

GENERAL INSURANCE (RATIONALISATION OF PAY SCALES AND OTHER CONDITIONS OF SERVICE OF OFFICERS) SCHEME, 1975

CONTENTS

1. Short title and commencement
2. Application
3. Definitions
4. Pay and allowances of Officers
5. Categorisation of certain Officers
6. Method of fixation
- 6A. Fixation of basic pay in the revised scale of pay
- 6B. Fixation of basic pay of the Chairman, Managing Director and the Chairman-cum-Managing Director in the revised scales of pay
- 6C. The other conditions of service
7. Fixation of pay on promotion
8. Increments
- 8A. Subject to the work record being found satisfactory
9. Provident Fund
10. Payment of gratuity
11. Protection of accrued pension
12. Transfers
13. ..
14. Interpretation
15. Power to relax
16. Other benefits
17. Overriding effect

SCHEDULE 1 :- SCHEDULE

SCHEDULE 2 :- SCHEDULE

SCHEDULE 3 :- SCHEDULE

SCHEDULE 4 :- SCHEDULE

SCHEDULE 5 :- Corresponding stages for fixation of Basic Pay Chart

SCHEDULE 6 :- SCHEDULE

SCHEDULE 7 :- SCHEDULE

SCHEDULE 8 :- SCHEDULE

SCHEDULE 9 :- SCHEDULE

SCHEDULE 10 :- SCHEDULE

GENERAL INSURANCE (RATIONALISATION OF PAY SCALES AND OTHER CONDITIONS OF SERVICE OF OFFICERS) SCHEME, 1975

¹1. Subs by SO 672(E), dated 21st November, 1975. Whereas the Central Government is of opinion that for the more sufficient carrying on of general insurance business it is necessary so to do; Now, therefore, in exercise of the powers conferred by Cl. (g) of sub-section (1) of Sec. 16 of the General Insurance Business (Nationalisation) Act, 1972 (57 of 1972), the Central Government hereby frames the following Scheme to provide for the rationalisation of pay scales and other terms and conditions of service of officers serving under insurers, namely :-

1. Short title and commencement :-

(1) This Scheme may be called the General Insurance (Rationalisation of Pay Scales and Other Conditions of Service of Officers) Scheme, 1975.

(2) It shall come into force on the 1st day of October, 1975.

2. Application :-

The provisions herein contained shall apply to all the Officers-

(i) who were confirmed whole-time Officers as on the 31st day of December, 1972 of any of the Indian Insurance Companies or any existing insurer;

(ii) who were temporary whole-time Officers as on the 31 st day of December, 1972 of any of the Indian

Insurance Companies or any existing insurer, and confirmed before the commencement of this Scheme;

(iii) who have been absorbed in or whose services have been transferred to, any of the Indian Insurance Companies or the Corporation before the commencement of this Scheme;

(iv) who joined the service of any of the Indian Insurance Companies or the Corporation on or after the 1st day of January, 1973, and were confirmed as Officers before the commencement of this Scheme;

(v) who are temporary whole-time officers or probationary Officers of the Corporation or of the Company at the commencement of this Scheme, but shall not apply to persons-

(a) on deputation to any of the Indian Insurance Companies or the Corporation and who, before the commencement of this Scheme, has opted for revision, or had been reverted, to their parent office;

(b) who are employed under specific contracts of employment;

(c) who hold part-time employment;

(d) who had retired, or resigned, or whose services had been terminated, before the commencement of this Scheme.

3. Definitions :-

In this Scheme, unless the context otherwise requires-

(a) "Act" means the General Insurance Business (Nationalisation) Act, 1972 (57 of 1972);

(b) "basic pay" means the basic pay referred to in the First Schedule, or the Second Schedule, or the Third Schedule, as the case may be;

(c) "Board" means the Board of Directors of the Corporation;

(d) "Chairman" means- (i) in relation to the Corporation, the Chairman or the Managing Director, (ii) in relation to the Company, the Chairman-cum-Managing Director,

(e) "Company" means the National Insurance Company Limited, the New India Assurance Company Limited, the Oriental Fire and General Insurance Company Limited, or the United India Fire and General Insurance Company Limited;

(f) "Corporation" means the General Insurance Corporation of India formed under Sec. 9 of the Act;

(g) "existing insurer" means an insurer other than an Indian Insurance Company whose Officers have become Officers of an Indian Insurance Company in which the undertaking of that insurer or that part of the undertaking to which the officers relate has vested under sub-section (1) of Sec. 7 of the Act;

(h) "existing scale" means the scale in which pay was drawn by an Officer before the fixation of his pay in the new scale;

(i) "gross emoluments" means the aggregate of basic pay, dearness allowance, house rent allowance, and city compensatory allowance.

(j) "new scale" means the scale of pay given in the First, Second and Third Schedule;

(k) "new terms" means-

(i) the scale of pay and other allowance as set out in the First Schedule, in respect of an officer appointed by the Central Government as Chairman or Managing Director or Chairman-cum-Managing Director;

(ii) the scale of pay, dearness allowance and other allowances as set out-

(a) in the Second Schedule, in respect of Officers categorised as General Managers or Assistant General Managers or Managers or Deputy Managers or Assistant Managers or Administrative Officers or Assistant Administrative Officers;

(b) in the Third Schedule, in respect of Officers categorised as Junior Officers;

(l) "Officer" means an employee appointed in India before the commencement of this Scheme and serving whether in India or outside India, in a position other than supervisory, clerical or subordinate position, and categorised as holding any of the posts referred to in the Schedules but does not include an employee declared as a member of the development staff by the Committee appointed by the Board;

(m) "present gross emoluments" means the gross emoluments drawn by an Officer in the existing scale, on the date opted by him under ¹[sub-paragraph (2)], of paragraph 4, comprising of the present gross salary, house rent allowance, city compensatory allowance, qualification pay, hill stations allowance, lunch allowance paid in cash and Development allowance and includes other fixed cash allowances payable as on the 1st day of January, 1973, and any other allowance which the Board may, with the previous approval of the Central

Government, determine;

(n) "present gross salary" means the gross salary drawn by an Officer in the existing Scale, on the date opted by him under ¹[sub-paragraph (2)] of paragraph 4, comprising of the basic pay, ad hoc special pay, personal pay, deputation allowance, dearness allowance or any other allowance which is in the nature of dearness allowance, and interim relief allowance;

3 [(na) "revised terms", in relation of Officers, other than the Chairman, Managing Director, and the Chairman-cum-Managing Director, means the scales of pay and allowances as specified in the Eighth Schedule; and in relation to the Chairman, Managing Director, and the Chairman-cum-Managing Director, means the scales of pay and allowances as specified in the Ninth Schedule;

(nb) "revised scales of pay", in relation to Officers, other than Chairman, Managing Director, and Chairman-cum-Managing Director, means the revised scales of pay as specified in the Eighth Schedule; and in relation to Chairman, Managing Director, and Chairman-cum-Managing Director, means the revised scales of pay and allowances as specified in the Ninth Schedule ;].

(o) "Schedule" means the Schedule appended to this Scheme;

(p) "Special pay" means an addition of the nature of pay to the emoluments of a post or of an employee in consideration of - (i) the specially arduous nature of duties; or (ii) a specific addition to the work or responsibility.

