

STAFF : SUPERVISING SALARY REVISION

The Officers in JMGS I to TEGS VII in our Bank are paid salary and allowances as per the salary revision effective from 01.11.1992. In this connection, please refer to our Staff Circular NO.PER:IR:9:95 dated 25.7.95.

Revised Instructions :

Salary revision for officers in public sector Banks from 01.04.1998 has since been finalised by Indian Banks' Association and a Joint Note has been signed on 14.12.1999 by them with all India Bank Officers' Confederation (AIBOC), All India Bank Officers' Association (AIBOA), Indian National Bank Officers' Congress (INBOC) and National Organisation of Bank Officers (NOBO) on the salary revision package, the salient features of which, as applicable to State Bank of India, are given in Annexure I.

2. We are now advised by the IBA that they have since obtained clearance for their proposal from the Government of India for implementation of the revised scales of pay, Dearness Allowance, House Rent Allowance and other provisions, and therefore, pending completion of formalities for amendments to the Officers' Service Rules/Regulations as per the procedure laid down in this behalf, banks may disburse immediately an ad hoc amount equivalent to the net arrears payable for the period April 1998 to January 2000 and further continue to pay the ad hoc amount equal approximately to the increase in emoluments on the basis of month-to-month calculation of the old and revised emoluments from February 2000 onwards till formalities for amending the Officers' Service Rules are completed.

3. Accordingly, the Executive Committee of the Central Board in their meeting held on the 10th February 2000 have resolved to implement the provisions of salary package contained in Annexure I. Accordingly, it has been decided to disburse to officers, an ad hoc amount equivalent to the net arrears payable for the period April 1998 to January 2000 immediately. Also, an ad hoc amount equal to the increase in emoluments worked out, on the basis of month-to-month calculation of the old and revised emoluments from February 2000 onwards may continue to be paid till formalities for amending SBI Officers' Service Rules are completed. The Executive Committee of the Central Board have also approved the continuation of the medical facilities and pension as per the existing rules and payment of Professional Qualification Allowance (PQA) and Fixed Personal Allowance (FPA) as per the existing provision.

4. We further advise as under :

- (i). The fitment in the revised salary scales should be suitably advised to officers by the respective Controlling Authorities on the format given in Annexure II. It may be prepared in triplicate in each case; one copy to be given to the officer concerned, duplicate to be retained at the branch/office where he/she is posted and the third copy to be placed in respective service files.
- (ii). In case of an officer promoted to next higher grade/scale any time after 01.04.1998, he/she may be first fitted provisionally in the new scale of pay on stage-to-stage basis as on 01.04.1998 and thereafter, he/she will be fitted in the new scale as on the date of promotion. In case of a clerical employee promoted to JMGS I on or after 01.04.1998, he/she will be given provisional fitment in the new scale on stage-to-stage basis as per Annexure III. In this connection, the new fitment formula (on promotion from clerical to JMGS I) has not yet been finalised by the IBA. As soon as this is done, we will be advising the branches the final fitment chart for such officers. In this connection, please note that the fitment to be given to officers promoted after 01.11.1997 will be provisional subject to giving final fitment on receipt of revised fitment formula from IBA.
- (iii). As on 01.04.1998, personal allowance/adjusting allowance, if any, is payable to officers, it shall not be reduced on account of initial fitment in the new scales. Such adjustment, however, shall be made on account of any increment or Professional Qualification Allowance on or after 01.04.1998.
- (iv). As regards payment of arrears in respect of officers who ceased to be in service on or after 01.04.1998, we will be advising you shortly.
- (v). Officers who have encashed Privilege Leave between 01.04.1998 and 31.10.1999 may be paid arrears on eligible components for the relevant period. For example, if an officer had encashed leave between 01.04.1998 and 31.10.1999, he/she should be paid arrears only in respect of basic pay and Dearness Allowance and not other components.
- (vi). Officers who were placed under suspension prior to date of salary revision (i.e. 01.04.1998) should not be given the benefit of revised salary for the purpose of calculating subsistence allowance. In other words, an officer placed under suspension prior to 01.04.1998 shall continue to draw subsistence allowance on the pre-revised salary only. However, where an Officer was placed under suspension on or after 01.04.1998, his/her provisional fitment in the revised scale may be done as on 01.04.1998. Consequently, the subsistence allowance payable to him/her may also be recalculated on the basis thereof and resultant arrears of salary and subsistence allowance, if any, should be paid to him/her.
- (vii). Medical Officers in the Bank are governed by separate/special salary scales. As such, the above guidelines will not be applicable in their case.

