

# Highlights of 10<sup>th</sup> Pay Commission Recommendations

The Commission recommends for a fitment benefit of 12% of the existing basic pay subject to a minimum of ₹2000/-

DA shall be fully neutralized at 80% as on 01.07.2014 and service weightage at ½% per completed year of service subject to a maximum of 15% shall be allowed. The amount of fitment benefit and service weightage taken together shall not exceed ₹12000.

The revised scales of pay shall come into force w.e.f.01.07.2014. All employees who were in service as on 01.07.2014 shall be deemed to have come over to the new scales with effect from 01.07.2014. **There will be no option.** Increments will be granted on due dates as if one had continued in the old scale without waiting for one year from the date of revision.

We are therefore of the view that the new pay scales and pension revision recommended by us should be in force for 10 years.

## **Scales of LI/AFO/FO**

Sl No	Name of Post	Existing Scale	Proposed Scale
1	Field Officer (HG)	19240-34500	39500-79200
2	Field Officer	18740-33680	37500-75600
3	Assistant Field Officer	14620-25280	32300-65400
4	Livestock Inspector Gr I	13210-22360	27800-56700
5	Livestock Inspector Gr II	10480-18300	22200-45800

## **Master Scale Maintained**

17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000

## **HOUSE RENT ALLOWANCE**

House Rent Allowance is granted to compensate on cost of residential accommodation of employees. HRA is being paid with reference to pay range and place of work. There are 6 slabs of pay ranges and the work places are categorized in to 4. The existing minimum HRA is Rs.250 and maximum Rs.1680.

## **PROPOSED RATES OF HRA (IN Rs.)**

SL.NO	PAY RANGE	B2 CLASSCITIES & ABOVE	OTHER CITIES/TOWNS	OTHER PLACES
1.	17000-27800	1500	1250	1000
2.	28500-44700	2000	1500	1250
3.	45800-72000	2500	1750	1500
4.	73800 & above	3000	2000	1750

### **Favorable Recommendations:**

- 1 Field Officer (HG) (Higher Grade Ration form 20% to 25%)  
Assistant Field Officer (scale of pay corresponding to ₹ 16180-29180)  
Livestock Inspector Gr I (scale of pay corresponding to ₹ 13900-24040)
- 2 HRA with less disparity between cities/towns & other places
- 3 Fitment benefit of 12% of existing basic pay
- 4 Fitment benefit of 18% of existing basic pension
- 5 Full Pension for 25 years of Services

### **Unfavorable Recommendations:**

- 1 Pay Revision only after ten years
- 2 3<sup>rd</sup> & 4<sup>th</sup> Time Bound Higher Grade limited to the first four scales of pay

### **Casual Sweepers**

The Commission recommends enhancing the remuneration of Casual Sweepers to a consolidated amount of Rs.5000/- per month. The Commission also recommends that Casual Sweepers may be given preference while filling vacancies arising on the posts of Part time Contingent Employees.