1. Subs by SO 672(E), dated 21st November, 1975.

3. Clauses (na) and (nb) ins. by S.O. 770 (E), dated 15th October, 1985 and later on subs by S.O. 168(E), dated 5th March, 1998 (w.e.f 1st January, 1996).

4. Pay and allowances of Officers :-

(1) The scales of pay and other allowances shall be as given in the first, second or the third schedule.

(2) Every Chairman and every Officer than the Chairman shall, within ninety days from the date of commencement of this Scheme, by notice in writing addressed to the Central Government, or, as the case may be, the Chairman, through the head of his office, specify the date from which the new terms shall be made applicable to him :

Provided that-

(a) in the case of an Officer referred to in clause (i) of paragraph 2, the date shall be either from the 1st day of January, 1973, or any later date being a date not later than the date of the commencement of this Scheme;

(b) in the case of any officer referred to in Cl. (ii) to (v) of that paragraph the date shall be either the date of confirmation, or the date of absorption, of such Officer.

(3)

(a) Where the date specified by an Officer under ¹[sub-paragraph (2)] is a date earlier than the date of commencement of this Scheme, such Officer shall be paid for the period commencing from such date and ending with the day preceding the date of commencement of this Scheme, the difference between the new terms and the present gross emoluments.

(b) Where any portion of leave had been encashed by such Officer during the period referred to in Cl. (a), such officer shall not be required to refund any amount realise by him by way of such encashment.

(c) Where during the period referred to in Cl. (a), such officer was holding post other than the one which he was normally employed or was in receipt of any allowance of a transient nature, the present gross emoluments, which he would have drawn in the post on which he was normally employed shall alone be taken into account for the purpose of this paragraph and paragraph 6.

2[(4) With effect from the date of commencement of the General Insurance (Rationalisation of Pay Scales and Other Conditions of Service of Officers) Amendment Scheme, 1985 (hereinafter referred to as "the Amendment Scheme"), the pays and allowance of every officer shall be in accordance with the "revised terms" and the basic pay of every Officer in service as on that date shall be fixed in revised scales of pay in accordance with the provisions of paragraph 6A;

(5) Every Officer whose basic pay is fixed in the revised scales of pay in accordance with the provisions of paragraph 6A shall be paid for the period commencing on and from the 1 st day of October 1983 of the date of his appointment, whichever is later, the difference of ³[basic pay, personal pay, dearness allowances] and other allowances (after deducting the Officer's compulsory contribution to the provident fund) between the "revised terms" and the "new terms" (hereinafter referred to as "existing terms"), applicable to him immediately before the date of commencement of the Amendment Scheme.

Provided that the mode, manner and time of payment of difference as aforesaid, either in cash or otherwise shall be as may be decided by the Central Government. Provided further that:-

4 [(i) an officer who had retired or resigned from service after the 1 st day of October 1983, shall be paid the difference in amount as aforesaid from the period upto the date of his retirement or resignation along with the difference in amount of gratuity, if any, arising out of the Amendment Scheme," and],

(ii) in the case of an officer who had died whilst in service after the 1st day of October, 1983 the difference in amounts as aforesaid for the period upto the date of his death shall be paid to the person to whom his Provident Fund was to be paid and the difference in amount of gratuity, if any, arising out of the Amendment Scheme shall be paid to the person to whom his gratuity was to be paid.

Explanation: For the purpose of sub-paragraph (5), the expression "other allowances" means house rent allowance and city compensatory allowance as admissible to an officer.]

5 [(6) With effect from the 1st day of August, 1987, the pay and allowances of every Officer shall be in accordance with the Seventh Schedule.

Provided that the officer may choose that his basic pay may be fixed in the terms of Seventh Schedule with effect from any date which shall not be earlier than the first day of August, 1987 and later than the date of publication of this Scheme; in which case he shall intimate such choice in writing to the Corporation or Company within thirty days of publication of this Scheme.

Provided further that no arrears for the period prior to the date so chosen shall be payable to such officer.

Provided also that where, as a result of the fixation of basic pay in the relevant scale of pay the basic pay of Officers at two consecutive stages secure fixation at the same stage, the date of first increment after fixation in respect of officers who were at higher existing basic pay stage shall be the first day of August, 1987 and subsequent increments shall fall due on the first day of August every year."]

6 [(7) The pay and allowances of every officer shall be in accordance with the Eighth Schedule, and from a date not earlier than the date mentioned below against each of the items:-

Provided that the Officer may choose that his basic pay may be fixed in terms of the Eighth Schedule with effect from any date which shall not be earlier than the 1st day of August, 1992 and later than the date of publication of this Scheme, in which case he shall intimate such choice in writing to the Corporation or Company within thirty days of Publication of this Scheme or such further period as may be allowed by the Managing Director or the Corporation or Chairman-cum-Managing Director of the Company.¹ Subs by SO 672(E), dated 21st November, 1975.

Provided further that no arrears for the period prior to the date so chosen shall be payable to such officer.

Provided also that no arrears for the period from 1 st day of August, 1992 to the 31 st day of March, 1993 shall be payable to the Officer in respect of Basic Pay and Dearness Allowance.]

7 [(8) The pay and allowances of every officer shall be in accordance with the Tenth Schedule:

"Provided that the Officer may choose that his Basic Pay may be fixed in terms of the Tenth Schedule with effect from any date not earlier than the date on which the said scheme comes into force and not later than the date of publication of this scheme in the Official Gazette, in which case he shall intimate such choice in writing to the Corporation or Company within such period as may be prescribed by the Managing Director of the Corporation or Chairman-cum-Managing Director of the Company:

Provided further that no arrears for the period to the date chosen shall be payable to such officer.]

1. Substituted by S.O. 672(E), dated 21st November, 1975.
2. Inserted by S.O. 770(E), dated 15th October, 1985 (w.e.f. 1st October, 1983).
3. Substituted by S.O. 883(E), dated 9th December, 1985 (w.e.f. 1st October, 1983).
4. Substituted by S.O. 442 (E), dated 27th April, 1987 (w.e.f. 1st October, 1983).
5. Inserted by S.O. 572(E), dated 25th July, 1989 (w.e.f. 1st August, 1987).
6. Inserted by 521 (E), dated 18th July, 1996 (w.e.f. 1st August, 1992).
7. Sub-paragraph (8), ins by S.O. 587(E), dated 22nd June, 2000 (w.e.f. 1st August, 1997).

5. Categorisation of certain Officers :-

(1) If any officer have not been categorised so far, the Committee appointed by the Board shall, within two months from the date of commencement of the Scheme complete assessment of the suitability of such officers being categorised as Assistant Administrative Officers within the authorised cadre strength and ¹ [categorise such officer] as Assistant Administrative Officers.

(2) Where an Officer is not categorised as Assistant Administrative Officer under sub- paragraph (1), he shall be categorised as Junior Officer.

1. Substituted by S.O. 672(E), dated 21st November, 1975.

6. Method of fixation :-

(1) The pay of every Officer relating to the category in which he is initially placed shall be fixed in the new scale at a stage at which the total of the basic pay and dearness allowance admissible at that pay is equivalent to the total of the present gross salary drawn by such Officer on the date of fixation plus an amount of Rs. 50/- and if the amount so determined is not equivalent to the stage in the relevant scale, at the stage next above in the said relevant scale.