- (viii) Officers who are on deputation to other organisations within the country but are drawing salary and allowances from the Bank, are also eligible for the provisions as mentioned above. Where the salary and allowances are being paid by the organisation where they have been deputed to, the revised salary and allowances payable to them may be suitably advised to the organisation concerned.
- (ix) The fitment, in the revised pay scale as regards ex-servicemen/ex-emergency/short service commission officers appointed on or after 01.04.1998 will be advised to you separately by us.
- (x) The Probationary Officers (POs) and Trainee Officers (TOs) who were appointed as such before 01.04.1998 (and were still on probation on that day) may be given stage-to-stage provisional fitment as on the said date in the revised pay scale for JMGS I. Similarly, POs and TOs who were appointed as such on or after 01.04.1998 may be provisionally fitted on the date of their appointment 4 stages above the starting basic pay in the revised Scale I. In other words, such officers may be fitted at a basic pay of Rs.8,460/- (corresponding to Rs. 5,290/- in the old scale.).
- (xi) The payment of arrears on account of salary revision will be made by branches/offices where the officer is presently posted. If, before being posted at the present branch/office, an officer was posted at another branch/office between 01.04.1998 and the date of his/her present posting, the relevant details necessary for calculation of arrears should be obtained from the branch/office where the officer was posted earlier. In this connection, it is also suggested that the branches/offices from where the officers have been transferred during the relevant period may keep in readiness the particulars of salary and allowances paid to them at pre-revised scales for immediate onward transmission to the transferee branch/Office.
- (xii) The arrears for the period 01.04.1998 to 31.03.1999 should be paid by the branches/offices by debit to Local Head Office who in turn will consolidate and raise a single debit on Central Accounts Office, Calcutta. The Central Office Establishments may disburse the arrears of salary for the period 01.04.1998 to 31.03.1999 by debit to Central Accounts Office, Calcutta. The arrears payable from 01.04.1999 will be debited by the branches/offices to their charges account. A consolidated statement of arrears paid by debit to CAO, Calcutta may be given on the pro forma given in Annexure VIII and sent to the Banking Operations Department, National Banking Group, with a copy to Industrial Relations Department, Corporate Centre, for information.

(xiii) The members of SBI Employees' Provident Fund who are making additional contribution to Provident Fund in terms of Rule 12 (C) of the Provident Fund Rules may be permitted to opt, if they so desire, not to make additional contribution on arrears of salary for the period 01.11.1999 to the month of payment of arrears on account of salary revision. Further, the members may be permitted to opt for appropriation of the additional contribution already made by them in terms of Rule 12(C) of SBI Employees' Provident Fund Rules between the period 01.11.1999 to the month of payment of arrears towards the arrears of compulsory contribution required to be made by them in terms of Rule 12 (i) of SBI Employees' Provident Fund Rules.

(xiv) The Provident Fund deductions made from ad hoc payment may be credited to the provident fund accounts of the employees.

5. We enclose the following charts for your use.

- Annexure I : Salient features of salary revision
- Annexure II : Format for advising revised pay scales
- Annexure III : Stage-to-stage fitment chart
- Annexure IV : Dearness Allowance payable on pre-revised Basic Pay for the Period 01.04.1998 to 30.04.2000
- Annexure V : Dearness Allowance payable on the revised Basic Pay for the Period 01.04.1998 to 30.04.2000
- Annexure VI : Statement showing the HRA payable on pre-revised and Revised Basic pay.
- Annexure VII: Statement showing the CCA payable on pre-revised and Revised Basic pay.
- Annexure VIII: Format for reporting consolidated statement of arrears paid to officers for the period.

6. In this connection, for any clarification, a reference may be made to us.

SALARY REVISION FOR OFFICERS

1. Scales of Pay : (Effective from 01-04-1998)
- | | | | |
|-----------|---|--|-------------|
| Scale I | 1 | Rs.7,100 - 340 - 12540 | (16) |
| Scale II | 1 | Rs.9820 - 340 - 13560 | (11) |
| Scale III | 1 | Rs.12540 - 340 - 14240 - 380 - 15000 | (5) (2) |
| Scale IV | 1 | Rs.13,900 - 340 - 14240 - 380 - 16140 | (1) (5) |
| Scale V | 1 | Rs.16140 - 380 - 17660 | (4) |
| Scale VI | 1 | Rs.17660 - 420 - 19340 | (4) |
| Scale VII | 1 | Rs.19340 - 420 - 20180 - 520 - 20700 - 600 - 21300 | (2) (1) (1) |

Fitment shall be stage to stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2. Dearness Allowance : (Effective from 01-04-1998)
- Dearness Allowance shall be payable for every rise or fall of 4 points over 1684 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960 = 100 at the following rates :

- (i) 0.24% of "Pay" upto Rs.7,100/- Plus
- (ii) 0.20% of "Pay" above Rs.7,100/- to Rs.11,300/- Plus
- (iii) 0.12% of "Pay" above Rs.11,300/- to Rs.12,025/- Plus
- (iv) 0.06% of "Pay" above Rs.12,025/-

3. House Rent Allowance : (Effective from 01-11-1999)

- | | | |
|-------|--|-----------|
| I | | 11 |
| (i) | Major "A" Class cities and Project Area Centres in Group A | 9% of Pay |
| (ii) | Other places in Area I and Project Area Centres in Group B | 8% of Pay |
| (iii) | Other places | 7% of Pay |

On production of rent receipt :

Provided that if an officer produces a rent receipt, the House Rent

Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 2.50% of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

On capital cost basis :

The claims of officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150% of House Rent Allowance as hitherto.

4. Recovery of House/Furniture Rent : (Effective from 01-11-1999)

- (i) House rent recovery shall be @ 2.50% of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.
- (ii) Furniture rent recovery shall be @ 0.50% of the first stage of the scale of pay in which the officer is placed.

