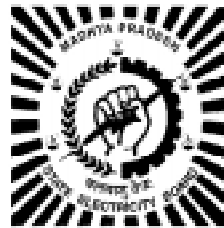


MADHYA PRADESH STATE ELECTRICITY BOARD



**REGULATIONS
FOR REVISION OF PAY SCALES
FOR
CLASS I & II OFFICERS**

w.e.f. 1-1-2001

April, 2006

MADHYA PRADESH STATE ELECTRICITY BOARD

NOTIFICATION

No.01-07/WAC/2487

/Jabalpur, dt. 27.04.2006

In exercise of the powers conferred by Section 79(c) of the Electricity (Supply) Act, 1948, the Madhya Pradesh State Electricity Board (Board) is pleased to make the following regulations for the revision of pay scales for all Class I & II officers of the Board.

1. Short Title, Scope and Commencement :

(a) These regulations may be called : "**The Madhya Pradesh State Electricity Board (Class I and Class II officers) Revision of Pay Regulations 2001**".

(b) **Categories of officers to whom these Regulations apply :**

Save as otherwise provided by or under these rules, these regulations shall apply to all class I and class II officers of the Board, who were in service of the Board as on 1.1.2001. These regulations shall also apply to the officers whose services ended during the period from 1.1.2001 to the date of publication of these regulations on account of retirement, death or discharge on abolition of posts.

(c) **These regulations shall not apply to;**

(i) Re-employed pensioners (i.e. pensioners as on 1.1.2001),

(ii) Part time or daily rated officers and officers on contract, except the cases where emoluments were related to pre-revised pay scales.

(iii) Persons paid from contingencies,

(iv) Workcharged officers, if not employed in any pre-revised pay scale.

(v) Officers of the Board whose services were terminated as a result of disciplinary action or who have resigned their appointment.

(d) **These regulations shall be deemed to have come into force on 1st January 2001.**

2. Definitions :

In these regulations, unless the context otherwise requires :-

- (a) **"Existing Basic Pay"** means the amount drawn monthly by an officer as Basic Pay as on 1.1.2001 or on the date of his appointment, if he/ she was appointed in the Board's service subsequent to 1.1.2001 in the scale of pay applicable w.e.f. 1.4.94 but shall not include special pay or pay granted in lieu of his/ her personal qualification, which has been sanctioned for a post held by him/ her substantively or in an officiating capacity or to which he/ she is entitled by reasons of his/ her position in a cadre.
- (b) **"Additional pay"** means the 22% benefit as given by the Board with effect from 1.1.96 vide order No. 01-07 /WAC/ 287 dt. 9.1.98.

Explanation :

The intention is that the Basic Pay in the revised scales should be fixed only with reference to the existing Basic Pay and 22% additional pay of the individual and special pay or personal pay should not be taken into account for the purpose of fixation in the revised pay scales effective from 1.1.2001..

- (c) "Existing scale" means the scale of pay applicable to an officer in respect of a post held by him/ her on 1.1.2001 or on the date of his/ her appointment, if he/ she was appointed in the Board's service subsequent to 1.1.2001.

Explanation :

In the case of an officer on leave or one who would have officiated in one or more lower posts but for his/ her officiation in higher post, 'Existing scale' includes the scale applicable to a post which he/ she would have held, but for his / her being on leave or but for officiating in higher post.

- (d) "Revised scale" means the scale of Pay prescribed by the Board w.e.f.1.1.2001 indicated in Appendix-I.
- (e) "Fixation benefit" means the benefit of 15% (fifteen percent) on pre-revised basic plus 22% additional pay considered to-gather as on 1.1.2001 shall be allowed and then the fixation shall be done in the revised pay scale with effect from 1.1.2001, or any subsequent date as opted, or appointed in the service of the Board after 1.1.2001.

3. Scale of Pay :

The scales of pay of various categories of class I & II officers of the Board are revised with effect from 1.1.2001 as specified in Appendix-I to these regulations.

