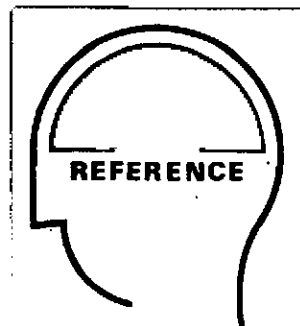
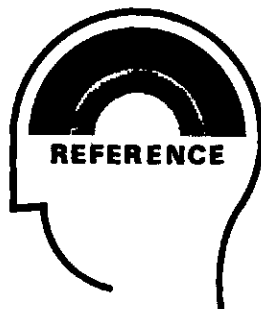
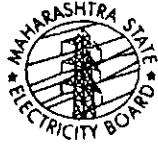


**GENERAL ORDERS
(Personnel)
Volume III
(GOs. 101 to 130)**



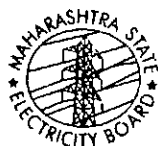
**GENERAL ORDERS
(Personnel)**

**Volume III
(GOs. 101 to 130)**



Although every care has been taken in compilation of these references, some omissions/errors might have crept-in due to inadvertance and remained to be corrected. The publishers shall be obliged if the mistakes are brought to their notice for carrying-out corrections in the next edition.

Published by



**MAHARASHTRA STATE
ELECTRICITY BOARD**

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FOREWORD

From April 1962, the MSEB has discontinued the series of General Standing Orders issued earlier and started a new series of General Orders, departmentwise. The General Orders issued in personnel matters have been compiled from 9-4-1962 to 5-2-1993 in serial nos. from 1 to 130, together with their Correction Slips, (except in case of G.O. 18 (P) i.e. M.S.E.B. Employees Service Regulations). The compiled GOs (Personnel) are split into three parts as under to make the volumes handy.

- 1. Volume I (G.O.1 (P) TO G.O.64 (P))*
- 2. Volume II (G.O.65 (P) TO G.O.100 (P))*
- 3. Volume III (G.O.101 (P) TO G.O.130 (P))*

In these volumes, the operative GOs are printed in bigger type and the redundant ones are printed in smaller type. Also, the non-operative or redundant portions of operative G.Os. are printed in smaller type.

Each of these volumes is provided with two distinct types of Indexes. The First Index (on pages I to III) indicates the subjects covered by each of the GOs in the order of their issue and its location i.e. page numbers in the volume. The Second Index (at the end of the volume) provides G.O. references (nos.), subjectwise & alphabetically.

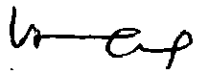
The Index, on pages I to III, also indicates, at a glance, which GO is presently operative and which is not, on the basis of bigger/smaller type-size.

These reference volumes have seen the light of the day due to dedicated efforts put-in by compilation team consisting of S/Shri T.N.Reddy, Dy.E.E., B.Y.Muradi, Dy.E.O., N.D.Digraskar, Adm.Officer, B.R.Dhawale, Adm.Officer and N.M.Dhanwala, A.E. who deserve all appreciation.

Omissions or errors, if any, found in this compilation or printing may be informed for suitable corrections in the next edition. Any other suggestions are also welcome.

It is expected of the officers of various administrative units of MSEB to treat these volumes as base material and ensure its updating hereafter, at their own level.

Date : 31-7-1993
Bombay.



(Vinay Mohan Lal)
Member(Admn.)/Secretary.

PREFACE


This Volume-III contains General Orders (Personnel) from 101 to 130 issued by MSEB during December, 1980 to February, 1993 including Correction Slips, Addenda and Corrigenda, which are printed GO-wise and date-wise. In addition to the brief alphabetical index to the subjects covered by the GOs (101 to 130) printed in this volume, a detailed alphabetical index to the subjects covered by all the GOs [1(P) to 130(P)] put together is also annexed at the end of this Volume.

This volume contains the C.Ss etc. issued upto end of June 1993. Exhaustive efforts have gone into making of this compilation not only to incorporate the latest amendments but also to include relevant portion of the earlier amendments for which the members of the Compilation Team namely, S/Shri T.N.Reddy, B.Y.Muradi, N.D.Digraskar, B.R.Dhawale and N.M.Dhanwala deserve all appreciation for their determined efforts to complete this assignment in most effective manner.

It is expected of the User-Officers of these references to keep updating the same like-wise, henceforth.

Any suggestions for further improvement are welcome.

Date: 31-7-93
Bombay


(V.G.Deshmukh)
Director of Personnel

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No.	Date	Subject	Page No.
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COMPILERS NOTES

1. Many Correction Slips issued to various GSOs/GOs are combined with those of other GSOs/GOs. Such CSs are printed only once under first appearing GO in this volume and a note is inserted under other relevant GOs in the slot of particular CS, giving the page No. of this Volume where it is printed.

2. The text of GOs, CSs, etc. are printed in 10 pt./8 pt. print-size. The portion emphasised by underlining in original documents are printed in bold. Underlining is avoided in print.

3. Italicised parts/notes which are isolated from main texts of the documents are to indicate that the same are Compilers notes and do not form any part of original document.

4. Whenever foreign phrases i.e., other than English Language are appearing in main texts in operative GOs, the same are italicised, e.g. *Mutatis Mutandis, Vice Versa, Ad hoc* etc., but not in non-operative parts.

5. As already mentioned in the 'Foreword' the bigger/smaller print sizes are chosen to indicate 'Operative' and 'Redundant' instructions, respectively. However, after the first set of printed Volumes, namely, MSEB-GSOs, Adm. Circulars and Deptl. Circulars (GAD/O&M), were out, some officers expressed the view that the purpose of different print sizes should have been mentioned more emphatically and conspicuously to catch the attention of even a cursory-looker. A charm is, therefore, inserted in the footer of each page to serve the purpose, without incurring any extra space.

**GENERAL ORDER No.101 DATED 5-12-1980
(Personnel)**

Subject:-Reimbursement of hotel charges to the employees of the Board.

The Board reviewed the existing Scheme of reimbursement of hotel charges notified through G.O.No.55 and Correction Slips thereto and by its Resolution No. 815 dt. 18.11.80 accorded its approval to issue it as follows:-

1. The Board's Officers in Pay Group-I while on tour on duty to the following places shall be entitled to the reimbursement of hotel charges on the scale and on the conditions as set out hereinafter.

- a) i) All State capitals.
- ii) All places where headquarters of State Electricity Boards are located.
- iii) All Hill Stations.
- iv) Cities of Ahemadabad & Secunderabad

b) The Officers eligible for reimbursement and scale of reimbursement shall be as follows:-

Sr. No.	Category of Officers.	Limit of reimbursement admissible for Hotel charges.
i.	Officers of the rank of Dy.CE & equivalent & above.	Upto Rs.150/- per day inclusive of service charges.
ii.	Officers of the rank of Dy.EE & equivalent & above.(excluding Officers at (i) above)	Upto Rs.100/- per day inclusive of service charges.

c) There shall be reduction in the daily allowance and the same shall be limited to the charges for accommodation of Board's Rest Houses as decided under Board's Resolution No. 1161 dt.17.7.62 vide G.O.1. (Misc.) dt. 14.9.62 and the maximum charges prescribed for meals etc. in Correction Slip No.1 dt. 30.11.74 (to G.O.54 dt. 10.7.69) shall be recovered depending upon the nature and type of food taken (i.e. breakfast, lunch or dinner, etc. and whether it is Indian style or Western style) on production of necessary receipts.

d) Reimbursement of full day's hotel charges are admissible even when the duration of stay is less than 24 hours, provided the officer makes an overnight halt in the hotel and has been charged the full day's tariff by the hotel.

e) (i) Officers may stay in any hotel wherever they may be able to get accommodation. Reimbursement will be admissible on production of actual vouchers for the charges paid, specifying whether the charges include full board or bed tea and/or with or without breakfast.

(ii) Officers should also indicate the checking out time to ensure that hotel accommodation is not booked beyond the period absolutely necessary, for example if the checking out time is 12 noon, as it is in the case of most of the hotels and the Officer is leaving on the same evening, he should leave the hotel before the checking out time.

(iii) Reimbursement shall not in any case exceed the hotel charges actually paid, in case they are less than the limits laid down above.

f) Officers should make efforts to secure accommodation in Government Rest Houses or Quasi Govt. Rest Houses/Hostels in the first instance and if the accommodation in Govt. Rest Houses or Hostels is not available, they may hire the accommodation in the hotel.

2. For tours on duty to places other than those mentioned in Para 1(a) above, a maximum of 50% of the amount specified in para 1(b) above shall be reimbursed, provided the Officers were unable to secure accommodation in Govt./Quasi Govt. Rest Houses/Hostels and they certify to that effect.

3. Chairman and Technical Member/A.M./Member (Admn.) and T.Ds. concerned in respect of staff working in their Departments under them may grant reimbursement of hotel charges in excess of the prescribed maximum limits in exceptional cases whenever officers who are eligible to claim reimbursement have to do so, if they fail to get accommodation in a hotel with the maximum limit specified above.

Chairman/A.M./T.M./Member (Admn.) and Technical Directors concerned may authorise the same in their own cases.

The authorities mentioned above shall also exercise similar powers in respect of the reimbursement in cases as mentioned in para-2 above.

4. (i) The facility of reimbursement of hotel charges is extended in exceptional cases in respect of places mentioned in para 1(a) above on the same terms and conditions subject to deductions as provided under Para 1(c) above to employees in pay Group II & III with a limit of maximum amount of Rs.20/- per day. The employees in Pay Group II & III shall also be eligible for reimbursement of hotel charges for tours on duty to places other than those mentioned in Para 1(a) above subject to a maximum amount of Rs.10/- per day.

(ii) The Board delegated the powers to decide cases at 4(i) above to the Heads of the Departments. However, while deciding the cases, they should record the specific reasons for sanctioning reimbursement of hotel charges.

5. With the issue of the aforesaid General Order, General Order No. 55 (P) dt. 11.7.69 and Correction Slips No. 1 to 8 issued thereto, shall stand deleted.

Sd/-Member (Admn.)/Secretary

**CORRECTION SLIP NO.1 DATED 14-3-1984
(To G.O.101 (P) Dated 5-12-1980)**

Subject:-Reimbursement of hotel charges to the employees of the Board.

The Board by their Resolution No.731, dated 28.2.1984 have accorded approval :

i) to revise the existing scale of reimbursement of Hotel Charges laid down in G.O.101(P), dated 5.12.1980, as under :-

Revised scale of reimbursement of Hotel Charges:

Sr. No	Category of Officers/ Employees.	Limit of reimbursement admissible for Hotel Charges	Remarks
1.	Officers of the rank of S.E., equivalent and above. (i.e.including Dy.C.E., C.E., T.D. & equivalent).	i) Full lodging charges if the Officer stays in Three Star Hotel of ITDC/Tourism Development Corporation of the respective State. ii) Upto Rs.150/- per day inclusive of service charges, if the Officer stays in Hotel other than Three Star Hotel.	
2.	All other Pay Gr.I Officers (excluding Officers at Sr.No.1 above).	i) Upto Rs.150/- per day inclusive of service charges for stay in Bombay, Calcutta and Delhi only. ii) Upto Rs.100/- only per day inclusive of service charges for stay in cities (other than Bombay, Calcutta and Delhi)for which Hotel charge reimbursement Scheme is applicable (vide para 1 (a) of G.O.101).	
3.	Employees in Pay Groups II & III	Upto Rs.50/- per day inclusive of service charges.	

ii) To substitute the existing condition regarding reduction in Daily Allowance at para 1(c) of G.O. 101, dt. 5-12-80 by the following, viz:-

"(c) There shall be reduction in Daily Allowance to the extent of 75% in cases where charges for stay in Hotel for which reimbursement is claimed including full board and lodging. Where the stay in Hotel was for lodging only the reduction in Daily Allowance will be only to the extent of charges payable by employees/officers for occupying Board's Guest/ Rest House while on tour/duty.";

iii) to authorise the Controlling Officers under T.A. rules to sanction reimbursement of Hotel Charges in the cases of employees in Pay Groups II & III and to modify the existing delegation of powers to Heads of Departments as laid down in Para 4(ii) of G.O.101, dated 5-12-1980, accordingly.

2. The Board directed that the revised scale of reimbursement of Hotel Charges should be given effect from 1-3-1984. The revised scale of reimbursement of Hotel Charges shall be applicable to employees/officers proceeding on tour on or after 1-3-1984. Journey on tours incomplete on that date should be regulated by the old rates/scales/rules. Other conditions regarding reimbursement of Hotel Charges shall remain unchanged.

Sd/-(Dr. D.K. SANKARAN)
Member (Admn.)/Secretary

CORRECTION SLIP No.2, DATED 18-6-1993
(to G.O.101 (P), Dated 05-12-1980).

Subject: -Reimbursement of Hotel charges to the Employees/Officers of the Board.

The Board by their Resolution No.418, dtd.27-05-1993 have accorded approval to revise the scale of reimbursement of Hotel charges prescribed under G.O.101 (P), dated 05-12-1980 and Correction Slip No.1, dated 14-03-1984 to G.O.101 (P), dated 05-12-1980, as follows:-

Sr. No.	Pay Group.	For places in Maharashtra other than those mentioned in Column No.4, 5 & 6.	For places of capital cities of other States (other than Bombay, Calcutta, Delhi & Madras) Headquarters of State Electricity Board, cities in Maharashtra which have Municipal Corporations and Hill Stations.	For places outside Maharashtra other than State Headquarters.	Rates for Bombay, Calcutta, Delhi and Madras.
1.	2.	3.	4.	5.	6.
1.	Pay Gr.I. S.E., equivalent and above.	Rs.200/-	Rs.300/-	Rs.240/-	Rs.500/-
2.	All other Pay Gr.I Officers.	Rs.125/-	Rs.190/-	Rs.150/-	Rs.320/-
3.	Officers in Pay Gr.II.	Rs.80/-	Rs.120/-	Rs.95/-	Rs.200/-
4.	Employees in Pay Gr. III.	Rs.50/-	Rs.75/-	Rs.60/-	Rs.125/-
5.	Employees in Pay Gr.IV.	Rs.20/-	Rs.30/-	Rs.25/-	Rs.55/-

4....

Bigger type:OPERATIVE & Smaller type:REDUNDANT

GO 101(P)

2/- The Board further directed to delete para 2 of the General Order No.101 (P), dated 05-12-1980.

3/- The revised rates shall be made applicable to the tours undertaken on or after the date of issue of this Correction Slip.

Sd/-Member (Admn.)/Secretary.

GENERAL ORDER NO.102 DATED 10-12-1980

Subject:-Provision for change of Cadre for Telephone Operators, Teleprinter Operators, Telex Operators and Time Keepers.

According to the orders/rules in force (marginally quoted), the Departmental Typists appointed after test in typing and Selection by the Selection Committee are

- I) H.O. Circular No. Gen/69/39380
dt. 13-7-1964 read with
II) Correction Slip No.7, dt.22-8-1978
to G.S.O. 110, dt.23/25 January, 1962
and G.O. 7(P), dated 3-8-1962 and
III) H.O. Circular No. GAD/Gr.VIII(O&M) /244
dated 28-7-1980

allowed to appear for the entrance examination prescribed for recruitment to the posts of Lower Division Clerks, and on passing the said entrance examination they have to be absorbed as Lower Division Clerks provided there are vacancies and the employees concerned agree to be placed last on the Seniority list of

Lower Division Clerks existing on the date of such absorption.

The Board by their Resolution No.793, dt. 29-10-1980, have accorded approval to extend with immediate effect the orders/rules in force referred to above in respect of Typists for change of Cadre from Typist to Lower Division Clerk to other similar categories of employees namely Telephone Operators (in the L.D.C's pay-scale), Teleprinter Operators, Telex Operators and Time Keepers.

Sd/- (J.N.S.CHANDEL)
Joint Director (Personnel)

GENERAL ORDER NO.103 (P) DATED 12-2-1981

Subject:-Grant of Orderly Allowance

By their Resolution No. 912, dated the 12th February, 1981, the Board have accorded approval to grant with effect from 1st February, 1981 a cash allowance called

the "ORDERLY ALLOWANCE" in lieu of residence Peon/Attendant to enable the Officers of the rank of Deputy Superintendent/Executive Engineer/Deputy Chief Accounts Officer, equivalent and above including Technical Directors to get official work done by personal servants in their employment, subject to the undermentioned terms and conditions namely:

i) Officers of the rank of Deputy Superintendent/Executive Engineer/Deputy Chief Accounts Officer, equivalent and above including Technical Directors stationed/working in Board's Offices located in the area of Greater Bombay Municipal Corporation shall be entitled to the Orderly Allowance at the rate of Rs.60/- per month. Officers of the rank of Deputy Superintendent/Executive Engineer/Deputy Chief Accounts Officer, equivalent and above stationed/ working in Board's Offices in the rest of the State shall be entitled to the Orderly Allowance at the rate of Rs.50/- per month.

ii) The Allowance shall be drawn in the salary bills and shall be paid along with monthly salary.

iii) The Allowance shall not be paid during any period spent on leave of more than 60 days (excluding the period of holidays, etc. allowed to be prefixed or suffixed), joining time on transfer, deputation, training of any kind or duration and suspension.

iv) The allowance shall not be taken into account for the purpose of calculating/ deducting C.P.F. subscription/ contribution or calculating ex-gratia/bonus payment, etc. It shall also not be taken into account and shall not be included in the leave salary payable under G.O. 59 (P), dated 27-6-1970 or under S.R. 39 (a) (encashment of leave).

v) Only full time Officers shall be entitled to the Allowance. Officers appointed on part time basis and Officers appointed on deputation or on Contract basis on consolidated salary shall not be eligible for this Allowance unless specifically permitted by the Chairman.

vi) Officers appointed/promoted on temporary/officiating/ad-hoc basis or probation to the post of Deputy Superintendent/Executive Engineer/Deputy Chief Accounts Officer, equivalent and above as well as those confirmed in any of these posts shall only be entitled to this Allowance. The Officers drawing pay in the scale of pay of Executive Engineer, or equal thereto by virtue of the benefit granted under the provisions of Office Order No. GAD/E-VII/STF/Gen/A/232/9203 dated 27-2-1975 (12 year Rule) shall not be entitled to this Allowance.

vii) The Allowance shall be payable during the period of handing over and taking over charge.

viii) The Allowance shall be granted to meet expenses incurred in the performance of official duties and is intended to be totally exempt from Income-tax to the extent permissible under Section 10 (14) of the Income-tax Act, 1961. The Officer in receipt of this Allowance shall have to furnish a certificate to the disbursing authority as required under Law.

2. By the same resolution the Board authorised the Member (Admn.) to issue in consultation with the Technical Member and the Accounts Member such detailed instruc-

tions/clarifications as may be deemed necessary for properly regulating the payment of Orderly Allowance.

3. This General Order comes into force with effect from 1st February, 1981

Sd/-(J.N.S. CHANDEL)
Joint Director (Personnel)

**CORRECTION SLIP NO.1, DATED 28-8-1981
to G.O.103 (P) Dated 12-2-1981
(Grant of Orderly Allowance).**

In exercise of the powers delegated by the Board vide para 2 of General Order No. 103 (P) dated 12-2-1981, and in partial modification of the condition No. (ii) therein, the Member (Admn.) in consultation with the Technical Member and the Accounts Member and also the Chairman have accorded approval to issue the following instructions/clarifications for properly regulating the payment of Orderly Allowance :-

(i) The Orderly Allowance should be paid in arrears i.e. the allowance for the month of September shall be paid in the month of October and so on.

(ii) The expenditure on Orderly Allowance shall be booked to the Account Head 03-"Other Allowances" under the main ledger heads under group head 31, 32 and 35.

(iii) The Orderly Allowance should be drawn separately every month on receipt of certificate/declaration (in duplicate) in the following form:-

FORM OF ORDERLY ALLOWANCE BILL

DUPLICATE
For G.A.D.

FORM OF CERTIFICATE/DECLARATION

OFFICE:

SECTION

BUILDING
DATE:

"I hereby certify that I have actually incurred expenditure not less than Rs.60/- * /Rs.50/-* for the month of _____ 19__ for getting the official work done by personal servant in lieu of the residence Peon/Attendant.

I further certify that the period for which the allowance is claimed does not include leave exceeding 60 days, joining time on transfer, deputation, training of any kind or duration and suspension.

SIGNATURE: _____
NAME: _____ DESIGNATION: _____
SECTION/OFFICE _____

GO 103(P)

Bigger type: OPERATIVE & Smaller type: REDUNDANT

7....

ORIGINAL

For A/cs.

FORM OF CERTIFICATE/DECLARATION

OFFICE:

SECTION

BUILDING
DATE:

"I hereby certify that I have actually incurred expenditure not less than Rs.60/- * /Rs.50/-* for the month of _____ 19__ for getting the official work done by personal servant in lieu of the residence Peon/Attendant.

I further certify that the period for which the allowance is claimed does not include leave exceeding 60 days, joining time on transfer, deputation, training of any kind or duration and suspension.

SIGNATURE: _____

NAME: _____

DESIGNATION: _____

SECTION/OFFICE: _____

(To be filled in by G.A.D.)

FORM OF RECEIPT

Bill No.
Date.

Received Rs.60/-*/Rs.50/- (Rupees Sixty only/Rupees Fifty only) from the Maharashtra State Electricity Board being the cash allowance in lieu of the Peon/Attendant at residence (Orderly Allowance) for the month of _____ year 19__

Date: _____

\$ Receiver's Signature
(Designation of the Officer)

*Strike out the figure which is not applicable.

\$ To be signed at the time of actual payment.

2. The revised procedure of drawing & disbursing the Orderly Allowance as per this Correction Slip shall be applicable to those Officers who are entitled to receive it and who intimate in advance in writing to be governed by it i.e. by the revised procedure, specifying clearly the exact month from which it shall be effective in their respective case. In such cases where the revised procedure is brought into force, the amount of Orderly Allowance being reimbursement of actual expenditure incurred should not be reckoned as income of the Officer for the purpose of calculation and deduction of Income tax by the concerned Board's Office.

3. Pending receipt of the intimation/communication contemplated under para 2. above, the Orderly Allowance may be drawn/continued to be drawn in salary bills and

paid alongwith the monthly salary as per the procedure laid down in the G.O. 103 (P), dated 12-2-1981 before the issue of this Correction Slip.

Sd/-(J.N.S.CHANDEL)
Joint Director (Personnel)

**CORRECTION SLIP NO.2 DATED 30-11-1984
(to G.O.103 (P) Dated 12-2-1981)**

The Board by their Resolution No. 1229, dt. 16/11/1984 have accorded approval to revise the existing rates of Orderly Allowance with effect from 1st April, 1984 as under :

	Existing Rate	Revised rate w.e.f. 1st April, 1984
a) Officers stationed/working in Board's Offices located in the area of Greater Bombay Municipal Corpn.	Rs.60/-p.m.	Rs.100/-p.m.
b) Officers stationed/working in the Board's Offices in the rest of the State.	Rs.50/-p.m.	Rs.75/-p.m.

2. The other terms and conditions of G.O. No. 103 (P), dated 12/2/1981 as amended from time to time shall remain unchanged.

Sd/-(M.R. PATIL)
Member (Admn.)/Secretary

**CORRECTION SLIP NO.3 DATED 6-5-1986
(to G.O.103 (P) Dated 12-2-1981)**

Subject:- Drawal of Orderly Allowance in lieu of Residential Peon.

The Board by their Resolution No. 17, dt. 24-2-1986 have accorded approval to modify the condition appearing in clause (iii) of GO 103 (P), dt.12-2-1981, to read as under:-

"(iii)The Allowance shall not be paid during any period spent on leave of more than 60 days (excluding the period of holidays etc. allowed to be prefixed or suffixed), any deputation, conference, seminar, training (Departmental or outside) and workshop in India of more than 60 days. This allowance shall not also be paid during joining time on transfer and during period of suspension (irrespective of number of days)."

Consequently, the form of certificate/declaration as notified vide Correction Slip No.1, dated 28-8-1981 shall stand modified accordingly.

This amendment shall be effective from 1st March, 1986.

Sd/-(R.V.KULKARNI)
Secretary

**CORRECTION SLIP NO.4 DATED 6-4-1990
(to G.O.103 (P), Dated 12-2-1981)**

Subject:- Revision of the rate of Orderly Allowance in respect of Senior Officers of the rank of Executive Engineer, equivalent & above.

The Chairman has accorded approval to revise the existing rates of Orderly Allowance with effect from 1-4-1988 as under:-

Sr. No	Category	Revised rate effective from 1st April 1988
1.	Executive Engineer/Sr.Executive Engineer and equivalent.	Rs.300/- per month.
2.	Superintending Engineer/Dy. Chief Engineer and equivalent.	Rs.400/- per month.
3.	Chief Engineer/Technical Director and equivalent	Rs.500/- per month.

2. This allowance at the above rates is payable to the Officers irrespective of their place of posting. In short, the Officers working in Greater Bombay and other places shall draw the allowance at the uniform rates mentioned above.

3. The other terms and conditions mentioned in the General Order No. 103(P), dated 12-2-1981 as amended from time to time shall remain unchanged.

4. Arrears on this account should be drawn and paid in the Office where the Officer is working at present in two equal monthly instalments in May, 1990 and June, 1990 alongwith arrears on account of revision of pay-scales under General Order No. 123 (P).

5. This Correction Slip is issued subject to any changes/modifications/ alterations/clarifications that may be required to be made/issued hereafter and the same shall be binding on the concerned Officers.

Sd/-(C.S. Sastry)
Director of Personnel.

GENERAL ORDER NO.104 (P) DATED 9-3-1981

Subject:-Rules for the grant of legal assistance and reimbursement of the expenses incurred by Board's Vehicle Drivers/Cleaners in legal/ Police cases arising out of Vehicle accidents.

The job of Vehicle Drivers/Cleaners is such that despite care in discharging their duties they are often charged/arrested/prosecuted for alleged contravention of the provisions of law such as Motor Vehicles Act, 1939, the Indian Penal Code, etc. etc.. They are more likely to get involved in Motor-vehicle-accidents than others and liable to face prosecution and other police/legal cases involving considerable expenses and hardship. Considering these features of their jobs and as a welfare measure the Board by their Resolution No.940, dated the 26th February, 1981 have accorded approval to the following rules for grant of legal assistance and reimbursement of expenses incurred by Vehicle Drivers/Cleaners employed/working on temporary/probation/permanent basis in various Board's Offices/Establishments such as Circles/Power Stations/Projects/Divisions/Major Stores/Sub-Divisions etc., namely:-

i) Where a Board's vehicle is involved in any accident and if the Driver/Cleaner in respect of this Vehicle is arrested by the Police for any alleged offence under law such as the Motor Vehicles Act, 1939, the Indian Penal Code, etc., etc., the concerned Officer-In-Charge of the Board's Office/Establishment should at the earliest arrange, with the consent of that Driver/Cleaner, bail/release of the arrested Driver/Cleaner at Board's expense. For this purpose the Officer concerned of the rank of Executive Engineer, equivalent and above under whom or in whose office/establishment the Driver/Cleaner is working is authorised to incur expenditure not exceeding Rs.5,000/- per case per employee. This shall include only engagement of a Counsel for the said purpose on fees limited to the fees admissible to Government Pleaders and Public Prosecutors under the Law Officers (condition of service) Rules, 1939 and standing bail for the employee

ii) All possible assistance and guidance should be given by the concerned Office/Establishment to the Driver/Cleaner involved in legal/police case arising out of Motor Vehicle accident for engaging a Counsel for defence.

iii) 50% of the expenditure incurred by the Driver/Cleaner for defending Civil or Criminal proceedings/prosecution in the first stage (Court) should be reimbursed to him. However, if the employee (Driver/Cleaner) is fully exonerated/ acquitted by the first Court, the balance 50% of the expenditure incurred by him in the case should be reimbursed by the Board by the concerned Office/ Establishment.

iv) The expenditure referred to in Rule (iii) above includes only the expenses on account of payment of Court fees and fees of Counsel [limited to the fees admissible to Govt. Pleaders and Public Prosecutors under the Law Officers (condition of service) Rules, 1939.] While reimbursing expenditure only the excess, if any, of such expenses over any

compensation, damages or costs that may be recovered by the Driver/Cleaner from the other party shall ordinarily be borne by the Board.

v) In case a Driver/Cleaner convicted of an offence prefers an appeal to the Appellate Court, the entire expenditure for such appeal shall be borne by the employee himself and the Board shall not reimburse any part thereof.

vi) All applications for reimbursement of expenses incurred by the employee under the above provisions must be made by him as soon as possible after the conclusion of the proceedings.

vii) Grant of legal/financial assistance to the employee under these rules shall be without prejudice to the disciplinary action, if any, by the Competent Authority under Board's Conduct, Discipline and Appeal Regulations contained in the M.S.E.B. Employees' Service Regulations, against him.

viii) These rules shall be deemed to have come into force with effect from 26th February 1981.

2. By the same Resolution the Board also authorised the Member (Admn./ Secretary to lay down/issue/frame such detailed procedure/ administrative instructions or subsidiary rules as deemed necessary for properly implementing the above legal assistance and reimbursement Scheme in respect of Board's Vehicle Drivers/Cleaners.

Sd/-(J.N.S. CHANDEL)
Joint Director (Personnel)

GENERAL ORDER NO.105 (P) DATED 21-7-1981

Subject:-Grant of Advance Increment to Technical Employees acquiring Associate Membership of the Institution of Engineers after passing Section A and Section B Examinations conducted by the Institution of Engineers (India) while in service.

The Board, by their Resolution No. 1119 dated 6/7th July, 1981, accorded their approval to the following incentive Scheme for Technical employees:-

i) The Board may grant as an incentive one advance increment to Technical employees irrespective of the Pay Group to which they belong (excluding Sub-Engineers and equivalent technical categories) who pass Section A and Section B Examinations conducted by the Institution of Engineers (India) while in service provided such qualification is considered by the Competent Authority as directly connected with and relevant to the duties assigned to them.

ii) The advance increment under (i) above may be granted retrospectively from the date of declaration of results of the final examination as indicated in Mark List or as confirmed by the Institution of Engineers (India) provided this date is after the date of joining Board's service.

iii) If the aforesaid qualification viz. A.M.I.E. has already been considered by the Competent Selection Panel at the time of selection of the employee for initial appointment then no additional benefit of advance increment shall be admissible.

iv) The above Scheme shall be open to all Technical employees (excluding Sub-Engineers and employees belonging to equivalent categories) appointed on regular basis and also on temporary basis after selection by the Competent Selection Committee provided such temporary employees have completed at least one year service in the Board before passing Section A and Section B Examinations of the Institution of Engineers (India).

v) An employee covered by the above Scheme shall be entitled to the incentive increment of the post held by him on the date of passing the final Examination of the Institution of Engineers (India). This benefit will not be granted if he has been already granted advance increment for acquiring any other Post-Graduate Degree or Diploma or any other Professional qualification. Similarly, an employee who is granted the benefit of above incentive Scheme shall not be eligible for any advance increment for acquiring any other qualification under S.R. 103 (b) read with Circular No.220 dated 21.6.1979.

vi) If the employee entitled for an advance increment under this Scheme has reached maximum of the scale of pay in which the advance increment is applicable, he shall be granted special pay equal to one advance increment with effect from the date on which the advance increment is admissible. (The rate of monthly special pay shall be equal to the rate of increment applicable).

vii) The benefit under this scheme may be sanctioned by the following authorities:

For Technical Employees in Pay Group I	T.M./T.D.(Gen-O&M)/ T.D. (Gen.Project) as the case may be.
For Technical Employees in Pay Group II in Field	Chief Engineer concerned.
For Technical Employees in Pay Group II in Head Office.	Joint Secretary (Tech.)

2. The Board also authorised the Member (Admn.) to issue in consultation with the Technical Member and the Accounts Member such further detailed instructions/clarifications as deemed necessary and appropriate for properly implementing/regulating the above Scheme but not inconsistent with the provisions approved by the Board.

Sd/-Joint Director (Personnel).

**CORRECTION SLIP NO.1 DATED 3-8-1982
(to G.O.105(P), Dated 21-7-1981)**

Subject:-Grant of Advance increment to technical employees acquiring Associate Membership of the Institution of Engineers after passing Section A and Section B Examinations conducted by the Institution of Engineers (India) while in service.- Amendment to G.O. No. 105(P), dated 21-7-1981

The Board by their Resolution No. 1598, dated 22-7-1982 have accorded approval to add the following Note below sub-para (i) in para 1 of the G.O. 105 (P) dated 21-7-1981.

"Note:- In the case of an employee working as Sub-Engineer or equivalent technical category who has been promoted/ appointed to higher post prior to declaration of results of Section A and Section B Examinations conducted by the Institution of Engineers (India) while in service but has not been relieved for administrative reason, the advance increment in the pay-scale of the higher post may be granted to him from the date of reporting for duty on higher post."

2. As decided by the Board, the above amendment comes into force retrospectively so as to cover all pending cases.

Sd/-Secretary

**CORRECTION SLIP NO.2, DATED 17-3-1993.
(to G.O.105(P), Dated 21-7-1981).**

Subject:-Grant of Advance increment to the Sub-Engineers who acquire Associate Membership of the Institute of Engineers (AMIE) after passing Section-A and Section-B Examination conducted by the Institute of Engineers (India) or a Degree in Engineering, while in service.

The Board by their Resolution No.1119, dated 6/7 July, 1981 introduced the Scheme of incentive increment for Technical employees (excluding Sub-Engineers and equivalent technical categories) as notified under G.O. 105 (P), dtd.21st July, 1981.

2. The Board by their Resolution No.325, dated 12-2-1993 have now accorded approval to the following:-

i) To grant, as incentive, one advance increment to Sub-Engineers who pass Section A & Section B of AMIE Examination conducted by the Institute of Engineers (India), or a recognised Degree in Engineering, while in service.

ii) The advance increment under (i) above should be granted retrospectively from the date of declaration of results of the final Examination, as confirmed by the Institute of Engineers (India) or the University, provided that this date is after the date of joining Board's service.

iii) The above scheme shall be open to all Sub-Engineers appointed on regular basis and also on temporary basis after selection by the Competent Selection Committee.

iv) This benefit will not be granted if he has been already granted advance increment for acquiring any of the Post Graduate Degrees or Diplomas or any of the professional qualifications. Similarly, an employee who is granted the benefit of above incentive Scheme shall not be eligible for any advance increment for acquiring any of the qualification under S.R. 103 (b) read with Correction Slip No.308, dated 10-7-1984.

v) If the employee entitled for an advance increment under this Scheme has reached maximum of the scale of pay in which the advance increment is applicable, he shall be granted special pay equal to one advance increment with effect from the date on which the advance increment is admissible (The rate of monthly special pay shall be equal to the rate of increment applicable).

vi) The Chief Engineer concerned is authorised to grant an advance increment under this Scheme.

3. The Board authorised the Member (Admn.)/Secretary to issue, in consultation with the Technical Member and the Accounts Member such further detailed instructions/clarifications as deemed necessary and appropriate for properly implementing/regulating the above Scheme.

Sd/-Director of Personnel.

GENERAL ORDER No.106 (P) DATED 19-8-1981

Subject:- Revision of pay-scales and Dearness Allowance in respect of Senior Engineers and equivalent Officers.

The Board by their Resolution No. 1183 dated the 14th August, 1981, have taken the following decisions in the matter of revision of pay scales, Dearness Allowance, method of fixation of pay, etc., in respect of Officers of the rank of Executive Engineer and above including Technical Director.

REVISION OF PAY SCALES:- The existing pay-scales of the categories of Executive Engineers, equivalent and above shown in column No.3 of the table set out below shall be revised with effect from 1-4-1980 as shown in column No.4 thereof.

Sr. No.	Category/Designation	Existing (present) pay-scale	Revised pay-scale	Minimum monetary benefit to be added in basic pay at the time of pay fixation
1.	2.	3.	4.	5.
1.	Executive Engineer and equivalent	Rs.1100-60-1340-EB-60-1700	Rs.1550-70-2390.	Rs.290/-
2.	Power Station Superintendent and equivalent	Rs.1300-60-1600-75-1900	Rs.1750-80-2630	Rs.290/-
3.	Superintending Engineer & equivalent	Rs.1500-75-1800-100-2000	Rs.1960-100-2760	Rs.300/-
4.	Dy. Chief Engineer and equivalent	Rs.2000-125/2-2250	Rs.2460-125-2960	Rs.300/-
5.	Chief Engineer and equivalent	Rs.2250-125/2-2500	Rs.2710-125-3210	Rs.300/-
6.	Technical Director	Rs.2500-125-2750	Rs.3000-125-3500	Rs.500/-

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

(II) MINIMUM MONETARY BENEFIT :- The Officers covered by the table in para 1 (I) above who are in the service of the Board as on 31-3-1980 shall be granted minimum monetary benefit of the amount shown in Column No.5 thereof at the time of fixation of pay in the revised pay- scales as explained herein below.

(III) INCREMENTAL DIFFERENCE :- Except in the case of officers of the rank of Technical Directors, Chief Engineers, Dy.Chief Engineers and equivalent officers, an additional benefit equal to the difference between the rate of increment in the revised pay scale and the rate of increment in the present scale as applicable in each case on 31-3-1980 shall be granted at the time of fixation of pay in the revised scale as explained herein below. The relevant amounts of incremental difference are shown in the Annexures No.I to VI attached to this General Order.

(IV) FIXATION OF PAY IN THE REVISED PAY-SCALES :- The basic pay of an Officer in the corresponding revised pay-scale as applicable in his case shall be fixed in the following manner:-

An amount of Rs.160/- from the Dearness Allowance payable in the month of April, 1980 together with the appropriate minimum monetary benefit and the difference in the rate of increment as per para 1(III) above,if any, shall be added to the basic pay plus personal pay, if any, as on 31-3-1980. The sum total so arrived at shall be fixed in the revised pay-scale as under:-

- If the sum total is a stage in the revised pay-scale, the basic pay shall be fixed at that stage.
- If the sum total is not the stage in the revised pay-scale, the basic pay shall be fixed at the next higher stage.
- If the sum total exceeds maximum of the revised pay scale, the basic pay shall be fixed at the maximum of the revised pay scale and the balance amount shall be treated as personal pay.

Note:- For the purpose of the above rule basic pay as on 31-3-1980 means the basic pay drawn as on 31-3-80 in the existing pay-scale of the post held on 31-3-80, as defined in Service Regulation No.9(21). It shall not include personal pay other than the one arrived at due to earlier pay fixation and

it shall also not include Special Pay, personal allowance or any other type of additional emoluments/fringe benefit, etc. drawn by the Officer. ("Post held" includes any of the posts in the table in para 1(l) above held on Officiating/Temporary basis.

(V) GRANT OF ADDITIONAL INCREMENT IN THE REVISED PAY SCALES:- After fixation (as shown in Annexures I to VI) of pay in the revised pay-scales with effect from 1-4-1980 one additional increment in the revised pay-scales shall be granted with effect from the same date viz. 1.4.1980 to the Officers who are in continuous service from 31.3.1979 or from an earlier date. This additional increment shall be in the revised scale of the post held on 1.4.1980 though the post held earlier may be a lower post. For example, in the case of a Deputy Executive Engineer in the service of the Board from 31.3.1979 or a date prior to 31.3.1979 and who is promoted as Executive Engineer on Officiating/Temporary basis from say 1.1.1980, he will have his pay fixed in the revised scale of Executive Engineer with effect from 1.4.1980 and the additional increment as per this para shall be in the revised scale of Executive Engineer.

(VI) DATE OF NEXT INCREMENT IN THE REVISED SCALE AFTER PAY REVISION:- Notwithstanding anything contained to the contrary in the Maharashtra State Electricity Board Employee's Service Regulations, the pay fixation in the revised scale of pay in the manner prescribed above shall not affect the normal date of increment of the Officer. In other words the Officer whose pay is fixed in the revised pay-scale as on 1.4.1980 shall draw his next increment in the revised scale on the date he would have drawn it in the old scale had the scales not been revised. Officers whose normal date of increment is 1.4.1980 and who are also eligible for one additional increment with effect from 1.4.1980 as per para 1(V) above shall thus be granted in all two increments in the revised pay-scales with effect from 1.4.1980, unless otherwise the normal increment is withheld as a result of punishment. Since there is no EB in the revised scales of pay, increments due on 1.4.1980 and thereafter shall be released in the normal course in the revised scales despite any decision, order or action of the Competent Authority of holding up the Officer at the EB stage in the pre-revised scale on or after 1.4.1980. An officer who is held up at the E.B. stage falling on a date prior to 1.4.1980 shall have his pay fixed in the revised pay-scale with reference to the basic pay actually drawn as on 31.3.1980 and his next increment in the revised scale on or after 1.4.1980 shall be released on normal due date without the necessity of any formal review of his E.B. case.

(VII) OPTION FOR RETAINING THE EXISTING PAY-SCALE :- If any Officer is not benefitted by the above revision of pay-scales and fixation of pay with effect from 1-4-1980 in the revised pay-scale, he may at his option retain his pay in the present scale of pay until the date on which he may earn his next increment or any subsequent increment in the scale of pay or until he vacates his post or ceases to draw pay in the present pay-scale. The option once exercised shall be final. Those who do not exercise the option within one month from the date of issue of this General Order shall be deemed to have elected to draw pay in the revised pay-scale with effect from 1-4-1980. However, for all practical purposes all Officers are assumed to be benefitted by the revised pay-scales with fitment formula and the work of pay fixation shall be taken up in respect of all Officers assuming that all have elected to draw pay in the revised pay-scale with effect from 1-4-1980.

(VIII) PAY FIXATION IN RESPECT OF PERSONS APPOINTED ON OR AFTER 1-4-1980:- Persons appointed to any of the posts mentioned in the table in para 1(l) above on or after 1-4-80 shall necessarily draw pay in revised pay-scale from the date of appointment. In such cases the basic pay admissible shall be minimum of the revised pay-scale with effect from the date of joining the said post provided that those who are granted higher initial pay in the present pay-scale shall be eligible for equal number of increment/s in the revised pay-scale and their initial basic pay should be fixed accordingly in the revised scale. In the case of Departmental Board's Officer appointed/promoted to any of the posts mentioned in the table in para 1(l) above on or after 1-4-1980, he shall be eligible for pay fixation in the revised pay-scale of that post as per normal rules with reference to the pay of the lower post in the revised scale of the lower post on the date of appointment/promotion to the higher post (mentioned in the said table).

(X) PAY FIXATION OF OFFICERS APPOINTED AFTER 31-3-1979 BUT BEFORE 1-4-1980:- In the case of persons appointed to any of the posts mentioned in the table in para 1(l) above after 31-3-1979 but before 1-4-1980 pay shall be fixed in the revised scale with effect from 1-4-1980 in accordance with the instructions

contained in para 1(IV) above. However, these Officers shall not be eligible for additional increment under para 1(V) above.

(X) DEARNESS ALLOWANCE :- The existing rate of payment of Dearness Allowance of Rs. 1.025 per point rise/fall in the All India Average Consumer Price Index Number of 1949 = 100 series, is revised with effect from the D.A. payable for April, 1980 to Rs.1.25 per point rise/fall in the Index of the same series subject to the existing minimum variation of 4 points. The Dearness Allowance for April, 1980 at the revised rate of neutralisation of Rs. 1.25 per point works out to Rs. 291.95 (as against Rs. 292.85 at the existing rate of Rs 1.025 per point). For the payment of Dearness Allowance at the revised rate, the amount of Rs. 291.95 minus Rs.100 = 131.95 is linked up with the All India Average Consumer Price Index Number 451 (1949 = 100 Series) for the month of January 1980 (applicable for payment of D.A. for the month of April 1980). (This is for the lowest slab).

The revised pay slabs and the corresponding amount of revised Dearness Allowance payable for the month of April, 1980 shall be as under:

Revised Dearness Allowance payable to Officers drawing pay in the revised pay-scales.

Revised pay slabs.* (Basic pay plus personal pay, if any, in the revised pay-scale).	Revised Dearness Allowance for the month of April, 1980
Rs.1086 and above.	Rs.241.95

The revised rates of Dearness Allowance for the months of April, 1980 and onwards shall be as per Annexure VII.

*(Note:- The system of payment of Dearness Allowance for Officers drawing pay in the revised scales is same as in the case of employees drawing pay in the revised scales in accordance with the settlement with the Workers' Federations. Hence, only the relevant slab is mentioned above as applicable for the officers covered by this General Order).

(XI) REGULATION OF HOUSE RENT ALLOWANCE AND COMPENSATORY LOCAL ALLOWANCE (H.R.A. & C.L.A.) :- In respect of Officers drawing pay in the revised pay-scales, House Rent Allowance and Compensatory Local Allowance payable on or after 1-4-1980 shall be calculated at the prescribed rates (percentage) with reference to only the basic pay drawn in the revised scale plus personal pay, if any (arising out of pay fixation). The procedure of adding a portion of Dearness Allowance (called Dearness Pay and additional Dearness Pay) in pay for calculating H.R.A. & C.L.A. as per Correction Slip No.8 dated 28-4-1975 to G.O.68(P) dt. 30-6-72 shall be discontinued with effect from 1-4-1980 in respect of Officers drawing pay in the revised pay-scales. Similarly, the procedure of subtracting an amount of Rs.60/- from basic pay before calculating H.R.A. & C.L.A. as per Correction Slip No.9 to G.O.68(P) shall also be discontinued with effect from 1-4-1980.

(XII) RECOVERY OF HOUSE RENT :- In respect of Officers drawing pay in the revised pay-scales and to whom accommodation is provided by the Board the recovery of House Rent in respect of the said accommodation at the prescribed rate (percentage) shall be with reference to the basic pay drawn in the revised scale plus personal pay, if any, (arising out of pay fixation) plus C.L.A. The existing practice of deducting the amount of Dearness Allowance merged in the revised pay-scales from the basic pay for the purpose of calculating House Rent recovery shall be dis-continued with effect from 1-4-1980 and House Rent shall be recovered at the prescribed rate (percentage) based on only the basic pay plus personal pay, in the revised pay scale plus C.L.A.

(XIII) PAYMENT OF ARREARS:- The amount of arrears as a result of pay fixation in the revised pay-scales, revision of D.A., etc. in accordance with the provisions of this General Order after statutory deductions on account of C.P.F. subscription, House Rent (where applicable), etc. shall be paid to the Officers in cash before the end of the current financial year. The arrears on account of revision of pay-scales, D.A. etc.

should be drawn in the Office where the Officer is working currently, irrespective of the fact whether he had worked in that Office or some other Office/Offices in the past. The concerned drawing & disbursing Officers are requested to ensure that their requirement of funds for payment of arrears on account of revision of pay-scales, Dearness Allowance, etc. are intimated to the Ways and Means Section under the Director of Accounts, New Kamani Chambers, Bombay. The total arrears on account of revision of pay-scales for the year 1980-81 and 1981-82 should be separately worked out and intimated to the Head Office, Bombay for adjustment against the Development Fund. For pay fixation and calculation of arrears, Service Books and other relevant official records of the Officers should be made use of. Necessary entry regarding payment of arrears, fixation of pay etc. should be taken in the Service Books of the respective Officers.

(XIV) MISCELLANEOUS :- (i) Various benefits granted under G.Os.95,96,97 & 98 and conditions of the various allowances sanctioned therein shall remain unchanged. The existing pay-scales mentioned therein shall stand substituted by the corresponding revised pay-scales.

(ii) The provisions in the Board's various Service Regulations e.g. G.O. 26(P), G.O.65, G.O.68, G.O.89, G.O.90, G.O.93, etc. wherein various entitlements/conditions are based on the pay-scales/Basic pay shall stand suitably revised corresponding to the revised pay-scales. Necessary amendments to the relevant Rules & Regulations shall be issued in due course wherever necessary.

(iii) The cases of payment of House Building Advance, Leave Travel Concession, Charge Allowance (Special pay for additional charge under S.R.36) and other similar incidental benefits (except leave salary in respect of Leave on Average Pay surrendered and allowed to be encashed under G.O.59 or S.R.39(a)) shall not be re-opened and consequently no arrears on those accounts shall be payable.

(iv) In the case of Officers/staff on deputation to the Board, this revision of pay-scales will not have automatic effect in the revision of their pay-scales, but the Board may decide to refer such cases back to the Cadre Controlling Authority of such Officers/staff on deputation.

(v) The Officers fulfilling all the relevant conditions but who have resigned/retired after 1-4-1980 shall be entitled to the benefits under this General Order (para 1 ends here).

2. All the concerned Officers are requested to take immediate steps to fix the pay of the Officers in the revised pay-scales and make payment to them expeditiously. Action to work out arrears and for Audit Scrutiny (before payment) should be taken immediately.

3. The Board under the same Resolution delegated powers to the Chairman to decide, in consultation with the Member (Admn.), the Technical Member and the Accounts Member, cases involving clarifications/anomalies arising out of the above orders.

Encls: Annexures I to VII & Annexure VIII, showing examples of comparative emoluments. #

Sd/-(VINAY BANSAL)
Member (Admn.) & Secretary

See on next page onwards

ANNEXURE I TO G.O. 106 EXECUTIVE ENGINEER AND EQUIVALENT

Existing Pay Scale Rs.1100-60-1340-EB-60-1700 Revised Pay Scale Rs.1550-70-2390

Stage in Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in revised scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1100 +	160 +	290 +	0	= 1,550	1,550
1160 +	160 +	290 +	10	= 1,620	1,620
1220 +	160 +	290 +	10	= 1,680	1,690
1280 +	160 +	290 +	10	= 1,740	1,760
1340 +	160 +	290 +	10	= 1,800	1,830
1400 +	160 +	290 +	10	= 1,860	1,900
1460 +	160 +	290 +	10	= 1,920	1,970
1520 +	160 +	290 +	10	= 1,980	2,040
1580 +	160 +	290 +	10	= 2,040	2,040
1640 +	160 +	290 +	10	= 2,100	2,110
1700 +	160 +	290 +	10	= 2,160	2,180

ANNEXURE II TO G.O. 106 POWER STATION SUPERINTENDENT AND EQUIVALENT

Existing Pay Scale Rs.1300-60-1600-EB-75-1900 Revised Pay Scale Rs.1750-80-2630

Stage in Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in revised scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1300 +	160 +	290 +	0	= 1,750	1,750
1360 +	160 +	290 +	20	= 1,830	1,830
1420 +	160 +	290 +	20	= 1,890	1,910
1480 +	160 +	290 +	20	= 1,950	1,990
1540 +	160 +	290 +	20	= 2,010	2,070
1600 +	160 +	290 +	20	= 2,070	2,070
1675 +	160 +	290 +	5	= 2,130	2,150
1750 +	160 +	290 +	5	= 2,205	2,230
1825 +	160 +	290 +	5	= 2,280	2,310
1900 +	160 +	290 +	5	= 2,355	2,390

ANNEXURE III TO G.O. 106 SUPERINTENDING ENGINEER AND EQUIVALENT

Existing Pay Scale Rs.1500-75-1800-100-2000			Revised Pay Scale Rs.1960-100-2760		
Stage in Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised pay scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1500 +	160 +	300 +	0	= 1,960	1,960
1575 +	160 +	300 +	25	= 2,060	2,060
1650 +	160 +	300 +	25	= 2,135	2,160
1725 +	160 +	300 +	25	= 2,210	2,260
1800 +	160 +	300 +	25	= 2,285	2,360
1900 +	160 +	300 +	0	= 2,360	2,360
2000 +	160 +	300 +	0	= 2,460	2,460

ANNEXURE IV TO G.O. 106 DEPUTY CHIEF ENGINEER AND EQUIVALENT

Existing Pay Scale Rs.2000-125/2-2250			Revised Pay Scale Rs.2460-125-2960		
Stage in Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised pay scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2000 +	160 +	300 +	0	= 2,460	2,460
2125 +	160 +	300 +	0	= 2,585	2,585
2250 +	160 +	300 +	0	= 2,710	2,710

ANNEXURE V TO G.O. 106 CHIEF ENGINEER AND EQUIVALENT

Existing Pay Scale Rs.2250-125/2-2500			Revised Pay Scale Rs.2710-125-3210		
Stage in Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised pay scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2250 +	160 +	300 +	0	= 2,710	2,710
2375 +	160 +	300 +	0	= 2,835	2,835
2500 +	160 +	300 +	0	= 2,960	2,960

ANNEXURE VI TO G.O. 106 TECHNICAL DIRECTOR

Existing Pay Scale Rs.2500-125-2750			Revised Pay Scale Rs.3000-125-3500		
Stage in Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in revised scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2500 +	160 +	500 +	0	= 3,160	3,250
2625 +	160 +	500 +	0	= 3,285	3,375
2750 +	160 +	500 +	0	= 3,410	3,500

ANNEXURE VII TO G.O.106 #

See on pages 23 & 24

Statement showing the rates of Dearness Allowance from April 1980 to August 1981

ANNEXURE VII G.O.106(P)
Accompaniment to G.O.106(P)

Existing Rates of D.A.

Sr.No	Month	Basic pay + P.P. if any				
		1 to 160 D.A.	161 to 210 D.A.	211 to 260 D.A.	261 to 460 D.A.	461 onwards D.A.
1.	April 80	292.85	297.85	302.85	307.85	312.85
2.	May 80	292.85	297.85	302.85	307.85	312.85
3.	June 80	292.85	297.85	302.85	307.85	312.85
4.	July 80	297.97	302.97	307.97	312.97	317.97
5.	Aug.80	306.17	311.17	316.17	321.17	326.17
6.	Sept.80	311.29	316.29	321.29	326.29	331.29
7.	Oct.80	321.54	326.54	331.54	336.54	341.54
8.	Nov.80	325.64	330.64	335.64	340.64	345.64
9.	Dec.80	331.79	336.79	341.79	346.79	351.79
10.	Jan.81	335.89	340.89	345.89	350.89	355.89
11.	Feb.81	343.07	348.07	353.07	358.07	363.07
12.	Mar.81	338.97	343.97	348.97	353.97	358.97
13.	April.81	343.07	348.07	353.07	358.07	363.07
14.	May 81	351.27	356.27	361.27	366.27	371.27
15.	June 81	351.27	356.27	361.27	366.27	371.27
16.	July 81	362.54	367.54	372.54	377.54	382.54
17.	Aug.81	369.71	374.71	379.71	384.71	389.71

Amount as per new rate i.e. Rs.1.25 per point

Revised rates of D.A.