5. City Compensatory Allowance : (Effective from 01-11-1999)

	<u>Area</u>	<u>Rate</u>	<u>Maximum Amount</u>
(i)	Places in Area I and in the State of Goa	4% of Basic Pay	Rs.375/-
(ii)	Places with a population of five lakhs and over, State Capitals and Chandigarh, Pondicherry and Port Blair.	3% of Basic Pay	Rs.250/-

6. Fixed Personal Allowance : (Effective from 01-11-1999)

Fixed Personal Allowance together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

<u>Increment Component</u>	<u>DA as on 01.11.1997</u>	<u>Total F.P.A. payable where bank's accommodation is provided</u>
(A)	(B)	(C)
Rs.	Rs.	Rs.
340	4.28	345
380	4.78	385
420	5.29	425
600	7.56	608

- (1) F.P.A. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.
- (ii) F.P.A. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance drawn by the concerned officer employees when the last increment of the relevant scale of pay is earned.
- (iii) The increment component of F.P.A. shall rank for superannuation benefits.

7. Professional Qualification Allowance : (Effective from 01.11.1999)

Officers shall be eligible for professional qualification allowance as under :-

- | | |
|--|--|
| (i) Those who have passed only CAIIB - Part I. | Rs.135/-p.m. after one year of reaching the maximum of the scale. |
| (ii) Those who have passed both parts of CAIIB - | <p>(a) Rs.135/- p.m. after one year of reaching the maximum of the scale.</p> <p>(b) Rs.340/- p.m. after two years of reaching the maximum of the scale.</p> |

8. Other Allowances : (Effective from 01.11.1999)

(i) Deputation Allowance :

- (a) An officer deputed to serve outside the Bank

7.75% of Pay
(maximum
Rs.1,000/-p.m.)

- (b) An officer deputed to an organisation at the same place or to the training establishment of the bank 4% of Pay (maximum Rs.500/- p.m.)

(ii) Hill and Fuel Allowance :

- | Place | Rate |
|---|-------------------------------------|
| (a) Places at an altitude of 1000 metres and above but less than 1500 metres and Mercara Town | 2% of Pay (maximum Rs.180/- p.m.) |
| (b) Places at an altitude of 1500 metres and above but less than 3000 metres | 2.5% of Pay (maximum Rs.220/- p.m.) |
| (c) Places at an altitude of 3000 metres and above | 5% of Pay (maximum Rs.725/- p.m.) |

9. Other allowances and loans linked to Basic Pay :
Any other allowance and loans related to Basic Pay shall continue to be paid in terms of the pre-revised Basic Pay till the existing rates/multiplying factors are revised.
10. Provident Fund : (Effective from 01-11-1999)
10% of Pay : "Pay" for the purpose of Provident Fund shall mean Basic Pay including Stagnation Increments and Professional Qualification Allowance, increment component of Fixed Personal Allowance and Officiating Allowance.
11. Date of Effect :
For payment of arrears, the benefits under various provisions as above, shall be effective from the dates specified hereunder :-

- | | From |
|---|------------|
| (i) Scales of Pay, Dearness Allowance and Pension | 01.04.1998 |
| (ii) Fixed Personal Allowance, Professional Qualification Allowance, House Rent Allowance, City Compensatory Allowance, Provident Fund, Gratuity, Recovery of House/Furniture Rent and all other Allowances | 01.11.1999 |

Shri _____

_____STAFF : SUPERVISING
SALARY REVISION

We have to advise that, pending amendments in the SBI Officers' Service Rules, salary scales for supervising staff have been provisionally revised with effect from 01.04.1998 as under :

<u>Grade</u>	<u>Existing Scale</u> Rs.	<u>Revised Scale</u> Rs.
JMGS I	4250 - 8050	7100 - 12540
MMGS II	6210 - 8740	9820 - 13560
MMGS III	8050 - 9700	12540 - 15000
SMGS IV	8970 - 10450	13900 - 16140
SMGS V	10450 - 11450	16140 - 17660
TEGS VI	11450 - 12650	17660 - 19340
TEGS VII	12650 - 14000	19340 - 21300

2. In this connection, you were drawing a basic pay of Rs. _____ on 01.04.1998 in JMGS I/MMGS III/SMGS IV/SMGS V/TEGS VI/TEGS VII. Consequent upon the provisional revision in the salary scales, your salary has been refitted as under :-

	<u>Basic Pay</u>	<u>In Scale</u>	<u>Remarks</u>
(i) As on 01.04.1998			(Here, particulars of changes in basic pay on account of increase/
(ii)			refitment after 01.04.1998 due to
(iii)			annual increment/advance
(iv)			increment/scale promotion/CAB
			qualification(s) may be given).