4. Application of Revised Scales of Pay :

- (i) An officer shall be allowed notional fixation of his/her pay in the revised scale, applicable to the post held by him/ her on 1.1.2001 with effect from 1.1.2001, or from the date of option as defined in Regulation-13 or date of appointment if the officer has been appointed under the Board on or after 1.1.2001.
- (ii) An officer who on the 1st January 2001 was on leave preparatory to retirement shall be entitled to have his/ her pay notionally fixed for his/ her substantive post or officiating post or both fixed in the revised scale with effect from that date for the purpose of computing his/ her pension, if that date falls within the first four months of leave on full pay.
- (iii) If an officer was under suspension on 1st January, 2001 or if he/ she had been discharged from a post before that date and is re-appointed to it after that date, he/ she shall be entitled to the revised scale of pay only from the date of his/ her return on duty in the post or from the date of re -appointment to it, whichever is later.
- (iv) If an officer was on leave on 1st January 2001, he/ she shall be entitled for notional fixation in the revised scale of pay from 1st January 2001 which shall be applicable to him/ her only from the date of his/ her return to duty on the post after the expiry of the leave, but the period commencing on 1st January 2001 and ending with the date of such return will, if such period will count for future increment in the existing scale, count for future increments in the revised scale also.

5. Fixation of Pay in the Revised Pay Scale :

A) For officers in the Board's service as on 1.1.2001 :

- (i) Fixation benefit in pay at the rate of 15% of the Basic Pay plus additional pay in the existing scale of pay shall be granted to each officer while fixing his/ her pay in the revised scale of pay on 1.1.2001 or at a later date as per provisions in Regulation 4 (i).

(ii) Fixation of pay of individual officer in the revised pay scales shall be done by adding the following :-

- | | | | |
|-----|--|---|---|
| (a) | Pre revised basic pay as on 1.1.2001 | - | A |
| (b) | Add, 22% of `A' termed as additional pay. | - | B |
| (c) | Add, 15% of the pre-revised basic pay plus additional pay as on 1.1.2001 | - | C |
- i.e. on (A+B), as fixation benefit.

Total	-	A+B+C
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(iii) Total sum as per (ii) above, shall be fixed at the next higher stage in the revised scale of pay notionally and the stage so fixed shall be the basic pay in the revised pay scale as on 1.1.2001 in the following manner :

- If the amount calculated under (ii) above contains fraction of a rupee, amount of 50 paise and above shall be rounded off to the next higher rupee and the amount less than 50 paise shall be ignored.
- If the total amount so arrived at is less than the minimum of the revised pay scale, the pay shall be fixed at the minimum of the revised pay scale.
- If the total amount so arrived at is equal to a stage in the revised pay scale, then the pay shall be fixed at the equal stage.
- If the total amount so arrived at is more than the minimum of the revised pay scale and the same is in between two stages of the revised pay scale, then the pay shall be fixed at the next higher stage but shall not be more than the highest stage of the revised pay scale of the officer applicable to the post.
- If the total amount so arrived at is more than the maximum of the revised pay scale, then the pay shall be fixed at the maximum of the pay scale.

B) For officers appointed on or after 1.1.2001 :

Officers who have been appointed in the Board's service afresh on or after 1.1.2001 on the minimum of the existing pay scale, shall be fixed at the minimum of the revised pay scale applicable to the post. Such officers shall also be eligible to other allowances admissible to the post as per rules.

6. Next Annual Grade Increment :

Next annual grade increment of the officer whose pay is fixed in the revised scale will be admissible on the anniversary of last increment i.e. an officer would draw his next increment

as he/ she would have drawn but for the revision of pay scales. However, in the case of an officer who has reached at the maximum of existing pay scale for a period more than a year as on 1.1.2001, the next increment will be allowed on 2.1.2001. In such a case, the next increment after 2.1.2001 if available in the revised scale will be admissible on completion of qualifying service of 12 months i.e. on 2.1.2002.

7. Dearness allowance -

Within the meaning and applicability of these regulations, each dearness allowance instalment sanctioned by the Govt of M.P. for its officers shall become payable to the Board's officers at like rates, for which separate order (s) shall be issued by the Board from time to time.

8. Stagnation Allowance :

Stagnation Allowance sanctioned to an officer, if any, as per prevailing order(s), will be adjusted in the revised pay scales on fixation of pay, in case provisions contained in the prevailing order(s) are not fulfilled on implementation of revised pay scales.

9. Payment of Arrears :

- i) The officers shall be allowed to draw pay in the revised pay scales from the month of April, 2006 i.e. salary of April, 2006 payable on 30-4-2006 .
- ii) The Payment of arrears (net of interim relief already paid) on account of revision of pay scales shall be payable for the period from 1-10-2003 to 31.03.2006 or till the date of retirement, if earlier to 31.03.2006 and shall be paid in cash in 24 equal monthly installments commencing from August 2006.

