

All Branches/Offices of State
Bank of India.

STAFF:: SUPERVISING
OFFICERS JMGS-I TO TEGS-VII
10TH BIPARTITE SETTLEMENT

The Indian Banks' Association (IBA) representing the managements of Banks held several rounds of discussions with the authorised representatives of the Officers' Associations on salary revision and other issues concerning service conditions for officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties and accordingly, on the 25th May 2015, IBA signed a Joint Note with the representative Associations of Officers. The representatives of the Officers' Associations have agreed that the existing service conditions be modified to the extent what has been stated in the said joint note.

2. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.
3. The Executive Committee of the Central Board in its meeting held on 13.06.2015 accorded approval for implementation of the provisions of the above Settlements, as applicable, to our Bank.

4. Government of India, Ministry of Finance, Department of Financial Services have conveyed their 'No Objection' to IBA authorizing the Banks to pay revised salary and arrears of pay and allowances w.e.f 01.11.2012 as per the provision of the Joint Note pending amendments to the Officer's Service Regulations/Rules.
5. Accordingly, it has been decided to disburse to officers, an ad-hoc amount equivalent to the net arrears payable for the period 01.11.2012 to 30.04.2015. Also, an ad-hoc amount equal to the increase in emoluments worked out, on the basis of month-to-month calculation of the old & revised emoluments from 1st May 2015 onwards may continue to be paid till formalities for amending SBI Officers' Service Rules are completed.
6. We further advise that:
 - (i) In case of an officer promoted to next higher grade/scale any time after 01.11.2012, he/she may be first fitted provisionally in the new scale of pay on stage-to-stage basis as on 01.11.2012 and, thereafter, he/she will be fitted in the new scale on the date of promotion.
 - (ii) In case of clerical employee promoted to officer cadre on or after 01.11.2012, he/she will be given provisional fitment in the new scale on state-to-stage basis. We shall advise the new fitment formula on promotion from clerical cadre to JMGS-I, separately.
 - (iii) The Probationary Officers and Trainee Officers who were recruited/appointed as such before 01.11.2012 and were still on probation on that day may be given stage-to-stage fitment as on the said date in the revised pay-scale in JMGS-I. Similarly, Probationary Officers and Trainee Officers who were appointed as such on or after

- 01.11.2012 may be provisionally fitted on the date of their appointment 4 stages above the starting Basic Pay in the revised JMGS-I.
- (iv) As on 01.11.2012, Personal Allowance/Adjusting Allowance payable to the officers, if any, 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 01.11.2012.
 - (v) As regards payment of arrears in respect of officers who ceased to be in service of the Bank on or after 01.11.2012, they may be paid arrears of salary revision on ad-hoc basis, pending amendment of SBIOSR.
 - (vi) Officers in service who had encashed Privilege Leave between 01.11.2012 till implementation of the revised salary, may be paid arrear on eligible components for the relevant period.
 - (vii) Officers who were placed under suspension prior to 01.11.2012 should not be given the benefit of revision. However, in case of the officers placed under suspension on or after 01.11.2012, his/her provisional fitment in the revised scale may be done as on 01.11.2012. Consequently, the subsistence allowance payable to him/her may also be recalculated on the basis thereof and resultant arrears of salary & subsistence allowance, if any, should be paid to him/her.
 - (viii) Medical Officers and officers on contractual service in the Bank are governed by separate/special salary scales. As such, the provisions contained in this e-circular will not be applicable in their case, unless specifically mentioned.
 - (ix) The HRMS will make payment of arrear for the period 01.11.2012 to 31.03.2015 by debit to the Central Accounts Office, Kolkata and arrear for the period 01.04.2015 onwards by debit to Charges Account of the respective branch/office.