(2) If in determining the basic pay of an Officer under sub-paragraph (1), the amount exceeds the maximum of the scale of pay, the pay shall be fixed at the maximum, or the amount is less than the minimum of the scale of pay, the pay shall be fixed at the minimum.

(3)

(a) Where in respect of an Officer the gross emoluments determined as on the date of fixation are less than the present gross emoluments, he shall be paid as personal pay, the lowest of the three alternatives specified below, namely :-

(i) the amount by which his present gross emolument exceeds the gross emoluments so determined; or

(ii) the amount by which the sum of Rs. 4,000 exceeds the gross emoluments so determined; or

(iii) the amount of maximum personal pay for the appropriate category as specified in Item IV of the First Schedule or Item V of the Second Schedule or Item V of the Third Schedule.

(b) The personal pay shall not be reduced as and when increase in basic pay are granted after the date of fixation, but shall be subject to the condition that the total of basic pay, dearness allowance, house rent allowance, city compensatory allowance and personal pay of such an Officer shall, at no stage, exceed Rs. 4,000 per month. The personal pay shall be appropriately reduced, where necessary, to keep such total emoluments not to exceed Rs. 4,000 per month.

6A. Fixation of basic pay in the revised scale of pay :-

(1) The basic pay of every officer in service as on the 30th day of September, 1983, shall be fixed at a corresponding stage in the relevant revised scale of pay with effect from the 1st day of October, 1983, as specified in the Fifth Schedule :

Provided that where an annual increment is due to such an Officer on the 1st day of October, 1983, he shall be granted such an increment in the revised scale of pay immediately after such fixation of basic pay ;

Provided further that where the basic pay of such an Officer is fixed at the maximum of the relevant scale of pay, no such increment shall be granted.

(2) The basic pay of every officer appointed on or after the 1st day of October, 1983, but before the publication of the Amendment Scheme in the official Gazette, shall be fixed at a corresponding stage in the relevant revised scale of pay, as specified in the Fifth Schedule, with effect from the date of his appointment.

(3)

(a) Notwithstanding anything contained in sub-paragraphs (1) and (2), an officer may choose that his basic pay shall be fixed in the revised scale of pay with effect from the date of publication of the Amendment Scheme in the Official Gazette in which case he shall intimate this fact in writing to the Corporation or the Company within 30 days of such publication of the Amendment Scheme or such further period as may be allowed by the Managing Director of the Corporation or the Chairman of the Company.

1 [(aa) Notwithstanding anything contained in sub-paragraphs (1) and (2), the officers who had resigned from service after the 1st day of October 1983 may choose that his basic pay shall be fixed in the revised scales of pay with effect from the date of resignation, in which case he shall intimate this fact in writing to the Corporation or Company within 30 days of publication of the General Insurance (Rationalisation of Pay Scales and Other Conditions of Service of Officers) Amendment Scheme, 1987 or within such further period as may be allowed by Managing Director or Chairman-cum-Managing Director of the Company.]

(b) Where the officer opts for the fixation of his basic pay from the date of such publication of the Amendment Scheme, such fixation in the "revised terms" shall be effected on the basis of his basic pay under the "existing terms" on the date immediately prior to the date of such publication of the Amendment Scheme and no arrears for the period prior to the date of such publication of the Amendment Scheme will be payable to him;

Provided that where, as a result of the fixation of basic pay in the relevant revised scale of pay, the basic pay of the officer at two or more consecutive stages in the relevant scale of pay under the "existing terms"

secures fixation at the same stage in the relevant revised scale of pay, the Chairman of the Corporation may provide appropriate relief by granting an additional increment earlier than the date of his normal grade increment, to the officer who is at the higher stage in the pay scale under the existing terms.]

1. Inserted by S.O. 442(E), dated 27th April, 1987 (w.e.f. 1st October, 1983).

6B. Fixation of basic pay of the Chairman, Managing Director and the Chairman-cum-Managing Director in the revised scales of pay :-

Notwithstanding anything contained in sub-paragraph (4) and (5) of paragraph 4 or paragraph 6A, the basic pay of the Chairman, Managing Director and the Chairman-cum-Managing Director shall be fixed in the manner specified in the Sixth Schedule.

1 [Provided that with effect from 1st January, 1996, the basic pay of Chairman, Managing Director, and Chairman-cum-Managing Director, shall be fixed in the manner specified in the Ninth Schedule].

1. Proviso, ins. by S.O. 168(E), dated 5th March, 1998 (w.e.f. 1st January, 1996).

6C. The other conditions of service :-

The other terms and conditions of service specified in paragraph **1** [7, 8,9,10] of the said Scheme as amended by the General Insurance (Rationalisation of Pay Scales and Other Conditions of Service of Officers) Amendment Scheme, 1985 shall apply in relation to the Chairman, Managing Director with effect from the 1st day of January, 1986.]

1. Substituted by S.O. 168(E), dated 5th March, 1998 (w.e.f. 1st January, 1996).

7. Fixation of pay on promotion :-

Where an officer whose pay has been fixed under the Amendment Scheme had been promoted before its publication in the Official Gazette or is promoted after such publication to a higher post and his basic pay in such higher post is same as the basic pay in the post held by him before the promotion, the basic pay in such higher post shall be fixed at the next higher stage in the relevant revised scale of pay:

Provided that where the basic pay in the said higher post is different from the basic pay in the post held by him before the promotion, the basic pay in the said higher post shall be fixed at a stage higher than the next higher stage in the relevant scale.]

8. Increments :-

An increment to an officer in the scale of pay applicable to him shall be due every year on the 1st day of the month in which the last increment was drawn or on the 1st day of the month in which he completes twelve months of continuous service.

Provided that no such increment shall be granted if the concerned officer has reached the maximum of the scale of pay applicable to him.

Explanation :-For the purpose of this paragraph, "twelve months of continuous service" means a period of duty equal to twelve months excluding period of extraordinary leave.]

8A. Subject to the work record being found satisfactory :-

(a) an Officer in the Scale of pay of Assistant Administrative Officer, who has reached the maximum of the scale of pay applicable to him, may be granted for every three completed years of service after reaching such maximum, an additional increment equal to the last increment drawn by him in the scale of pay, from 1st day of the month following completion of three years service after reaching such maximum or the 1st day of the month following the date of publication of this scheme in the Official Gazette, whichever is later.

(b) an Officer in the scale of pay of Administrative Officer, who has reached the maximum of the scale of pay applicable to him, may be granted for every three completed years of service after reaching such maximum, an additional increment equal to the last increment drawn by him in the scale of pay, subject to the maximum of three such increments:

Provided that no officer shall be entitled to such additional increment before the 1st day of the month following completion of three years after reaching maximum scale of pay or after drawing such additional increment, as the case may be:

Provided further that no officer shall be entitled to the third such additional increment before the 1st day of the month following the date of this scheme published in the Official Gazette.

(c) an Officer in the scale of pay of Assistant Manager, who has reached the maximum of the scale of pay applicable to him, may be granted for every three completed years of service after reaching such maximum, an additional increment equal to the last increment drawn by him in the scale of pay, from 1st day of the month following completion of three years service after reaching such maximum or the 1st day of the month following the date of publication of this scheme in the Official Gazette, whichever is later.