10. Punishment of withholding of Increments :

Where as a result of departmental enquiry, an officer is /was awarded punishment of withholding of increment(s) with or without cumulative effect, as the case may be, he/ she shall cease to draw the increment(s) in the revised scale of pay for the period for which it is/was withheld as a result of disciplinary action.

11. Advance increment :

The officers who have been appointed on or after 1.1.2001 and allowed advance increment(s) in the existing pre-revised pay scales, shall be entitled to the same benefit and their basic pay in the revised pay scales shall be fixed accordingly. However, those officers who have been allowed such a benefit in the existing pay scale prior to 1.1.2001 and this benefit has been taken into account for fixation of pay in the revised scale of pay, shall not be entitled to such a benefit again.

12. House Rent (License Fee) :

Detailed orders regarding recovery of fixed rent with effect from 1.1.2001 onwards for a particular type of quarter irrespective of the pay of officer, shall be issued separately

13. Option :

- (i) The officers in service of the Board as on 1.1.2001, if they so wish, may exercise their option in the form enclosed (Appendix-II) by 30.04.06 to continue in the existing scale of pay until they earn their next or any subsequent increment in the existing scale, either on account of higher pay scale increments or promotion of his own or his junior for availing the revised scale of pay. The option once exercised shall be final. No option form, however, is required in respect of other officers, who do not want any change in the date of option and the revised pay scale shall apply automatically to such officers with effect from 1.1.2001.
- (ii) All the officers shall be deemed to have opted for the revised pay scale w.e.f. 1.1.2001 except in cases where an officer specifically opts to continue in the existing scale(s) of pay until the date on which, he/ she earns his/ her next increment after 1.1.2001 for the reasons stated in (i) above or for any other reason.
- (iii) A Board's officer who is on leave or on deputation or under suspension on the date of issue of these regulations and who does not join duty before the last date for the exercise of option under sub regulation 13 (i) above, may exercise his/ her option as aforesaid within a period of one month from the date of resumption of duty after the expiry of leave or from the date of his/ her joining the Board's service on the termination of his/ her deputation or reinstatement as the case may be. If the option is not exercised within the stipulated period, the officer shall be deemed to have opted for the revised pay scale w.e.f. 1.1.2001.
- (iv) In case, where an officer opts to continue in the existing scale(s) of pay until the date on which he/ she earns his/ her next increment after 1.1.2001 or till any date, his/ her basic existing pay shall be the pay in the existing scale(s). In such cases, where the officer opts to continue in existing scale, he/ she will be entitled for the benefit of 22% additional pay granted vide order No.01-07/WAC/ 287 dt.9.1.98 till a date just prior to the date from which he/ she has opted for revised pay scale.

Explanation :

- (i) *The option to retain the existing scale under the proviso shall be admissible only in respect of one existing scale.*
- (ii) *The aforesaid option shall not be admissible to any person appointed to a post on or after 1.1.2001, whether for the first time in the Board's service or by transfer or promotion from another post and*

he/ she shall be allowed pay only as admissible in the revised scale with effect from the date of appointment/ transfer/ promotion as the case may be.

14. Disbursement of Pay and Allowance :

- (i) Pay fixation in the revised pay scale, will be done by the Regional Accounts Officer under whose accounting unit the officer is working on the date of issue of this Notification.
- (ii) In cases, where an officer has worked in more than one accounting unit, his/ her arrears of pay and allowances on account of fixation of pay, for the entire period shall be disbursed by the present accounting unit.
- (iii) In cases, where an officer was in service of the Board as on 1.1.2001 and has retired subsequently but before 31.03.2006, his/ her arrears of pay and allowances on account of fixation in the revised pay scale, for the admissible period, will be drawn and disbursed by the office/ accounting unit from where he/ she retired either voluntarily/ compulsorily/ on superannuation. The details of pay and allowances so fixed drawn and disbursed be informed to those other offices/ accounting units where he/ she may have served during the period 1.1.2001 onwards.

15. Manner of Pay Fixation :

The following instructions should be followed by the Regional Accounts Officer (RAO) in connection with the fixation of pay and payment of arrears :

- (i) A Statement (Ready Reckoner) showing various stages at which pay shall be fixed in the revised pay scales, corresponding to the stage in the pre-revised pay scales, according to these regulations, has been prepared and is enclosed as Appendix-III to enable the RAOs to fix the pay accordingly.
- (ii) A specimen form of pay fixation statement is appended (Appendix-IV) which shall be prepared by the RAO for each officer in service of the Board as on 1.1.2001 on the basis of which necessary pay slip will be issued to the officer concerned.
- (iii) Claims of arrears on account of fixation of pay in the revised pay scale should be drawn in a separate bill.
- (iv) A written undertaking in the following form should be obtained from each officer :

"I understand that my pay as fixed now in the revised scale of pay is provisional and I undertake to repay to the Board either in cash or deduction from my salary including pension and DCR Gratuity or any other form of retirement benefits, if any, due to me

all amounts objected to on account of errors in the pay so fixed as well as any amounts that may be found to have been overpaid to me as a result of such fixation."