- (x) Members of SBI Employees' Provident Fund who are making additional contribution to Provident Fund in terms of Rule 12 (C) of the Fund Rules may be permitted to opt, if they so desire, not to make additional contribution on arrears of salary for the period from 01.11.2012 upto 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 the Provident Fund Rules for the period as stated earlier towards the arrears of compulsory contribution required to be made by them in terms of Rule 12(i) of SBI Employees' Provident Fund Rules.
- (xi) The Provident Fund deductions made from ad-hoc payment may be credited to the Provident Fund accounts of officers.
- (xii) Income Tax payable on the amount of arrears should be recovered and in case an Officer requests that the relief available under Section 89(1) of the Income Tax Act should be made available and submits Form 10E, the relevant provisions of extant Income Tax Rules should be followed.
- (xiii) We have already issued instructions relating to payment of arrears through HRMS vide our letter no. CDO/IR/SPL/13 dated 06.06.2015. Copy of the same is enclosed.
- (xiv) The relevant provisions of the Joint Note with our clarificatory remarks are contained in Annexure-A.

7. Please bring it to notice of all concerned and arrange, accordingly.

Dy. Managing Director &
Corporate Development Officer

Annexure-A

1) Scales of Pay

Scale I -	23700	<u>980</u>	30560	<u>1145</u>	32850	<u>1310</u>	42020
		7		2		7	
Scale II -	31705	<u>1145</u>	32850	<u>1310</u>	45950		
		1		10			
Scale III -	42020	<u>1310</u>	48570	<u>1460</u>	51490		
		5		2			
Scale IV -	50030	<u>1460</u>	55870	<u>1650</u>	59170		
		4		2			
Scale V -	59170	<u>1650</u>	62470	<u>1800</u>	66070		
		2		2			
Scale VI -	68680	<u>1960</u>	76520				
			4				
Scale VII -	76520	<u>2120</u>	85000				
		4					

Fitment:

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. Existing & Revised Pay Scales are further illustrated in Annexure-II.

2) **Stagnation Increments**

- a. Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Rule 5(1) (b) after reaching maximum of the higher scale shall be eligible for four stagnation increments for every three completed years of service of which first two shall be Rs.1310/- each and next two Rs. 1460/- each.
- b. Officers in MMG Scale II who have moved to scale of pay for MMG Scale III in terms of Rule 5(1) (b) after reaching maximum of higher scale shall be eligible for three stagnation increments of Rs.1460 /- each for every three completed years of service and a fourth stagnation increment of Rs.1460/- two years after receipt of third stagnation increment.

Provided that officers who have completed two years or more after receipt of the third stagnation increment will get the fourth stagnation increment with effect from 1.5.2015.

- c. Officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for four stagnation increments of Rs.1460/- each for every three completed years of service and a fifth stagnation increment of Rs.1460/- two years after receipt of fourth stagnation increment provided that the officers who have completed two years after receipt of the fourth stagnation increment will get the fifth stagnation increment w.e.f 1.5.2015.
- d. Officers in SMGS-IV shall be eligible for one stagnation increment of Rs.1650/- three years after reaching the maximum of scale w.e.f.

1.5.2015.

3) Dearness Allowance

On and from 1.11.2012, Dearness Allowance shall be payable for every rise or fall of four points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.10% of Pay.

4) House Rent Allowance (w.e.f. 1.11.2012)

I	II
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 and State of Goa	8% of Pay
iii) Other places	7% of Pay

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 0.75% 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.

Note: 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.

5) City Compensatory Allowance (w.e.f. 1.11.2012)

Area	Rate	Maximum Amount
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i)	Places in Area 1 and in the State of Goa	4% of Basic Pay	Rs.870 /- p.m.
ii)	Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3% of Basic Pay	Rs.600/- p.m.

6) Special Allowance (w.e.f. 1.11.2012)

With effect from 1.11.2012, officers shall be paid Special Allowance as under:

Scale I-III - 7.75% of Basic Pay + applicable Dearness Allowance thereon

Scale IV-V - 10% of Basic Pay + applicable Dearness Allowance thereon

Scale VI-VII- 11% of Basic Pay + applicable Dearness Allowance thereon

Note : The special allowance with applicable DA thereon shall not be reckoned for superannuation benefits, viz, pension including NPS, PF and Gratuity

7) Provident Fund (w.e.f. 1.11.2012)

Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

8) Pension (including State Bank of India)

Officers in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

9) Recovery of House/Furniture Rent

- (i) House rent recovery shall be @ 0.75 % 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 @ 0.15% of the first stage of the scale of pay in which the officer is placed.