Dept. Head/AGM/DGM/GM

SALARY REVISION FOR OFFICERS - COMBINED FITMENT CHART

Stage	Present Basic Pay	Revised Basic Pay	Stage	Present Basic Pay	Revised Basic Pay
JMG S.I			HMG S.III		
1	4260	7100	1	8050	12540
2	4480	7440	2	8280	12880
3	4710	7780	3	8510	13220
4	4940	8120	4	8740	13560
5	5290	8460	5	8970	13900
6	5520	8800	6	9200	14240
7	5750	9140	7	9450	14620
8	5980	9480	8	9700	15000
9	6210	9820	+1	9950	15380
10	6440	10160	+2	10200	15760
11	6670	10500	SMG S.IV		
12	6900	10840	1	8970	13900
13	7130	11180	2	9200	14240
14	7360	11520	3	9450	14620
15	7590	11860	4	9700	15000
16	7820	12200	5	9950	15380
17	8050	12540	6	10200	15760
18	8280	12880	7	10450	16140
19	8510	13220	SMG S.V		
20	8740	13560	1	10450	16140
+1	8970	13900	2	10700	16520
+2	9200	14240	3	10950	16900
HMG S.II			4	11200	17280
1	6210	9820	5	11450	17660
2	6440	10160	TEG S.VI		
3	6670	10500	1	11450	17660
4	6900	10840	2	11750	18080
5	7130	11180	3	12050	18500
6	7360	11520	4	12350	18920
7	7590	11860	5	12650	19340
8	7820	12200	TEG S.VII		
9	8050	12540	1	12650	19340
10	8280	12880	2	12950	19760
11	8510	13220	3	13250	20180
12	8740	13560	4	13800	20700
13	8970	13900	5	14000	21300
14	9200	14240			
15	9450	14620			
16	9700	15000			
+1	9950	15380			

+ indicates Stagnation Increment.

**DEARNESS ALLOWANCE PAYABLE ON PRE-REVISED BASIC PAY
FOR THE PERIOD 01.04.1998 TO 30.04.2000**

Present Basic Pay	Apr. 98 166	May 98 to Jul. 98 183	Aug. 98 to Oct. 98 194	Nov. 98 to Jan. 99 224	Feb. 99 to Apr. 99 247	May 99 to Jul. 99 227	Aug. 99 to Oct. 99 228	Nov. 99 to Jan. 2000 238	Feb. 2000 to Apr. 2000 249
4250	2469.25	2722.12	2886.76	3332.00	3674.12	3376.62	3391.60	3540.26	3703.87
4480	2602.88	2869.44	3041.92	3512.32	3872.96	3559.36	3575.04	3731.84	3904.32
4710	2736.51	3016.76	3198.09	3692.64	4071.70	3742.09	3768.68	3923.43	4104.76
4940	2866.10	3148.69	3337.96	3854.14	4249.88	3906.76	3922.96	4096.02	4284.29
5290	3024.68	3334.44	3534.87	4081.50	4500.68	4136.16	4164.38	4336.59	4537.02
5520	3135.40	3456.50	3664.27	4230.91	4665.33	4287.57	4306.46	4496.34	4703.11
5750	3246.13	3578.56	3793.67	4380.32	4830.08	4498.98	4458.64	4654.09	4869.19
5980	3356.85	3700.62	3923.08	4529.72	4994.83	4590.39	4610.61	4812.83	5036.27
6210	3467.57	3822.68	4052.46	4679.13	5159.58	4741.80	4762.89	4971.68	5201.36
6440	3578.29	3944.74	4181.86	4828.54	5324.33	4893.21	4914.70	5130.32	5367.44
6670	3689.01	4066.80	4311.26	4977.95	5489.08	5044.62	5066.84	5289.07	5533.52
6900	3799.74	4188.87	4440.66	5127.36	5653.83	5196.03	5218.92	5447.82	5699.61
7130	3910.46	4310.93	4570.05	5276.76	5818.67	5347.43	5370.00	5606.66	5866.69
7360	4021.18	4432.99	4699.45	5426.17	5983.32	5498.84	5523.07	5766.31	6031.77
7590	4131.90	4555.05	4828.85	5575.58	6148.07	5650.25	5675.14	5924.05	6197.86
7820	4242.62	4677.11	4958.25	5724.99	6312.82	5805.66	5830.55	6073.36	6362.95
8050	4353.34	4799.17	5087.65	5874.40	6477.57	5960.97	5985.86	6212.67	6528.04
8280	4464.06	4921.23	5217.05	6023.81	6642.32	6116.28	6141.17	6351.98	6693.13
8510	4574.78	5043.29	5346.45	6173.22	6807.07	6271.59	6296.48	6491.29	6858.22
8740	4685.50	5165.35	5475.85	6322.63	6971.82	6426.90	6451.79	6630.60	7023.31
8970	4796.22	5287.41	5605.25	6472.04	7136.57	6582.21	6607.08	6769.91	7188.40
9200	4906.94	5409.47	5734.65	6621.45	7301.32	6737.52	6757.39	6909.22	7353.49
9450	5017.66	5531.53	5864.05	6770.86	7466.07	6892.83	6912.68	7058.53	7518.58
9700	5128.38	5653.59	5993.45	6920.27	7630.82	7048.14	7067.99	7207.84	7683.67
9950	5239.10	5775.65	6122.85	7069.68	7795.57	7203.45	7223.20	7357.15	7848.76
10200	5349.82	5897.71	6252.25	7219.09	7960.32	7358.76	7378.51	7506.46	8013.85
10450	5460.54	6019.77	6381.65	7368.50	8125.07	7514.07	7534.26	7655.77	8178.94
10700	5571.26	6141.83	6511.05	7517.91	8289.82	7669.38	7689.57	7805.08	8344.03
10950	5681.98	6263.89	6640.45	7667.32	8454.57	7824.69	7844.88	7954.39	8509.12
11200	5792.70	6385.95	6769.85	7816.73	8619.32	7979.90	7999.19	8103.70	8674.21
11450	5903.42	6508.01	6899.25	7966.14	8784.07	8135.21	8154.40	8253.01	8839.30
11750	6014.14	6630.07	7028.65	8115.55	8948.82	8290.52	8309.61	8407.32	8994.39
12050	6124.86	6752.13	7158.05	8264.96	9113.57	8445.83	8464.92	8563.23	9159.48
12350	6235.58	6874.19	7287.45	8414.37	9278.32	8601.14	8620.23	8718.54	9314.57
12650	6346.30	6996.25	7416.85	8563.78	9443.07	8756.45	8775.54	8873.85	9469.66
12950	6457.02	7118.31	7546.25	8713.19	9607.82	8911.76	8930.85	9029.16	9624.75
13250	6567.74	7240.37	7675.65	8862.60	9772.57	9067.07	9086.14	9184.47	9779.84
13600	6678.46	7362.43	7805.05	9012.01	9937.32	9222.38	9241.47	9339.78	9934.93
14000	6789.18	7484.49	7934.45	9161.42	10102.07	9377.69	9396.78	9495.09	10090.02

