

**GOVERNMENT OF TRIPURA
DEPARTMENT OF FINANCE**

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No.F.6(5)-FIN(PC)/10

Dated, Agartala, 31 March 2015

To

The Managing Director, Tripura Small Industries Corporation Ltd./Tripura Industrial Development Corporation Ltd./ Tripura Forest Development and Plantation Corporation Ltd./ Tripura Tea Development Corporation Ltd./ Tripura Road Transport Corporation Ltd./ Tripura Handloom & Handicrafts Development Corporation Ltd./ Tripura Horticulture Corporation Ltd./ Tripura Rehabilitation Plantation Corporation Ltd; The Chairman-cum- Managing Director, Tripura State Electricity Corporation Ltd.

Subject : Revision of pay scale of employees and workers of 9 (nine) PSUs – guidelines regarding.

Sir/ Madam,

I am directed to refer to this Department communications of even number dated 20-07-2010 and 19-12-2012 on the subject captioned above and inform you that on further consideration of grievance of the employees of your Organization, the State Government has decided to allow the modified revised pay structure by computing notionally with effect from 01.01.2006 and financial benefit from 01-04-2015 onwards (i.e. for the salary of April, 2015 payable in 1st May, 2015) subject to strict adherence of terms and conditions including modified Pay Band and Grade Pay structure incorporated in the Annexures enclosed with this letter.

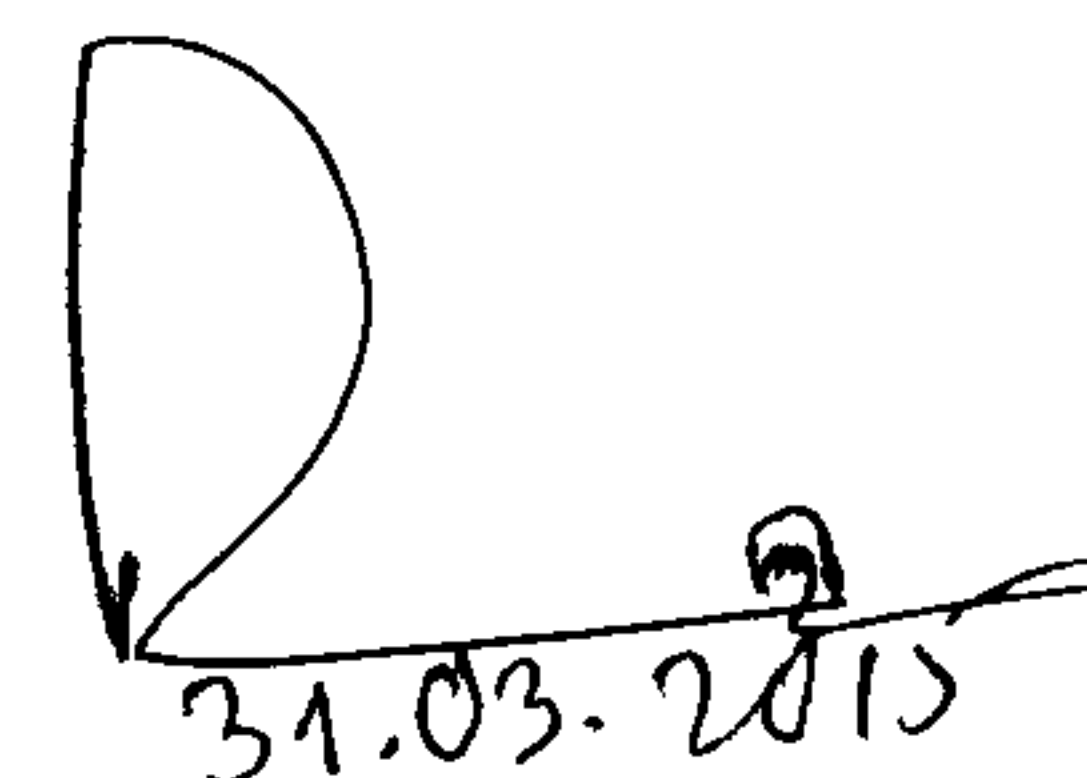
- i) Annexure-A – Corresponding between the existing pay scale and the modified revised pay structure, 2015;
- ii) Annexure-B – Containing entry pay in the modified revised pay structure for direct recruits appointed on or after 01.01.2006;
- iii) Annexure-C – Containing Terms and Conditions;

2. In view of the above, I am directed to request you to place the above proposal for revision of pay structure before the Board of Directors/ Governing Body / Executive Committee of your Organization for its consideration and adoption along-with the enclosed Annexures and thereafter obtain administrative approval from the Nodal

Department for implementation of the same subject to condition that no deviation under any circumstances should be made beyond the enclosed Annexures while considering the revision without prior concurrence, if any, from the Finance Department.