Sr.No.	Month	Point increase or decreas	Index	Amount increased/ decreased Rs.Ps.	Basic pay + p.p. if any in the revised pay-scale					
					Upto Rs.385 D.A.	Rs.386 to 535 D.A.	Rs.536 to 685 D.A.	Rs.686 to 885 D.A.	Rs.886 to 1085 D.A.	Rs.1086 on- wards D.A.
1.	April 80	(-) 4	451	(-)5/-	131.95	146.95	166.95	191.95	216.95	241.95
2.	May 80	(-) 3	448	-	131.95	146.95	166.95	191.95	216.95	241.95
3.	June 80	(+) 2	453	-	131.95	146.95	166.95	191.95	216.95	241.95
4.	July 80	(+) 5	456	6.25	138.20	153.20	173.20	198.20	223.20	248.20
5.	Aug. 80	(+) 8	464	10.00	148.20	163.20	183.20	208.20	233.20	258.20
6.	Sept. 80	(+) 5	469	6.25	154.45	169.45	189.45	214.45	239.45	264.45
7.	Oct.80	(+) 10	479	12.50	166.95	181.95	201.95	226.95	251.95	276.95
8.	Nov.80	(+) 4	483	5.00	171.95	186.95	206.95	231.95	256.95	281.95
9.	Dec.80	(+) 6	489	7.50	179.45	194.45	214.45	239.45	264.45	289.45
10.	Jan. 81	(+) 4	493	5.00	184.45	199.45	219.45	244.45	269.45	294.45
11.	Feb. 81	(+) 7	500	8.75	193.20	208.20	228.20	253.20	278.20	303.20
12.	Mar. 81	(-) 4	496	(-)5.00	188.20	203.20	223.20	248.20	273.20	298.20
13.	April 81	(+) 4	500	5.00	193.20	208.20	228.20	253.20	278.20	303.20
14.	May 81	(+) 8	508	10.00	203.20	218.20	238.20	263.20	288.20	313.20
15.	June 81	(+) 2	510	-	203.20	218.20	238.20	263.20	288.20	313.20
16.	July 81	(+)11 (2+9)	519	13.75	216.95	231.95	251.95	276.95	301.95	326.95
17.	Aug. 81	(+) 7	526	8.75	225.70	240.70	260.70	285.70	310.70	335.70

ANNEXURE VIII TO G.O.106 Examples showing comparative position of emoluments for April 1980

EXECUTIVE ENGINEER

Existing Scale Rs.1100-60-1340-EB-60-1700		Revised Scale Rs.1550-70-2390	
Pay	Rs. 1,400.00	Pay (including	Rs. 1,900.00
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		Incremental difference)	
		D.A. (Revised)	Rs. 241.95
		Addl. increment	Rs. 70.00
	Rs. 1,712.85		Rs. 2,211.95

POWER STATION SUPERINTENDENT

Existing Scale Rs.1300-60-1600-75-1900		Revised Scale Rs.1750-80-2630	
Pay	Rs. 1,600	Pay (including	Rs. 2,070
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		Incremental difference)	
		D.A. (Revised)	Rs. 241.95
		Add.Increment	Rs. 80.00
	Rs. 1,912.85		Rs. 2,391.95

SUPERINTENDING ENGINEER

Existing Scale Rs.1500-75-1800-100-2000		Revised Scale Rs.1960-100-2760	
Pay	Rs. 1,725	Pay (including	Rs. 2,260
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 241.95
		Addl. increment	Rs. 100.00
	Rs. 2,037.85		Rs. 2,601.95

DEPUTY CHIEF ENGINEER

Existing Scale Rs.2000-125/2-2250		Revised Scale Rs.2460-125-2960	
Pay	Rs. 2,125	Pay (including	Rs. 2,585
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 241.95
		Addl. increment	Rs. 125.00
	Rs. 2,437.85		Rs. 2,951.95

CHIEF ENGINEER

Existing Scale Rs.2250-125/2-2500		Revised Scale Rs.2710-125-3210	
Pay	Rs. 2,375	Pay (including	Rs. 2,835
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		incremental difference)	
		D.A.	Rs. 241.95
		Addl. increment	Rs. 125.00
	Rs. 2,687.85		Rs. 3,201.95

**CORRECTION SLIP NO.1 DATED 14-7-1982
(to G.O.106(P), Dated 19-8-1981)**

**CORRECTION SLIP NO.1 DATED 14-7-1982
(to G.O.107(P), Dated 24-8-1981)**

**CORRECTION SLIP NO.1 DATED 14-7-1982
(to G.O.109(P), Dated 30-9-1981)**

Subject:- Revision of pay-scales, D.A. etc. - Introduction of additional pay-slab for D.A. Rates in respect of employees covered under General Orders mentioned above.

In respect of Officers/Engineers/Employees covered by General Order No.106 (P), dated 19-8-1981, G.O.No.107(P) dated 24-8-1981 and G.O. No.109 (P) dated 30-9-1981 following pay slabs have been prescribed for admissibility of Dearness Allowance at revised rates with effect from April, 1980 with reference to pay drawn in the revised pay-scales :-

Revised rates of D.A. per month

Sr. No.	Month	Basic pay + P.P., if any in the revised pay-scale					
		Upto Rs.385/-	Rs.386/- to 535	Rs. 536/- to 685	Rs.686/- to 885	Rs.886/- to 1085	Rs.1086/- & onwards
		Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs. Ps.
1)	April 1980	131.95	146.95	166.95	191.95	216.95	241.95

2. In order to bring uniformity in the revised rates of Dearness Allowance in respect of Officers/Engineers/Employees governed by the aforesaid three General Orders and those governed by General Order No.111 (P), dated 13-5-1982 and G.O. No. 113(P), dated 29-6-1982, the Board by their Resolution No. 1570, dated 6-7-1982 have accorded approval to replace the last pay slab mentioned in the table above by the following two pay slabs and fix the revised rates of D.A. corresponding to those slabs as follows with effect from April, 1980 :-

Revised rates of D.A. per month

Sr.No.	Month	Basic Pay + P.P., if any in the revised pay-scale	
		Rs.1086 to Rs.1285	Rs.1286/- & onwards
1)	April 1980	Rs.241.95	Rs.266.95

3. The existing method of calculating revised D.A.Rates linked to the All India Average Consumer Price Index (1949 = 100 Series) for subsequent months shall remain unchanged.

4. The revised rates of Dearness Allowance as applicable for subsequent months i.e. from May 1980 onwards have also been shown in the relevant Annexures to the G.O. 106 (P) dated 19.8.1981, G.O. 107 (P) dated 24.8.1981 and G.O. 109 (P) dated 30.9.1981 and monthly Circulars on Dearness Allowance issued in respect of each month. In view of the decision referred to in paragraphs 2 & 3 above, the revised rates of Dearness Allowance with reference to the two revised pay slabs as applicable for the months from April 1980 upto July 1982 are shown in the Annexure to this Correction Slip. The revised rates of Dearness Allowance for the earlier pay slabs viz. "upto Rs. 385", "Rs. 386 to Rs. 535", "Rs. 536 to Rs. 685", "Rs. 686 to Rs. 885" and " Rs. 886 to Rs. 1085" as already notified in the Annexures to the aforesaid three General Orders and D.A. circulars issued from time to time remain unchanged.

5. The effect of the increase in the rate of Dearness Allowance consequent upon the above decision in respect of the concerned Officers/Engineers/Employees for the month of July 1982 should be given in the salary bills for the month of July 1982 and arrears of Dearness Allowance in respect of the period from April

1980 to June 1982 (or part thereof as may be applicable in each case) should be worked out and payment thereof after necessary adjustments on account of increase in C.P.F. subscription, etc. should be made in the month of August 1982 along with the final payment of arrears on account of revision of payscales and Dearness Allowance etc..

Encl:- Annexure showing revised rates of Dearness Allowance corresponding to two revised pay slabs for the months from April, 1980 to July, 1982.

Sd/-(J.N.S.Chandel)
Secretary

ANNEXURE: Accompaniment to Correction Slip No. 1, dated 14-7-1982 to G.O. 106(P), dated 19-8-1981, G.O.107(P), dated 24-8-1981 and G.O.109(P) dated 30-9-1981

Sr.No.	Month	Revised rates of Dearness Allowance	
		Basic pay + P.P., if any in the revised pay-scale	
		Rs.1086 to Rs.1285	Rs.1286 and onwards
1.	April 1980	241.95	266.95
2.	May 1980	241.95	266.95
3.	June 1980	241.95	266.95
4.	July 1980	248.20	273.20
5.	August 1980	258.20	283.20
6.	September 1980	264.45	289.45
7.	October 1980	276.95	301.95
8.	November 1980	281.95	306.95
9.	December 1980	289.45	314.45
10.	January 1981	294.45	319.45
11.	February 1981	303.20	328.20
12.	March 1981	298.20	323.20
13.	April 1981	303.20	328.20
14.	May 1981	313.20	338.20
15.	June 1981	313.20	338.20
16.	July 1981	326.95	351.95
17.	August 1981	335.70	360.70
18.	September 1981	345.70	370.70
19.	October 1981	356.95	381.95
20.	November 1981	368.20	393.20
21.	December 1981	368.20	393.20
22.	January 1982	376.95	401.95
23.	February 1982	376.95	401.95
24.	March 1982	376.95	401.95
25.	April 1982	376.95	401.95

Sr.No.	Month	Revised rates of Dearness Allowance	
		Basic pay + P.P., if any in the revised pay-scale	
		Rs.1086 to Rs.1285	Rs.1286 and onwards
26.	May 1982	376.95	401.95
27.	June 1982	371.95	396.95
28.	July 1982	371.95	396.95

Note:- The revised rates of D.A. for the pay-slabs below Rs.1086/- as already notified in the relevant annexures to G.O. 106 (P) , G.O. 107 (P) and G.O. 109 (P) and D.A. Circulars issued from time to time, remain unchanged.

GENERAL ORDER NO.107 (P) DATED 24-8-1981

Subject:-Revision of pay-scales, Dearness Allowance, House Rent Allowance and method of fixation of pay, payment of arrears, etc. in respect of workers and certain Supervisory staff

The Board by their Resolution No. 1182, dated 10th August, 1981, have taken the following decisions in the above matter.

(I) REVISION OF PAY SCALES :- The existing pay-scales shown in Column No.2 of the table set out below (in force under G.O. 80(P) dated 19-1-1977) shall be revised with effect from 1-4-1980 as shown in Column No.3 thereof.

Sr. No.	Existing (Present) Pay scale	Revised Pay scale	Minimum monetary benefit to be added in basic pay at the time of pay-fixation.
1	2	3	4
	Rs.	Rs.	Rs.
1.	125-5-150-6-210	355-8-395-10-525	70
2.	145-6-175-7-245	380-10-430-15-625	75
3.	170-10-220-12-340	415-15-490-20-730	85
4.	185-12-245-15-395	440-20-540-25-840	95
5.	210-18-300-22-520	465-25-590-30-920	95
6.	280-22-390-25-640	545-30-695-35-1045	105
7.	320-25-445-EB-30-745	585-35-1110	105
8.	385-30-535-EB-35-885	665-40-1265	120
9.	440-35-585-EB-40-985	720-45-1395	150

(II) APPLICABILITY OF REVISED PAY SCALES AND PROVISIONS OF THIS G.O.:- The revision of pay-scales as shown above and other provisions of this G.O. which come into force with effect from 1-4-1980

shall be applicable to all Technical and non-technical employees working on temporary and permanent establishments excluding engineers of the rank of Sub-Engineers and above. Unless otherwise specifically mentioned, the provisions of this G.O. shall not be applicable to the persons engaged on the work charged establishments on monthly rate basis or on the N.M.R.

(III) MINIMUM MONETARY BENEFIT:- The employee in the service of the Board as on 31-3-1980 on temporary/probation/permanent basis and drawing pay in any one of the pay-scales shown in Column No.2 of the table in para 1 (I) above shall be eligible for a minimum monetary benefit equal to the amount specified respectively there against in Column No.4 thereof, at the time of fixation of pay in the corresponding revised pay-scale, as explained in Sub-para V below.

(IV) INCREMENTAL DIFFERENCE :- An additional benefit equal to the difference between the rate of increment in the revised pay-scale and the rate of increment in the present pay-scale as applicable in each case on 31-3-1980 shall be granted at the time of fixation of pay in the revised pay-scales to those employees who were in the service of the Board as on 31-3-1979 and rendered continuous service upto 1-4-1980 or thereafter, as explained herein below. The relevant amounts of incremental difference ranging from 0 to 10 are shown in the Annexures I to IX attached to this General Order.

(V) FIXATION OF PAY IN THE REVISED PAY SCALES AS ON 1-4-1980 :- The basic pay of an employee drawing pay in any of the existing pay-scales shown in Column No.2 of the table in para 1 (I) above shall be fixed in the corresponding revised pay-scale shown in Column No.3 thereof in the following manner:-

An amount of Rs. 160/- from the Dearness Allowance payable for the month of April, 1980 together with the aforesaid appropriate minimum monetary benefit and difference in the rate of increment as per para 1 (IV) above, if any, shall be added to the basic pay as on 31-3-1980. The sum total so arrived at shall be fixed in the revised pay-scale as under:-

- (a) If the sum total is a stage in the revised pay-scale, the basic pay shall be fixed at that stage.
- (b) If the sum total is not a stage in the revised pay-scale, the basic pay shall be fixed at the next higher stage.
- (c) If the sum total exceeds the maximum of the revised pay-scale, the basic pay shall be fixed at the maximum of the revised pay- scale and the balance amount shall be treated as personal pay.

NOTE: 1) For the purpose of the above rule and pay fixation formula, "basic pay as on 31.3.80" means the basic pay as defined in Service Regulation 9(21) as on 31.3.1980 drawn in any one of the existing pay-scales mentioned in Column No.2 of the table in para 1 (I) above. It shall not include personal pay other than the one arrived at due to earlier pay fixation and it shall also not include special pay, personal allowance or any other type of additional emoluments/fringe benefit etc. drawn by the employee.

NOTE:- 2) In respect of ex-N.E.L.P & Co. employees absorbed in the service of the Board, the special Compensatory Allowance sanctioned under office order No. GAD/Estt/II-A/NELPCO/36399, dt. 30th August 1980 shall be treated as basic pay for the purpose of pay-fixation in the revised pay-scales.

NOTE: 3) Pay fixation in the revised pay-scale with effect from 1.4.1980 shall be with reference to the existing pay scale of the post held on 31.3.1980. "Post held" includes post held on officiating/temporary basis provided the existing pay- scale sanctioned/prescribed for it is one of the pay-scales listed in Column No.2 of the table in para 1 (I). In the case of an employee to whom the benefit of higher grade/scale is granted under the provisions of G.O.74, dated 30.4.1974 (10 year rule) the higher scale allowed to him as personal to him shall be treated as the scale sanctioned/prescribed for the post held by him for the purpose of this Note subject to the said condition.

NOTE: 4) In the case of an employee officiating in a higher post on 1.4.1980; but reverted thereafter and subsequently repromoted, if his pay in the revised pay-scale of the higher post under S.R.29(a) works out to less than the pay (plus P.P. if any) in the revised scale of the higher post immediately

prior to reversion, he should be allowed on the date of repromotion the same pay (plus P.P., if any) instead of the pay strictly admissible under S.R.29(a).

NOTE: 5) If as a result of fixation of pay in the manner stipulated above any employee absorbed in the service of the Board from the Licensee, derives benefit less than the minimum benefit admissible under para 1 (III) above, he shall draw as personal pay, the difference between the actual benefit and the minimum monetary benefit.

(VI) GRANT OF ADDITIONAL INCREMENT IN THE REVISED PAY-SCALES :- After fixation of pay (as shown in Annexures I to IX) in the revised pay-scales with effect from 1-4-1980, one additional increment in the revised pay-scales shall be granted with effect from the same date viz. 1.4.1980 to the employees who have been in continuous service of the Board from 31.3.1979 or from an earlier date. This additional increment shall be in the revised scale applicable on 1.4.1980 though earlier the pay may have actually been drawn in a lower pay-scale. For example, an employee who is in continuous service of the Board from a date prior to 31.3.79 and who has been granted benefit of the pay-scale of Rs.210-18-300-22-520 with effect from say 1.1.1980 under G.O.74 (10 year rule) and who is thus drawing pay in that scale as on 1.4.1980, shall be eligible for one additional increment with effect from 1.4.1980 in the revised pay-scale of Rs.465-25-590-30-920 after pay fixation in this revised scale in accordance with para 1 (V) above. In the case of a Head Clerk in the service of the Board from 31.3.1979 or from a date prior to 31.3.1979 and who is promoted as a Establishment Superintendent on officiating/Temporary basis from say 1.1.1980, he will have his pay fixed in the revised scale of Establishment Superintendent with effect from 1.4.1980 and the additional increment as per this para shall be in the revised pay scale of Establishment Superintendent.

NOTE: Continuous service means service which is not interrupted and includes service on work-charged establishment provided that the employee was on permanent/temporary establishment as on 1.4.1980.

(VII) DATE OF NEXT INCREMENT IN THE REVISED SCALE AFTER PAY FIXATION AS ON 1.4.1980.: Notwithstanding anything contained to the contrary to the M.S.E.B. Employees' Service Regulations, the pay fixation in the revised scale of pay in the manner prescribed above shall not affect the normal date of increment of the employee. In other words, the employee whose pay is fixed in the revised pay-scale as on 1.4.1980 shall draw his next increment in the revised scale on the date he would have drawn it in the old scale had the scales not been revised. Employees whose normal date of increment is 1.4.1980 and who are also eligible for one additional increment with effect from 1.4.1980 as per para 1 (VI) above shall thus be granted in all two increments in the revised pay-scales with effect from 1.4.1980 except where the normal increment is withheld as a result of punishment. Since there is no E.B. in the revised scales of pay, increments due on 1.4.1980 and thereafter shall be released in the normal course in the revised scales despite any decision, order or action of the Competent Authority of holding up the increment of employee at the E.B. stage in the pre-revised scale on or after 1.4.1980. An employee who is held up at the E.B. stage falling on a date prior to 1.4.1980, shall have his pay fixed in the revised pay-scale with reference to the basic pay actually drawn as on 31-3-1980 and his next increment in the revised scale on or after 1.4.1980 shall be released on normal due date without the necessity of any formal review of his E.B. case.

(VIII) OPTION FOR RETAINING THE EXISTING PAY-SCALE :- If any employee is not benefitted by the above revision of pay-scales and fixation of pay with effect from 1.4.1980 in the revised pay-scale, he may at his option retain his pay in the present scale of pay until the date on which he may earn his next increment or any subsequent increment in the scale of pay or until he vacates his post or ceases to draw pay in the present pay-scale. The option once exercised shall be final. Those who do not exercise the option within one month from the date of issue of this General Order shall be deemed to have elected to draw pay in the revised pay-scale with effect from 1.4.1980. However, for all practical purposes all employees are assumed to be benefitted by the revised pay-scale with fitment formula and the work of pay fixation shall be taken up in respect of all employees assuming that all have elected to draw pay in the revised pay-scale with effect from 1.4.1980.

(IX) PAY FIXATION IN RESPECT OF PERSONS APPOINTED ON OR AFTER 1.4.1980 :- Persons appointed on or after 1.4.1980 to any post to which any of the pay-scales mentioned in the Column No.2 of the table in para 1 (I) above has been sanctioned/prescribed, shall necessarily draw pay in the corresponding

revised pay scales from the date of appointment. In such cases the basic pay admissible shall be minimum of the corresponding revised pay scale with effect from the date of joining the said post provided that those who are granted higher initial pay in the present pay-scale shall be eligible for equal number of increments in the revised pay scale and their initial basic pay should be fixed accordingly in the revised pay scale. In the case of a Departmental Board's employee appointed/promoted on or after 1.4.80 to any post to which any of the pay scales mentioned in the Col. No.2 of the table in para 1 (I) above has been sanctioned/prescribed he shall be eligible for pay fixation in the revised pay scale of that post as per normal rules with reference to the pay of the lower post in the revised scale of the lower post on the date of appointment/ promotion to the higher post. The existing rules regarding grant of one additional increment to candidates holding I.T.I qualification shall also be applicable in the case of such persons appointed on or after 1.4.1980 in the revised pay-scale. Similarly, the existing rules regarding grant of higher starting pay to Lower Division Clerks, L.D.C. cum-Typists and Typists who are graduates, honours graduates and double-graduates will continue to apply in the revised pay-scales, as hitherto.

(X) PAY FIXATION OF EMPLOYEES APPOINTED AFTER 31-3-1979 BUT BEFORE 1.4.1980:- In the case of persons appointed to any post carrying any of the pay scales mentioned in the column No.2 of the table in para 1(I) above after 31-3-1979 but before 1-4-1980, pay shall be fixed in the corresponding revised pay-scale with effect from 1-4-1980 in accordance with the instructions contained in para 1(V) above. However, these employees shall not be eligible for additional increment under para 1(VI) above and incremental difference under para 1(IV) above.

(XI) REVISED DEARNESS ALLOWANCE:- The existing rate of payment of Dearness Allowance of Rs. 1.025 per point rise/fall in the All India Average Consumer Price Index Number of 1949 = 100 series, is revised with effect from the D.A. payable for April, 1980 to Rs. 1.25 per point rise/fall in the Index of the same series subject to the existing minimum variation of 4 points. The Dearness Allowance for April, 1980 at the revised rate of neutralisation of Rs. 1.25 per point works out to Rs. 291.95 (as against Rs. 292.85 at the existing rate of Rs 1.025 per point). For the payment of Dearness Allowance at the revised rate, the amount of Rs. 291.95 minus Rs.160 = 131.95 is linked up with the All India Average Consumer Price Index Number 451 (1949 = 100 Series) for the month of January 1980 (applicable for payment of D.A. for the month of April 1980). (This is for the lowest slab).

The revised pay slabs and the corresponding amount of revised Dearness Allowance payable to employees drawing pay in the revised pay scales, for the months of April, 1980 onwards upto August 1981 are shown in the Annexure XI attached to this General Order.

(XII) REGULATION OF HOUSE RENT ALLOWANCE AND COMPENSATORY LOCAL ALLOWANCE (H.R.A. & C.L.A.): - In respect of Employees drawing pay in the revised pay-scales, House Rent Allowance and Compensatory Local Allowance payable on or after 1-4-1980 shall be calculated at the prescribed rates (percentage) with reference to only the basic pay drawn in the revised scale plus personal pay, if any (arising out of pay fixation). The procedure of adding a portion of Dearness Allowance (called Dearness Pay and additional Dearness Pay) in pay for calculating H.R.A. & C.L.A. as per Correction Slip No.8 dated 28-4-1975 to G.O.68(P) dt. 30-6-72 shall be discontinued with effect from 1-4-1980 in respect of employees drawing pay in the revised pay-scales. Similarly, the procedure of subtracting an amount of Rs.60/- from basic pay before calculating H.R.A. & C.L.A. as per Correction Slip No.9 dt.19.10.78 to G.O.68(P) dt.30-6-72 shall also be discontinued with effect from 1-4-1980.

(XIII) RECOVERY OF HOUSE RENT:- (a) In respect of Employees drawing pay in the revised pay-scales and to whom accommodation is provided by the Board, the recovery of House Rent in respect of the said accommodation at the prescribed rate (percentage) shall be with reference to the basic pay drawn in the revised scale plus personal pay, if any, (arising out of pay fixation) plus C.L.A. The existing practice of deducting the amount of the Dearness Allowance merged in the revised pay-scales from the revised basic pay for the purpose of calculating House Rent recovery shall be discontinued with effect from 1-4-1980 and House Rent shall be recovered at the prescribed rate (percentage) based on only the basic pay plus personal pay, if any in the revised pay scale plus C.L.A.

(b) In the case of employees covered by this General Order, if the amount of House Rent Allowance at Government rate is less than Rs.25/- per month or if no H.R.A. is admissible under Government orders at the place where they are working, H.R.A. actually payable in all such cases should be Rs.25/- per month with effect from 1-4-1980 (This amends paragraph (i) of para 1 of the Correction Slip No.9, dated 19-10-1978 to G.O. 68 (P) dated 30-6-1972 provided that the amendment shall be applicable only in the case of employees covered by this G.O.

(c) The existing practice of allowing House Rent Allowance in the case of certain categories of the employees (under set-off rule) to whom accommodation is provided by the Board shall be discontinued with effect from 1-4-1980. Consequently, the provisions under the Proviso in paragraph (i) of Item I of the Correction Slip No.2 dated 16th July, 1977 to G.O.80(P), dated 19-1-1977 shall stand in-applicable in respect of the employees covered under this G.O. It may be noted that no H.R.A. shall be payable on or after 1-4-1980 to any employee to whom accommodation is provided by the Board at (concessional) rate, subject to the condition that no recovery on this account shall be made in respect of the period from 1-4-1980 to 30-9-1981. However, recovery of arrears of House Rent due to fixation of pay in the revised pay-scales in respect of the period from 1-4-1980 onwards shall be made from these employees.

(XIV) ADMISSIBILITY OF REVISED PAY-SCALES TO PERSONS ENGAGED ON WORK-CHARGED ESTABLISHMENTS AT MONTHLY RATE BASIS:- These persons shall be eligible for revised pay-scales and D.A. at revised rate and their pay shall be fixed as per the instructions in para 1 (V) above in the revised pay-scales as applicable, with effect from 1-4-1980. Such persons shall not be entitled to the additional increment and H.R.A. under this G.O.

(XV) PAYMENT OF ARREARS:- (a) The amount of arrears as a result of pay fixation in the revised pay-scales, revision of D.A., H.R.A etc. in accordance with the provisions of this General Order after statutory deductions on account of C.P.F. subscription, E.S.I., Professional Tax, House Rent (where applicable), etc. and the amount of advance, if any, granted as per Circular No. GAD/I/Salary Adv./310/44243 dated 16-10-1980, shall be paid to the employees in Cash before the end of the current financial year.

(b) Arrears on account of difference of overtime allowance due to the revision of pay-scales for the period from 1-4-1980 to 31-8-1981 shall be at the rate of 20% of the total overtime wages/allowance paid to the employee for this period.

(c) 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 other similar incidental benefits (except Leave Salary in respect of leave on average pay surrendered and allowed to be encashed under G.O.59 or S.R.39 (a)) shall not be reopened and consequently no arrears on these accounts in respect of the period from 1-4-1980 to 31-8-1981, shall be payable.

(d) The arrears on account of revision of pay-scales, D.A., H.R.A., etc. should be drawn in the Office where the Employee is working currently, irrespective of the fact whether he had worked in that Office or some other Office/Offices in the past. The concerned drawing & disbursing Officers are requested to ensure that their requirement of funds for payment of arrears on account of revision of pay-scales, Dearness Allowance, H.R.A., etc. as per this G.O. are intimated to the Ways and Means Section under the Director of Accounts, H.O. Bombay. The total arrears on account of revision of pay-scales for the year 1980-81 and 1981-82 should be separately worked out and intimated to the Head Office, Bombay for adjustment against the Development Fund. For pay fixation and calculation of arrears, Service Books and other relevant official records of the employees should be made use of. Necessary entry regarding fixation of pay in the revised pay-scale, and payment of arrears, etc. should be taken in the Service Books of the respective employees.

(XVI) ANCILLARY :- (i) Various benefits granted under G.Os.97,98, & 99 and conditions of the various allowances sanctioned therein shall remain unchanged. The existing pay-scales mentioned therein shall stand substituted by the corresponding revised pay-scales.

(ii) The provisions in the Board's various Service Regulations, G.Os. like G.O. 14(P), 26(P), G.O. 65, G.O.68, G.O.90, G.O.93, etc. wherein various entitlements/ conditions are based on the pay-scales/Basic pay

shall stand suitably revised corresponding to the revised pay-scales. Necessary amendments to the relevant Rules & Regulations shall be issued in due course, wherever necessary.

(iii) The existing provisions of Service Regulations 64 & 65 regarding entitlement to class of accommodation, either on the railways or steamer shall stand revised to provide that only employees whose basic pay (plus P.P., if any) in the revised pay-scale is equal to or more than the minimum of the revised scale of pay of Asstt. Accountant/Head Clerk (i.e. Rs.545 or above currently) shall be entitled to travel by first class. Necessary Correction Slip to G.O. 18(P) will be issued in due course. However, this change comes into effect from 1-10-1981.

(iv) In the case of staff on deputation to the Board, the revision of pay-scales under this G.O. will not have automatic effect in the revision of their pay-scales, but the Board may decide to refer such cases back to the Cadre Controlling Authority (parent Dept.) of such staff on deputation and take appropriate decision.

(v) The employees fulfilling all the relevant conditions but who have resigned/retired after 1-4-1980 shall also be entitled to the benefits under this General Order.

2. All the concerned Officers are requested to take immediate steps to fix the pay of the employees in the revised pay-scales and make payment to them as per the provisions of this G.O., expeditiously. Action to work out arrears and for Audit Scrutiny (before payment) should be taken immediately.

Encl: Annexures I to XI

Sd/-(VINAY BANSAL)
Member (Admn.)/-Secretary

ANNEXURE I TO G.O.107 HELPER/PEON/CLEANER AND EQUIVALENT

Existing Pay Scale : Rs.125-5-150-6-210 :

Revised Pay Scale Rs.355-8-395-10-525

Stage in Existing Pay-scale as on 31-3-1980	Portion of D.A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised pay scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
125	160	70	0	355	355
130	160	70	3	363	363
135	160	70	3	368	371
140	160	70	3	373	379
145	160	70	3	378	379
150	160	70	3	383	387
156	160	70	4	390	395
162	160	70	4	396	405
168	160	70	4	402	405
174	160	70	4	408	415
180	160	70	4	414	415
186	160	70	4	420	425
192	160	70	4	426	435

Stage in Existing Pay-scale as on 31-3-1980	Portion of D.A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised pay scale as on 1-4-80
198	160	70	4	432	435
204	160	70	4	438	445
210	160	70	4	444	445

ANNEXURE II TO G.O. 107

A.L.M./ART.'D' AND EQUIVALENTS

Existing Pay Scale : Rs.145-6-175-7-245			Revised Pay Scale Rs.380-10-430-15-625		
145	160	75	0	380	380
151	160	75	4	390	390
157	160	75	4	396	400
163	160	75	4	402	410
169	160	75	4	408	410
175	160	75	4	414	420
182	160	75	8	425	430
189	160	75	8	432	445
196	160	75	8	439	445
203	160	75	8	446	460
210	160	75	8	453	460
217	160	75	8	460	460
224	160	75	8	467	475
231	160	75	8	474	475
238	160	75	8	481	490
245	160	75	8	488	490

ANNEXURE III TO G.O. 107

ART.'C'/LINEMAN/L.D.C AND EQUIVALENT

Existing Pay Scale : Rs.170-10-220-12-340 :			Revised Pay Scale Rs.415-15-490-20-730		
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
170	160	85	0	415	415
180	160	85	5	430	430
190	160	85	5	440	445
200	160	85	5	450	460
210	160	85	5	460	460
220	160	85	5	470	475

Stage in Existing Pay-scale as on 31-3-1980	Portion of D..A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised pay scale as on 1-4-80
232	160	85	8	485	490
244	160	85	8	497	510
256	160	85	8	509	510
268	160	85	8	521	530
280	160	85	8	533	550
292	160	85	8	545	550
304	160	85	8	557	570
316	160	85	8	569	570
328	160	85	8	581	590
340	160	85	8	593	610

ANNEXURE IV TO G.O. 107

ARTISANS 'B'/TRACER/DRIVER AND EQUIVALENTS

Existing Pay Scale : 185-12-245-15-395 :

Revised Pay Scale Rs.440-20-540-25-840

Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
185	160	95	0	440	440
197	160	95	8	460	460
209	160	95	8	472	480
221	160	95	8	484	500
233	160	95	8	496	500
245	160	95	8	508	520
260	160	95	10	525	540
275	160	95	10	540	540
290	160	95	10	555	565
305	160	95	10	570	590
320	160	95	10	585	590
335	160	95	10	600	615
350	160	95	10	615	615
365	160	95	10	630	640
380	160	95	10	645	665
395	160	95	10	660	665

ANNEXURE V TO G.O. 107

LINE FOREMAN/ARTISAN 'A'/U.D.C. AND EQUIVALENT

Existing Pay Scale : Rs.210-18-300-22-520 :

Revised Pay Scale Rs465-25-590-30-920

Stage in Existing Pay-scale as on 31-3-1980	Portion of D..A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
210	160	95	0	465	465
228	160	95	7	490	490
246	160	95	7	508	515
264	160	95	7	526	540
282	160	95	7	544	565
300	160	95	7	562	565
322	160	95	8	585	590
344	160	95	8	607	620
366	160	95	8	629	650
388	160	95	8	651	680
410	160	95	8	673	680
432	160	95	8	695	710
454	160	95	8	717	740
476	160	95	8	739	740
498	160	95	8	761	770
520	160	95	8	783	800

ANNEXURE VI TO G.O. 107

HEAD CLERK /ASSTT.ACCOUNTANT AND EQUIVALENT

Existing Pay Scale : Rs.280-22-390-25-640

Revised Pay Scale : Rs.545-30-695-35-1045

Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
280	160	105	0	545	545
302	160	105	8	575	575
324	160	105	8	597	605
346	160	105	8	619	635
368	160	105	8	641	665
390	160	105	8	663	665
415	160	105	10	690	695
440	160	105	10	715	730
465	160	105	10	740	765

Stage in Existing Pay-scale as on 31-3-1980	Portion of D..A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-4-80
490	160	105	10	765	765
515	160	105	10	790	800
540	160	105	10	815	835
565	160	105	10	840	870
590	160	105	10	865	870
615	160	105	10	890	905
640	160	105	10	915	940

ANNEXURE VII TO G.O. 107

ASSTT. VIGILANCE OFFICER/ASSTT. SECURITY OFFICER

Existing Pay Scale : Rs.320-25-445-EB-30-745 : Revised Pay Scale Rs.585-35-1110

Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
320	160	105	0	585	585
345	160	105	10	620	620
370	160	105	10	645	655
395	160	105	10	670	690
420	160	105	10	695	725
445	160	105	10	720	725
475	160	105	5	745	760
505	160	105	5	775	795
535	160	105	5	805	830
565	160	105	5	835	865
595	160	105	5	865	865
625	160	105	5	895	900
655	160	105	5	925	935
685	160	105	5	955	970
715	160	105	5	985	1005
745	160	105	5	1015	1040

ANNEXURE VIII TO G.O. 107

CHIEF DRAFTSMAN/L.C.F AND EQUIVALENT

Existing Pay Scale : Rs.385-30-535-EB-35-885

Revised Pay Scale : Rs.665-40-1265

Stage in Existing Pay-scale as on 31-3-1980	Portion of D..A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-4-80
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
385	160	120	0	665	665
415	160	120	10	705	705
445	160	120	10	735	745
475	160	120	10	765	785
505	160	120	10	795	825
535	160	120	10	825	825
570	160	120	5	855	865
605	160	120	5	890	905
640	160	120	5	925	945
675	160	120	5	960	985
710	160	120	5	995	1025
745	160	120	5	1030	1065
780	160	120	5	1065	1065
815	160	120	5	1100	1105
850	160	120	5	1135	1145
885	160	120	5	1170	1185

ANNEXURE IX TO G.O. 107

STORES-SUPDT./JR. CHEMIST/DIVNL.ACCTT./ESTT.SUPDT AND EQUIVALENT

Existing Pay Scale : Rs.410-35-585-EB-40-985 :

Revised Pay Scale : Rs.720-45-1395

Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
410	160	150	0	720	720
445	160	150	10	765	765
480	160	150	10	800	810
515	160	150	10	835	855
550	160	150	10	870	900
585	160	150	10	905	945
625	160	150	5	940	945
665	160	150	5	980	990
705	160	150	5	1020	1035

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Bigger type:OPERATIVE & Smaller type:REDUNDANT

GO 107(P)

Stage in Existing Pay-scale as on 31-3-1980	Portion of D.A.	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-4-80
745	160	150	5	1060	1080
785	160	150	5	1100	1125
825	160	150	5	1140	1170
865	160	150	5	1180	1215
905	160	150	5	1220	1260
945	160	150	5	1260	1260
985	160	150	5	1300	1305

ANNEXURE X TO G.O.107 Examples Showing Comparative Position of Emoluments For April 1980

HELPER/PEON AND EQUIVALENT

Existing Pay-Scale Rs.125-5-150-6-210		Revised Pay-Scale Rs.355-8-395-10-525	
Pay	Rs. 168.00	Pay (including	Rs. 405.00
D.A.	Rs. 297.85	Minimum benefit +	
H.R.A.	Rs. 15.00	Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 146.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 10.00
	Rs. 480.85		Rs. 586.95

A.L.M./ARTISAN 'D' A ND EQUIVALENT

Existing Pay-Scale Rs.145-6-175-7-245		Revised Pay-Scale Rs.380-10-430-15-625	
Pay	Rs. 189.00	Pay (including	Rs. 445.00
D.A.	Rs. 297.85	Minimum benefit +	
H.R.A.	Rs. 501.85	Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 146.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 15.00
	Rs. 15.00		Rs. 631.95

ARTISAN 'C'/LINEMAN/L.D.C. AND EQUIVALENT

Existing Pay-Scale Rs.170-10-220-12-340		Revised Pay-Scale Rs.415-15-490-20-730	
Pay	Rs. 244.00	Pay (including	Rs. 510.00
D.A.	Rs. 302.85	Minimum benefit +	
H.R.A.	Rs. 15.00	Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 146.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 20.00
	Rs. 561.85		Rs. 701.95

ARTISAN 'B'/TRACER/DRIVER AND EQUIVALENT

Existing Pay-Scale Rs.185-12-245-15-395		Revised Pay-Scale Rs.440-20-540-25-840	
Pay	Rs. 275.00	Pay (including	Rs. 540.00
D.A.	Rs. 307.85	Minimum benefit +	
H.R.A.	Rs. 15.00	Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 166.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 25.00
	Rs. 597.85		Rs. 756.95

LINE FOREMAN/ARTISAN 'A'/U.D.C. AND EQUIVALENT

Existing Pay-Scale Rs.210-18-300-22-520		Revised Pay-Scale Rs.465-25-590-30-920	
Pay	Rs. 344.00	Pay (including	Rs. 620.00
D.A.	Rs. 307.85	Minimum benefit +	
H.R.A.	Rs. 15.00	Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 166.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 30.00
	Rs. 666.85		Rs. 841.95

HEAD CLERK/ASSTT. ACCOUNTANT AND EQUIVALENT

Existing Pay-Scale Rs.280-22-390-25-640		Revised Pay-Scale Rs.545-30-695-35-1045	
Pay	Rs. 440.00	Pay (including	Rs. 730.00
D.A.	Rs. 307.85	Minimum benefit +	
H.R.A.	Rs. 15.00	Rs.160/- D.A. + In-	
		cremental difference)	
		D.A.	Rs. 191.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 35.00
	Rs. 762.85		Rs. 981.95

ASSTT. VIGILANCE OFFICER/ASSTT. SECURITY OFFICER

Existing Pay-Scale Rs.320-25-445-EB-30-745		Revised Pay-Scale Rs.585-35-1110	
Pay	Rs. 505.00	Pay (including	Rs. 795.00
D.A.	Rs. 312.85	Minimum benefit +	
H.R.A.	Rs. 15.00	Rs.160/- D.A. +	
		Incremental difference)	
		D.A.	Rs. 191.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 35.00
	Rs. 832.85		Rs. 1046.95

CHIEF DRAFTSMAN/L.C.F. AND EQUIVALENT

Existing Pay-Scale Rs.385-30-535-EB-35-885		Revised Pay-Scale Rs.665-40-1265	
Pay	Rs. 605.00	Pay (including Minimum benefit +	Rs. 905.00
D.A.	Rs. 312.85	Rs.160/- D.A. + Incremental difference)	
H.R.A.	Rs. 15.00	D.A.	Rs. 216.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 40.00
	Rs. 932.85		Rs. 1186.95

STORE SUPERINTENDENT/JUNIOR CHEMIST/DIVISIONAL ACCOUNTANT/E.S. AND EQUIVALENT

Existing Pay-Scale Rs.410-35-585-EB-40-985		Revised Pay-Scale Rs.720-45-1395	
Pay	Rs. 665.00	Pay (including Minimum benefit +	Rs. 990.00
D.A.	Rs. 312.85	Rs.160/- D.A. + Incremental difference)	
H.R.A.	Rs. 15.00	D.A.	Rs. 216.95
		H.R.A.	Rs. 25.00
		Addl. increment	Rs. 45.00
	Rs. 992.85		Rs. 1276.95

ANNEXURE XI TO G.O.107 #.

*# The contents are the same that of ANNEXURE VII TO G.O.106
See on pages 23 & 24.*

**CORRECTION SLIP NO.1 DATED 14-7-1982
(to G.O.107(P) Dated 24-8-1981)**

See on page No.26 to 28 of this Volume.

GENERAL ORDER NO.108 (P) Dated 9-9-1981

Subject:- Revision of consolidated minimum Daily Wage Rates of persons engaged on the Nominal Muster Roll.

The question of Revision of pay-scales, Dearness Allowance and House Rent Allowance in respect of workers and certain Supervisory staff was under consideration of the Board for some time and Board's orders on this issue have since been notified under General Order No.107, dated 24-8-1981. With the issue of these orders, the Daily Wage Rates of persons engaged on the N.M.R. (briefly called N.M.R. Employees) to whom the Scheme of graded monetary benefits under General Order No.81 (P), dated 19th January, 1977 is applicable, get proportionately enhanced with effect from 1-4-1980 owing to the fact that the Daily Wage Rates (in different areas) are calculated as percentage ranging from 65% to 100% of the total wages of Pay Group IV employees in the lowest category (viz. Helper or Peon). The exact revised rates of Daily Wage of the persons to whom the graded monetary benefits Scheme under the said G.O. 81 (P) is applicable, from 1-4-1980 onwards will be notified separately. It may be noted that this Scheme of graded monetary benefits

becomes applicable to the N.M.R. employee only after completion of the Second year of service and till then i.e. during the period of first two years of service he continues to get consolidated minimum wage rate as specified in para 2 (II) of G.O. 81 (P), dated 19-1-1977.

2. The question of revising the existing method of calculating/fixing the consolidated minimum wage rates of the aforesaid class of N.M.R. employees to whom the Scheme of graded monetary benefits is not applicable was also under consideration of the Board for some time. After careful consideration the Board is pleased to decide that with effect from 1-4-1980 the N.M.R. employee who have not completed two years of service [as defined in G.O. 81 (P)] and to whom the Daily Wage Rates calculated as per the Scheme of graded monetary benefits are not applicable, shall be paid consolidated minimum Daily Wage at the revised rates equivalent to 55% of the total wages [as defined in G.O. 81 (P)] of Pay Group IV employees in the lowest category (viz. Helper or Peon) in lieu of the consolidated minimum wage at rates being granted in terms of para 2 (II) of G.O. 81 (P), dated 19/1/1977. The exact revised consolidated minimum rates of Daily Wage of these N.M.R. employees as per the said 55% formula as applicable during the months from April, 1980 to September, 1981 for various categories (area-wise) are shown in the Annexure -I, attached to this General Order.

3. The effect of the revised rates may be given from the current month or as soon as possible thereafter and the work of calculation of arrears payable may be completed expeditiously but actual payment should be made only on receipt of specific instructions in this behalf from the Head Office.

4. With the issue of this General Order, Sub-paras (i) and (ii) of Para 2 (II) of G.O. 81 (P) dated 19/1/1977 cease to be in force with effect from 1/4/1980.

Encl:- Annexure - I # showing the existing and the revised consolidated minimum rates of Daily Wage of N.M.R. employees to whom graded monetary benefits scheme is not applicable, for the months from April, 1980 to September, 1981.

Sd/-(VINAY BANSAL)
Member (Admn.)/Secretary

See on next page onwards.

ANNEXURE - I : Accompaniment to G.O.108(P), dt.9-9-1981

Statement showing exact revised rates of Daily Wage under 55% formula (G.O.108(P)) of persons engaged on the N.M.R. not covered by the graded monetary benefits Scheme of G.O.81(P), dated 19-1-1977.

(Month/Year	Revised consolidated minimum Daily Wage rates of N.M.R. employees before completion of two years service							
Existing consolidated minimum Daily Wage rates of N.M.R. employees before completion of two years service)	N.M.R.employees working at Bombay, Pune, Nagpur & Sholapur and other places where rate of HRA admissible to lowest category of Pay Group IV employees is the same as for Bombay/Pune/Nagpur/Sholapur, (the places where rate of H.R.A. is 15% of pay)		N.M.R.employees working at places quoted at category II of table II of G.R.F.D. dt.17.4.78 attached to Correction Slip 9, dt.19-10-78 to G.O.68(P), (the places where rate of H.R.A. is 10 % of pay)		N.M.R.employees working at places quoted at category III of table II of G.R.F.D. dt.17-4-78 attached to Correction Slip 9, dt.19-10-78 to G.O.68 (P), (the places where rate of H.R.A. is 7.1/2% of pay)		N.M.R.employees working at all other places throughout Maharashtra (places where rate of H.R.A. is Rs.25/- per month)	
	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)
April, 1980 (Rs.8.02)	Basic 355.00 D.A. 131.95 H.R.A. 53.25 Total 540.20	$\frac{540.20}{30} \times \frac{55}{100}$ = Rs.9.90	Basic 355.00 D.A. 131.95 H.R.A. 35.50 Total 522.45	$\frac{522.45}{30} \times \frac{55}{100}$ = Rs.9.58	Basic 355.00 D.A. 131.95 H.R.A. 26.63 Total 513.58	$\frac{513.58}{30} \times \frac{55}{100}$ = Rs.9.42	Basic 355.00 D.A. 131.95 H.R.A. 25.00 Total 511.95	$\frac{511.95}{30} \times \frac{55}{100}$ = Rs.9.39
May, 1980 (Rs.8.02)	Basic 355.00 D.A. 131.95 H.R.A. 53.25 Total 540.20	$\frac{540.20}{31} \times \frac{55}{100}$ = Rs.9.58	Basic 355.00 D.A. 131.95 H.R.A. 35.5 Total 522.45	$\frac{522.45}{31} \times \frac{55}{100}$ = Rs.9.27	Basic 355.00 D.A. 131.95 H.R.A. 26.63 Total 513.58	$\frac{513.58}{31} \times \frac{55}{100}$ = Rs.9.11	Basic 355.00 D.A. 131.95 H.R.A. 25.00 Total 511.95	$\frac{511.95}{31} \times \frac{55}{100}$ = Rs.9.08
June, 1980 (Rs.8.02)	Basic 355.00 D.A. 131.95 H.R.A. 53.25 Total 540.20	$\frac{540.20}{30} \times \frac{55}{100}$ = Rs.9.90	Basic 355.00 D.A. 131.95 H.R.A. 35.50 Total 522.45	$\frac{522.45}{30} \times \frac{55}{100}$ = Rs.9.58	Basic 355.00 D.A. 131.95 H.R.A. 26.63 Total 513.58	$\frac{513.58}{30} \times \frac{55}{100}$ = Rs.9.42	Basic 355.00 D.A. 131.95 H.R.A. 25.00 Total 511.95	$\frac{511.95}{30} \times \frac{55}{100}$ = Rs.9.39
July, 1980 (Rs.8.10)	Basic 355.00 D.A. 138.20 H.R.A. 53.25 Total 546.45	$\frac{546.45}{31} \times \frac{55}{100}$ = Rs.9.70	Basic 355.00 D.A. 138.20 H.R.A. 35.50 Total 528.70	$\frac{528.70}{31} \times \frac{55}{100}$ = Rs.9.38	Basic 355.00 D.A. 138.20 H.R.A. 26.63 Total 519.83	$\frac{519.83}{31} \times \frac{55}{100}$ = Rs.9.22	Basic 355.00 D.A. 138.20 H.R.A. 25.00 Total 518.20	$\frac{518.20}{31} \times \frac{55}{100}$ = Rs.9.19

	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)
August, 1980 (Rs.8.24)	Basic 355.00 D.A. 148.20 H.R.A. 53.25 Total 556.45	<u>556.45</u> x <u>55</u> 31 100 = Rs.9.87	Basic 355.00 D.A. 148.20 H.R.A. 35.50 Total 538.70	<u>538.70</u> x <u>55</u> 31 100 = Rs.9.56	Basic 355.00 D.A. 148.20 H.R.A. 26.63 Total 529.83	<u>529.83</u> x <u>55</u> 31 100 = Rs.9.40	Basic 355.00 D.A. 148.20 H.R.A. 25.00 Total 528.20	<u>528.20</u> x <u>55</u> 31 100 = Rs.9.37
Sept., 1980 (Rs.8.32)	Basic 355.00 D.A. 154.45 H.R.A. 53.25 Total 562.70	<u>562.70</u> x <u>55</u> 30 100 = Rs.10.32	Basic 355.00 D.A. 154.45 H.R.A. 35.50 Total 544.95	<u>544.95</u> x <u>55</u> 30 100 = Rs.9.99	Basic 355.00 D.A. 154.45 H.R.A. 26.63 Total 536.08	<u>536.08</u> x <u>55</u> 30 100 = Rs.9.83	Basic 355.00 D.A. 154.45 H.R.A. 25.00 Total 534.45	<u>534.45</u> x <u>55</u> 30 100 = Rs.9.80
Oct./1980 (Rs.8.49)	Basic 355.00 D.A. 166.95 H.R.A. 53.25 Total 575.20	<u>575.20</u> x <u>55</u> 31 100 = Rs.10.21	Basic 355.00 D.A. 166.95 H.R.A. 35.50 Total 557.45	<u>557.45</u> x <u>55</u> 31 100 = Rs.9.89	Basic 355.00 D.A. 166.95 H.R.A. 26.63 Total 548.58	<u>548.58</u> x <u>55</u> 31 100 = Rs.9.73	Basic 355.00 D.A. 166.95 H.R.A. 25.00 Total 546.95	<u>546.95</u> x <u>55</u> 31 100 = <u>Rs.9.70</u>
Nov., 1980 (Rs.8.55)	Basic 355.00 D.A. 171.95 H.R.A. 53.25 Total 580.20	<u>580.20</u> x <u>55</u> 30 100 = Rs.10.64	Basic 355.00 D.A. 171.95 H.R.A. 35.50 Total 562.45	<u>562.45</u> x <u>55</u> 30 100 = Rs.10.31	Basic 355.00 D.A. 171.95 H.R.A. 26.63 Total 553.58	<u>553.58</u> x <u>55</u> 30 100 = Rs.10.15	Basic 355.00 D.A. 171.95 H.R.A. 25.00 Total 551.95	<u>551.95</u> x <u>55</u> 30 100 = Rs.10.12
December, 1980 (Rs.8.65)	Basic 355.00 D.A. 179.45 H.R.A. 53.25 Total 587.70	<u>587.70</u> x <u>55</u> 31 100 = Rs.10.43	Basic 355.00 D.A. 179.45 H.R.A. 35.50 Total 569.95	<u>569.95</u> x <u>55</u> 31 100 = Rs.10.11	Basic 355.00 D.A. 179.45 H.R.A. 26.63 Total 561.08	<u>561.08</u> x <u>55</u> 31 100 = Rs.9.95	Basic 355.00 D.A. 179.45 H.R.A. 25.00 Total 559.45	<u>559.45</u> x <u>55</u> 31 100 = Rs.9.93
January, 1981 (Rs.8.72)	Basic 355.00 D.A. 184.45 H.R.A. 53.25 Total 592.70	<u>592.70</u> x <u>55</u> 31 100 = Rs.10.52	Basic 355.00 D.A. 184.45 H.R.A. 35.50 Total 574.95	<u>574.95</u> x <u>55</u> 31 100 = Rs.10.20	Basic 355.00 D.A. 184.45 H.R.A. 26.63 Total 566.08	<u>566.08</u> x <u>55</u> 31 100 = Rs.10.04	Basic 355.00 D.A. 184.45 H.R.A. 25.00 Total 564.45	<u>564.45</u> x <u>55</u> 31 100 = Rs.10.01
February, 1981 (Rs.8.84)	Basic 355.00 D.A. 193.20 H.R.A. 53.25 Total 601.45	<u>601.45</u> x <u>55</u> 28 100 = Rs.11.81	Basic 355.00 D.A. 193.20 H.R.A. 35.50 Total 583.70	<u>583.70</u> x <u>55</u> 28 100 = Rs.11.47	Basic 355.00 D.A. 193.20 H.R.A. 26.63 Total 574.83	<u>574.83</u> x <u>55</u> 28 100 = Rs.11.29	Basic 355.00 D.A. 193.20 H.R.A. 25.00 Total 573.20	<u>573.20</u> x <u>55</u> 28 100 = Rs.11.26

	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)	Total wages of Helper	Rate of Daily Wage under 55% formula (per day)
March, 1981 (Rs.8.77)	Basic 355.00 D.A. 188.20 H.R.A. 53.25 Total 596.45	<u>596.45 x .55</u> 31 100 = Rs.10.58	Basic 355.00 D.A. 188.20 H.R.A. 35.50 Total 578.70	<u>578.70 x .55</u> 31 100 = Rs.10.27	Basic 355.00 D.A. 188.20 H.R.A. 26.63 Total 569.83	<u>569.83 x .55</u> 31 100 = Rs.10.11	Basic 355.00 D.A. 188.20 H.R.A. 25.00 Total 568.20	<u>568.20 x .55</u> 31 100 = Rs.10.08
April, 1981 (Rs.8.84)	Basic 355.00 D.A. 193.20 H.R.A. 53.25 Total 601.45	<u>601.45 x .55</u> 30 100 = Rs. 11.03	Basic 355.00 D.A. 193.20 H.R.A. 35.50 Total 583.70	<u>583.70 x .55</u> 30 100 = Rs.10.70	Basic 355.00 D.A. 193.20 H.R.A. 26.63 Total 576.83	<u>576.83 x .55</u> 30 100 = Rs.10.54	Basic 355.00 D.A. 193.20 H.R.A. 25.00 Total 576.20	<u>576.20 x .55</u> 30 100 = Rs.10.56
May, 1981 (Rs.8.98)	Basic 355.00 D.A. 203.20 H.R.A. 53.25 Total 611.45	<u>611.45 x .55</u> 31 100 = Rs.10.85	Basic 355.00 D.A. 203.20 H.R.A. 35.50 Total 593.70	<u>593.70 x .55</u> 31 100 = Rs.10.53	Basic 355.00 D.A. 203.20 H.R.A. 26.63 Total 584.83	<u>584.83 x .55</u> 31 100 = Rs.10.38	Basic 355.00 D.A. 203.20 H.R.A. 25.00 Total 583.20	<u>583.20 x .55</u> 31 100 = Rs.10.35
June, 1981 (Rs.8.98)	Basic 355.00 D.A. 203.20 H.R.A. 53.25 Total 611.45	<u>611.45 x .55</u> 30 100 = Rs.11.21	Basic 355.00 D.A. 203.20 H.R.A. 35.50 Total 593.70	<u>593.70 x .55</u> 30 100 = Rs.10.88	Basic 355.00 D.A. 203.20 H.R.A. 26.63 Total 584.83	<u>584.83 x .55</u> 30 100 = Rs.10.72	Basic 355.00 D.A. 203.95 H.R.A. 25.00 Total 583.20	<u>583.20 x .55</u> 30 100 = Rs.10.69
July, 1981 Rs.9.17)	Basic 355.00 D.A. 216.95 H.R.A. 53.25 Total 625.20	<u>625.20 x .55</u> 31 100 = Rs.11.09	Basic 355.00 D.A. 216.95 H.R.A. 35.50 Total 607.45	<u>607.45 x .55</u> 31 100 = Rs.10.78	Basic 355.00 D.A. 216.95 H.R.A. 26.63 Total 598.58	<u>598.58 x .55</u> 31 100 = Rs.10.62	Basic 355.00 D.A. 216.95 H.R.A. 25.00 Total 596.95	<u>596.95 x .55</u> 31 100 = Rs.10.59
August, 1981 (Rs.9.29)	Basic 355.00 D.A. 225.70 H.R.A. 53.25 Total 633.95	<u>633.95 x .55</u> 31 100 = Rs.11.25	Basic 355.00 D.A. 225.70 H.R.A. 35.50 Total 616.20	<u>616.20 x .55</u> 31 100 = Rs.10.93	Basic 355.00 D.A. 225.70 H.R.A. 26.63 Total 607.33	<u>607.33 x .55</u> 31 100 = Rs.10.78	Basic 355.00 D.A. 225.70 H.R.A. 25.00 Total 605.70	<u>605.70 x .55</u> 31 100 = Rs.10.75
September, 1981 (Rs.9.43)	Basic 355.00 D.A. 235.70 H.R.A. 53.25 Total 643.95	<u>643.95 x .55</u> 30 100 = Rs.11.81	Basic 355.00 D.A. 235.70 H.R.A. 35.50 Total 626.20	<u>626.20 x .55</u> 30 100 = Rs.11.48	Basic 355.00 D.A. 235.70 H.R.A. 26.63 Total 617.33	<u>617.33 x .55</u> 30 100 = Rs.11.32	Basic 355.00 D.A. 235.70 H.R.A. 25.00 Total 615.70	<u>615.70 x .55</u> 30 100 = Rs.10

Statement showing the rates of Dearness Allowance from April 1980 to Sept. 1981

GENERAL ORDER NO.109 (P) Dated 30-9-1981

Subject:-Revision of pay scales, Dearness Allowance, House Rent Allowance and method of Fixation of Pay, Payment of Arrears, etc., in respect of employees (excluding Engineers) not covered by G.O.106(P) dated 19-8-1981 and G.O.107(P) dated 24-8-1981

Orders issued under General Order No. 106(P), dated 19-8-1981 and General Order No. 107(P) dated 24-8-1981 regarding revision of pay-scales, Dearness Allowance, etc., do not cover Engineers of the rank of Sub Engineers and above and also employees drawing pay in the existing pay-scales of Rs. 550 - 1030, Rs. 700 - 1200 and Rs. 800 - 1350.

2. The question of revision of their pay-scales, Dearness Allowance, etc., was also under consideration of the Board for some time. After careful consideration, the Board by their Resolution No 1263, dated the 30th September 1981, have taken the following decisions governing revision of pay-scales, Dearness Allowance, etc., in respect of Employees (excluding Engineers) not covered by the aforesaid two General Orders.