10) Fixed Personal Pay (w.e.f. 1.11.2012)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the period officers remain in that scale. When the officer is promoted to next higher cadre/scale after drawing FPP under lower cadre/scale then he/she will continue to get the amount of FPP in the promoted scale (except when FPP is changed on account of wage revision) till such time he/she reaches the maximum in promoted cadre/scale. On completion of stipulated one year on maximum of the promoted cadre/scale, he/she shall be sanctioned FPP as applicable to the higher cadre scale in which he/she is placed.

Increment Component (Rs.)	DA as on 1.11.2012 (Rs.)	Total F.P.P. payable where Bank's accommodation is provided (Rs.)
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(A)	(B)	(C)
1310	143	1453
1460	159	1619
1650	180	1830
1800	196	1996
1960	214	2174
2120	231	2351

Note:

- (i) F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with Bank's accommodation.
- (ii) F.P.P. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.
- (iii) The increment component of F.P.P. shall rank for superannuation benefits.
- (iv) Only officers who were in the service of the bank on or before 1.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

11) Professional Qualification Pay (PQP) (w.e.f. 1.11.2012)

(A) Officers shall be eligible for professional qualification pay as under :

(B) Those who have passed only CAIIB – Part I / JAIIB

Rs.670/- p.m. one year after reaching top/maximum of the scale.

- (ii) Those who have passed both parts of CAIB –
- a. Rs.670/- p.m. one year after reaching top/maximum of the scale.
 - b. Rs.1680/- p.m. two years after reaching top/maximum of the scale.
- (B) An Officer employee acquiring JAIB/CAIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

12) Other Allowances (i) Deputation Allowance (w.e.f. 1.6.2015)

Deputation Allowance shall be at the following rates:

An officer deputed to serve – 7.75% of Pay with a outside the Bank maximum of Rs.4000/- p.m.

An officer deputed to an - 4% of Pay with a maximum organization at the same place of Rs.2000/- p.m.

or to the training establishment of the Bank (not applicable in case of non-teaching staff)

(ii) Hill and Fuel Allowance (w.e.f. 1.11.2012)

Place	Rate
(a) Places with an altitude of 1000 metres and above but less than maximum of Rs.750/1500 metres and Mercara Town p.m.	2% of Pay subject to a maximum of Rs.750/1500 p.m.
(b) Places with an altitude of 1500 metres and above but less than a maximum of 3000 metres	2.5% of Pay subject to a maximum of Rs.1000/- p.m.
(c) Places with an altitude of 3000 metres and above maximum of Rs.2000/-	5% of Pay subject to a maximum of Rs.2000/- p.m.

(iii) Halting Allowance (w.e.f. 1.6.2015)

Grade / Scales of Officers	Metro (Rs.)	Major 'A'		
		Class Cities (Rs.)	Area I (Rs.)	Other Places (Rs.)
Officers in Scale VI & above	1800	1300	1100	950
Officers in Scale IV & V above	1500	1300	1100	950
Officers in Scale I/II/III	1300	1100	950	800

(iv) Special Area Allowance (w.e.f. 1.11.2012)

At places where special area allowance is payable in terms of Rule 23(ii) of SBIOSR, the said allowance shall be payable at rates as in Annexure-I.

(v) Mode of Travel and Expenses on Travel

It is reiterated that the following provision shall continue to apply wherever an officer is required to travel on duty:

- (a) An officer in Junior Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He/she may, however, travel by air (economy class) if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.
- (b) An officer in Middle Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He/she may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He/she may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.
- (c) An officer in Senior Management or Top Executive Grade (upto TEGS-VII) is entitled to travel by AC 1st Class by train or by air (economy class).
- (d) An officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.
- (e) Any other officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his/her own vehicle or by taxi or by the Bank's vehicle.

The remaining provisions as in Sub-Rules (2) & (3) of Rules 41 of SBIOSR shall remain unchanged.