3. In respect of revision of remuneration of fixed pay employees who were recruited on fixed pay basis in the posts created by keeping abeyance regular scale posts, the Finance Department's Memorandum No.F.4(16)-FIN(PC)/88 dated 31 March 2015 shall be strictly followed. This is, however, subject to condition that financial benefits on the revision of remuneration would be admissible w.e.f. 1st April, 2015 payable in May, 2015.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'R. Debarma', written over a horizontal line. The signature is stylized and somewhat cursive.

(R. DEBBARMA)

Joint Secretary to the
Government of Tripura

Copy to:

1. Secretary/ Secretary In-charge of Department (Nodal Department)

**Correspondence between the existing pay scales
and the modified revised pay structure, 2015**

Existing Pay Scales			Revised Pay Structure		
Pre-revised Pay Scale No.	Posts / Services	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	All posts/ Services carrying existing scales shown in column (3)	2600-55-2985-60-3285-65-3545	PB-1	Rs.4840-13000	Rs.1400
2	-do-	2650-65-3300-70-4350	PB-1	Rs.4840-13000	Rs.1650
3	-do-	2750-70-3800-75-4925	PB-1	Rs.4840-13000	Rs.1800
4	-do-	2900-75-3800-80-4760-90-5660	PB-1	Rs.4840-13000	Rs.1900
5	-do-	3050-80-4010-90-4910-100-5910	PB-2	Rs.5700-24000	Rs.2000
6	-do-	3200-90-4280-100-5480-110-6030	PB-2	Rs.5700-24000	Rs.2100
7	-do-	3300-100-4800-110-5900-120-7100	PB-2	Rs.5700-24000	Rs.2200
8	-do-	4000-110-5650-120-6850-130-7890	PB-2	Rs.5700-24000	Rs.2400
9	-do-	4200-120-6000-130-7300-150-8650	PB-2	Rs.5700-24000	Rs.2800
10	-do-	5000-130-6690-150-8940-170-10300	PB-2	Rs.5700-24000	Rs.4200
11	-do-	5500-150-7750-175-9500-200-10700	PB-3	Rs.10230-34800	Rs.4400
12	-do-	6500-200-10500-225-12300	PB-3	Rs.10230-34800	Rs.4600
13	-do-	7450-225-11500-250-13000	PB-3	Rs.10230-34800	Rs.4800
14	-do-	7800-275-10000-300-15100	PB-4	Rs.15600-39100	Rs.5400
15	-do-	10000-300-15100	PB-4	Rs.15600-39100	Rs.6600
16	-do-	10650-325-15850	PB-4	Rs.15600-39100	Rs.6800
17	-do-	11000-350-18000	PB-4	Rs.15600-39100	Rs.7000
18	-do-	11150-375-18275	PB-4	Rs.15600-39100	Rs.7100
19	-do-	12000-400-18400	PB-4	Rs.15600-39100	Rs.7600
20	-do-	14150-450-20000	HAG + Scale	Rs.37400-67000	Rs.8700

ANNEXURE-B

**ENTRY PAY IN THE MODIFIED REVISED PAY STRUCTURE FOR
DIRECT RECRUITS APPOINTED ON OR AFTER 01-01-2006**

PB-1
(Rs. 4840 - 13000/-)

Grade Pay	Pay in the Pay Band	Total
1400	4840	6240
1650	4930	6580
1800	5120	6920
1900	5400	7300

PB-2
(Rs. 5700 - 24000/-)

Grade Pay	Pay in the Pay Band	Total
2000	5700	7700
2100	5960	8060
2200	6140	8340
2400	7440	9840
2800	7820	10620
4200	9300	13500

PB-3
(Rs. 10230 - 34800/-)

Grade Pay	Pay in the Pay Band	Total
4400	10230	14630
4600	12090	16690
4800	13860	18660