3. (i) REVISION OF PAY SCALES :- The existing pay-scales shown in column No.3 of the table set out below (in force under G.O. 83, dated 6-7-1977) shall be revised with effect from 1-4-1980 as shown in column No.4 thereof.

Sr. No.	Category/Designation	Existing (Present) pay-scale	Revised Pay scale	Minimum monetary benefit to be added in the basic pay at the time of and for the purpose of pay fixation in the revised pay-scale
		Rs	Rs	Rs
1.	Labour Officer/ Dy. Security Officer/ Dy. Vigilance Officer/ Asstt. Medical Officer/ Doctor & equivalent (excluding Engineers)	550-40-750-EB-40-1030	870-50-1470	160/-
2.	Sr. Chemist/Drawing Office Supdt/Asstt. Personnel Officer/ Adm. Officer/ Accounts Officer/ Programmer/ Librarian/ Dy. Chief Publicity & Public Relations Officer/ P.A. to Chairman/ Sports Officer/Computer Operator & equivalent (excluding Engineers)	700-50-950-EB-50-1200	1060-55-1830	200/-
3.	Dy. Establishment Officer/Security Officer/Vigilance Officer/ I.R.O./Welfare Officer/ Dy. Law Officer/ Medical Officer and equivalent (excluding Engineers)	800-55-1020-EB-55-1350	1250-60-2030	290/-

3.(I) MINIMUM MONETARY BENEFIT :- The employees covered by this General Order in the service of the Board as on 31-3-1980 on temporary/probation/permanent basis and drawing pay in any one of the pay-scales shown in Column No.3 of the table in paragraph 3(I) above shall be eligible for a minimum monetary benefit equal to the amount specified respectively there against in Column No.5 thereof, at the time of and for the purpose of fixation of pay in the corresponding revised pay-scale, as explained in Para 3 (IV) below.

3.(III) INCREMENTAL DIFFERENCE :- An additional benefit equal to the difference between the rate of increment in the revised pay-scale, and rate of increment in the present pay-scale, as applicable in each case on 31-3-1980 shall be granted at the time of fixation of pay in the revised pay-scales to those employees who were in the service of the Board as on 31-3-1979 and rendered continuous service upto 1-4-1980 or thereafter, as explained in paragraph 3(IV) below. The relevant amounts of incremental difference ranging from 0 to 10 are shown in the Annexures I to III attached to this General Order.

3 (IV) FIXATION OF PAY IN THE REVISED PAY SCALES AS ON 1-4-1980:- The basic pay of an employee drawing pay in any one of the existing pay-scales shown in Column No.3 of the table in paragraph 3(I) above shall be fixed in the corresponding revised pay-scale shown in Column No.4 thereof in the following manner:-

An amount of Rs. 160/- from the Dearness Allowance payable for the month of April, 1980 together with the aforesaid appropriate minimum monetary benefit and difference in the rate of increment as per paragraph 3(III) above, if any, shall be added to the basic pay as on 31-3-1980. The sum total so arrived at shall be fixed in the revised pay-scale as under:-

(a) If the sum total is a stage in the revised pay-scale, the basic pay shall be fixed at that stage.

(b) If the sum total is not a stage in the revised pay-scale, the basic pay shall be fixed at the next higher stage.

(c) If the sum total exceeds the maximum of the revised pay-scale, the basic pay shall be fixed at the maximum of the revised pay-scale and the balance amount shall be treated as personal pay.

NOTE: 1) For the purpose of the above rule and pay fixation formula, "basic pay as on 31.3.80" means the basic pay as defined in Service Regulation 9(21) as on 31.3.1980 drawn in any one of the existing pay-scales mentioned in Column No.3 of the table in para 3(I) above. It shall not include personal pay other than the one arrived at due to earlier pay fixation and it shall also not include special pay, personal allowance or any other type of additional emoluments/fringe benefit, etc. drawn by the employee.

NOTE:- 2) In respect of ex-N.E.L.P & Co. employees absorbed in the service of the Board, the special Compensatory Allowance sanctioned under office order No. GAD/Estt/II-A/NELPCO/36399, dt. 30th August 1980 shall be treated as basic pay for the purpose of pay-fixation in the revised pay-scales.

NOTE: 3) Pay fixation in the revised pay-scale with effect from 1.4.1980 shall be with reference to the existing pay scale of the post held on 31.3.1980. "Post held" includes post held on officiating/temporary basis provided the existing pay- scale sanctioned/prescribed for it is one of the pay-scales listed in Column No.3 of the table in para 3(I) above. In the case of an employee to whom the benefit of higher grade/scale is granted under the provisions of G.O.74, dated 30.4.1974 (10 year rule) or under Office Order No. GAD/E-VII/STF/Gen/A/232/ 9203, dated 27-2-1975 (12 year rule), the higher pay scale allowed to him as personal to him shall be treated as the pay-scale sanctioned/prescribed for the post held by him for the purpose of this Note subject to the said condition.

NOTE: 4) In the case of an employee officiating in a higher post as on 31-3-1980 pay shall not be fixed in the revised scale of pay of the lower post on the assumption of pay in the existing pay-scale of the lower post which he would have drawn as on 31-3-1980 had he not been promoted and consequently no comparison with the pay in the revised scale of the higher post shall be made and benefit similar to the provisions of S.R. 32 (b) shall not be allowed.

NOTE: 5) in the case of an employee officiating in a higher post on 1.4.1980, but reverted thereafter and subsequently re-promoted, if his pay in the revised pay-scale of the higher post under S.R.29(a) works out to less than the pay (plus P.P., if any) in the revised scale of the higher post immediately prior to reversion, he should be allowed on the date of re-promotion the same pay (plus P.P., if any) instead of the pay strictly admissible under S.R.29(a).

NOTE: 6) if as a result of fixation of pay in the manner stipulated above any employee absorbed in the service of the Board from the Licensee, derives benefit less than the minimum benefit admissible under para 3 (II) above, he shall draw as personal pay, the difference between the actual benefit and the minimum monetary benefit.

3 (V) GRANT OF ADDITIONAL INCREMENT IN THE REVISED PAY-SCALES:- After fixation of pay (as shown in Annexures I to III) in the revised pay- scales with effect from 1-4-1980, one additional increment in the revised pay-scales shall be granted with effect from the same date viz. 1.4.1980 to the employees who have been in continuous service of the Board from 31.3.1979 or from an earlier date. This additional increment shall be in the revised scale applicable on 1.4.1980 though earlier the pay may have actually been drawn in a lower pay-scale. For example, an employee who is in continuous service of the Board from a date prior to 31.3.79 and who has been granted benefit of the pay- scale of Rs.700-50-950-EB-50-1200 with effect from say 1.1.1980 under G.O.74 (10 year rule) and who is thus drawing pay in that scale as on 1.4.1980, shall be eligible for one additional increment with effect from 1.4.1980 in the revised pay-scale of Rs.1060-55-1830 after pay fixation in this revised pay-scale in accordance with para 3 (IV) above. In the case of a Divisional Accountant in the service of the Board from 31.3.1979 or from date prior to 31.3.1979 and who is promoted as an Accounts Officer on officiating/Temporary basis from say 1.1.1980, he will have his pay fixed in the revised pay-scale of Accounts Officer with effect from 1.4.1980 and the additional increment as per this para shall be in the revised pay scale of Accounts Officer.

NOTE:-(1) Continuous service means service which is not interrupted and includes service on work-charged establishment provided that the employee was on permanent/temporary establishment as on 1.4.1980.

NOTE:-(2) The additional increment with effect from 1-4-1980 shall be granted even in cases where penalty of withholding of increment/s is in operation.

3. (VI) DATE OF NEXT INCREMENT IN THE REVISED SCALE AFTER PAY FIXATION AS ON 1.4.1980:- Notwithstanding anything contained to the contrary in the M.S.E.B. Employees' Service Regulations, the pay fixation in the revised scale of pay in the manner prescribed above shall not affect the normal date of increment of the employee. In other words, the employee whose pay is fixed in the revised pay-scale as on 1.4.1980 shall draw his next increment in the revised scale on the date he would have drawn it in the old scale had the scales not been revised. Employees whose normal date of increment is 1.4.1980 and who are also eligible for one additional increment with effect from 1.4.1980 as per para 3 (V) above shall thus be granted in all two increments in the revised pay-scales with effect from 1.4.1980 except where the normal increment is withheld as a result of punishment. Since there is no E.B. in the revised scales of pay, increments due on 1.4.1980 and thereafter shall be released in the normal course in the revised pay-scales despite any decision, order or action of the Competent Authority of holding up the increment of employee at the E.B. stage in the pre-revised scale on or after 1.4.1980. An employee who is held up at the E.B. stage falling on a date prior to 1.4.1980 shall have his pay fixed in the revised pay-scale with reference to the basic pay actually drawn as on 31-3-1980 and his next increment in the revised scale on or after 1.4.1980 shall be released on normal due date without the necessity of any formal review of his E.B. case.

3. (VII) OPTION FOR RETAINING THE EXISTING PAY-SCALE:- If any employee is not benefitted by the above revision of pay-scales and fixation of pay with effect from 1.4.1980 in the revised pay-scale, he may at his option retain his pay in the present scale of pay until the date on which he may earn his next increment or any subsequent increment in the scale of pay or until he vacates his post or ceases to draw pay in the present pay-scale. The option once exercised shall be final. Those who do not exercise the option within one month from the date of issue of this General Order shall be deemed to have elected to draw pay in the revised pay-scale with effect from 1.4.1980. However, for all practical purposes all employees are assumed to be benefitted by the revised pay-scale with fitment formula and the work of pay fixation may be taken up in

respect of all employees assuming that all have elected to draw pay in the revised pay-scale with effect from 1.4.1980.

3 (VIII) PAY FIXATION IN RESPECT OF PERSONS APPOINTED ON OR AFTER 1.4.1980:- Persons appointed on or after 1.4.1980 to any post to which any of the pay-scales mentioned in the Column No.3 of the table in para 3 (I) above has been sanctioned/prescribed, shall necessarily draw pay in the corresponding revised pay scales from the date of appointment. In such cases, the basic pay admissible shall be minimum of the corresponding revised pay scale with effect from the date of joining the said post provided that those who are granted higher initial pay in the present pay-scale on the recommendation of Competent Selection Committee at the time of selection shall be eligible for equal number of increment/s in the revised pay scale and their initial basic pay should be fixed accordingly in the revised pay scale. In case of a Departmental Board's employee appointed/promoted on or after 1.4.80 to any post to which any of the pay scales mentioned in the Column. No.3 of the table in para 3 (I) above has been sanctioned/prescribed, he shall be eligible for pay fixation in the revised pay scale of that post as per normal rules with reference to the pay of the lower post in the revised scale of the lower post on the date of appointment/ promotion to the higher post.

3 (IX) PAY FIXATION OF EMPLOYEES APPOINTED AFTER 31-3-1979 BUT BEFORE 1.4.1980:- In the case of persons appointed to any post carrying any of the pay scales mentioned in the column No.3 of the table in para 3(I) above after 31-3-1979 but before 1-4-1980, pay shall be fixed in the corresponding revised pay scale with effect from 1-4-1980 in accordance with the instructions contained in para 3(IV) above. However, these employees shall not be eligible for the additional increment under para 3 (V) above.

3 (X)REVISED DEARNESS ALLOWANCE:- The existing rate of payment of Dearness Allowance of Rs. 1.025 per point rise/fall in the All India Average Consumer Price Index Number of 1949 = 100 series, is revised with effect from the D.A. payable for April, 1980 to Rs. 1.25 per point rise/fall in the Index of the same series subject to the existing minimum variation of 4 points. The Dearness Allowance for April, 1980 at the revised rate of neutralisation of Rs. 1.25 per point works out to Rs. 291.95 (as against Rs. 292.85 at the existing rate of Rs.1.025 per point). For the payment of Dearness Allowance at the revised rate, the amount of Rs. 291.95 minus Rs.160 = Rs.131.95 is linked up with the All India Average Consumer Price Index Number 451 (1949 = 100 Series) for the month of January 1980 (applicable for payment of D.A. for the month of April 1980). (This is for the lowest slab).

The revised pay slabs and the corresponding amount of revised Dearness Allowance payable to employees drawing pay in the revised pay scales, for the months of April, 1980 onwards upto September 1981 are shown in the Annexure V attached to this General Order.

3(XI) REGULATION OF HOUSE RENT ALLOWANCE AND COMPENSATORY LOCAL ALLOWANCE (H.R.A. & C.L.A.): - In respect of Employees drawing pay in the revised pay-scales, House Rent Allowance and Compensatory Local Allowance payable on or after 1-4-1980 shall be calculated at the prescribed rates (percentage)with reference to only the basic pay drawn in the revised pay-scale plus personal pay, if any (arising out of pay fixation).The procedure of adding a portion of Dearness Allowance (called Dearness Pay and additional Dearness Pay) in pay for calculating H.R.A. & C.L.A. as per Correction Slip No.8 dated 28-4-1975 to G.O.68(P) dt.30-6-72 shall be discontinued with effect from 1-4-1980 in respect of employees drawing pay in the revised pay-scales. Similarly, the procedure of subtracting an amount of Rs.60/- from basic pay before calculating H.R.A. & C.L.A. as per Correction Slip No.9 dated 19-10-78 to G.O.68(P) dated 30-6-1972 shall also be discontinued with effect from 1-4-1980.

3 (XII) RECOVERY OF HOUSE RENT:- In respect of Employees drawing pay in the revised pay-scales and to whom accommodation is provided by the Board, the recovery of House Rent in respect of the said accommodation at the prescribed rate (percentage) shall be with reference to the basic pay drawn in the revised scale plus personal pay, if any, (arising out of pay fixation) plus C.L.A. The existing practice of deducting the amount of the Dearness Allowance merged in the revised pay-scales from the revised basic pay for the purpose of calculating House Rent recovery shall be discontinued with effect from 1-4-1980 and House Rent shall be recovered at the prescribed rate (percentage) based on only the basic pay plus personal pay, if any, in the revised scale plus C.L.A.

3 (XIII) PAYMENT OF ARREARS:- (a) The amount of arrears as a result of pay fixation in the revised pay-scales, revision of D.A., H.R.A., etc. in accordance with the provisions of this General Order after statutory deductions on account of C.P.F. subscription, E.S.I., Professional Tax, House Rent (where applicable), etc. and the amount of advance, if any, granted as per Circular No.GAD//Salary Adv./310/44243, dated 16-10-1980 shall be paid to the employees in Cash before the end of the current financial year.

(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 other similar incidental benefits (except Leave Salary in respect of leave on average pay surrendered and allowed to be encashed under G.O.59 or S.R.39 (a)) shall not be reopened and consequently no arrears on those accounts in respect of the period from 1-4-1980 to 31-8-1981, shall be payable.

(c) The arrears on account of revision of pay-scales, D.A., H.R.A., etc. should be drawn in the Office where the Employee is working currently, irrespective of the fact whether he had worked in that Office or some other Office/Offices in the past. The concerned drawing & disbursing Officers are requested to ensure that their requirement of funds for payment of arrears on account of revision of pay-scales, Dearness Allowance, H.R.A., etc. as per this G.O. are intimated to the Ways and Means Section under the Director of Accounts, H.O. Bombay. The total arrears on account of revision of pay-scales, etc., for the year 1980-81 and 1981-82 should be separately worked out and intimated to the Head Office, Bombay with full details. (Detailed instructions in this behalf will be issued by the Accounts Department, H.O.). For pay fixation and calculation of arrears, Service Books and other relevant official records of the employees should be made use of. Necessary entry regarding, fixation of pay in the revised pay-scale and payment of arrears, etc. should be taken in the Service Books of the respective employees.

3 (XIV) ANCILLARY:- (i) Various benefits granted under G.Os.97 & 98 and conditions of the various allowances sanctioned therein shall remain unchanged. The existing pay-scales mentioned therein shall stand substituted by the corresponding revised pay-scales (where applicable only).

(ii) The provisions in the Board's various Service Regulations G.Os. like G.O. 14(P), 26(P), G.O. 65, G.O.68, G.O.90, G.O.93, etc., wherein various entitlements/ conditions are based on the pay-scales/Basic pay shall stand suitably revised corresponding to the revised pay-scales. Necessary amendments to the relevant Rules and Regulations shall be issued in due course, wherever necessary.

(iii) In the case of staff on deputation to the Board, the revision of pay-scales under this G.O. will not have automatic effect in the revision of their pay-scales, but the Board may decide to refer such cases back to the Cadre Controlling Authority (parent Dept.) of such staff on deputation and take appropriate decision.

(iv) The employees fulfilling all the relevant conditions but who have resigned/retired after 1-4-1980 shall also be entitled to the benefits under this General Order.

4. All the concerned Officers are requested to take immediate steps to fix the pay of the employees in the revised pay-scales and give effect to the revised pay with effect from October 1981 or as early as possible thereafter. Action to work out arrears and for Audit Scrutiny (before payment) should be taken immediately but payment of arrears should be made only after specific instructions in this behalf are received from Head Office.

Encl:- Annexures I to III. Annexure IV showing examples of comparative emoluments. Annexure V regarding rates of Dearness Allowance. #

Sd/- (VINAY BANSAL)
Member (Admn.)/-Secretary

See on next page onwards.

ANNEXURE I TO G.O. 109 (P)

LABOUR OFFICER/DY. SECURITY OFFICER/DY. VIGILANCE OFFICER/ASSISTANT MEDICAL OFFICER/
DOCTOR AND EQUIVALENT (EXCLUDING ENGINEERS)

Existing Pay Scale Rs.550-40-750-EB-40-1030

Revised Pay Scale Rs.870-50-1470

Stage in Existing pay-scale as on 31-3-1980	Portion of D.A.	Minimum Benefit	Incremental difference	Total	Fitment stage in the revised pay-scale as on 1-4-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
550	160	160	0	870	870
590	160	160	10	920	920
630	160	160	10	960	970
670	160	160	10	1000	1020
710	160	160	10	1040	1070
750	160	160	10	1080	1120
790	160	160	10	1120	1120
830	160	160	10	1160	1170
870	160	160	10	1200	1220
910	160	160	10	1240	1270
950	160	160	10	1280	1320
990	160	160	10	1320	1320
1030	160	160	10	1360	1370

ANNEXURE II TO G.O. 109 (P)

SENIOR CHEMIST/DRAWING OFFICE SUPERINTENDENT/ASSISTANT PERSONNEL OFFICER/
ADMINISTRATIVE OFFICER/ACCOUNTS OFFICER/PROGRAMMER/LIBRARIAN/DY. CHIEF PUBLICITY &
PUBLIC RELATIONS OFFICER/P.A. TO CHAIRMAN/SPORTS OFFICER/ COMPUTER OPERATOR &
EQUIVALENT (EXCLUDING ENGINEERS).

Existing Pay Scale Rs.700-50-950-EB-50-1200

Revised Pay Scale Rs.1060-55-1830

Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	160	200	0	1060	1060
750	160	200	5	1115	1115
800	160	200	5	1165	1170
850	160	200	5	1215	1225
900	160	200	5	1265	1280
950	160	200	5	1315	1335
1000	160	200	5	1365	1390
1050	160	200	5	1415	1445

Stage in Existing pay-scale as on 31-3-1980	Portion of D.A.	Minimum Benefit	Incremental difference	Total	Fitment stage in the revised pay-scale as on 1-4-1980
1100	160	200	5	1465	1500
1150	160	200	5	1515	1555
1200	160	200	5	1565	1610

ANNEXURE III TO G.O. 109 (P)
 DY. ESTABLISHMENT OFFICER/SECURITY OFFICER/VIGILANCE OFFICER/I.R.O./ WELFARE OFFICER/DY.LAW OFFICER/MEDICAL OFFICER AND EQUIVALENT (EXCLUDING ENGINEERS)

Existing Pay Scale Rs.800-55-1020-EB-55-1350			Revised Pay Scale Rs.1250-60-2030		
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
800	160	290	0	1250	1250
855	160	290	5	1310	1310
910	160	290	5	1365	1370
965	160	290	5	1420	1430
1020	160	290	5	1475	1490
1075	160	290	5	1530	1550
1130	160	290	5	1585	1610
1185	160	290	5	1640	1670
1240	160	290	5	1695	1730
1295	160	290	5	1750	1790
1350	160	290	5	1805	1850

ANNEXURE IV TO G.O.109 (P) : Examples showing comparative position of emoluments for April, 1980

LABOUR OFFICER/ASSTT.MEDICAL OFFICER AND EQUIVALENT (EXCLUDING ENGINEERS)

Existing Pay-Scale Rs.550-40-750-EB-40-1030

Revised Pay-Scale Rs.870-50-1470

Pay
D.A.

Rs. 790.00
Rs. 312.85

Pay (including
Minimum benefit +
Rs.160/-D.A. +
Incremental difference)
D.A. (revised)
Additional increment
(w.e.f. 1-4-1980)

1120.00

Rs. 241.95
Rs. 50.00
Rs. 1411.95

Rs. 1102.85

SR. CHEMIST/DRAWING OFFICE SUPDT./A.P.O./A.O. & EQUIVALENT (EXCLUDING ENGINEERS)

Existing Pay-Scale Rs.700-50-950-EB-50-1200		Revised Pay-Scale Rs.1060-55-1830	
Pay	Rs. 950.00	Pay (including	Rs. 1335.00
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		Incremental difference)	
		D.A. (revised)	Rs. 241.95
		Additional increment	Rs. 55.00
		(w.e.f. 1-4-1980)	
	Rs. 1262.85		Rs. 1631.95

DY. E.O./I.R.O./W.O./M.O. & EQUIVALENT (EXCLUDING ENGINEERS)

Existing Pay-Scale Rs.800-55-1020-EB-55-1350		Revised Pay-Scale Rs.1250-60-2030	
Pay	Rs. 1075.00	Pay (including	Rs. 1550.00
D.A.	Rs. 312.85	Minimum benefit +	
		Rs.160/- D.A. +	
		Incremental difference)	
		D.A. (revised)	Rs. 241.95
		Additional increment	Rs. 60.00
		(w.e.f. 1-4-1980)	
	Rs. 1387.85		Rs. 1851.95

ANNEXURE V TO G.O.109 #

See on pages 54 & 55.

Statement showing the rates of Dearness Allowance from April 1980 to Sept. 1981

ANNEXURE - V Accompaniment to G.O.109 (P)

- Existing rates of D.A. -

		Basic pay + P.P. if any				
Sr.No	Month	1 to 160 D.A.	161 to 210 D.A.	211 to 260 D.A.	261 to 460 D.A.	461 onwards D.A.
1.	April 80	292.85	297.85	302.85	307.85	312.85
2.	May 80	292.85	297.85	302.85	307.85	312.85
3.	June 80	292.85	297.85	302.85	307.85	312.85
4.	July 80	297.97	302.97	307.97	312.97	317.97
5.	Aug. 80	306.17	311.17	316.17	321.17	326.17
6.	Sept. 80	311.29	316.29	321.29	326.29	331.29
7.	Oct. 80	321.54	326.54	331.54	336.54	341.54
8.	Nov. 80	325.64	330.64	335.64	340.64	345.64
9.	Dec. 80	331.79	336.79	341.79	346.79	351.79
10.	Jan. 81	335.89	340.89	345.89	350.89	355.89
11.	Feb. 81	343.07	348.07	353.07	358.07	363.07
12.	Mar. 81	338.97	343.97	348.97	353.97	358.97
13.	April 81	343.07	348.07	353.07	358.07	363.07
14.	May 81	351.27	356.27	361.27	366.27	371.27
15.	June 81	351.27	356.27	361.27	366.27	371.27
16.	July 81	362.54	367.54	372.54	377.54	382.54
17.	Aug. 81	369.71	374.71	379.71	384.71	389.71
18.	Sept. 81	377.91	382.91	387.91	392.91	397.91

Bigger type: OPERATIVE & Smaller type: REDUNDANT

GO 109(P)

Amount as per new rate i.e. Rs.1.25 per point

- Revised rates of D.A.

Sr.No.	Month	Point increase or decrease	Index	Amount increased/ decreased Rs. Ps.	Basic pay + p.p. If any in the revised pay-scale					
					Upto Rs.385 D.A.	Rs.386 to 535 D.A.	Rs.536 to 685 D.A.	Rs.686 to 885 D.A.	Rs.886 to 1085 D.A.	Rs.1086 on-ward D.A.
1.	April 80	(-) 4	451	(-)5/-	131.95	146.95	166.95	191.95	216.95	241.95
2.	May 80	(-) 3	448	-	131.95	146.95	166.95	191.95	216.95	241.95
3.	June 80	(+) 2	453	-	131.95	146.95	166.95	191.95	216.95	241.95
4.	July 80	(+) 5	456	6.25	138.20	153.20	173.20	198.20	223.20	248.20
5.	Aug. 80	(+) 8	464	10.00	148.20	163.20	183.20	208.20	233.20	258.20
6.	Sept. 80	(+) 5	469	6.25	154.45	169.45	189.45	214.45	239.45	264.45
7.	Oct. 80	(+) 10	479	12.50	166.95	181.95	201.95	226.95	251.95	276.95
8.	Nov. 80	(+) 4	483	5.00	171.95	186.95	206.95	231.95	256.95	281.95
9.	Dec. 80	(+) 6	489	7.50	179.45	194.45	214.45	239.45	264.45	289.45
10.	Jan. 81	(+) 4	493	5.00	184.45	199.45	219.45	244.45	269.45	294.45
11.	Feb. 81	(+) 7	500	8.75	193.20	208.20	228.20	253.20	278.20	303.20
12.	Mar. 81	(-) 4	496	(-) 5.00	188.20	203.20	223.20	248.20	273.20	298.20
13.	April 81	(+) 4	500	5.00	193.20	208.20	228.20	253.20	278.20	303.20
14.	May 81	(+) 8	508	10.00	203.20	218.20	238.20	263.20	288.20	313.20
15.	June 81	(+) 2	510	-	203.20	218.20	238.20	263.20	288.20	313.20
16.	July 81	(+) 11	519	13.75	216.95	231.95	251.95	276.95	301.95	326.95
17.	Aug. 81	(+) 7	526	8.75	225.70	240.70	260.70	285.70	310.70	335.70
18.	Sept. 81	(+) 8	534	10.00	235.70	250.70	270.70	295.70	320.70	345.70

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GO 109(P)

Bigger type: OPERATIVE & Smaller type: REDUNDANT

55...

CORRECTION SLIP NO.1 DATED 14-7-1982
(to G.O.109(P) Dated 30-9-1981)

See on pages 26 to 28 of this Volume

GENERAL ORDER (P) NO.110 DATED 5-3-1982

Subject:- Rewarding Senior Engineers and other Employees doing extra duties/shouldering additional burden of work during the recent Strike by Subordinate Engineers.

During the period of recent Strike by the Subordinate Engineers i.e. from 20-11-1981 to 18-12-1981, Senior Engineers and many other employees had to bear the burden of maintaining generation and distribution of electric supply. They worked in a spirit of dedication to duties and loyalty to the organisation in the critical circumstances. The Board consider that it would be in the fitness of things that the co-operation and hard work of the Senior Engineers and other employees is suitably recognised and consequently by their Resolution No. 1378 dated 21-1-1982 have accorded approval:-

1) to authorise the Committee consisting of the under mentioned Members/Officers to categorise the services of the employees in context of recent strike of Subordinate Engineers as : (i) "Exemplary", (ii) "Very Good", and (iii) "Good" :-

Accounts Member	Chairman
Technical Member(T&D)	Member
Technical Member(Gen-O&M)	Member
Shri V.T.Dudile (Member)	Member
C.I.R.O.	Member

2) to authorise the Chairman to sign and issue commendation Certificates as above on the recommendation of the above Committee to the employees concerned. The three categories of Certificates should be briefly described as commendation Card 'A', 'B' and 'C' respectively.

3) to grant to the employees in receipt of commendation card 'A', 'B', or 'C', additional leave on average pay/Earned Leave/Leave with pay together with all Allowances to the extent of 30 days, 15 days and 7 days respectively. The admissible quantum of this leave would be added to the leave balance of the respective employees as on 19-12-1981. In the case of these employees the existing limit of accumulation of earned leave/leave on average pay/leave with pay together with all Allowances of 180 days laid down in the Leave Rules shall be deemed to have been raised to 210, 195 and 187 days as the case may be. In other words, the employee in receipt of commendation Card 'A' would be entitled for additional 30 days Earned Leave and the limit of accumulation in his case would be 210 days. The employee in receipt of commendation card 'B' would be entitled for additional 15 days Earned Leave and the limit of accumulation in his case would be 195 days. Similarly, the employee in receipt of commendation card 'C' would be entitled for additional 7 days Earned Leave and in his case the limit of accumulation would be 187 days instead of 180 days. These higher limits of accumulation of Earned Leave/Leave on Average Pay/Leave with Pay together with all allowances shall be in force upto 31-3-1986. The normal limit of 180 days shall stand restored with effect from 1-4-1986 and any excess over this normal limit on 1-4-1986 shall be deemed to have lapsed.

4) to declare that the additional leave as per above principles shall be merged in the respective leave balance on 19-12-1981 and as such, it can be taken into account for the purpose of encashment of Earned Leave, etc., under G.O. 59. On account of addition of this Leave, there will not be two encashments of leave. In other words there is no amendment to G.O.59.

5) to authorise the Chairman to issue or authorise to issue such detailed clarifications/instructions as deemed necessary for implementing the present scheme.

Sd/-Secretary

GENERAL ORDER NO. 111 (P) DATED 13-5-1982

Subject:- i) Revision of pay scales, Dearness Allowance and method of fixation of Pay, Payment of Arrears etc., in respect of Subordinate Engineers.

ii) De-stagnation measures for Engineering Diploma and Degree holder subordinate Engineers effective from 1-4-1979.

In pursuance of the agreement reached between the Subordinate Engineers' Association and the Maharashtra State Electricity Board on the 5th of May, 1982, following orders are now issued applicable to the Subordinate Engineers only.

2. SCOPE AND APPLICABILITY OF THIS GENERAL ORDER:- i) The provisions contained in this General Order will apply to only the following categories of Engineers as specified in the M.S.E.B Classification & Recruitment Regulations:-

Categories of the Subordinate Engineers:-

(a) Sub-Engineer/Chargeman Grade II (b) Junior Engineer/Chargeman Grade I (c) Asstt. Engineer (d) Asstt. Shift Engineer (e) Deputy Executive Engineer (f) Asstt. Superintendent (g) Deputy Superintendent

ii) Provisions of this General Order will be also applicable to qualified Subordinate Engineers working in the Board in other cadres e.g. Stores

3. (I) REVISION OF PAY SCALES:- The existing pay-scales shown in column No.3 of the table set out below (in force under G.O. 80(P), dated 19-1-77 and G.O. 83, dated 6-7-1977) shall be revised with effect from 1-4-1980 as shown in column No.4 thereof.

Sr. No.	Category/ Designation	Existing (present) pay-scale	Revised pay-scale	Minimum monetary benefit to be added in Basic pay at the time of and for the purpose of pay fixation.	Remarks
1	2	3	4	5	6
		Rs.	Rs.	Rs.	
1.	Sub-Engineer/Chargeman Gr.II	280-22-390-EB-25-640	600-35-1125	120/-	
2.	Jr.Engineer/	385-30-535-EB-35-885	775-45-1450	140/-	
3.	Assistant Engineer/Chargeman Grade I	410-35-585-EB-40-985	1000-55-1770	170/-	
4.	Assistant Shift Engineer	550-40-750-EB-40-1030	1000-55-1770	180/-	

1	2	3	4	5	6
5.	Deputy Executive Engineer	700-50-950-EB-50-1200	1275-65-2120	240/-	
6.	Assistant Superintendent	800-55-1020-EB-55-1350	1275-65-2120	300/-	
7.	Deputy Superintendent	1100-60-1340-EB-60-1700	1550-70-2390	390/-	

3(II) MINIMUM MONETARY BENEFIT:- The Engineers covered by this General Order in the service of the Board as on 31-3-1980 on work-changed/ temporary/probation/permanent basis and drawing pay in any one of the pay-scales shown in Column No.3 of the table in paragraph 3(I) above shall be eligible for a minimum monetary benefit equal to the amount specified respectively there against in Column No.5 thereof, at the time of and for the purpose of fixation of pay in the corresponding revised pay-scale, as explained in Paragraph 3 (IV)below.

3(III) INCREMENTAL DIFFERENCE:- An additional benefit equal to the difference between the rate of increment in the revised pay-scale and the rate of increment in the present pay-scale as applicable in each case on 31-3-1980 shall be granted at the time of fixation of pay in the revised pay-scales to those Engineers who were in the service of the Board as on 31-3-1979 and who have rendered continuous service upto 1-4-1980 or thereafter, as explained in paragraph 3(IV) below. The relevant amounts of incremental difference ranging from 0 to 20 are shown in the Annexures I to X attached to this General Order.

3(IV) FIXATION OF PAY IN THE REVISED PAY SCALES AS ON 1-4-1980:- The basic pay of an Engineer drawing pay in any one of the existing pay scales shown in Column No.3 of the table in paragraph 3(I) above shall be fixed in the corresponding revised pay-scale shown in Column No.4 thereof in the following manner:-

An amount of Rs. 160/- from the Dearness Allowance payable for the month of April, 1980 together with the aforesaid appropriate minimum monetary benefit and difference in the rate of increment as per paragraph 3(III) above, if any, shall be added to the basic pay as on 31-3-1980. The sum total so arrived at shall be fixed in the revised pay-scale as under:-

(a) If the sum total is less than the minimum of the revised pay-scale, the basic pay shall be fixed at the stage of minimum of the revised pay scale.

(b) If the sum total is a stage in the revised pay-scale, the basic pay shall be fixed at that stage.

(c) If the sum total is not a stage in the revised pay-scale, the basic pay shall be fixed at the next higher stage.

(d) If the sum total exceeds the maximum of the revised pay-scale, the basic pay shall be fixed at the maximum of the revised pay-scale and the balance amount shall be treated as personal pay.

NOTE: 1) For the purpose of the above rule and pay fixation formula, "basic pay as on 31.3.80" means the basic pay as defined in Service Regulation 9(21) as on 31.3.1980 drawn in any one of the existing pay-scales mentioned in Column No.3 of the table in para 3(I) above. It shall not include personal pay other than the one arrived at due to earlier pay fixation and it shall also not include special pay, personal allowance or any other type of additional emoluments/fringe benefit, etc. drawn by the Engineer.

NOTE: 2) Pay fixation in the revised pay-scale with effect from 1.4.1980 shall be with reference to the existing pay scale of the post held on 31.3.1980. "Post held" includes post held on officiating/temporary basis provided the existing pay-scale sanctioned/prescribed for it is one of the pay-scales listed in Column No.3 of the table in para 3(I) above. In the case of an Engineer to whom the benefit

of higher grade/scale is granted under the provisions of G.O.74, dated 30.4.1974 (10 year rule) or under Office Order No. GAD/E-VII/STF/Gen/A/232/9203, dated 27-2-1975 (12 year rule), or under Para 4 of this G.O., the higher pay-scale allowed to him as personal to him shall be treated as the pay-scale sanctioned/prescribed for the post held by him for the purpose of this Note subject to the said condition.

NOTE:3) In the case of an Engineer officiating in a higher post as on 31-3-1980 pay shall not be fixed in the revised scale of pay of the lower post on the assumption of pay in the existing pay-scale of the lower post which he would have drawn as on 31-3-1980 had he not been promoted and consequently no comparison with the pay in the revised scale of the higher post shall be made and benefit similar to the provisions of S.R. 32 (b) shall not be allowed.

NOTE: 4) In the case of an Engineer officiating in a higher post on 1.4.1980, but reverted thereafter and subsequently re-promoted, if his pay in the revised pay-scale of the higher post under S.R.29(a) works out to less than the pay (plus P.P., if any) in the revised scale of the higher post immediately prior to reversion, he should be allowed on the date of repromotion the same pay (plus P.P., if any) instead of the pay strictly admissible under S.R.29(a).

3(V) GRANT OF ADDITIONAL INCREMENT(S) IN THE REVISED PAY-SCALES:- After fixation of pay (as shown in Annexures I to X) in the revised pay-scales with effect from 1-4-1980, two additional increments in the revised pay-scales shall be granted with effect from the same date viz 1.4.1980 to the employees who have been in continuous service of the Board from 31.3.1979 or from an earlier date. These additional increments shall be in the revised scale applicable on 1.4.1980 though earlier the pay may have actually been drawn in a lower pay-scale. In the case of Junior Engineer in the service of the Board from 31-3-1979 or from a date prior to 31.3.79 and who is promoted as an Assistant Engineer on officiating/temporary basis from say 1-1-1980, he will have his pay fixed in the revised pay-scale of Assistant Engineer with effect from 1-4-1980 and the additional increments as per this para shall be in the revised pay-scale of Assistant Engineer.

NOTE:(1). Continuous service means service which is not interrupted and includes service on work-charged establishment.

NOTE:(2). The additional increments with effect from 1-4-1980 shall be granted even in cases where the penalty of withholding of increment is in operation.

3 (VI) DATE OF NEXT INCREMENT IN THE REVISED SCALE AFTER PAY FIXATION AS ON 1.4.1980:- Notwithstanding anything contained to the contrary in the M.S.E.B. Employees' Service Regulations, the pay fixation in the revised scale of pay in the manner prescribed above shall not affect the normal date of increment of the Engineers. In other words, the Engineer whose pay is fixed in the revised pay-scale as on 1.4.1980 shall draw his next increment in the revised scale on the date he would have drawn it in the old scale had the scales not been revised. Engineers whose normal date of increment is 1.4.1980 and who are also eligible for two additional increments with effect from 1.4.1980 as per para 3 (V) above shall thus be granted in all three increments in the revised pay-scales with effect from 1.4.1980 except where the normal increment is withheld as a result of punishment. Since there is no E.B. in the revised scales of pay, increments due on 1.4.1980 and thereafter shall be released in the normal course in the revised pay-scales despite any decision, order or action of the Competent Authority of holding up the increment of Engineer at the E.B. stage in the pre-revised scale on or after 1.4.1980. An Engineer who is held up at the E.B. stage falling on a date prior to 1.4.1980, shall have his pay fixed in the revised pay-scale with reference to the basic pay actually drawn as on 31-3-1980 and his next increment(s) in the revised scale on or after 1.4.1980 shall be released on normal due date without the necessity of any formal review of his E.B. case.

3 (VII) PAY FIXATION IN RESPECT OF ENGINEERS APPOINTED ON OR AFTER 1.4.1980:- Engineers appointed on or after 1.4.1980 to any post to which any of the pay-scales mentioned in the Column No.3 of the table in paragraph 3 (I) above has been sanctioned/prescribed, shall necessarily draw pay in the corresponding revised pay scales from the date of appointment. In cases of Engineers possessing Degree or Diploma in Engineering of a Recognised University/Body/Institute or qualification equivalent thereto for whom provisions for higher starting pay made in this para hereinafter are not applicable, the basic pay admissible shall be minimum of the corresponding revised pay scale with effect from the date of joining the

said post provided that those who are granted higher initial pay in the present pay-scale on the recommendation of Competent Selection Committee at the time of selection shall be eligible for equal number of increment/s in the revised pay scale and their initial basic pay should be regulated accordingly in the revised pay scale. In the case of a Departmental Board's Engineer appointed/promoted on or after 1.4.80 to any post to which any of the pay scales mentioned in the Column. No.3 of the table in para 3 (I) above has been sanctioned/prescribed, he shall be eligible for pay fixation in the revised pay scale of that post as per normal rules with reference to the pay of the lower post in the revised scale of the lower post on the date of appointment/promotion to the higher post. The existing rules regarding grant of higher starting pay and adhoc increments to Sub-Engineer, Chargeman Gr.II, Junior Engineer, Chargeman Gr.I and Asstt.Engineer, under Correction Slip No.1 dated 6-7-1977 to G.O 80(P) dated 19-1-1977 and G.O. 84, dated 6-7-1977 shall cease to be in force in respect of appointments made to these posts on or after 1-4-1980. In lieu of these rules/provisions the following provisions regarding higher starting pay shall be applicable with effect from 1-4-1980:-

a) Engineers possessing Diploma in Engineering of a Recognised University/Body/Institute appointed as Sub-Engineer/Chargeman Gr.II on or after 1-4-1980 should be held eligible for a higher starting pay of Rs. 670/- per month in the revised pay- scale of Rs. 600-35-1125 with effect from actual date of joining on or after 1-4-1980.

b) Engineers possessing Degree in Engineering of a Recognised University/Body/Institute appointed as Junior Engineer/ Chargeman Gr.I on or after 1-4-1980 should be held eligible for higher starting pay of Rs. 820/- per month in the revised pay-scale of Rs. 775-45-1450 with effect from actual date of joining on or after 1-4-1980.

c) Engineers possessing Second Class Diploma in Engineering and who have passed Section 'A' and Section 'B' examinations of the Institution of Engineers appointed as Junior Engineer/ Chargeman Gr.I on or after 1-4-1980 should be held eligible for higher starting pay of Rs. 820/- per month in the revised pay-scale of Rs. 775-45-1450 with effect from actual date of joining on or after 1-4-1980.

d) Engineers possessing Degree in Engineering of a Recognised University/Body/Institute appointed as Asstt. Engineer on or after 1-4-1980 should be held eligible for higher starting pay of Rs. 1055/- per month in the revised pay-scale of Rs. 1000-55-1770 with effect from actual date of joining on or after 1-4-1980.

e) Engineers possessing Second Class Diploma in Engineering and who have passed Section 'A' and Section 'B' examinations of the Institution of Engineers appointed as Asstt. Engineer on or after 1-4-1980 should be held eligible for higher starting pay of Rs. 1055/- per month in the revised pay-scale of Rs. 1000-55-1770 with effect from actual date of joining on or after 1-4-1980.

3 (VIII) SPECIAL PROVISION FOR ASSTT.SUPERINTENDENT AND DEPUTY SUPERINTENDENT:- In the case of Engineers of the Generation Cadre only, if as a result of wage revision, on the date of their promotion to the post of Assistant Superintendent/Deputy Superintendent they have not already secured one increment over and above the initial basic pay of the revised pay-scale of their post, they will be entitled to one increment in the scale with effect from the date of promotion in view of the special rigorous of their work.

3 (IX) REVISED DEARNESS ALLOWANCE:- The existing rate of payment of Dearness Allowance of Rs. 1.025 per point rise/fall in the All India Average Consumer Price Index Number of 1949 = 100 series, is revised with effect from the D.A. payable for April, 1980 to Rs. 1.25 per point rise/fall in the Index of the same series subject to the existing minimum variation of 4 points. The Dearness Allowance for April, 1980 at the revised rate of neutralisation of Rs. 1.25 per point works out to Rs. 291.95 (as against Rs. 292.85 at the existing rate of Rs 1.025 per point). For the payment of Dearness Allowance at the revised rate, the amount of Rs. 291.95 minus Rs.160 = 131.95 is linked up with the All India Average Consumer Price Index Number 451 (1949 = 100 Series) for the month of January 1980 (applicable for payment of D.A. for the month of April 1980). (This is for the lowest slab). (In the case of Subordinate Engineers covered by this G.O. the lowest revised pay-slab is Rs. 536 to Rs. 685 for which the revised D.A will be Rs. 166.95 for April, 1980.

The revised pay slabs and the corresponding amount of revised Dearness Allowance payable to engineers drawing pay in the revised pay scales, for the month of April, 1980 onwards upto April 1982 are shown in the Annexure XI attached to this General Order.

3 (X)REGULATION OF H.R.A. & C.L.A.: - In respect of Engineers drawing pay in the revised pay-scales, House Rent Allowance and Compensatory Local Allowance payable on or after 1-5-1982 shall be calculated at the prescribed rates (percentage) with reference to only the basic drawn in the revised pay-scale plus personal pay, if any (arising out of pay fixation). The procedure of Adding a portion of Dearness Allowance (called Dearness Pay and Additional Dearness Pay) in pay for calculating H.R.A. & C.L.A. as per Correction Slip No.8 dated 28-4-1975 to G.O.68(P) dt. 30-6-72 shall be discontinued with effect from 1-5-1982 in respect of Engineers drawing pay in the revised pay-scales. Similarly, the procedure of subtracting an amount of Rs.60/- from basic pay before calculating H.R.A. & C.L.A. as per Correction Slip No.9 dated 19-10-78 to G.O.68(P) dated 30-6-1972 shall also be discontinued with effect from 1-5-1982.

3 (XI) RECOVERY OF HOUSE RENT:- In respect of Engineers drawing pay in the revised pay-scales and to whom accommodation is provided by the Board, the recovery of House Rent in respect of the said accommodation at the prescribed rate (percentage) shall be with reference to the basic pay drawn in the revised scale plus personal pay, if any, (arising out of pay fixation) plus C.L.A. The existing practice of deducting the amount of Dearness Allowance merged in the revised pay-scales from the revised basic pay for the purpose of calculating House Rent recovery shall be discontinued with effect from 1-5-1982 and House Rent shall be recovered at the prescribed rate (percentage) based on only the basic pay plus personal pay, if any, in the revised scale plus C.L.A.

3 (XII)ADMISSIBILITY OF REVISED PAY-SCALES TO ENGINEERS ENGAGED ON WORK- CHARGED ESTABLISHMENTS AT MONTHLY RATE BASIS:- These Engineers shall be eligible for revised pay-scales and D.A. at revised rate and their pay shall be fixed as per the instructions in para 3 (IV) above in the revised pay-scales as applicable, with effect from 1-4-1980. Such Engineers shall be entitled to the additional increments under para 3(V) of this G.O.

3 (XIII) PAYMENT OF ARREARS:- (a)The amount of arrears as a result of pay fixation in the revised pay- scales, revision of D.A., etc. in accordance with the provisions of this General Order after statutory deductions on account of C.P.F. subscription, E.S.I., Professional Tax, (where applicable), etc. and the amount of advance, if any, granted as per Circular No. GAD//Salary Adv./310/44243 dated 16-10-1980, shall be paid to the Engineers in Cash before 31-8-1982 for which further instructions will be issued separately.

(b) Arrears on account of difference of overtime allowance due to the revision of pay scales for the period from 1-4-1980 to 30-4-1982 shall be at 30% of the gross total overtime wages/allowance paid to the Engineers for this period.

(c) The cases of payment of H.R.A, House Building Advance and payment towards Leave Travel Concession, and other similar incidental benefits (except Leave Salary in respect of leave on average pay surrendered and allowed to be encashed under G.O.59 or S.R.39 (a) and Charge Allowance under S.R. 36) and recovery of House rent in respect of accommodation provided by the Board shall not be reopened and consequently no arrears on these accounts in respect of the period from 1-4-1980 to 30-4-1982 shall be payable/recoverable.

(d) The arrears on account of revision of pay-scales, D.A., etc. should be drawn in the Office where the Engineer is working currently, irrespective of the fact whether he had worked in that Office or some other Office/Offices in the past. The concerned drawing & disbursing Officers are requested to ensure that their requirement of funds for payment of arrears on account of revision of pay-scales, Dearness Allowance, etc. as per this G.O. are intimated to the Ways and Means Section under the Director of Accounts, H.O. Bombay. The total arrears on account of revision of pay-scales etc. for the year 1980-81, 1981-82 and 1982-83 (April) should be separately worked out and intimated to the Head Office, Bombay with full details. (Detailed instructions in this behalf will be issued by the Accounts Department (H.O). For pay fixation and calculation of arrears, Service Books and other relevant official records of the Engineers should be made use of.

Necessary entry regarding fixation of pay in the revised pay-scale and payment of arrears etc. should be taken in the Service Books of the respective Engineers.

4. De-Stagnation measures:- It is agreed to grant the Engineering Diploma and Engineering Degree holder Subordinate Engineers effective from 1-4-1979 the benefit of higher pay scales after 6 years of satisfactory service in one post. This benefit of higher pay scale will be granted twice. The second higher pay scale will be given after 6 years of satisfactory service in any higher post. The grant of higher pay scales as above will be subject to the following conditions:-

(1) This scheme will not entitle the Diploma and Degree holder Subordinate Engineers of the Board to get the pay-scale of any post higher than that of Executive Engineer/Deputy Superintendent. Entitlement to scales of the posts above Executive Engineer/Deputy Superintendent will be governed by the normal rules and regulations of M.S.E.B.

(2) The incumbent will not be given the designation of the higher post (This does not prevent his getting the higher designation when he gets promoted to the higher post according to normal rules and regulations of M.S.E.B. However on such promotion he will not get further automatic step-up in scale of pay).

(3) Before an incumbent is given the higher scale as per this scheme, a competent selection committee of M.S.E.B. will assess his performance. Only when the Board is satisfied about the service/performance of the incumbent, he will be granted higher scale. In other words, the benefit of higher scale is not automatic.

5. All the concerned Officers are requested to take immediate steps in the matter and to fix the pay of the Engineers in the revised pay- scales and give effect to the revised pay and D.A. etc., with effect from May, 1982. Action to work out arrears and for audit scrutiny (before payment) should be taken immediately but payment of arrears should be made only after specific instructions in this behalf are received from Head Office.

Encl: i) Annexures I to X regarding pay fixation and fitment.

ii) Annexure XI regarding D.A. rates.

iii) Annexure XII regarding examples of comparative emoluments (pay + D.A.) in existing and revised pay-scales as for April, 1980.

Sd/- (J.N.S.CHANDEL)
Secretary

See next page onwards.

ANNEXXURE I TO G.O. NO. 111 Non-Qualified Sub Engineer/Chargeman II:-

Existing Pay Scale Rs.280-22-390-EB-25-640			Revised Pay Scale Rs.600-35-1125		
Stage in Existing payscale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
280	160	120	0	560	600
302	160	120	13	595	600
324	160	120	13	617	635
346	160	120	13	639	670
368	160	120	13	661	670
390	160	120	13	683	705
415	160	120	10	705	705
440	160	120	10	730	740
465	160	120	10	755	775
490	160	120	10	780	810
515	160	120	10	805	810
540	160	120	10	830	845
565	160	120	10	855	880
590	160	120	10	880	880
615	160	120	10	905	915
640	160	120	10	930	950

ANNEXXURE II TO G.O. NO. 111 Qualified Sub Engineer/Chargeman II-

Existing Pay Scale Rs.280-22-390-EB-25-640			Revised Pay Scale Rs.600-35-1125		
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
346	160	120	0	626	635
368	160	120	13	661	670
390	160	120	13	683	705
415	160	120	10	705	705
440	160	120	10	730	740
465	160	120	10	755	775
490	160	120	10	780	810
515	160	120	10	805	810
540	160	120	10	830	845
565	160	120	10	855	880
590	160	120	10	880	880

Stage in Existing pay scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
615	160	120	10	905	915
640	160	120	10	930	950

ANNEXURE III TO G.O. NO. 111 Non-Qualified Junior Engineer/Chargeman-I
Existing Pay Scale Rs.385-30-535-EB-35-885 Revised Pay Scale Rs.775-45-1450

385	160	140	0	685	775
415	160	140	15	730	775
445	160	140	15	760	775
475	160	140	15	790	820
505	160	140	15	820	820
535	160	140	15	850	865
570	160	140	10	880	910
605	160	140	10	915	955
640	160	140	10	950	955
675	160	140	10	985	1000
710	160	140	10	1020	1045
745	160	140	10	1055	1090
780	160	140	10	1090	1090
815	160	140	10	1125	1135
850	160	140	10	1160	1180
885	160	140	10	1195	1225

ANNEXURE IV TO G.O. NO. 111 Qualified Junior Engineer/Chargeman-I
Existing Pay Scale Rs.385-30-535-EB-35-885 Revised Pay Scale Rs.775-45-1450

445	160	140	0	745	775
475	160	140	15	790	820
505	160	140	15	820	820
535	160	140	15	850	865
570	160	140	10	880	910
605	160	140	10	915	955
640	160	140	10	950	955
675	160	140	10	985	1000
710	160	140	10	1020	1045

Stage in Existing payscale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
745	160	140	10	1055	1090
780	160	140	10	1090	1090
815	160	140	10	1125	1135
850	160	140	10	1160	1180
885	160	140	10	1195	1225

ANNEXURE V TO G.O. NO. 111 Non-Qualified Assistant Engineer

Existing Pay Scale Rs.410-35-585-EB-40-985

Revised Pay Scale Rs.1000-55-1770

410	160	170	0	740	1000
445	160	170	20	795	1000
480	160	170	20	830	1000
515	160	170	20	865	1000
550	160	170	20	900	1000
585	160	170	20	935	1000
625	160	170	15	970	1000
665	160	170	15	1010	1055
705	160	170	15	1050	1055
745	160	170	15	1090	1110
785	160	170	15	1130	1165
825	160	170	15	1170	1220
865	160	170	15	1210	1220
905	160	170	15	1250	1275
945	160	170	15	1290	1330
985	160	170	15	1330	1330

ANNEXURE VI TO G.O. NO. 111 Qualified Assistant Engineer

Existing Pay Scale Rs.410-35-585-EB-40-985

Revised Pay Scale Rs.1000-55-1770

515	160	170	0	845	1000
550	160	170	20	900	1000
585	160	170	20	935	1000
625	160	170	15	970	1000
665	160	170	15	1010	1055
705	160	170	15	1050	1055

Stage in Existing pay scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
745	160	170	15	1090	1110
785	160	170	15	1130	1165
825	160	170	15	1170	1220
865	160	170	15	1210	1220
905	160	170	15	1250	1275
945	160	170	15	1290	1330
985	160	170	15	1330	1330

ANNEXURE VII TO G.O. NO. 111 ASSISTANT SHIFT ENGINEER

Existing Pay Scale Rs.550-40-750-EB-40-1030

Revised Pay Scale Rs.1000-55-1770

550	160	180	0	890	1000
590	160	180	15	945	1000
630	160	180	15	985	1000
670	160	180	15	1025	1055
710	160	180	15	1065	1110
750	160	180	15	1105	1110
790	160	180	15	1185	1165
830	160	180	15	1185	1220
870	160	180	15	1225	1275
910	160	180	15	1265	1275
950	160	180	15	1305	1330
990	160	180	15	1345	1385
1030	160	180	15	1385	1385

ANNEXURE VIII TO G.O. NO. 111 Deputy Executive Engineer

Existing Pay Scale Rs.700-50-950-EB-50-1200

Revised Pay Scale Rs.1275-65-2120

700	160	240	0	1100	1275
750	160	240	15	1165	1275
800	160	240	15	1215	1275
850	160	240	15	1265	1275
900	160	240	15	1315	1340
950	160	240	15	1365	1405
1000	160	240	15	1415	1470

Stage in Existing pay scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
1050	160	240	15	1465	1470
1100	160	240	15	1515	1535
1150	160	240	15	1565	1600
1200	160	240	15	1615	1665

ANNEXURE IX TO G.O. NO. 111 Assistant Superintendent

Existing Pay Scale Rs.800-55-1020-EB-55-1350 Revised Pay Scale Rs.1275-65-2120

800	160	300	0	1260	1275
855	160	300	10	1325	1340
910	160	300	10	1380	1405
965	160	300	10	1435	1470
1020	160	300	10	1490	1535
1075	160	300	10	1545	1600
1130	160	300	10	1600	1600
1185	160	300	10	1655	1665
1240	160	300	10	1710	1730
1295	160	300	10	1765	1795
1350	160	300	10	1820	1860

ANNEXURE X TO G.O. NO. 111 Deputy Superintendent

Existing Pay Scale Rs.1100-60-1340-EB-60-1700 Revised Pay Scale Rs.1550-70-2390

1100	160	290	0	1550	1550
1160	160	290	10	1620	1620
1220	160	290	10	1680	1690
1280	160	290	10	1740	1760
1340	160	290	10	1800	1830
1400	160	290	10	1860	1900
1460	160	290	10	1920	1970
1520	160	290	10	1980	2040
1580	160	290	10	2040	2040
1640	160	290	10	2100	2110
1700	160	290	10	2160	2180

ANNEXURE -XI Accompaniment to G.O.111 (P): Statement showing the rates of Dearness Allowance from April, 1980 to April 1982

Amount as per new rate i.e. Rs.1.25 per point

		Existing Rates of D.A.				Revised Rates of D.A.					
		Basic pay + P.P. if any				Basic pay + p.p. if any in the revised pay-scale					
Sr.No.	Month	261 to 460 Rs.Ps.	461 & onwards Rs.Ps.	Point in- crease or decrease	Index	Amount increase decrease	536 to 685 Rs.Ps.	686 to 885 Rs.Ps.	886 to 1085 Rs.Ps.	1086 to 1285 Rs. Ps.	1286 & onwards Rs.Ps.
1.	April 80.	307.85	312.85	(-)4	451	(-) 5/-	166.95	191.95	216.95	241.95	266.95
2.	May 80.	307.85	312.85	(-) 3	448	-	166.95	191.95	216.95	241.95	266.95
3.	June 80.	307.85	312.85	(+) 2	453	-	166.95	191.95	216.95	241.95	266.95
4.	July 80.	312.97	317.97	(+) 5	456	6.25	173.20	198.20	223.20	248.20	273.20
5.	Aug. 80.	321.17	326.17	(+) 8	464	10.00	183.20	208.20	233.20	258.20	283.20
6.	Sept. 80.	326.29	331.29	(+) 5	469	6.25	189.45	214.45	239.45	264.45	289.45
7.	Oct. 80.	336.54	341.54	(+) 10	479	12.50	201.95	226.95	251.95	276.95	301.95
8.	Nov. 80.	340.64	345.64	(+) 4	483	5.00	206.95	231.95	256.95	281.95	306.95
9.	Dec. 80.	346.79	351.79	(+) 6	489	7.50	214.45	239.45	264.45	289.45	314.45
10.	Jan. 81.	350.89	355.89	(+) 4	493	5.00	219.45	244.45	269.45	294.45	319.45
11.	Feb. 81.	358.07	363.07	(+) 7	500	8.75	228.20	253.20	278.20	303.20	328.20
12.	Mar. 81.	353.97	358.97	(-) 4	496	(-) 5.00	223.20	248.20	273.20	298.20	323.20
13.	April 81.	358.07	363.07	(+) 4	500	5.00	228.20	253.20	278.20	303.20	328.20
14.	May. 81	366.27	371.27	(+) 8	508	10.00	238.20	263.20	288.20	313.20	338.20
15.	June 81.	366.27	371.27	(+) 2	510	-	238.20	263.20	288.20	313.20	338.20
16.	July 81.	377.54	382.54	(+) 11	519	13.75	251.95	276.95	301.95	326.95	351.95
17.	Aug. 81.	384.71	389.71	(+) 7	526	8.75	260.70	285.70	310.70	335.70	360.70
18.	Sept. 81.	392.91	397.91	(+) 8	534	10.00	270.70	295.70	320.70	345.70	370.70

Bigger type: OPERATIVE & Smaller type: REDUNDANT

GO 111 (P)

Sr.No.	Month	Existing Rates of D.A.				Revised Rates of D.A.					
		Basic pay + P.P. if any				Basic pay + p.p. if any in the revised pay-scale					
		261 to 460 Rs.Ps.	461 & onwards Rs.Ps.	Point in- crease or decrease	Index	Amount increase decrease	536 to 685 Rs.Ps.	686 to 885 Rs.Ps.	886 to 1085 Rs.Ps.	1086 to 1285 Rs. Ps.	1286 & onwards Rs.Ps.
19.	Oct. 81.	402.13	407.13	(+) 9	543	11.25	281.95	306.95	331.95	356.95	381.95
20.	Nov. 81.	411.37	416.37	(+) 9	552	11.25	293.20	318.20	343.20	368.20	393.20
21.	Dec. 81.	411.37	416.37	(+) 2	554	-	293.20	318.20	343.20	368.20	393.20
22.	Jan. 82.	418.55	423.55	(+) 5	559	8.75	301.95	326.95	351.95	376.95	401.95
23.	Feb. 82.	418.55	423.55	(+) 3	562	-	301.95	326.95	351.95	376.95	401.95
24.	March.82.	418.55	423.55	(-) 3	559	-	301.95	326.95	351.95	376.95	401.95
25.	April.82.	418.55	423.55	(-) 1	558	-	301.95	326.95	351.95	376.95	401.95

ANNEXURE XII to G.O. 111 (P)

EXAMPLES SHOWING COMPARATIVE POSITION OF PAY + D.A. FOR APRIL, 1980 IN EXISTING & REVISED PAY-SCALES.

