



**MAHAVITARAN**  
Maharashtra State Electricity Dist.Co.Ltd  
(A Govt. of Maharashtra Undertaking)  
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## **ADMINISTRATIVE CIRCULAR NO. 486 DATE 30 / 06 / 2014**

Sub : Revision of existing pay-scales prescribed for the various categories of posts whose minimum of existing pay-scales are upto and including Rs.21365/- per month and also prescribing the method of fixation of pay in the revised pay-scales, payment of arrears etc..

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The revision of existing pay scales for various categories was due w.e.f. 01.04.2013 and the issue regarding revision of pay scales for the employees upto the rank of Dy. Executive Engineers whose minimum pay scale is Rs. 21365/- and below was under consideration some time in the past.

2. Now, the Board of Directors, Maharashtra State Electricity Distribution Company Limited vide Resolution No. 185 dated 26.06.2014 have accorded approval to revise the existing pay-scales indicated in Column No.3 of the Table set out below [in force under Administrative Circular No. 241, dated 27.08.2009] with retrospective effect from 1<sup>st</sup> April, 2013 as specified in Column No.4 thereof respectively.

Sr. No.	Category of post	Existing pay scale	Revised pay Scale
1.	2.	3.	4.
1.	Jr. Technician(Helper)/Peon and equivalent	8040-155-8815-185-10665-220-15725	10050-195-11025-235-13375-275-19700
2.	Technician (ALM)/Daftary and equivalent	8425-185-9350-220-11550-295-18925	10535-235-11710-275-14460-370-23710
3.	Technician C (Artisan 'C') / Sr. Technician (LM)/L.D.C./ Office Asstt. and equivalent	9020-220-10120-295-13070-325-22495	11275-275-12650-370-16350-410-28240
4.	Technician B (Artisan 'B') / Driver and equivalent	9300-295-10775-325-14025-360-25545	11625-370-13475-410-17575-450-31975
5.	Technician A (Artisan 'A') / U.D.C. and equivalent	9570-325-11195-360-14795-390-27275	11965-410-14015-450-18515-490-34195
6.	Asstt.Acctt./Head Clerk and equivalent	10555-390-12505-510-17605-540-31105	13195-490-15645-640-22045-675-38920
7.	Asstt.Vigilance Officer and equivalent	11310-520-13910-540-19310-565-31740	14140-650-17390-675-24140-710-39760
8.	Sub-Engineer and equivalent	11600-520-14200-540-19600-565-32030	14500-650-17750-675-24500-710-40120
9.	L.C.F./Head Foreman and equivalent	13145-540-15845-565-21495-640-33655	16435-675-19810-710-26910-800-42110
10.	Dy. Manager (HR / F&A) and equivalent	14225-670-17575-705-35905	17785-840-21985-885-44995
11.	Jr.Engineer and equivalent	15285-670-18635-705-36965	19110-840-23310-885-46320

*[Handwritten signature]*

12.	Labour Officer and equivalent	17090-670-20440-705-37360	21365-840-25565-885-46805
13.	Asstt.Engineer and equivalent	19205-780-23105-845-43385	24010-975-28885-1060-54325
14.	Manager (HR / F&A) and equivalent	19810-780-23710-845-43990	24765-975-29640-1060-55080
15.	Sr. Manager (HR ) and equivalent	21170-845-25395-900-47895	26465-1060-31765-1125-59890
16.	Dy.Ex.Engineer and equivalent	21365-845-25590-900-48090	26710-1060-32010-1125-60135

Note: The term "equivalent" in the above table implies all employees/officers whose existing pay-scales are the same.

3. The details regarding method of fixation of pay in the revised pay-scales, payment of arrears etc. are embodied in the ANNEXURE – 'A' and ANNEXURE 'C-I to C-XVI' enclosed to this Administrative Circular.

4. Further, the payment of arrears accruing w.e.f. 01.04.2013 shall be paid in four installments on the best efforts basis in the following manner :

- a) First installment : The first installment of arrears for the period from 01.04.2013 to 31.07.2013 shall be paid in September, 2014
- b) Second Installment : The second installment of arrears for the period from 01.08.2013 to 30.11.2013 shall be paid in December, 2014.
- c) Third Installment : The third installment of arrears for the period from 01.12.2013 to 31.03.2014 shall be paid in April, 2015.
- d) Fourth Installment : The fourth installment of arrears for the period from 01.04.2014 to 31.07.2014 shall be paid in August, 2015.

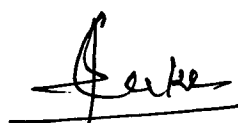
5. The Managing Director in consultation with Director (Finance) and Executive Director (HR) is delegated the powers to interpret any of the provisions/clauses and to extend coverage wherever necessary and to issue clarifications thereof.

6. All concerned Drawing and Disbursing Officers are requested to take immediate steps to fix the pay of the employees in the revised pay scales and the effect of the revised pay scales shall be given in the month of August,2014. Further, action to work out arrears and audit scrutiny (before payment) should be taken immediately so as to send the requirement of funds to the Asstt. General Manager (F&A), W.M. Section, HSBC Bank Bldg, Mumbai for disbursement of arrears.

7. All the concerned Officers are also requested to display this Administrative Circular on the Notice Board to enable the employees to exercise the option as stated in para 'J' of ANNEXURE – A of this Adm. Circular.