PB-4
(Rs. 15600 - 39100/-)

Grade Pay	Pay in the Pay Band	Total
5400	15600	21000
6600	18600	25200
6800	19810	26610
7000	20460	27460
7100	20740	27840
7600	22320	29920

TERMS AND CONDITIONS OF REVISION OF PAY UNDER THE MODIFIED REVISED PAY STRUCTURE FOR THE EMPLOYEES OF TRIPURA SMALL INDUSTRIES CORPORATION LTD./TRIPURA INDUSTRIAL DEVELOPMENT CORPORATION LTD./TRIPURA FOREST DEVELOPMENT AND PLANTATION CORPORATION LTD./TRIPURA TEA DEVELOPMENT CORPORATION LTD./ TRIPURA ROAD TRANSPORT CORPORATION LTD./ TRIPURA HANDLOOM & HANDICRAFTS DEVELOPMENT CORPORATION LTD./ TRIPURA HORTICULTURE CORPORATION LTD./ TRIPURA REHABILITATION PLANTATION CORPORATION LTD./ TRIPURA STATE ELECTRICITY CORPORATION LTD.

Re-fixation of initial pay in the modified revised pay structure :

(1) The initial pay of the employees, who continued in service after 31 December 2005, shall be re-fixed in the modified revised pay structure notionally w.e.f. 01-01-2006 or from the date of option already exercised for coming over to the revised pay structure under the Rules in the following manner :

(a) on providing the benefit(s) of bunching increments in the eligible cases to the existing basic pay; the pay in the Pay Band of the employee shall be determined by way of multiplying with a factor of 1.86 and rounding off the resultant figure to the next multiple of 10. In case of calculation of pay in the Pay Band under the modified revised pay structure, paise should be ignored, but any amount of a rupee or more should be rounded off to the next multiple of 10.

(b) if the minimum of the revised Pay Band is higher than the amount arrived at as per (a) above, the pay shall be fixed at the minimum of revised Pay Band.

Provided that where in the re-fixation of pay in the Higher Administrative Grade (HAG), the pay of employees drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the Pay Band, then, for every two stages so bunched, benefit of one increment shall be provided so as to avoid bunching of more than two stages in the revised running Pay Bands. For this purpose, the increment will be calculated on the

pay in the Pay Band. Grade Pay will not be taken into account for the purpose of granting increments to alleviate bunching.

(c) after determination of the pay in the Pay Band, modified Grade Pay corresponding to the existing scale shall be added.

(2) In case of re-fixation of pay under the modified revised pay structure, the rate of increment shall be three per centum (3%) with effect from 01-01-2006. In case of calculation of increments under the revised pay structure, paise should be ignored, but any amount of a rupee or more should be rounded off to the next multiple of 10.

(3) In case an employee whose pay has been fixed in the revised pay structure of PB-4 (Rs.15,600 – 39,100/-) / HAG + Scale (Rs.37,400 – 67,000/-) and who reaches the maximum (as the case may be) of the aforesaid Pay Band/ Scale after adding the amount of increment shall draw stagnation increment at the same rate mentioned in the provision (a) of sub-rule (1) above after every 2 years of stagnation.

(4) In case of PB-4, the employees borne under Grade Pay of Rs.5400/- (against pre-revised scale of Rs.7800 – 15,100/-), under Grade Pay of Rs.6600/- (against pre-revised scale of Rs.10,000 – 15,100/-) and Grade Pay of Rs.6800/- (against pre-revised scale of Rs.10,650 – 15,850/-) would be entitled to get 3, 2 and 1 financial up-gradation respectively under the scheme provided the concerned employees had not got scale up-gradation including promotion up to 3, 2 & 1 respectively during the intervening period.

(5) In case of promotion from one Grade Pay to another Grade pay under PB-4 or from PB-4 to HAG+Scale, the pay in the Pay Band to be arrived after adding the increment in the manner prescribed in these Rules shall not exceed the maximum of the Pay Band to which promotion is taking place.

(6) Under the modified revised pay structure, the employees shall be classified as Group-A, Group-B, Group-C and Group-D in the following manner :

(a) Group-A : The employees holding all posts in the Pay Band-4 and HAG + Scale with Grade Pay ranging from Rs.5400/- to Rs.8700/-.