PQA

120	17.93	19.76	20.96	24.19	26.68	24.62	24.62	26.70	26.89
300	44.82	49.41	52.38	60.48	66.69	61.29	61.56	64.26	67.23

DEARNESS ALLOWANCE PAYABLE ON REVISED BASIC PAY
FOR THE PERIOD 01.01.1998 TO 30.04.2000

Revised Basic Pay	Apr. 98 32	May 98 to Jul. 98 49	Aug. 98 to Oct. 98 60	Nov. 98 to Jan. 99 90	Feb. 99 to Apr. 99 113	May 99 to Jul. 99 93	Aug. 99 to Oct. 99 94	Nov. 99 to Jan. 2000 104	Feb. 2000 to Apr. 2000 116
7100	646.28	834.96	1022.40	1633.60	1926.52	1684.72	1601.76	1772.16	1959.60
7440	667.04	868.20	1063.20	1694.80	2002.36	1647.96	1666.60	1842.88	2037.80
7780	686.80	901.60	1104.00	1666.00	2079.20	1711.20	1729.60	1913.60	2116.00
8120	610.66	934.92	1144.80	1717.20	2166.04	1774.44	1793.62	1984.32	2194.20
8460	632.32	968.24	1186.60	1778.40	2232.88	1837.68	1867.44	2058.04	2272.40
8800	654.08	1001.56	1226.40	1839.60	2309.72	1900.92	1921.36	2126.76	2360.60
9140	675.84	1034.88	1267.20	1900.80	2386.56	1964.16	1985.28	2196.48	2428.80
9480	697.60	1068.20	1308.00	1962.00	2463.40	2027.40	2049.20	2267.20	2507.00
9820	719.36	1101.52	1348.80	2023.20	2540.24	2090.64	2113.12	2337.92	2586.20
10160	741.12	1134.84	1389.60	2084.40	2617.08	2163.88	2177.04	2408.64	2663.40
10500	762.88	1168.16	1430.40	2145.60	2693.92	2217.12	2240.96	2479.36	2741.60
10840	784.64	1201.48	1471.20	2206.80	2770.76	2280.36	2304.88	2550.08	2819.80
11180	806.40	1234.80	1512.00	2268.00	2847.60	2343.60	2368.80	2620.80	2898.00
11620	822.62	1259.49	1542.23	2313.36	2904.65	2390.47	2416.17	2673.21	2955.95
11880	836.68	1279.40	1566.71	2350.08	2960.66	2428.41	2464.62	2716.64	3002.87
12200	846.28	1294.33	1584.90	2377.35	2984.89	2466.69	2483.01	2747.16	3037.72
12540	861.80	1304.33	1597.14	2396.71	3007.94	2476.68	2502.18	2768.37	3061.18
12880	868.33	1314.32	1609.38	2414.07	3030.99	2494.63	2521.36	2789.69	3084.64
13220	884.86	1324.32	1621.62	2432.43	3054.05	2513.51	2540.63	2810.80	3108.10
13560	871.39	1334.31	1633.86	2450.79	3077.10	2532.48	2569.71	2832.02	3131.66
13900	877.92	1344.31	1646.10	2469.15	3100.16	2551.45	2578.89	2853.24	3155.02
14240	884.44	1354.31	1658.34	2487.61	3123.20	2570.42	2598.06	2874.46	3178.48
14620	891.74	1365.48	1672.02	2508.03	3148.97	2591.63	2619.49	2899.16	3204.70
15000	899.04	1376.66	1686.70	2528.65	3174.73	2612.83	2640.93	2921.88	3230.92
15380	906.33	1387.82	1699.38	2549.07	3200.49	2634.03	2662.36	2946.69	3257.14
15760	913.63	1398.99	1713.00	2569.69	3226.26	2655.24	2683.79	2969.30	3283.36
16140	920.92	1410.17	1726.74	2590.11	3252.02	2676.44	2705.22	2993.01	3309.58
16520	928.22	1421.34	1740.42	2610.63	3277.79	2697.66	2726.66	3016.72	3335.80
16900	935.52	1432.51	1754.10	2631.15	3303.55	2718.85	2748.09	3040.44	3362.02
17280	942.81	1443.68	1767.79	2651.67	3329.31	2740.06	2769.52	3064.16	3388.24
17660	950.11	1454.85	1781.46	2672.19	3355.08	2761.26	2790.96	3087.86	3414.46
18080	958.17	1467.20	1796.58	2694.87	3383.56	2784.69	2814.64	3114.07	3443.44
18500	966.24	1479.66	1811.70	2717.66	3412.03	2808.13	2838.33	3140.28	3472.42
18920	974.30	1491.90	1826.82	2740.23	3440.51	2831.57	2862.01	3168.48	3501.40
19340	982.36	1504.25	1841.94	2762.91	3468.98	2855.00	2886.70	3192.69	3530.38
19760	990.43	1516.59	1857.06	2785.69	3497.46	2878.44	2909.39	3218.90	3559.36
20180	998.49	1528.94	1872.18	2808.27	3526.93	2901.87	2933.08	3246.11	3588.34
20700	1008.48	1544.23	1890.90	2836.36	3561.19	2930.89	2962.41	3277.66	3624.22
21300	1020.00	1561.87	1912.60	2868.75	3601.87	2964.37	2996.25	3316.00	3666.62

