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GOVERNMENT OF ORISSA

**FINANCE DEPARTMENT**

RESOLUTION

The 16th December 2008

SUBJECT—Revised Scales of Pay, 2008

On the basis of the recommendation of 6th Central Pay Commission, Government of India in the Ministry of Finance (Department of Expenditure) vide Notification No. 622-G.S.R.(E), dated the 29th August, 2008 have revised the pay scales of Central Government employees with effect from the 1st January 2006. Consequent upon revision of the pay scales of the Central Government employees, the State Government constituted a Fitment Committee in Finance Department Resolution No. 41279—CS-I(P)-15/2008-F., dated the 9th September, 2008 to recommend revision in the pay scale of the State Government employees, to suggest modalities and procedure of fitment of the existing grades in the revised scale of pay, to examine anomalies in the existing pay scale and to review the scale of other allowances and relatable pay. The said Committee submitted its recommendation to Government on the 3rd December 2008.

2. Having regard to the recommendation of the Fitment Committee, demands of various service associations and after careful consideration of all aspects of related issues including the scales of pay prevalent in the Central Government, the State Government have been pleased to revise the pay structure of the State Government employees as indicated in *Annexure I*.

These revised pay structure shall apply to all persons in wholetime employment in Government except the following :—

- (a) Persons engaged by Government on contract basis except when the contract provides otherwise.
- (b) Persons re-employed in Government service after retirement
- (c) Persons paid out of contingency
- (d) Persons paid otherwise than on a monthly basis including those paid only on piece rate basis.

- (e) Persons not drawing pay in regular scale of pay for whom no revised scales of pay are prescribed.
- (f) Judicial Officers of the Subordinate Judiciary Service in the State of Orissa who are availing the revised scale of pay as per Finance Department Resolution No.23598-F., dated the 3rd June 2003 on the basis of the recommendation of Justice Shetty Commission.
- (g) Employees governed by the Orissa Revised Scales of Pay (for College Teachers) Rules, 1978, the Orissa Revised Scales of Pay (for Medical College Teachers) Rules, 1982, the Orissa Revised Scales of Pay (for College Teachers) Rules, 1989, the Orissa Revised Scales of Pay (for Medical College Teachers) Rules, 1989 and the Orissa Superior Judicial Service (Senior Branch) Rules, 1963.

Employees governed by Orissa Revised Scale of Pay (for College Teachers) Rules, 2001, the Orissa Revised Scale of Pay (for Medical College Teachers) Rules, 2001, the Orissa Revised Scales of Pay (for Engineering College Teachers) Rules, 2001.

- (h) Persons not in whole time employment under Government of Orissa
- (i) Any other category of persons to be excluded from the operations of provisions of revised pay Rules to be framed separately.

### **3. Date of effect of revised pay structure**

The revised pay structure shall be effective from the 1st January, 2006.

### **4. Fitment Principle**

- (i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay without special pay as on the 1st January 2006 by a factor of 1.86 and rounding off the resultant figures to the next multiple of 10. Grade pay corresponding to the pay band will then be added to be shown distinctly.
- (ii) If the minimum of the revised pay band/pay scale is more than the amount arrived at as per the above fitment principle, the pay shall be fixed at the minimum of revised pay band/pay scale with corresponding Grade Pay.

### **5. Exercise of option**

All employees shall be deemed to have come over to the revised scales of pay with effect from the 1st January, 2006 except where the Government servants have opted for a date after the 1st January 2006 under the provisions of Revised Scales of Pay Rules. However, exercise of options shall be limited to the date of increment in the existing scale falling due within a period of one year, i.e. from the 1st January 2006 to the 31st December 2006.

No option shall however be exercised in case of direct recruits appointed on or after the date of implementation of the Revised Scale of Pay Rules. Option once exercised shall be final.

### **6. Rate of increment**

The rate of increment in the revised pay structure will be 3% of the sum of the revised basic pay and grade pay which will be rounded off to the next multiple of 10. The amount of increment will be added to the pay in the pay band.

## **7. Date of increment**

The date of next increment shall be 12 months after the sanction of last increment. Where the pay is fixed at the minimum in the revised pay scale, the date of next increment shall be the anniversary of the date of coming over to the revised scale of pay.

## **8. Fixation of pay on promotion on or after the 1st January 2006**

In case of promotion from one scale of pay to another in the revised pay structure, one increment equal to 3% of the sum of the pay and the corresponding grade pay will be computed and rounded off to 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 be granted in addition to this pay in the pay band. In case where promotion involves changes in the pay band the same methodology will also be followed. However, if the pay in the pay band after adding increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band shall be stepped up to such minimum.