8. This Administrative Circular is available on R-APDRP Portal.

Encl : ANNEXURE – 'A'  
ANNEXURE – 'B'  
ANNEXURE – 'C-I to C-XVI'

  
( Sandesh Hake )  
Executive Director (HR)

## ANNEXURE – ‘A’

### To Administrative Circular No 486 Dated 30 / 06 / 2014

#### (A) COVERAGE, SCOPE AND APPLICABILITY OF REVISED PAY SCALES AND PROVISIONS THEREOF

(i) The revision of pay scales as shown under para 2 of this Administrative Circular and provisions thereof which shall come into force w.e.f. 1<sup>st</sup> April 2013, shall be applicable to all Technical and Non-Technical employees/officers, the minimum of whose existing pay scale is Rs. 21365/- per month and below. (Regular, Permanent, Temporary and Supernumerary employees/officers are covered). In this revision of pay scales, some of the employees or categories of employees/officers have been included only for the purpose of granting benefits of revision of pay scales etc., though they are not covered under the definition of “Workman” under Section 2(s) of the Industrial Disputes Act 1947, and this shall not be construed as an admission or precedent in any other context or cases.

(ii) All employees **working on Work Charged Establishment in M.S.E.D.C.L.** and drawing pay in the existing pay scales laid down in Column No.3 of the Table under para 2 of this Administrative Circular are also covered.

(iii) All employees/officers drawing pay in any of the pay scales shown in Column No.3 of the Table under para 2 of this Administrative Circular and who were/are on deputation or on foreign service as on 1<sup>st</sup> April, 2013 and were/are drawing Company’s scales, are also covered.

(iv) All workers on the “Nominal Muster Roll” in M.S.E.D.C.L. shall be eligible for graded monetary benefit as shown in para (N) herein below.

#### (B) FIXATION OF INITIAL PAY IN THE REVISED PAY SCALES WITH EFFECT FROM 1<sup>ST</sup> APRIL 2013

The initial basic pay of an employee/officer appointed or promoted prior to 01.04.2013 shall be fixed in the revised pay scale of the post held by him on officiating or permanent or temporary basis or in the revised scale corresponding to the higher pay scale or grade allowed to him as personal due to grant of the benefit of the G.O.No.74(P) dated 30.04.1974 read with Head Office Order No. GAD/E-VII/STF/Gen/A/232/9203 dated 27.02.1975 or of destagnation measures under the G.O.No.111(P) dated 13.05.1982, in the following manner :-

An amount equivalent to 25% (Twenty five percent) of pre-revised Basic Pay, as on 31.03.2013 shall be added to the pre-revised Basic Pay as on 31.03.2013 and then the Basic Pay in the revised scale shall be fixed as follows :-

- (i) If the sum total of the above is less than that of minimum of the revised pay scale, the Basic Pay shall be fixed at the minimum of the revised pay scale.
- (ii) If the sum total is a stage in the revised pay scale, the Basic Pay shall be fixed at that stage.

- (iii) If the sum total is not a stage in the revised pay scale, the Basic Pay shall be fixed at the next higher stage in the revised pay scale.
- (iv) If the sum total is more than the maximum of revised pay scale, the Basic Pay shall be fixed at the maximum of that pay scale.
- (v) If an employee draws less pay on 01.04.2013 in the revised pay scale in the promoted post/higher scale due to grant of G.O.No.74/111(P) than the pay he would have drawn on 01.04.2013 in the lower post/scale in the revised pay scale, his pay is to be fixed in the lower post/scale in the revised pay scale in the first instance and thereafter at the next immediate stage in the higher post/pay scale as on 01.04.2013 as per S.R.29(a). His/her future increments may be drawn as per normal rules by applying the provisions as per S.R.32(b) if such re-fixation of pay is to his/her advantage.

Note: Ready Reckoner showing the fitment stages in the revised pay scales have been shown in the Annexure- 'C-I to C-XVI'.

**(C) FIXATION OF PAY AS ON 01.04.2013 WHEN THE NORMAL DATE OF INCREMENT IS ALSO 01.04.2013**

In case of employees/officers whose normal date of increment is also 1<sup>st</sup> April 2013, the initial pay shall be fixed in the revised pay scale mentioned in para (B) above on the basis of basic pay drawn by him in the existing pay scale as on 31.03.2013 and then the increment should be allowed on 1<sup>st</sup> April 2013 in the revised pay scale.

**(D) FIXATION OF PAY OF AN EMPLOYEE/OFFICER APPOINTED OR PROMOTED TO A HIGHER POST ON OR AFTER 01.04.2013**

In case of a departmental employee/officer appointed by way of direct recruitment or promoted to a higher post on or after 01.04.2013, the pay in the revised pay scale should be fixed with reference to the lower post held by him prior to appointment/promotion and then the pay fixed in the revised pay scale of the higher post as provided under normal regulations. This will also be applicable to an employee/officer, who has been granted the benefit of the next higher pay scale or grade under the provisions of G.O.No.74(P) dated 30.04.1974 read with Head Office Order No. GAD/E-VII/STF/Gen/A/232/9203 dated 27.02.1975 or of destagnation measures under the G.O.No.111(P) dated 13.05.1982.

**(E) FIXATION OF PAY OF AN EMPLOYEE/OFFICER OFFICIATING IN A HIGHER POST BUT REVERTED THEREAFTER AND SUBSEQUENTLY RE-PROMOTED**

In the case of an employee/officer officiating in a higher post on 01.04.2013, but reverted thereafter and subsequently re-promoted, if his pay in the revised pay scale of the higher post under Regulation No.29(a) of MSEDCL Employees' Service Regulations works out to less than the pay in the revised pay scale of the higher post immediately prior to reversion, he should be allowed on the date of re-promotion the same pay instead of the pay strictly admissible under Regulation No.29(a) of MSEDCL Employees' Service Regulations.

**(F) FIXATION OF PAY OF AN EMPLOYEE/OFFICER PLACED UNDER SUSPENSION**

An employee/officer who has been placed under suspension before 01.04.2013 will continue to draw Subsistence Allowance as admissible to him under existing normal rules and his pay would not be fixed in the revised pay scale till he is reinstated in the Company's service.