PQA

136	2.59	3.97	4.86	7.29	9.16	7.63	7.61	8.42	9.32
340	8.53	10.00	12.24	18.36	23.06	18.97	19.18	21.22	23.46

STATEMENT SHOWING THE HRA PAYABLE

Present Basic Pay	On Pre-revised Basic Pay				Revised Basic Pay	On Revised Basic Pay w.e.f.1.11.1999		
	Major HRA	Area I HRA	Area II HRA	Area III HRA		Major HRA	Area I HRA	Area II & Area III HRA
	13%	12%	10.5%	9.5%		9%	8%	7%
4250	552.50	510.00	446.25	403.75	7100	639.00	568.00	497.00
4480	582.40	537.60	470.40	425.80	7440	669.60	595.20	520.80
4710	612.30	565.20	494.55	447.45	7780	700.20	622.40	544.60
4940	642.20	592.80	518.70	469.30	8120	730.80	649.60	568.40
5290	687.70	634.80	555.45	502.55	8460	761.40	676.80	592.20
5520	717.60	662.40	579.60	524.40	8800	792.00	704.00	616.00
5750	747.50	690.00	603.75	546.25	9140	822.60	731.20	639.80
5980	777.40	717.60	627.90	568.10	9480	853.20	758.40	663.60
6210	807.30	745.20	652.05	589.95	9820	883.80	785.60	687.40
6440	837.20	772.80	676.20	611.80	10160	914.40	812.80	711.20
6670	867.10	800.40	700.35	633.65	10500	945.00	840.00	735.00
6900	897.00	828.00	724.50	655.50	10840	975.60	867.20	758.80
7130	926.90	855.60	748.65	677.35	11180	1006.20	894.40	782.60
7360	956.80	883.20	772.80	699.20	11520	1036.80	921.60	806.40
7590	986.70	910.80	796.95	721.05	11860	1067.40	948.80	830.20
7820	1016.60	938.40	821.10	742.90	12200	1098.00	976.00	854.00
8050	1046.50	966.00	845.25	764.75	12540	1128.60	1003.20	877.80
8280	1076.40	993.60	869.40	786.60	12880	1159.20	1030.40	901.60
8510	1106.30	1021.20	893.55	808.45	13220	1189.80	1057.60	925.40
8740	1136.20	1048.80	917.70	830.30	13560	1220.40	1084.80	949.20
8970	1166.10	1076.40	941.85	852.15	13900	1251.00	1112.00	973.00
9200	1196.00	1104.00	966.00	874.00	14240	1281.60	1139.20	996.80
9430	1225.90	1131.60	990.15	895.85	14580	1312.20	1166.40	1020.60
9660	1255.80	1159.20	1014.30	917.70	14920	1342.80	1193.60	1044.40
9890	1285.70	1186.80	1038.45	939.55	15260	1373.40	1220.80	1068.20
10120	1315.60	1214.40	1062.60	961.40	15600	1404.00	1248.00	1092.00
10350	1345.50	1242.00	1086.75	983.25	15940	1434.60	1275.20	1115.80
10580	1375.40	1269.60	1110.90	1005.10	16280	1465.20	1302.40	1139.60
10810	1405.30	1297.20	1135.05	1026.95	16620	1495.80	1329.60	1163.40
11040	1435.20	1324.80	1159.20	1048.80	16960	1526.40	1356.80	1187.20
11270	1465.10	1352.40	1183.35	1070.65	17300	1557.00	1384.00	1211.00
11500	1495.00	1380.00	1207.50	1092.50	17640	1587.60	1411.20	1234.80
11730	1524.90	1407.60	1231.65	1114.35	17980	1618.20	1438.40	1258.60
11960	1554.80	1435.20	1255.80	1136.20	18320	1648.80	1465.60	1282.40
12190	1584.70	1462.80	1280.00	1158.00	18660	1679.40	1492.80	1306.20
12420	1614.60	1490.40	1304.15	1179.85	19000	1710.00	1520.00	1330.00
12650	1644.50	1518.00	1328.30	1201.70	19340	1740.60	1547.20	1353.80
12880	1674.40	1545.60	1352.45	1223.55	19680	1771.20	1574.40	1377.60
13110	1704.30	1573.20	1376.60	1245.40	20020	1801.80	1601.60	1401.40
13340	1734.20	1600.80	1400.75	1267.25	20360	1832.40	1628.80	1425.20
13570	1764.10	1628.40	1424.90	1289.10	20700	1863.00	1656.00	1449.00
13800	1794.00	1656.00	1449.05	1310.95	21040	1893.60	1683.20	1472.80
14030	1823.90	1683.60	1473.20	1332.80	21380	1924.20	1710.40	1496.60
14260	1853.80	1711.20	1497.35	1354.65				
14490	1883.70	1738.80	1521.50	1376.50				
14720	1913.60	1766.40	1545.65	1398.35				
14950	1943.50	1794.00	1569.80	1420.20				
15180	1973.40	1821.60	1593.95	1442.05				
15410	2003.30	1849.20	1618.10	1463.90				
15640	2033.20	1876.80	1642.25	1485.75				
15870	2063.10	1904.40	1666.40	1507.60				
16100	2093.00	1932.00	1690.55	1529.45				
16330	2122.90	1959.60	1714.70	1551.30				