Explanation: For the purpose of this paragraph, service means the period of duty excluding period(s) of extraordinary leave.]

9. Provident Fund :-

Every Officer shall contribute to the Provident Fund at ¹[8-1/ 3 per cent] of his basic pay, including personal pay, and special pay, if any, with an equal contribution by the Corporation or the Company, as the case may be.

²[Explanation.-For the purpose of this paragraph the expression "basic pay plus personal pay, if any" shall be computed :

(i) for the period commencing on 1st day of August, 1992 and ending with 31st day of October, 1993 as per Seventh Schedule; and

(ii) for the period commencing on 1st day of November, 1993 as per Eighth Schedule.]

³ [(iii)

(a) in the case of Chairman, Managing Director and Chairman-cum-Managing Director, for the period commencing on 1st day of January, 1996, as per Ninth Schedule.

(b) in the case of officers other than Chairman, Managing Director and Chairman- cum-Managing Director, for the period commencing on 1st day of August, 1997, as per Tenth Schedule.]

1. Substituted by S.O. 572(E), dated 25th July, 1989 (w.e.f. 1st August, 1987) for the figure and words "per cent".

2. Inserted by S.O. 521(E), dated 18th July. 1996 (w.e.f. 1st August. 1992).

3. Inserted by S.O. 597(E), dated 22nd June. 2000(w.e.f. 1st August, 1997).

10. Payment of gratuity :-

(1)

(a) Gratuity shall be payable to an Officer on the termination of his employment after he has rendered to the Corporation or the Company, or to both, continuous service (including continuous service with the insurer or the previous employer, in whose service the Officer was working on the 31st day of December, 1972) for not less than five years- (i) on his Superannuation; or (ii) on his retirement or resignation; or (iii) on his death or disablement due to accident or disease; or (iv) on termination of his service by the Corporation, or the Company; or (v) on his service being dispensed with owing to reduction of staff or reorganisation of establishment:

Provided that the completion of continuous service of five years shall not be necessary where the termination of the employment of any Officers is due to death or disablement.

¹[* * *]

(b) For every completed year of service or part thereof in excess of six months, the Officer shall be paid gratuity at the rates specified below, namely:-

Number of completed years of service	Rate of gratuity for each completed year of service
From 5 years to 11 years	50% of the basic pay last drawn
12 years	60% of the basic pay last drawn
13 years	70% of the basic pay last drawn
14 years	80% of the basic pay last drawn
15 years or more	100% of the basic pay last drawn.

Provided that where an employee to whom the General Insurance (Rationalisation and Revisions of Pay Scales and other Conditions of Service of Supervisory, Clerical and Subordinate Staff) Scheme, 1974, applies is promoted as an officer on or after the 1 st day of January, 1973, he shall not be paid gratuity at a sum less than that admissible to him under the said Scheme.

²[(bb) Notwithstanding anything contained in clause (a) relating to qualifying period of five years for admissibility of gratuity and Clause (b), gratuity shall be payable to every officer who has been in continuous service of the Corporation or the Company, or both for not less than fifteen years, for each completed year of service or part thereof in excess of six months, at the rate of one month's basic pay, subject to maximum of 15 months basic pay for service upto 30 years, an additional gratuity shall be payable at the rate of half a month's basic pay for each completed year of service or part thereof in excess of six months :

Provided that where an employee to whom the General Insurance (Rationalisation and Revision of Pay Scales and Other Conditions of Service of Supervisory is promoted as an officer on or after 1st day of January,

1973, he shall not be paid gratuity at a sum less than that admissible to him under the above Scheme.]

3[Provided further that the amount of gratuity payable to an officer shall be as determined in accordance with the above provisions or as calculated under the Payment of Gratuity Act, 1972 (39 of 1972), whichever is more favourable to him.]

4[(c) Notwithstanding the terms of any contract, agreement or letter of appointment where any chairman or Managing Director of the Corporation or the Chairman-cum- Managing Director of a Company, was an employee of the Corporation or the Company, as the case may be, then such a Chairman or Managing Director of the Corporation or Chairman- cum-Managing Director of the company shall be paid the gratuity which shall not be less than the amount which he would have been entitled to, had continued in the scale of pay of General Manager, when the gratuity becomes due and payable to him.]

5[* * *]

(4) Notwithstanding anything stated above the amount of gratuity payable under this paragraph shall in no case be less than that to which the Officer had become entitled **6** [under the conditions of service applicable to him and in force till the date on which the new terms are made applicable to him.]

(5) Subject to any lien the Corporation or the Company may have on the amount of gratuity admissible to an Officer, the Corporation or the Company, as the case may be, shall pay, to the officer or his nominee or nominees or if no such nomination is made or is subsisting, his heirs, the amount of gratuity admissible under this paragraph.

(6) Notwithstanding anything contained in the foregoing sub-paragraph -

(a) where the penalty of dismissal is imposed on an Officer-

(i) who has been convicted of an offence, committed in the course of his employment and which offence, in the opinion of the Corporation or the Company, as the case may be involved moral turpitude, or

(ii) for any act involving violence against the management or other Officers or employees, or any riotous or disorderly behaviour in or near the place of employment,

(b) where the penalty of compulsory retirement, removal from service, or dismissal is imposed on an Officer for any act involving the Corporation or the Company, or both, in financial loss, the gratuity payable to him shall stand forfeited to the extent of such loss.

1. Explanation, Omitted by S.O. 587(E), dated 22nd June, 2000 (w.e.f. 1st August, 1997).

2. Inserted by S.O. 770(E), dated 15th October, 1985 (w.e.f. 1st October, 1983).

3. Inserted by S.O. 685(E), dated 30th August, 1999(w.e.f. 24th May, 1994).

4. Inserted by S.O. 108(E), dated 14th February, 1997 (w.e.f. 1st August, 1994).

5. Sub paragraph (2) and (3), Omitted by S.O. 770(E), dated 15th October, 1985 (w.e.f. 1st October, 1983).

6. Substituted by S.O. 389(E), dated 1st June, 1976 (w.e.f. 1st June, 1976).

11. Protection of accrued pension :-

(1) Nothing contained in this Scheme shall affect the payment of any pension including family pension or superannuation benefits accrued to any Officer in accordance with the pension or superannuation Scheme as in force **1**[on the date on which the new terms are made applicable to him]

2[

(a) The amount payable under sub-paragraph (1) shall be determined on the pay in the existing scale drawn on the date on which the new terms are made applicable to him and on the basis of the number of years of the continuous service rendered, as if he had retired on the date on which the new terms are made applicable to him.]

(b) The amount determined under clause (a) shall be payable to the Officer on his retirement or on his ceasing to be in service, pension to commence with effect from the date from which it would have ordinarily commenced in accordance with the relevant pension or superannuation scheme.

3 [Explanation:- For the purpose of the provisions of paragraph 10, the scales of pay mentioned in Item I of the Eight Schedule shall be deemed to have come into force on the 1st day of August, 1994.]