**(G) DATE OF NEXT INCREMENT IN THE REVISED PAY SCALE**

(i) The next increment of an employee/officer whose pay is fixed in the revised pay scale in accordance with the provisions of para (B) above, shall be granted on the date he would have drawn his increment, had he continued in the existing pay scale;

Provided that in cases where the employee/officer reached the maximum of the existing pay scale prior to 31.03.2013, the next increment in the revised pay scale shall be allowed on 1<sup>st</sup> April, 2013.

Provided further that in cases where the employee/officer reached the maximum of the existing pay scale during the period from 01.04.2008 to 31.03.2013, the next increment in the revised pay scale shall be granted on completion of 12 months service (for the purpose of full incremental period), counting from the date on which he reached the maximum of the existing pay scale.

Provided also that in cases other than those covered by the preceding proviso, the next increment of the employee whose pay is fixed on the 1<sup>st</sup> day of April 2013 at the same stage as the one fixed for another employee junior to him in the same cadre and drawing pay at lower stage in the existing pay scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

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

**(H) PROTECTING THE PAY OF AN EMPLOYEE / OFFICER**

In cases, where a senior employee/officer promoted to a higher post before 1<sup>st</sup> April 2013, draws less pay in the revised pay scale than his junior who is promoted to the higher post on or after 1<sup>st</sup> day of April 2013, the pay of the senior employee/officer should be stepped up to an amount equal to the pay as fixed for his junior in that higher post with effect from the date of promotion of the junior employee/officer, subject to the fulfillment of the following conditions, viz. :-

- (a) both the junior and the senior employee/officer should belong to the same cadre and the posts in which they have been promoted should be identical in that cadre;
- (b) the pre-revised and revised pay scales of the lower and higher posts in which they are entitled to draw pay shall be identical; and

- (c) the anomaly should be a direct result of the application of the revision of pay scale. If, even in the lower post, the junior was drawing more pay in the pre-revised pay scale than the senior by virtue of any advance increments granted to him or any such reason, provisions of this clause will not be applicable to step up the pay of the senior employee/officer.
- (d) this shall also be applicable to the cases of employees/officers who have been granted benefit of next higher pay scale/grade under the provision of G.O.74 (P) dt.30.04.1974 or G.O.111(P) dated 13.05.1982.

Such employee/officer will be entitled to the next increment on completion of his required qualifying service w.e.f. the date of refixation of pay.

**(I) FIXATION OF PAY OF THE NEW ENTRANTS APPOINTED ON OR AFTER 1<sup>ST</sup> APRIL 2013**

An employee/officer recruited by way of direct recruitment on or after 01.04.2013 to any post mentioned in para 2 of this Administrative Circular, shall be eligible to draw the minimum pay in the revised pay scale only w.e.f. the date of his joining the said post.

**(J) OPTION FOR RETAINING THE EXISTING PAY SCALE**

If any employee/officer is of the opinion that he is not benefited by the above revision of pay scales and fixation of pay w.e.f. 01.04.2013 in the revised pay scale, he may at his option, retain his pay in the present pay scale until the date on which he may earn his next increment or any subsequent increment in the pay scale, or until he vacates his post or ceases to draw pay in the existing pay scale. The option once exercised shall be final. Those who do not exercise the option in the Form appended hereto as Annexure – ‘B’, on or before 31<sup>st</sup> August 2014, shall be deemed to have elected to draw pay in the revised pay scale w.e.f. 01.04.2013.

In the cases referred to above, the pay of the employee/officer from the later date mentioned in his Option in the revised pay scale shall be fixed in accordance with para (B) above, except that the basic pay in the existing pay scale (pre-revised) to be taken into account for calculation of “Sum Total” for fixation of pay will be the basic pay as on the said later date.

**(K) DEARNESS ALLOWANCE PAYABLE WITH EFFECT FROM 1<sup>ST</sup> APRIL, 2013 ONWARDS**

The Dearness Allowance shall continue to be paid w.e.f. 01.04.2013 onwards on the revised basic pay in accordance with the State Government decision notified from time to time. Accordingly, the rates of Dearness Allowance payable on revised Basic Pay shall be as under :-

Period	Rate of DA per month	Govt. Resolution No. & Date
1 <sup>st</sup> April, 2013	80%	मभवा- १११३/प्र.क्र.१८/सेवा-९ दिनांक- १५.०५.२०१३
1 <sup>st</sup> July, 2013	90%	मभवा- १११३/प्र.क्र.१८/सेवा-९ दिनांक- ०८.१०.२०१३
1 <sup>st</sup> January, 2014	100%	मभवा- १११४/प्र.क्र.१२/सेवा-९ दिनांक- ०७.०५.२०१४

Further the policy in respect of Dearness Allowance shall generally be in tune with that adopted by the Government of Maharashtra. However, the Company shall take independent decision in the matter, on each occasion regarding release of installment of Dearness Allowance to its employees.

**(L) RECOVERY OF RENT FROM THE EMPLOYEES/OFFICERS OCCUPYING THE COMPANY'S QUARTERS OR FLATS ON LEAVE AND LICENCE AT VARIOUS PLACES**

Recovery of quarter rent shall be made as per the prevailing rules.

**(M) ENTITLEMENT TO TRAVEL BY FIRST CLASS**

The minimum of the pay scale / basic pay (wherever applicable) and the entitlement of class by rail of the engineers/officers/employees as mentioned in MSEDCL Employees Service Regulations No. 64-A and note below S.R. 64-A, 64-C, 65, 66(1), 66(2), 67-A and note below 67-A shall stand suitably modified/revised to the corresponding basic pay in the revised pay scales w.e.f. 01.07.2014.


**(N) ADMISSIBILITY OF CONSOLIDATED MINIMUM WAGE TO WORKERS ENGAGED ON NOMINAL MUSTER ROLL**

Under the provisions of General Order 81(P), dated 19.01.1977, the Workers on "Nominal Muster Roll" who have rendered five years or more continuous service on "Nominal Muster Roll" on any date on or after 31.03.1976, is held eligible for the consolidated wages on the basis of the minimum basic pay of the lowest category in Pay Group IV post. The consolidated minimum wage in respect of NMR workers covered under the graded monetary benefit scheme and who have been appointed before 29.01.1990 shall, therefore, be worked out on the minimum of basic pay of Jr. Technician (Helper) in the revised pay scale.