(b) Group-B : The employees holding all posts in the Pay Band-3 with Grade Pay ranging from Rs.4400/- to Rs.4800/-.

(c) Group-C : The employees holding all posts in the Pay Band-2 with Grade Pay ranging from Rs.2000/- to Rs.4200/-.

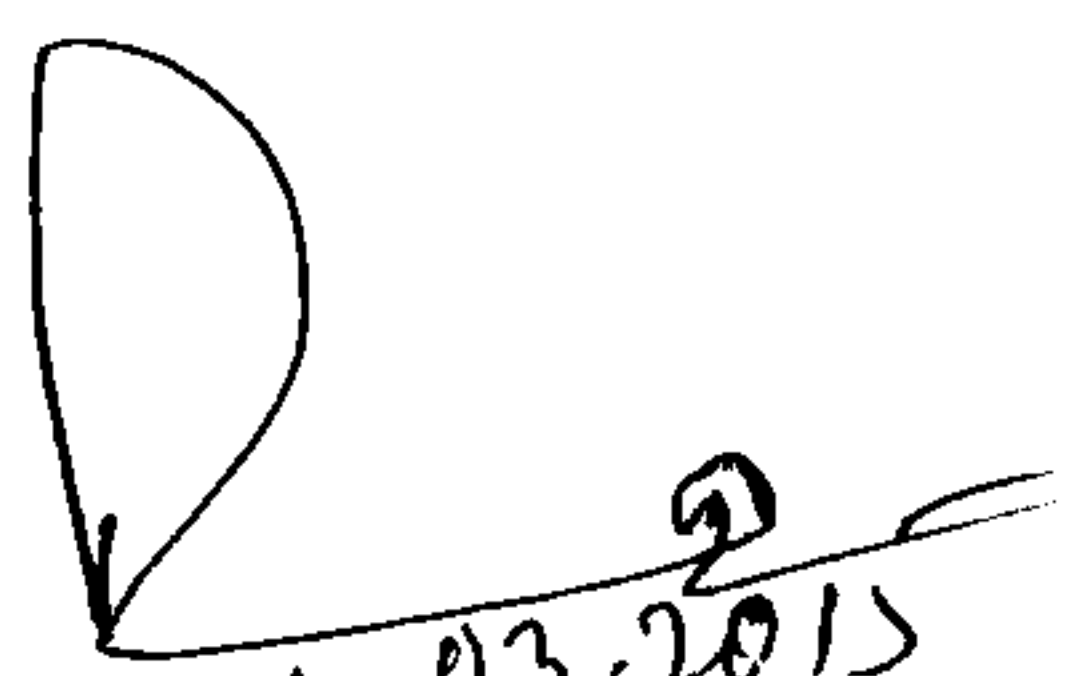
(d) Group-D : The employees holding all posts in the Pay Band-1 with Grade Pay ranging from Rs.1400/- to Rs.1900/-.”

(7) Detailed Re-fixation Tables for each stage in each of the pre-revised scales have been worked out at ANNEXURE-I of the Tripura State Civil Services (Revised Pay) (Twelfth Amendment) Rules, 2015 which is available on the website of the State Government (<http://tripura.gov.in/> or tripura.gov.in). These may be used for the purpose of re-fixation of pay in the modified revised pay structure as on 01-01-2006.

(8) The re-fixation of pay shall be notionally regulated up to 31-03-2015 under normal rules of Revision of Pay. The financial benefit to be accrued on re-fixation of pay in the modified revised pay structure shall be payable w.e.f. 01-04-2015.

(9) All other terms and conditions laid down in the previous communication of even number dated 20-07-2010 on revision of pay applicable for the employees of your Organization shall stand unaltered. Save as otherwise provided in these provisions, the provisions contained in the previous communication(s) mentioned above to the extent of inconsistency, if any, with these provisions shall not apply.

(10) Communications under Memoranda No.F.6(1)-FIN(PC)/2008 dated 21-06-2013 and No.F.6(1)-FIN(PC)/2008 dated 09-11-2012 issued from the Finance Department should be followed in respect of method(s) of fixation of pay at the time of direct recruits appointed on or after 01-01-2006 and at the time of promotion/ACP of employees of your organization.


31-03-2015
(R. DEBBARMA)
Joint Secretary to the
Government of Tripura