## **9. Option to avail promotional pay**

In case of an employee who has been promoted on or after the 1st January 2006 his/her pay is to be re-fixed in the promotional pay band retrospectively. However, consequent upon his promotion he/she may join the promotional post but may opt to avail promotional pay in a later date i.e. after sanction of increment in the lower scale, his/her pay in the later date will be fixed in the promotional scale of pay after sanction of one increment in the lower scale and fixation of pay in the promotional post in the manner prescribed. In the eventuality of joining in the promotional post earlier and availing the promotional pay in a later date, he/she will continue to get the scale of pay in the lower post from the date of joining in the promotional post along with the grade pay prescribed for higher post till his/her pay is re-fixed in the promotional post. The option shall be exercised within one month from the publication of the revised pay rules, otherwise he/she will be deemed to come over the promotional scale in the revised scale from the date of joining in the promotional post.

## **10. Stepping up benefit**

In case, a senior Government servant is drawing more pay than his junior immediately before the 1st day of January 2006, in the same grade and the senior's pay gets fixed at a stage lower than that of his junior then his pay can be stepped up to the stage of his junior and increment will accrue one year after that date. Such stepping up benefit can be available to an employee only once.

## **11. Assured Career Progression (A.C.P.)**

This will be applicable to all the State Government employees up to Group-A with effect from the 1st January 2006 in three stages i.e. 1st A.C.P. on completion of 15 years, 2nd A.C.P. after 25 years and 3rd A.C.P. after 30 years of service, if they continue in one post/grade. The benefit of A.C.P. will be given only after screening of each and every case by the Screening Committee to be constituted by the controlling Departments and all norms of promotion shall be taken into consideration for allowing A.C.P. in different stages. The financial benefit to the extent of 3% of the basic pay plus grade pay will be added on availing A.C.P. in different stages and next increment will accrue one year after. If the Government employee has already availed both 1st and 2nd stage of Time Bound Advancement (T.B.A.) Scale under earlier revised pay rules, he/she will not be again entitled to the A.C.P. in the revised pay. However, the 3rd A.C.P. after completion of 30 years of service shall be applicable as stated above.

## 12. Pay fixation formula

Pay in the revised pay scale is to be fixed on the basis of the basic pay including stagnation increment but does not include any type of pay like special pay as on the 1st January 2006 or the date from which revised scale of pay is opted for by multiplying the existing basic pay as on the 1st January 2006 by a factor of 1.86 and rounding off the resultant figures to the next multiple of 10. Further, the corresponding Grade Pay to the corresponding revised scale of pay shall be added and this will be the pay in the running pay band.

- (i) Fixation of pay in the revised pay structure of the employees appointed as fresh recruits on or after the 1st January 2006 will be the entry level pay in the Pay Band at which the pay of direct recruits to a particular post carrying a specific Grade Pay will be fixed on or after the 1st January 2006.
- (ii) If the minimum of revised Pay Band/ Pay scale is more than the amount arrived at as per the above, pay shall be fixed at the minimum of revised Pay Band/Pay Scale.
- (iii) The emoluments thus arrived at in the above manner is to be fitted in the corresponding revised Pay Band/ Pay Scale. If the emoluments as on the 1st January 2006 or on the date of coming over to the revised scale is equal to the stage of revised scale, the pay is to be fixed at that stage.
- (iv) In case 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 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 PB-4 after which no further increment will be granted.
- (v) 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 the excess shall be allowed to such Government servant as personal pay to be adjusted in future increases in pay.
- (vi) While determining the basic pay as on the 1st January 2006, the *ad hoc* increment granted for the sake of personal pay on account of stagnation at the maximum of the pre-revised scale will be reckoned to determine the emoluments in the revised Pay Band and Pay Scale. Where the normal date of increment in the pre-revised scale of pay falls on the 1st January 2006, the pay in the running Pay Bands and Grade Pay shall be fixed on the basis of pay admissible in the existing pay scale on the 1st January 2006 including increment.

## 13. Stagnation increment

Stagnation increment in the revised pay scales would be admissible to all category of employees in the Revised Scale of Pay, 2008, at the rate of 3% in the revised pay scale at interval of 2 years after reaching the maximum of the pay band. Three such increments shall be allowed to be treated as personal pay. Employees against whom disciplinary cases are pending will, however, have to await the result of this disciplinary case before being considered for grant of this benefit.