1. Substituted by S.O. 389(E), dated 1st June, 1976 (w.e.f. 1st June, 1976).

2. Substituted by S.O. 389(E), dated 1st June, 1976 (w.e.f. 1st June, 1976).

3. Inserted by S.O. 521(E), dated 18th July, 1996 (w.e.f. 1st August, 1992).

12. Transfers :-

The Chairman-Cum- Managing Director **1** [or any other officer authorised in this behalf by the Chairman-cum-Managing Director of a company may at any time transfer any Officer from one Department of the Company to another Department of that Company or from the Office of the Company to another Office of that Company

in the same place or any other place.

1. Substituted by S.O. 2445 dated 30th July, 1977 (w.e.f. 6th August, 1977).

13. . :-

1 [* * * *]

1. Omitted by S.O. 770(E), dated 15th October, 1985 (w.e.f. 1st October, 1983).

14. Interpretation :-

Where any doubt or difficulty arises as to the interruption of any of the provisions of this Scheme, it shall be referred to ¹ [the Central Government for its decisions]

1. Substituted by S.O. 2445, dated 30th July, 1977 (w.e.f. 6th August, 1977).

15. Power to relax :-

Where the Board is satisfied that the operation of any of the provisions of this Scheme will cause undue hardship in any particular case, it may, by order and for reason to be recorded in writing, dispense with or relax the requirements of that provisions to such extent and subject to such exceptions and conditions as it may consider necessary for dealing with the case in a just and equitable manner.

16. Other benefits :-

No Officer shall be entitled to any benefit not arising out of this Scheme, or any Scheme which may be framed by the Corporation or a Company.

17. Overriding effect :-

The provisions of this Scheme shall have effect notwithstanding anything to the contrary contained in any terms of appointment, agreement, award or other instrument for the time being in force.

SCHEDULE 1

SCHEDULE

(See paragraph 3 and 6) I- Pay Scales (Basic Pay)- (1) Chairman Rs. 3500-125-4000 (2) Managing Director or Chairman-Cum-Managing Director Rs. 300-125-3500 II-House Rent Allowance- Rs. 300 per month III- City Compensatory Allowance- Rs. 75 per month IV-Maximum personal Pay - Rs. 700 per month.

SCHEDULE 2

SCHEDULE

(See paragraph 3,6 and 13) I-Pay Scales (Basic Pay)- (1) General Manager Rs. 2500-125-3000 (2) Assistant General Manager Rs. 2000-125-2500 (3) Manager Rs. 1600-100-2000-125-2250 (4) Deputy Manager Rs. 1250-50-1300-75-1600-100-2000 (5) Assistant Manager Rs. 1000-50-1300-75-1675 (6) Administrative Officer Rs. 770-40-1050-50-1300 (7) Assistant Administrative Officer Rs. 530-40-1050. II-Dearness Allowance- The dearness allowance payable to an officer under this Schedule shall be as given in the Table below-

III-House Rent Allowance- The House Rent Allowance shall be payable at the following rates per month: (a) For basic pay uptoRs.750/-..... 15% of basic pay (b) For basic pay in excess of Rs. 750/-..... 10% of such excess; Provided, however, that the maximum house rent allowance payable to any officer shall not exceed Rs. 300 per month, and the minimum shall not be less than Rs. 75 per month. IV-City Compensatory Allowance- The City compensatory shall be payable at the following rates :

THE TABLE

Dearness Allowance Payable During the Period From

In rupees

Basic pay	1-1-73	1-2-73	1-8-73	1-11-73	1-2-74	1-5-74	1-8-74
	to	to	to	to	to	to	to
	31-1-73	31-7-73	31-10-73	31-13-74	30-4-74	31-7-74	onwards
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
530	340	370	430	490	550	580	670
570	350	380	440	500	560	590	680
610	390	430	510	590	670	710	830
650	390	430	510	590	670	710	830
690	400	440	520	600	680	720	840
730	420	460	540	620	700	740	860
770	410	450	530	610	690	730	850
810	370	450	490	610	690	730	850
850	370	450	490	610	690	730	850
890	370	450	490	610	690	730	850
930	355	435	475	595	675	715	835
970	355	435	475	595	675	715	835
1000	355	435	475	595	675	715	835
1010	340	420	460	580	660	700	820
1050	340	420	460	580	660	700	820
1100	340	420	460	580	660	700	820
1150	325	405	445	565	645	685	805
1200	325	405	445	565	645	685	805

1250	310	390	430	550	630	670	790
1300	310	340	430	550	580	670	790
1375	285	285	405	525	525	645	765
1450	275	275	395	515	515	635	755
1525	275	275	395	515	515	635	755
1600	275	275	395	515	515	635	755
1675	230	230	350	470	470	590	715
1700	190	190	285	405	405	525	645
1800	190	190	190	305	305	425	545
1900	150	150	150	165	165	285	405
2000	150	150	150	150	150	185	305
2125	100	100	100	100	100	100	130
2250	100	100	100	100	100	100	100
Over 2250 Nil"							

SCHEDULE 3
SCHEDULE

(See paragraphs 3,6 and 13) I-Pay Scales (Basic Pay)- Junior Officer Rs. 460-35-530-40-890 II- Dearness Allowance- The dearness allowance payable under this Schedule shall be as given in the Table below.

THE TABLE

Dearness Allowance Payable During the Period From

In rupees

Basic pay	1-1-73	1-2-73	1-8-73	1-11-73	1-2-74	1-5-74	1-8-74
	to	to	to	to	to	to	to
	31-1-73	31-7-73	31-10-73	31-1-74	30-4-74	31-7-74	onwards
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
460	295	321	373	425	477	503	582
495	318	346	402	458	514	542	626
530	340	370	430	490	550	580	670
570	350	380	440	500	560	590	680
610	390	430	510	590	670	710	830
650	390	430	510	590	670	710	830
690	400	440	520	600	680	720	840
730	420	460	540	620	700	740	860
770	410	450	530	610	690	730	850
810	370	450	490	610	690	730	850
850	370	450	490	610	690	730	850
890	370	450	490	610	690	730	850