SUB-ENGINEER/CHARGEMAN GR.II

Existing Pay-Scale Rs.280-22-390-EB-25-640		Revised Pay-Scale Rs. 600-35-1125	
Pay	Rs. 440.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 740.00
D.A. (April 80)	Rs. 307.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 191.95 Rs. 70.00
	Rs. 747.85		Rs. 1001.95

JUNIOR ENGINEER/CHARGEMAN GRADE I

Existing Pay-Scale Rs.385-30-535-EB-35-885		Revised Pay-Scale Rs. 775-45-1450	
Pay	Rs. 605.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 955.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 216.95 Rs. 90.00
	Rs. 917.85		Rs. 1261.95

ASSISTANT ENGINEER

Existing Pay-Scale Rs.410-35-585-EB-40-985		Revised Pay-Scale Rs. 1000-55-1770	
Pay	Rs. 665.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1055.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 216.95 Rs. 110.00
	Rs. 977.85		Rs. 1381.95

ASSISTANT SHIFT ENGINEER

Existing Pay-Scale Rs.550-40-750-EB-40-1030		Revised Pay-Scale Rs. 1000-55-1770	
Pay	Rs. 790.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1165.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 241.95 Rs. 110.00
	Rs. 1102.85		Rs. 1516.95

DY. EXECUTIVE ENGINEER

Existing Pay-Scale Rs.700-50-950-EB-50-1200		Revised Pay-Scale Rs. 1275-65-2120	
Pay	Rs. 950.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1405.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 266.95 Rs. 130.00
	Rs. 1262.85		Rs. 1801.95

ASSISTANT SUPERINTENDENT

Existing Pay-Scale Rs.800-55-1020-EB-55-1350		Revised Pay-Scale Rs. 1275-65-2120	
Pay	Rs. 1075.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1600.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised	Rs. 266.95
		Additional increment (w.e.f. 1-4-1980)	Rs. 130.00
	Rs. 1387.85		Rs. 1996.95

DEPUTY SUPERINTENDENT

Existing Pay-Scale Rs.1100-60-1340-EB-60-1700		Revised Pay-Scale Rs. 1550-70-2390	
Pay	Rs. 1400.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1900.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised	Rs. 266.95
		Additional increment (w.e.f. 1-4-1980)	Rs. 140.00
	Rs. 1712.85		Rs. 2306.95

**1) CORRECTION SLIP NO.15, Dated 3-4-1990
(TO G.O.74, Dated 30-4-1974)****2) CORRECTION SLIP NO.1, Dated 3-4-1990
(To G.O. 111 (P), dtd 13-5-1982, Read with H.O.Circular No.296, dated 25-5-1983)**

By their Resolution No. 379 dated 30-1-1990 the Board have decided that the present procedure for grant of higher grade of the First occasion on completion of 6 years and the Second benefit on completion of another 6 years should continue in respect of employees who have no channel of promotion and who are governed by the provisions of G.O. 74, dated 30-4-1974. In respect of employees who have channel of promotion, the First benefit shall be granted under the provisions of G.O.74, dated 30-4- 1974/G.O. 111 (P), dated 13-5-1982 after completion of 6 years (as at present) continuous service in a given post and the Second benefit shall be granted from the date of completion of 6 years reckoned from the date of absorption in the post of which the First benefit is granted or from the date of completion of 9 years reckoned from the date on which the First benefit was granted, whichever date is earlier.

2. The other conditions mentioned in the above General Orders and H.O.Circular No.296, dated 25-5-1983 remain unchanged. However, Provisions of note below S.R.23 should not be made applicable in above cases.

3. Under the Resolution No.379, dated 30-1-1990 referred to above the Board authorised the Member (Admn.) and Secretary to interpret in consultation with the Technical Member and the Accounts Member the decisions interalia relating to the Second benefit and to extend coverage where necessary and to issue clarifications and circulars. Under the same Resolution the Board also delegated powers to the Member (Admn.) and Secretary to decide and settle in consultation with the Technical Member

and the Accounts Member, cases involving anomalies. This Correction Slip is issued accordingly.

4. This Correction Slip comes into force with immediate effect. All the concerned Competent Authorities should take necessary steps to grant the Second benefit to the concerned employees under G.O. 74/G.O. 111(P) from the respective relevant dates after following the prescribed procedure.

Sd/-(C.S.Sastry)
Director of Personnel

**CORRECTION SLIP NO.17 Dated 19-9-1991
(TO G.O.74 Dated 30-4-1974)**
**CORRECTION SLIP NO.2. Dated 19-9-1991
(TO G.O.111(P) Dated 13-5-1982)**

Subject:- Grant of benefit of G.O.74 on the First and Second occasions to certain additional categories of employees.

In exercise of the powers delegated by the Board by their Resolution No.1210, dated 6th November, 1984 as notified under para (iii) of Correction Slip No.10 dated 22nd November, 1984 to G.O.74, dated 30-4-1974, the Member(Admn.)/Secretary in consultation with the Accounts Member and the Technical Member has accorded approval, as indicated below :

- i) to prescribe the pay-scales to be given as the benefits under G.O.74 on the First and Second occasions to the incumbents of posts having no channel of promotion as Indicated in the Statement - 'A'.
- ii) to prescribe the pay-scales to be given as the benefits under G.O.74 on the Second occasion to the incumbents of the technical posts having no channel of promotion as indicated in Statement - 'B'

Encl: As above#

Sd/-(C.S.Sastry)
Director of Personnel.

See on pages 73 & 74.

The pay-scales to be given as the benefit under G.O.74 on the first and Second occasions to the incumbents of Technical & Non-Technical posts having no channel of promotion.

STATEMENT - 'A'

Sr. No.	Category	Pay-scale of the post	Pay-scale to be given on First occasion	Pay-scale to be given on Second occasion	Remarks
1	2	3	4	5	6
1.	Peon-Cum-Sweeper	Rs.1050-15-1125-20-1325-25-1575	Rs.1100-20-1200-25-1450-30-1840	Rs.1175-25-1300-30-1600-35-2230	
2.	Floor Structure Cleaner	-do-	-do-	-do-	
3.	Club (House) Helper	-do-	-do-	-do-	
4.	Bus Conductor	-do-	-do-	-do-	
5.	Tool & Stores Attendant	Rs.1175-25-1300-30-1600-35-2230	Rs.1210-30-1360-35-1710-40-2550	Rs.1250-35-1425-40-1825-45-2725	
6.	Toolkeeper	-do-	-do-	-do-	
7.	Mixer Operator (Art. 'C')	-do-	-do-	-do-	
8.	Artisan - 'B' (Mason)	Rs.1210-30-1360-35-1710-40-2550	Rs.1250-35-1425-40-1825-45-2725	Rs.1510-50-1760-60-2360-65-3140	
9.	Artisan - 'B'(Plumber)	-do-	-do-	-do-	
10.	Estimator (Art. - 'A')	Rs.1250-35-1425-40-1825-45-2725	Rs.1510-50-1760-60-2360-65-3140	Rs.1675-60-1975-65-2625-70-3325	
11.	Workshop Foreman Gr.I	Rs.1675-60-1975-65-2625-70-3325	Rs.1950-70-2300-85-3660	Rs.2450-85-2875-110-4415	
12.	Chief Foreman	Rs.2450-85-2875-110-4415	Rs.2725-90-3175-115-5130	Rs.3300-120-3900-140-5860	

1	2	3	4	5	6
13.	Jr.Engr.(Civil) (Non-qualified)	Rs.1950-70-2300-85- 3600	Rs.2450-85-2875-110- 4415	Rs.2725-90-3175-115- 5130	
14.	Asstt.Engr.(Civil) (Non-qualified)	Rs.2450-85-2875-110- 4415	Rs.2725-90-3175-115- 5130	Rs.3300-120-3900-140- 5860	
15.	Head Foreman	Rs.1250-35-1425-40- 1825-45-2725	Rs.1510-50-1760-60- 2360-65-3140	Rs.1675-60-1975-65- 2625-70-3325	

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The pay-scales to be given as the benefit under G.O.74 on the Second occasion to the incumbents of Technical posts having no channel of promotions

STATEMENT - 'B'

Sr. No.	Category	Pay-scale of the post	Pay-scale already prescribed/notified for 1st occasion	Pay-scale to be given on 2nd occasion	Remarks
1.	Line Construction Foreman	Rs.1675-60-1975-65- 2625-70-3325	Rs.2450-85-2875-110- 4415	Rs.2725-90-3175-115- 5130	
2.	Senior Operator	Rs.1510-50-1760-60- 2360-65-3140	Rs.1675-60-1975-65- 2625-70-3325	Rs.1950-70-2300-85-3660	
3.	Workshop Foreman Grade-II	Rs.1510-50-1760-60- 2360-65-3140	Rs.1675-60-1975-65- 2625-70-3325	Rs.1950-70-2300-85- 3660	
4.	Turbine Attendant	Rs.1100-20-1200-25- 1450-30-1840	Rs.1175-25-1300-30- 1600-35-2230	Rs.1210-30-1360-35- 1710-40-2550	

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GENERAL ORDER NO. 112 (P) Dated 16-6-1982

Subject:-Revision of delegation of powers consequent upon the appointment of Shri G.J.Bhingare T.M (Gen. O&M) vice Shri Vinay Bansal, Member (Admn.) resigned.

By Govt. Notification, Industries, Energy and Labour Department No. ESA/1181/CR-2170/URG:4 dated 3-12-1981 the Government of Maharashtra in exercise of the powers conferred by Section 5 of the Electricity (Supply) Act, 1948 appointed Shri G.J.Bhingare to be the Member of the M.S.E.B with immediate effect vice Shri Vinay Bansal, resigned and he has been designated as T.M (Gen. O&M). Consequently, there is no Member (Admn.) on the Board since the time Shri Bhingare has taken over charge as T.M.(Gen.O&M). Difficulties are, therefore, arising often as to who should exercise the powers of the Member (Admn.)/Secretary delegated to him either as an independent authority or in consultation with other Member(s)/Officer(s) in respect of the many issues as also who should act on the various Competent Selection Committees, in place of Member(Admn.) and also on other Committees, under rules and regulations of the Board.

2. The above issue has been considered by the Board in their meeting held on 8-6-1982 and to overcome the difficulties the Board, by their Resolution No. 1533 dated 8-6-1982 have accorded approval to delegate all powers of Member(Admn.)/Secretary to the Accounts Member in respect of all the Non-Technical Employees (including employees on the GAD Cadre) in all the matters/issues etc. either as an independent authority or in consultation with the Member(s)/Officer(s) as stipulated in Rules and Regulations, G.Os., Circulars and other orders etc. in force regarding delegation of powers.

3. The Board directed that the Accounts Member should act vice Member(Admn.) on various Competent Selection Committees and also on other Committees either as the Chairman or as the Member thereof, as the case may be.

4. The Board further directed that the existing powers delegated to the Accounts Member in the capacity of the Accounts Member as such, should remain unchanged.

5. The Board also directed that the various sets of Board's Rules and Regulations, G.Os., Circulars, Schedules, Annexures appended to all the Board's Rules and Regulations (including those appended to M.S.E.B. Employees' Service Regulations) as also the delegation of powers notified under G.O.2 (S&S) dated 18-2-1965 etc., etc., stand modified accordingly.

Sd/-(J.N.S.CHANDEL)
Secretary

**CORRECTION SLIP NO.1 Dated 28-2-1983
(to G.O. 112(P) Dated 16-6-1982)**

Subject:-Delegation of powers to Member (Admn.) & Secretary

The Board by their Resolution No.249 dated 18.2.83 have accorded approval to cancel with immediate effect the General Order No.112(P), dated 16-6-82 and the Administrative Circular No.99, dated 25-8-1982.

Consequently, powers delegated to Member (Admn.) & Secretary as laid down in the M.S.E.B. Employees' Service Regulations and Schedules appended thereto, M.S.E.B. Classification and Recruitment Regulations, M.S.E.B. Employees' Seniority Regulations, General Order No.2 (S&S), dt. 18-2-1965, Gratuity Regulations and all other Regulations, General Orders, Circulars, Orders, etc., stand restored to him with immediate effect.

Sd/-Member (Admn.)/Secretary

GENERAL ORDER No. 113 (P) Dated 29-6-1982

Subject:-Revision of Pay scales, Dearness Allowance, Method of fixation of Pay, Payment of Arrears etc., in respect of (a) Sr.Operator/ Meter Reading Supervisor, (b) Boiler Operator, (c) Chief Foreman (d) Supervisor, (e) Head Supervisor, (f) Dy.Stores Officer, (g) Stores Officer, (h) Arch. Assistant.

In pursuance of the approval accorded by the Board by their Resolution No. 1557 dated 24-6-1982, the following orders are issued.

2. SCOPE AND APPLICABILITY OF THIS GENERAL ORDER:- The provisions contained in this General Order will apply to only the following categories of Employees, viz.:-

(a) Senior Operator/Meter Reading Supervisor (b) Boiler Operator (c) Chief Foreman (d) Supervisor (e) Head Supervisor (f) Dy.Stores Officer (g) Stores Officer (h) Arch.Assistant.

3. (I) REVISION OF PAY SCALES:- The existing pay-scales shown in column No.3 of the table set out below (in force under G.O. 80(P), dated 19-1-77 and G.O. 83, dated 6-7-1977) shall be revised with effect from 1-4-1980 as shown in column No.4 thereof.

Sr. No.	Category/ Designation	Existing (Present) pay scale	Revised pay-scale	Minimum monetary benefit to be added in Basic pay at the time of and for the purpose of pay fixation.	Remarks
1.	2	3	4	5	6
		Rs	Rs	Rs	
1.	Senior Operator/ Meter Reading Supervisor	280-22-390-25-640- 280-22-390-EB-25-640	600-35-1125	120/-	
2.	Boiler Operator	500-30-770-40-1010	1000-55-1770	170/-	
3.	Chief Foreman	550-40-750-EB-40-1030	1000-55-1770	180/-	
4.	Supervisor	550-40-750-EB-40-1030	1000-55-1770	180/-	
5.	Head Supervisor	800-55-1020-EB-55-1350	1275-65-2120	300/-	
6.	Dy.Stores Officer	700-50-950-EB-50-1200	1275-65-2120	240/-	
7.	Stores Officer	800-55-1020-EB-55-1350	1275-65-2120	300/-	
8.	Arch. Assistant	700-50-950-EB-50-1200	1275-65-2120	240/-	

3(II) MINIMUM MONETARY BENEFIT:- The employees covered by this General Order in service of the Board as on 31-3-1980 on work-charged/temporary/probation/permanent basis and drawing pay in any one of the pay-scales shown in Column No.3 of the table in paragraph 3(I) above shall be eligible for a minimum monetary benefit equal to the amount specified respectively there against in Column No.5 thereof, at the time of and for the purpose of fixation of pay in the corresponding revised pay-scale as explained in para 3 (IV) below

3(III) INCREMENTAL DIFFERENCE:- An additional benefit equal to the difference between the rate of increment in the revised pay-scale and rate of increment in the present pay-scale as applicable in each case on 31-3-1980 shall be granted at the time of fixation of pay in the revised pay-scales to those employees who were in the service of the Board as on 31-3-1979 and who have rendered continuous service upto 1-4-1980 or thereafter, as explained in paragraph 3(IV) below. The relevant amounts of incremental difference ranging from 0 to 25 are shown in the Annexures I to VI attached to this General Order.

3(IV) FIXATION OF PAY IN THE REVISED PAY SCALES AS ON 1-4-1980:- The basic pay of an employee drawing pay in any one of the existing pay-scales shown in Column No.3 of the table in paragraph 3(I) above shall be fixed in the corresponding revised pay-scale shown in Column No.4 thereof in the following manner:-

An amount of Rs. 160/- from the Dearness Allowance payable for the month of April, 1980 together with the aforesaid appropriate minimum monetary benefit and difference in the rate of increment as per paragraph 3(III) above, if any, shall be added to the basic pay as on 31-3-1980. The sum total so arrived at shall be fixed in the revised pay-scale as under:-

- (a) If the sum total is less than the minimum of the revised pay-scale, the basic pay shall be fixed at the stage of minimum of the revised pay scale.
- (b) If the sum total is a stage in the revised pay-scale, the basic pay shall be fixed at that stage.
- (c) If the sum total is not a stage in the revised pay-scale, the basic pay shall be fixed at the next higher stage.
- (d) If the sum total exceeds the maximum of the revised pay-scale, the basic pay shall be fixed at the maximum of the revised pay-scale and the balance amount shall be treated as personal pay.

NOTE: 1) For the purpose of the above rule and pay fixation formula, "basic pay as on 31.3.80" means the basic pay as defined in Service Regulation 9(21) as on 31.3.1980 drawn in any one of the existing pay-scales mentioned in Column No.3 of the table in para 3(I) above. It shall not include personal pay other than the one arrived at due to earlier pay fixation and it shall also not include special pay, personal allowance or any other type of additional emoluments/fringe benefit, etc. drawn by the Employee.

NOTE:2) Pay fixation in the revised pay-scale with effect from 1.4.1980 shall be with reference to the existing pay scale of the post held on 31.3.1980. "Post held" includes post held on officiating/temporary basis provided the existing pay-scale sanctioned/prescribed for it is one of the pay-scales listed in Column No.3 of the table in para 3(I) above. In the case of an Employee to whom the benefit of higher grade/scale is granted under the provisions of G.O.74, dated 30.4.1974 (10 year rule) or under Office Order No. GAD/E-VII/STF/Gen/A/232/ 9203, dated 27-2-1975 (12 year rule), the higher pay-scale allowed to him as personal to him shall be treated as the pay-scale sanctioned/prescribed for the post held by him for the purpose of this Note subject to the said condition.

NOTE: 3) In the case of an employee officiating in a higher post as on 31-3-1980 pay shall not be fixed in the revised scale of pay of the lower post on the assumption of pay in the existing pay-scale of the lower post which he would have drawn as on 31-3-1980 had he not been promoted and consequently no comparison with the pay in the revised scale of the higher post shall be made and benefit similar to the provisions of S.R. 32 (b) shall not be allowed.

NOTE: 4) In the case of an employee officiating in a higher post on 1.4.1980, but reverted thereafter and subsequently re-promoted, if his pay in the revised pay-scale of the higher post under S.R.29(a) works out to less than the pay (plus P.P. if any) in the revised scale of the higher post immediately prior to reversion, he should be allowed on the date of re-promotion the same pay (plus P.P., if any) instead of the pay strictly admissible under S.R.29(a).

3(V) GRANT OF ADDITIONAL INCREMENT/(S) IN THE REVISED PAY-SCALES:- After fixation of pay (as shown in Annexures I to VI) in the revised pay-scales with effect from 1-4-1980, two additional increments

in the revised pay-scales shall be granted with effect from the same date viz 1.4.1980 to the employees who have been in continuous service of the Board from 31.3.1979 or from an earlier date. This additional increments shall be in the revised scale applicable on 1.4.1980 though earlier the pay may have actually been drawn in a lower pay-scale. For example, in the case of a Dy. Stores Officer in the service of the Board from 31-3-1979 or from a date prior to 31.3.79 and who is promoted as Stores Officer on officiating/temporary basis from say 1-1-1980, he will have his pay fixed in the revised pay-scale of Stores Officer with effect from 1-4-1980 and the additional increments as per this para shall be in the revised pay-scale of Stores Officer.

NOTE:(1)Continuous service means service which is not interrupted and includes service on work-charged establishment.

NOTE:(2)The additional increments with effect from 1-4-1980 shall be granted even in cases where the penalty of withholding of increment is in operation.

3 (VI) DATE OF NEXT INCREMENT IN THE REVISED SCALE AFTER PAY FIXATION AS ON 1.4.1980:- Notwithstanding anything contained to the contrary in the M.S.E.B. Employees' Service Regulations, the pay fixation in the revised scale of pay in the manner prescribed above shall not affect the normal date of increment of the employees. In other words, the employee whose pay is fixed in the revised pay-scale as on 1.4.1980 shall draw his next increment in the revised scale on the date he would have drawn it in the old scale had the scales not been revised. Employees whose normal date of increment is 1.4.1980 and who are also eligible for two additional increments with effect from 1.4.1980 as per para 3 (V) above shall thus be granted in all three increments in the revised scales with effect from 1.4.1980 except where the normal increment is withheld as a result of punishment. Since there is no E.B. in the revised scales of pay, increments due on 1.4.1980 and thereafter shall be released in the normal course in the revised pay-scales despite any decision, order or action of the Competent Authority of holding up the increment of employee at the E.B. stage in the pre-revised scale on or after 1.4.1980. An employee who is held up at the E.B. stage falling on a date prior to 1.4.1980, shall have his pay fixed in the revised pay-scale with reference to the basic pay actually drawn as on 31-3-1980 and his next increment(s) in the revised scale on or after 1.4.1980 shall be released on normal due date without the necessity of any formal review of his E.B. case.

3 (VII) PAY FIXATION IN RESPECT OF EMPLOYEES APPOINTED ON OR AFTER 1.4.1980:- Employees appointed on or after 1.4.1980 to any post to which any of the pay-scales mentioned in the Column No.3 of the table in paragraph 3 (I) above has been sanctioned/prescribed, shall necessarily draw pay in the corresponding revised pay scales from the date of appointment. In cases of employees possessing Degree or Diploma in Engineering of a Recognized University/Body/Institute or qualification equivalent thereto for whom provisions for higher starting pay made in this para hereinafter are not applicable, the basic pay admissible shall be minimum of the corresponding revised pay scale with effect from the date of joining the said post provided that those who are granted higher initial pay in the present pay-scale on the recommendation of the Competent Selection Committee at the time of selection shall be eligible for equal number of increment/s in the revised pay scale and their initial basic pay should be regulated accordingly in the revised pay scale. In the case of a Departmental Board's employee appointed/ promoted on or after 1.4.80 to any post to which any of the pay scales mentioned in Column No.3 of the table in para 3 (I) above has been sanctioned/prescribed, he shall be eligible for pay fixation in the revised pay scale of that post as per normal rules with reference to the pay of the lower post in the revised scale of the lower post on the date of appointment/ promotion to the higher post. The existing rules regarding grant of higher starting pay and adhoc increments to Senior Operators, under Correction Slip No.1 dated 6-7-1977 to G.O 80(P) dated 19-1-1977 and G.O. 84, dated 6-7-1977 shall cease to be in force in respect of appointments made to this post on or after 1-4-1980. In lieu of these rules/provisions the following provisions regarding higher starting pay shall be applicable with effect from 1-4-1980.

Employees possessing Diploma in Engineering of a Recognised University/Body/Institute appointed as Senior Operators on or after 1-4-1980 should be held eligible for a higher starting pay of Rs. 670/- per month in the revised pay-scale of Rs. 600-35-1125 with effect from actual date of joining on or after 1-4-1980.

3. (VIII) REVISED DEARNESS ALLOWANCE:- The existing rate of payment of Dearness Allowance of Rs. 1.025 per point rise/fall in the All India Average Consumer Price Index of 1949 = 100 series, is revised with

effect from the D.A. payable for April, 1980 to Rs. 1.25 per point rise/fall in the Index of the same series subject to the existing minimum variation of 4 points. The Dearness Allowance for April, 1980 at the revised rate of neutralisation of Rs. 1.25 per point works out to Rs. 291.95 (as against Rs. 292.85 at the existing rate of Rs 1.025 per point). For the payment of Dearness Allowance at the revised rate, the amount of Rs. 291.95 minus Rs.160 = 131.95 is linked up with the All India Average Consumer Price Index Number 451 (1949 = 100 Series) for the month of January 1980 (applicable for payment of D.A. for the month of April 1980). (This is for the lowest slab). In the case of employees covered by this G.O. the lowest revised pay-slab is Rs: 536 to Rs. 685 for which the revised D.A will be Rs. 166.95 for April, 1980

The revised pay slabs and the corresponding amount of revised Dearness Allowance payable to employees drawing pay in the revised pay scales, for the month of April, 1980 onwards upto June 1982 are shown in the Annexure VII attached to this General Order.

3 (IX) REGULATION OF HOUSE RENT ALLOWANCE AND COMPENSATORY LOCAL ALLOWANCE (H.R.A. & C.L.A.):- In respect of employees drawing pay in the revised pay-scales, House Rent Allowance and Compensatory Local Allowance payable on or after 1-7-1982 shall be calculated at the prescribed rates (percentage) with reference to only the basic pay drawn in the revised pay-scale plus personal pay, if any (arising out of pay fixation). The procedure of adding a portion of Dearness Allowance (called Dearness Pay and additional Dearness Pay) in pay for calculating H.R.A. & C.L.A. as per Correction Slip No.8 dated 28-4-1975 to G.O.68(P) dt. 30-6-72 shall be discontinued with effect from 1-7-1982 in respect of employees drawing pay in the revised pay-scales. Similarly, the procedure of subtracting an amount of Rs.60/- from basic pay before calculating H.R.A. & C.L.A. as per Correction Slip No.9 dated 19-10-78 to G.O.68(P) dated 30-6-1972 shall also be discontinued with effect from 1-7-1982.

3 (X) RECOVERY OF HOUSE RENT:- In respect of employees drawing pay in the revised pay-scales and to whom accommodation is provided by the Board, the recovery of House Rent in respect of the said accommodation at the prescribed rate (percentage) shall be with reference to the basic pay drawn in the revised scale plus personal pay, if any, (arising out of pay fixation) plus C.L.A. The existing practice of deducting the amount of the Dearness Allowance merged in the revised pay-scales from the revised basic pay for the purpose of calculating House Rent recovery shall be discontinued with effect from 1-7-1982 and House Rent shall be recovered at the prescribed rate (percentage) based on only the basic pay plus personal pay, if any, in the revised pay-scale plus C.L.A.

3 (XI) ADMISSIBILITY OF REVISED PAY-SCALES TO EMPLOYEES ENGAGED ON WORK- CHARGED ESTABLISHMENTS AT MONTHLY RATE BASIS:- These employees shall be eligible for revised pay-scales and D.A. at revised rate and their pay shall be fixed as per the instructions in para 3 (IV) above in the revised pay-scales as applicable, with effect from 1-4-1980. Such employees shall be entitled to the additional increments under para 3(V) of this General Order.

3 (XII) PAYMENT OF ARREARS:- (a) The amount of arrears as a result of pay fixation in the revised pay-scales, revision of D.A., etc. in accordance with the provisions of this General Order after statutory deductions on account of C.P.F. subscription, E.S.I., Professional Tax, (where applicable), etc. and the amount of advance, if any, granted as per Circular No. GAD//Salary Adv./310/ 44243 dated 16-10-1980, shall be paid to the employees in Cash before 31-8-1982 for which further instructions will be issued separately.

(b) Arrears on account of difference of Overtime Allowance due to the revision of pay scales for the period from 1-4-1980 to 30-6-1982 shall be at 30% of the gross total overtime wages/allowances paid to the employees for this period.

(c) The cases of payment of H.R.A, C.L.A., House Building Advance and payment towards Leave Travel Concession, and other similar incidental benefits (except Leave Salary) in respect of leave on average pay surrendered and allowed to be encashed under G.O.59 or S.R.39 (a) and Charge Allowance under S.R. 36 and recovery of House rent in respect of accommodation provided by the Board shall not be reopened and consequently no arrears on these accounts in respect of the period from 1-4-1980 to 30-6-1982 shall be payable/recoverable.

(d) The arrears on account of revision of pay-scales, D.A., etc. should be drawn in the Office where the employee is working currently, irrespective of the fact whether he had worked in that Office or some other Office/Offices in the past. The concerned drawing & disbursing Officers are requested to ensure that their requirement of funds for payment of arrears on account of revision of pay-scales, Dearness Allowance, etc. as per this G.O. are intimated to the Ways and Means Section under the Director of Accounts, H.O. Bombay. The total arrears on account of revision of pay-scales etc. for the years 1980-81, 1981-82 and 1982-83 (April May and June) should be separately worked out and intimated to the Head Office, Bombay with full details. [Detailed instructions in this behalf will be issued by the Accounts Department (H.O)]. For pay fixation and calculation of arrears, Service Books and other relevant official records of the employees should be made use of. Necessary entry regarding fixation of pay in the revised pay-scale and payment of arrears etc. should be taken in the Service Books of the respective employees.

e) If pay of any employee specifically covered by this G.O. has already been fixed in the revised pay-scale as per either G.O. 107 or 109, the same should be cancelled and revised pay fixation done as per this G.O. and arrears already paid, if any, should also be suitably adjusted against the arrears payable as per pay fixation under this General Order.

4. All the concerned Officers are requested to take immediate steps in the matter and to fix the pay of the employees in the revised pay-scales and give effect to the revised pay and D.A. etc. with effect from July, 1982. Action to work out arrears and for audit scrutiny (before payment) should be taken immediately but payment of arrears should be made only after specific instructions in this behalf are received from Head Office.

Encl: i) Annexures I to VI regarding pay fixation and fitment.

Sd/-(J.N.S.CHANDEL)

ii) Annexure VII regarding D.A. rates.

Secretary.

iii) Annexure VIII regarding examples of comparative emoluments (pay + D.A.) in existing and revised pay-scales as for April, 1980.

ANNEXURE I TO G.O. No.113 : SENIOR OPERATOR (NON-QUALIFIED)/METER READING SUPERVISOR.

Existing Pay Scale

Revised Pay Scale

Rs.280-22-390-25-640/Rs.280-22-390-EB-25-640

Rs.600-35-1125

Stage in the Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
280	160	120	0	560	600
302	160	120	13	595	600
324	160	120	13	617	635
346	160	120	13	639	670
368	160	120	13	661	670
390	160	120	13	683	705
415	160	120	10	705	705
440	160	120	10	730	740
465	160	120	10	755	775
490	160	120	10	780	810

Stage in the Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
515	160	120	10	805	810
540	160	120	10	830	845
565	160	120	10	855	880
590	160	120	10	880	880
615	160	120	10	905	915
640	160	120	10	930	950

ANNEXURE II TO G.O.No.113 : QUALIFIED SENIOR OPERATOR

Existing Pay Scale Rs.280-22-390-EB-25-640

Revised Pay Scale Rs.600-35-1125

346	160	120	0	626	635
368	160	120	13	661	670
390	160	120	13	683	705
415	160	120	10	705	705
440	160	120	10	730	740
465	160	120	10	755	775
490	160	120	10	780	810
515	160	120	10	805	810
540	160	120	10	830	845
565	160	120	10	855	880
590	160	120	10	880	880
615	160	120	10	905	915
640	160	120	10	930	950

ANNEXURE III TO G.O. NO.113 : BOILER OPERATOR

Existing Pay Scale Rs.500-30-770-40-1010 :

Revised Pay Scale Rs.1000-55-1770

500	160	170	0	830	1000
530	160	170	25	885	1000
560	160	170	25	915	1000
590	160	170	25	945	1000
620	160	170	25	975	1000
650	160	170	25	1005	1055
680	160	170	25	1035	1055
710	160	170	25	1065	1110

Stage in the Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Ftment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
740	160	170	25	1095	1110
770	160	170	25	1125	1165
810	160	170	15	1155	1165
850	160	170	15	1195	1220
890	160	170	15	1235	1275
930	160	170	15	1275	1275
970	160	170	15	1315	1330
1010	160	170	15	1355	1385

ANNEXURE IV TO G.O.NO.113 : CHIEF FOREMAN/SUPERVISOR

Existing Pay Scale Rs.550-40-750-EB-40-1030 : Revised Pay Scale Rs.1000-55-1770

550	160	180	0	890	1000
590	160	180	15	940	1000
630	160	180	15	985	1000
670	160	180	15	1025	1055
710	160	180	15	1065	1110
750	160	180	15	1105	1110
790	160	180	15	1145	1165
830	160	180	15	1185	1220
870	160	180	15	1225	1275
910	160	180	15	1265	1275
950	160	180	15	1305	1330
990	160	180	15	1345	1385
1030	160	180	15	1385	1385

ANNEXURE V TO G.O.NO. 113 : DEPUTY STORES OFFICER/ARCH. ASSTT.

Existing Pay Scale Rs.700-50-950-EB-50-1200 : Revised Pay Scale Rs.1275-65-2120

700	160	240	0	1100	1275
750	160	240	15	1165	1275
800	160	240	15	1215	1275
850	160	240	15	1265	1275
900	160	240	15	1315	1340
950	160	240	15	1365	1405

Stage in the Existing pay-scale as on 31-3-1980	Portion of D.A	Minimum benefit	Incremental difference	Total	Fitment stage in the revised scale as on 1-1-1980
Rs.	Rs.	Rs.	Rs.	Rs.	Rs..
1000	160	240	15	1415	1470
1050	160	240	15	1465	1470
1100	160	240	15	1515	1535
1150	160	240	15	1565	1600
1200	160	240	15	1615	1665

ANNEXURE VI TO G.O. NO. 113 : HEAD SUPERVISOR/STORES OFFICER

Existing Pay Scale Rs.800-55-1020-EB-55-1350 : Revised Pay Scale Rs.1275-65-2120

800	160	300	0	1260	1275
855	160	300	10	1325	1340
910	160	300	10	1380	1405
965	160	300	10	1435	1470
1020	160	300	10	1490	1535
1075	160	300	10	1545	1600
1130	160	300	10	1600	1600
1185	160	300	10	1655	1665
1240	160	300	10	1710	1730
1295	160	300	10	1765	1795
1350	160	300	10	1820	1860

ANNEXURE VII to G.O.NO. 113 (P)

See on pages 84 & 85

ANNEXURE -VII Accompaniment to G.O.113 (P) : Statement showing the rates of Dearness Allowance from April, 1980 to June 1982

Amount as per new rate i.e. Rs.1.25 per point

Sr.No.	Month	Existing Rates of D.A.				Revised rates of D.A.					
		Basic pay + P.P. if any				Basic pay + p.p if any in the revised pay-scale					
		261 to 460	461 & onwards	Point increase or decrease	Index	Amount increase decrease	Rs.536 to 685 Rs. Ps.	Rs.686 to 885 Rs. Ps.	Rs.886 to 1085 Rs. Ps.	Rs.1086 to 1285 Rs. Ps.	Rs.1286 & onwards Rs. Ps
1.	April 80.	307.85	312.85	(-) 4	451	(-) 5/-	166.95	191.95	216.95	241.95	266.95
2.	May 80.	307.85	312.85	(-) 3	448	-	166.95	191.95	216.95	241.95	266.95
3.	June 80.	307.85	312.85	(+) 2	453	-	166.95	191.95	216.95	241.95	266.95
4.	July 80.	312.97	317.97	(+) 5	456	6.25	173.20	198.20	223.20	248.20	273.20
5.	Aug. 80.	321.17	326.17	(+) 8	464	10.00	183.20	208.20	233.20	258.20	283.20
6.	Sept. 80.	326.29	331.29	(+) 5	469	6.25	189.45	214.45	239.45	264.45	289.45
7.	Oct. 80.	336.54	341.54	(+) 10	479	12.50	201.95	226.95	251.95	276.95	301.95
8.	Nov. 80.	340.64	345.64	(+) 4	483	5.00	206.95	231.95	256.95	281.95	306.95
9.	Dec. 80.	346.79	351.79	(+) 6	489	7.50	214.45	239.45	264.45	289.45	314.45
10.	Jan. 81.	350.89	355.89	(+) 4	493	5.00	219.45	244.45	269.45	294.45	319.45
11.	Fab. 81.	358.07	363.07	(+) 7	500	8.75	228.20	253.20	278.20	303.20	328.20
12.	Mar. 81.	353.97	358.97	(-) 4	496	(-) 5.00	223.20	248.20	273.20	298.20	323.20
13.	April 81.	358.07	363.07	(+) 4	500	5.00	228.20	253.20	278.20	303.20	328.20
14.	May 81	366.27	371.27	(+) 8	508	10.00	238.20	263.20	288.20	313.20	338.20
15.	June 81.	366.27	371.27	(+) 2	510	-	238.20	263.20	288.20	313.20	338.20
16.	July 81.	377.54	382.54	(+) 11	519	13.75	251.95	276.95	301.95	326.95	351.95
17.	Aug. 81.	384.71	389.71	(+) 7	526	8.75	260.70	285.70	310.70	335.70	360.70
18.	Sept. 81.	392.91	397.91	(+) 8	534	10.00	270.70	295.70	320.70	345.70	370.70

Bigger type: OPERATIVE & Smaller type: REDUNDANT

GO 113(P)

		Existing Rates of D.A.				Revised rates of D.A.					
		Basic pay + P.P. if any				Basic pay + p.p if any in the revised pay-scale					
Sr.No.	Month	261 to 460	461 & onwards	Point increase or decrease	Index	Amount increase decrease	Rs.536 to 685 Rs. Ps.	Rs.686 to 885 Rs. Ps.	Rs.886 to 1085 Rs. Ps.	Rs.1086 to 1285 Rs. Ps.	Rs.1286 & onwards Rs. Ps.
19.	Oct. 81.	402.13	407.13	(+) 9	543	11.25	281.95	306.95	331.95	356.95	381.95
20.	Nov. 81.	411.37	416.37	(+) 9	552	11.25	293.20	318.20	343.20	368.20	393.20
21.	Dec. 81.	411.37	416.37	(+) 2	554	-	293.20	318.20	343.20	368.20	393.20
22.	Jan. 82.	418.55	423.55	(+) 7	559	8.75	301.95	326.95	351.95	376.95	401.95
23.	Feb. 82.	418.55	423.55	(+) 3	562	-	301.95	326.95	351.95	376.95	401.95
24.	March.82.	418.55	423.55	(-) 3	559	-	301.95	326.95	351.95	376.95	401.95
25.	April.82.	418.55	423.55	(-) 1	558	-	301.95	326.95	351.95	376.95	401.95
26.	May. 82.	418.55	423.55	(-) 2	557	-	301.95	326.95	351.95	376.95	401.95
27.	June 82.	414.45	419.45	(-) 4	555	-	296.95	321.95	346.95	371.95	396.95

ANNEXURE VIII to G.O.NO. 113 (P)
 EXAMPLES SHOWING COMPARATIVE POSITION OF PAY + D.A. FOR APRIL, 1980
 IN EXISTING & REVISED PAY-SCALES.

SENIOR OPERATOR/METER READING SUPERVISOR

Existing Pay-Scale Rs.280-22-390-25-640/
 Rs.280-22-390-EB-25-640

Revised Pay-Scale Rs. 600-35-1125

Pay	Rs. 440.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 740.00
D.A. (April 80)	Rs. 307.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 191.95 Rs. 70.00
	Rs. 747.85		Rs. 1001.95

BOILER OPERATOR

Existing Pay-Scale Rs.500-30-770-40-1010

Revised Pay-Scale Rs.1000-55-1770

Pay	Rs. 560.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1000.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 216.95 Rs. 110.00
	Rs. 872.85		Rs. 1326.95

CHIEF FOREMAN/SUPERVISOR

Existing Pay-Scale Rs.550-40-750-EB-40-1030

Revised Pay-Scale Rs. 1000-55-1770

Pay	Rs. 790.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1165.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 241.95 Rs. 110.00
	Rs. 1102.85		Rs. 1516.95

DY. STORES OFFICER/ARCH.ASST.

Existing Pay-Scale Rs.700-50-950-EB-50-1200

Revised Pay-Scale Rs. 1275-65-2120

Pay	Rs. 950.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1405.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 266.95 Rs. 130.00
	Rs. 1262.85		Rs. 1801.95

HEAD SUPERVISOR/STORES OFFICER

Existing Pay-Scale Rs.800-55-1020-EB-55-1350

Revised Pay-Scale Rs. 1275-65-2120

Pay	Rs. 1075.00	Pay (including Minimum benefit + Rs.160/- D.A. + Incremental difference)	Rs. 1600.00
D.A. (April 80)	Rs. 312.85	D.A. (for April 80) Revised Additional increment (w.e.f. 1-4-1980)	Rs. 266.95 Rs. 130.00
	Rs. 1387.85		Rs. 1996.95

GENERAL ORDER No. 114 (P) Dated 23-8-1982

Subject:-Rules regarding payment of cash equivalent of Leave Salary in respect of leave on half average pay standing to the credit of an employee at the time of retirement under Regulation 39(a) of M.S.E.B Employees' Service Regulations as amended under Correction Slip No. 294, dated 23-8-1982 to G.O. 18(P) dated 28-5-1963.

The Board by their Resolution No. 1627, dated 22-7-1982 read with B.R. No. 1632, dated 30-7-1982 have accorded, approval to the following provisions regarding encashment of Leave on Half Average pay standing to the credit of an employee at the time of retirement compulsorily, voluntarily or on attaining the age of superannuation:-

(1) An employee shall be eligible to encash leave at the time of his retirement on superannuation/voluntary retirement/compulsory retirement but not on resignation, dismissal or discharge as a matter of punishment. If an employee against whom disciplinary action is pending dies while in service, his dependants will be given the benefit of encashment of the H.A.P. leave to his credit even if the charge against him is one for which the punishment of dismissal/discharge would be warranted. This encashment and commutation of leave (if earlier allowed to the employee) put together should not exceed 180 days in the entire service career.

(2) The cash equivalent payable in lump-sum to the employee in respect of the Leave on Half Average Pay standing to his credit at the time of retirement as aforesaid subject to the prescribed ceiling shall be the amount calculated by notionally converting the Half Average Pay Leave into half the period of leave on average pay (Earned Leave) on the lines of "Commutated Leave". The amount in question shall include basic pay (plus P.P., if any) and allowances specifically classed as pay under Service Regulation 9 (17) (e.g. fringe benefit allowance under G.Os. 95 to 99) and Dearness other Allowance only. It shall not include any other allowances such as H.R.A., C.L.A., Charge Allowance, Special Pay, Conveyance Allowance, Orderly Allowance, Medical Allowance, etc., etc.

(3) In case a Board's employee dies while in service, the cash equivalent of the leave salary in respect of Leave on half Average Pay standing to his credit on the date immediately preceding the date of death subject to the prescribed ceiling shall be paid to the dependants of the deceased employee. This provision shall however not be applicable in case where the employee has expired before 22-7-82 unless otherwise specifically allowed by the Board.

An employee who has ceased to be in the service of the Board on account of resignation, dismissal or discharge as a measure of punishment shall not be eligible for the benefit of encashment of outstanding balance of leave on Half Average Pay at the time of such cessation.

(5) An employee who has retired from the Board's service voluntarily, compulsorily or on attaining the age of superannuation before 22-7-1982 shall not be eligible for encashment of Leave on Half Average Pay under these rules unless otherwise specifically allowed by the Board.

(6) The authorities who are empowered to sanction leave on average pay (Earned Leave) shall be Competent Authorities for the purpose of granting benefit of encashment under these rules.

(7) These rules shall be deemed to have come into force with effect from 22-7-1982 i.e. the date on which the Board have approved the Scheme of encashment of Leave on Half Average Pay.

Sd/-(J.N.S.CHANDEL)
Secretary

GENERAL ORDER No.115 (P) Dated 1-9-1982

Subject:- Grant of Special Casual Leave to Board's employees - Delegation of powers in the matter of ..

The Board by their Resolution No.15 dated 24th August, 1982, have accorded approval to delegate powers to Heads of Departments to sanction Special Casual Leave subject to a maximum of 10 days (with permission to prefix and/or suffix weekly off/holiday (s)/non-working day(s), etc.) to Board's employees for attending any function where they are or they are to be honoured with State Awards/Prizes/Certificates, etc. in recognition of any act of courage and/or presence of mind displayed by them, such as saving the life of a drowning person etc.

Sd/-Secretary

GENERAL ORDER No.116 DATED 9-3-1984

Subject:-400 KV Koradi-Satpura Transmission Line of N.T.P.C. - Special provisions in the matter of collaboration with M/s Richardson & Cruddas (1972), Ltd. in the construction of ..

By their Resolution No. 1433, dated 20-3-1982, as modified by the Resolution No.1442, dated 7-4-1982, the Board have approved the proposal to associate with M/s Richardson & Cruddas (1972), Ltd. (Govt. of India Undertaking), hereinafter referred to as "the Company", in the work of construction of 400 KV Koradi-Satpura Transmission Line of the N.T.P.C. (hereinafter called "the Project"). By their Resolutions - (i) No. 26, dated 6-9-1982, read with Resolution No.29, dated 30-9-1982 and (ii) No. 603, dated 7-12-1983, the Board have accorded approval to the Scheme showing the essential requirements for collaboration between the Company and the Board. Accordingly, an Agreement between the Company and the Board has been signed on 13th September, 1982.

2. With a view to successfully completing the Project, special provisions, as approved by the Board are notified hereunder :-

A) Organisation:

i) The Technical Director (T&D) will be the main Co-ordinating Authority - (This is already notified vide O.O No. GAD/VII-A/STF/HO/Tech/A/25777, dated 4-6-1983).

ii) The entire Project will be executed by the C.E., 400 KV Lines Construction Zone, Nagpur. The work of the construction will be actually supervised by the S.E., 400 KV Lines Construction Circle, Nagpur. (10% of the expenditure for the Circle Office and 5% of that for the Zonal Office would be charged to this Project).

iii) All correspondence from the Company in respect of execution of the Project should be attended to by the S.E., 400 KV Lines Construction Circle, Nagpur under the guidance of the C.E., 400 KV Lines Construction Zone, Nagpur. The S.E. will have liaison with the Company for the purpose of all field operation over the Project.

iv) Selection of staff to be entrusted with the Project will be done by the T.D. (T&D) in consultation with the C.E. (400 KV Lines Construction Zone). The high level Committee consisting of the Technical Director (T&D) and the Chief Engineer, 400 KV Lines Construction Zone shall review the progress of field works and programmes and co-ordinate with M/s. Richardson & Cruddas (1972) Ltd. and N.T.P.C. A review report on the working of the Contract should be submitted to the Board every quarter; the first such report was due by 29-2-1984 and the next should be submitted by 31st May 1984 and so on.

v) Task force should be formulated each in the Offices of the E.E., 400 KV Lines Construction Division, Nagpur, Superintending Engineer, 400 KV Lines Construction Circle, Nagpur and the Chief Engineer, 400 KV Lines Construction Zone, Nagpur out of those selected

vi) N.M.R. Staff (Highly skilled):- They will be recruited from 400 KV organisation by C.E. (400 KV Lines Construction Zone), Nagpur in consultation with the S.E. Nagpur 400 KV Lines Construction Circle.

vii) N.M.R Staff (Unskilled):- N.M.R. Staff (Unskilled) will be engaged by M/s. Richardson & Cruddas (1972) Ltd. from time to time as per Board's requirement intimated to them by the S.E., 400 KV Construction Circle, Nagpur.

B) Task Force

i) The C.E., 400 KV Lines Construction Zone, Nagpur shall, with the prior approval of the T.D. (T&D) select the persons from amongst the 400 KV Lines set up or from other set-up, if necessary, which will form a "Task Force" to execute the Project successfully.

ii) The number of persons to be assigned to this work would be minimum.

iii) If during execution of the Project, such of the members of the Task Force, who are not found upto the mark shall be removed forthwith and repatriated to their original post. There shall be no necessity of calling for explanation or giving further opportunities. The T.D. (T&D) shall have full powers in this respect and his decision shall be final.

iv) The personnel earmarked for the execution/control/Review of the Project shall be granted special pay at the rates shown below:-

- | | |
|--------------------------------|-----------------------------------|
| i) T.D. (T&D) | @ 10% of the basic pay per month. |
| ii) Employees in Pay Group I | @ 20% -do- |
| iii) Employees in Pay Group II | @ 30% -do- |
| iv) N.M.R.(highly skilled) | |

of the consolidated minimum wages

v) The Special Pay shall be payable only for the period a person is entrusted with the work of the Project and shall be discontinued from the day that person is shifted elsewhere because of inadequacy or any other reason. The C.E., 400 KV Lines Construction Zone, Nagpur shall issue specific Office Orders indicating the names of the selected members of the Task Force, the date from which the Special Pay will be payable. In the case of the T.D. (T&D) and the C.E. 400 KV Lines Construction Zone, Nagpur the Special Pay shall be payable w.e.f. the date of issue of this G.O. The Special Pay shall not be payable during Leave period of any kind except Casual Leave. The Office Order sanctioning Special Pay should incorporate the above conditions.

C) T & P and Vehicles:-

The T & P and Vehicles as available from within the 400 KV Lines Construction works should be used for this Project.

D) Custody of Materials:-

Stores will be established at Koradi, Pandurna and Amla for which expenditure may be initially incurred. An amount of Rs. 3,00,000/- is provided as estimated cost of irretrievable materials. The Company will supply material at these Stores and also insure the materials against pilferage, theft etc., at their cost.

E) Works on single quotation basis and on petty Contract:-

With a view to expediting the completion of the Project, the normal requirement of calling for Tender for the work of the entire Line may be dispensed with. Instead, the entire line may be broken into number of Sections and the work of the excavation, foundation, erection of Towers would be given on single quotation basis to such petty Contractors, who are capable and have the necessary experience.

The C.E., 400 KV Lines Construction Zone, Nagpur is authorised to award such contracts, in consultation with the Dy. C.A.O, upto Rs. 1,00,000/- on single quotation basis. The S.E., 400 KV Lines Construction Circle, Nagpur is authorised to award such contracts, in consultation with the A.O., upto Rs. 50,000/-

The stringing operations will be carried out departmentally.

F) Power to issue Bills:-

S.E., 400 KV Lines Construction Circle, Nagpur will be the Officer for issuing the Bills to the Company for the works carried out.

G) Power to withdraw Bills:-

C.E., 400 KV Lines Construction Zone, Nagpur in consultation with the S.E., 400 KV Lines Construction Circle, Nagpur will have powers to withdraw the Bills, whenever required. He will also have the powers of accepting the Bills for a lesser amount.

H) Accounting Procedure:-

Accounting procedure shall be as mentioned in the Annexure appended hereto.

I) Entertainment Expenditure:-

The C.E., 400 KV Lines Construction Zone, Nagpur shall have the powers to incur expenditure on entertainment limited to Rs. 1000/- on each occasion without restrictions. The S.E., 400 KV Lines Construction

Circle, Nagpur shall have powers to incur expenditure upto Rs. 500/- on each occasion without restrictions, with a annual limit of Rs. 1000/- not exceeding Rs. 5/- per person.

3. The Special provisions notified above are strictly restricted to the aforesaid Project. These provisions should not be operated for any other work/scheme. After completion of the said Project, the Special Provisions (including the delegation of powers) shall cease to be operative for any purpose and normal delegation of powers as notified under various G.Os/G.S.Os/Circulars etc. will be operative.

Encl : Annexure

Sd/- (Dr. D. K. SANKARAN)
Member (Admn.)/Secretary

ANNEXURE

(To GENERAL ORDER No.116, Dated 9-3-1984) Accounting Procedure
(400 KV Koradi - Satpura Transmission Line Construction Project)

- 1) Accounts of the aforesaid Project would be maintained by the Executive Engineer 400 KV Lines Construction Division, Nagpur and the Superintending Engineer 400 KV Lines Construction Circle, Nagpur;
- 2) The expenditure incurred on account of salaries, Travelling Allowance, Labour Charges, Cost of material etc. should be debited to a separate Head of Account viz. "400 KV Koradi-Satpura Line (M/s.R & C)";
- 3) As and when the Bills prepared as per the agreed rate are submitted to the Company "Bills receivable account" should be operated by credit to the new Head of Account mentioned above;
- 4) As and when the Company makes the payment in accordance with the Bills submitted, the "Bill receivable account" should be cleared;
- 5) After completion of the Project, the credit balance under the aforesaid Head of Account "400 KV Koradi-Satpura Line (M/s R & C)" would be the profit to the Board against this Project.

CORRIGENDUM NO.GAD/ESH/Gr.VIII(O&M)/F.No.518/25802 DATED 28-5-1984
(To G.O.116 Dated 9-3-1984)

Subject:-Constn. of the 400 KV Koradi-Satpura Transmission Line of the N.T.P.C. - Grant of Special Pay to the employees earmarked for the

The entry at Sr. No. (iii) in para 2 (B) (iv) of the G.O. 116, dated 9-3-1984 should be substituted as shown below:-

Existing Entry		To be substituted by	
iii) Employees in pay Group II	@ 30% of the basic pay p.m.	iii) Employees in pay Group II and below.	@ 30% of the basic pay p.m.