Note: Entitlement by Steamer – Delux Cabin

(vi) Leave Travel Concession (w.e.f. 1.6. 2015)

- (a) During each block of 4 years, an officer shall be eligible for leave travel concession for travel to his/her place of domicile once in each block of two years. Alternatively, he/she may travel in one block of two years to his/her place of domicile and in another block of two years to any place in India by the shortest route.
- (b) Alternatively, an officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his/her LTC (other than travel to place of domicile) upon which he/she shall be entitled to receive an amount equivalent to the eligible fare for the class of travel by train to which he/she is entitled up to a distance of 4500 kms (one way) for officers in JMG-Scale-I and MMG – Scale II & III and 5500 kms (one way) for officers in SMG- Scale IV & above.
- (c) An officer opting to encash his/her LTC shall prefer the claim for himself / herself and his / her family members only once during the block / term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LTC.
- (d) The mode and class by which an officer may avail of Leave Travel Concession shall be the same as the officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed

of by an officer, shall be as decided by the Board from time-to-time. Provided that w.e.f. 1st May 2010 an officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1st Class fare by train for the distance traveled whichever is less. The same rules shall apply when an officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

(vii) Definition of Family:

For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean

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- a) the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters as also parents wholly dependent on the employee.
- b) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.10,000/- p.m. If the income of one of the parents exceeds Rs.10,000/- p.m. or the aggregate income of both the parents exceeds Rs.10,000/- p.m., both the parents shall not be

considered as wholly dependent on the officer employee.

- c) A married female employee may include her natural parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, any two of the dependent parents/ parents-in-law shall be covered.

13) Project Area Allowance

On and from 1st November 2012, Project Area Compensatory Allowance shall be payable at the following rates:

Project Areas falling in Group A – Rs.400/- p.m.

Project Areas falling in Group B – Rs.350/- p.m.

14) Mid Academic Year Transfer Allowance

On and from 1st June 2015, Mid Academic Year Transfer Allowance shall be payable at 1100/- p.m. subject to other conditions.

15) Split Duty Allowance

On and from 1st November 2012, Split Duty Allowance shall be payable at 200/- p.m.

16) Compensation on Transfer (w.e.f. 1.6.2015)

In respect of other banks, an officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

Grade/Scale of Officer	(Rs.)
Officers in Scale IV and above	20,000/-
Officers in Scale I, II and III	15,000/-

NOTE: In our Bank, the eligibility will continue to be Rs. 20,000/- in case of officers upto MMGS-III, Rs. 25,000/- in case of officers SMGS-IV & V and Rs. 35,000 in case of officers TEGS-VI & above as contained in our e-circular no. CDO/P&HRD/PM/73/2011-12 dated 08.10.2011.

17) Maternity Leave (w.e.f. 25.5.2015)

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female officer for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- (d) Leave may also be granted once during service to a childless female officer for legally adopting a child who is below one year of age for a maximum period of six months subject to the following terms and conditions: -
 - (i) Leave will be granted for adoption of only one child.
 - (ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.
 - (iii) The leave shall also be available to biological mother in cases where the child is born through surrogacy.

(iv) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

18) Paternity Leave

With effect from 1.6.2015, male officer employees with less than two surviving children shall be eligible for 15 days paternity leave during his wife's confinement. This leave may be combined with any other kind of leave except casual leave. The leave shall be applied upto 15 days before or upto 6 months from the date of delivery of the child.

19) Holidays

In terms of understanding dated 23rd February 2015, reached between IBA and Officers' Associations every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days.

Government of India has since given 'in Principle' approval for the above. IBA has taken up the matter with RBI for implementation of the same with a common date.

20) Privilege Leave

On or from 1.6.2015 under Rule 33(4) of SBIOSR, Privilege Leave may be accumulated up to not more than 270 days except where leave has been applied and it has been refused. However, encashment of Privilege Leave shall be restricted up to a maximum of 240 days.

Further, in modification of Rule 33(5) of SBIOSR, an officer desiring to avail of privilege leave shall ordinarily give not less than 15 days' notice of his/her intention to avail of such leave.

21) Special Sick Leave

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an officer employee once during his/her entire period of service for donation of kidney/ organ.

22) Date of Effect

For payment of arrears, the benefits under various provisions as above shall be from 1st November 2012, unless otherwise specified against the relevant provisions.