**(O) PAYMENT OF ARREARS**

- a) The payment of arrears accruing due to revision of pay-scales shall be paid in four installments as per the instruction given under para 4 of this Administrative Circular.
- b) The cases of payment of House Building Advance and payment towards Leave Travel Concession, Charge Allowance [Special Pay for additional charge under S.R.36 and 9(26)], T.A., Daily Allowance, Overtime and Bonus shall not be re-opened and consequently no arrears on these accounts in respect of the period from 01.04.2013 till 31.07.2014 shall be payable.
- c) The arrears on account of revision of pay-scales should be drawn in the office where the employee is working presently, irrespective of the fact whether he had worked in that office or some other office/offices in the past.

**(P) PAYMENT OF H.R.A. AND C.L.A.**

The policy of payment of H.R.A. and C.L.A. shall be in tune with the Government of Maharashtra Resolution No. HRA-1009/F.No.67/Service-5 dated 24.08.2009. 

**(Q) ANCILLARY**

- (i) The provisions in the various Service Regulations, General Orders, like G.O.No.14(P), 26(P), 65(P), 68(P), 89(P), 90(P), 93(P) etc. wherein various entitlements/conditions are based on pay scales/basic pay shall have stood suitably revised corresponding to the revised pay scales.
- (ii) In the case of staff on deputation to the Company, the revision of pay scales under this Administrative Circular will not have automatic effect in the revision of their pay scales. The Company may decide to refer such cases back to the Cadre Controlling Authority (Parent Department) of such staff on deputation and take appropriate decision.
- (iii) The employees/officers fulfilling all the relevant conditions but who have resigned/retired/expired after 01.04.2013 shall also be entitled to the benefits under this Administrative Circular till their date of death/retirement/resignations as the case may be. (R)

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ANNEXURE – 'B'

To Administrative Circular No. 486 Dated 30 / 06 / 2014

FORM OF OPTION  
(See para – 'J')

(i) I \_\_\_\_\_ hereby elect the revised pay scale with effect from 01.04.2013.

(ii) I \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my Temporary / Permanent / Officiating and Supernumerary post mentioned below until

- The date of my next increment
- The date of my subsequent increment raising my pay to Rs. \_\_\_\_\_
- I vacate the post or cease to draw pay in the existing scale Rs. \_\_\_\_\_

Date : \_\_\_\_\_

Station/Place

Signature : \_\_\_\_\_

Name : \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

\*(to be scored out, if not applicable)

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To be forwarded on or before 31.08.2014 to :-

Head of Division/Circle/Zone/Regional Office in field

OR

General Manager (HR)/Chief General Manager (T/E) in Corporate Office 

**ANNEXURE - ' C- I ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**JR. TECHNICIAN (HELPER) / PEON / CLEANER AND EQUIVALENT**

EXISTING PAY SCALE			REVISED PAY SCALE	
8040 - 155 - 8815 - 185 - 10665 - 220 - 15725			10050 - 195 - 11025 - 235 - 13375 - 275 - 19700	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	8040	2010	10050	10050
2	8195	2049	10244	10245
3	8350	2088	10438	10440
4	8505	2126	10631	10635
5	8660	2165	10825	10830
6	8815	2204	11019	11025
7	9000	2250	11250	11260
8	9185	2296	11481	11495
9	9370	2343	11713	11730
10	9555	2389	11944	11965
11	9740	2435	12175	12200
12	9925	2481	12406	12435
13	10110	2528	12638	12670
14	10295	2574	12869	12905
15	10480	2620	13100	13140
16	10665	2666	13331	13375
17	10885	2721	13606	13650
18	11105	2776	13881	13925
19	11325	2831	14156	14200
20	11545	2886	14431	14475
21	11765	2941	14706	14750
22	11985	2996	14981	15025
23	12205	3051	15256	15300
24	12425	3106	15531	15575
25	12645	3161	15806	15850
26	12865	3216	16081	16125
27	13085	3271	16356	16400
28	13305	3326	16631	16675
29	13525	3381	16906	16950
30	13745	3436	17181	17225
31	13965	3491	17456	17500
32	14185	3546	17731	17775
33	14405	3601	18006	18050
34	14625	3656	18281	18325
35	14845	3711	18556	18600
36	15065	3766	18831	18875
37	15285	3821	19106	19150
38	15505	3876	19381	19425
39	15725	3931	19656	19700

**ANNEXURE - ' C - II ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**TECHNICIAN ( ALM ) / DAFTARY AND EQUIVALENT**

EXISTING PAY SCALE			REVISED PAY SCALE	
8425 - 185 - 9350 - 220 - 11550 - 295 - 18925			10535 - 235 - 11710 - 275 - 14460 - 370 - 23710	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	8425	2106	10531	10535
2	8610	2153	10763	10770
3	8795	2199	10994	11005
4	8980	2245	11225	11240
5	9165	2291	11456	11475
6	9350	2338	11688	11710
7	9570	2393	11963	11985
8	9790	2448	12238	12260
9	10010	2503	12513	12535
10	10230	2558	12788	12810
11	10450	2613	13063	13085
12	10670	2668	13338	13360
13	10890	2723	13613	13635
14	11110	2778	13888	13910
15	11330	2833	14163	14185
16	11550	2888	14438	14460
17	11845	2961	14806	14830
18	12140	3035	15175	15200
19	12435	3109	15544	15570
20	12730	3183	15913	15940
21	13025	3256	16281	16310
22	13320	3330	16650	16680
23	13615	3404	17019	17050
24	13910	3478	17388	17420
25	14205	3551	17756	17790
26	14500	3625	18125	18160
27	14795	3699	18494	18530
28	15090	3773	18863	18900
29	15385	3846	19231	19270
30	15680	3920	19600	19640
31	15975	3994	19969	20010
32	16270	4068	20338	20380
33	16565	4141	20706	20750
34	16860	4215	21075	21120
35	17155	4289	21444	21490
36	17450	4363	21813	21860
37	17745	4436	22181	22230
38	18040	4510	22550	22600
39	18335	4584	22919	22970
40	18630	4658	23288	23340
41	18925	4731	23656	23710