Sd/- (Dr.D.K.SANKARAN)
Member (Admn.)/Secretary

GENERAL ORDER No.117 (P) DATED 31-3-1986

The Board by their Resolution No.102 Dated 27-3-1986, have accorded approval to sanction the Dearness Allowance to the employees with effect from 1-4-1985 on par with the rates of Dearness Allowance admissible to State Government employees as laid down under the GRFD No. CPA-1185/CR-563 SER-7 Dated 1.6.85. Accordingly in modification of the existing rates of Dearness Allowance admissible to the employees from time to time, the revised rates of Dearness Allowance as shown in Para 2 below shall now be admissible to the employees with effect from 1-4-1985 and onwards.

2. The revised rates of Dearness Allowance and the date of effect will be as follows:-

Period for which payable	Pay	Rate of D.A. per month
(1)	(2)	(3)
(A) For the month of April 1985	(1) Above Rs. 300 and upto Rs 400	(a) 27% of pay subject to a minimum of Rs. 108 plus (b) Rs. 62 plus 128% of pay.
	(2) Above Rs.400 & upto Rs.800	(a) 27% of pay plus (b) 111.5% of pay subject to a minimum of 15.5% of pay plus Rs.512
	(3) Above Rs.800 & upto Rs.900	(a) 27% of pay plus (b) Rs. 100 plus 99% of pay.
	(4) Above Rs.900 & upto Rs.1000	(a) Rs. 243 plus (b) Rs. 127 plus 96% of pay.
	(5) Above Rs.1000 & upto Rs.1600	Rs. 1,330.
	(6) Above Rs.1600 & upto Rs.1660	(a) Rs. 243 plus (b) Amount by which pay falls short of Rs. 2,687.
	(7) Above Rs.1660 & upto Rs.2749	Rs.1,270.
(B) 1st May 1985 to 31st July 1985	(8) Rs.2750 and above.	Rs. 1,650.
	(1) Above Rs. 300 and upto Rs.400	(a) 27% of pay subject to a minimum of Rs.108 plus (b) Rs. 62 plus 132% of pay
	(2) Above Rs.400 & upto Rs.800	(a) 27% of pay plus (b) 114.5% of pay subject to a minimum of 15.5% of pay plus Rs.528
	(3) Above Rs. 800 & upto Rs.900	(a) 27% of pay plus (b) Rs. 100 plus 102% of pay.
	(4) Above Rs.900 & upto Rs.1000	(a) Rs. 243 plus (b) Rs. 127 plus 99% of pay.
	(5) Above Rs.1000 & upto Rs.2000	Rs. 1,360.
	(6) Above Rs.2000 & upto Rs.2749	Rs.1,360
(7) Rs.2750 and above.	Rs. 1,800.	

Period for which payable	Pay	Rate of D.A. per month
(1)	(2)	(3)
(C) 1st August, 1985 to 31st October 1985	(1) Above Rs.300 and upto Rs.400.	(a) 27% of pay subject to a minimum of Rs.108 plus (b) Rs. 62 plus 136% of pay
	2) Above Rs.400 & upto Rs.800	a) 27% of pay plus (b) 117.5% of pay subject to a minimum of 15.5% of pay plus Rs. 544.
	(3) Above Rs. 800 & upto Rs.900	(a) 27% of pay plus (b) Rs. 100 plus 105% of pay.
	(4) Above Rs.900 & upto Rs.1000	(a) Rs. 243 plus (b) Rs. 127 plus 102% of pay.
	(5) Above Rs.1000 & upto Rs.1030	(a) Rs. 243 plus (b) Amount by which pay falls short of Rs.2,147
	(6) Above Rs.1030 & upto Rs.2000	Rs.1,360
	(7) Above Rs.2000 & upto Rs.2749	Rs.1,360.
	(8) Rs.2750 and above.	Rs.1,800.
(D) 1st November 1985 onwards	(1) Above Rs. 300 and upto Rs 400	(a) 27% of pay subject to a minimum of Rs. 108 plus (b) Rs. 62 plus 140% of pay
	(2) Above Rs.400 & upto Rs.800	(a) 27% of pay plus (b) 120.5% of pay subject to a minimum of 15.5% of pay plus Rs. 560.
	(3) Above Rs. 800 & upto Rs.900	(a) 27% of pay plus (b) Rs. 100 plus 108% of pay.-
	(4) Above Rs.900 & upto Rs.1000	(a) Rs. 243 plus (b) Rs. 127 plus 105% of pay.
	(5) Above Rs.1000 & upto Rs.1600	Rs. 1,420.
	(6) Above Rs.1600 & upto Rs.1660	Rs. 1,360
	(7) Above Rs.1660 & upto Rs.2749	(a) Rs. 243 plus (b) Amount by which pay falls short of Rs.2,777.
	(8) Rs.2750 and above.	Rs. 1,800.

3. The Board by the same Resolution have also accorded approval to sanction further Ad-hoc Dearness Allowance with effect from 1-4-1985 and from the dates indicated below at the following rates in addition to the Dearness Allowance as specified in (A), (B), (C) and (D) above, to the employees drawing pay above Rs.1,518 per month on par with the rates of Ad-hoc Dearness Allowance admissible to State Government employees as specified in GRFD No. CPA-1185/CR-563 SER-7 Dated 1.6.1985 read with GRFD No. CPA-1185/CR-143/SER-7 Dated 14-3-1985 and GRFD No. CPA- 1183/CR-353-SER-7 Dated 27-6-1983.

Period for which payable	Pay range	Rate of further adhoc Dearness Allowance per month
(1)	(2)	(3)
i) For the month of April 1985	(a) Rs.1519 to Rs.1638	60% of basic pay less Rs.910/-
	(b) Rs.1639 to Rs.2749	82% of basic pay less Rs.1270 and subject to the condition that the increase in total D.A. payable by this order from 1.4.1985 shall not exceed Rs.150/- per month.
	(c) Rs.2750 and above	Rs.600
ii) 1st May, 1985 onwards	(a) Rs.1801 to Rs.2749	87% of basic pay less Rs.1,360
	(b) Rs.2750 and above.	Rs.600

iii) Further ad-hoc Dearness Allowance admissible to employees drawing pay above Rs.1,518 per month but below Rs.1,639 per month will continue to be regulated according to para 3 (i) (a) above.

iv) Further ad-hoc Dearness Allowance admissible to employees drawing pay Rs.1,639 per month but below Rs.1,801 per month will continue to be regulated according to para 3(i) (b) above.

4. The Dearness Allowance becoming due under this order should be rounded off to the nearest multiple of 10 paise.

5. A ready reckoner showing the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on different amounts of basic pay with effect from 1.4.1985 and onwards is enclosed.

6. The requirement of funds for payment of arrears of Dearness Allowance should be intimated by Telex/Telegram to the Chief Accounts Officer (Ways and Means), M.S.E.B. Kamani Chambers, H.O. Bombay, immediately.

Sd/-(R.V.KULKARNI)
SECRETARY

READY RECKONER**STATEMENT-A**

Accompaniment to General Order No. 117 dt. 31-3-1986 Ready Reckoner showing the amount of Dearness Allowance admissible on different amount of pay in the existing pay scale.

Basic Pay	D.A. w.e.f. 1.4.1985	D.A. w.e.f. 1.5.1985	Basic Pay	D.A. w.e.f. 1.4.1985	D.A. w.e.f. 1.5.1985
355	624.40	638.60	535	741.00	757.00
363	634.60	649.20	540	747.90	764.10
371	644.90	659.70	545	754.80	771.20
379	655.10	670.30	550	761.80	778.30
380	656.40	671.60	565	782.50	799.50
387	665.40	680.80	570	789.50	806.60
390	669.20	684.80	575	796.40	813.60
395	675.60	691.40	580	803.30	820.70
400	682.00	698.00	585	810.20	827.80
405	684.10	700.10	590	817.20	834.90
410	686.30	702.30	595	824.10	841.90
415	688.40	704.40	600	831.00	849.00
420	690.50	706.50	605	837.90	856.10
425	692.60	708.60	610	844.90	863.20
430	694.80	710.80	615	851.80	870.20
435	696.90	712.90	620	858.70	877.30
440	699.00	715.00	625	865.60	884.40
445	701.10	717.10	630	872.60	891.50
455	705.40	721.40	635	879.50	898.50
460	707.50	723.50	640	886.40	905.60
465	709.60	725.60	650	900.30	919.80
475	713.90	729.90	655	907.20	926.80
480	716.00	732.00	665	921.00	941.00
485	718.10	734.10	670	928.00	948.10
490	720.30	736.30	680	941.80	962.20
495	722.40	738.40	690	955.70	976.40
500	724.50	740.50	695	962.60	983.40
505	726.60	742.60	705	976.40	997.60
510	728.80	744.80	710	983.40	1004.70
515	730.90	746.90	715	990.30	1011.70
520	733.00	749.00	720	997.20	1018.80
525	735.10	751.10	725	1004.10	1025.90
530	737.30	753.30	730	1011.10	1033.00

Basic Pay	D.A. w.e.f. 1.4.1985	D.A. w.e.f. 1.5.1985	Basic Pay	D.A. w.e.f. 1.4.1985	D.A. w.e.f. 1.5.1985
740	1024.90	1047.10	1000	1330.00	1360.00
760	1052.60	1075.40	1005	1330.00	1360.00
765	1059.50	1082.50	1010	1330.00	1360.00
770	1066.50	1089.60	1020	1330.00	
775	1073.40	1096.60	1035		
790	1094.20	1117.90	1040		
795	1101.10	1124.90	1045		
800	1108.00	1132.00	1055		
810	1120.60	1144.90	1060		
815	1126.90	1151.40	1070		
820	1133.20	1157.80	1075		
830	1145.80	1170.70	1080		
835	1152.10	1177.20	1090		
840	1158.40	1183.60	1110		
845	1164.70	1190.10	1115		
855	1177.30	1203.00	1120	1330.00	1360.00
860	1183.60	1209.40	1125		
865	1189.90	1215.90	1135		
870	1196.20	1222.30	1165		
880	1208.80	1235.20	1170		
890	1221.40	1248.10	1180		
900	1234.00	1261.00	1215		
905	1238.80	1266.00	1220		
910	1243.60	1270.90	1225		
915	1248.40	1275.90	1250		
920	1253.20	1280.80	1260		
935	1267.60	1295.70	1270		
940	1272.40	1300.60	1275		
945	1277.20	1305.60	1280		
950	1282.00	1310.50	1305		
955	1286.80	1315.50	1310		
970	1301.20	1330.30	1315		
975	1306.00	1335.30	1320		
985	1315.60	1345.20	1330		
990	1320.40	1350.10	1335		

Basic Pay	D.A. w.e.f. 1.4.1985	D.A. w.e.f. 1.5.1985	Basic Pay	D.A. w.e.f. 1.4.1985	D.A. w.e.f. 1.5.1985
1340			1795		
1350			1830		
1360			1850		
1370			1860		
1385			1900		
1390			1910		
1395			1925		
1405	1330.00	1360.00	1960		
1420			1970		
1430			1990		
1440			2001		
1445			2030		
1450			2040		
1470			2055		
1490			2060		
1495			2070		
1500			2110		
1535			2120		
1550			2150		
1555			2160		
1600	1330.00		2180		
1605	1330.00		2230		
1610	1320.00		2250		
1620	1310.00		2260	1270.00	1360.00
1660			2310		
1665			2320		
1670			2360		
1690			2390		
1715	1270.00		2460		
1720			2470		
1730			2550		
1760			2560		
1770			2585		
1775			2630		
1790			2660		
			2720		
			2749		
			2750	1650.00	1800.00
			&above		

STATEMENT-A : Ready Reckoner showing the amount of Dearness Allowance admissible on different amount of pay in the existing pay scale (accompaniment to G.O. No.117 of 31.3.1986

Basic Pay	D.A.w.e.f. 1.8.1985	D.A. w.e.f. 1.11.1985	Basic Pay	D.A. w.e.f. 1.8.1985	D.A. w.e.f. 1.11.1985
355	652.80	667.00	535	773.10	789.10
363	663.70	678.20	540	780.30	796.50
371	674.60	689.40	545	787.50	803.90
379	685.40	700.60	550	794.80	811.30
380	686.80	702.00	565	816.40	833.40
387	696.30	711.80	570	823.70	840.80
390	700.40	716.00	575	830.90	848.10
395	707.20	723.00	580	838.10	855.50
400	714.00	730.00	585	845.30	862.90
405	716.10	732.10	590	852.60	870.30
410	718.30	734.30	595	859.80	877.60
415	720.40	736.40	600	867.00	885.00
420	722.50	738.50	605	874.20	892.40
425	724.60	740.60	610	881.50	899.80
430	726.80	742.80	615	888.70	907.10
435	728.90	744.90	620	895.90	914.50
440	731.00	747.00	625	903.10	921.90
445	733.10	749.10	630	910.40	929.30
455	737.40	753.40	635	917.60	936.60
460	739.50	755.50	640	924.80	944.00
465	741.60	757.60	650	939.30	958.80
475	745.90	761.90	655	946.50	966.10
480	748.00	764.00	665	960.90	980.90
485	750.10	766.10	670	968.20	988.30
490	752.30	768.30	680	982.60	1003.00
495	754.40	770.40	690	997.10	1017.80
500	756.50	772.50	695	1004.30	1025.10
505	758.60	774.60	705	1018.70	1039.90
510	760.80	776.80	710	1026.00	1047.30
515	762.90	778.90	715	1033.20	1054.60
520	765.00	781.00	720	1040.40	1062.00
525	767.10	783.10	725	1047.60	1069.40
530	769.30	785.30	730	1054.90	1076.80

Basic Pay	D.A.w.e.f. 1.8.1985	D.A. w.e.f. 1.11.1985	Basic Pay	D.A.w.e.f. 1.8.1985	D.A. w.e.f. 1.11.1985
740	1069.30	1091.50	1000	1390.00	1420.00
760	1098.20	1121.00	1005	1385.00	1420.00
765	1105.40	1128.40	1010	1380.00	1420.00
770	1112.70	1135.80	1020	1370.00	1420.00
775	1119.90	1143.10	1035		
790	1141.60	1165.30	1040		
795	1148.80	1172.60	1045		
800	1156.00	1180.00	1055		
810	1169.20	1193.50	1060		
815	1175.80	1200.30	1070		
820	1182.40	1207.00	1075		
830	1195.60	1220.50	1080		
835	1202.20	1227.30	1090		
840	1208.80	1234.00	1110		
845	1215.40	1240.80	1115		
855	1228.60	1254.30	1120		
860	1235.20	1261.00	1125		
865	1241.80	1267.80	1135	1360.00	1420.00
870	1248.40	1274.50	1165		
880	1261.60	1288.00	1170		
890	1274.80	1301.50	1180		
900	1288.00	1315.00	1215		
905	1293.10	1320.30	1220		
910	1298.20	1325.50	1225		
915	1303.30	1330.80	1250		
920	1308.40	1336.00	1260		
935	1323.70	1351.80	1270		
940	1328.80	1357.00	1275		
945	1330.90	1362.30	1280		
950	1339.00	1367.50	1305		
955	1344.10	1372.80	1310		
970	1359.40	1388.50	1315		
975	1364.50	1393.80	1320		
985	1374.70	1404.30	1330		
990	1379.80	1409.50	1335		

Basic Pay	D.A.w.e.f. 1.8.1985	D.A. w.e.f. 1.11.1985	Basic Pay	D.A.w.e.f. 1.8.1985	D.A. w.e.f. 1.11.1985
1340			1795		
1350			1830		
1360			1850		
1370			1860		
1385			1900		
1390			1910		
1395			1925		
1405			1960		
1420			1970		
1430	1360.00	1420.00	1990		
1440			2001		
1445			2030		
1450			2040		
1470			2055		
1490			2060	1360.00	1360.00
1495			2070		
1500			2110		
1535			2120		
1550			2150		
1555			2160		
1600	1360.00	1420.00	2180		
1605	1360.00	1420.00	2230		
1610	1360.00	1410.00	2250		
1620	1360.00	1400.00	2260		
1660	1360.00	1360.00	2310		
1665	1670.00	1690.00	2320		
1670			2360		
1690			2390		
1715			2460		
1720			2470		
1720			2550		
1730	1360.00	1360.00	2560		
1760			2585		
1770			2630		
1775			2660		
1775			2710		
1790			2749		
			2750 & above	1800.00	1800.00

Note: Employees drawing pay above Rs. 1,518/- per month will continue to draw further ad-hoc Dearness Allowance with effect from 1-8-1985 onwards as shown in the Statement 'B' appended to this order.

STATEMENT-'B' : Accompaniment to G.O. No. 117 dt. 31-3-1986 Further Ad-hoc Dearness Allowance admissible to officers drawing pay above Rs.1518/- p.m. payable w.e.f. 1st April, 1985.

Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.
1535	11.00	1850	247.00	2250	575.00
1550	20.00	1860	255.20	2260	583.20
1555	23.00	1900	288.00	2310	624.20
1600	50.00	1910	296.20	2320	632.40
1605	53.00	1925	308.50	2360	665.20
1610	56.00	1960	337.20	2390	689.80
1660	91.20	1970	345.40	2460	747.20
1665	95.30	1990	361.80	2470	755.40
1670	99.40	2030	394.60	2550	821.00
1690	115.80	2040	402.80	2560	829.20
1715	136.30	2055	415.10	2585	849.70
1720	140.40	2060	419.20	2630	886.60
1730	148.60	2070	427.40	2660	911.20
1760	173.20	2110	460.20	2710	952.20
1770	181.40	2120	468.40	Increase in total D.A. is restricted to Rs.150.	
1775	185.50	2150	493.00		
1790	197.80	2160	501.20	2750 & above.	
1795	201.90	2180	517.60		
1830	230.60	2230	558.60		

STATEMENT-'B' : Further Ad-hoc Dearness Allowance admissible to officers drawing pay above Rs.1518/- p.m. payable from 1st May, 1985. (Accompaniment to G. O. No. 117 dt. 31-3-1986)

Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.
1535	11.00	1670	99.40	1795	201.90
1550	20.00	1690	115.80	1830	232.10
1555	23.00	1715	136.30	1850	249.50
1600	50.00	1720	140.40	1860	258.20
1605	53.00	1730	148.60	1900	293.00
1610	56.00	1760	173.20	1910	301.70
1620	62.00	1770	181.40	1925	314.00
1660	91.20	1775	185.50	1960	345.20
1665	95.30	1790	197.80	1970	353.90

Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.
1990	371.30	2160	519.20	2460	780.20
2030	406.10	2180	536.60	2470	788.90
2040	414.80	2230	580.10	2550	858.50
2055	427.80	2250	597.50	2560	867.20
2060	432.20	2260	606.20	2585	888.90
2070	440.90	2310	649.70	2630	928.10
2110	475.70	2320	658.40	2660	954.20
2120	484.40	2360	693.20	2710	997.70
2150	510.50	2390	719.30	2750 and above	600.00

CORRIGENDUM NO.GAD/VIII/O&M/Revision of D.A./14333 DATED 2-4-1986

The following pay range and figures of Dearness Allowance specified in some of the copies of the General Order No.117 Dated 31.3.1986 and in the Statements A and B appended to the said General Order are not appearing properly. These should be corrected to read as under :

Particulars	Pay range and figure of D.A. shown in the G.O. and Statements		Revised range and revised figures of D.A.			
Page 3 of G.O. 117 dt.31.3.86	(6) Above Rs.1660 and upto Rs.2749		(6) Above Rs.1600 and upto Rs.1660			
Para 2(D) Sr.No.6 and 7	(7) Above Rs.1600 and upto Rs.1660		(7) Above Rs.1660 and upto Rs.2749			
Statement 'A'	Basic pay		Basic pay			
For the month of April and May 1985	Rs.515 (shown in between Rs.410 and 420)		Rs.415			
Statement 'B'	Basic Pay		Basic Pay			
Ad-hoc Dearness Allowance payable from May 1985 onwards	Rs.1538		Rs.1535			
Statement 'A'	Basic pay	D.A. w.e.f.	D.A. w.e.f.	Basic pay	D.A. w.e.f.	D.A. w.e.f.
		1.8.85	1.11.85		1.8.85	1.11.85
For the month of August 1985 and November Rs.1985 onwards	Rs.1605	Rs.1360	Rs.1420	Rs.1605	Rs.1360	Rs.1415
	Rs.1665	Rs.1670	Rs.1690	Rs.1665	Rs.1360	Rs.1360
	Rs.2670 (shown in between Rs.2460 and Rs.2550)			Rs.2470		

Sd/-(R.V.KULKARNI)
SECRETARY

**CORRECTION SLIP No.1 Dated 23-7-1986
(To G.O.117 (P) Dated 31-3-1986)**

**Subject:-Revision of rates of Dearness Allowance and further ad-hoc Dearness Allowance to
M.S.E.B.Employees with effect from 1st January,1986.**

The Board by their Resolution No. 218 dt. 5-7-1986, consequent upon declaration of one more instalment of Dearness Allowance by the Government of Maharashtra vide G.R.F.D. No. MBV-1186/225/Service-7, Dated 7th April, 1986, accorded approval to revise the rates of existing Dearness Allowance specified in Item (D) of Para-2 of the General Order No.117(P) Dated 31st March, 1986, with effect from 1st January, 1986.

2. The revised rates of Dearness Allowance payable from 1st January, 1986, are as follows :

Pay range	Rate of revised D.A. per month
1. Upto Rs.300/-	(a) 36% of pay plus (b) 165.5% of pay subject to a minimum of Rs.35/- plus 148% of pay and a maximum of Rs.494/-
2. Above Rs.300/- & upto Rs.400/-	(a) 27% of pay subject to a minimum of Rs.108/- plus (b) Rs.62/- plus 144% of pay.
3. Above Rs.400/- & upto Rs.800/-	(a) 27% of pay plus (b) 123.5% of pay subject to a minimum of 15.5% of pay plus Rs.576/-
4. Above Rs.800/- & upto Rs.900/-	(a) 27% of pay plus (b) Rs.100/- plus 111% of pay.
5. Above Rs.900/- & upto Rs.1000/-	(a) Rs.243/- plus (b) Rs.127/- plus 108% of pay.
6. Above Rs.1000/- & upto Rs.2000/-	(a) Rs.1450/-
7. Above Rs.2000/- & upto Rs.2749/-	Rs.1450/-
8. Above Rs.2750/- and above	Rs.1950/-

3. (a) In addition to the Dearness Allowance as specified in para 2 above, and in partial modification of the rates of Ad-hoc Dearness Allowance prescribed vide para -3(i) , (ii) , (iii) and (iv) of the General Order No. 117 (P) dt. 31-3-1986, further Ad-hoc Dearness Allowance at the following revised rates will be payable to the Officers drawing pay above Rs.1,636/- per month with effect from 1st January, 1986 :-

Pay range	Revised rate of further Ad-hoc Dearness Allowance per month from 1st January, 1986	Remarks
(i) Rs.1637/- Rs.2749/-	93% of pay Less Rs.1450/- and subject to the condition that the increase in total Dearness Allowance including Ad-hoc Dearness Allowance payable by this Order from 1-1-1986 shall not exceed Rs.150/- per month.	In respect of Officers drawing basic pay above Rs.2500/-, the increase in total D.A.including Ad-hoc D.A. payable from 1.1.86 exceeds Rs.150/- per month per actual calculation. Therefore, the amount of Ad-hoc D.A including D.A. payable from

(Note:- Percentage will be calculated on the basic pay only without including Special Pay, Deputation Pay, Special Allowance or any addition to pay under any other nomenclature).

January 1986 is restricted to Rs.150/- per month and the admissible amount of Ad-hoc D.A and actually payable to the Officers by this order is shown in the ready reckoner (Statement 'B') after observing the stipulated condition.

(ii) Rs.2750/- and above.

Rs. 600/-

3. (b) In respect of Officers drawing pay above Rs. 1518/- but below Rs. 1637/- per month, the further Ad-hoc Dearness Allowance will continue to be regulated according to para 3(i) (a) of the General Order No.117, Dated 31-3-1986.

[Note: The actual amount of Ad-hoc Dearness Allowance payable from 1st January, 1986 by this order will be as shown in the ready reckoner (Statement 'B') appended to this Order.]

4. The Dearness Allowance becoming due under this order should be rounded off to the nearest multiple of 10 paise.

5. A ready Reckoner showing the amount of Dearness Allowance (Statement 'A') and the amount of further Ad-hoc Dearness Allowance (Statement 'B') admissible on different amounts of basic pay, with effect from 1st January, 1986, is enclosed.

Encl: Statement 'A' &
Statement 'B'

Sd/-Secretary

STATEMENT 'A' : Ready Reckoner showing the amount of Dearness Allowance admissible on different amount of pay in the existing pay-scales payable from 1st January, 1986.

Basic Pay	D.A. w.e.f.1-1-1986	Basic Pay	D.A. w.e.f.1-1-1986	Basic Pay	D.A. w.e.f.1-1-1986
Rs	Rs	Rs	Rs	Rs	Rs
175	357.00	390	731.60	465	773.60
190	384.60	395	738.80	475	777.90
205	413.10	400	746.00	480	780.00
220	443.30	405	748.10	485	782.10
230	463.50	410	750.30	490	784.30
270	544.10	415	752.40	495	786.40
290	584.40	420	754.50	500	788.50
300	602.00	425	756.60	505	790.60
355	681.20	430	758.80	510	792.80
363	692.70	435	760.90	515	794.90
371	704.20	440	763.00	520	797.00
379	715.80	445	765.10	525	799.10
380	717.20	455	769.40	530	801.30
387	727.30	460	771.50	535	805.20

Basic Pay	D.A. w.e.f.1-1-1986	Basic Pay	D.A. w.e.f.1-1-1986	Basic Pay	D.A. w.e.f.1-1-1986
Rs	Rs	Rs	Rs	Rs	Rs
540	812.70	680	1023.40	845	1266.10
545	820.20	690	1038.50	855	1279.90
550	827.80	695	1046.00	860	1286.80
565	850.30	705	1061.00	865	1293.70
570	857.90	710	1068.60	870	1300.60
575	865.40	715	1076.10	880	1314.40
580	872.90	720	1083.60	890	1328.20
585	880.40	725	1091.10	900	1342.00
590	888.00	730	1098.70	905	1347.40
595	895.50	740	1113.70	910	1352.80
600	903.00	760	1143.80	915	1358.20
605	910.50	765	1151.30	920	1363.60
610	918.10	770	1158.90	935	1379.80
615	925.60	775	1166.40	940	1385.20
620	933.10	790	1189.00	945	1390.60
625	940.60	795	1196.50	950	1396.00
630	948.20	800	1204.00	955	1401.40
635	955.70	810	1217.80	970	1417.60
640	963.20	815	1224.70	975	1423.00
650	978.30	820	1231.60	985	1433.80
655	985.80	830	1245.40	990	1439.20
665	1000.80	835	1252.30	1000 to 2749	1450.00
670	1008.40	840	1259.20	2750 and above	1950.00

**STATEMENT - B : Ad-hoc Dearness Allowance admissible to Officers drawing Pay above Rs.1518/- p.m.
payable from 1st JANUARY, 1986**

Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.	Basic Pay	Ad-hoc D.A.
1535	11.00	1795	219.40	2160	558.80
1550	20.00	1830	251.90	2180	577.40
1555	23.00	1850	270.50	2230	623.90
1600	50.00	1860	279.80	2250	642.50
1605	53.00	1900	317.00	2260	651.80
1610	56.00	1910	326.30	2310	698.30
1620	62.00	1925	340.30	2320	707.60
1660	93.80	1960	372.80	2360	744.80
1665	98.50	1970	382.10	2390	772.70
1670	103.10	1990	400.70	2460	837.80
1690	121.70	2030	437.90	2470	847.10
1715	145.00	2040	447.20	2550	918.50
1720	149.60	2055	461.20	2560	927.20
1730	158.90	2060	465.80	2585	948.90
1760	186.80	2070	475.10	2630	988.10
1770	196.10	2110	512.30	2660	1014.20
1775	200.80	2120	521.60	2710	1057.70
1790	214.70	2150	549.50	2750 and above	600.00

**CORRECTION SLIP No.2 Dated 4-10-1986
(To G.O.117 Dated 31-3-1986)**

Subject:-Grant of Dearness Allowance to M.S.E.B.Employees with effect from 1st April, 1986.

Consequent upon declaration of one more instalment of Dearness Allowance to State Government employees by the Government of Maharashtra vide G.R. No. F.D./MBV-1186/394/Service-10, Dated 18th August, 1986, the Chairman in consultation with the Member (Admn.) and the Accounts Member, in exercise of the powers delegated to him vide Board Resolution No. 218 Dated 5th July, 1986, accorded approval to revise the rates of existing Dearness Allowance specified in Para-2 of the Correction Slip No.1 Dated 23rd July, 1986 to General Order No.117(P) Dated 31st March, 1986, with effect from 1st April, 1986.

2. The revised rates of Dearness Allowance are as follows:

Pay range	Rate of revised D.A. per month
1. Upto Rs.300/-	(a) 36% of pay plus (b) 169.5% of pay subject to a minimum of Rs.35/- plus 152% of pay and a maximum of Rs.506/-

Pay range	Rate of revised D.A. per month
2. Above Rs.300/- and upto Rs.400/-	(a) 27% of pay subject to a minimum of Rs.108/- plus (b) Rs.62/- plus 148% of pay.
3. Above Rs.400/- and upto Rs.800/-	(a) 27% of pay plus (b) 126.5% of pay subject to a minimum of 15.5% of pay plus Rs.592/-.
4. Above Rs.800/- and upto Rs.900/-	(a) 27% of pay plus (b) Rs.100/- plus 114% of pay.
5. Above Rs.900/- and upto Rs.1000/-	(a) Rs.243/- plus (b) Rs.127/- plus 111% of pay.
6. Above Rs.1000/- and upto Rs.1030/-	(a) Rs.243/- plus (b) Amount by which pay falls short of Rs.2237/-
7. Above Rs.1030/- and upto Rs.2000/	Rs.1450/-
8. Above Rs.2000/- and upto Rs.2749/-	Rs.1450/-
9. Rs.2750/- and above	Rs.1950/-

3. There shall be no change in the existing rates of Dearness Allowance payable to Officers/Employees drawing basic pay above Rs. 1031/- and above with effect from 1st April, 1986 as such Officers/Employees drawing basic pay of Rs.1031/- and above will continue to draw the rates of Dearness Allowance as mentioned in para -2 above and as indicated in the statement 'A' appended to this Correction Slip.

4. Ad-hoc Dearness Allowance admissible to Officers drawing pay above Rs.1518/- per month will continue to be regulated vide Para 3 (a) and (b) of the C.S. No. 1 Dated 23-7-1986 and will continue to draw Ad-hoc Dearness Allowance as shown in the Statement 'B' appended to the C.S. No.1, Dated 23rd July, 1986 to G.O. 117, Dated 31st March, 1986.

5. The Dearness Allowance becoming due under this order should be rounded off to the nearest multiple of 10 paise.

6. A ready Reckoner showing the amount of Dearness Allowance (Statement 'A') admissible on different amounts of basic pay, with effect from 1st April, 1986, is enclosed.

Encl: Statement 'A' #

Sd/-(R.K. BHARGAVA)
MEMBER (ADMN)/SECRETARY

See on pages 108 & 109.

STATEMENT 'A' : Ready Reckoner showing the amount of Dearness Allowance admissible on different amount of pay in the existing pay-scales payable from 1st April, 1986.

(Accompaniment to C.S.No.2, Dated 4-10-1986)

Basic Pay Rs	D.A. w.e.f 1-4-1986 Rs	Basic Pay Rs	D.A. w.e.f 1-4-1986 Rs	Basic Pay Rs	D.A. w.e.f 1-4-1986 Rs
175	364.00	455	785.40	610	936.40
190	392.20	460	787.50	615	944.00
200	411.00	465	789.60	620	951.70
205	421.30	470	791.80	625	959.40
210	431.60	475	793.90	630	967.10
220	452.10	480	796.00	635	974.70
225	462.40	485	798.10	640	982.40
230	472.70	490	800.30	645	990.10
270	554.90	495	802.40	650	997.80
290	596.00	500	804.50	655	1005.40
300	614.00	505	806.60	660	1013.10
355	695.40	510	808.80	665	1020.80
360	702.80	515	810.90	670	1028.50
363	707.20	520	813.00	675	1036.10
371	719.10	525	815.10	680	1043.80
379	730.90	530	817.30	685	1051.50
380	732.40	535	821.20	690	1059.20
387	742.80	540	828.90	695	1066.80
390	747.20	545	836.60	700	1074.50
395	754.60	550	844.30	705	1082.20
400	762.00	555	851.90	710	1089.90
405	764.10	560	859.60	715	1097.50
410	766.30	565	867.30	720	1105.20
415	768.40	570	875.00	725	1112.90
420	770.50	575	882.60	730	1120.60
425	772.60	580	890.30	735	1128.20
430	774.80	585	898.00	740	1135.90
435	776.90	590	905.70	745	1143.60
440	779.00	595	913.30	750	1151.30
445	781.10	600	921.00	755	1158.90
450	783.30	605	928.70	760	1166.60

Basic Pay Rs	D.A. w.e.f 1-4-1986 Rs	Basic Pay Rs	D.A. w.e.f 1-4-1986 Rs	Basic Pay Rs	D.A. w.e.f 1-4-1986 Rs
765	1174.30	860	1312.60	955	1430.10
770	1182.00	865	1319.70	960	1435.60
775	1189.60	870	1326.70	965	1441.20
780	1197.30	875	1333.80	970	1446.70
785	1205.00	880	1340.80	975	1452.30
790	1212.70	885	1347.90	980	1457.80
795	1220.30	890	1354.90	985	1463.40
800	1228.00	895	1362.00	990	1468.90
805	1235.10	900	1369.00	995	1474.50
810	1242.10	905	1374.60	1000	1480.00
815	1249.20	910	1380.10	1005	1475.00
820	1256.20	915	1385.70	1010	1470.00
825	1263.30	920	1391.20	1020	1460.00
830	1270.30	925	1396.80	1025	1455.00
835	1277.40	930	1402.30	1030 to 2749	1450.00
840	1284.40	935	1407.90	2750 and above	1950.00
845	1291.50	940	1413.40		
850	1298.50	945	1419.00		
855	1305.60	950	1424.50		

Note:- Officers drawing pay above Rs. 1518/- per month will continue to -draw "Ad-hoc Dearness Allowance" as shown in the Statements 'B' appended to the Correction Slip No.1, Dated 23-7-1986 to G.O. 117, Dated 31-3-1986.

**CORRECTION SLIP No.3 Dated 29-7-1987
(To G.O.117 Dated 31-3-1986)**

Subject:- Grant of Additional Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1986 and 1st January, 1987.

The Government of Maharashtra vide (i) GRFD No. MBV-1187/143/Service- 10, Dated 2-3-1987 and (ii) GRFD No. MBV-1187/227/Service-10, Dated 22- 5-1987, have adopted the revised formula for Calculation of Additional Dearness Allowance to State Government Employees with effect from 1st July, 1986 onwards. The Board by their Resolution No.660, Dated 18-7- 1987 have, therefore, taken the decision to adopt the same formula and accorded approval to grant Additional Dearness Allowance to Maharashtra State Electricity Board Employees belonging to Pay Groups - I, II, III and IV with effect from 1st July, 1986 and from 1st January, 1987 onwards at the rates admissible to State Government Employees as detailed below (Excluding the elements of Interim Reliefs I and II and Ad-hoc increase granted to them by the Government).

(A) FOR OFFICERS/EMPLOYEES IN PAY GROUP - II, III & IV

Pay range (Basic pay as on 1.1.1986 plus D.A. and Ad-hoc D.A. admissible on that pay)	Rates of Additional Dearness Allowance admissible per mensem	
	With effect from 1st July, 1986 to 31st December 1986	With effect from 1st January, 1987 onwards
(1)	(2)	(3)
Pay (including D.A. and Ad-hoc D.A) upto Rs. 3500/-	4%	8%

(B) FOR OFFICERS IN PAY GROUP - I

(i) Pay (including D.A and Ad-hoc D.A.) upto Rs.3500/-	4%	8%
(ii) Pay (including D.A and Ad-hoc D.A.) Rs.3501/- to Rs.6000/-	3% but minimum Rs.140/- p.m.	6% but minimum Rs.280/- p.m.
(iii) Pay (including D.A. and Ad-hoc D.A.)above Rs.6000/-	2% but minimum Rs.180/-p.m.	5% but minimum Rs.360/-p.m.

2. The rates of Additional Dearness Allowance as specified in the enclosed Statement 'A', 'B' and 'C' are payable in addition to Dearness Allowance (including Ad-hoc Dearness Allowance) admissible.

3. The payment on account of Additional Dearness Allowance shall be rounded off to the nearest ten Paise upto 31st March 1987. The payment on account of Additional D.A. involving fractions of fifty Paise and above may be rounded off to the next higher rupee and the fractions of less than fifty Paise may be ignored with effect from 1st April, 1987 onwards.

4. Any rise or fall in basic pay after 1st January, 1986 should not be taken into consideration for calculation of Additional Dearness Allowance payable from 1st July, 1986 onwards.

5. The amount of Additional D.A. should be shown as a distinct element in the salary bill.

6. The Board have also directed that the amount on account of instalment of Dearness Allowance sanctioned and paid to the Employees drawing pay upto Rs. 1030/- in the existing pay-scales with effect from 1st April, 1986 onwards vide Correction Slip No.2, Dated 4-10-1986 to G.O. 117, Dated 31-3-1986, should be recovered from the arrears of Additional Dearness Allowance payable with effect from 1st July, 1986 under the revised formula.

7. The additional Dearness Allowance as per this Correction Slip should be considered for the purpose of payment of Gratuity Over-time, Encashment of leave under the provisions of G.O 59 (P), Dated 27-6-1970, Service Regulation 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance including ad-hoc Dearness Allowance.

8. These orders shall also apply to Work-charged employees but will not be applicable to Part-Time employees and N.M.R. workers.

9. Ready Reckoners showing the amount of Additional Dearness Allowance admissible on Basic Pay as on 1st January, 1986 in the existing pay-scales payable with effect from 1st July, 1986 and with effect from 1st January, 1987 are enclosed herewith as follows:-

(i) STATEMENT 'A':- Indicates the amount of Additional Dearness Allowance payable for Officers and Employees in Pay Groups - II, III and IV for the period from 1st July, 1986 to 31st December, 1986 as mentioned in the Column No.4 of the said Statement.

(ii) STATEMENT 'B':- Indicates the amount of Additional Dearness Allowance payable for Officers in Pay Group - I for the period from 1st July, 1986 to 31st December, 1986 as mentioned in the Column No.4 of the said Statement.

(iii) STATEMENT 'C':- Indicates the amount of Additional Dearness Allowance payable for Officers/Employees in Pay Groups - I, II, III and IV for the period from 1st January, 1987 to 31st March, 1987 and from 1st April, 1987 onwards as mentioned in the Column No.4 and No.5 of the said Statement.

Example:-

If an employee was drawing basic pay at Rs. 490/- per month as on 1-1-1986, he will be held eligible for the Additional Dearness Allowance at Rs.51/- (4%) for the period from 1-7-1986 to 31-12-1986 and at Rs. 101.90 (8%) from January, 1987 onwards and not at Rs. 51 + Rs. 101.90 i.e. Rs. 152.90 per month. (In other words, the rate of 8% with effect from 1-1-1987 is the revised rate of additional D.A. which is inclusive of the additional D.A. from 1-7-1986).

Encl: a) Statements A, B & C

Sd/-(R. K.BHARGAVA)
MEMBER (ADMN.)/SECRETARY

STATEMENT - 'A'

For Officers and Employees in Pay Groups - II, III & IV

(Accompaniment to the Correction Slip No.3 Dated 29/7/87 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st July, 1986 to 31st December, 1986.

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Additional- D. A. with effect from 1.7.86 to 31.12.86
1	2	3	4
Rs.	Rs.	Rs.	Rs.
190	384.60	575.60	23.00
195	393.80	588.80	23.60

1	2	3	4
Rs.	Rs.	Rs.	Rs.
200	403.00	603.00	24.10
205	413.10	618.10	24.70
210	423.20	633.20	25.30
215	433.20	648.20	25.90
220	443.30	663.30	26.50
225	453.40	678.40	27.10
230	463.50	693.50	27.70
235	473.50	708.50	28.30
240	483.60	723.60	28.90
245	493.70	738.70	29.50
250	503.80	753.80	30.20
255	513.80	768.80	30.80
260	523.90	783.90	31.40
265	534.00	799.00	32.00
270	544.10	814.10	32.60
275	554.10	829.10	33.20
285	574.30	859.30	34.40
290	585.40	874.40	35.00
295	594.40	889.40	35.60
300	602.00	902.00	36.10
305	609.20	914.20	36.60
310	616.40	926.40	37.10
315	623.60	938.60	37.50
320	630.80	950.80	38.00
325	638.00	963.00	38.50
335	652.40	987.40	39.50
340	659.60	999.60	40.00
345	666.80	1011.80	40.50
355	681.20	1036.20	41.40
360	688.40	1048.40	41.90
363	692.70	1055.70	42.20
365	695.60	1060.60	42.40
370	702.80	1072.80	42.90
371	704.20	1075.20	43.00
379	715.80	1094.80	43.80

1	2	3	4
Rs.	Rs.	Rs.	Rs.
380	717.20	1097.20	43.90
385	724.40	1109.40	44.40
387	727.30	1114.30	44.60
390	731.60	1121.60	44.90
395	738.80	1133.80	45.40
400	740.00	1146.00	45.80
405	748.10	1153.10	46.10
410	750.30	1160.30	46.40
415	752.40	1167.40	46.70
420	754.50	1174.50	47.00
425	756.60	1181.60	47.30
430	758.80	1188.80	47.60
435	760.90	1195.90	47.80
440	763.00	1203.00	48.10
445	765.10	1210.10	48.40
450	767.30	1217.30	48.70
455	769.40	1224.40	49.00
460	771.50	1231.50	49.30
465	773.60	1238.60	49.50
470	775.80	1245.80	49.80
475	777.90	1252.90	50.10
480	780.00	1260.00	50.40
485	782.10	1267.10	50.70
490	784.30	1274.30	51.00
495	786.40	1281.40	51.30
500	788.50	1288.50	51.50
505	790.60	1295.60	51.80
510	792.80	1302.80	52.10
515	794.90	1309.90	52.40
520	797.00	1317.00	52.70
525	799.10	1324.10	53.00
530	801.30	1331.30	53.30
535	805.20	1340.20	53.60
540	812.70	1352.70	54.10
545	820.20	1365.20	54.60

1	2	3	4
Rs.	Rs.	Rs.	Rs.
550	827.80	1377.80	55.10
555	835.30	1390.30	55.60
560	842.80	1402.80	56.10
565	850.30	1415.30	56.60
570	857.90	1427.90	57.10
575	865.40	1440.40	57.60
580	872.90	1452.90	58.10
585	880.40	1465.40	58.60
590	888.00	1478.00	59.10
595	895.50	1490.50	59.60
600	903.00	1503.00	60.10
605	910.50	1515.50	60.60
610	918.10	1528.10	61.10
615	925.60	1540.60	61.60
620	933.10	1553.10	62.10
625	940.60	1565.60	62.60
630	948.20	1578.20	63.10
635	955.70	1590.70	63.60
640	963.20	1603.20	64.10
650	978.30	1628.30	65.10
655	985.80	1640.80	65.60
660	993.30	1653.30	66.10
665	1000.80	1665.80	66.60
670	1008.40	1678.40	67.10
675	1015.90	1690.90	67.60
680	1023.40	1703.40	68.10
685	1030.90	1715.90	68.60
690	1038.50	1728.50	69.10
695	1046.00	1741.00	69.60
705	1061.00	1766.00	70.60
710	1068.60	1778.60	71.10
715	1076.10	1791.10	71.60
720	1083.60	1803.60	72.10
725	1091.10	1816.10	72.60
730	1098.70	1828.70	73.10

1	2	3	4
Rs.	Rs.	Rs.	Rs.
735	1106.20	1841.20	73.60
740	1113.70	1853.70	74.10
745	1121.20	1866.20	74.60
750	1128.80	1878.80	75.20
760	1143.80	1903.80	76.20
765	1151.30	1916.30	76.70
770	1158.90	1928.90	77.20
775	1160.40	1941.40	77.70
785	1181.40	1966.40	78.70
790	1189.00	1979.00	79.20
795	1196.50	1991.50	79.70
800	1204.00	2004.00	80.20
805	1210.90	2015.90	80.60
810	1217.80	2027.80	81.10
815	1224.70	2039.70	81.60
820	1231.60	2051.60	82.10
825	1238.50	2063.50	82.50
830	1245.40	2075.40	83.00
835	1252.30	2087.30	83.50
840	1259.20	2099.20	84.00
845	1266.10	2111.10	84.40
855	1279.90	2134.90	85.40
860	1286.80	2146.80	85.90
865	1293.70	2158.70	86.30
870	1300.60	2170.60	86.80
875	1307.50	2182.50	87.30
880	1314.40	2194.40	87.80
885	1321.30	2206.30	88.30
890	1328.20	2218.20	88.70
895	1335.10	2230.10	89.20
900	1342.00	2242.00	89.70
905	1347.40	2252.40	90.10
910	1352.80	2262.80	90.50
915	1358.20	2273.20	90.90
920	1363.60	2283.60	91.30

1	2	3	4
Rs.	Rs.	Rs.	Rs.
925	1369.00	2294.00	91.80
930	1374.40	2304.40	92.20
935	1379.80	2314.80	92.60
940	1385.20	2325.20	93.00
945	1390.60	2335.60	93.40
950	1396.00	2346.00	93.80
955	1401.40	2356.00	94.30
970	1417.60	2387.60	95.50
975	1423.00	2398.00	95.90
980	1428.40	2408.40	96.30
985	1433.80	2418.80	96.80
990	1439.20	2429.20	97.20
995	1444.60	2439.60	97.60
1000	1450.00	2450.00	98.00
1005	1450.00	2455.00	98.20
1010	1450.00	2460.00	98.40
1020	1450.00	2470.00	98.80
1025	1450.00	2475.00	99.00
1035	1450.00	2485.00	99.40
1040	1450.00	2490.00	99.60
1045	1450.00	2495.00	99.80
1055	1450.00	2505.00	100.20
1060	1450.00	2510.00	100.40
1065	1450.00	2515.00	100.60
1070	1450.00	2520.00	100.80
1075	1450.00	2525.00	101.00
1080	1450.00	2530.00	101.20
1090	1450.00	2540.00	101.60
1105	1450.00	2555.00	102.20
1110	1450.00	2560.00	102.40
1115	1450.00	2565.00	102.60
1120	1450.00	2570.00	102.80
1125	1450.00	2575.00	103.00
1135	1450.00	2585.00	103.40
1145	1450.00	2595.00	103.80

1	2	3	4
Rs.	Rs.	Rs.	Rs.
1165	1450.00	2615.00	104.60
1170	1450.00	2620.00	104.80
1180	1450.00	2630.00	105.20
1185	1450.00	2635.00	105.40
1215	1450.00	2665.00	106.60
1220	1450.00	2670.00	106.80
1225	1450.00	2675.00	107.00
1250	1450.00	2700.00	108.00
1260	1450.00	2710.00	108.40
1265	1450.00	2715.00	108.60
1270	1450.00	2720.00	108.80
1275	1450.00	2725.00	109.00
1280	1450.00	2730.00	109.20
1305	1450.00	2755.00	110.20
1310	1450.00	2760.00	110.40
1315	1450.00	2765.00	110.60
1320	1450.00	2770.00	110.80
1330	1450.00	2780.00	111.20
1335	1450.00	2785.00	111.40
1340	1450.00	2790.00	111.60
1350	1450.00	2800.00	112.00
1360	1450.00	2810.00	112.40
1370	1450.00	2820.00	112.80
1385	1450.00	2835.00	113.40
1390	1450.00	2840.00	113.60
1395	1450.00	2845.00	113.80
1405	1450.00	2855.00	114.20
1420	1450.00	2870.00	114.80
1430	1450.00	2880.00	115.20
1440	1450.00	2890.00	115.60
1445	1450.00	2895.00	115.80
1450	1450.00	2900.00	116.00
1470	1450.00	2920.00	116.80
1490	1450.00	2940.00	117.60
1495	1450.00	2945.00	117.80

1	2	3	4
Rs.	Rs.	Rs.	Rs.
1500	1450.00	2950.00	118.00
1535	1461.00	2996.00	119.80
1550	1470.00	3020.00	120.80
1555	1473.00	3028.00	121.10
1600	1500.00	3100.00	124.00
1605	1503.00	3108.00	124.30
1610	1506.00	3116.00	124.60
1620	1512.00	3132.00	125.30
1660	1543.80	3203.80	128.20
1665	1548.50	3213.50	128.50
1670	1553.10	3223.10	128.90
1690	1571.70	3261.70	130.50
1715	1595.00	3310.00	132.40
1720	1599.60	3319.60	132.80
1730	1608.90	3338.90	133.60
1750	1627.50	3377.50	135.10
1760	1636.80	3396.80	135.90
1770	1646.10	3416.10	136.60

STATEMENT - 'B'

For Officers in Pay Groups - I

(Accompaniment to the C.S.No.3 Dated 29/7/87 to the General Order No. 117 (P), Dated 31/3/1986)

Ready Reckoner showing the amount of "Additional Dearness Allowance" admissible on Basic Pay in the existing pay-scales during the period from 1st July, 1986 to 31st December, 1986.

Basic Pay as on 1-1-1986	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Additional Dearness Allowance
1	2	3	4
Rs	Rs	Rs	Rs
1060	1450.00	2510.00	100.40
1115	1450.00	2565.00	102.60
1170	1450.00	2620.00	104.80
1225	1450.00	2675.00	107.00
1250	1450.00	2700.00	108.00

118....

Bigger type: OPERATIVE & Smaller type: REDUNDANT

GO 117(P)

1	2	3	4
Rs	Rs	Rs	Rs
1275	1450.00	2725.00	109.00
1280	1450.00	2730.00	109.20
1310	1450.00	2760.00	110.40
1335	1450.00	2785.00	111.40
1340	1450.00	2790.00	111.60
1370	1450.00	2820.00	112.80
1390	1450.00	2840.00	113.60
1405	1450.00	2855.00	114.20
1430	1450.00	2880.00	115.20
1445	1450.00	2895.00	115.80
1470	1450.00	2920.00	116.80
1490	1450.00	2940.00	117.60
1500	1450.00	2950.00	118.00
1535	1461.00	2996.00	119.80
1550	1470.00	3020.00	120.80
1555	1473.00	3028.00	121.10
1600	1500.00	3100.00	124.00
1610	1506.00	3116.00	124.60
1620	1512.00	3132.00	125.30
1665	1548.50	3213.50	128.50
1670	1553.10	3223.10	128.90
1690	1571.70	3261.70	130.50
1720	1599.60	3319.60	132.80
1730	1608.90	3338.90	133.60
1750	1627.50	3377.50	135.10
1760	1636.80	3396.80	135.90
1775	1650.80	3425.80	137.00
1790	1664.70	3454.70	138.20
1795	1669.40	3464.40	138.60
1830	1701.90	3531.90	140.00
1850	1720.50	3570.50	140.00
1860	1729.80	3589.80	140.00
1900	1767.00	3667.00	140.00
1910	1776.30	3686.30	140.00
1925	1790.30	3715.30	140.00

1	2	3	4
Rs	Rs	Rs	Rs
1960	1822.80	3782.80	140.00
1970	1832.10	3802.10	140.00
1990	1850.70	3840.70	140.00
2030	1887.90	3917.90	140.00
2040	1897.20	3937.20	140.00
2055	1911.20	3966.20	140.00
2060	1915.80	3975.80	140.00
2070	1925.10	3995.10	140.00
2110	1962.30	4072.30	140.00
2120	1971.60	4091.60	140.00
2150	1999.50	4149.50	140.00
2160	2008.80	4168.80	140.00
2180	2027.40	4207.40	140.00
2230	2073.90	4303.90	140.00
2250	2092.50	4342.50	140.00
2260	2101.80	4361.80	140.00
2310	2148.30	4458.30	140.00
2320	2157.60	4477.60	140.00
2360	2194.80	4554.80	140.00
2390	2222.70	4612.70	140.00
2460	2287.80	4747.80	142.40
2470	2297.10	4767.10	143.00
2550	2368.50	4918.50	147.60
2560	2377.20	4937.20	148.10
2585	2398.90	4983.90	149.50
2630	2438.10	5068.10	152.00
2660	2464.20	5124.20	153.70
2710	2507.70	5217.70	156.50
2760	2550.00	5310.00	159.30
2835	2550.00	5385.00	161.60
2960	2550.00	5510.00	165.30
3000	2550.00	5550.00	166.50
3085	2550.00	5635.00	169.10
3125	2550.00	5675.00	170.30
3210	2550.00	5760.00	172.80

1	2	3	4
Rs	Rs	Rs	Rs
3250	2550.00	5800.00	174.00
3375	2550.00	5925.00	177.80
3500	2550.00	6050.00	180.00

STATEMENT - 'C'

For Officers and Employees in Pay Groups - I, II, III & IV

(Accompaniment to the C.S. No.3 Dated 29/7/87 to the General Order No. 117 (P), Dated 31/3/1986)

Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st January, 1987 to 31st March, 1987 and from 1st April, 1987 onwards.