SCHEDULE 4
SCHEDULE

[See paragraph 3 (na) and (nb)] I. Pay Scales (basic Pay):- 1. General Manager - Rs. 4100 - 125 - 4600 2. Assistant General Manager - Rs. 3725 - 125-4350 3. Manager - Rs. 3245 - 110 -3685 - 115 -3800 4. Deputy Manager - Rs. 2715 - 105 - 3450 5. Assistant Manager - Rs. 2250 - 100 - 3250 6. Administrative Officer - Rs. 1625 - 100 - 2925 7. Assistant Administrative Officer - Rs. 1175 - 75- 1440 - 85 - 2675 II. Dearness Allowance:-The Dearness Allowance will be linked to All India Average Consumer Price Index Number for industrial Workers (Base 1960-100), and shall be payable only when the average All India Consumer Price Index Number for Industrial Workers in above CPI 332, on the following lines; namely :- (i) For the purpose of payment of D.A., one cycle would consist of 24 points rise or fall in CPI. Each cycle would consist of 3 stages, viz., 1 st stage at 8 points rise; 2nd stage at 16 points rise and 3rd stage at 24 points rise; (ii) Officers drawing pay upto Rs. 1600/- p.m. will be eligible to get quarterly adjustment in D.A. at the first stage viz., for every rise or fall or 8 points above 332 in the quarterly average of the AIACPI (19600-100); (iii) For Officers in the pay range of Rs. 1601-2425 p.m., the first adjustment will be at the 2nd stage only, viz. for every block of 16 points (when the quarterly index reaches the level of 348) and the subsequent adjustment will be for the next block of 8 points (when the average index reaches 156). The cycle of adjustment will be repeated thereafter: (iv) For Officers drawing more than Rs. 2425/- p.m., the adjustment of D.A. will be for every cycle of 24 points above CPI 332; (v) The rate of adjustment will be 2 per cent of the basic-pay for every change of 8 points (subject to what is stated in (iii) and (iv) above) in the quarterly average of the Index subject to ceiling of Rs. 31.60; (vi) The ceiling of Rs. 31.60 will be relaxed to ensure that the D.A. payable at any stage is not less than the D.A. payable at the rate of 3.9 per cent of the basic pay for each cycle of 24 points (3 stages of 8 points) over 332 points subject to a further ceiling of Rs. 150/- for every 24 points rise; (vii) Marginal adjustments wherever necessary shall be made to ensure that the amount of D.A. Payable at a higher level is not less than the amount of D.A. payable at a lower level. III. House Rent Allowance :-The house rent allowance shall be payable at the rate of 15 per cent of basic pay : Provided that the house rent allowance payable to any officer shall not exceed Rs.400/- per month and the minimum house rent allowance payable to any Officer shall not be less than Rs. 200/- per month: Provided further that Officers are allotted accommodation by the Corporation or the Company shall not be entitled to any house rent allowance and they shall pay as compensation for the use of accommodation allotted to them, an amount equivalent to 10 per cent of the basic pay or the licence fees, whichever is less. IV. City Compensatory Allowance :-The City Compensatory Allowance shall be payable at the following rates :-

Place of Posting amount	Rate	Maximum
(a) Cities with population exceeding 12 lakhs and any city in the state of Goa	10% of Basic Pay	Rs. 200/-

(b)	Cities with population of 5 lakhs	6% of Basic Pay	Rs. 120/-
	and above but not exceeding 12 lakhs		
	State Capitals with Population not		
	exceeding 12 lakhs, and Chandigarh		
	Pondicherry and Port Blair		

Note : For the purpose of City Commendatory Allowance by population, figures shall be those as in the [1991] Census Report.

SCHEDULE 5

Corresponding stages for fixation of Basic Pay Chart

FIFTH SCHEDULE

[See Paragraph (6-A)]

Corresponding stages for fixation of Basic Pay Chart

Stg. No.	Asstt. Existing	Admn. Revised	Officer Existing	Admn. Revised	Officer Existing	Admn. Revised	Asstt. Existing	Deputy Existing	Manager Revised	Manager Existing	Asstt. Genl. Revised	Asstt. Genl. Existing	General Revised	
	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
1.	530	1400	770	1925	1000	2450	1250	2925	1600	3245	2000	3725	2500	4100
2.	570	1485	810	2025	1050	2550	1300	3030	1700	3355	2125	3725	2625	4225
3.	610	1570	850	2125	1100	2650	1375	3030	1800	3465	2250	3850	2750	4350
4.	650	1655	890	2225	1150	2750	1450	3135	1900	3465	2375	3975	2875	4475
5.	690	1740	930	2325	1200	2750	1525	3135	2000	3575	2500	4100	3000	4600
6.	730	1825	970	2425	1250	2850	1600	3240	2125	3685				
7.	770	1910	1010	2425	1300	2925	1700	3345	2250	3800				
8.	810	1995	1050	2525	1375	2950	1800	3345						
9.	850	2080	1100	2625	1450	3050	1900	3450						
10.	890	2165	1150	2725	1525	3050	2000	3450						
11.	930	2250	1200	2725	1600	3150								
12.	970	2335	1250	2825	1675	3250								
13.	1010	2420	1300	2925										
14.	1050	2505												

Note.-"Existing basic pay " means the basic pay under the "existing terms".

SCHEDULE 6

SCHEDULE

(See paragraphs 3 (na), (nb) and 6B) I. Pay Scales (basic pay):- (i) Chairman Rs. 8000 per month. (ii) Managing Director or Chairman-cum-Managing Director Rs. 7500-125-8000/ II. Manner Of Fixation of basic pay in the revised scales of pay:- (i) The basic of pay of the Chairman shall be fixed at Rs. 8000. (ii) The basic pay of Managing Directors or Chairman-cum-Managing Directors shall be fixed at a coresponding stage in the revised scales of pay as specified in the Table below:

Table

Managing Director/Chairman-cum-Managing Director	
Under New Scale	Under Revised Scale
Rs.	Rs.
3000	7500
3125	7625
3250	7750
3375	7875
3500	8000

(iii) The Chairman, Managing Directors or Chairman-cum-Managing Director, as the case may be, whose basic pay is fixed in the revised scale of pay under item (ii) above shall be paid the difference of basic pay and dearness allowance (after deducting the Officer's compulsory contribution to the Provident Fund) between the 'revised terms' and the 'New terms'. III. Dearness allowance :- (i) The dearness allowance payable to the Chairman, Managing Director or the Chairman-cum-Managing Directors shall be as under:- (a) From 1st July, 1986 to 31st December, 1986 : 2 per cent of pay subject to a minimum of Rs. 180 per month; (b) From 1st January, 1987 onwards: 5 per cent of pay subject to a minimum of Rs. 360 per month. (ii) Notwithstanding anything contained in sub-item (i), the Central Government may by order vary the amount of dearness allowance from time to time. IV. House rent allowance.-With effect from the 1st day of October, 1986, every Chairman, Managing Director and Chairman-cum-Managing Director shall be provided by the Corporation, a rent-free unfurnished residential accommodation : Provided that a Chairman, the Managing Director and the Chairman-cum-Managing Director who has not been provided with such accommodation, shall be paid a house rent allowance at the rate of 10 per cent of his pay plus an additional house rent allowance of Rs. 1000 per month. V. City Compensatory allowance: With effect from the 1st day of October, 1986, the Chairman the Managing Director and the Chairman-cum-Managing Director shall be entitled to city compensatory allowance at the rate of Rs. 100 per month."

