Grade Pay of Rs. 9000 on completion of 4 (four) years of service in substantive capacity.

SECTION-II

ENTRY PAY IN THE REVISED PAY STRUCTURE FOR DIRECT RECRUITS APPOINTED ON OR AFTER 01-01-2006

PB-1 RS.5200-20200

GRADE PAY	PAY IN THE PAY BAND	TOTAL
2200	5200	7400
2300	5680	7980
2400	5960	8360
2600	6330	8930
2700	6700	9400
3000	7440	10440
3400	8370	11770

PB-2 RS.9300-34800

3800	9300	13100
4200	10230	14430
4600	10610	15210
5000	13020	18020
5400	13950	19350

PB-3 RS.15600-39100

6200	15600	21800
6700	18600	25300
7200	20460	27660
8700	23250	31950

PB-4 RS.32000-60000

9000	32000	41000
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PB-5 RS.37400-67000

9500	37400	46900
10000	38530	48530

(PART B)
SECTION-I

**EXISTING SCALES OF PAY AND CORRESPONDING REVISED PAY BAND & GRADE PAY FOR
TEACHING PERSONNEL**

SI No.	POSTS	EXISTING SCALE	REVISED SCALE	Corresponding Pay band and Grade pay	
				Pay band	Grade pay
1	2	3	4	5	6
1	Pre-primary Teacher				
	Grade III	3200-4800	3200-4800	PB-1 5200-20200	2400
	Grade II	4200-6400	4200-6400	PB-1 5200-20200	3400
	Grade I	-	5000-8000	PB-1 5200-20200	3800
2	Primary Teacher				
	Grade III	4200-6400	5000-8000	PB-2 9300-34800	4200
	Grade II	5500-9000	5500-9000	PB-2 9300-34800	4400
	Grade I	-	5700-9700	PB-2 9300-34800	4600
3	Headmaster Lower Primary School				
	Grade III	4300-6800	5500-9000	PB-2 9300-34800	4400
	Grade II	5000-8000	7000-11500	PB-2 9300-34800	4600
	Grade I	-	7500-12000	PB-2 9300-34800	5000
4	Headmaster Primary School				
	Grade III	5000-8000	5500-9000	PB-2 9300-34800	4400
	Grade II	5500-9000	7000-11500	PB-2 9300-34800	4600
	Grade I	-	7500-12000	PB-2 9300-34800	5000
5	Graduate Teacher				
	Grade III	5500-9000	5700-9700	PB-2 9300-34800	4600
	Grade II	7000-11500	7000-11500	PB-2 9300-34800	5000
	Grade I	-	7500-12000	PB-2 9300-34800	5400
6	Headmaster Junior High School				
	Grade III	5700-9700	7000-11500	PB-2 9300-34800	5000
	Grade II	7000-11500	7500-12000	PB-2 9300-34800	5400
	Grade I	-	9000-13800	PB-2 9300-34800	6200
7	Post Graduate Teacher				
	Grade III	7000-11500	7000-11500	PB-2 9300-34800	5000
	Grade II	9000-13800	9000-13800	PB-2 9300-34800	6200
	Grade I	-	10000-15200	PB-3 15600-39100	6700

8	Headmaster Secondary School				
	Grade III	-		-	
	Grade II	7500-12000	9000-13800	PB-3 15600-39100	6200
	Grade I	9000-13800	10000-15200	PB-3 15600-39100	6700
9	Principal Senior Secondary School				
	Grade III	-		-	
	Grade II	9000-13800	10000-15200	PB-3 15600-39100	6700
	Grade I	11000-16250	11000-16250	PB-3 15600-39100	7200

SECTION-II

ENTRY PAY IN THE REVISED PAY STRUCTURE FOR DIRECT RECRUITS (TEACHERS, HEADMASTERS AND PRINCIPAL) APPOINTED ON OR AFTER 1-1-2006