## 14. Dearness allowances

Consequent upon revision of pay scale as per the revised pay structure with effect from the 1st January 2006, the Dearness Allowance shall be regulated in the manner by the same

principle as adopted by Government of India for their employees and the rate of dearness allowance will be as mentioned below :—

Date from which payable	Rate of D.A. per mensem
01.01.2006	No. D.A.
01.07.2006	2% of Basic Pay plus Grade Pay (but does not include Special Pay)
01.01.2007	6% of Basic Pay plus Grade Pay (but does not include Special Pay)
01.07.2007	9% of Basic Pay plus Grade Pay (but does not include Special Pay)
01.01.2008	12% of Basic Pay plus Grade Pay (but does not include Special Pay)
01.07.2008	16% of Basic Pay plus Grade Pay (but does not include Special Pay)

The D.A. and D.P. already sanctioned within the period the 1st January 2006 vide Finance Department Office Memorandum No.12220-F., dated the 19th March 2007, No. 26150-F., dated the 11th June 2007, No. 40878-F., dated the 9th October 2007, No. 21378-F., dated the 19th April 2008 & No. 30111-F., dated the 19th June 2008 and drawn within the said period will be adjusted while drawing the revised pay and Dearness Allowance issue of this Notification implementing the Revised Pay Scale will be adjusted while drawing salary in the revised scale of grade pay and the revised rate of D.A.

### **15. House Rent Allowance**

House rent allowance in the revised scale of pay would be as under—

- (i) For Bhubaneswar (Urban Area) and Cuttack (Urban Area) the House Rent Allowance will be 20%.
- (ii) For Rourkela, Berhampur, Sambalpur, Puri, Bargarh, Brajarajnagar, Bhadrak, Balasore, Balangir, Bhawanipatna, Barbil, Baripada, Dhenkanal, Jeypore, Jharsuguda, Jatni, Keonjhar, Paradeep, Rayagada and Sunabeda (Urban Areas) House Rent Allowance will be 10%.
- (iii) For other areas of the State, the House Rent Allowance will be 5%.

The revised rate of house rent allowance as mentioned above shall be payable in the revised scale of pay from the 1st December 2008. The existing rate of house rent allowance would, however, continue to be paid as admissible in the existing scale of pay until one drawn the revised scale of pay with effect from the 1st December 2008.

### **16. Pension**

#### **(a) Pre-2006 Pensioners & Family Pensioners :—**

- (i) The revised and consolidated pension and family pension for Pre-2006 Pensioners will be the basic pension as on the 1st January 2006 multiplied by a factor of 1.86 + 40% on basic pension and family pension. If the pension and family pension comes to less than Rs.3,500 per month as per above calculation, the same will be stepped up to Rs.3,500 and additional pension if any admissible to the pensioners will be merged with the minimum pension raising to Rs.3,500.

- (ii) Over and above the consolidated minimum pension as indicated in (i) above additional pension will be admissible to the pensioners with effect from the 1st December 2008 as under :—

80 – 85 years	20%
85 – 90 years	30%
90 – 95 years	40%
95 – 100 years	50%
100 years & more	100%

**(b) Post-2006 Pensioners**

The consolidated pension and family pension will be 50% and 30% respectively on the basic pay drawn on the date of retirement corresponding to the prescribed period of service. However the minimum pension will be Rs.3,500 per month and additional pension, if any admissible to the employees will be merged with the pension.

(c) On pension and family pension, the additional pension of 20%, 30%, 40%, 50% and 100% will be admissible to Post-2006 pensioners in the age group of 80—85 years, 85—90 years, 90—95 years and 100 & above years respectively with effect from the 1st December 2008 over and above the minimum pension.

(d) The revised consolidated pension and family pension will be drawn from the 1st December 2008 and 40% of the arrears will be paid in 2008-2009 and the balance 60% in 2009-2010. Over and above the pension and additional pension to the both Pre and Post-2006 pensioners and family pensioners, dearness relief will also be admissible on the following rate :—

01.01.2006	Nil
01.07.2006	2%
01.01.2007	6%
01.07.2007	9%
01.01.2008	12%
01.07.2008	16%

Pension and family pension so drawn within the period the 1st January 2006 onwards on Pre-revised rate will be adjusted while drawing the pension and family pension in the revised rate with dearness relief and the commuted pension will be deducted while drawing the monthly pension in the revised rate.

**17. Commutation of pension**

The commuted value of pension will be 40% instead of 1/3rd. restorable after 15 years and this will be applicable from the prospective date for which separate orders will be issued.

**18. Qualifying Service**

The maximum qualifying service for pension is reduced from 33 years to 25 years and this will have prospective effect for which separate orders will be issued.