16560	2152.80	1987.20	1738.85	1573.15				
16790	2182.70	2014.80	1763.00	1595.00				
17020	2212.60	2042.40	1787.15	1616.85				
17250	2242.50	2070.00	1811.30	1638.70				
17480	2272.40	2097.60	1835.45	1660.55				
17710	2302.30	2125.20	1859.60	1682.40				
17940	2332.20	2152.80	1883.75	1704.25				
18170	2362.10	2180.40	1907.90	1726.10				
18400	2392.00	2208.00	1932.05	1747.95				
18630	2421.90	2235.60	1956.20	1769.80				
18860	2451.80	2263.20	1980.35	1791.65				
19090	2481.70	2290.80	2004.50	1813.50				
19320	2511.60	2318.40	2028.65	1835.35				
19550	2541.50	2346.00	2052.80	1857.20				
19780	2571.40	2373.60	2076.95	1879.05				
20010	2601.30	2401.20	2101.10	1900.90				
20240	2631.20	2428.80	2125.25	1922.75				
20470	2661.10	2456.40	2149.40	1944.60				
20700	2691.00	2484.00	2173.55	1966.45				
20930	2720.90	2511.60	2197.70	1988.30				
21160	2750.80	2539.20	2221.85	2010.15				
21390	2780.70	2566.80	2246.00	2032.00				
21620	2810.60	2594.40	2270.15	2053.85				
21850	2840.50	2622.00	2294.30	2075.70				
22080	2870.40	2649.60	2318.45	2097.55				
22310	2900.30	2677.20	2342.60	2119.40				
22540	2930.20	2704.80	2366.75	2141.25				
22770	2960.10	2732.40	2390.90	2163.10				
23000	2990.00	2760.00	2415.05	2184.95				
23230	3019.90	2787.60	2439.20	2206.80				
23460	3049.80	2815.20	2463.35	2228.65				
23690	3079.70	2842.80	2487.50	2250.50				
23920	3109.60	2870.40	2511.65	2272.35				
24150	3139.50	2898.00	2535.80	2294.20				
24380	3169.40	2925.60	2559.95	2316.05				
24610	3199.30	2953.20	2584.10	2337.90				
24840	3229.20	2980.80	2608.25	2359.75				
25070	3259.10	3008.40	2632.40	2381.60				
25300	3289.00	3036.00	2656.55	2403.45				
25530	3318.90	3063.60	2680.70	2425.30				
25760	3348.80	3091.20	2704.85	2447.15				
25990	3378.70	3118.80	2729.00	2469.00				
26220	3408.60	3146.40	2753.15	2490.85				
26450	3438.50	3174.00	2777.30	2512.70				
26680	3468.40	3201.60	2801.45	2534.55				
26910	3498.30	3229.20	2825.60	2556.40				
27140	3528.20	3256.80	2849.75	2578.25				
27370	3558.10	3284.40	2873.90	2600.10				
27600	3588.00	3312.00	2898.05	2621.95				
27830	3617.90	3339.60	2922.20	2643.80				
28060	3647.80	3367.20	2946.35	2665.65				
28290	3677.70	3394.80	2970.50	2687.50				
28520	3707.60	3422.40	2994.65	2709.35				
28750	3737.50	3450.00	3018.80	2731.20				
28980	3767.40	3477.60	3042.95	2753.05				
29210	3797.30	3505.20	3067.10	2774.90				
29440	3827.20	3532.80	3091.25	2796.75				
29670	3857.10	3560.40	3115.40	2818.60				
29900	3887.00	3588.00	3139.55	2840.45				
30130	3916.90	3615.60	3163.70	2862.30				
30360	3946.80	3643.20	3187.85	2884.15				
30590	3976.70	3670.80	3212.00	2906.00				
30820	4006.60	3698.40	3236.15	2927.85				
31050	4036.50	3726.00	3260.30	2949.70				
31280	4066.40	3753.60	3284.45	2971.55				
31510	4096.30	3781.20	3308.60	2993.40				
31740	4126.20	3808.80	3332.75	3015.25				
31970	4156.10	3836.40	3356.90	3037.10				
32200	4186.00	3864.00	3381.05	3058.95				
32430	4215.90	3891.60	3405.20	3080.80				
32660	4245.80	3919.20	3429.35	3102.65				
32890	4275.70	3946.80	3453.50	3124.50				
33120	4305.60	3974.40	3477.65	3146.35				
33350	4335.50	4002.00	3501.80	3168.20				
33580	4365.40	4029.60	3525.95	3190.05				
33810	4395.30	4057.20	3550.10	3211.90				
34040	4425.20	4084.80	3574.25	3233.75				
34270	4455.10	4112.40	3598.40	3255.60				
34500	4485.00	4140.00	3622.55	3277.45				
34730	4514.90	4167.60	3646.70	3299.30				
34960	4544.80	4195.20	3670.85	3321.15				
35190	4574.70	4222.80	3695.00	3343.00				
35420	4604.60	4250.40	3719.15	3364.85				
35650	4634.50	4278.00	3743.30	3386.70				
35880								