## ANNEXURE - ' C - III ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014

## TECHNICIAN 'C' (ARTISAN 'C') / L.D.C. AND EQUIVALENT

EXISTING PAY SCALE			REVISED PAY SCALE	
9020 - 220 - 10120 - 295 - 13070 - 325 - 22495			11275 - 275 - 12650 - 370 - 16350 - 410 - 28240	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	9020	2255	11275	11275
2	9240	2310	11550	11550
3	9460	2365	11825	11825
4	9680	2420	12100	12100
5	9900	2475	12375	12375
6	10120	2530	12650	12650
7	10415	2604	13019	13020
8	10710	2678	13388	13390
9	11005	2751	13756	13760
10	11300	2825	14125	14130
11	11595	2899	14494	14500
12	11890	2973	14863	14870
13	12185	3046	15231	15240
14	12480	3120	15600	15610
15	12775	3194	15969	15980
16	13070	3268	16338	16350
17	13395	3349	16744	16760
18	13720	3430	17150	17170
19	14045	3511	17556	17580
20	14370	3593	17963	17990
21	14695	3674	18369	18400
22	15020	3755	18775	18810
23	15345	3836	19181	19220
24	15670	3918	19588	19630
25	15995	3999	19994	20040
26	16320	4080	20400	20450
27	16645	4161	20806	20860
28	16970	4243	21213	21270
29	17295	4324	21619	21680
30	17620	4405	22025	22090
31	17945	4486	22431	22500
32	18270	4568	22838	22910
33	18595	4649	23244	23320
34	18920	4730	23650	23730
35	19245	4811	24056	24140
36	19570	4893	24463	24550
37	19895	4974	24869	24960
38	20220	5055	25275	25370
39	20545	5136	25681	25780
40	20870	5218	26088	26190
41	21195	5299	26494	26600
42	21520	5380	26900	27010
43	21845	5461	27306	27420
44	22170	5543	27713	27830
45	22495	5624	28119	28240

## ANNEXURE - ' C - IV ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014

## TECHNICIAN 'B' (ARTISAN 'B') / DRIVER AND EQUIVALENT

EXISTING PAY SCALE 9300 - 295 - 10775 - 325 - 14025 - 360 - 25545			REVISED PAY SCALE 11625 - 370 - 13475 - 410 - 17575 - 450 - 31975	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	9300	2325	11625	11625
2	9595	2399	11994	11995
3	9890	2473	12363	12365
4	10185	2546	12731	12735
5	10480	2620	13100	13105
6	10775	2694	13469	13475
7	11100	2775	13875	13885
8	11425	2856	14281	14295
9	11750	2938	14688	14705
10	12075	3019	15094	15115
11	12400	3100	15500	15525
12	12725	3181	15906	15935
13	13050	3263	16313	16345
14	13375	3344	16719	16755
15	13700	3425	17125	17165
16	14025	3506	17531	17575
17	14385	3596	17981	18025
18	14745	3686	18431	18475
19	15105	3776	18881	18925
20	15465	3866	19331	19375
21	15825	3956	19781	19825
22	16185	4046	20231	20275
23	16545	4136	20681	20725
24	16905	4226	21131	21175
25	17265	4316	21581	21625
26	17625	4406	22031	22075
27	17985	4496	22481	22525
28	18345	4586	22931	22975
29	18705	4676	23381	23425
30	19065	4766	23831	23875
31	19425	4856	24281	24325
32	19785	4946	24731	24775
33	20145	5036	25181	25225
34	20505	5126	25631	25675
35	20865	5216	26081	26125
36	21225	5306	26531	26575
37	21585	5396	26981	27025
38	21945	5486	27431	27475
39	22305	5576	27881	27925
40	22665	5666	28331	28375
41	23025	5756	28781	28825
42	23385	5846	29231	29275
43	23745	5936	29681	29725
44	24105	6026	30131	30175
45	24465	6116	30581	30625
46	24825	6206	31031	31075
47	25185	6296	31481	31525
48	25545	6386	31931	31975

**ANNEXURE - ' C - V ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**TECHNICIAN 'A' ( ARTISAN 'A' ) / U.D.C AND EQUIVALENT**

EXISTING PAY SCALE 9570 - 325 - 11195 - 360 - 14795 - 390 - 27275			REVISED PAY SCALE 11965 - 410 - 14015 - 450 - 18515 - 490 - 34195	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	9570	2393	11963	11965
2	9895	2474	12369	12375
3	10220	2555	12775	12785
4	10545	2636	13181	13195
5	10870	2718	13588	13605
6	11195	2799	13994	14015
7	11555	2889	14444	14465
8	11915	2979	14894	14915
9	12275	3069	15344	15365
10	12635	3159	15794	15815
11	12995	3249	16244	16265
12	13355	3339	16694	16715
13	13715	3429	17144	17165
14	14075	3519	17594	17615
15	14435	3609	18044	18065
16	14795	3699	18494	18515
17	15185	3796	18981	19005
18	15575	3894	19469	19495
19	15965	3991	19956	19985
20	16355	4089	20444	20475
21	16745	4186	20931	20965
22	17135	4284	21419	21455
23	17525	4381	21906	21945
24	17915	4479	22394	22435
25	18305	4576	22881	22925
26	18695	4674	23369	23415
27	19085	4771	23856	23905
28	19475	4869	24344	24395
29	19865	4966	24831	24885
30	20255	5064	25319	25375
31	20645	5161	25806	25865
32	21035	5259	26294	26355
33	21425	5356	26781	26845
34	21815	5454	27269	27335
35	22205	5551	27756	27825
36	22595	5649	28244	28315
37	22985	5746	28731	28805
38	23375	5844	29219	29295
39	23765	5941	29706	29785
40	24155	6039	30194	30275
41	24545	6136	30681	30765
42	24935	6234	31169	31255
43	25325	6331	31656	31745
44	25715	6429	32144	32235
45	26105	6526	32631	32725
46	26495	6624	33119	33215
47	26885	6721	33606	33705
48	27275	6819	34094	34195