SCHEDULE 7
SCHEDULE

[See Paragraph 4] I. Scales of pay (Basic pay): (1) General Manager: Rs. 6400-150-7000. (2) Assistant General Manager: Rs. 5950-150-6550. (3) Manager: Rs. 5350-150-5950. (4) Deputy Manager: Rs. 4520-130-4910-140-5050-150-5350. (5) Assistant Manager: Rs. 3660-120-4260-130-4910-140-5050. (6) Administrative Officer: Rs. 2940-120-4260-130-4520. (7) Assistant Administrative Officer: Rs. 2100-120-4260. 1. Inserted by S.O. 572(E), dated 25th July, 1989 (w.e.f. 1st August, 1987). II. Fixation of the Basic pay

Stg.	Assistant Administrative Officer		Administrative Officer		Assistant Manager		Deputy Manager		Manager		Assistant General Manager		General Manager	
	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing	Existing
	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay	Basic Pay
	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)
1.	1175	2100	1625	2940	2250	3780	2715	4520	3245	5350	3725	5950	4100	6400
2.	1250	2220	1725	3060	2350	3900	2820	4650	3355	5500	3850	6100	4225	6550
3.	1325	2340	1825	3180	2450	4020	2925	4780	3465	6550	3975	6250	4350	6700
4.	1400	2460	1925	3300	2550	4140	3030	4910	3575	5800	4100	6400	4475	6850
5.	1485	2700	2025	3540	2650	4260	3135	5050	3685	5950	4225	6550	4600	7000
6.	1570	2820	2125	3660	2750	4390	3240	5200	3800	5950	4350	6550		
7.	1655	2940	2225	3780	2850	4520	3345	5350						
8.	1740	3060	2325	3900	2950	4650	3450	5350						
9.	1825	3180	2425	4020	3050	4780								
10.	1910	3300	2525	4140	3150	4910								
11.	1995	3420	2625	4260	3250	5050								
12.	2080	3540	2725	4390										
13.	2165	3660	2825	4520										
14.	2250	3780	2925	4520										
15.	2335	3990												
16.	2420	3900												
17.	2505	4020												
18.	2590	4140												
19.	2675	4260												

Note.- The term "Existing Basic Pay" in the above Table shall mean the basic pay as applicable in accordance with the Fourth Schedule. III. Dearness Allowances: (1) The scale of dearness allowance applicable to the Officers shall be determined as under : Index : All India Average Consumer Price Index Number for Industrial Workers. Base Year: 1960-100. Revision of Dearness Allowance: Revision of Dearness Allowance may be made on quarterly basis for every 4 points rise or fall Rate of Dearness Allowance: For every 4 points in the quarterly average over 600 points, the clearness allowance shall be calculated at the following rates:-

	Basic pay	Rate of D.A. for every 4 points
	(1)	(2)
(i)	Upto Rs. 2500/-	0.67% of basic pay;
(ii)	Rs. 2501 to Rs. 4000/-	0.67% of Rs. 2500 - plus 0.55% of basic pay in excess of Rs. 2500/-
(iii)	Rs. 4001 to Rs. 4260/-	0.67% of Rs. 2500/- plus 0.5% difference between Rs. 4000/- and Rs. 25000/- plus 0.33% of basic pay in excess of Rs. 4000/-;
(iv)	Rs. 4261/- and above	0.67% of Rs. 2500/- plus 0.55% of difference between Rs. 4000/- and Rs. 2500/- plus 33% of difference between Rs. 4260/- and Rs. 4000/- plus 0.17% of basic pay in excess of Rs. 4260/-".

(2) There shall be an upward revision of the dearness allowance payable for every four points rise in the quarterly average (hereinafter referred to as the "current average figure") of the All India Consumer Price Index above 600 points in the sequences 600-604- 608-612 and so on; and there shall be downward revision of the dearness allowance payable if the current average figure falls by four points below the index figure in the above sequence with reference to which the dearness allowance has been paid for the last preceding quarter. On the downward revision, the dearness allowance payable shall correspond to the current average figure if such current average figure is a figure in the above sequence; and the dearness allowance payable shall correspond to the figure in the above sequence next preceding the current average figure if such current average figure is not a figure in the above sequence. (3) For this purpose, quarter shall mean a period of three months ending on the last year day of March, June, September or December. (4) The final index figures as published in the Indian Labour Journal or the Gazette of India, whichever publication is available earlier, shall be the index which shall be taken for the purpose of calculation of dearness allowance. (5) The revision in dearness allowance corresponding to the changes in the current average figure of for any particular quarter shall take effect only from the second succeeding month following the end of the quarter. IV. House Rent Allowance :- (1) Save as otherwise provided in sub-item (2), the house rent allowance payable to Officers shall be at the rate of 12.5 per cent of the basic pay, subject to a maximum of Rs. 500 per month. (2) In case of Officers posted at Ahmedabad, Bangalore, Bombay, Calcutta, Delhi, Hyderabad, Kanpur, Madras, Nagpur, Pune, Panaji or Marmugao, the house rent allowance, payable shall be the least of the following, namely :- (a) an amount equivalent to 12.5 per cent of the basic pay; or (b) an amount equal to the difference between 6 per cent of the basic pay at the minimum of the

11.	3300	6670	4140	8280	4910	9700													
12.	3420	6900	4260	8510	5050	9950													
13.	3540	7130	4390	8740															
14.	3600	7360	4520	8970															
15.	3780	7590																	
16.	3900	7820																	
17.	4020	8050																	
18.	4140	8280																	
19.	4260	8510																	

Note : The term existing basic pay in the above table shall mean the basic pay as applicable in accordance with the Seventh Schedule. III. Dearness Allowance.-(1) The scale of dearness allowance applicable to the Officers shall be determined as under:- Index: All India Consumer Price Index for Industrial Workers. Base Year: 1960= 100. Revision of Dearness Allowance :-Revision of Dearness Allowance may be made on quarterly basis for every 4 points rise or fall.

Basic Pay	Rate of DA for every 4 points
UptoRs. 4800	0.35% of basic pay.
Rs. 4801-Rs. 7700	0.35% of Rs. 4800 plus 0.29% of basic pay in excess of Rs. 4800.
Rs. 7701-Rs. 8200	0.35% of Rs. 4800 plus 0.29% of difference between Rs. 4800 and Rs. 7700 plus 0.17% of basic pay in excess of Rs. 7700.
Rs. 8201 and above	0.35% of Rs. 4800 plus 0.29% of difference between Rs. 4800 and Rs. 7700 plus 0.17% of difference between of Rs. 7700 and Rs. 8200 plus 0.09% of basic pay in excess of Rs. 8200.

SCHEDULE 9
SCHEDULE

(See Paragraph 3 (na), (nb) and 6B) I. Pay Scales (basic pay):- (i) Chairman Rs. 26000/- per month. (ii) Managing Director or Chairman-cum-Managing Director Rs. 24050-650-26000/- II. Manner of fixation of basic pay in the revised scales of pay:- (i) The basic pay of Chairman shall be fixed at Rs. 26000/-. (ii) With effect from 1st day of January, 1996 the basic pay of Managing Director or Chairman-cum-Managing Director as per Sixth Schedule to said Scheme, shall be fixed as specified in the Table below :-

Table

Managing Director or Chairman-cum-Managing Director

Pre-revised Scale (as per Sixth Schedule to the said Scheme)	Fixation in Revised Scale (as per Ninth Schedule to the said Scheme)
Rs. 7500	Rs. 24050
Rs. 7625	Rs. 24050
Rs. 7750	Rs. 24050
Rs. 7875	Rs. 24700
Rs. 8000	Rs. 24700

(iii) Chairman, Managing Director, or Chairman-cum-Managing Director, as the case may be, whose basic pay is fixed in the revised scale of pay under item (ii) above shall be paid the difference of basic pay and dearness allowance (after deducting the Officer's compulsory contribution to the Provident Fund) between the 'Pre-revised terms', as per Sixth Schedule to the said Scheme and 'Revised' terms'. III. Dearness Allowance :- (i) The Dearness Allowance payable to Chairman, Managing Director, or Chairman-cum-Managing Director shall be as under :-

(a)	From 1.7.1996 to 31.12.1996	4 per cent of pay
(b)	From 1.1.1997 to 30.06.1997	8 per cent of pay
(c)	From 1.7.1997 onwards	13 per cent of pay