## 19. Gratuity

The maximum DCRG amount has been enhanced to Rs.7.5 lakhs from Rs.2.5 lakhs existing and this will have prospective effect.

20. If a Government servant dies in harness the family pension will be 50% of the last pay drawn relating to maximum qualifying service now revised. This will have a prospective effect.

21. The current salary / pension and family pension in the revised scale will be given with effect from the 1st December 2008 and 40% of the arrears will be given in the year 2008-2009 and balance 60% of the arrear salary will be paid in 2009-2010 of which half of such arrear salary will be credited to the respective G.P.F. account of the employees. However, the Government servants retired or retiring on the 31st March 2009 will get the entire arrear salary in one instalment.

22. The revised scale will also be applicable to the Work Charged employees with effect from the 1st January 2006 with the same condition for payment of arrears and current as prescribed for regular Government servants.

23. The revised scale will also be applicable to the Urban Local Bodies employees with effect from the 1st January 2006 provided the respective Urban Local Bodies are able to meet the additional financial burden from their own source.

24. The revised scale will also be applicable to the Aided Educational Institutions having approved regular post and regular scale of pay with effect from the 1st January 2006 and the respective Administrative Department will issue orders accordingly with the concurrence of Finance Department to that effect.

25. The detailed guidelines on sanction of D.A., H.R.A., pension and the mode of payment of arrears and current dues and all other related matters will be issued by Finance Department separately in due course.

26. Finance Department will frame detailed rules laying down the procedures of fixation of pay in the revised scales of pay.

27. The Government have approved setting up of a Committee under the Chairmanship of Development Commissioner-*cum*-Additional Chief Secretary with Principal Secretary, Finance and Secretary, Home Department as Members to look into any anomaly/anomalies which may come up before Government after introduction of Revised Pay Rules. The Committee may co-opt any Member from other Departments, if considered necessary.

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

By order of the Governor

R. N. SENAPATI

Principal Secretary to Government

**EXISTING SCALE OF PAY UNDER O.R.S.P. RULES, 1998 AND CORRESPONDING REVISED  
SCALE OF PAY, 2008 IN PAY BAND WITH GRADE PAY**

(In Rs.)					
Sl. No.	Existing scale of pay under O.R.S.P. Rules, 1998	Post/ Grade	Name of Pay Band/ Scale	Revised Scale of Pay	Revised Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	2550-55-2660-60-3200	S-1	-1S	4440-7440	1300
2	2610-60-3150-65-3540	S-2	-1S	4440-7440	1400
3	2650-65-3300-70-4000	S-3	-1S	4440-7440	1650
4	2750-70-3800-75-4400	S-4	PB-1	5200-20200	1800
5	3050-75-3950-80-4590	S-5	PB-1	5200-20200	1900
6	3200-85-4900	S-6	PB-1	5200-20200	2000
7	<b>3600-100-5600</b>	S-6A	PB-1	5200-20200	2200
8	4000-100-6000	S-7	PB-1	5200-20200	2400
9	4500-125-7000	S-8	PB-1	5200-20200	2800
10	<b>4750-125-7500</b>	S-8A	PB-2	9300-34800	4200
11	5000-150-8000	S-9	PB-2	9300-34800	4200
12	<b>5300-150-8300</b>	S-9A	PB-2	9300-34800	4200
13	5500-175-9000	S-10	PB-2	9300-34800	4200
14	<b>5900-200-9700</b>	S-10A	PB-2	9300-34800	4200
15	<b>5700-200-9900</b>	S-10B	PB-2	9300-34800	4200
16	6500-200-9900	S-11	PB-2	9300-34800	4200
17	6500-200-10500	S-12	PB-2	9300-34800	4600
18	<b>7300-200-10500</b>	S-13	PB-2	9300-34800	4600
19	<b>7300-200-10900</b>	S-14	PB-2	9300-34800	4600
20	8000-275-13500	S-15	PB-2	9300-34800	5400
21	8000-275-13500	S-15A	PB-3	15600-39100	5400
	Group-A Entry				
22	<b>9350-325-14550</b>	S-16	PB-3	15600-39100	6600
23	10000-325-15200	S-17	PB-3	15600-39100	6600
24	10650-325-15850	S-17A	PB-3	15600-39100	6600
25	12000-375-16500	S-18	PB-3	15600-39100	7600
26	14300-400-18300	S-19	PB-4	37400-67000	8700
27	<b>15100-400-19500</b>	S-20	PB-4	37400-67000	8800
28	<b>16400-450-20450</b>	S-21	PB-4	37400-67000	9000