**ANNEXURE - ' C- VI ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**ASSISTANT ACCONTANT / HEAD CLERK AND EQUIVALENT**

EXISTING PAY SCALE 10555 - 390 - 12505 - 510 - 17605 - 540 - 31105			REVISED PAY SCALE 13195 - 490 - 15645 - 640 - 22045 - 675 - 38920	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	10555	2639	13194	13195
2	10945	2736	13681	13685
3	11335	2834	14169	14175
4	11725	2931	14656	14665
5	12115	3029	15144	15155
6	12505	3126	15631	15645
7	13015	3254	16269	16285
8	13525	3381	16906	16925
9	14035	3509	17544	17565
10	14545	3636	18181	18205
11	15055	3764	18819	18845
12	15565	3891	19456	19485
13	16075	4019	20094	20125
14	16585	4146	20731	20765
15	17095	4274	21369	21405
16	17605	4401	22006	22045
17	18145	4536	22681	22720
18	18685	4671	23356	23395
19	19225	4806	24031	24070
20	19765	4941	24706	24745
21	20305	5076	25381	25420
22	20845	5211	26056	26095
23	21385	5346	26731	26770
24	21925	5481	27406	27445
25	22465	5616	28081	28120
26	23005	5751	28756	28795
27	23545	5886	29431	29470
28	24085	6021	30106	30145
29	24625	6156	30781	30820
30	25165	6291	31456	31495
31	25705	6426	32131	32170
32	26245	6561	32806	32845
33	26785	6696	33481	33520
34	27325	6831	34156	34195
35	27865	6966	34831	34870
36	28405	7101	35506	35545
37	28945	7236	36181	36220
38	29485	7371	36856	36895
39	30025	7506	37531	37570
40	30565	7641	38206	38245
41	31105	7776	38881	38920

**ANNEXURE - ' C- VII ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**ASSISTANT VIGILANCE OFFICER AND EQUIVALENT**

EXISTING PAY SCALE 11310 - 520 - 13910 - 540 - 19310 - 565 - 31740			REVISED PAY SCALE 14140 - 650 - 17390 - 675 - 24140 - 710 - 39760	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	11310	2828	14138	14140
2	11830	2958	14788	14790
3	12350	3088	15438	15440
4	12870	3218	16088	16090
5	13390	3348	16738	16740
6	13910	3478	17388	17390
7	14450	3613	18063	18065
8	14990	3748	18738	18740
9	15530	3883	19413	19415
10	16070	4018	20088	20090
11	16610	4153	20763	20765
12	17150	4288	21438	21440
13	17690	4423	22113	22115
14	18230	4558	22788	22790
15	18770	4693	23463	23465
16	19310	4828	24138	24140
17	19875	4969	24844	24850
18	20440	5110	25550	25560
19	21005	5251	26256	26270
20	21570	5393	26963	26980
21	22135	5534	27669	27690
22	22700	5675	28375	28400
23	23265	5816	29081	29110
24	23830	5958	29788	29820
25	24395	6099	30494	30530
26	24960	6240	31200	31240
27	25525	6381	31906	31950
28	26090	6523	32613	32660
29	26655	6664	33319	33370
30	27220	6805	34025	34080
31	27785	6946	34731	34790
32	28350	7088	35438	35500
33	28915	7229	36144	36210
34	29480	7370	36850	36920
35	30045	7511	37556	37630
36	30610	7653	38263	38340
37	31175	7794	38969	39050
38	31740	7935	39675	39760



**ANNEXURE - ' C- VIII ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**SUB-ENGINEER AND EQUIVALENT**

EXISTING PAY SCALE			REVISED PAY SCALE	
11600 - 520 - 14200 - 540 - 19600 - 565 - 32030			14500 - 650 - 17750 - 675 - 24500 - 710 - 40120	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	11600	2900	14500	14500
2	12120	3030	15150	15150
3	12640	3160	15800	15800
4	13160	3290	16450	16450
5	13680	3420	17100	17100
6	14200	3550	17750	17750
7	14740	3685	18425	18425
8	15280	3820	19100	19100
9	15820	3955	19775	19775
10	16360	4090	20450	20450
11	16900	4225	21125	21125
12	17440	4360	21800	21800
13	17980	4495	22475	22475
14	18520	4630	23150	23150
15	19060	4765	23825	23825
16	19600	4900	24500	24500
17	20165	5041	25206	25210
18	20730	5183	25913	25920
19	21295	5324	26619	26630
20	21860	5465	27325	27340
21	22425	5606	28031	28050
22	22990	5748	28738	28760
23	23555	5889	29444	29470
24	24120	6030	30150	30180
25	24685	6171	30856	30890
26	25250	6313	31563	31600
27	25815	6454	32269	32310
28	26380	6595	32975	33020
29	26945	6736	33681	33730
30	27510	6878	34388	34440
31	28075	7019	35094	35150
32	28640	7160	35800	35860
33	29205	7301	36506	36570
34	29770	7443	37213	37280
35	30335	7584	37919	37990
36	30900	7725	38625	38700
37	31465	7866	39331	39410
38	32030	8008	40038	40120