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Additional Dearness Allowance	
			w.e.f. 1-1-1987 to 31-3-1987	w.e.f. 1-4-1987 onwards (due to rounding off to the next rupee)
1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
190	384.60	574.60	46.00	46.00
195	393.80	588.80	47.10	47.00
200	403.00	603.00	48.20	48.00
205	413.10	618.10	49.40	49.00
210	423.20	633.20	50.70	51.00
215	433.20	648.20	51.90	52.00
220	443.30	663.30	53.10	53.00
230	463.50	693.50	55.50	55.00
240	483.60	723.60	57.90	58.00
245	493.70	738.70	59.10	59.00
250	503.80	753.80	60.30	60.00
255	513.80	768.80	61.50	62.00
260	523.90	783.90	62.70	63.00
265	534.00	799.00	63.90	64.00
270	544.10	814.10	65.10	65.00
275	554.10	829.10	66.30	66.00
285	574.30	859.30	68.70	69.00
290	584.40	874.40	70.00	70.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
295	594.40	889.40	71.20	71.00
300	602.00	902.00	72.20	72.00
305	609.20	914.20	73.10	73.00
310	616.40	926.40	74.10	74.00
315	623.60	938.60	75.10	75.00
320	630.80	950.80	76.10	76.00
325	638.00	963.00	77.00	77.00
335	652.40	987.40	79.00	79.00
340	659.60	999.60	80.00	80.00
345	666.80	1011.80	80.90	81.00
355	681.20	1036.20	82.90	83.00
360	688.40	1048.40	83.90	84.00
363	692.70	1055.70	84.50	84.00
365	695.60	1060.60	84.80	85.00
370	702.80	1072.80	85.80	86.00
371	704.20	1075.20	86.00	86.00
379	715.80	1094.80	87.60	88.00
380	717.20	1097.20	87.80	88.00
385	724.40	1109.40	88.80	89.00
387	727.30	1114.30	89.10	89.00
390	731.60	1121.60	89.70	90.00
395	738.80	1133.80	90.70	91.00
400	746.00	1146.00	91.70	92.00
405	748.10	1153.10	92.20	92.00
410	750.30	1160.30	92.80	93.00
415	752.40	1167.40	93.40	93.00
420	754.50	1174.50	94.00	94.00
425	756.60	1181.60	94.50	95.00
430	758.80	1188.80	95.10	95.00
435	760.90	1195.90	95.70	96.00
440	763.00	1203.00	96.20	96.00
445	765.10	1210.10	96.80	97.00
450	767.30	1217.30	97.40	97.00
455	769.40	1224.40	98.00	98.00
460	771.50	1231.50	98.50	99.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
465	773.60	1238.60	99.10	99.00
470	775.80	1245.80	99.70	100.00
475	777.90	1252.90	100.20	100.00
480	780.00	1260.00	100.80	101.00
485	782.10	1267.10	101.40	101.00
490	784.30	1274.30	101.90	102.00
495	786.40	1281.40	102.50	103.00
500	788.50	1288.50	103.10	103.00
505	790.60	1295.60	103.60	104.00
510	792.80	1302.80	104.20	104.00
515	794.90	1309.90	104.80	105.00
520	797.00	1317.00	105.40	105.00
525	799.10	1324.10	105.90	106.00
530	801.30	1331.30	106.50	107.00
535	805.20	1340.20	107.20	107.00
540	812.70	1352.70	108.20	108.00
545	820.20	1365.20	109.20	109.00
550	827.80	1377.80	110.20	110.00
555	835.30	1390.30	111.20	111.00
560	842.80	1402.80	112.20	112.00
565	850.30	1415.30	113.20	113.00
570	857.90	1427.90	114.20	114.00
575	865.40	1440.40	115.20	115.00
580	872.90	1452.90	116.20	116.00
585	880.40	1465.40	117.20	117.00
590	888.00	1473.00	118.20	118.00
595	895.50	1490.50	119.20	119.00
600	903.00	1503.00	120.20	120.00
605	910.50	1515.50	121.20	121.00
610	918.10	1528.10	122.20	122.00
615	925.60	1540.60	123.20	123.00
620	933.10	1553.10	124.20	124.00
625	940.60	1565.60	125.20	125.00
630	948.20	1578.20	126.30	126.00
635	955.70	1590.70	127.30	127.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
640	963.20	1603.20	128.30	128.00
650	978.30	1628.30	130.30	130.00
655	985.80	1640.80	131.30	131.00
660	993.30	1653.30	132.30	132.00
665	1000.80	1665.80	133.30	133.00
670	1008.40	1678.40	134.30	134.00
675	1015.90	1690.90	135.30	135.00
680	1023.40	1703.40	136.30	136.00
685	1030.90	1715.90	137.30	137.00
690	1038.50	1728.50	138.30	138.00
695	1046.00	1741.00	139.30	139.00
705	1061.00	1766.00	141.30	141.00
710	1068.60	1778.60	142.30	142.00
715	1076.10	1791.60	143.30	143.00
720	1083.60	1803.60	144.30	144.00
725	1091.10	1816.10	145.30	145.00
730	1098.70	1828.70	146.30	146.00
735	1106.20	1841.20	147.30	147.00
740	1113.70	1853.70	148.30	148.00
745	1121.20	1866.20	149.30	149.00
750	1128.80	1878.80	150.30	150.00
760	1143.80	1903.80	152.30	152.00
765	1151.30	1916.30	153.30	153.00
770	1158.90	1928.90	154.30	154.00
775	1166.40	1941.40	155.30	155.00
785	1181.40	1966.40	157.30	157.00
790	1189.00	1979.00	158.30	158.00
795	1196.50	1991.50	159.30	159.00
800	1204.00	2004.00	160.30	160.00
805	1210.90	2015.90	161.30	161.00
810	1217.80	2027.80	162.20	162.00
815	1224.70	2039.70	163.20	163.00
820	1231.60	2051.60	164.10	164.00
825	1238.50	2063.50	165.10	165.00
830	1245.40	2075.40	166.00	166.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
835	1252.30	2087.30	167.00	167.00
840	1259.20	2099.20	167.90	168.00
845	1266.10	2111.10	168.90	169.00
855	1279.90	2134.90	170.80	171.00
860	1286.80	2146.80	171.70	172.00
865	1293.70	2158.70	172.70	173.00
870	1300.60	2170.60	173.60	174.00
875	1307.50	2182.50	174.60	175.00
880	1314.40	2194.40	175.60	176.00
885	1321.30	2206.30	176.50	177.00
890	1328.20	2218.20	177.50	177.00
895	1335.10	2230.10	178.40	178.00
900	1342.00	2242.00	179.40	179.00
905	1347.40	2252.40	180.20	180.00
910	1352.80	2262.80	181.00	181.00
915	1358.20	2273.20	181.90	182.00
920	1363.60	2283.60	182.70	183.00
925	1369.00	2294.00	183.50	184.00
930	1374.40	2304.40	184.40	184.00
935	1379.80	2314.80	185.20	185.00
940	1385.20	2325.20	186.00	186.00
945	1390.60	2335.60	186.80	187.00
950	1396.00	2346.00	187.70	188.00
955	1401.40	2356.40	188.50	189.00
970	1417.60	2387.60	191.00	191.00
975	1423.00	2398.00	191.80	192.00
980	1428.40	2408.40	192.70	193.00
985	1433.80	2418.80	193.50	194.00
990	1439.20	2429.20	194.30	194.00
995	1444.60	2439.60	195.20	195.00
1000	1450.00	2450.00	196.00	196.00
1005	1450.00	2455.00	196.40	196.00
1010	1450.00	2460.00	196.80	197.00
1020	1450.00	2470.00	197.60	198.00
1025	1450.00	2475.00	198.00	198.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
1035	1450.00	2485.00	198.80	199.00
1040	1450.00	2490.00	199.20	199.00
1045	1450.00	2495.00	199.60	200.00
1055	1450.00	2505.00	200.40	200.00
1060	1450.00	2510.00	200.80	201.00
1065	1450.00	2515.00	201.20	201.00
1070	1450.00	2520.00	201.60	202.00
1075	1450.00	2525.00	202.00	202.00
1080	1450.00	2530.00	202.40	202.00
1090	1450.00	2540.00	203.20	203.00
1105	1450.00	2555.00	204.40	204.00
1110	1450.00	2560.00	204.80	205.00
1115	1450.00	2565.00	205.20	205.00
1120	1450.00	2570.00	205.60	206.00
1125	1450.00	2575.00	206.00	260.00
1135	1450.00	2585.00	206.80	207.00
1145	1450.00	2595.00	207.60	208.00
1165	1450.00	2615.00	209.20	209.00
1170	1450.00	2620.00	209.60	210.00
1180	1450.00	2630.00	210.40	210.00
1185	1450.00	2635.00	210.80	211.00
1215	1450.00	2665.00	213.20	213.00
1220	1450.00	2670.00	213.60	214.00
1225	1450.00	2675.00	214.00	214.00
1250	1450.00	2700.00	216.00	216.00
1260	1450.00	2710.00	216.80	217.00
1265	1450.00	2715.00	217.20	217.00
1270	1450.00	2720.00	217.60	218.00
1275	1450.00	2725.00	218.00	218.00
1280	1450.00	2730.00	218.40	218.00
1305	1450.00	2755.00	220.40	220.00
1310	1450.00	2760.00	220.80	221.00
1315	1450.00	2765.00	221.20	221.00
1320	1450.00	2770.00	221.60	222.00
1330	1450.00	2780.00	222.40	222.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
1335	1450.00	2785.00	222.80	223.00
1340	1450.00	2790.00	223.20	223.00
1350	1450.00	2800.00	224.00	224.00
1360	1450.00	2810.00	224.80	225.00
1370	1450.00	2820.00	225.60	226.00
1385	1450.00	2835.00	226.80	227.00
1390	1450.00	2840.00	227.20	227.00
1395	1450.00	2845.00	227.60	228.00
1405	1450.00	2855.00	228.40	228.00
1420	1450.00	2870.00	229.60	230.00
1430	1450.00	2880.00	230.40	230.00
1440	1450.00	2890.00	231.20	231.00
1445	1450.00	2895.00	231.60	232.00
1450	1450.00	2900.00	232.00	232.00
1470	1450.00	2920.00	233.60	234.00
1490	1450.20	2940.00	235.20	235.00
1495	1450.00	2945.00	235.60	236.00
1500	1450.00	2950.00	236.00	236.00
1535	1461.00	2996.00	239.70	240.00
1550	1470.00	3020.00	241.60	242.00
1555	1473.00	3028.00	242.20	242.00
1600	1500.00	3100.00	248.00	248.00
1605	1503.00	3108.00	248.60	249.00
1610	1506.00	3116.00	249.30	249.00
1620	1512.00	3132.00	250.60	251.00
1660	1543.80	3203.80	256.30	256.00
1665	1548.50	3213.50	257.00	257.00
1670	1553.10	3223.10	257.80	258.00
1690	1571.70	3261.70	260.90	261.00
1715	1595.00	3310.00	264.80	265.00
1720	1599.60	3319.60	265.60	266.00
1730	1608.90	3338.90	267.10	267.00
1750	1627.50	3377.50	270.20	270.00
1760	1636.80	3396.80	271.70	272.00
1770	1646.10	3416.10	273.30	273.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
1775	1650.80	3425.80	274.10	274.00
1790	1664.70	3454.70	276.40	276.00
1795	1669.40	3464.40	277.20	277.00
1830	1701.90	3531.90	280.00	280.00
1850	1720.50	3570.50	280.00	280.00
1860	1729.80	3589.80	280.00	280.00
1900	1767.00	3667.00	280.00	280.00
1910	1776.30	3686.30	280.00	280.00
1925	1790.30	3715.30	280.00	280.00
1960	1822.80	3782.80	280.00	280.00
1970	1832.10	3802.10	280.00	280.00
1990	1850.70	3840.70	280.00	280.00
2030	1887.90	3917.90	280.00	280.00
2040	1897.20	3937.20	280.00	280.00
2055	1911.20	3966.20	280.00	280.00
2060	1915.80	3975.80	280.00	280.00
2070	1925.10	3995.10	280.00	280.00
2110	1962.30	4072.30	280.00	280.00
2120	1971.60	4091.60	280.00	280.00
2150	1999.50	4149.50	280.00	280.00
2160	2008.80	4168.80	280.00	280.00
2180	2027.40	4207.40	280.00	280.00
2230	2073.90	4303.90	280.00	280.00
2250	2092.50	4342.50	280.00	280.00
2260	2101.80	4361.80	280.00	280.00
2310	2148.30	4458.30	280.00	280.00
2320	2157.60	4477.60	280.00	280.00
2360	2194.80	4554.80	280.00	280.00
2390	2222.70	4612.70	280.00	280.00
2460	2287.80	4747.80	284.90	285.00
2470	2297.10	4767.10	286.00	286.00
2550	2368.50	4918.50	295.10	295.00
2560	2377.20	4937.20	296.20	296.00
2585	2398.90	4983.90	299.00	299.00
2630	2438.10	5068.10	304.10	304.00

1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
2660	2464.20	5124.20	307.50	307.00
2710	2507.70	5217.70	313.10	313.00
2760	2550.00	5310.00	318.60	319.00
2835	2550.00	5385.00	323.10	323.00
2960	2550.00	5510.00	330.60	331.00
3000	2550.00	5550.00	333.00	333.00
3085	2550.00	5635.00	338.10	338.00
3125	2550.00	5675.00	340.50	341.00
3210	2550.00	5760.00	345.60	346.00
3250	2550.00	5800.00	348.00	348.00
3375	2550.00	5925.00	355.50	356.00
3500	2550.00	6050.00	360.00	360.00

**CORRECTION SLIP No.4 Dated 2-4-1988
(To G.O. 117 Dated 31-3-1986)**

Subject:-Revision of rates of Additional Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1987 onwards.

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon revision of rates of Additional Dearness Allowance to State Government Employees with effect from 1st July, 1987, by the Government of Maharashtra vide Government Resolution, Finance Department No. MBV-1188/21/Service-10, Dated 3rd March, 1988, has accorded approval to revise the rates of additional Dearness Allowance indicated in Column No.5 of the Statement 'C' appended to the Correction Slip No. 3, Dated 29th July, 1987, to the G.O. 117, Dated 31st March, 1986. Accordingly, the revised rates of additional Dearness Allowance payable to M.S.E.B. employees with effect from 1st July, 1987 onwards are as follows :

Period from which revised Additional D.A. is payable.	Pay range (Basic pay as on 1st January, 1986, plus D.A. and Ad-hoc D.A. admissible on that pay as on 1-1-1986)	Rates of Additional D.A. per month.
(1)	(2)	(3)
1st July, 1987 onwards.	(a) Upto Rs.3,500/-	13%
	(b) Rs.3,501/- to Rs.6000/-	9% but minimum Rs.455 per month.
	(c) Above Rs.6,000/-	8% but minimum Rs.540/- per month.

2. While calculating the amount of Additional Dearness Allowance payable with effect from 1st July, 1987 onwards, the total of basic pay as on 1st January, 1986 and the amount of D.A. and Ad-hoc D.A. admissible on that pay as on 1st January, 1986, should be taken into consideration. Any rise or fall in basic pay after 1st January, 1986, should not be taken into consideration for calculation of Additional Dearness Allowance payable from 1st July, 1987 onwards.

3. The Additional Dearness Allowance at the rates as specified in para 1 above is payable in addition to Dearness Allowance (including Ad-hoc D.A.) admissible.

4. The payment on account of Additional Dearness Allowance involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise will be ignored.

5. The amount of Additional Dearness Allowance should be shown as a distinct element in the Salary bill.

6. The additional Dearness Allowance as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance including Ad-hoc Dearness Allowance.

7. In case of employees who have joined the Board's services on or after 1-1-1986, the amount of additional Dearness Allowance should be calculated on the basis of their basic pay on the date of joining the Board's services and Dearness Allowance admissible on that pay as on 1st January, 1986.

8. The revised rates of Additional Dearness Allowance should be paid in cash through the salary bills from April, 1988 onwards. Instructions regarding payment of arrears on account of revised rates of additional Dearness Allowance for 9 months from 1st July, 1987 to 31st March, 1988, will be issued separately after taking into consideration the position of Ways and Means of the Board.

9. These orders shall also apply to Work-charged employees.

10. A Ready Reckoner (Statement - 'A') showing the amount of revised rates of additional Dearness Allowance admissible on basic pay as on 1st January, 1986, in the existing pay-scales, payable from 1st July, 1987 onwards is enclosed.

Encl: Statement - 'A'

Sd/-(R.K.BHARGAVA)
MEMBER (ADMN.)/SECRETARY

STATEMENT - 'A' (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV (Accompaniment to the C.S. No.4 Dated 2-4-1988 to the General Order No. 117 (P) Dated 31/3/1986) Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st July, 1987 onwards.

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Adl. D.A. w.e.f. 1-7-1987 onwards
(1)	(2)	(3)	(4)
Rs.	Rs.	Rs.	Rs.
190	384.60	574.60	75.00
195	393.80	588.80	77.00
200	403.00	603.00	78.00

130....

Bigger type: OPERATIVE & Smaller type: REDUNDANT

GO 117(P)

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
205	413.10	618.10	80.00
210	423.20	633.20	82.00
215	433.20	648.20	84.00
220	443.30	663.30	86.00
230	463.50	693.50	90.00
240	483.60	723.60	94.00
245	493.70	738.70	96.00
250	503.80	753.80	98.00
255	513.80	768.80	100.00
260	523.90	783.90	102.00
265	534.00	799.00	104.00
270	544.10	814.10	106.00
275	554.10	829.10	108.00
285	574.30	859.30	112.00
290	584.40	874.40	114.00
295	594.40	889.40	116.00
300	602.00	902.00	117.00
305	609.20	914.20	119.00
310	616.40	926.40	120.00
315	623.60	938.60	122.00
320	630.80	950.80	124.00
325	638.00	963.00	125.00
335	652.40	987.40	128.00
340	659.60	999.60	130.00
345	666.80	1011.80	132.00
355	681.20	1036.20	135.00
360	688.40	1048.40	136.00
363	692.70	1055.70	137.00
365	695.60	1060.60	138.00
370	702.80	1072.80	139.00
371	704.20	1075.20	140.00
379	715.80	1094.80	142.00
380	717.20	1097.20	143.00
385	724.40	1109.40	144.00
387	727.30	1114.30	145.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
390	731.60	1121.60	146.00
395	738.80	1133.80	147.00
400	740.00	1146.00	149.00
405	748.10	1153.10	150.00
410	750.30	1160.30	151.00
415	752.40	1167.40	152.00
420	754.50	1174.50	153.00
425	756.60	1181.60	154.00
430	758.80	1188.80	155.00
435	760.90	1195.90	155.00
440	763.00	1203.00	156.00
445	765.10	1210.10	157.00
450	767.30	1217.30	158.00
455	769.40	1224.40	159.00
460	771.50	1231.50	160.00
465	773.60	1238.60	161.00
470	775.80	1245.80	162.00
475	777.90	1252.90	163.00
480	780.00	1260.00	164.00
485	782.10	1267.10	165.00
490	784.30	1274.30	166.00
495	786.40	1281.40	167.00
500	788.50	1288.50	168.00
505	790.60	1295.60	168.00
510	792.80	1302.80	169.00
515	794.90	1309.90	170.00
520	797.00	1317.00	171.00
525	799.10	1324.10	172.00
530	801.30	1331.30	173.00
535	805.20	1340.20	174.00
540	812.70	1352.70	176.00
545	820.20	1365.20	177.00
550	827.80	1377.80	179.00
555	835.30	1390.30	181.00
560	842.80	1402.80	182.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
565	850.30	1415.30	184.00
570	857.90	1427.90	186.00
575	865.40	1440.40	187.00
580	872.90	1452.90	189.00
585	880.40	1465.40	191.00
590	888.00	1478.00	192.00
595	895.50	1490.50	194.00
600	903.00	1503.00	195.00
605	910.50	1515.50	197.00
610	918.10	1528.10	199.00
615	925.60	1540.60	200.00
620	933.10	1553.10	202.00
625	940.60	1565.60	204.00
630	948.20	1578.20	205.00
635	955.70	1590.70	207.00
640	963.20	1603.20	208.00
650	978.30	1628.30	212.00
655	985.80	1640.80	213.00
660	993.30	1653.30	215.00
665	1000.80	1665.80	217.00
670	1008.40	1678.40	218.00
675	1015.90	1690.90	220.00
680	1023.40	1703.40	221.00
685	1030.90	1715.90	223.00
690	1038.50	1728.50	225.00
695	1046.00	1741.00	226.00
705	1061.00	1766.00	230.00
710	1068.60	1778.60	231.00
715	1076.10	1791.10	233.00
720	1083.60	1803.60	234.00
725	1091.10	1816.10	236.00
730	1098.70	1828.70	238.00
735	1106.20	1841.20	239.00
740	1113.70	1853.70	241.00
745	1121.20	1866.20	243.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
750	1128.80	1878.80	244.00
760	1143.80	1903.80	247.00
765	1151.30	1916.30	249.00
770	1158.90	1928.90	251.00
775	1166.40	1941.40	252.00
785	1181.40	1966.40	256.00
790	1189.00	1979.00	257.00
795	1196.50	1991.50	259.00
800	1204.00	2004.00	261.00
805	1210.90	2015.90	262.00
810	1217.80	2027.80	264.00
815	1224.70	2039.70	265.00
820	1231.60	2051.60	267.00
825	1238.50	2063.50	268.00
830	1245.40	2075.40	270.00
835	1252.30	2087.30	271.00
840	1259.20	2099.20	273.00
845	1266.10	2111.10	274.00
855	1279.90	2134.90	278.00
860	1286.80	2146.80	279.00
865	1293.70	2158.70	281.00
870	1300.60	2170.60	282.00
875	1307.50	2182.50	284.00
880	1314.40	2194.40	285.00
885	1321.30	2206.30	287.00
890	1328.20	2218.20	288.00
895	1335.10	2230.10	290.00
900	1342.00	2242.00	291.00
905	1347.40	2252.40	293.00
910	1352.80	2262.80	294.00
915	1358.20	2273.20	296.00
920	1363.60	2283.60	297.00
925	1369.00	2294.00	298.00
930	1374.40	2304.40	300.00
935	1379.80	2314.80	301.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
940	1385.20	2325.20	302.00
945	1390.60	2335.60	304.00
950	1396.00	2346.00	305.00
955	1401.40	2356.40	306.00
970	1417.60	2387.60	310.00
975	1423.00	2398.00	312.00
980	1428.40	2408.40	313.00
985	1433.80	2418.80	314.00
990	1439.20	2429.20	316.00
995	1444.60	2439.60	317.00
1000	1450.00	2450.00	319.00
1005	1450.00	2455.00	319.00
1010	1450.00	2460.00	320.00
1020	1450.00	2470.00	321.00
1025	1450.00	2475.00	322.00
1035	1450.00	2485.00	323.00
1040	1450.00	2490.00	324.00
1045	1450.00	2495.00	324.00
1055	1450.00	2505.00	326.00
1060	1450.00	2510.00	326.00
1065	1450.00	2515.00	327.00
1070	1450.00	2520.00	328.00
1075	1450.00	2525.00	328.00
1080	1450.00	2530.00	329.00
1090	1450.00	2540.00	330.00
1105	1450.00	2555.00	332.00
1110	1450.00	2560.00	333.00
1115	1450.00	2565.00	333.00
1120	1450.00	2570.00	334.00
1125	1450.00	2575.00	335.00
1135	1450.00	2585.00	336.00
1145	1450.00	2595.00	337.00
1165	1450.00	2615.00	340.00
1170	1450.00	2620.00	341.00
1180	1450.00	2630.00	342.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
1185	1450.00	2635.00	343.00
1215	1450.00	2665.00	346.00
1220	1450.00	2670.00	347.00
1225	1450.00	2675.00	348.00
1250	1450.00	2700.00	351.00
1260	1450.00	2710.00	352.00
1265	1450.00	2715.00	353.00
1270	1450.00	2720.00	354.00
1275	1450.00	2725.00	354.00
1280	1450.00	2730.00	355.00
1305	1450.00	2755.00	358.00
1310	1450.00	2760.00	359.00
1315	1450.00	2765.00	359.00
1320	1450.00	2770.00	360.00
1330	1450.00	2780.00	361.00
1335	1450.00	2785.00	362.00
1340	1450.00	2790.00	363.00
1350	1450.00	2800.00	364.00
1360	1450.00	2810.00	365.00
1370	1450.00	2820.00	367.00
1385	1450.00	2835.00	369.00
1390	1450.00	2840.00	369.00
1395	1450.00	2845.00	370.00
1405	1450.00	2855.00	371.00
1420	1450.00	2870.00	373.00
1430	1450.00	2880.00	374.00
1440	1450.00	2890.00	376.00
1445	1450.00	2895.00	376.00
1450	1450.00	2900.00	377.00
1470	1450.00	2920.00	380.00
1490	1450.00	2940.00	382.00
1495	1450.00	2945.00	383.00
1500	1450.00	2950.00	384.00
1535	1461.00	2996.00	389.00
1550	1470.00	3020.00	393.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
1555	1473.00	3028.00	394.00
1600	1500.00	3100.00	403.00
1605	1503.00	3108.00	404.00
1610	1506.00	3116.00	405.00
1620	1512.00	3132.00	407.00
1660	1543.80	3203.80	416.00
1665	1548.50	3213.50	418.00
1670	1553.10	3223.10	419.00
1690	1571.70	3261.70	424.00
1715	1595.00	3310.00	430.00
1720	1599.60	3319.60	432.00
1730	1608.90	3338.90	434.00
1750	1627.50	3377.50	439.00
1760	1636.80	3396.80	442.00
1770	1646.10	3416.10	444.00
1775	1650.80	3425.80	445.00
1790	1664.70	3454.70	449.00
1795	1669.40	3464.40	450.00
1830	1701.90	3531.90	455.00
1850	1720.50	3570.50	455.00
1860	1729.80	3589.80	455.00
1900	1767.00	3667.00	455.00
1910	1776.30	3686.30	455.00
1925	1790.30	3715.30	455.00
1960	1822.80	3782.80	455.00
1970	1832.10	3802.10	455.00
1990	1850.70	3840.70	455.00
2030	1887.90	3917.90	455.00
2040	1897.20	3937.20	455.00
2055	1911.20	3966.20	455.00
2060	1915.80	3975.80	455.00
2070	1925.10	3995.10	455.00
2110	1962.30	4072.30	455.00
2120	1971.60	4091.60	455.00
2150	1999.50	4149.50	455.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-7-1987 onwards
2160	2008.80	4168.80	455.00
2180	2027.40	4207.40	455.00
2230	2073.90	4303.90	455.00
2250	2092.50	4342.50	455.00
2260	2101.80	4361.80	455.00
2310	2148.30	4458.30	455.00
2320	2157.60	4477.60	455.00
2360	2194.80	4554.80	455.00
2390	2222.70	4612.70	455.00
2460	2287.80	4747.80	455.00
2470	2297.10	4767.10	455.00
2550	2368.50	4918.50	455.00
2560	2377.20	4937.20	455.00
2585	2398.90	4983.90	455.00
2630	2438.10	5068.10	456.00
2660	2464.20	5124.20	461.00
2710	2507.70	5217.70	470.00
2760	2550.00	5310.00	478.00
2835	2550.00	5385.00	485.00
2960	2550.00	5510.00	496.00
3000	2550.00	5550.00	500.00
3085	2550.00	5635.00	507.00
3125	2550.00	5675.00	511.00
3210	2550.00	5760.00	518.00
3250	2550.00	5800.00	522.00
3375	2550.00	5925.00	533.00
3500	2550.00	6050.00	540.00

NOTE: The rates of revised Additional Dearness Allowance shown in Column No.(4) above are inclusive of earlier Additional Dearness Allowance, granted vide Correction Slip No. 3, dated 29th July, 1987 to the General Order No. 117, Dated 31-3-1986.

**CORRECTION SLIP No.5 Dated 6-8-1988
(To G.O. 117, Dated 31-3-1986)**

Subject:-Revision of rates of Additional Dearness Allowance to M.S.E.B. Employees with effect from 1st January, 1988 onwards.

The Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the instalments of Additional Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 3 instalments of Additional Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, and 1st July, 1987 vide Correction Slip No.3, Dated 29th July, 1987 and the Correction Slip No.4, Dated 2nd April, 1988 to the Genral Order No.117, Dated 31st March, 1986. Since the Government of Maharashtra vide G.R.F.D. No.MBV-1188/360/Service-10, Dated 18th July, 1988 has now declared the 4th instalment of Additional Dearness Allowance to its employees w.e.f. 1st January, 1988 onwards, the Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member, has accorded approval to revise the rates of Additional Dearness Allowance indicated in Column No.5 of the Statement 'A' appended to the Correction Slip No. 4, Dated 2nd April, 1988, to the G.O. 117, Dated 31st March, 1986. Accordingly, the revised rates of Additional Dearness Allowance payable to the employees of the Board with effect from 1st January, 1988 onwards are as follows :

Period from which revised Additional D.A. is payable.	Pay range (Basic pay as on 1st January, 1986, plus D.A. and Ad-hoc D.A. admissible on that pay as on 1-1-1986)	Rate of Additional D.A. per month.(Revised)
(1)	(2)	(3)
1st January, 1988 onwards.	(a) Upto Rs.3,500/-	18%
	(b) Rs.3,501/- to Rs.6000/-	13% but minimum Rs.630/- per month.
	(c) Above Rs.6,000/-	11% but minimum Rs.780/- per month.

2. While calculating the amount of Additional Dearness Allowance payable with effect from 1st January, 1988 onwards, the total of basic pay as on 1st January, 1986 and the amount of D.A. and Ad-hoc D.A. admissible on that pay as on 1st January, 1986, should be taken into consideration. Any rise or fall in basic pay after 1st January, 1986, should not be taken into consideration for calculation of Additional Dearness Allowance payable from 1st January, 1988 onwards.

3. The Additional Dearness Allowance at the rates as specified in para 1 above is payable in addition to Dearness Allowance (including Ad-hoc D.A.) admissible.

4. The payment on account of Additional Dearness Allowance involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

5. The amount of Additional Dearness Allowance should be shown as a distinct element in the Salary bill.

6. The Additional Dearness Allowance as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on Pay and Dearness Allowance including Ad-hoc Dearness Allowance.

7. In case of employees who have joined the Board's services on or after 1-1-1986, the amount of Additional Dearness Allowance should be calculated on the basis of their basic pay on the date of joining the Board's services and Dearness Allowance admissible on that pay as on 1st January, 1986.

8. The Additional Dearness Allowance payable to the employees of the Board at the revised rates as mentioned above should be drawn and paid through the monthly salary bill of August, 1988 onwards. Further the payment of arrears on account of revised rates of Additional Dearness Allowance due from 1st January, 1988 to 31st July, 1988, (i.e. for 7 months) should be drawn and paid to the employees in the second week of September, 1988.

9. In case of the employees who are transferred from one office to another office on or after 1st January, 1988, the arrears on account of revised rates of Additional Dearness Allowance payable to such employees for the period from 1st January, 1988 to till the date of relief from the old office, should also be drawn and paid by the concerned offices, where such employees are presently working.

10. These orders shall also apply to Work-charged employees.

11. A Ready Reckoner (Statement - 'A') showing the amount of revised rates of Additional Dearness Allowance admissible on basic pay as on 1st January, 1986, in the existing pay-scales, payable from 1st January, 1988 onwards is enclosed.

Encl: Statement -'A'(Page 1 to 8)

Sd/-(BHASKAR PATIL)
MEMBER (ADMN.)/SECRETARY

STATEMENT - 'A' : (READY RECKONER)

For Officers and Employees in Pay Groups - I, II, III & IV

(Accompaniment to the C.S. No.5 Dated 6-8-1988 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st January, 1988 onwards.

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
(1)	(2)	(3)	(4)
Rs.	Rs.	Rs.	Rs.
190	384.60	574.60	103.00
195	393.80	588.80	106.00
200	403.00	603.00	109.00
205	413.10	618.10	111.00
210	423.20	633.20	114.00
215	433.20	648.20	117.00
220	443.30	663.30	119.00
230	463.50	693.50	125.00
240	483.60	723.60	130.00
245	493.70	738.70	133.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988
250	503.80	753.80	136.00
255	513.80	768.80	138.00
260	523.90	783.90	141.00
265	534.00	799.00	144.00
270	544.10	814.10	147.00
275	554.10	829.10	149.00
285	574.30	859.30	155.00
290	584.40	874.40	157.00
295	594.40	889.40	160.00
300	602.00	902.00	162.00
305	609.20	914.20	165.00
310	616.40	926.40	167.00
315	623.60	938.60	169.00
320	630.80	950.80	171.00
325	638.00	963.00	173.00
335	652.40	987.40	178.00
340	659.60	999.60	180.00
345	666.80	1011.80	182.00
355	681.20	1036.20	187.00
360	688.40	1048.40	189.00
363	692.70	1055.70	190.00
365	695.60	1060.60	191.00
370	702.80	1072.80	193.00
371	704.20	1075.20	194.00
379	715.80	1094.80	197.00
380	717.20	1097.20	197.00
385	724.40	1109.40	200.00
387	727.30	1114.30	201.00
390	731.60	1121.60	202.00
395	738.80	1133.80	204.00
400	746.00	1146.00	206.00
405	748.10	1153.10	208.00
410	750.30	1160.30	209.00
415	752.40	1167.40	210.00
420	754.50	1174.50	211.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
425	756.60	1181.60	213.00
430	758.80	1188.80	214.00
435	760.90	1195.90	215.00
440	763.00	1203.00	217.00
445	765.10	1210.10	218.00
450	767.30	1217.30	219.00
455	769.40	1224.40	220.00
460	771.50	1231.50	222.00
465	773.60	1238.60	223.00
470	775.80	1245.80	224.00
475	777.90	1252.90	226.00
480	780.00	1260.00	227.00
485	782.10	1267.10	228.00
490	784.30	1274.30	229.00
495	786.40	1281.40	231.00
500	788.50	1288.50	232.00
505	790.60	1295.60	233.00
510	792.80	1302.80	235.00
515	794.90	1309.90	236.00
520	797.00	1317.00	237.00
525	799.10	1324.10	238.00
530	801.30	1331.30	240.00
535	805.20	1340.20	241.00
540	812.70	1352.70	243.00
545	820.20	1365.20	246.00
550	827.80	1377.80	248.00
555	835.30	1390.30	250.00
560	842.80	1402.80	253.00
565	850.30	1415.30	255.00
570	857.90	1427.90	257.00
575	865.40	1440.40	259.00
580	872.90	1452.90	262.00
585	880.40	1465.40	264.00
590	888.00	1478.00	266.00
595	895.50	1490.50	268.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988
600	903.00	1503.00	271.00
605	910.50	1515.50	273.00
610	918.10	1528.10	275.00
615	925.60	1540.60	277.00
620	933.10	1553.10	280.00
625	940.60	1565.60	282.00
630	948.20	1578.20	284.00
635	955.70	1590.70	286.00
640	963.20	1603.20	289.00
650	978.30	1628.30	293.00
655	985.80	1640.80	295.00
660	993.30	1653.30	298.00
665	1000.80	1665.80	300.00
670	1008.40	1678.40	302.00
675	1015.90	1690.90	304.00
680	1023.40	1703.40	307.00
685	1030.90	1715.90	309.00
690	1038.50	1728.50	311.00
695	1046.00	1741.00	313.00
705	1061.00	1766.00	318.00
710	1068.60	1778.60	320.00
715	1076.10	1791.10	322.00
720	1083.60	1803.60	325.00
725	1091.10	1816.10	327.00
730	1098.70	1828.70	329.00
735	1106.20	1841.20	331.00
740	1113.70	1853.70	334.00
745	1121.20	1866.20	336.00
750	1128.80	1878.80	338.00
760	1143.80	1903.80	343.00
765	1151.30	1916.30	345.00
770	1158.90	1928.90	347.00
775	1160.40	1941.40	349.00
785	1181.40	1966.40	354.00
790	1189.00	1979.00	356.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
795	1196.50	1991.50	358.00
800	1204.00	2004.00	361.00
805	1210.90	2015.90	363.00
810	1217.80	2027.80	365.00
815	1224.70	2039.70	367.00
820	1231.60	2051.60	369.00
825	1238.50	2063.50	371.00
830	1245.40	2075.40	374.00
835	1252.30	2087.30	376.00
840	1259.20	2099.20	378.00
845	1266.10	2111.10	380.00
855	1279.90	2134.90	384.00
860	1286.80	2146.80	386.00
865	1293.70	2158.70	389.00
870	1300.60	2170.60	391.00
875	1307.50	2182.50	393.00
880	1314.40	2194.40	395.00
885	1321.30	2206.30	397.00
890	1328.20	2218.20	399.00
895	1335.10	2230.10	401.00
900	1342.00	2242.00	404.00
905	1347.40	2252.40	405.00
910	1352.80	2262.80	407.00
915	1358.20	2273.20	409.00
920	1363.60	2283.60	411.00
925	1369.00	2294.00	413.00
930	1374.40	2304.40	415.00
935	1379.80	2314.80	417.00
940	1385.20	2325.20	419.00
945	1390.60	2335.60	420.00
950	1396.00	2346.00	422.00
955	1401.40	2356.00	424.00
970	1417.60	2387.60	430.00
975	1423.00	2398.00	432.00
980	1428.40	2408.40	434.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
985	1433.80	2418.80	435.00
990	1439.20	2429.20	437.00
995	1444.60	2439.60	439.00
1000	1450.00	2450.00	441.00
1005	1450.00	2455.00	442.00
1010	1450.00	2460.00	443.00
1020	1450.00	2470.00	445.00
1025	1450.00	2475.00	446.00
1035	1450.00	2485.00	447.00
1040	1450.00	2490.00	448.00
1045	1450.00	2495.00	449.00
1055	1450.00	2505.00	451.00
1060	1450.00	2510.00	452.00
1065	1450.00	2515.00	453.00
1070	1450.00	2520.00	454.00
1075	1450.00	2525.00	455.00
1080	1450.00	2530.00	455.00
1090	1450.00	2540.00	457.00
1105	1450.00	2555.00	460.00
1110	1450.00	2560.00	461.00
1115	1450.00	2565.00	462.00
1120	1450.00	2570.00	463.00
1125	1450.00	2575.00	464.00
1135	1450.00	2585.00	465.00
1145	1450.00	2595.00	467.00
1165	1450.00	2615.00	471.00
1170	1450.00	2620.00	472.00
1180	1450.00	2630.00	473.00
1185	1450.00	2635.00	474.00
1215	1450.00	2665.00	480.00
1220	1450.00	2670.00	481.00
1225	1450.00	2675.00	482.00
1250	1450.00	2700.00	486.00
1260	1450.00	2710.00	488.00
1265	1450.00	2715.00	489.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
1270	1450.00	2720.00	490.00
1275	1450.00	2725.00	491.00
1280	1450.00	2730.00	491.00
1305	1450.00	2755.00	496.00
1310	1450.00	2760.00	497.00
1315	1450.00	2765.00	498.00
1320	1450.00	2770.00	499.00
1330	1450.00	2780.00	500.00
1335	1450.00	2785.00	501.00
1340	1450.00	2790.00	502.00
1350	1450.00	2800.00	504.00
1360	1450.00	2810.00	506.00
1370	1450.00	2820.00	508.00
1385	1450.00	2835.00	510.00
1390	1450.00	2840.00	511.00
1395	1450.00	2845.00	512.00
1405	1450.00	2855.00	514.00
1420	1450.00	2870.00	517.00
1430	1450.00	2880.00	518.00
1440	1450.00	2890.00	520.00
1445	1450.00	2895.00	521.00
1450	1450.00	2900.00	522.00
1470	1450.00	2920.00	526.00
1490	1450.00	2940.00	529.00
1495	1450.00	2945.00	530.00
1500	1450.00	2950.00	531.00
1535	1461.00	2996.00	539.00
1550	1470.00	3020.00	544.00
1555	1473.00	3028.00	545.00
1600	1500.00	3100.00	558.00
1605	1503.00	3108.00	559.00
1610	1506.00	3116.00	561.00
1620	1512.00	3132.00	564.00
1660	1543.80	3203.80	577.00
1665	1548.50	3213.50	578.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
1670	1553.10	3223.10	580.00
1690	1571.70	3261.70	587.00
1715	1595.00	3310.00	596.00
1720	1599.60	3319.60	598.00
1730	1608.90	3338.90	601.00
1750	1627.50	3377.50	608.00
1760	1636.80	3396.80	611.00
1770	1646.10	3416.10	615.00
1775	1650.80	3425.80	617.00
1790	1664.70	3454.70	622.00
1795	1669.40	3464.40	624.00
1830	1701.90	3531.90	630.00
1850	1720.50	3570.50	630.00
1860	1729.80	3589.80	630.00
1900	1767.00	3667.00	630.00
1910	1776.30	3686.30	630.00
1925	1790.30	3715.30	630.00
1960	1822.80	3782.80	630.00
1970	1832.10	3802.10	630.00
1990	1850.70	3840.70	630.00
2030	1887.90	3917.90	630.00
2040	1897.20	3937.20	630.00
2055	1911.20	3966.20	630.00
2060	1915.80	3975.80	630.00
2070	1925.10	3995.10	630.00
2110	1962.30	4072.30	630.00
2120	1971.60	4091.60	630.00
2150	1999.50	4149.50	630.00
2160	2008.80	4168.80	630.00
2180	2027.40	4207.40	630.00
2230	2073.90	4303.90	630.00
2250	2092.50	4342.50	630.00
2260	2101.80	4361.80	630.00
2310	2148.30	4458.30	630.00
2320	2157.60	4477.60	630.00

Basic Pay as on 1.1.86	D.A. (including Ad hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1-1-1988 .
2360	2194.80	4554.80	630.00
2390	2222.70	4612.70	630.00
2460	2287.80	4747.80	630.00
2470	2297.10	4767.10	630.00
2550	2368.50	4918.50	639.00
2560	2377.20	4937.20	642.00
2585	2398.90	4983.90	648.00
2630	2438.10	5068.10	659.00
2660	2464.20	5124.20	666.00
2710	2507.70	5217.70	678.00
2760	2550.00	5310.00	690.00
2835	2550.00	5385.00	700.00
2960	2550.00	5510.00	716.00
3000	2550.00	5550.00	722.00
3085	2550.00	5635.00	733.00
3125	2550.00	5675.00	738.00
3210	2550.00	5760.00	749.00
3250	2550.00	5800.00	754.00
3375	2550.00	5925.00	770.00
3500	2550.00	6050.00	780.00

Note :- The rates of revised Additional Dearness Allowance shown in Column No.(4) above, are inclusive of earlier Additional Dearness Allowance, granted vide Correction Slip No.4, dated 2nd April, 1988 to the General Order No.117, dated 31-3-1986.

सुधारपत्र क्रमांक ६ दिनांक ८ डिसेंबर १९८८
(सर्वसाधारण आदेश क्र. ११७ दि. ३१ मार्च १९८६ करिता)

विषय : म. रा. वि. मंडळ कर्मचारी यांना नवीन सुत्रानुसार दिनांक १ जुलै १९८८ पासून सुधारित दराने अतिरिक्त महागाई भत्ता देणे.

संदर्भ : १) सुधारपत्र क्र. ३ दि. २९.७.१९८७ (२) सुधारपत्र क्र. ४ दि. २.४. १९८८
३) सुधारपत्र क्र. ५ दि. ६.८.१९८८

महाराष्ट्र शासनाने नवीन सुत्रानुसार दि. १ जुलै १९८६, १ जानेवारी १९८७, १ जुलै १९८७ व १ जानेवारी १९८८ पासून शासकीय कर्मचाऱ्यांना अतिरिक्त महागाई भत्ता मंजूर केला. महाराष्ट्र राज्य विद्युत मंडळाच्या कर्मचाऱ्यांना अतिरिक्त महागाई भत्ता देण्याच्या बाबतीत महाराष्ट्र शासनाचे सूत्र महाराष्ट्र राज्य विद्युत मंडळ अनुसरित असल्यामुळे मंडळाचा ठराव क्र. ६६० दि. १८.७.१९८७ नुसार अधिकार प्रदान केल्यामुळे, अध्यक्षानी सदस्य (प्रशासन)/सचिव, तांत्रिक सदस्य व लेखा सदस्य यांच्याशी

विचार विनिमय करून नवीन सूत्रानुसार अतिरिक्त महागाई भत्ता दिनांक १ जुलै १९८६, १ जानेवारी १९८७, १ जुलै १९८७ व १ जानेवारी १९८८ पासून मंडळाच्या कर्मचाऱ्यांना सुधारपत्र क्र. ३ दिनांक २९-७-१९८७, सुधारपत्र क्र. ४ दिनांक २४.१९८८ व सुधारपत्र क्र. ५ दिनांक ६-८-८८ नुसार मंजूर केला आहे.

महाराष्ट्र शासनाने त्यांच्या शासन निर्णय क्र. शा. नि. वित्त विभाग मभवा -११८८/५९३/सेवा -१० दिनांक २७ ऑक्टोबर १९८८ अन्वये नवीन सूत्रानुसार दिनांक १ जुलै १९८८ पासून शासकीय कर्मचाऱ्यांना सुधारित दराने अतिरिक्त महागाई भत्ता मंजूर केला आहे. या निर्णयाचा विचार करून आणि मंडळाने प्रदान केलेल्या अधिकारानुसार अध्यक्षानी, सदस्य (प्रशासन)/सचिव, तांत्रिक सदस्य व लेखा सदस्य यांच्याशी विचार विनिमय करून आसा आदेश दिला आहे की, मंडळाच्या कर्मचाऱ्यांना दि. १ जुलै १९८८ पासून खालील तक्त्यामध्ये दर्शविलेल्या सुधारित दराने अतिरिक्त महागाई भत्ता मंजूर करण्यात यावा.

देय कालावधी :- दि. १ जानेवारी १९८६ चे मूळ वेतन व त्यावर त्या दरमहा अतिरिक्त महागाई भत्याचा सुधारित तारखेस अनुज्ञेय असलेला महागाई भत्ता व तदर्थ दर. महागाई भत्ता मिळून होणारी एकूण रक्कम.

दि. १ जुलै	(एक) रु. ३,५०० पर्यंत	२३ टक्के
१९८८ पासून पुढे	(दोन) रु ३,५०१ ते ६,००० पर्यंत	१७ टक्के परंतु दरमहा कमीत कमी रु ८०५
	(तीन) रु ६,००० हून अधिक	१५ टक्के परंतु दरमहा कमीत कमी रु १०२०.

२/- "अतिरिक्त महागाई भत्याची" रक्कम परिगणित करतांना दिनांक १ जानेवारी १९८६ रोजी असलेले मूळ वेतन व त्या वेतनावर त्या तारखेस अनुज्ञेय असलेला महागाई भत्ता व तदर्थ महागाई भत्ता या रकमांचा समावेश राहिल. दिनांक १ जानेवारी १९८६ नंतर होणारी वेतनामधील वाढ किंवा घट विचारात घेतली जाऊ नये.

३/- परिच्छेद १ मध्ये नमूद केलेला "सुधारीत अतिरिक्त महागाई भत्ता" हा अनुज्ञेय असलेला महागाई भत्ता व तदर्थ महागाई भत्यासह देय आहे.

४/- "अतिरिक्त महागाई भत्याची" रक्कम परिगणित करतांना ५० पैसे किंवा त्याहून अधिक पैशात येणारी रक्कम पुढच्या रुपयाशी पूर्णांकित करण्यात यावी व ५० पैशाहूनकमी असलेली रक्कम दूर्लक्षित करण्यात यावी.

५/- "अतिरिक्त महागाई भत्ता" हा वेतन देयकामध्ये वेगळा घटक म्हणून दाखविण्यात यावा.

६/- ह्या सुधारपत्रामुळे मिळणारा "अतिरिक्त महागाई भत्ता" हा उपदान, अतिकालिक, सर्वसाधारण आदेश क्र. ५९ दि. २७-६-७० च्या तरतुदी नुसार रजेचे रोखीत रुपांतर करतांना, सेवा विनियम क्र. ३९ (क) आणि सर्व साधारण आदेश ११४ दिनांक २३-८-१९८२ याबाबत रक्कम देताना विचारात घ्यावा. ज्या वेतनावर अतिरिक्त महागाई भत्ता व महागाई भत्ता अवलंबून आहे अशी रक्कम देताना/वसूल करतांनाही विचारात घ्यावा.

७/- जे कर्मचारी दिनांक १-१-१९८६ व त्यानंतर मंडळाच्या सेवेत नवीन नेमणूकावर रुजू झाले त्यांची अतिरिक्त महागाई भत्याची रक्कम परिगणित करतांना त्यांचे मूळ वेतन व त्या मूळ वेतनावर दि. १-१-१९८६ रोजी अनुज्ञेय असलेला महागाई भत्ता (तदर्थ महागाई भत्यासह) मिळून होणारी एकूण रक्कम विचारात घेण्यात यावी.

८/- उपरोक्त दर्शविलेल्या सुधारित दरानुसार देय असलेला अतिरिक्त महागाई भत्ता डिसेंबर माहे १९८८ च्या मासिक वेतन देयकामध्ये काढावा. परंतु या आदेशामुळे दिनांक १ जुलै १९८८ ते ३० नोव्हेंबर १९८८ (५ महिने) पर्यंतची अतिरिक्त महागाई भत्याची थकबाकीची रक्कम संबंधीत कर्मचाऱ्यांना जानेवारी १९८९ च्या दुसऱ्या आवड्यात देण्यात यावी.

९/- १ जुलै १९८८ नंतर एखादा कर्मचारी एका कार्यालयातून दुसऱ्या कार्यालयात बदलला असल्यास दिनांक १ जुलै १९८८ पासून ते त्या कार्यालयातून कार्यमुक्ती करेपर्यंतच्या कालावधीमधील सुधारित दराने मिळणारी अतिरिक्त महागाई भत्याची थकबाकीची रक्कम ज्या कार्यालयात काम करीत आहे त्या कार्यालयाने काढावी.

१०/- मंडळातील कार्यव्ययी कर्मचार्यांना हा आदेश लागू आहे.

११/- विद्यमान वेतनश्रेणीमधील वेतनाच्या निरनिराळ्या रकमांवर दिनांक १ जुलै १९८८ पासून अनुज्ञेय असलेला "अतिरिक्त महागाई भत्ता" सोबत जोडलेल्या शीघ्रगणकांमध्ये (यादी "क") दर्शविला आहे.

सोबत : यादी "क" (शिघ्रगणव)
(पान क्र. १ ते ८)

सही/- (भास्कर पाटील)
सदस्य (प्रशासन)/सचिव

STATEMENT - 'A' : (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV
(Accompaniment to the C.S. No.6 Dated 8-12-1988 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st July, 1988 onwards.

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
(1)	(2)	(3)	(4)
Rs.	Rs.	Rs.	Rs.
190	384.60	574.60	132.00
195	393.80	588.80	135.00
200	403.00	603.00	139.00
205	413.10	618.10	142.00
210	423.20	633.20	146.00
215	433.20	648.20	149.00
220	443.30	663.30	153.00
230	463.50	693.50	160.00
240	483.60	723.60	166.00
245	493.70	738.70	170.00
250	503.80	753.80	173.00
255	513.80	768.80	177.00
260	523.90	783.90	180.00
265	534.00	799.00	184.00
270	544.10	814.10	187.00
275	554.10	829.10	191.00
285	574.30	859.30	198.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
290	584.40	874.40	201.00
295	594.40	889.40	205.00
300	602.00	902.00	207.00
305	609.20	914.20	210.00
310	616.40	926.40	213.00
315	623.60	938.60	216.00
320	630.80	950.80	219.00
325	638.00	963.00	221.00
335	652.40	987.40	227.00
340	659.60	999.60	230.00
345	666.80	1011.80	233.00
355	681.20	1036.20	238.00
360	688.40	1048.40	241.00
363	692.70	1055.70	243.00
365	695.60	1060.60	244.00
370	702.80	1072.80	247.00
371	704.20	1075.20	247.00
379	715.80	1094.80	252.00
380	717.20	1097.20	252.00
385	724.40	1109.40	255.00
387	727.30	1114.30	256.00
390	731.60	1121.60	258.00
395	738.80	1133.80	261.00
400	746.00	1146.00	264.00
405	748.10	1153.10	265.00
410	750.30	1160.30	267.00
415	752.40	1167.40	269.00
420	754.50	1174.50	270.00
425	756.60	1181.60	272.00
430	758.80	1188.80	273.00
435	760.90	1195.90	275.00
440	763.00	1203.00	277.00
445	765.00	1210.10	278.00
450	767.30	1217.30	280.00
455	769.40	1224.40	282.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
460	771.50	1231.50	283.00
465	773.60	1238.60	285.00
470	775.00	1245.80	287.00
475	777.90	1252.90	288.00
480	780.00	1260.00	290.00
485	782.10	1267.10	291.00
490	784.30	1274.30	293.00
495	786.40	1281.40	295.00
500	788.50	1288.50	296.00
505	790.60	1296.60	298.00
510	792.80	1302.80	300.00
515	794.90	1309.90	301.00
520	797.00	1317.00	303.00
525	799.10	1324.10	305.00
530	801.30	1331.30	306.00
535	805.20	1340.20	308.00
540	812.70	1352.70	311.00
545	820.20	1365.20	314.00
550	827.80	1377.80	317.00
555	835.30	1390.30	320.00
560	842.80	1402.80	323.00
565	850.30	1415.30	326.00
570	857.90	1427.90	328.00
575	865.40	1440.40	331.00
580	872.90	1452.90	331.00
585	880.40	1465.40	331.00
590	888.00	1478.00	340.00
595	895.50	1490.50	343.00
600	903.00	1503.00	346.00
605	910.50	1515.50	349.00
610	918.10	1528.10	351.00
615	925.60	1540.60	354.00
620	933.10	1553.10	357.00
625	940.60	1565.60	360.00
630	948.20	1578.20	363.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
635	955.70	1590.70	366.00
640	963.20	1603.20	369.00
650	978.30	1628.30	375.00
655	985.80	1640.80	377.00
660	993.30	1653.30	380.00
665	1000.80	1665.80	383.00
670	1008.40	1678.40	386.00
675	1015.90	1690.90	389.00
680	1023.40	1703.40	392.00
685	1030.90	1715.90	395.00
690	1038.50	1728.50	398.00
695	1046.00	1741.00	400.00
705	1061.00	1766.00	406.00
710	1068.60	1778.60	409.00
715	1076.10	1791.10	412.00
720	1083.60	1803.60	415.00
725	1091.10	1816.10	418.00
730	1098.70	1828.70	421.00
735	1106.20	1841.20	423.00
740	1113.70	1853.70	426.00
745	1121.20	1866.20	429.00
750	1128.80	1878.80	432.00
760	1143.80	1903.80	438.00
765	1151.30	1916.30	441.00
770	1158.90	1928.90	444.00
775	1166.40	1941.40	447.00
785	1181.40	1966.40	452.00
790	1189.00	1979.00	455.00
795	1196.50	1991.50	458.00
800	1204.00	2004.00	461.00
805	1210.90	2015.90	464.00
810	1217.80	2027.80	466.00
815	1224.70	2039.70	469.00
820	1231.60	2051.60	472.00
825	1238.50	2063.50	475.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
830	1245.40	2075.40	477.00
835	1252.30	2087.30	480.00
840	1259.20	2099.20	483.00
845	1266.10	2111.10	486.00
855	1279.90	2134.90	491.00
860	1286.80	2146.80	494.00
865	1293.70	2158.70	497.00
870	1300.60	2170.60	499.00
875	1307.50	2182.50	502.00
880	1314.40	2194.40	505.00
885	1321.30	2206.30	507.00
890	1328.20	2218.20	510.00
895	1335.10	2230.10	513.00
900	1342.00	2242.00	516.00
905	1347.40	2252.40	518.00
910	1352.80	2262.80	520.00
915	1358.20	2273.20	523.00
920	1363.60	2283.60	525.00
925	1369.00	2294.00	528.00
930	1374.40	2304.40	530.00
935	1379.80	2314.80	532.00
940	1385.20	2325.20	535.00
945	1390.60	2335.60	537.00
950	1396.00	2346.00	540.00
955	1401.40	2356.40	542.00
970	1417.60	2387.60	549.00
975	1423.00	2398.00	552.00
980	1428.40	2408.40	554.00
985	1433.80	2418.80	556.00
990	1439.20	2429.20	559.00
995	1444.60	2439.60	561.00
1000	1450.00	2450.00	564.00
1005	1450.00	2455.00	565.00
1010	1450.00	2460.00	566.00
1020	1450.00	2470.00	568.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
1025	1450.00	2475.00	569.00
1035	1450.00	2485.00	572.00
1040	1450.00	2490.00	573.00
1045	1450.00	2495.00	574.00
1055	1450.00	2505.00	576.00
1060	1450.00	2510.00	577.00
1065	1450.00	2515.00	578.00
1070	1450.00	2520.00	580.00
1075	1450.00	2525.00	581.00
1080	1450.00	2530.00	582.00
1090	1450.00	2540.00	584.00
1105	1450.00	2555.00	588.00
1110	1450.00	2560.00	589.00
1115	1450.00	2565.00	590.00
1120	1450.00	2570.00	591.00
1125	1450.00	2575.00	592.00
1135	1450.00	2585.00	595.00
1145	1450.00	2595.00	597.00
1165	1450.00	2615.00	601.00
1170	1450.00	2620.00	603.00
1180	1450.00	2630.00	605.00
1185	1450.00	2635.00	606.00
1215	1450.00	2665.00	613.00
1220	1450.00	2670.00	614.00
1225	1450.00	2675.00	615.00
1250	1450.00	2700.00	621.00
1260	1450.00	2710.00	623.00
1265	1450.00	2715.00	624.00
1270	1450.00	2720.00	626.00
1275	1450.00	2725.00	627.00
1280	1450.00	2730.00	628.00
1305	1450.00	2755.00	634.00
1310	1450.00	2760.00	635.00
1315	1450.00	2765.00	636.00
1320	1450.00	2770.00	637.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
1330	1450.00	2780.00	639.00
1335	1450.00	2785.00	641.00
1340	1450.00	2790.00	642.00
1350	1450.00	2800.00	644.00
1360	1450.00	2810.00	646.00
1370	1450.00	2820.00	649.00
1385	1450.00	2835.00	652.00
1390	1450.00	2840.00	653.00
1395	1450.00	2845.00	654.00
1405	1450.00	2855.00	657.00
1420	1450.00	2870.00	660.00
1430	1450.00	2880.00	662.00
1440	1450.00	2890.00	665.00
1445	1450.00	2895.00	666.00
1450	1450.00	2900.00	667.00
1470	1450.00	2920.00	672.00
1490	1450.00	2940.00	676.00
1495	1450.00	2945.00	677.00
1500	1450.00	2950.00	679.00
1535	1461.00	2996.00	689.00
1550	1470.00	3020.00	695.00
1555	1473.00	3028.00	696.00
1600	1500.00	3100.00	713.00
1605	1503.00	3108.00	715.00
1610	1506.00	3116.00	717.00
1620	1512.00	3132.00	720.00
1660	1543.80	3203.80	737.00
1665	1548.50	3213.50	739.00
1670	1553.10	3223.10	741.00
1690	1571.70	3261.70	750.00
1715	1595.00	3310.00	761.00
1720	1599.60	3319.60	764.00
1730	1608.90	3338.90	768.00
1750	1627.50	3377.50	777.00
1760	1636.80	3396.80	781.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
1770	1646.10	3416.10	786.00
1775	1650.80	3425.80	788.00
1790	1664.70	3454.70	795.00
1795	1669.40	3464.40	797.00
1830	1701.90	3531.90	805.00
1850	1720.50	3570.50	805.00
1860	1729.80	3589.80	805.00
1900	1767.00	3667.00	805.00
1910	1776.30	3686.30	805.00
1925	1790.30	3715.30	805.00
1960	1822.80	3782.80	805.00
1970	1832.10	3802.10	805.00
1990	1850.70	3840.70	805.00
2030	1887.90	3917.90	805.00
2040	1897.20	3937.20	805.00
2055	1911.20	3966.20	805.00
2060	1915.80	3975.80	805.00
2070	1925.10	3995.10	805.00
2110	1962.30	4072.30	805.00
2120	1971.60	4091.60	805.00
2150	1999.50	4149.50	805.00
2160	2008.80	4168.80	805.00
2180	2027.40	4207.40	805.00
2230	2073.90	4303.90	805.00
2250	2092.50	4342.50	805.00
2260	2101.80	4361.80	805.00
2310	2148.30	4458.30	805.00
2320	2157.60	4477.60	805.00
2360	2194.80	4554.80	805.00
2390	2222.70	4612.70	805.00
2460	2287.80	4747.80	807.00
2470	2297.10	4767.10	810.00
2550	2368.50	4918.50	836.00
2560	2377.20	4937.20	839.00
2585	2398.90	4983.90	847.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Additional D.A. w.e.f. 1.7.88 onwards.
2630	2438.10	5068.10	862.00
2660	2464.20	5124.20	871.00
2710	2507.70	5217.70	887.00
2760	2550.00	5310.00	903.00
2835	2550.00	5385.00	915.00
2960	2550.00	5510.00	937.00
3000	2550.00	5550.00	944.00
3085	2550.00	5635.00	958.00
3125	2550.00	5675.00	965.00
3210	2550.00	5760.00	979.00
3250	2550.00	5800.00	986.00
3375	2550.00	5925.00	1007.00
3500	2550.00	6050.00	1020.00

NOTE: The rates of revised Additional Dearness Allowance shown in Column No. (4) above are inclusive of earlier Additional Dearness Allowance, granted vide Correction Slip No. 5, Dated 6th August, 1988 to the General Order No. 117, Dated 31-3-1986.

