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HOUSING & URBAN DEVELOPMENT DEPARTMENT
RESOLUTION

The 8th November 2006

Subject : Revised scales of pay, 2006 to the employees of all ULBs except B.M.C. & C.M.C.

The pay scales of Municipal Employees were last revised in Housing & Urban Development Department Resolution No.33202, dated the 29th August 2002.

2. The question of granting revised scale of pay to the employees of ULBs other than B.M.C. & C.M.C. as demanded by the Municipal Employees Federation was under active consideration of Government. After careful consideration of all aspects Government have been pleased to supersede the Housing & Urban Development Department Resolution No.33202, dated the 29th August 2002 and to extend such revised scales of pay benefit to the employees of ULBs other than BMC & CMC in the State on the basis of 5th Pay Commission Report with effect from 1st January 1996 notionally and actual financial benefit from 1st January 2006 as indicated in Annexure-I subject to the following stipulations.

- (i) All those ULBs shall give in writing that they would meet the additional financial liabilities with effect from 1st January 2006 arising out of this revision of scale of pay notionally with effect from 1st January 1996 out of their own resources. Those ULBs who do not give such written commitment, the present revised scale of pay will not be applicable to them.
- (ii) No additional grant-in-aid shall be provided by the State Government on account of this revised scales of pay granted to the concerned ULBs with effect from 1st January 2006.
- (iii) The additional financial implication shall be borne by the concerned ULBs of the State from out of their own non-debt income without sacrificing the developmental needs of the Public and in no case the grant/grants given to the ULBs for various developmental works including grants given /to be given under 12th Finance Commission Award and Road Maintenance, incentive linked grant under the award of the Second State Finance Commission etc. will be diverted to meet the additional expenditure arising out of extending the revised scale of pay.
- (iv) The concerned ULBs will have to raise their own resources to meet the additional expenditure liabilities on account of the pay revision and in case, they are not able to meet the additional liabilities, the benefit of this revised scale of pay will not be applicable to them.

- (v) Before extending revised scale of pay benefit to the employees of all those ULBs, the concerned ULBs must clear the outstanding State Government dues including guarantee fees and the defaulted loan, if any payable to State Government and financial institutions for which State Government have given guarantee.
- (vi) Before extending the benefit of revised scales of pay notionally from 1st January 1996 and the actual financial benefit from 1st January 2006, all ULBs must comply with the stipulation of abolition of 75% of the base level vacant posts as on 1st April 2004 prior to issue modified resolution to this effect, which is a condition precedent.
- (vii) The revision of time bound advancement scales shall not be considered by Government until the concerned ULBs enhance their revenue so as to keep the establishment expenditure within their own resources and for this prior approval of Government is to be obtained.
- (viii) These revised scales of pay are applicable to those employees who have been recruited against valid approved sanctioned posts and who are in position as on 1st January 1996. These revised scales of pay are not applicable to the NMRs/DLRs/J.C. Workers who are not on the regular pre-revised scales of pay or those who have been irregularly recruited without any valid sanctioned post.
- (ix) In case, there is any excess payment intentionally or otherwise on any account compared to the notional pay that will be fixed from time to time from 1st January 1996 to 31st December 2005, differential amount would be recovered / adjusted from the differential pay and allowances with effect from 1st January 2006 arising out of fresh pay fixation notionally with effect from 1st January 1996 and actual financial benefit with effect from 1st January 2006.

3. Pay Fixation Formula:

- (i) Pay in the revised scale is to be fixed on the basis of the emoluments as on 1st January 1996 notionally or the date from which the revised scale of pay is opted for—
 - i.e. (Emoluments) = Basic Pay payable on 1st January 1996 in the existing scale of pay or the date from which the revised scale is opted + 40% of the basic pay on that date of the employee.
 - (+) D.A. @ 148% sanctioned as on 31st December 1995
 - (+) I.R. – Rs.100/-.
- (ii) The emoluments thus arrived at in the pre-revised scale will be fitted in the corresponding revised scale of pay.
 - (a) If the emoluments as arrived at as on 1st January 1996 on the date from which revised scale is opted are equal to a stage in the revised scale, the pay is to be fixed at that stage.
 - (b) If the said emoluments are below a stage in the revised scale, the scale will be fixed at the stage next above the emoluments provided :

If the minimum of the revised scale is more than the emoluments arrived at as indicated above, the pay shall be fixed at the minimum of the revised scale.