**ANNEXURE - ' C- IX ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**L.C.F./ HEAD FOREMAN AND EQUIVALENT**

EXISTING PAY SCALE 13145 - 540 - 15845 - 565 - 21495 - 640 - 33655			REVISED PAY SCALE 16435 - 675 - 19810 - 710 - 26910 - 800 - 42110	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	13145	3286	16431	16435
2	13685	3421	17106	17110
3	14225	3556	17781	17785
4	14765	3691	18456	18460
5	15305	3826	19131	19135
6	15845	3961	19806	19810
7	16410	4103	20513	20520
8	16975	4244	21219	21230
9	17540	4385	21925	21940
10	18105	4526	22631	22650
11	18670	4668	23338	23360
12	19235	4809	24044	24070
13	19800	4950	24750	24780
14	20365	5091	25456	25490
15	20930	5233	26163	26200
16	21495	5374	26869	26910
17	22135	5534	27669	27710
18	22775	5694	28469	28510
19	23415	5854	29269	29310
20	24055	6014	30069	30110
21	24695	6174	30869	30910
22	25335	6334	31669	31710
23	25975	6494	32469	32510
24	26615	6654	33269	33310
25	27255	6814	34069	34110
26	27895	6974	34869	34910
27	28535	7134	35669	35710
28	29175	7294	36469	36510
29	29815	7454	37269	37310
30	30455	7614	38069	38110
31	31095	7774	38869	38910
32	31735	7934	39669	39710
33	32375	8094	40469	40510
34	33015	8254	41269	41310
35	33655	8414	42069	42110

**ANNEXURE - ' C - X ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**DEPUTY MANAGER (HR / F&A) AND EQUIVALENT**

EXISTING PAY SCALE 14225 - 670 - 17575 - 705 - 35905			REVISED PAY SCALE 17785 - 840 - 21985 - 885 - 44995	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	14225	3556	17781	17785
2	14895	3724	18619	18625
3	15565	3891	19456	19465
4	16235	4059	20294	20305
5	16905	4226	21131	21145
6	17575	4394	21969	21985
7	18280	4570	22850	22870
8	18985	4746	23731	23755
9	19690	4923	24613	24640
10	20395	5099	25494	25525
11	21100	5275	26375	26410
12	21805	5451	27256	27295
13	22510	5628	28138	28180
14	23215	5804	29019	29065
15	23920	5980	29900	29950
16	24625	6156	30781	30835
17	25330	6333	31663	31720
18	26035	6509	32544	32605
19	26740	6685	33425	33490
20	27445	6861	34306	34375
21	28150	7038	35188	35260
22	28855	7214	36069	36145
23	29560	7390	36950	37030
24	30265	7566	37831	37915
25	30970	7743	38713	38800
26	31675	7919	39594	39685
27	32380	8095	40475	40570
28	33085	8271	41356	41455
29	33790	8448	42238	42340
30	34495	8624	43119	43225
31	35200	8800	44000	44110
32	35905	8976	44881	44995

**ANNEXURE - ' C- XI ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**JUNIOR ENGINEER AND EQUIVALENT**

EXISTING PAY SCALE 15285 - 670 - 18635 - 705 - 36965			REVISED PAY SCALE 19110 - 840 - 23310 - 885 - 46320	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	15285	3821	19106	19110
2	15955	3989	19944	19950
3	16625	4156	20781	20790
4	17295	4324	21619	21630
5	17965	4491	22456	22470
6	18635	4659	23294	23310
7	19340	4835	24175	24195
8	20045	5011	25056	25080
9	20750	5188	25938	25965
10	21455	5364	26819	26850
11	22160	5540	27700	27735
12	22865	5716	28581	28620
13	23570	5893	29463	29505
14	24275	6069	30344	30390
15	24980	6245	31225	31275
16	25685	6421	32106	32160
17	26390	6598	32988	33045
18	27095	6774	33869	33930
19	27800	6950	34750	34815
20	28505	7126	35631	35700
21	29210	7303	36513	36585
22	29915	7479	37394	37470
23	30620	7655	38275	38355
24	31325	7831	39156	39240
25	32030	8008	40038	40125
26	32735	8184	40919	41010
27	33440	8360	41800	41895
28	34145	8536	42681	42780
29	34850	8713	43563	43665
30	35555	8889	44444	44550
31	36260	9065	45325	45435
32	36965	9241	46206	46320

**ANNEXURE - ' C- XII ' TO ADM. CIR. NO: 486 DATE 30 / 06 / 2014**

**LABOUR OFFICER AND EQUIVALENT**

<b>EXISTING PAY SCALE</b> 17090 - 670 - 20440 - 705 - 37360			<b>REVISED PAY SCALE</b> 21365 - 840 - 25565 - 885 - 46805	
<b>SR. NO</b>	<b>STAGES ( OLD )</b>	<b>25% OF COL NO 2</b>	<b>TOTAL OF COL NO 2 AND 3</b>	<b>FITMENT IN NEW SCALE</b>
1	2	3	4	5
1	17090	4273	21363	21365
2	17760	4440	22200	22205
3	18430	4608	23038	23045
4	19100	4775	23875	23885
5	19770	4943	24713	24725
6	20440	5110	25550	25565
7	21145	5286	26431	26450
8	21850	5463	27313	27335
9	22555	5639	28194	28220
10	23260	5815	29075	29105
11	23965	5991	29956	29990
12	24670	6168	30838	30875
13	25375	6344	31719	31760
14	26080	6520	32600	32645
15	26785	6696	33481	33530
16	27490	6873	34363	34415
17	28195	7049	35244	35300
18	28900	7225	36125	36185
19	29605	7401	37006	37070
20	30310	7578	37888	37955
21	31015	7754	38769	38840
22	31720	7930	39650	39725
23	32425	8106	40531	40610
24	33130	8283	41413	41495
25	33835	8459	42294	42380
26	34540	8635	43175	43265
27	35245	8811	44056	44150
28	35950	8988	44938	45035
29	36655	9164	45819	45920
30	37360	9340	46700	46805