**CORRECTION SLIP No.7 DATED 4-8-1989
(To G.O. 117, Dated 31-3-1986)**

Subject:-Revision of rates of Additional Dearness Allowance to M.S.E.B. Employees with effect from 1st January, 1989 onwards.

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the instalments of Additional Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 5 instalments of Additional Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, 1st July, 1987, 1st January, 1988 and 1st July, 1988, vide Correction Slip No.3, Dated 29th July, 1987, the Correction Slip No.4, Dated 2nd April, 1988, Correction Slip No.5, Dated 6-8-1988 and Correction Slip No.6, Dated 8-12-1988 to the General Order No.117, Dated 31st March, 1986. Since the Government of Maharashtra vide G.R.F.D. No. MBV-1189/90/Service-10 Dated 12th July, 1989 has now declared one more instalment of increase in Dearness Allowance to its employees with effect from 1st January, 1989 onwards, the Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, has accorded approval to revise the rates of Additional Dearness Allowance indicated in Column No.4 of the Statement 'A' appended to the Correction Slip No. 6, Dated 8-12-1988, to the G.O. 117, Dated 31st March, 1986. Accordingly, the revised rates of Additional Dearness Allowance payable to the employees of the Board with effect from 1st January, 1989 onwards are as follows :

Period from which revised Additional D.A. is payable.	Pay range (Basic pay as on 1st January, 1986, plus D.A. and Ad-hoc D.A. admissible on that pay as on 1-1-1986)	Rate of Additional D.A. per month.(Revised)
(1)	(2)	(3)
1st January, 1989 onwards.	(a) Upto Rs.3,500/-	29%
	(b) Rs.3,501/- to Rs.6000/-	22% but minimum Rs.1015/- per month.
	(c) Above Rs.6,000/-	19% but minimum Rs.1320/- per month.

2. While calculating the amount of Additional Dearness Allowance payable with effect from 1st January, 1989 onwards, the total of basic pay as on 1st January, 1986 and the amount of D.A. and Ad-hoc D.A. admissible on that pay as on 1st January, 1986, should be taken into consideration. Any rise or fall in basic pay after 1st January, 1986, should not be taken into consideration for calculation of Additional Dearness Allowance payable from 1st January, 1989 onwards.

3. The Additional Dearness Allowance at the revised rates as specified in para 1 above is payable in addition to Dearness Allowance (including Ad-hoc D.A.) admissible.

4. The payment on account of Additional Dearness Allowance involving fraction of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

5. The amount of Additional Dearness Allowance should be shown as a distinct element in the Salary bill.

6. The Additional Dearness Allowance as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance including Ad-hoc Dearness Allowance.

7. In case of employees who have joined the Board's services on or after 1-1-1986, the amount of Additional Dearness Allowance should be calculated on the basis of their basic pay on the date of joining the Board's services and Dearness Allowance admissible on that pay as on 1st January, 1986.

8. The Additional Dearness Allowance payable to the employees of the Board at the revised rates as mentioned above should be drawn and paid through the monthly salary bill of August, 1989 onwards. Further, the payment of arrears on account of revised rates of Additional Dearness Allowance due from 1st January, 1989 to 31st July, 1989, (i.e. for 7 months) should be drawn and paid to the employees by the end of August, 1989. The amount of Dearness Allowance being paid at present (after 1-1-1986) is subject to adjustment against the arrears on account of revision of pay-scales if and when done.

9. In case of the employees who are transferred from one office to another office on or after 1st January, 1989, the arrears on account of revised rates of Additional Dearness Allowance payable to such employees for the period from 1st January, 1989 to till the date of relief from the old office, should also be drawn and paid by the concerned offices, where such employees are presently working.

10. These orders shall also apply to Work-charged employees.

11. A Ready Reckoner (Statement - 'A') showing the amount of revised rates of Additional Dearness Allowance admissible on basic pay as on 1st January, 1986, in the existing pay-scales, payable from 1st January, 1989 onwards is enclosed.

Encl: Statement-'A' (Page 1 to 8)

Sd/- (GIREESH B. PRADHAN)
Member (Adm.) / Secretary

STATEMENT - 'A' : (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV
(Accompaniment to the C.S. No.7 Dated 4-8-1989 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st January, 1989 onwards:

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan. 1989
(1)	(2)	(3)	(4)
Rs.	Rs.	Rs.	Rs.
190	384.60	574.60	167.00
195	393.80	588.80	171.00
200	403.00	603.00	175.00
205	413.10	618.10	179.00
210	423.20	633.20	184.00
215	433.20	648.20	188.00
220	443.30	663.30	192.00
230	463.50	693.50	201.00
240	483.60	723.60	210.00
245	493.70	738.70	214.00
250	503.80	753.80	219.00
255	513.80	768.80	223.00
260	523.90	783.90	227.00
265	534.00	799.00	232.00
270	544.10	814.10	236.00
275	554.10	829.10	240.00
285	574.30	854.30	249.00
290	584.40	874.40	254.00
295	594.40	889.40	258.00
300	602.00	902.00	262.00
305	609.20	914.20	265.00
310	616.40	926.40	269.00
315	623.60	938.60	272.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan.1989
320	630.80	950.80	276.00
325	638.00	963.00	279.00
335	652.40	987.40	286.00
340	659.60	999.60	290.00
345	666.80	1011.80	293.00
355	681.20	1036.20	300.00
360	688.40	1048.40	304.00
363	692.70	1055.70	306.00
365	695.60	1060.60	308.00
370	702.80	1072.80	311.00
371	704.20	1075.20	312.00
379	715.80	1094.80	317.00
380	717.20	1097.20	318.00
385	724.40	1109.40	322.00
387	727.30	1114.30	323.00
390	731.60	1121.60	325.00
395	738.80	1133.80	329.00
400	740.00	1146.00	332.00
405	748.10	1153.10	334.00
410	750.30	1160.30	336.00
415	752.40	1167.40	339.00
420	754.50	1174.50	341.00
425	756.60	1181.60	343.00
430	758.80	1188.80	345.00
435	760.90	1195.90	347.00
440	763.00	1203.00	349.00
445	765.10	1210.10	351.00
450	767.30	1217.30	353.00
455	769.40	1224.40	355.00
460	771.50	1231.50	357.00
465	773.60	1238.60	359.00
470	775.00	1245.80	361.00
475	777.90	1252.90	363.00
480	780.00	1260.00	365.00
485	782.10	1267.10	367.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan.1989
490	784.30	1274.30	370.00
495	786.40	1281.40	372.00
500	788.50	1288.50	374.00
505	790.60	1295.60	376.00
510	792.80	1302.80	378.00
515	794.90	1309.90	380.00
520	797.00	1317.00	382.00
525	799.10	1324.10	384.00
530	801.30	1331.30	386.00
535	805.20	1340.20	389.00
540	812.70	1352.70	392.00
545	820.20	1365.20	396.00
550	827.80	1377.80	400.00
555	835.30	1390.30	403.00
560	842.80	1402.80	407.00
565	850.30	1415.30	410.00
570	857.90	1427.90	414.00
575	865.40	1440.40	418.00
580	872.90	1452.90	421.00
585	880.40	1465.40	425.00
590	888.00	1478.00	429.00
595	895.50	1490.50	432.00
600	903.00	1503.00	436.00
605	910.50	1515.50	439.00
610	918.10	1528.10	443.00
615	925.60	1540.60	447.00
620	933.10	1553.10	450.00
625	940.60	1565.60	454.00
630	948.20	1578.20	458.00
635	955.70	1590.70	461.00
640	963.20	1603.20	465.00
650	978.30	1628.30	472.00
655	985.80	1640.80	476.00
660	993.30	1653.30	479.00
665	1000.80	1665.80	483.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan.1989
670	1008.40	1678.40	487.00
675	1015.90	1690.90	490.00
680	1023.40	1703.40	494.00
685	1030.90	1715.90	498.00
690	1038.50	1728.50	501.00
695	1046.00	1741.00	505.00
705	1061.00	1766.00	512.00
710	1068.60	1778.60	516.00
715	1076.10	1791.10	519.00
720	1083.60	1803.60	523.00
725	1091.10	1816.10	527.00
730	1098.70	1828.70	530.00
735	1106.20	1841.20	534.00
740	1113.70	1853.70	538.00
745	1121.20	1866.20	541.00
750	1128.80	1878.80	545.00
760	1143.80	1903.80	552.00
765	1151.30	1916.30	556.00
770	1158.90	1928.90	559.00
775	1160.40	1941.40	563.00
785	1181.40	1966.40	570.00
790	1189.00	1979.00	574.00
795	1196.50	1991.50	578.00
800	1204.00	2004.00	581.00
805	1210.90	2015.90	585.00
810	1217.80	2027.80	586.00
815	1224.70	2039.70	592.00
820	1231.60	2051.60	595.00
825	1238.50	2063.50	598.00
830	1245.40	2075.40	602.00
835	1252.30	2087.30	605.00
840	1259.20	2099.20	609.00
845	1266.10	2111.10	612.00
855	1279.90	2134.90	619.00
860	1286.80	2146.80	623.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan.1989
865	1293.70	2158.70	626.00
870	1300.60	2170.60	629.00
875	1307.50	2182.50	633.00
880	1314.40	2194.40	636.00
885	1321.30	2206.30	640.00
890	1328.20	2218.20	643.00
895	1335.10	2230.10	647.00
900	1342.00	2242.00	650.00
905	1347.40	2252.40	653.00
910	1352.80	2262.80	656.00
915	1358.20	2273.20	659.00
920	1363.60	2283.60	662.00
925	1369.00	2294.00	665.00
930	1374.40	2304.40	668.00
935	1379.80	2314.80	671.00
940	1385.20	2325.20	674.00
945	1390.60	2335.60	677.00
950	1396.00	2346.00	680.00
955	1401.40	2356.00	683.00
970	1417.60	2387.60	692.00
975	1423.00	2398.00	695.00
980	1428.40	2408.40	698.00
985	1433.80	2418.80	701.00
990	1439.20	2429.20	704.00
995	1444.60	2439.60	707.00
1000	1450.00	2450.00	711.00
1005	1450.00	2455.00	712.00
1010	1450.00	2460.00	713.00
1020	1450.00	2470.00	716.00
1025	1450.00	2475.00	718.00
1035	1450.00	2485.00	721.00
1040	1450.00	2490.00	722.00
1045	1450.00	2495.00	724.00
1055	1450.00	2505.00	726.00
1060	1450.00	2510.00	728.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan. 1989
1065	1450.00	2515.00	729.00
1070	1450.00	2520.00	731.00
1075	1450.00	2525.00	732.00
1080	1450.00	2530.00	734.00
1090	1450.00	2540.00	737.00
1105	1450.00	2555.00	741.00
1110	1450.00	2560.00	742.00
1115	1450.00	2565.00	744.00
1120	1450.00	2570.00	745.00
1125	1450.00	2575.00	747.00
1135	1450.00	2585.00	750.00
1145	1450.00	2595.00	753.00
1165	1450.00	2615.00	758.00
1170	1450.00	2620.00	760.00
1180	1450.00	2630.00	763.00
1185	1450.00	2635.00	764.00
1215	1450.00	2665.00	773.00
1220	1450.00	2670.00	774.00
1225	1450.00	2675.00	776.00
1250	1450.00	2700.00	783.00
1260	1450.00	2710.00	786.00
1265	1450.00	2715.00	787.00
1270	1450.00	2720.00	789.00
1275	1450.00	2725.00	790.00
1280	1450.00	2730.00	792.00
1305	1450.00	2755.00	799.00
1310	1450.00	2760.00	800.00
1315	1450.00	2765.00	802.00
1320	1450.00	2770.00	803.00
1330	1450.00	2780.00	806.00
1335	1450.00	2785.00	808.00
1340	1450.00	2790.00	809.00
1350	1450.00	2800.00	812.00
1360	1450.00	2810.00	815.00
1370	1450.00	2820.00	818.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan.1989
1385	1450.00	2835.00	822.00
1390	1450.00	2840.00	824.00
1395	1450.00	2845.00	825.00
1405	1450.00	2855.00	828.00
1420	1450.00	2870.00	832.00
1430	1450.00	2880.00	835.00
1440	1450.00	2890.00	838.00
1445	1450.00	2895.00	840.00
1450	1450.00	2900.00	841.00
1470	1450.00	2920.00	847.00
1490	1450.00	2940.00	853.00
1495	1450.00	2945.00	854.00
1500	1450.00	2950.00	856.00
1535	1461.00	2996.00	869.00
1550	1470.00	3020.00	876.00
1555	1473.00	3028.00	878.00
1600	1500.00	3100.00	899.00
1605	1503.00	3108.00	901.00
1610	1506.00	3116.00	904.00
1620	1512.00	3132.00	908.00
1660	1543.80	3203.80	929.00
1665	1548.50	3213.50	932.00
1670	1553.10	3223.10	935.00
1690	1571.70	3261.70	946.00
1715	1595.00	3310.00	960.00
1720	1599.60	3319.60	963.00
1730	1608.90	3338.90	968.00
1750	1627.50	3377.50	979.00
1760	1636.80	3396.80	985.00
1770	1646.10	3416.10	991.00
1775	1650.80	3425.80	993.00
1790	1664.70	3454.70	1002.00
1795	1669.40	3464.40	1005.00
1830	1701.90	3531.90	1015.00
1850	1720.50	3570.50	1015.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan. 1989
1860	1729.80	3589.80	1015.00
1900	1767.00	3667.00	1015.00
1910	1776.30	3686.30	1015.00
1925	1790.30	3715.30	1015.00
1960	1822.80	3782.80	1015.00
1970	1832.10	3802.10	1015.00
1990	1850.70	3840.70	1015.00
2030	1887.90	3917.90	1015.00
2040	1897.20	3937.20	1015.00
2055	1911.20	3966.20	1015.00
2060	1915.80	3975.80	1015.00
2070	1925.10	3995.10	1015.00
2110	1962.30	4072.30	1015.00
2120	1971.60	4091.60	1015.00
2150	1999.50	4149.50	1015.00
2160	2008.80	4168.80	1015.00
2180	2027.40	4207.40	1015.00
2230	2073.90	4303.90	1015.00
2250	2092.50	4342.50	1015.00
2260	2101.80	4361.80	1015.00
2310	2148.30	4458.30	1015.00
2320	2157.60	4477.60	1015.00
2360	2194.80	4554.80	1015.00
2390	2222.70	4612.70	1015.00
2460	2287.80	4747.80	1045.00
2470	2297.10	4767.10	1049.00
2550	2368.50	4918.50	1082.00
2560	2377.20	4937.20	1086.00
2585	2398.90	4983.90	1096.00
2630	2438.10	5068.10	1115.00
2660	2464.20	5124.20	1127.00
2710	2507.70	5217.70	1148.00
2760	2550.00	5310.00	1168.00
2835	2550.00	5385.00	1185.00
2960	2550.00	5510.00	1212.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. from 1st Jan.1989
3000	2550.00	5550.00	1221.00
3085	2550.00	5635.00	1240.00
3125	2550.00	5675.00	1249.00
3210	2550.00	5760.00	1267.00
3250	2550.00	5800.00	1276.00
3375	2550.00	5925.00	1304.00
3500	2550.00	6050.00	1320.00

NOTE: The revised rates of Additional Dearness Allowance shown in Column No. (4) above are inclusive of earlier Additional Dearness Allowance, granted vide Correction Slip No. 6, dated 8th December, 1988 to the General Order No. 117, Dated 31-3-1986.

**CORRECTION SLIP No.8 DATED 3-11-1989
(To G.O. 117, Dated 31-3-1986)**

Subject:-Revision of rates of Additional Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1989 onwards.

Reference:- (1) Correction Slip No.3, Dated 29-7-1987.

(2) Correction Slip No.4, Dated 2-4-1988.

(3) Correction Slip No.5, Dated 6-8-1988.

(4) Correction Slip No.6, Dated 8-12-1988.

(5) Correction Slip No.7, Dated 4-8-1989.

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the installments of Additional Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 6 instalments of Additional Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, 1st July, 1987, 1st January, 1988, 1st July, 1988, and 1st January, 1989, vide Correction Slip No.3, Dated 29th July, 1987, the C.S. No.4, Dated 2nd April, 1988, Correction Slip No.5, Dated 6-8-1988 and Correction Slip No.6, Dated 8-12-1988 and Correction Slip No. 7 Dated 4-8-1989 to the General Order No.117, Dated 31st March, 1986. Since the Government of Maharashtra vide G.R.F.D. No. MBV-1189/142/Service-10 Dated 16-10-1989, has now declared one more instalment of increase in Dearness Allowance to its employees with effect from 1st July, 1989 onwards, the Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member, has accorded approval to revise the rates of Additional Dearness Allowance indicated in Column No.4 of the Statement 'A' appended to the Correction Slip No. 7, Dated 4-8-1989, to the G.O. 117, Dated 31st March, 1986. Accordingly, the revised rates of Additional Dearness Allowance payable to the employees of the Board with effect from 1st July, 1989 onwards are as follows :

Period from which revised Additional D.A. is payable.	Pay range (Basic pay as on 1-1-1986 plus D.A. and Ad-hoc D.A. admissible on that pay as on 1-1-1986)	Rates of Additional D.A. per month (Revised).
1st July, 1989 onwards.	(a) Upto Rs.3,500/-	34%

(b) Rs.3,501/- to Rs.6000/-	25% but minimum Rs.1190/- per month.
(c) Above Rs.6,000/-	22% but minimum Rs.1500/- per month.

2. While calculating the amount of Additional Dearness Allowance payable with effect from 1st July, 1989 onwards, the total of basic pay as on 1st January, 1986 and the amount of D.A. and Ad-hoc D.A. admissible on that pay as on 1st January, 1986, should be taken into consideration. Any rise or fall in basic pay after 1st January, 1986, should not be taken into consideration for calculation of Additional Dearness Allowance payable from 1st July, 1989 onwards.

3. The Additional Dearness Allowance at the revised rates as specified in para 1 above is payable in addition to Dearness Allowance (including Ad-hoc D.A.) admissible.

4. The payment on account of Additional Dearness Allowance involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

5. The amount of Additional Dearness Allowance should be shown as a distinct element in the Salary bill.

6. The Additional Dearness Allowance as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance including Ad-hoc Dearness Allowance.

7. In case of employees who have joined the Board's services on or after 1-1-1986, the amount of Additional Dearness Allowance should be calculated on the basis of their basic pay on the date of joining the Board's services and Dearness Allowance admissible on that pay as on 1st January, 1986.

8. The Additional Dearness Allowance payable to the employees of the Board at the revised rates as mentioned above should be drawn and paid through the monthly salary bill of November, 1989 onwards. Further, the payment of arrears on account of revised rates of Additional Dearness Allowance due from 1st July, 1989 to October, 1989, (i.e. 4 months) should be drawn and paid to the employees in three equal monthly instalments (subject to fractional adjustments if the amount of instalments is unequal) starting from November, 1989. The amount of Dearness Allowance being paid at present (after 1-1-1986) is subject to adjustment against the arrears on account of revision of pay-scales, if and when done.

9. In case of the employees who are transferred from one office to another office on or after 1st July, 1989, the arrears on account of revised rates of Additional Dearness Allowance payable to such employees for the period from 1st July, 1989 to till the date of relief from the old office, should also be drawn and paid by the concerned offices, where such employees are presently working.

10. These orders shall also apply to Work-charged employees.

11. A Ready Reckoner (Statement - 'A') showing the amount of revised rates of Additional Dearness Allowance admissible on basic pay as on 1st January, 1986, in the existing pay-scales, payable from 1st July, 1989 onwards is enclosed.

Encl: Statement - 'A'

Sd/- (GIREESH B. PRADHAN)
MEMBER (ADMN.)/SECRETARY

STATEMENT - 'A' : (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV
(Accompaniment to the C.S. No.8 Dated 3-11-89 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Additional Dearness Allowance admissible on Basic Pay in the existing pay-scales from 1st July, 1989 onwards.

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
(1)	(2)	(3)	(4)
Rs.	Rs.	Rs.	Rs.
190	384.60	574.60	195.00
195	393.80	588.80	200.00
200	403.00	603.00	205.00
205	413.10	618.10	210.00
210	423.20	633.20	215.00
215	433.20	648.20	220.00
220	443.30	663.30	226.00
230	463.50	693.50	236.00
240	483.60	723.60	246.00
245	493.70	738.70	251.00
250	503.80	753.80	256.00
255	513.80	768.80	261.00
260	523.90	783.90	267.00
265	534.00	799.00	272.00
270	544.10	814.10	277.00
275	554.10	829.10	282.00
285	574.20	859.30	292.00
290	585.40	874.40	297.00
295	594.40	889.40	302.00
300	602.00	902.00	307.00
305	609.20	914.20	311.00
310	616.40	926.40	315.00
315	623.60	938.60	319.00
320	630.80	950.80	323.00
325	638.00	963.00	327.00
335	652.40	987.40	336.00
340	659.60	999.60	340.00
345	666.80	1011.80	344.00
355	681.20	1036.20	352.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
360	688.40	1048.40	356.00
363	692.70	1055.70	359.00
365	695.60	1060.60	361.00
370	702.80	1072.80	365.00
371	704.20	1075.20	366.00
379	715.80	1094.80	372.00
380	717.20	1097.20	373.00
385	724.40	1109.40	377.00
387	727.30	1114.30	379.00
390	731.60	1121.60	381.00
395	738.80	1133.80	385.00
400	746.00	1146.00	390.00
405	748.10	1153.10	392.00
410	750.30	1160.30	395.00
415	752.40	1167.40	397.00
420	754.50	1174.50	399.00
425	756.60	1181.60	402.00
430	758.80	1188.80	404.00
435	760.90	1195.90	407.00
440	763.00	1203.00	409.00
445	765.10	1210.10	411.00
450	767.30	1217.30	414.00
455	769.40	1224.40	416.00
460	771.50	1231.50	419.00
465	773.60	1238.60	421.00
470	775.00	1245.80	424.00
475	777.90	1252.90	426.00
480	780.00	1260.00	428.00
485	782.10	1267.10	431.00
490	784.30	1274.30	433.00
495	786.40	1281.40	436.00
500	788.50	1288.50	438.00
505	790.60	1295.60	441.00
510	792.80	1302.80	443.00
515	794.90	1309.90	445.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
520	797.00	1317.00	448.00
525	799.10	1324.10	450.00
530	801.30	1331.30	453.00
535	805.20	1340.20	456.00
540	812.70	1352.70	460.00
545	820.20	1365.20	464.00
550	827.80	1377.80	468.00
555	835.30	1390.30	473.00
560	842.80	1402.80	477.00
565	850.30	1415.30	481.00
570	857.90	1427.90	485.00
575	865.40	1440.40	490.00
580	872.90	1452.90	494.00
585	880.40	1465.40	498.00
590	888.00	1478.00	503.00
595	895.50	1490.50	507.00
600	903.00	1503.00	511.00
605	910.50	1515.50	515.00
610	918.10	1528.10	520.00
615	925.60	1540.60	524.00
620	933.10	1553.10	528.00
625	940.60	1565.60	532.00
630	948.20	1578.20	537.00
635	955.70	1590.70	541.00
640	963.20	1603.20	545.00
650	978.30	1628.30	554.00
655	985.80	1640.80	558.00
660	993.30	1653.30	562.00
665	1000.80	1665.80	566.00
670	1008.40	1678.40	571.00
675	1015.90	1690.90	575.00
680	1023.40	1703.40	579.00
685	1030.90	1715.90	583.00
690	1038.50	1728.50	588.00
695	1046.00	1741.00	592.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
705	1061.00	1766.00	600.00
710	1068.60	1778.60	605.00
715	1076.10	1791.10	609.00
720	1083.60	1803.60	613.00
725	1091.10	1816.10	617.00
730	1098.70	1828.70	622.00
735	1106.20	1841.20	626.00
740	1113.70	1853.70	630.00
745	1121.20	1866.20	635.00
750	1128.80	1878.80	639.00
760	1143.80	1903.80	647.00
765	1151.30	1916.30	652.00
770	1158.90	1928.90	656.00
775	1160.40	1941.40	660.00
785	1181.40	1966.40	669.00
790	1189.00	1979.00	673.00
795	1196.50	1991.50	677.00
800	1204.00	2004.00	681.00
805	1210.90	2015.90	685.00
810	1217.80	2027.80	689.00
815	1224.70	2039.70	693.00
820	1231.60	2051.60	698.00
825	1238.50	2063.50	702.00
830	1245.40	2075.40	706.00
835	1252.30	2087.30	710.00
840	1259.20	2099.20	714.00
845	1266.10	2111.10	718.00
855	1279.90	2134.90	726.00
860	1286.80	2146.80	730.00
865	1293.70	2158.70	734.00
870	1300.60	2170.60	738.00
875	1307.50	2182.50	742.00
880	1314.40	2194.40	746.00
885	1321.30	2206.30	750.00
890	1328.20	2218.20	754.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
895	1335.10	2230.10	758.00
900	1342.00	2242.00	762.00
905	1347.40	2252.40	766.00
910	1352.80	2262.80	769.00
915	1358.20	2273.20	773.00
920	1363.60	2283.60	776.00
925	1369.00	2294.00	780.00
930	1374.40	2304.40	783.00
935	1379.80	2314.80	787.00
940	1385.20	2325.20	791.00
945	1390.60	2335.60	794.00
950	1396.00	2346.00	798.00
955	1401.40	2356.40	801.00
970	1417.60	2387.60	812.00
975	1423.00	2398.00	815.00
980	1428.40	2408.40	819.00
985	1433.80	2418.80	822.00
990	1439.20	2429.20	826.00
995	1444.60	2439.60	829.00
1000	1450.00	2450.00	833.00
1005	1450.00	2455.00	835.00
1010	1450.00	2460.00	836.00
1020	1450.00	2470.00	840.00
1025	1450.00	2475.00	842.00
1035	1450.00	2485.00	845.00
1040	1450.00	2490.00	847.00
1045	1450.00	2495.00	848.00
1055	1450.00	2505.00	852.00
1060	1450.00	2510.00	853.00
1065	1450.00	2515.00	855.00
1070	1450.00	2520.00	857.00
1075	1450.00	2525.00	859.00
1080	1450.00	2530.00	860.00
1090	1450.00	2540.00	864.00
1105	1450.00	2555.00	869.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
1110	1450.00	2560.00	870.00
1115	1450.00	2565.00	872.00
1120	1450.00	2570.00	874.00
1125	1450.00	2575.00	876.00
1135	1450.00	2585.00	879.00
1145	1450.00	2595.00	882.00
1165	1450.00	2615.00	889.00
1170	1450.00	2620.00	891.00
1180	1450.00	2630.00	894.00
1185	1450.00	2635.00	896.00
1215	1450.00	2665.00	906.00
1220	1450.00	2670.00	908.00
1225	1450.00	2675.00	910.00
1250	1450.00	2700.00	918.00
1260	1450.00	2710.00	921.00
1265	1450.00	2715.00	923.00
1270	1450.00	2720.00	925.00
1275	1450.00	2725.00	927.00
1280	1450.00	2730.00	928.00
1305	1450.00	2755.00	937.00
1310	1450.00	2760.00	938.00
1315	1450.00	2765.00	940.00
1320	1450.00	2770.00	942.00
1330	1450.00	2780.00	945.00
1335	1450.00	2785.00	947.00
1340	1450.00	2790.00	949.00
1350	1450.00	2800.00	952.00
1360	1450.00	2810.00	955.00
1370	1450.00	2820.00	959.00
1385	1450.00	2835.00	964.00
1390	1450.00	2840.00	966.00
1395	1450.00	2845.00	967.00
1405	1450.00	2855.00	971.00
1420	1450.00	2870.00	976.00
1430	1450.00	2880.00	979.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
1440	1450.00	2890.00	983.00
1445	1450.00	2895.00	984.00
1450	1450.00	2900.00	986.00
1470	1450.00	2920.00	993.00
1490	1450.00	2940.00	1000.00
1495	1450.00	2945.00	1001.00
1500	1450.00	2950.00	1003.00
1535	1461.00	2996.00	1019.00
1550	1470.00	3020.00	1027.00
1555	1473.00	3028.00	1030.00
1600	1500.00	3100.00	1054.00
1605	1503.00	3108.00	1057.00
1610	1506.00	3116.00	1059.00
1620	1512.00	3132.00	1065.00
1660	1543.80	3203.80	1089.00
1665	1548.50	3213.50	1093.00
1670	1553.10	3223.10	1096.00
1690	1571.70	3261.70	1109.00
1715	1595.00	3310.00	1125.00
1720	1599.60	3319.60	1129.00
1730	1608.90	3338.90	1135.00
1750	1627.50	3377.50	1148.00
1760	1636.80	3396.80	1155.00
1770	1646.10	3416.10	1161.00
1775	1650.80	3425.80	1165.00
1790	1664.70	3454.70	1175.00
1795	1669.40	3464.40	1178.00
1830	1701.90	3531.90	1190.00
1850	1720.50	3570.50	1190.00
1860	1729.80	3589.80	1190.00
1900	1767.00	3667.00	1190.00
1910	1776.30	3686.30	1190.00
1925	1790.30	3715.30	1190.00
1960	1822.80	3782.80	1190.00
1970	1832.10	3802.10	1190.00

Basic Pay as on 1.1.86	D.A. (including Ad-hoc D.A.) as on 1.1.86	Total of Columns 1 & 2	Revised rates of Addl. D.A. w.e.f. 1st July 1989 onwards.
1990	1850.70	3840.70	1190.00
2030	1887.90	3917.90	1190.00
2040	1897.20	3937.20	1190.00
2055	1911.20	3966.20	1190.00
2060	1915.80	3975.80	1190.00
2070	1925.10	3995.10	1190.00
2110	1962.30	4072.30	1190.00
2120	1971.60	4091.60	1190.00
2150	1999.50	4149.50	1190.00
2160	2008.80	4168.80	1190.00
2180	2027.40	4207.40	1190.00
2230	2073.90	4303.90	1190.00
2250	2092.50	4342.50	1190.00
2260	2101.80	4361.80	1190.00
2310	2148.30	4458.30	1190.00
2320	2157.60	4477.60	1190.00
2360	2194.80	4554.80	1190.00
2390	2222.70	4612.70	1190.00
2460	2287.80	4747.80	1190.00
2470	2297.10	4767.10	1192.00
2550	2368.50	4918.50	1230.00
2560	2377.20	4937.20	1234.00
2585	2398.90	4983.90	1246.00
2630	2438.10	5068.10	1267.00
2660	2464.20	5124.20	1281.00
2710	2507.70	5217.70	1304.00
2760	2550.00	5310.00	1328.00
2835	2550.00	5385.00	1346.00
2960	2550.00	5510.00	1378.00
3000	2550.00	5550.00	1388.00
3085	2550.00	5635.00	1409.00
3125	2550.00	5675.00	1419.00
3210	2550.00	5760.00	1440.00
3250	2550.00	5800.00	1450.00
3375	2550.00	5925.00	1481.00
3500	2550.00	6050.00	1500.00

NOTE: The revised rates of Additional Dearness Allowance shown in Column No.(4) above are inclusive of earlier Additional Dearness Allowance, granted vide Correction Slip No. 7, dated 4th August, 1989 to the General Order No. 117, dated 31-3-1986.

**CORRECTION SLIP No.9 DATED 6-6-1990
(TO G.O.117, Dated 31-3-1986)**

Subject:-Revised rates of Dearness Allowance to M.S.E.B. Employees with effect from 1st January, 1990 onwards.

Reference:- (1) Correction Slip No.3, Dated 29-7-1987

(2) Correction Slip No.4, Dated 2-4-1988.

(3) Correction Slip No.5, Dated 6-8-1988.

(4) Correction Slip No.6, Dated 8-12-1988

(5) Correction Slip No.7, Dated 4-8-1989.

(6) Correction Slip No.8, Dated 3-11-1989

(7) General Order No.121,(P) Dated 22-3-1990

(8) General Order No.123,(P) Dated 6-4-1990

The Chairman in consultation with the Member (Admn.)/ and Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 7 instalments of Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, 1st July, 1987, 1st January, 1988, 1st July, 1988, 1st January, 1989, and 1st July, 1989 vide Correction Slip No.3, Dated 29th July, 1987, the Correction Slip No.4, Dated 2nd April, 1988, Correction Slip No.5, Dated 6-8-1988, Correction Slip No.6, Dated 8-12-1988, Correction Slip No. 7 Dated 4-8-1989 and Correction Slip No.8, Dated 3-11-1989 to the General Order No.117, Dated 31st March, 1986.

Since the Government of Maharashtra vide G.R.F.D. No. MBV-1190/CR- 24/Service-10, Dtd. 20-4-1990, has now revised the rates of Dearness Allowance to its employees with effect from 1st January, 1990 onwards, the Chairman in consultation with the Member (Admn.) and Secretary, the Technical Member and the Accounts Member, has accorded approval to revise the rates of Dearness Allowance indicated in Column No.5 of the Annexure -XVII to G.O.121(P), Dated 22-3-1990 and Column No.5 of Annexure - VII of G.O.123(P), Dated 6-4-1990. Accordingly, the revised rates of Dearness Allowance payable to the employees of the Board with effect from 1st January, 1990 onwards are as follows:

Period from which revised Dearness Allowance is Payable.	Basic Pay as on 1st January, 1990 in the revised pay-scales	Revised rate of Dearness Allowance per month
1st January 1990 onwards	(a) Upto Rs.3,500/-	38%
	(b) Rs.3,501/- to Rs.6000/-	28% but minimum Rs.1330/- per month.
	(c) Above Rs.6,000/-	25% but minimum Rs.1680/- per month.

2. While calculating the amount of Dearness Allowance at the revised rate payable with effect from 1st January, 1990 onwards, the revised basic pay as on 1st January, 1990 should only be taken into consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance which is classified as 'Pay' should not be taken into consideration while calculating Dearness Allowance at revised rates.

3. The payment on account of Dearness Allowance at revised rates involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

4. The Dearness Allowance at revised rate as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance.

5. In case of employees who have given option to retain old pay-scales as per G.O.121(P), Dated 22-3-1990 and G.O.123(P), Dated 6-4-1990, the amount of Dearness Allowance at revised rates payable with effect from 1st January, 1990 onwards, should be calculated on the basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the Pay bill as heretofore in their case.

6. The Dearness Allowance at the revised rates payable to the employees of the Board as mentioned above should be drawn and paid through the monthly salary bill of June, 1990 onwards. Regarding payment of arrears on account of revised rates of Dearness Allowance for the period from 1st January, 1990 to 31st May, 1990, (i.e. Five months), instructions will be issued separately.

7. In case of the employees who are transferred from one Office to another office on or after 1st January, 1990, the arrears on account of revised rates of Dearness Allowance payable to such employees for the period from 1st January, 1990 to till the date of relief from the old office, should also be drawn and paid by the concerned offices, where such employees are working at the time of release of arrears.

8. These orders shall also apply to Work-charged employees.

9. A Ready Reckoner (Statement - 'A') showing the amount of revised rates of Dearness Allowance admissible on basic pay as on 1st January, 1990, onwards is enclosed.

Encl: Statement - 'A'

Sd/-(GIREESH B. PRADHAN)
MEMBER (ADMN.)/SECRETARY

STATEMENT - 'A' : (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV

(Accompaniment to the Correction Slip No.9 Dated 6-6-1990 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Dearness Allowance admissible on various stages in the revised pay-scales from 1st January, 1990 onwards.

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs. 525	Rs. 200	Rs. 570	Rs. 217	Rs. 620	Rs. 236
540	205	580	220	625	238
550	209	590	224	635	241
555	211	600	228	650	247
560	213	605	230	660	251

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
665	253	935	355	1140	433
675	257	940	357	1145	435
680	258	955	363	1150	437
695	264	965	367	1155	439
700	266	970	369	1160	441
710	270	975	371	1165	443
715	272	980	372	1175	447
725	276	995	378	1180	448
740	281	1000	380	1185	450
750	285	1010	384	1195	454
755	287	1015	386	1200	456
770	293	1020	388	1205	458
775	295	1025	390	1210	460
780	296	1030	391	1215	462
785	298	1035	393	1225	466
800	304	1045	397	1235	469
805	306	1050	399	1240	471
815	310	1055	401	1245	473
820	312	1060	403	1250	475
830	315	1065	405	1255	477
835	317	1070	407	1260	479
845	321	1075	409	1265	481
855	325	1080	410	1270	483
860	327	1085	412	1275	485
870	331	1090	414	1280	486
875	333	1095	416	1285	488
880	334	1100	418	1295	492
890	338	1105	420	1300	494
895	340	1110	422	1305	496
905	344	1115	424	1310	498
910	346	1120	426	1315	500
915	348	1125	428	1320	502
920	350	1135	431	1325	504

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1330	505	1545	587	1760	669
1335	507	1550	589	1765	671
1340	509	1555	591	1770	673
1345	511	1560	593	1775	675
1350	513	1570	597	1780	676
1355	515	1575	599	1785	678
1360	517	1585	602	1790	680
1375	523	1590	604	1795	682
1390	528	1600	608	1805	686
1395	530	1605	610	1810	688
1400	532	1610	612	1815	690
1405	534	1625	618	1820	692
1420	540	1630	619	1825	694
1425	542	1635	621	1830	695
1430	543	1640	623	1840	699
1435	545	1645	625	1845	701
1440	547	1650	627	1850	703
1450	551	1655	629	1855	705
1455	553	1660	631	1860	707
1465	557	1665	633	1870	711
1475	561	1670	635	1875	713
1480	562	1675	637	1880	714
1485	564	1690	642	1890	718
1490	566	1695	644	1905	724
1495	568	1705	648	1910	726
1500	570	1710	650	1915	728
1505	572	1720	654	1920	730
1510	574	1725	656	1930	733
1520	578	1730	657	1940	737
1525	580	1735	659	1950	741
1530	581	1740	661	1960	745
1535	583	1745	663	1965	747
1540	585	1750	665	1970	749

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1975	751	2190	832	2420	920
1985	754	2195	834	2425	922
1990	756	2200	836	2430	923
2000	760	2205	838	2440	927
2005	762	2210	840	2450	931
2020	768	2220	844	2455	933
2025	770	2230	847	2470	939
2030	771	2235	849	2490	946
2035	773	2240	851	2495	948
2040	775	2245	853	2500	950
2050	779	2260	859	2510	954
2055	781	2265	861	2520	958
2060	783	2270	863	2525	960
2070	787	2275	865	2535	963
2080	790	2280	866	2545	967
2085	792	2300	874	2550	969
2090	794	2310	878	2555	971
2095	796	2315	880	2560	973
2100	798	2320	882	2565	975
2105	800	2325	884	2570	977
2110	802	2330	885	2580	980
2120	806	2335	887	2585	982
2125	808	2340	889	2590	984
2130	809	2350	893	2600	988
2135	811	2360	897	2610	992
2140	813	2365	899	2620	996
2145	815	2370	901	2625	998
2150	817	2380	904	2630	999
2160	821	2385	906	2635	1001
2170	825	2390	908	2640	1003
2175	827	2400	912	2650	1007
2180	828	2410	916	2670	1015
2185	830	2415	918	2680	1018

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2685	1020	2945	1119	3200	1216
2690	1022	2950	1121	3205	1218
2695	1024	2970	1129	3220	1224
2700	1026	2975	1131	3235	1229
2705	1028	2980	1132	3240	1231
2715	1032	2985	1134	3255	1237
2720	1034	2990	1136	3265	1241
2725	1036	2995	1138	3280	1246
2750	1045	3000	1140	3290	1250
2755	1047	3010	1144	3300	1254
2760	1049	3035	1153	3310	1258
2765	1051	3040	1155	3315	1260
2770	1053	3045	1157	3320	1262
2780	1056	3050	1159	3325	1264
2790	1060	3060	1163	3350	1273
2800	1064	3065	1165	3375	1283
2810	1068	3075	1169	3380	1284
2815	1070	3080	1170	3390	1288
2835	1077	3085	1172	3400	1292
2840	1079	3095	1176	3405	1294
2845	1081	3100	1178	3420	1300
2860	1087	3105	1180	3425	1302
2865	1089	3115	1184	3435	1305
2870	1091	3120	1186	3460	1315
2875	1093	3125	1188	3490	1326
2880	1094	3130	1189	3495	1328
2895	1100	3140	1193	3500	1330
2900	1102	3150	1197	3520	1330
2905	1104	3160	1201	3535	1330
2910	1106	3170	1205	3540	1330
2920	1110	3175	1207	3545	1330
2925	1112	3180	1208	3575	1330
2930	1113	3185	1210	3600	1330

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3605	1330	4210	1330	5015	1404
3610	1330	4260	1330	5020	1406
3625	1330	4270	1330	5040	1411
3630	1330	4300	1330	5130	1436
3635	1330	4305	1330	5160	1445
3645	1330	4320	1330	5180	1450
3660	1330	4325	1330	5200	1456
3700	1330	4360	1330	5300	1484
3715	1330	4380	1330	5360	1501
3720	1330	4400	1330	5400	1512
3725	1330	4415	1330	5440	1523
3750	1330	4440	1330	5520	1546
3755	1330	4460	1330	5540	1551
3780	1330	4490	1330	5580	1562
3830	1330	4520	1330	5600	1568
3840	1330	4530	1330	5625	1575
3865	1330	4555	1330	5680	1590
3900	1330	4560	1330	5720	1602
3940	1330	4600	1330	5800	1624
3955	1330	4645	1330	5840	1635
3975	1330	4670	1330	5850	1638
3980	1330	4680	1330	5860	1641
4040	1330	4720	1330	5900	1652
4050	1330	4740	1330	6000	1680
4070	1330	4760	1333	6075	1680
4085	1330	4785	1340	6080	1680
4095	1330	4800	1344	6160	1680
4120	1330	4840	1355	6200	1680
4160	1330	4875	1365	6250	1680
1480	1330	4880	1366	6260	1680
4185	1330	4900	1372	6300	1680
4195	1330	4990	1397	6320	1680
4200	1330	5000	1400	6400	1680

Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990	Stage in the revised Pay-scale	Revised amount of D.A. with effect from 1-1-1990
Rs.	Rs.	Rs.	Rs.	6975	1744
6440	1680	6600	1680	7000	1750
6480	1680	6620	1680	7200	1800
6500	1680	6750	1688	7250	1813
6525	1680	6800	1700	7500	1875

**CORRECTION SLIP No.10 DATED 9-1-1991
(TO G.O.117, Dated 31-3-1986)**

Subject:-Revised rates of Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1990 onwards.

- Refer :- (1) Correction Slip No.3, Dated 29-7-1987
(2) Correction Slip No.4, Dated 2-4-1988.
(3) Correction Slip No.5, Dated 6-8-1988.
(4) Correction Slip No.6, Dated 8-12-1988
(5) Correction Slip No.7, Dated 4-8-1989.
(6) Correction Slip No.8, Dated 3-11-1989
(7) General Order No.121,(P) Dated 22-3-1990
(8) General Order No.123,(P) Dated 6-4-1990
(9) Correction Slip No.9,dtd. 6-6-1990

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 8 instalments of Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, 1st July, 1987, 1st January, 1988, 1st July, 1988, 1st January, 1989, and 1st January, 1990 vide Correction Slips mentioned above.

Since the Government of Maharashtra, vide G.R.F.D. No. MBV- 1190/78/Service-10, Dated 1-12-1990, has now revised the rates of Dearness Allowance to its employees with effect from 1st July, 1990 onwards and since the Board follows Govt. orders in the matter of grant of D.A. to its employees, the Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, has accorded approval to further revise the rates of Dearness Allowance indicated in Column No.5 of the Annexure -XVII to G.O.121(P), Dated 22-3-1990 and Column No.5 of Annexure - VII of G.O.123(P), Dated 6-4-1990. Accordingly, the revised rates of Dearness Allowance payable to the employees of the Board with effect from 1st July, 1990 onwards are as follows:

Period from which revised Dearness Allowance is Payable.	Basic Pay in the revised pay-scales	Revised rate of Dearness Allowance per month
1st July 1990 onwards.	(a) Upto Rs.3,500/-	43%

GO 117(P)

Bigger type:OPERATIVE & Smaller type:REDUNDANT

185...

(b) Rs.3,501/- to Rs.6000/-

32% but minimum Rs.1,505/-per month.

(c) Above Rs.6,000/-

28% but minimum Rs.1,920/-per month.

2. While calculating the amount of Dearness Allowance at the revised rate payable with effect from 1st July, 1990 onwards, the revised basic pay should only be taken in to consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance which is classified as 'Pay' should not be taken into consideration while calculating Dearness Allowance at revised rates.

3. The payment on account of Dearness Allowance at revised rates involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

4. The Dearness Allowance at the revised rate as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance.

5. In case of employees who have given option to retain old pay-scales as per G.O.121(P), Dated 22-3-1990 and G.O.123(P), Dated 6-4-1990, the amount of Dearness Allowance at revised rates payable with effect from 1st July, 1990 onwards, should be calculated on the total of basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the Pay bill as heretofore in their case.

6. The Dearness Allowance at the revised rates should be drawn and paid through the salary bills of January, 1991 onwards to all the employees drawing basic pay not exceeding Rs.3,500/- per month. The arrears on account of increase in Dearness Allowance for the period from 1st July, 1990 to 31st December, 1990 should also be paid to them in Cash in Jaanuary, 1991. In respect of other employees drawing basic pay exceeding Rs.3,500/- per month the increase in Dearness Allowance from 1st July, 1990 onwards (including arrears for the period from 1-7-1990 onwards) should be credited to their Contributory Provident Fund Account. The amount of increase in Dearness Allowance and the amount credited to the C.P.F. Account should be shown distinctly and separately in the pay bill. There would however be no matching contribution from Board towards the D.A. or D.A. arrears credited to employees CPF Account. Only the amount of DA increase would be taken into account for the purpose of computation of Board's contribution towards CPF.

7. In case of the employees who are transferred from one Office to another office on or after 1st July, 1990, the arrears on account of revised rates of Dearness Allowance payable to such employees for the period from 1st July, 1990 to the date of relief from the old office, should also be drawn and paid by the concerned offices, where such employees are working at the time of release of arrears i.e. 1-1-1991.

8. These orders shall also apply to Work-charged employees.

9. A Ready Reckoner (Statement - 'A') showing the amount of Dearness Allowance admissible on basic pay at the revised rates from 1st July, 1990, onwards is enclosed.

Encl: Statement - 'A'

Sd/-(VIJAY KUMAR AGGARWAL)
MEMBER (ADMN.)/SECRETARY

STATEMENT -'A' : (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV

(Accompaniment to the C.S. No.10 Dated 9-1-1991 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Dearness Allowance admissible on various stages in the revised pay-scales from 1st July, 1990 onwards.

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
525	226	785	338	1015	436
540	232	800	344	1020	439
550	237	805	346	1025	441
555	239	815	350	1030	443
560	241	820	353	1035	445
570	245	830	357	1045	449
580	249	835	359	1050	452
590	254	845	363	1055	454
600	258	855	368	1060	456
605	260	860	370	1065	458
620	267	870	374	1070	460
625	269	875	376	1075	462
635	273	880	378	1080	464
650	280	890	383	1085	467
660	284	895	385	1090	469
665	286	905	389	1095	471
675	290	910	391	1100	473
680	292	915	393	1105	475
695	299	920	396	1110	477
700	301	935	402	1115	479
710	305	940	404	1120	482
715	307	955	411	1125	484
725	312	965	415	1135	488
740	318	970	417	1140	490
750	323	975	419	1145	492
755	325	980	421	1150	495
770	331	995	428	1155	497
775	333	1000	430	1160	499
780	335	1010	434	1165	501

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1175	505	1360	585	1585	682
1180	507	1375	591	1590	684
1185	510	1390	598	1600	688
1195	514	1395	600	1605	690
1200	516	1400	602	1610	692
1205	518	1405	604	1625	699
1210	520	1420	611	1630	701
1215	522	1425	613	1635	703
1225	527	1430	615	1640	705
1235	531	1435	617	1645	707
1240	533	1440	619	1650	710
1245	535	1450	624	1655	712
1250	538	1455	626	1660	714
1255	540	1465	630	1665	716
1260	542	1475	634	1670	718
1265	544	1480	636	1675	720
1270	546	1485	639	1690	727
1275	548	1490	641	1695	729
1280	550	1495	643	1705	733
1285	553	1500	645	1710	735
1295	557	1505	647	1720	740
1300	559	1510	649	1725	742
1305	561	1520	654	1730	744
1310	563	1525	656	1735	746
1315	565	1530	658	1740	748
1320	568	1535	660	1745	750
1325	570	1540	662	1750	753
1330	572	1545	664	1760	757
1335	574	1550	667	1765	759
1340	576	1555	669	1770	761
1345	578	1560	671	1775	763
1350	581	1570	675	1780	765
1355	583	1575	677	1785	768

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1790	770	2025	871	2230	959
1795	772	2030	873	2235	961
1805	776	2035	875	2240	963
1810	778	2040	877	2245	965
1815	780	2050	882	2260	972
1820	783	2055	884	2265	974
1825	785	2060	886	2270	976
1830	787	2070	890	2275	978
1840	791	2080	894	2280	980
1845	793	2085	897	2300	989
1850	796	2090	899	2310	993
1855	798	2095	901	2315	995
1860	800	2100	903	2320	998
1870	804	2105	905	2325	1000
1875	806	2110	907	2330	1002
1880	808	2120	912	2335	1004
1890	813	2125	914	2340	1006
1905	819	2130	916	2350	1011
1910	821	2135	918	2360	1015
1915	823	2140	920	2365	1017
1920	826	2145	922	2370	1019
1930	830	2150	925	2380	1023
1940	834	2160	929	2385	1026
1950	839	2170	933	2390	1028
1960	843	2175	935	2400	1032
1965	845	2180	937	2410	1036
1970	847	2185	940	2415	1038
1975	849	2190	942	2420	1041
1985	854	2195	944	2425	1043
1990	856	2200	946	2430	1045
2000	860	2205	948	2440	1049
2005	862	2210	950	2450	1054
2020	869	2220	955	2455	1056

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2470	1062	2720	1170	2990	1286
2490	1071	2725	1172	2995	1288
2495	1073	2750	1183	3000	1290
2500	1075	2755	1185	3010	1294
2510	1079	2760	1187	3035	1305
2520	1084	2765	1189	3040	1307
2525	1086	2770	1191	3045	1309
2535	1090	2780	1195	3050	1312
2545	1094	2790	1200	3060	1316
2550	1097	2800	1204	3065	1318
2555	1099	2810	1208	3075	1322
2560	1101	2815	1210	3080	1324
2565	1103	2835	1219	3085	1327
2570	1105	2840	1221	3095	1331
2580	1109	2845	1223	3100	1333
2585	1112	2860	1230	3105	1335
2590	1114	2865	1232	3115	1339
2600	1118	2870	1234	3120	1342
2610	1122	2875	1236	3125	1344
2620	1127	2880	1238	3130	1346
2625	1129	2895	1245	3140	1350
2630	1131	2900	1247	3150	1355
2635	1133	2905	1249	3160	1359
2640	1135	2910	1251	3170	1363
2650	1140	2920	1256	3175	1365
2670	1148	2925	1258	3180	1367
2680	1152	2930	1260	3185	1370
2685	1155	2945	1266	3200	1376
2690	1157	2950	1269	3205	1378
2695	1159	2970	1277	3220	1385
2700	1161	2975	1279	3235	1391
2705	1163	2980	1281	3240	1393
2715	1167	2985	1284	3255	1400

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3265	1404	3660	1505	4325	1505
3280	1410	3700	1505	4360	1505
3290	1415	3715	1505	4380	1505
3300	1419	3720	1505	4400	1505
3310	1423	3725	1505	4415	1505
3315	1425	3750	1505	4440	1505
3320	1428	3755	1505	4460	1505
3325	1430	3780	1505	4490	1505
3350	1441	3830	1505	4520	1505
3375	1451	3840	1505	4530	1505
3380	1453	3865	1505	4555	1505
3390	1458	3900	1505	4560	1505
3400	1462	3940	1505	4600	1505
3405	1464	3955	1505	4645	1505
3420	1471	3975	1505	4670	1505
3425	1473	3980	1505	4680	1505
3435	1477	4040	1505	4720	1510
3460	1488	4050	1505	4740	1517
3490	1501	4070	1505	4760	1723
3495	1503	4085	1505	4785	1531
3500	1505	4095	1505	4800	1536
3520	1505	4120	1505	4840	1549
3535	1505	4160	1505	4875	1560
3540	1505	1480	1505	4880	1562
3545	1505	4185	1505	4900	1568
3575	1505	4195	1505	4990	1597
3600	1505	4200	1505	5000	1600
3605	1505	4210	1505	5015	1605
3610	1505	4260	1505	5020	1606
3625	1505	4270	1505	5040	1613
3630	1505	4300	1505	5130	1642
3635	1505	4305	1505	5160	1651
3645	1505	4320	1505	5180	1658

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-7-1990
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
5200	1664	5850	1872	6480	1920
5300	1696	5860	1875	6500	1920
5360	1715	5900	1888	6525	1920
5400	1728	6000	1920	6600	1920
5440	1741	6075	1920	6620	1920
5520	1766	6080	1920	6750	1920
5540	1773	6160	1920	6800	1920
5580	1786	6200	1920	6975	1953
5600	1792	6250	1920	7000	1960
5625	1800	6260	1920	7200	2016
5680	1818	6300	1920	7250	2030
5720	1830	6320	1920	7500	2100
5800	1856	6400	1920		
5840	1869	6440	1920		

**CORRECTION SLIP No.11 DATED 3-6-1991
(TO G.O.117, (P) Dated 31-3-1986)**

Subject:-Revised rates of Dearness Allowance to M.S.E.B. Employees with effect from 1st January, 1991 onwards.