Annexure I

Special Area Allowance

Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
(1)	(2)	(3)	(4)
1.	Mizoram a) Chimpluipui District and areas beyond 25 kms. from Lunglei Town in Lunglei District.	2000	2600

	b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town.	1600	2100
	c) Entire Aizawl District	1200	1500
2.	Nagaland	1600	2100
3.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
4.	Sikkim	2000	2600
5.	Lakshadweep Islands	2000	2600
6.	Assam	320	400

Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
(1)	(2)	(3)	(4)
7.	Meghalaya	320	400
8.	Tripura		
	a) Difficult areas of Tripura	1600	2100

	b) Throughout Tripura except difficult areas.	1200	1500
9.	Manipur	1200	1500
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100
11.	Jammu & Kashmir		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District: a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	2000	2600
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	1600	2100
	3) Doda District: Illaquas of Padder and Niabat		

Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
(1)	(2)	(3)	(4)
	Nowgam in Kishtwar Tehsil	2000	2600

	4) Leh District : All places in the District	2000	2600
	5) Barmulla District a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	2000	2600
	b) Matchill	1600	2100
	6) Poonch and Rajouri District : Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.	1200	1500
12.	Himachal Pradesh (1) Chamba District (a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol,	2000	2600

Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
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(1)	(2)	(3)	(4)
	Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata		
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	1200	1500
	(2) Kinnaur District: a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooch Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	b) Entire District other than Areas included in (a) above.	1600	2100
	(3) Kullu District: a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga,	2000	2600

Sr.	Area	Allowances (Rs.)
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No .		Pay below Rs.24,000/-	Pay above Rs.24,000/-
(1)	(2)	(3)	(4)
	Kushwar and Sarga		
	b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
	(4) Lahaul and Spiti District : Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District : a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.	1600	2100

	c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog,	1200	1500
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Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
(1)	(2)	(3)	(4)
	Kasumpti, Mashobra, Taradevi and Tutu).		
	(6) Kangra District: a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100

	<p>b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiar, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar. Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town – H.P. Krishi Vishwavidhalaya Campus, Cattle Development</p>	1200	1500
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Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
(1)	(2)	(3)	(4)

	Office/Jersey Farm, Banuri, Sericulture Office/Indo- German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.		
	(7) Mandi District: Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil – Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	1200	1500

Sr. No	Area	Allowances (Rs.)	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
.			

(1)	(2)	(3)	(4)
	<p>(8) Sirmaur District:</p> <p>Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgiri Tract</p>	1200	1500
	<p>(9) Solan District :</p> <p>Mangal Panchayat.</p>	1200	1500
	<p>(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.</p>	320	400
13.	<p>Uttar Pradesh:</p> <p>Areas under Chamoli, Pithoragarh and Uttar Kashi Districts</p>	2000	2600
14.	<p>Uttarakhand:</p> <p>Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts</p>	2000	2600

ANNEXURE--II

Stage	JMGS-I		MMGS-II		MMGS-III		SMGS-IV		SMGS-V		TEGS-VI		TEGS-VII	
	EXISTING	REVISED												
1	14500	23700	19400	31705	25700	42020	30600	50030	36200	59170	42000	68680	46800	76520
2	15100	24680	20100	32850	26500	43330	31500	51490	37200	60820	43200	70640	48100	78640
3	15700	25660	20900	34160	27300	44640	32400	52950	38200	62470	44400	72600	49400	80760
4	16300	26640	21700	35470	28100	45950	33300	54410	39300	64270	45600	74560	50700	82880
5	16900	27620	22500	36780	28900	47260	34200	55870	40400	66070	46800	76520	52000	85000
6	17500	28600	23300	38090	29700	48570	35200	57520						
7	18100	29580	24100	39400	30600	50030	36200	59170						
8	18700	30560	24900	40710	31500	51490								
9	19400	31705	25700	42020										
10	20100	32850	26500	43330										
11	20900	34160	27300	44640										
12	21700	35470	28100	45950										
13	22500	36780	28900	47260										
14	23300	38090	29700	48570										
15	24100	39400	30600	50030										
16	24900	40710	31500	51490										
17	25700	42020												
18	26500	43330												
19	27300	44640												
20	28100	45950												
+1	28900	47260	32400	52950	32400	52950		60820						

+2	29700	48570	33300	54410	33300	54410	
+3	30600	50030	34200	55870	34200	55870	
+4	31500	51490		57330	35100	57330	
+5						58790	

10th BIPARTITE SETTLEMENT: EXISTING & REVISED PAY SCALES:: OFFICERS

(Based on IBA's letter no. CIR/HR&IR/XBPs/665/879 dated 09.06.2015)