**ANNEXURE - ' C- XIII ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**ASSISTANT ENGINEER AND EQUIVALENT**

EXISTING PAY SCALE 19205 - 780 - 23105 - 845 - 43385			REVISED PAY SCALE 24010 - 975 - 28885 - 1060 - 54325	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	19205	4801	24006	24010
2	19985	4996	24981	24985
3	20765	5191	25956	25960
4	21545	5386	26931	26935
5	22325	5581	27906	27910
6	23105	5776	28881	28885
7	23950	5988	29938	29945
8	24795	6199	30994	31005
9	25640	6410	32050	32065
10	26485	6621	33106	33125
11	27330	6833	34163	34185
12	28175	7044	35219	35245
13	29020	7255	36275	36305
14	29865	7466	37331	37365
15	30710	7678	38388	38425
16	31555	7889	39444	39485
17	32400	8100	40500	40545
18	33245	8311	41556	41605
19	34090	8523	42613	42665
20	34935	8734	43669	43725
21	35780	8945	44725	44785
22	36625	9156	45781	45845
23	37470	9368	46838	46905
24	38315	9579	47894	47965
25	39160	9790	48950	49025
26	40005	10001	50006	50085
27	40850	10213	51063	51145
28	41695	10424	52119	52205
29	42540	10635	53175	53265
30	43385	10846	54231	54325

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**ANNEXURE - ' C- XIV ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**MANAGER ( HR / F&A ) AND EQUIVALENT**

EXISTING PAY SCALE 19810 - 780 - 23710 - 845 - 43990			REVISED PAY SCALE 24765 - 975 - 29640 - 1060 - 55080	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	19810	4953	24763	24765
2	20590	5148	25738	25740
3	21370	5343	26713	26715
4	22150	5538	27688	27690
5	22930	5733	28663	28665
6	23710	5928	29638	29640
7	24555	6139	30694	30700
8	25400	6350	31750	31760
9	26245	6561	32806	32820
10	27090	6773	33863	33880
11	27935	6984	34919	34940
12	28780	7195	35975	36000
13	29625	7406	37031	37060
14	30470	7618	38088	38120
15	31315	7829	39144	39180
16	32160	8040	40200	40240
17	33005	8251	41256	41300
18	33850	8463	42313	42360
19	34695	8674	43369	43420
20	35540	8885	44425	44480
21	36385	9096	45481	45540
22	37230	9308	46538	46600
23	38075	9519	47594	47660
24	38920	9730	48650	48720
25	39765	9941	49706	49780
26	40610	10153	50763	50840
27	41455	10364	51819	51900
28	42300	10575	52875	52960
29	43145	10786	53931	54020
30	43990	10998	54988	55080

**ANNEXURE - ' C- XV ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**SENIOR MANAGER ( HR ) AND EQUIVALENT**

EXISTING PAY SCALE 21170 - 845 - 25395 - 900 - 47895			REVISED PAY SCALE 26465 - 1060 - 31765 - 1125 - 59890	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	21170	5293	26463	26465
2	22015	5504	27519	27525
3	22860	5715	28575	28585
4	23705	5926	29631	29645
5	24550	6138	30688	30705
6	25395	6349	31744	31765
7	26295	6574	32869	32890
8	27195	6799	33994	34015
9	28095	7024	35119	35140
10	28995	7249	36244	36265
11	29895	7474	37369	37390
12	30795	7699	38494	38515
13	31695	7924	39619	39640
14	32595	8149	40744	40765
15	33495	8374	41869	41890
16	34395	8599	42994	43015
17	35295	8824	44119	44140
18	36195	9049	45244	45265
19	37095	9274	46369	46390
20	37995	9499	47494	47515
21	38895	9724	48619	48640
22	39795	9949	49744	49765
23	40695	10174	50869	50890
24	41595	10399	51994	52015
25	42495	10624	53119	53140
26	43395	10849	54244	54265
27	44295	11074	55369	55390
28	45195	11299	56494	56515
29	46095	11524	57619	57640
30	46995	11749	58744	58765
31	47895	11974	59869	59890



**ANNEXURE - ' C- XVI ' TO ADM. CIR. NO. 486 DATE 30 / 06 / 2014**

**DEPUTY EXECUTIVE ENGINEER AND EQUIVALENT**

EXISTING PAY SCALE 21365 - 845 - 25590 - 900 - 48090			REVISED PAY SCALE 26710 - 1060 - 32010 - 1125 - 60135	
SR. NO	STAGES ( OLD )	25% OF COL NO 2	TOTAL OF COL NO 2 AND 3	FITMENT IN NEW SCALE
1	2	3	4	5
1	21365	5341	26706	26710
2	22210	5553	27763	27770
3	23055	5764	28819	28830
4	23900	5975	29875	29890
5	24745	6186	30931	30950
6	25590	6398	31988	32010
7	26490	6623	33113	33135
8	27390	6848	34238	34260
9	28290	7073	35363	35385
10	29190	7298	36488	36510
11	30090	7523	37613	37635
12	30990	7748	38738	38760
13	31890	7973	39863	39885
14	32790	8198	40988	41010
15	33690	8423	42113	42135
16	34590	8648	43238	43260
17	35490	8873	44363	44385
18	36390	9098	45488	45510
19	37290	9323	46613	46635
20	38190	9548	47738	47760
21	39090	9773	48863	48885
22	39990	9998	49988	50010
23	40890	10223	51113	51135
24	41790	10448	52238	52260
25	42690	10673	53363	53385
26	43590	10898	54488	54510
27	44490	11123	55613	55635
28	45390	11348	56738	56760
29	46290	11573	57863	57885
30	47190	11798	58988	59010
31	48090	12023	60113	60135