If the emoluments so arrived at are more than the maximum in the revised scale of pay, then, pay shall be fixed at the maximum of that scale & the difference shall be treated as personal pay.

4. The date of next increment of all employees of the concerned ULBs will be the date of anniversary of the date of coming over the new revised scales of pay, 1996.

5. D.A. of 148% sanctioned as on 1st January 1996 has been merged in the revised scale of pay as indicated in Para 3.

(ii) D.A. on the revised scales of pay at the following rate with effect from 1st July 1996 will be allowed subject to the conditions that the salary and the establishment expenditure would be met out of their own resources and all State Govt. dues have been cleared and there is no default in debt servicing to the financial institutions for which State Govt. have given guarantee.

01.07.1996	@ 4%		01.01.2001	@ 2%
01.01.1997	@ 4%		01.07.2001	@ 2%
01.07.1997	@ 5%		01.01.2002	@ 4%
01.01.1998	@ 3%		01.07.2002	@ 3%
01.07.1998	@ 6%		01.01.2003	@ 3%
01.01.1999	@ 10%		01.07.2003	@ 4%
01.07.1999	@ 5%		01.01.2004	@ 2%
01.01.2000	@ 1%		01.07.2004	@ 3%
01.07.2000	@ 3%		01.01.2005	@ 3%

No D.A. shall be payable on the revised scale of pay with effect from 1st July 1996 until further clearance obtained from Government.

6. Revision of the scales of pay of the employees of all those ULBs has been concurred in by the Finance Department vide their UOR No.524/WF-I, dated the 4th November 2006

7. This revised scales of pay is *mutatis mutandis* applicable to the employees of the Orissa State Municipal Councils Union, Bhubaneswar and Lodging House Fund, Puri subject to fulfilling of all the conditions and stipulated above.

ORDER : Ordered that this Resolution be published in the Extraordinary Issue of *Orissa Gazette* and forwarded to all Departments of Govt./ Heads of Deptt./ RDCs/ District Magistrates/all ULBs of the State.

By order of the Governor

R.B.NAYAK
Director, Municipal Admn. &
Ex-officio Addl. Secy. to Govt.

ANNEXURE-I

Sl. No.	Existing Scales of Pay	Revised scales of pay
(1)	(2)	(3)
1	750-12-870-EB-940	2,550-55-2,660-60-3,200
2	775-12-871-EB-14-1025	2,610-60-3,150-65-3,540
3	800-15-1,010-EB-20-1,150	2,650-65-3,300-70-4,000
4	825-15-900-EB-20-1,200	2,750-70-3,800-75-4,400
5	950-20-1,150-EB-25-1,500	3,050-75-3,950-80-4,590
6	975-25-1,150-EB-30-1,660	3,200-85-4,900
7	1,080-30-1,440-EB-30-1,800	3,600-100-5,600
8	1,200-30-1,560-EB-40-2,040	4,000-100-6,000
9	1,350-30-1,440-40-1,800-EB-50-2,200	4,500-125-7,000
10	1,400-40-1,800-EB-50-2,300	4,750-125-7,500
11	1,400-40-1,600-50-2,300-EB-60-2,600	5,000-150-8,000
12	1,640-60-2,600-EB-75-2,900	5,500-175-9,000
13	1,800-60-2,400-EB-75-3,000	5,900-200-9,700
14	1,700-60-2,300-EB-75-3,200	5,700-200-9,900
15	2,000-60-2,300-EB-75-3,200-100-3,500	6,500-200-10,500
16	2,200-75-2,800-EB-100-4,000	8,000-275-13,500
17	2,800-100-3,600-EB-125-4,350	9,350-325-1,4550