SL NO.	POST	GRADE PAY	PAY IN THE PAY BAND	TOTAL
1	Pre-Primary Teacher	2400	5960	8360
2	Primary Teacher	4200	9300	13500
3	Headmaster LPS & PS	4400	10230	14630
4	Graduate Teacher	4600	10610	15210
5	Headmaster JHS	5000	13020	18020
6	Post Graduate Teacher	5000	13020	18020
7	Headmaster S S	6200	15600	21800
8	Principal Sr S S	6700	18600	25300

PART-C

EXISTING SCALES OF PAY AND CORRESPONDING REVISED PAY BAND & GRADE PAY

SI No.	POSTS	EXISTING SCALE	REVISED SCALE	Corresponding Pay band and Grade pay	
				Pay band	Grade pay
1	2	3	4	5	6
AGRICULTURE DEPARTMENT					
1	Field Assistant	2850-4170	3050-4550	PB-1 5200-20200	2300
EXCISE DEPARTMENT					
1	Excise Constable	3050-4550	3200-4800	PB-1 5200-20200	2400
2	Naik	3200-4800	3400-5100	PB-1 5200-20200	2600
3	Head Constable	3400-5100	3600-5400	PB-1 5200-20200	2700
FOREST DEPARTMENT					
1	Forest Guard	3050-4550	3200-4800	PB-1 5200-20200	2400
2	Head Forest Guard	3200-4800	3600-5400	PB-1 5200-20200	2700
FINANCE DEPARTMENT					
1	Checker	3050-4550	3200-4800	PB-1 5200-20200	2400
2	Assistant Inspector	3400-5100	3600-5400	PB-1 5200-20200	2700
HEALTH DEPARTMENT					
	Staff Nurse/Ward Sister/ Clinical Incharge	5000-8000	5500-9000	PB-2 9300-34800	4200
LABOUR DEPARTMENT (Industrial Training Institute)					
1	Workshop Assistant	3050-4550	3200-4800	PB-1 5200-20200	2400
2	Craftsman Instructor	4300-6800	5000-8000	PB-2 9300-34800	3800
3	Workshop Superintendent	5000-8000	5500-9000	PB-2 9300-34800	4200
SNT MOTOR VEHICLE DIVISION					
1	Constable	2850-4170	3050-4550	PB-1 5200-20200	2200

ANNEXURE -I

Form of option

- (i) I _____ hereby elect the revised pay structure w.e.f. 1/1/2006.
- (ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned until:

The date of my next increment/date of my promotion;

The date of my subsequent increment

Signature _____

Name _____

Designation _____

Office in which employed _____

Date; _____

Station; _____

***To be scored out, if not applicable**

ANNEXURE – II

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess pay detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payment due to me or otherwise.

Signature _____

Name _____

Designation _____

Date ; _____

Station; _____

Government of Sikkim

Department: _____

Statement of fixation of pay under Sikkim Government Service (Revised Pay) Rules, 2009.

1. Name of the Government Servant ;
2. Designation of the post in which pay is to be fixed as on January 1,2006 ;
3. Status (Substantive/Officiating) ;
4. Pre-revised scale ;
5. Existing emoluments as on January 1, 2006 ;
- (a) Basic pay (including stagnation increments, if any) ;
- (b) Dearness pay ;
- (c) Dearness Allowance applicable at AICPI Average 536 (1982-100) ;
- (d) Total existing emoluments (a) to (c) ;
6. Revised pay band and grade pay corresponding to the pre-revised scale shown at sl. no. 4 above ;
7. Pay in the revised pay band in which pay is to be fixed as per the fitment table ;
8. Grade Pay to be applied ;
9. Stepped up pay with reference to the revised pay of junior, if applicable ;
10. Personal Pay, if any ;
11. Revised emoluments after fixation ;
- (a) pay in revised pay band ;
- (b) Grade pay ;
- (c) Personal pay, if admissible ;
- (d) Non-Practising Allowance, if admissible ;
12. Date of next increment and pay after grant of increment ;

Pay after increment

Date of Increment	Pay in the pay band	Grade pay (wherever applicable)

Date:

Signature of the Designated Officer
Seal