(ii) Notwithstanding anything contained in sub-item (i), the Central Government may, by order, vary the amount of Dearness Allowance from time to time. IV. House Rent Allowance :- Every Chairman, Managing Director, or Chairman-cum-Managing Director shall be provided by the Corporation, a rent free unfurnished residential accommodation: Provided that Chairman, Managing Director, and Chairman-cum-Managing Director who has not been provided with such accommodation, shall be paid a House Rent Allowance as under: (i) for the period between 1.1.1996 and 31.7.1997, as per item IV of the Sixth Schedule to the said Scheme; and (ii) With effect from 1st day of August, 1997, at the following rate: (a) at Mumbai and New Delhi, 30 per cent of basic pay in the revised scale, drawn per month; and (b) at Calcutta and Chennai, 15 per cent of basic pay in the revised scale, drawn per month. V. City Compensatory Allowance :- Chairman, Managing Director and Chairman-cum-Managing Director shall be entitled to City Compensatory Allowance as under : (a) for the period between 1.1.1996 and 31.1.1997, as per item V of the Sixth Schedule to the said Scheme; and (b) with effect from 1st day of August, 1997, at the rate of Rs. 300/- per month." Note : The fixation of pay in the revised scale has been done on the basis of the Central Civil Services (Revised Pay) Rules, 1997.

SCHEDULE 10
SCHEDULE

[See paragraph 4 sub-paragraph (8)] I. Scales of Pay (Basic Pay) (1) General Manager Rs. 21200-550-(2)-22300-600(1)-22900(1)-23600 (2) Assistant General Manager Rs. 19000-550(4)-21200 (3) Manager Rs. 17150-450(3)-18500-500(1)-

19000 (4) Deputy Manager Rs. 14735-360(1)-15095-385(3)-16250-450(2)17150 (5) Assistant Manager Rs. 12215-360(8)-15095-385(3)16250 (6) Administrative Officer Rs. 10055-360(13)-14735 (7) Assistant Administrative Officer Rs. 7535-360(18) -14015 II. Fixation of the Basic Pay

Table

	Assistant		Administrative		Assistant		Deputy		Manager		Assistant		General	
	Administrative		Officer		Manager		Manager				General		Manager	
	Officer										Manager			
Stg	Existing		Existing		Existing		Existing		Existing		Existing		Existing	
	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic
	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay
	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)
1.	4250	7535	5980	10055	7360	12215	8970	14735	10450	17150	11450	19000	12650	21200
2.	4480	7895	6210	10415	7590	12575	9200	15095	10700	17600	11750	19550	12950	21750
3.	4710	8255	6440	10775	7820	12935	9450	15480	10950	18050	12050	20100	13250	22300
4.	4940	8615	6670	11135	8050	13295	9700	15865	11200	18500	12350	20650	13600	22900
5.	5290	8975	6900	11495	8280	13655	9950	16250	11450	19000	12650	21200	14000	23600
6.	5520	9335	7130	11855	8510	14015	10200	16700						
7.	5720	9695	7360	12215	8740	14375	10450	17150						
8.	5980	10055	7590	12575	8970	14735								
9.	6210	10415	7820	12935	9200	15095								
10.	6440	10775	8050	13295	9450	15480								
11.	6670	11135	8280	13655	9700	15865								
12.	6900	11495	8510	14015	9950	16250								
13.	7130	11855	8740	14375										
14.	7360	12215	8970	14735										
15.	7590	12575												
16.	7820	12935												
17.	8050	13295												
18.	8280	13655												
19.	8510	14015												

Note: The term existing Basic Pay in the above table shall mean the Basic Pay applicable in accordance with the Eighth Schedule. III. Dearness Allowance : (1) The scale of dearness allowance applicable to the Officers shall be determined as under: - Index: All India Average Consumer Price Index for Industrial Workers. Base: Index No. 1740 in the series 1960=100. Rate of dearness allowance:- For every 4 points in the quarterly average over 1740 points, the dearness allowance shall be calculated at the rate of 0.23% of Basic Pay. Revision of dearness allowance:- Revision of dearness allowance may be made quarterly basis for every 4 points rise or fall. (2) There shall be an upward revision of the dearness allowance payable for every four points rise in the quarterly average (hereinafter referred to as the "current average figure") of the All India Consumer Price Index above 1740 points in the sequence 1740- 1744-1748-1752 and so on; and there shall be downward revision of the dearness allowance payable if the current average figure falls by four points below the index figure in the above sequence with reference to which the dearness allowances has been paid for the last preceding quarter. On the downward revision, the dearness allowance payable shall correspond to the current average figure if such current average figure is a figure in the above sequence; and if such current average figure is not a figure in the above sequence, the dearness allowance payable shall correspond to the figure in the above sequence immediately preceding the current average figure. (3) The final index figures as published in the Indian Labour Journal or the Gazette of India, whichever publication is available earlier, shall be the index figure which shall be taken for the purpose of calculation of dearness allowance. (4) The revision in dearness allowance corresponding to the changes in the current average figure for any particular quarter shall take effect only from the second succeeding month following the end of the quarter. Explanation.--For the purposes of this item, quarter' shall mean a period of three months ending on the last day of the month of March, June, September or December. IV. House Rent Allowance (1) With effect from 1st day of August, 1997, the House Rent Allowance payable to Officers shall be as shown in the Table below:

Table

	Place of posting	Rate per month
(a)	Cities of Mumbai, Navi Mumbai, Calcutta, New Delhi, Faridabad, Ghaziabad, NOIDA, Gurgaon, and Chennai	11% of pay subject to maximum of Rs. 1200/- per month.
(b)	Cities with population exceeding 12 lacs except the cities mentioned at (a), Gandhinagar, and all cities in the State of Goa;	9% of pay subject to maximum of Rs. 1000/- per month.
(c)	All other places	8% of pay subject to maximum of Rs. 950/- per month.

Note : (1) For the purpose of this item, the population figures shall be as per the latest Census Report. (2) Cities shall include their urban agglomeration. (3) 'pay' means Basic Pay and Additional increments as per paragraph 8A. (2) Officers who are allotted residential accommodation by the Corporation or Company shall pay for such accommodation, appropriate licence fee as may be decided by the Corporation or the Company from time to time and shall not be entitled to House Rent Allowance in terms of sub-item (1) of this item. V. City Compensatory Allowance : With effect from 1st day of August, 1997, the City Compensatory Allowance to Officers shall be as under:

	Place of posting	Rate
(a)	Cities of Mumbai, Navi Mumbai,	4% of pay subject to a maximum of Rs.

	Calcutta, New Delhi, Faridabad, Ghaziabad, NOIDA, Gurgaon, and Chennai.	375/- per month
(b)	Cities with population exceeding 12 lacs, except cities mentioned in (a) Gandhinagar, all cities in the State of Goa;	3% of pay subject to a maximum of Rs. 350/- per month
(c)	cities with population of 5 lacs and above but not exceeding 12 lacs, State capitals with population not exceeding 12 lacs, Chandigarh, Mohali, Panchkula, Pondicherry, Port Blair.	2.5% of pay subject to a maximum of Rs. 250/- per month