16. Fixation of pay of an officer placed under suspension:

An officer who has been placed under suspension on or before 1.1.2001 will continue to draw subsistence allowance as admissible to him/ her under rules and his/ her pay will not be fixed in the revised pay scale till he/ she is reinstated in Board's service. He/ she will, however, be entitled to the benefit of fixation of his/ her pay with effect from 1.1.2001 onwards according to these regulations, in case his/ her period of suspension is treated as on duty and he/ she is allowed to draw full pay and allowances for the said period, on his/ her reinstatement in service. In case of an officer placed under suspension after 1.1.2001, his/ her pay will be fixed in the revised pay scale with effect from 1.1.2001 or as per the option exercised by him/ her and subsistence allowance will be paid to him/ her for the period of his suspension accordingly. In case, the period of suspension is not considered as on duty and he/ she is not allowed to draw full pay and allowances, the entitlement of revised pay shall be from the date of his joining service on reinstatement or any subsequent date opted by him, within one month from the date of joining duty.

17. Other Claims :

Travelling allowance claims for the period prior to date of issue of this notification will be admissible to the officers based on their pay in their pre-revised pay scales.

The Travelling Allowance claims and entitlement of class of traveling hereafter shall also be admissible to the officers based on their notional pay in the pre-revised pay scales until further orders in this respect.

18. Relaxation of Regulations :

The Board may relax or suspend the operation of the provisions of these regulations in the case of an officer or category of officers in such manner and to such extent as may appear to it to be just and appropriate or necessary or expedient in the Board's interest, provided that such relaxation or suspension shall not operate to the disadvantage of the officer or categories of officers concerned.

19. Interpretation :

If any question arises relating to the interpretation of these regulations, it shall be referred to the office of the Addl. Secy.(P)I, MPSEB for consideration of the Board whose decision thereon shall be final.

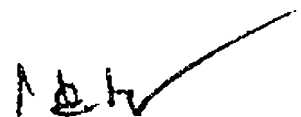
20. Over-riding effect of the rules :

In case where the pay is regulated under these regulations, the provisions of M.P.Fundamental Rules as adopted by the Board or any other rules/regulations of pay fixation issued by the Board shall not apply.

21. Apportionment of Officers between MPSEB & CSEB:

Since final cadre division of MPEB is yet to take place, therefore, every officer shall give an undertaking that in case of his/ her allocation to CSEB, an amount paid as a consequence of this pay revision shall be refunded by him/ her or shall be deducted from his/ her GPF or any amount payable to him/ her by MPSEB. The format for such declaration is enclosed as Appendix-V. The Controlling officers shall ensure that payments are made only after receipt of undertaking from the officer.

BY ORDER OF THE BOARD



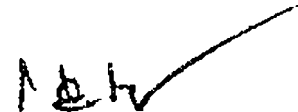
SECRETARY

M.P. STATE ELECTRICITY BOARD

APPENDIX-I

REVISED SCALES OF PAY WITH EFFECT FROM 1.1.2001

S.No.	Name of post	Existing Scale of pay	Revised Scale of pay
1	Assistant Engineer, Shift Chemist, Welfare Officer, Programmer, Accounts Officer, Administrative Officer, Medical Officer and other equivalent posts.	5600-225(8)- 7400-300(10)-10400	8000-300 (8)-10400- 450 (11)- 15350
2	Executive Engineer, Sr. Accounts Officer, Deputy Secretary, Senior Medical Officer, Sr.Chemist, System Analyst and other equivalent posts.	7400-300(14)-11600- 400(3)-12800	10850-450(16)- 18050-550(1)-18600
3	Superintending Engineer, Jt.Secretary, Chief Chemist, Jt. Director and other equivalent posts.	8300-300(11)- 11600-400(9)- 15200	12200-450(13)- 18050-550(7)-21900
4	Addl.Chief Engineer, Addl. Director, Chief Medical Officer and other equivalent posts-	9800-300(6)-11600- 400(12)-16400	14450-450(8)-18050- 550(8)-22450-600(1)- 23050
5	Chief Engineer & other equivalent posts.	11000-300(2)-11600- 400(14)-17200	16250-450(4)-18050- 550(8)-22450-600(3)- 24250
6	Executive Director & other Equivalent posts.	12000-400(15)-18000	17150-450(2)-18050- 550(8)-22450-600(4)- 24850



SECRETARY

MP STATE ELECTRICITY BOARD

APPENDIX-II

FORM OF OPTION

*Ihereby elect the revised scale of pay of Rs.....with effect from 1st January 2001 and shall abide by all the provisions of the regulations in this behalf.