**STATEMENT SHOWING CITY COMPENSATORY ALLOWANCE
PAYABLE IN PRE-REVISED AND REVISED BASIC PAY**

Stages	Present Basic Pay	Present		Revised Basic Pay	Revised Basic Pay 1.1.11.1995	
		Higher C.C.A. 4.5% Max. 335/-	Lower C.C.A. 3.5% Max. 230/-		Higher C.C.A. 4% Max. 375/-	Lower C.C.A. 3% Max. 260/-
1	4250	191.25	148.75	7100	204.00	213.00
2	4480	201.60	156.80	7440	207.60	223.20
3	4710	211.95	164.85	7780	211.20	233.40
4	4940	222.30	172.90	8120	224.80	243.60
5	5290	238.05	186.15	8460	230.40	260.00
6	5620	248.40	193.20	8800	262.00	250.00
7	5750	258.75	201.25	9140	265.40	260.00
8	5980	269.10	209.30	9480	276.00	260.00
9	6210	279.45	217.35	9820	276.00	260.00
10	6440	289.80	225.40	10160	276.00	260.00
11	6670	300.15	230.00	10500	276.00	260.00
12	6900	310.50	230.00	10840	276.00	260.00
13	7130	320.85	230.00	11180	276.00	260.00
14	7360	331.20	230.00	11520	276.00	260.00
15	7590	335.00	230.00	11860	276.00	260.00
16	7820	335.00	230.00	12200	276.00	260.00
17	8060	335.00	230.00	12540	276.00	260.00
18	8280	335.00	230.00	12880	276.00	260.00
19	8510	335.00	230.00	13220	276.00	260.00
20	8740	335.00	230.00	13560	276.00	260.00
21	8970	335.00	230.00	13900	276.00	260.00
22	9200	335.00	230.00	14240	276.00	260.00
23	9450	335.00	230.00	14620	276.00	260.00
24	9700	335.00	230.00	15000	276.00	260.00
25	9950	335.00	230.00	15380	276.00	260.00
26	10200	335.00	230.00	16760	276.00	260.00
27	10450	335.00	230.00	18140	276.00	260.00
28	10700	335.00	230.00	18520	276.00	260.00
29	10950	335.00	230.00	18900	276.00	260.00
30	11200	335.00	230.00	19280	276.00	260.00
31	11450	335.00	230.00	19660	276.00	260.00
32	11700	335.00	230.00	20040	276.00	260.00
33	12060	335.00	230.00	20420	276.00	260.00
34	12360	335.00	230.00	20800	276.00	260.00
35	12650	335.00	230.00	21180	276.00	260.00
36	12950	335.00	230.00	21560	276.00	260.00
37	13250	335.00	230.00	21940	276.00	260.00
38	13600	335.00	230.00	22320	276.00	260.00
39	14000	335.00	230.00	22700	276.00	260.00

CONSOLIDATED STATEMENT OF ARREARS PAID TO OFFICERS

(i) For the period 01.04.1998 to 31.03.1999

<u>Scale</u>	<u>Basic Pay</u>	<u>D.A.</u>	<u>Bank's contribution towards pension</u>	<u>Total</u>
I				
II				
V				
/				
/				
II				
Total				

(ii) For the period 01.04.1999 to 31.01.2000

<u>Scale</u>	<u>Basic Pay</u>	<u>D.A.</u>	<u>H.R.A.</u>	<u>C.C.A.</u>	<u>F.P.A.</u>	<u>P.D.A.</u>	<u>Bank's contribution towards</u>	<u>Total</u>
							<u>Provident Fund</u>	<u>Pension Fund</u>
II								
III								
IV								
V								
VI								
VII								
Total								

N.B. D.A. payable to officers on revised Basic Salary being less than what was paid to them, net D.A. paid will be negative. Please indicate accordingly.