OR

*Ihereby elect to continue in the existing scale of pay of my post mentioned below uptoto enable me to avail the benefit of next increment due onafter 1.1.2001 and shall abide by all the provisions of the regulations in this behalf, on fixation of my pay in the revised pay scale.

Existing scale

Date :

Place:

Signature

Name

Designation

Office in which employed

.....

Signature of Head of the Office

***To be scored out if not applicable.**

APPENDIX-III

**READY RECKONER
(FOR CLASS I & II OFFICERS)**

Master Pay Scale : 8000-300(8)-10400-450(17)-18050-550(8)-22450-600(4)-24850

S. N.	EXISTING STAGES	Add Pay @ 22%	Fix.benefit @ 15% on Basic + Addl.Pay	Total	Stage in which pay tobe fixed
1	5600	1232	1025	7857	8000
2	5825	1282	1066	8172	8300
3	6050	1331	1107	8488	8600
4	6275	1381	1148	8804	8900
5	6500	1430	1190	9120	9200
6	6725	1480	1231	9435	9500
7	6950	1529	1272	9751	9800
8	7175	1579	1313	10067	10100
9	7400	1628	1354	10382	10400
10	7700	1694	1409	10803	10850
11	8000	1760	1464	11224	11300
12	8300	1826	1519	11645	11750
13	8600	1892	1574	12066	12200
14	8900	1958	1629	12487	12650
15	9200	2024	1684	12908	13100
16	9500	2090	1739	13329	13550
17	9800	2156	1793	13749	14000
18	10100	2222	1848	14170	14450
19	10400	2288	1903	14591	14900
20	10700	2354	1958	15012	15350
21	11000	2420	2013	15433	15800

22	11300	2486	2068	15854	16250
23	11600	2552	2123	16275	16700
24	12000	2640	2196	16836	17150
25	12400	2728	2269	17397	17600
26	12800	2816	2342	17958	18050
27	13200	2904	2416	18520	18600
28	13600	2992	2489	19081	19150
29	14000	3080	2562	19642	19700
30	14400	3168	2635	20203	20250
31	14800	3256	2708	20764	20800
32	15200	3344	2782	21326	21350
33	15600	3432	2855	21887	21900
34	16000	3520	2928	22448	22450
35	16400	3608	3001	23009	23050
36	16800	3696	3074	23570	23650
37	17200	3784	3148	24132	24250
38	17600	3872	3221	24693	24850
39	18000	3960	3294	25254	24850 *

* End of the Master Scale/ ED scale

APPENDIX-IV

**MADHYA PRADESH STATE ELECTRICITY BOARD
FIXATION OF PAY**

1. Name of officer :
2. Designation :
3. Name of Office to which attached :
4. Existing pay scale :
5. Existing pay :
6. Revised pay scale :
7. Date of option of revised pay scale :
8. Date of next increment on or after 1.1.2001 :
9. Date of option :
10. Fixation of Pay :-
 - (a) Pre revised basic pay as on 1.1.2001 - A
 - (b) Add additional pay @ 22% of 'A' above. - B
 - (c) Add, 15% of the pre-revised basic pay and addl.pay i.e.(a+b) above as fixation benefit. - C
11. Total (A+B+C) :
12. Pay fixed :
13. Date of next increment :
14. Remarks, if any :

15.

S.No.	Date of next increment	Year	Pay fixed	Remark
01.	2001	Rs.	
02.	2002	Rs.	
03.	2003	Rs.	
04.	2004	Rs.	
05.	2005	Rs.	
06.	2006	Rs.	

Signature of RAO

APPENDIX-V

UNDERTAKING

I,hereby declare and undertake that in case of my allocation to CSEB, consequent upon final cadre division of MPEB, the amount paid to me due to consequence of this pay revision will be refunded by me or the same shall be deducted from my GPF or any amount payable to me by MPSEB.

Date:

Place:

Signature

Name

Designation.....

Office