- Refer :- (1) Correction Slip No.3, Dated 29-7-1987 to G.O.117(P),dt.31-3-86.
(2) Correction Slip No.4, Dated 2-4-1988 to G.O.117(P),dt. 31-3-86
(3) Correction Slip No.5, Dated 6-8-1988 to G.O.117(P),dt.31-3-86
(4) Correction Slip No.6, Dated 8-12-1988 to G.O.117(P),dt.31-3-86
(5) Correction Slip No.7, Dated 4-8-1989 to G.O.117(P),dt.31-3-86
(6) Correction Slip No.8, Dated 3-11-1989 to G.O.117(P),dt.31-3-86
(7) General Order No.121,(P) Dated 22-3-1990
(8) General Order No.123,(P) Dated 6-4-1990
(9) Correction Slip No.9,dtd. 6-6-1990 to G.O.117(P),dt.31-3-86
(10) Correction Slip No.10, dtd. 9-1-1991 to G.O.117(P),dt.31-3-86

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 9 instalments of Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January,1987, 1st July, 1987, 1st

January, 1988, 1st July, 1988, 1st January, 1989, and 1st July, 1989, 1st January, 1990 and July, 1990 vide Correction Slips mentioned above.

2. Since the Government of Maharashtra, Finance Department, vide Government Resolution No. MBV/1191/36/Service-10, Dated 11-4-1991, has now further revised the rates of Dearness Allowance to Government employees with effect from 1st January, 1991 onwards and since the Board follows Government orders in the matter of grant of D.A. to its employees, the Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, has accorded approval to further revise the rates of Dearness Allowance indicated in Column No.5 of the Annexure -XVII to G.O.121(P), Dated 22-3-1990 and Column No.5 of Annexure - VII of G.O.123(P), Dated 6-4-1990. Accordingly, the revised rates of Dearness Allowance payable to the employees of the Board with effect from 1st January, 1991 onwards are as follows:

Period from which revised Dearness Allowance is Payable.	Basic Pay in the revised pay-scales	Revised rate of Dearness Allowance per month
1st January, 1991 onwards.	(a) Upto Rs.3,500/-	51%
	(b) Rs.3,501/- to Rs.6000/-	38% but minimum Rs.1,785/-
	(c) Above Rs.6,000/-	33% but minimum Rs.2,280/-

3. While calculating the amount of Dearness Allowance at the revised rate payable with effect from 1st January, 1991 onwards, the basic pay in the revised pay-scale should only be taken in to consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance which is classified as 'Pay' should not be taken into consideration while calculating Dearness Allowance at revised rates.

4. The payment on account of Dearness Allowance at revised rates involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

5. The Dearness Allowance at revised rate as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance.

6. In case of employees who have given option to retain old pay-scales as per G.O.121(P), Dated 22-3-1990 and G.O.123(P), Dated 6-4-1990, the amount of Dearness Allowance at revised rates payable with effect from 1st January, 1991 onwards, should be calculated on the total of basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the Pay bill as herebefore in their case.

7. The Dearness Allowance at the revised rates should be drawn and paid through the salary bills of June, 1991 onwards to all the employees drawing basic pay not exceeding Rs.3,500/- per month. The arrears on account of increase in Dearness Allowance for the period from January, 1991 to May, 1991 should also be paid to them in Cash in June, 1991 alongwith the salary for the month of June, 1991. In respect of other employees drawing basic pay exceeding Rs.3,500/- per month, the increase in Dearness Allowance from January, 1991 onwards (including arrears for the period from 1-1-1991 onwards) should be credited to their Contributory Provident Fund Account. The amount of increase in Dearness Allowance and the amount credited to the C.P.F. Account should be shown distinctly and separately in the pay bill. There would, however, be no matching contribution from Board towards the Dearness Allowance and arrears of Dearness Allowance credited to the CPF Account. Only the increase in the amount of Dearness Allowance would be taken into account for the purpose of computation of Board's contribution towards CPF.

8. In case of the employees who are transferred from one Office to another office on or after 1st January, 1991, the arrears on account of revised rates of Dearness Allowance payable to such employees for the period from 1st January, 1991 to the date of relief from the old office, should also be drawn and paid by the concerned offices, where such employees are working at the time of drawal of arrears i.e. June , 1991.

9. These orders shall also apply to Work-charged employees.

10. A Ready Reckoner (Statement - 'A') showing the amount of Dearness Allowance admissible on basic pay at the revised rates from 1st January, 1991, onwards is enclosed.

Encl: Statement - 'A' (Page No. 1 to 6)

Sd/-(VIJAY KUMAR AGGARWAL)
Member (Admn.)/Secretary

STATEMENT - 'A' : (READY RECKONER) : For Officers and Employees in Pay Groups - I, II, III & IV

(Accompaniment to the C.S. No.11 Dated 3-6-1991 to the General Order No. 117 (P) Dated 31/3/1986)

Ready Reckoner showing the amount of Dearness Allowance admissible on various stages in the revised pay-scales from 1st January, 1991 onwards.

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
525	268	710	362	875	446
540	275	715	365	880	449
550	281	725	370	890	454
555	283	740	377	895	456
560	286	750	383	905	462
570	291	755	385	910	464
580	296	770	393	915	467
590	301	775	395	920	469
600	306	780	398	935	477
605	309	785	400	940	479
620	316	800	408	955	487
625	319	805	411	965	492
635	324	815	416	970	495
650	332	820	418	975	497
660	337	830	423	980	500
665	339	835	426	995	507
675	344	845	431	1000	510
680	347	855	436	1010	515
695	354	860	439	1015	518
700	357	870	444	1020	520

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1025	523	1210	617	1420	724
1030	525	1215	620	1425	727
1035	528	1225	625	1430	729
1045	533	1235	630	1435	732
1050	536	1240	632	1440	734
1055	538	1245	635	1450	740
1060	541	1250	638	1455	742
1065	543	1255	640	1465	747
1070	546	1260	643	1475	752
1075	548	1265	645	1480	755
1080	551	1270	648	1485	757
1085	553	1275	650	1490	760
1090	556	1280	653	1495	762
1095	558	1285	655	1500	765
1100	561	1295	660	1505	768
1105	564	1300	663	1510	770
1110	566	1305	666	1520	775
1115	569	1310	668	1525	778
1120	571	1315	671	1530	780
1125	574	1320	673	1535	783
1135	579	1325	676	1540	785
1140	581	1330	678	1545	788
1145	584	1335	681	1550	791
1150	587	1340	683	1555	793
1155	589	1345	686	1560	796
1160	592	1350	689	1570	801
1165	594	1355	691	1575	803
1175	599	1360	694	1585	808
1180	602	1375	701	1590	811
1185	604	1390	709	1600	816
1195	609	1395	711	1605	819
1200	612	1400	714	1610	821
1205	615	1405	717	1625	829

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1630	831	1825	931	2060	1051
1635	834	1830	933	2070	1056
1640	836	1840	938	2080	1061
1645	839	1845	941	2085	1063
1650	842	1850	944	2090	1066
1655	844	1855	946	2095	1068
1660	847	1860	949	2100	1071
1665	849	1870	954	2105	1074
1670	852	1875	956	2110	1076
1675	854	1880	959	2120	1081
1690	862	1890	964	2125	1084
1695	864	1905	972	2130	1086
1705	870	1910	974	2135	1089
1710	872	1915	977	2140	1091
1720	877	1920	979	2145	1094
1725	880	1930	984	2150	1097
1730	882	1940	989	2160	1102
1735	885	1950	995	2170	1107
1740	887	1960	1000	2175	1109
1745	890	1965	1002	2180	1112
1750	893	1970	1005	2185	1114
1760	898	1975	1007	2190	1117
1765	900	1985	1012	2195	1119
1770	903	1990	1015	2200	1122
1775	905	2000	1020	2205	1125
1780	908	2005	1023	2210	1127
1785	910	2020	1030	2220	1132
1790	913	2025	1033	2230	1137
1795	915	2030	1035	2235	1140
1805	921	2035	1038	2240	1142
1810	923	2040	1040	2245	1145
1815	926	2050	1046	2260	1153
1820	928	2055	1048	2265	1155

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2270	1158	2525	1288	2770	1413
2275	1160	2535	1293	2780	1418
2280	1163	2545	1298	2790	1423
2300	1173	2550	1301	2800	1428
2310	1178	2555	1303	2810	1433
2315	1181	2560	1306	2815	1436
2320	1183	2565	1308	2835	1446
2325	1186	2570	1311	2840	1448
2330	1188	2580	1316	2845	1451
2335	1191	2585	1318	2860	1459
2340	1193	2590	1319	2865	1461
2350	1199	2600	1326	2870	1464
2360	1204	2610	1331	2875	1466
2365	1206	2620	1336	2880	1469
2370	1209	2625	1339	2895	1476
2380	1214	2630	1341	2900	1479
2385	1216	2635	1344	2905	1482
2390	1219	2640	1346	2910	1484
2400	1224	2650	1352	2920	1489
2410	1229	2670	1362	2925	1492
2415	1232	2680	1367	2930	1494
2420	1234	2685	1369	2945	1502
2425	1237	2690	1372	2950	1505
2430	1239	2695	1374	2970	1515
2440	1244	2700	1377	2975	1517
2450	1250	2705	1380	2980	1520
2455	1252	2715	1385	2985	1522
2470	1260	2720	1387	2990	1525
2490	1270	2725	1390	2995	1537
2495	1272	2750	1403	3000	1530
2500	1275	2755	1405	3010	1535
2510	1280	2760	1408	3035	1548
2520	1285	2765	1410	3040	1550

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3045	1553	3320	1693	3755	1785
3050	1556	3325	1696	3780	1785
3060	1561	3350	1709	3830	1785
3065	1563	3375	1721	3840	1785
3075	1568	3380	1724	3865	1785
3080	1571	3390	1729	3900	1785
3085	1573	3400	1734	3940	1785
3095	1578	3405	1737	3955	1785
3100	1581	3420	1744	3975	1785
3105	1584	3425	1747	3980	1785
3115	1589	3435	1752	4040	1785
3120	1591	3460	1765	4050	1785
3125	1594	3490	1780	4070	1785
3130	1596	3495	1782	4085	1785
3140	1601	3500	1785	4095	1785
3150	1607	3520	1785	4120	1785
3160	1612	3535	1785	4160	1785
3170	1617	3540	1785	4180	1785
3175	1619	3545	1785	4185	1785
3180	1622	3575	1785	4195	1785
3185	1624	3600	1785	4200	1785
3200	1632	3605	1785	4210	1785
3205	1635	3610	1785	4260	1785
3220	1642	3625	1785	4270	1785
3235	1650	3630	1785	4300	1785
3240	1652	3635	1785	4305	1785
3255	1660	3645	1785	4320	1785
3265	1665	3660	1785	4325	1785
3280	1673	3700	1785	4360	1785
3290	1678	3715	1785	4380	1785
3300	1683	3720	1785	4400	1785
3310	1688	3725	1785	4415	1785
3315	1691	3750	1785	4440	1785

Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991	Stage in the revised Pay-scale	Revised amount of D.A.with effect from 1-1-1991
Rs.	Rs.	Rs.	Rs.	6000	2280
4460	1785	5020	1908	6075	2280
4490	1785	5040	1915	6080	2280
4520	1785	5130	1949	6160	2280
4530	1785	5160	1961	6200	2280
4555	1785	5180	1968	6250	2280
4560	1785	5200	1976	6260	2280
4600	1785	5300	2014	6300	2280
4645	1785	5360	2034	6320	2280
4670	1785	5400	2052	6400	2280
4680	1785	5440	2067	6440	2280
4720	1794	5520	2098	6480	2280
4740	1801	5540	2105	6500	2280
4760	1809	5580	2120	6525	2280
4785	1818	5600	2128	6600	2280
4800	1824	5625	2138	6620	2280
4840	1839	5680	2158	6750	2280
4875	1853	5720	2174	6800	2280
4880	1854	5800	2204	6975	2302
4900	1862	5840	2219	7000	2310
4990	1896	5850	2223	7200	2376
5000	1900	5860	2227	7250	2393
5015	1906	5900	2242	7500	2475

**CORRECTION SLIP No.12 DATED 13-11-1991
(TO G.O.117 (P),Dated 31-3-1986)**

Subject:-Revised rate of Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1991 onwards.

- Refer :- (1) Correction Slip No.3, Dated 29-7-1987 to G.O.117(P),dt.31-3-86.
 (2) Correction Slip No.4, Dated 2-4-1988 to G.O.117(P),dt. 31-3-86
 (3) Correction Slip No.5, Dated 6-8-1988 to G.O.117(P),dt.31-3-86
 (4) Correction Slip No.6, Dated 8-12-1988 to G.O.117(P),dt.31-3-86
 (5) Correction Slip No.7, Dated 4-8-1989 to G.O.117(P),dt.31-3-86.

- (6) Correction Slip No.8, Dated 3-11-1989 to G.O.117(P),dt.31-3-86
- (7) General Order No.121 (P), Dated 22-3-1990
- (8) General Order No.123 (P), Dated 6-4-1990
- (9) Correction Slip No.9,dtd. 6-6-1990 to G.O.117(P),dt.31-3-86
- (10)Correction Slip No.10, dtd. 9-1-1991 to G.O.117(P),dt.31-3-86
- (11)Correction Slip No.11, dtd.3-6-1991 to G.O.117(P), dt.31-3-86

The Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18th July, 1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 10 instalments of Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, 1st July, 1987, 1st January, 1988, 1st July, 1988, 1st January, 1989, 1st July, 1989, 1st January, 1990, 1st July, 1990 and 1st January, 1991 vide Correction Slips mentioned above.

2. Since the Government of Maharashtra, Finance Department, vide Government Resolution No. MBV/1191/88/SER-10, Dated 15-10-1991, has now further revised the rate of Dearness Allowance to Government employees with effect from 1st July, 1991 onwards and since the Board follows Government orders in the matter of grant of D.A. to its employees, the Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member, has accorded approval to further revise the rate of Dearness Allowance indicated in Column No.5 of the Annexure -XVII to G.O.121(P), Dated 22-3-1990 and Column No.5 of Annexure - VII of G.O.123(P), Dated 6-4-1990. Accordingly the employees who are drawing basic pay upto Rs.3,500/- per month in the revised scale, the present rate of Dearness Allowance at 51 per cent of basic pay in the revised scale, shall with effect from 1st July, 1991 and onwards be revised to 60 per cent of basic pay in the revised scale.

3. While calculating the amount of Dearness Allowance at the revised rate payable with effect from 1st July, 1991 onwards, the basic pay in the revised pay-scale should only be taken in to consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance which is classified as "Pay" should not be taken into consideration while calculating Dearness Allowance at revised rate.

4. The payment on account of D.A. at revised rate involving fractions of Fifty-paise and above may be rounded off to the next higher Rupee and the fractions of less than Fifty-paise may be ignored.

5. The Dearness Allowance at revised rate as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) Dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), Dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance.

6. In case of employees who have given option to retain old pay-scales as per G.O.121(P), Dated 22-3-1990 and G.O.123(P), Dated 6-4-1990, the amount of D.A. at revised rate payable with effect from 1st July, 1991 onwards, should be calculated on the total of basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the Pay bill as herebefore in their case.

7. The Dearness Allowance at the revised rate should be drawn and paid through the salary bills of November, 1991 onwards to all the employees drawing basic pay upto Rs.3,500/- per month. The instructions regarding payment of arrears on account of increase in Dearness Allowance for the period from July, 1991 to October, 1991 will be issued separately.

8. These orders shall also apply to Work-charged employees.

Sd/-(VIJAY KUMAR AGGARAWAL)
Member (Admn.)/Secretary

**CORRECTION SLIP No.13 DATED 12-5-1992
(To G.O.117 (P), Dated 31-3-1986)**

Subject:-Revised rates of Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1991 and 1st January, 1992 onwards.

- Refer :- (1) Correction Slip No.3, Dated 29-7-1987 to G.O.117(P),dt.31-3-86.
(2) Correction Slip No.4, Dated 2-4-1988 to G.O.117(P),dt. 31-3-86
(3) Correction Slip No.5, Dated 6-8-1988 to G.O.117(P),dt.31-3-86
(4) Correction Slip No.6, Dated 8-12-1988 to G.O.117(P),dt.31-3-86
(5) Correction Slip No.7, Dated 4-8-1989 to G.O.117(P),dt.31-3-86
(6) Correction Slip No.8, Dated 3-11-1989 to G.O.117(P),dt.31-3-86
(7) General Order No.121,(P) Dated 22-3-1990
(8) General Order No.123,(P) Dated 6-4-1990
(9) Correction Slip No.9,dtd. 6-6-1990 to G.O.117(P),dt.31-3-86
(10)Correction Slip No.10, dtd. 9-1-1991 to G.O.117(P),dt.31-3-86
(11)Correction Slip No.11, dtd. 3-6-1991 to G.O.117(P), dtd. 31-3-86
(12)Correction Slip No.12, dtd. 13-11-1991 to G.O.117(P), dtd.31-3-86.

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18-7-1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 11 instalments of Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January,1987, 1st July, 1987, 1st January, 1988, 1st July, 1988, 1st January, 1989, 1st July, 1989, 1st January,1990, 1st July, 1990, 1st January, 1991 and 1st July, 1991 vide Correction Slips mentioned above.

2. Since the Government of Maharashtra, Finance Department, vide Government Resolution F.D.No.MBV/1192/28/SER-10, Dated 27-4-1992 has now revised the rates of Dearness Allowance to Government employees drawing basic pay exceeding Rs.3500/- per month with effect from 1st July, 1991 and further revised the rates of Dearness Allowance to all Government employees with effect from 1st January, 1992 and since the Board follows Government orders in the matter of grant of Dearness Allowance to its employees, the Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, has accorded approval to revise the rates of Dearness Allowance indicated in Column No.5 of the Annexure -XVII to G.O. 121(P), Dated 22-3-1990 and Column No.5 of Annexure - VII of G.O.123(P), Dated 6-4-1990. Accordingly, the revised rates of Dearness Allowance payable to the employees are as follows:-

Date from which revised Dearness Allowance is Payable.	Basic Pay in the revised pay-scales	Revised rate of Dearness Allowance per month
1st July, 1991	i)Rs.3501/- to Rs.6000/-	45% but minimum Rs.2100/-
	ii)Above Rs.6000/-	39% but minimum Rs.2700/-
1st January, 1992	i)Upto Rs.3,500/-	71%
	ii)Rs.3,501/- to Rs.6000/-	53% but minimum Rs.2485/-
	iii)Above Rs.6,000/-	46% but minimum Rs.3180/-

3. While calculating the amount of Dearness Allowance at the revised rates payable with effect from 1st July, 1991 onwards, the basic pay in the revised pay-scale should only be taken in to consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance

which is classified as "Pay" should not be taken into consideration while calculating Dearness Allowance at revised rate.

4. The payment on account of Dearness Allowance at revised rate involving fractions of Fifty-paise and above may be rounded off to the next higher rupees and the fractions of less than Fifty paise may be ignored.

5. The Dearness Allowance at the revised rates as per this Correction Slip should be considered for the purpose of payment of Gratuity, Overtime, Encashment of leave under the provisions of G.O. 59 (P) dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance.

6. In case of employees who have given option to retain old pay-scales as stated in G.O.121(P), dated 22-3-1990 and G.O.123(P), dated 6-4-1990, the amount of Dearness Allowance at revised rate payable with effect from 1st July, 1991 onwards should be calculated on the total of basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the Pay bill as herebefore in their cases.

7. The Dearness Allowance at the revised rate should be drawn and paid through the salary bills of May, 1992 onwards to all the employees drawing basic upto exceeding Rs.3,500/- per month. The arrears on account of increase in Dearness Allowance for the period from 1st January, 1992 to April, 1992 should also be paid to them in Cash in the month of June, 1992. In respect of employees drawing basic pay exceeding Rs.3,500/- per month, the increase in Dearness Allowance from 1st July 1991 onwards should be drawn and credited to their Provident Fund Accounts through the salary bills of May, 1992 onwards. The arrears for the period from 1st July, 1991 to April, 1992 should be drawn and credited to their Provident Fund Accounts in the month of June, 1992. The amount of increase in Dearness Allowance and the amount credited to the C.P.F. Account should be shown distinctly and separately in the pay bills. There would, however, be no matching contribution from Board towards the increased Dearness Allowance and arrears of Dearness Allowance credited to the CPF Account.

8. In case of the employees who are transferred from one Office to another office on or after 1st July, 1991 the arrears on account of revised rates of Dearness Allowance payable to such employees for the period from 1st July, 1991 to the date of relief from the old office should also be drawn and paid/credited to C.P.F. Accounts by the concerned offices where such employees are working at the time of drawal of arrears i.e. in the month of June, 1992.

9. These orders shall also apply to Work-charged employees.

Sd/- (VIJAY KUMAR AGGARWAL)
Member (Admn.)/Secretary

**CORRECTION SLIP No.14 DATED 6-11-1992
(TO G.O.117 (P), Dated 31-3-1986)**

Subject:-Revised rates of Dearness Allowance to M.S.E.B. Employees with effect from 1st July, 1992 onwards.

Refer :- (1) Correction Slip No.3, Dated 29-7-1987 to G.O.117(P),dt.31-3-86.
(2) Correction Slip No.4, Dated 2-4-1988 to G.O.117(P),dt. 31-3-86
(3) Correction Slip No.5, Dated 6-8-1988 to G.O.117(P),dt.31-3-86
(4) Correction Slip No.6, Dated 8-12-1988 to G.O.117(P),dt.31-3-86
(5) Correction Slip No.7, Dated 4-8-1989 to G.O.117(P),dt.31-3-86
(6) Correction Slip No.8, Dated 3-11-1989 to G.O.117(P),dt.31-3-86

- (7) General Order No.121,(P) Dated 22-3-1990
- (8) General Order No.123,(P) Dated 6-4-1990
- (9) Correction Slip No.9,dtd. 6-6-1990 to G.O.117(P),dt.31-3-86
- (10) Correction Slip No.10, dtd. 9-1-1991 to G.O.117(P),dt.31-3-86
- (11) Correction Slip No.11, dtd. 3-6-1991 to G.O.117(P), dt. 31-3-86
- (12) Correction Slip No.12,dtd.13-11-1991 to GO.117(P),dt.31-3-86
- (13) Correction Slip No.13, dtd.12-5-1992 to G.O.117(P), dt.31-3-86

The Chairman in consultation with the Member (Admn.)/ Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, Dated 18th July, 1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 12 instalments of Dearness Allowance to M.S.E.B. employees which were due from 1st July, 1986, 1st January, 1987, 1st July, 1987, 1st January, 1988, 1st July, 1988, 1st January, 1989, and 1st July, 1989, 1st January, 1990, 1st July, 1990, 1st January, 1991 and 1st January, 1992 vide Correction Slips mentioned above.

2. Since the Government of Maharashtra, Finance Department, vide Government Resolution F.D.No.MBV/1192/67/SER-10, Dated 6-10-1992 has revised the rates of Dearness Allowance to Government employees with effect from 1st July, 1992 and since the Board follows Government orders in the matter of grant of Dearness Allowance to its employees, the Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member has accorded approval to revise the rates of Dearness Allowance indicated in Column No.5 of the Annexure -XVII to G.O.121(P), Dated 22-3-1990 and Column No.5 of Annexure - VII of G.O.123(P), Dated 6-4-1990. Accordingly, the revised rates of Dearness Allowance payable to the employees are as follows:-

Date from which revised Dearness Allowance is Payable.	Basic Pay in the in the revised pay-scales	Revised rate of Dearness Allowance per month
1st July, 1992	i)Upto Rs.3,500/-	83%
	ii)Rs.3,501/- to Rs.6000/-	62% but minimum Rs.2905/-
	iii)Above Rs.6,000/-	54% but minimum Rs.3720/-

3. While calculating the amount of Dearness Allowance at the revised rates payable with effect from 1st July, 1992 onwards, the basic pay in the revised pay-scale should only be taken in to consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance which is classified as "Pay" should not be taken into consideration while calculating Dearness Allowance at revised rates.

4. The payment on account of Dearness Allowance at revised rate involving fraction of Fifty paise and above may be rounded off to the next higher rupee and the fraction of less than Fifty paise may be ignored.

5. The Dearness Allowance at the revised rates as per this Correction Slip should be considered for the purpose of payment of Gratuity, Over Time, Encashment of Leave under the provisions of G.O. 59 (P) dated 27-6-1970, Service Regulations 39 (a) and G.O. 114 (P), dated 23-8-1982 and any other payment/recovery which is dependent on pay and Dearness Allowance.

6. In case of employees who have given option to retain old pay-scales as stated in G.O.121(P), dated 22-3-1990 and G.O.123(P), Dated 6-4-1990, the amount of Dearness Allowance at revised rate payable with effect from 1st July, 1992 onwards should be calculated on the total of basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the Pay bill as heretofore in their cases.

7. The Dearness Allowance at the revised rate should be drawn and paid through the salary bills of November, 1992 onwards to all the employees drawing basic pay upto Rs.3,500/- per month. The arrears on account of increase in Dearness Allowance for the period from 1st July, 1992 to October, 1992 should also be paid to them in Cash in the month of November, 1992. In respect of employees drawing basic pay exceeding Rs.3,500/- per month, the increase in Dearness Allowance from 1st July 1992 onwards should be drawn and credited to their Contributory Provident Fund Accounts through the salary bills of November, 1992 onwards. The arrears for the period from 1st July, 1992 to October, 1992 should be drawn and credited to their Contributory Provident Fund Accounts in the month of November, 1992. The amount of increase in Dearness Allowance and the amount credited to the C.P.F. Account should be shown distinctly and separately in the pay bills. There would, however, be no matching contribution from Board towards the increased Dearness Allowance and arrears of Dearness Allowance credited to the CPF Account.

8. In case of the employees who are transferred from one Office to another office on or after 1st July, 1992, the arrears on account of revised rates of Dearness Allowance payable to such employees for the period from 1st July, 1992 to the date of relief from the old office should also be drawn and paid/credited to C.P.F. Account by the concerned Office where such employees are working at the time of drawal of arrears i.e. in the month of November, 1992.

9. As regards crediting of increased Dearness Allowance in respect of employees drawing basic pay exceeding Rs.3500/- per month in the C.P.F., clarification issued under H.O. Circular No.421/O&M, Dated 03-09-1992 may please be referred to and followed.

10. These orders shall also apply to Work-charged employees, if any.

Sd/-Member (Admn.)/Secretary

**CORRECTION SLIP No.15, DATED 4-6-1993
(To G.O.117 (P), Dated 31-3-1986)**

**Subject:-Revised rates of Dearness Allowance to M.S.E.B. Employees
with effect from 1st January, 1993 onwards.**

- Refer:-
- 1) C.S.No. 3, dtd. 29-7-1987 to G.O.117(P), dt. 31-3-86.
 - 2) C.S.No. 4, dtd. 2-4-1988 to G.O.117(P), dt. 31-3-86.
 - 3) C.S.No. 5, dtd. 6-8-1988 to G.O.117(P), dt. 31-3-86.
 - 4) C.S.No. 6, dtd. 8-12-1988 to G.O.117(P), dt. 31-3-86.
 - 5) C.S.No. 7, dtd. 4-8-1989 to G.O.117(P), dt. 31-3-86.
 - 6) C.S.No. 8, dtd. 3-11-1989 to G.O.117(P), dt. 31-3-86.
 - 7) General Order No. 121 (P), dated 22-03-1990.
 - 8) General Order No. 123 (P), dated 06-04-1990.
 - 9) C.S. No.9, dtd. 6-6-1990 to G.O.117 (P), dt. 31-3-86.
 - 10) C.S. No.10, dtd. 9-1-1991 to G.O.117 (P), dt. 31-3-86.
 - 11) C.S. No.11, dtd. 3-6-1991 to G.O.117 (P), dt. 31-3-86.
 - 12) C.S. No.12, dtd. 13-11-1991 to G.O.117 (P), dt. 31-3-86.
 - 13) C.S. No.13, dtd. 12-5-1992 to G.O.117 (P), dt. 31-3-86.

14) C.S. No.14, dtd. 6-11-1992 to G.O.117 (P), dt. 31-3-86.

The chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Member, in exercise of the powers delegated by the Board by their Resolution No.660, dated 18th July, 1987 and consequent upon declaration of the instalments of Dearness Allowance by the Government of Maharashtra from time to time to State Government Employees, had granted 13 instalments of Dearness Allowance to the M.S.E.B. Employees which were due from 1st July, 1986, 1st January, 1987, 1st July 1987, 1st January, 1988, 1st July, 1988, 1st January, 1989, 1st July, 1989, 1st January, 1990, 1st July, 1990, 1st January, 1991, 1st July, 1991, 1st January, 1992 and 1st July, 1992 vide Correction Slips mentioned above.

2. Since the Government of Maharashtra, Finance Department, vide Government Resolution, F.D.No. मप्रवा/११९३/२१/SER-10, dated 19-05-1993 has revised the rates of Dearness Allowance to all Government employees with effect from 1st January, 1993 and since the Board follows Government orders in the matter of grant of Dearness Allowance to its employees, the Chairman in consultation with the Member (Admn.)/Secretary, the Technical Member and the Accounts Members has accorded approval to revise the rates of Dearness Allowance indicated in Column No.5 of Annexure - XVII to G.O.121 (P), dated 22-03-1990 and Column No.5 of Annexure - VII to G.O.123 (P), dated 6-4-1990. Accordingly, the revised rates of Dearness Allowance payable to the employees are as follows :-

Date from which revised Dearness Allowance is payable.	Basic pay in the revised pay-scales.	Revised rate of Dearness Allowance per month.
1st January, 1993.	i) Upto Rs.3500/-	92%.
	ii) Rs.3501/- to Rs.6000/-.	69% but minimum Rs.3220/-.
	iii) Above Rs.6000/-.	59% but minimum Rs.4140/-.

3. While calculating the amount of Dearness Allowance at the revised rates payable with effect from 1st January, 1993 onwards, the Basic pay in the revised pay-scale should only be taken into consideration. Special Pay, Deputation Allowance, Special Compensatory Allowance, Heavy Duty Allowance or any other Allowance which is classified as "Pay" should not be taken into consideration while calculating Dearness Allowance at revised rate.

4. The payment on account of Dearness Allowance at revised rate involving fraction of Fifty Paise and above may be rounded off to the next higher rupee and the fraction of less than Fifty paise may be ignored.

5. The Dearness Allowance at the revised rates as per this Correction Slip should be considered for the purpose of payment of Gratuity, Over Time, Encashment of Leave under the provisions of G.O.59 (P), dated 27-06-1970, Service Regulations 39 (a) and G.O.114 (P), dated 23-08-1982 and any other payment/recovery which is dependent on Pay and Dearness Allowance.

6. In case of employees who have given option to retain old Pay-scale as stated in G.O.121 (P), dated 22-03-1990 and G.O.123 (P), dated 6-4-1990, the amount of Dearness allowance at revised rate payable with effect from 1st January, 1993 onwards should be calculated on the total of basic pay as on 1st January, 1986 and the amount of Dearness Allowance and Ad-hoc Dearness Allowance admissible on that pay as on 1st January, 1986. This should be shown distinctly as Additional Dearness Allowance in the pay bill as herebefore in their cases.

7. The Dearness Allowance at the revised rate should be drawn and paid through the salary bills of June, 1993 onwards to all the employees of the Board.

8. In respect of the Government employees on deputation to the M.S.E.B., the additional instalment of Dearness Allowance due from 1st January, 1993 shall be paid in Cash. However, such of the Government employees who are drawing basic pay exceeding Rs.3,500/- per month, the increase in the Dearness Allowance as a result of revision as on 1-7-1990, 1-1-1991, 1-7-1991, 1-1-1992 and 1-7-1992 shall continue to be credited to their Provident Fund Account.

9. The arrears on account of increase in Dearness Allowance for the period from 1st January, 1993 to May, 1993 should be paid to them in Cash in the month of July, 1993 along with salary payment.

10. In case of the employees who are transferred from one office to another office on or after 1st January, 1993, the arrears on account of revised rates of Dearness Allowance payable to such employees for the period from 1st January, 1993 to the date of relief from the old office should also be drawn and paid by the concerned Office where such employees are working at the time of drawal of arrears i.e. in the month of July 1993.

11. These orders shall also apply to Work-charged employees, if any.

Member(Admn.)/Secretary.

GENERAL ORDER NO.118(P) DATED 5-12-1987

Subject:-Deployment of staff- Delegation of powers to Head of Department/Chief Engineer, In-charge of Power Station/Zone

The Board by their Resolution No.824 dt.19-11-87, have accorded approval as under :-

(1) To delegate powers to Head of Department/Chief Engineer In-charge of Power Station/Zone to effect such changes in the sanctioned strength of Units/Sections and deploy the personnel accordingly for better potential utilisation as he deems necessary having regard to the exigencies of situation in the Power Station/Zone and the actual work load.

(2) To insert the following delegations at Sr.No.15 (Reg.9(27)) of the Eleventh Schedule appended to the M.S.E.B. Employees' Service Regulations, as under :-

No. Clause (4) General

15. 9(27) Re-alignment in sanctioned pattern of Units/ Sections and deployment of staff in Power Stations

For Major/Minor changes in the staff (i.e. Maintenance/Operation/Plant etc.) from one Unit/Section to another or for adjustment in the sanctioned strength of Unit/Section of Power Stations

For a period not exceeding one year

- Concerned C.E.of the Power Station, subject to the fulfilment of the provisions laid down under Section 61 of the Factories Act, 1948.

Clause (5) General

Re-alignment in sanctioned pattern of Offices/ Units/Sections and deployment of staff

For Major/Minor changes in the staff from one Office/Unit/Section to another or for adjustment in the sanctioned strength of Office/Unit /Section.

For a period not exceeding one year

Head of the Department/concerned Chief Engineer of the Zone subject to the fulfilment of the provisions laid down under Section 61 of the Factories Act,1948, wherever applicable

2. Intimation about the re-alignment in sanctioned pattern of Offices/Units/Sections and deployment of staff, made by the Competent Authority, in exercise of the powers delegated as above, should be given to the Head Office. Such intimation letters/O.Os. should be serially numbered and noted in a separate register to be maintained for this purpose. Copies of these letters/O.Os. should be sent to Director of Personnel, Jt.Secretary (Tech.) and Estt.Officer(Tech.).In the case of non-technical personnel/posts intimation letters/O.Os. should be sent to the A.D.(Estt.) also in Head Office.

3. Such of the changes/re-alignment which are needed to be continued beyond one year should be referred to the Joint Secretary(Tech.)/Additional Director(E) to enable him to process necessary approvals from the Competent Authorities in Head Office.

4. The Correction Slip to the G.O.18(P) dt.28-5-63 will be issued separately.

Sd/-(R.K.Bhargava)
Member (Adm.)/Secretary.

GENERAL ORDER NO.119(P) DATED 22-2-1988

Subject:-Grant of Leave with wages (Earned Leave) to N.M.R. workers who have put 5 years or more continuous service on nominal Muster Roll.

Persons employees on Daily Wage basis on N.M.R. excepting those covered under statutory provisions (e.g. Factories Act, 1948) are not entitled to avail of leave of any kind. The question introducing a suitable provision for granting leave with wages (Earned Leave)

to N.M.R. workers receiving consolidated wages on daily basis was under consideration of the Board for some time. The Board by their Resolution No. 898, dated 6th February, 1988, have accorded approval to the following concession to N.M.R. Workers who have put in 5 years or more continuous service on N.M.R. as on 31st December, 1983 or thereafter, but who have not yet been absorbed in or against a supernumerary/temporary/permanent post.

2. N.M.R. Workers who have put in 5 years or more continuous service on N.M.R. as on 31st December, 1983 or thereafter but have not yet been absorbed in or against a supernumerary/temporary/permanent post shall be eligible to earn leave with wages (Earned Leave) at the rate of 1/22nd of the period of duty performed on N.M.R. subject to the limit of accumulation of 180 days and of availment of 30 days at a time on the following conditions, viz:

- a) The Competent Authorities shall have discretion of granting/ refusing leave, considering exigencies of the project or other Board's work;
- b) Such N.M.R. Workers may be allowed to avail of leave with wages standing to his credit while working on N.M.R. for not more than two occasions during a calendar year;
- c) If any worker is retained in the service and subsequently absorbed in a supernumerary/temporary/ permanent post, the unavailed portion of Earned Leave will be carried forward in his leave account;
- d) Head of the Division/Major Stores or any Officer in Pay Group-I authorised by him shall be the Authority Competent to grant leave to N.M.R. Worker;

3. In connection with the above provision of Earned Leave it should be noted that for reckoning 5 years continuous service, the existing norms of 180 days of actual work (150 days for Konkan Districts) in the first qualifying year and 90 days in the subsequent years should be followed. The period of duty for the purpose of calculating Earned Leave at the approved rate specified above should include only the days on which full consolidated wages were paid/payable. No encashment of Earned Leave on the lines of the provisions contained in G.O. 59(P), dated 27-6-1970 should be allowed to any N.M.R. Worker. No new appointment/recruitment of any person under any circumstances should be made in place of the N.M.R. Worker who is granted leave. It shall be the responsibility of the Head of the Division/Major Stores to ensure that proper record of leave availed of and leave account of each N.M.R. Worker is maintained and kept up-to-date duly attested by the Leave sanctioning authority.

This General Order comes into force with immediate effect.

Sd/-(RAVI KAMAL BHARGAVA)
Member (Admn.) & Secretary

**1) CORRECTION SLIP No.329 DATED 6-7-1988
(to G.O.18 (P) Dated 28-5-1963)**

M.S.E.B Employees's Service Regulations.

**2) CORRECTION SLIP No.1 DATED 6-7-1988
(to G.O.119 (P) Dated 22-2-1988)**

**Subject:-Improvement in Leave Rules and provisions regarding encashment
of leave at the time of retirement.**

The Board by their Resolution No. 1068 dated 22/6/88 have accorded approval as
under :-

a) The existing maximum limit of 180 days on accumulation of Earned Leave (Leave
on Average Pay) provided in Regulations 43,44 and 45 of the M.S.E.B. Employees' Service
Regulations shall be enhanced to 240 days.

b) The existing ceiling of 180 days for availing the benefit of encashment of
unutilised earned leave (leave on average pay) as laid down under the M.S.E.B.
Employees' Service Regulations, in respect of employees retiring compulsorily, voluntarily
or on attaining the age of superannuation shall be increased to 240 days.

Consequently, for the figure "180" wherever appearing in Service Regulations 43,
44 and 45 and in the other Regulations, General Orders, General Standing Orders,
Circulars in the context of E.L. (i.e. leave on Average Pay) the figure "240" shall be
substituted.

c) The above orders shall take effect from 1-4-88. The Earned Leave Account of all
Employees of the Board to whom the present limit of 180 days is applicable should be
closed as on 31-3-88 and the leave at their credit as on 31-3-88 subject to a maximum of
180 days should be brought forward and credited to their Earned Leave Account on
1-4-88.

The above amendment shall be applicable to the employees retiring on or after
30-4-88 (AN).

Sd/-(R.V. KULKARNI)
Member (Admn)/ Secretary

...

GENERAL ORDER NO.120 DATED 1-7-1989

Subject:-Grant of special incentive allowance to Board's employees working in Tribal areas of Gadchiroli District and some Talukas and Villages of Chandrapur District.

By their Resolution No.128,dated 12-6-1989, the Board have accorded their approval to adopt the Government Resolution, Tribal Development Department, No.TSE-1084/L.No.149/84/15, dated 24th January, 1989, and to grant "Special Incentive Allowance" at the following rates with effect from 1st January, 1989 onwards to the Board's employees who are posted to work in the Tribal areas as notified by the Government of Maharashtra :-

Pay Scale	Rate of Special Incentive Allowance per month
i) Basic Pay below Rs.950/-	Rs. 20/-
ii) Basic Pay Rs.950/- and above, but below Rs.1500/-	Rs. 40/-
iii) Basic Pay Rs.1500/- and above, but below Rs.2000/-	Rs. 60/-
iv) Basic Pay Rs.2000/- and above, but below Rs.3000/-	Rs. 80/-
v) Basic Pay Rs.3000/- and above	Rs.100/-

Note: For the purpose of calculation of Special Incentive Allowance, "Basic Pay" means "Pay as on 1-1-1989 and thereafter and the amount of dearness allowance and *Ad-hoc* dearness allowance admissible on that pay as on 1-1-1986 but will not include additional dearness allowance or any other allowance."

2. The Board further directed that the employees who are posted to the specified Tribal areas should also draw House Rent Allowance during the period of their posting to such Tribal areas at the same admissible rates which they were getting prior to the posting to the Tribal areas, provided that no Board's quarters were allotted to them.

3. The Tribal areas in Gadchiroli and Chandrapur Districts declared by the Government of Maharashtra are indicated in Annexure-'A' appended to this General Order, for the purpose of drawal of Special Incentive Allowance.

4. The Board further delegated powers to the Member(Adm)/Secretary in consultation with the Accounts Member, to adopt for Board's employees, orders of Government issued from time to time on the subject and to decide all issues arising out of the above allowance including interpretations and modifications of rates etc., and to notify the decision thereon.

Encl: Annexure-'A'

Sd/- (Gireesh Pradhan),
Member(Admn)/Secretary

परिशिष्ट - अ

गडचिरोली जिल्हा व चंद्रपूर जिल्हयाच्या नियडक भागाच्या जलद विकासासाठी विशेष कृती कार्यक्रमासाठी नियडलेल्या क्षेत्राचे तपशील.

जिल्हा	तालुका	क्षेत्र
१. गडचिरोली		संपूर्ण जिल्हा
२. चंद्रपूर	१) राजूरा तालुका :	संपूर्ण तालुका
	२) गोंड पिंपरी	संपूर्ण तालुका
	३) मूळ तालुका :	तालुक्यातील गडचिरोली जिल्हालयगतच्या भागातील खेडी- एकूण तालुक्याच्या खेड्यांतील ६०% खेड्यांचा समावेश यात आहे.
	४) चंद्रपूर तालुका :	या तालुक्यातील खाली नमूद केलेली २३ खेडी.
		१) जुनोना २) आलेगांव ३) गिलबिल ४) मोहाडी सुकुम ५) मानोरा ६) इरोळी ७) केमलुडम ८) ब्राम्हणी ९) कवडसी १०) पळसगांव ११) आमडी १२) येतबोली १३) देहली नोंदगांव १४) विसापूर १५) माना १६) भारत नवीन १७) हडस्ती १८) शिवनीचोर १९) काटया २०) कळमना २१) कोटोसक्ता २२) कोटीतुकूम आणि २३) कारवा-चुन्हा भट्टी-किन्ही.

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**CORRECTION SLIP No.1 DATED 3-6-1991
(To General Order No.120, Dated 1-7-1989)**

Subject:-Grant of special incentive allowance to the Board's employees working in tribal areas of Mul Taluka of Chandrapur District.

In exercise of the powers delegated to him by the Board vide Resolution No.128, dated 12-6-1989, the Member (Admn.)/Secretary, in consultation with the Accounts Member, has accorded approval to extend the benefit of special incentive allowance to Board's employees working in 81 villages of Mul Taluka of Chandrapur District (as shown in the list on the reverse) on the lines of the State Government Orders contained in Government Resolution Tribal Development Department, No. TSE- 1084/P.K./149/84/15, dated 16th February, 1989, at the rates and on the same terms and conditions laid down in the General Order No.120, dated 1-7-1989.

2. The above orders are effective from 1st January, 1989.

Encl : List on reverse.

Sd/-Director of Personnel.

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प्रपत्र - "अ"

चंद्रपुर जिल्ह्याच्या विशेष कार्य योजनेत मुल तहसिल मधील समाविष्ट करून घेतलेली व प्रोत्साहनपर भत्यास अर्ह असलेल्या गावाची यादी.

अ. क्र.	तालुक्याचे नांव	मुल तालुक्यात समाविष्ट करण्यात आलेली गावे.
(१)	तालुका मुल (जिल्हा - चंद्रपूर)	(१) पिंपरी दिक्षीत (२) बेंबाल रे. (३) सुकडी (४) खंडाळारे (५) घोसरी रे. (६) यरगांव उर्फ बेलगाव (७) नांदगाव (८) गोवर्धन (९) बोरघाटरे (१०) बोरघाटरे (११) बोबाळा बु (१२) बेंबाळा (१३) बोंडाळा खुर्द (१४) नवेगाव भुजला (१५) बावराळा (१६) दुगाडामाल (१७) दुभाळा रे (१८) कोरंबी (१९) चुरूळ तुकूम (२०) जुना सुर्ला (२१) गडी सुर्ला (२२) चांदापूर (२३) खेडी (२४) रूद्रापूर रे (२५) पारडी (२६) सिंगापूर (२७) कवठी (२८) जिवगाव (२९) उसेगाव (३०) पेठगाव (३१) पेठगाव रे. (३२) सिर्सीमाल (३३) सिर्तीचक (३४) जामवुज (३५) भट्टीजाम (३६) हरंबा (३७) साखरी (३८) डोनाडाचक (३९) डोनाडा (४०) साखरीचक (४१) चककाजळवाही (४२) कटौली (४३) तोंडीली (४४) उमरी (४५) कापसी (४६) उपरी (४७) चारखाल रीठ (४८) भास्ती (४९) विलसनोपेठगाव (५०) वढोली गांडली (५१) सोनापूर (५२) वकउपरी उर्फ मढेभान्सी (५३) वढोली रे (५४) व्याहाड वुण (५५) वाघोली (५६) सामदा बु. (५७) जाम केरोडा रे (५८) व्याहाड खुर्द (५९) आंबोरे (६०) केरोडा (६१) कोंडेखल (६२) कोंडेखल रे. (६३) मोखाळा (६४) विचोर (६५) व्याहाड खुर्द चक नं. १ (६६) व्याहाचक नं. २ (६७) किसाननगर (६८) राजगड (६९) भवराला (७०) बोरचंदली (७१) चांदली बुज. (७२) सावली (७३) सावली तुकूम (७४) चकपिरंजी (७५) सिंदोडा (७६) चिमठा (७७) भेणगाव (७८) भेजगाव (७९) सिमळा (८०) विरई (८१) फिस्कुरी.

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**CORRECTION SLIP No.2 DATED 30-5-1992
(To Genral Order No.120(P), Dated 1-7-1989)**

Subject:-Grant of special incentive allowance to the Board's employees working in tribal areas.

Refer :- 1) G.O. 120 (P), Dated 1-7-1989.

2) Correction Slip No.1, Dated 3-6-1991 (to G.O. 120 (P), Dated 1-7-1989.)

In exercise of the powers delegated by the Board vide Resolution No.128, dated 12-6-1989, the Member (Admn.)/Secretary in consultation with the Accounts Member has

accorded approval to extend the benefit of special incentive allowance and other facilities to Board's employees working in tribal areas indicated in the Annexure - 'A' of this Correction Slip, on the lines of the State Government orders contained in Government Resolution Tribal Development Department No. Estt-1092/Pra.Kra-15, Dated 20.2.1992 at the same rates and on the same terms and conditions as are laid down in the General Order No.120 (P), dated 1-7-1989.

The above orders (extension) are effective from 1st October, 1991 and they will be in force only upto the end of 8th Five year plan.

Encl : Annexure - 'A'

Sd/-Director of Personnel.

सहपत्र "अ"

सामान्य आदेश क्र. १२० (क) दिनांक १/७/१९८९ चे सुधारणत्र क्रमांक -२ वि. ३०-५-९२ चे सहपत्र
आदिवासी उपयोजना क्षेत्रातील दुर्गम व
मागास तालुक्यात काम करणाऱ्या शासकीय
कर्मचाऱ्यांना प्रोत्साहन भत्ता देणेबाबत

महाराष्ट्र शासन

आदिवासी विकास विभाग

शासन निर्णय क्रमांक आस्था -१०९२/प्रक्र. ३०/का. १५

मंत्रालय विस्तार भवन, मुंबई -४०० ०३२

दिनांक २० फेब्रुवारी १९९२

वाचा : शासन निर्णय आदिवासी विकास विभाग क्र. टीएसई -१०८४/प्र.क्र.१४९/८४/१५, दिनांक २४.१.८९
व १६.२.८९

शासन निर्णय :- आदिवासी उपयोजना क्षेत्रात काम करणाऱ्या शासकीय कर्मचाऱ्यांना प्रोत्साहन म्हणून कांही विशेष आर्थिक स्वरूपाचा लाभ देण्याचा प्रश्न शासनाच्या विचाराधीन होता. शासनाने आता असा निर्णय घेतला आहे की, आदिवासी उपयोजना क्षेत्रातील सोबत जोडलेल्या परिशिष्ट "अ" मध्ये उल्लेखिलेल्या तालुक्यातील दुर्गम व मागास गावी कार्यरत असलेल्या शासकीय कर्मचाऱ्यांना खाली नमूद केलेल्या दराने विशेष प्रोत्साहनपर भत्ता दरमहा देण्यात यावा.

वेतनश्रेणी

- १) मूळ वेतन रु ९५० पेक्षा कमी
- २) मूळ वेतन रु ९५० व अधिक परंतु रु १५०० पेक्षा कमी
- ३) मूळ वेतन रु १५०० व अधिक परंतु रु २००० पेक्षा कमी
- ४) मूळ वेतन रु २००० व अधिक परंतु रु ३००० पेक्षा कमी
- ५) मूळ वेतन रु ३००० व त्यापेक्षा अधिक

प्रोत्साहनपर भत्त्याच्या दरमहा दर.

- रु २०/-
- रु ४०/-
- रु ६०/-
- रु. ८०/-
- रु १००/-

त्याचप्रमाणे अशा कर्मचाऱ्यास त्यांच्या आदिवासी क्षेत्रातील दुर्गम जागी करण्यात आलेल्या नेमणुकीच्या कालावधीत त्यांच्या पूर्वीच्या नेमणुकीच्या ठिकाणी शासकीय निवासस्थान ताब्यात ठेवावयाची, आणि पूर्वीच्या नेमणुकीच्या ठिकाणी शासकीय निवासस्थान उपलब्ध नसल्यास त्या ठिकाणी अनुज्ञेय असलेला घरभाडे भत्ता घेण्याची सुविधा देण्यात येईल.

२. वर नमूद केलेल्या दराने प्रोत्साहन भत्ता व इतर सवलती १ ऑक्टोबर १९९१ पासून देण्यात याव्यात. हे आदेश आठव्या पंचवार्षिक योजनेच्या अखेरी पर्यंतच अंमलात राहतील.

३. ज्या कर्मचाऱ्यांचे सध्याचे वेतन व भत्ते योजनांतर्गत तरतुदीतून भागविले जातात त्यांच्या प्रोत्साहनपर भत्त्याचा खर्च योजनांतर्गत मानून तो संबंधित विभागाच्या योजनांतर्गत तरतुदीमधून भागविण्यात यावा व तो आदिवासी उपयोजनेवरील खर्च म्हणून समजण्यात यावा. मात्र ज्या कर्मचाऱ्यांचे सध्याचे वेतन व भत्ते योजनेतर तरतुदीमधून भागविले जातात, त्यांच्या प्रोत्साहनपर भत्त्याचा खर्च हा संबंधित विभागाच्या योजनेतर तरतुदीमधून भागविण्यात यावा.

४. महाराष्ट्र जिल्हा परिषदा व पंचायत समित्या अधिनियम, १९६१ (सन १९६२ चा महाराष्ट्र अधिनियम क्रमांक ५) मधील कलम २४८ च्या परंतुकान्वये प्रदान केलेले अधिकार व त्यासंबंधातील इतर सर्व अधिकार यांचा वापर करून शासन असा आदेश देत आहे की, जिल्हा परिषदांकडील कर्मचाऱ्यांना सदर आदेश योग्य त्या फेरफारासह लागू करण्यात येत आहेत.

५. वरील बाबीवर होणारा खर्च हा संबंधित कर्मचाऱ्यांचे वेतन व भत्ते ज्या लेखाशिर्षाखाली वर्ग केले जातात त्या लेखाशिर्षाखाली खर्ची टाकावा व त्या लेखाशिर्षाखाली मंजूर केलेल्या अनुदानातून भागविण्यात यावा.

६. हे आदेश वित्त विभागाच्या संमतीने व त्यांच्या अनौपचारिक संदर्भ क्र. १३७/९२/सेवा -५ दिनांक १७.२.९२ अन्वये निर्गमित करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नांवाने,

सही/- (व. द. केळकर)
उपसचिव, आदिवासी विकास विभाग

परिशिष्ट -अ

शासन निर्णय आदिवासी विकास विभाग क्र. आस्था -१०९२/प्र. क्र. ३०/का. १५

दिनांक २० फेब्रुवारी १९९२ चे सहपत्र

आदिवासी उपयोजना क्षेत्रातील दुर्गम क्षेत्रात काम करणाऱ्या शासकीय कर्मचाऱ्यांना प्रोत्साहन भत्ता देण्यासाठी निवडण्यात आलेले क्षेत्र.

जिल्हा	तालुका	तालुक्यातील दुर्गम व दूरची गावे
१) ठाणे	१) वाडा	१) आबजे २) आखाडा ३) आलमान ४) अमरभुषी ५) आंबोवली ६) असनस ७) आवदे ८) बावळी ९) वरशेती १०) चेंदवली ११) दामोण १२) दादर १३) दहीवली (बु) १४) धापड १५) गोरेगांव १६) गोलेघर १७) गोरड १८) इंदगाव १९) जाळे २०) कळभई २१) कळमे २२) कळभोडी २३) कापरी २४) करांजे २५) खोडदे २६) कोलीमसरोवर २७) कुमदळ २८) कुरते २९) कुयलू ३०) लोहोळे ३१) मांगस्त ३२) म्हसरोळी ३३) नांदनी ३४) निवांबली

- ३५) बिरौत ३६) पांचघर ३७) पेठरांगणी ३८) पीक ३९) पिंपरोली ४०) पिंजाल ४१) सासणे ४२) सामदोडे ४३) सावरोळी ४४) शेठे ४५) शिळाजरे ४६) सुपोडे ४७) निळमाळ ४८) उज्जैनी ४९) वडपोळी ५०) वडवोळी ५१) वडवळी (सोमने) ५२) वरई (बु.) ५३) वरई खु. ५४) वरनौळ ५५) वरसाळे ५६) विलिकोस (सोनले) ५७) विन्हे ५८) झाडखैरे ५९) देवगांव ६०) गाळतरे ६१) ओगदे ६२) वारले ६३) पिंपळस ६४) वाडा
- २) जव्हार
 १) आडखडक २) ऐने ३) आखर ४) आड्याचीमेट ५) अंबेघट-बाळापूर ६) आंबेघर-धरमपूर ७) अंधारी ८) आपटाले ९) आपटी बु. १०) भुरीटेक ११) बोराले १२) चांभारशेत १३) चिंचघर १४) देहेजे १५) धानोसी १६) डोलारी बु. १७) डोलारी खुर्द १८) हाडे १९) हतणे २०) होतेरी २१) हिराडपाडा २२) कडाचीमेट २३) कडमहिरा २४) खिराडी २५) काशिवली २६) कावळे २७) केंगाव २८) खडखड २९) खोड ३०) खांडेघर ३१) खरोंडा ३२) खिडेसे ३३) खुडेद ३३४) कुर्तारविहिर ३५) वाळे ३६) मजमोहाडे ३७) मेंहदे ३८) मोहखुर्द ३९) मोह बु. ४०) नागझरी ४१) पिंपळशेत ४२) पायडे ४३) पोटखंड ४४) रायथळी ४५) सारसी ४६) सातकोर ४७) तावडे ४८) वेलपाडा ४९) शेवते ५०) शिरोसी ५१) टेंबुली ५२) तुलडे ५३) उटावली ५४) वेहलपाडा ५५) बाळापूर ५६) शिळ ५७) शेलमपाडा ५८) आलांडे ५९) आपटी खुर्द ६०) बोधण ६१) वास्ते ६२) भरसट मेट ६३) चौक ६४) दादडे ६५) देहेरे ६६) डेंगााची मेट ६७) धामणी ६८) गडदे ६९) गरदवाडी ७०) गोरखण ७१) जाभे ७२) जामसर ७३) जुनी जव्हार ७४) करढण ७५) कळहे ७६) कासा बु. ७७) कासटवाडी ७८) कवलाळे ७९) कवडास ८०) केळघर ८१) खडकी ८२) खोस्ते ८३) कुंज ८४) कुर्जे ८५) मलवाडा ८६) माण ८७) मेंढी ८८) औदे ८९) पाथडी ९०) सजन ९१) साखरे ९२) साकुर ९३) सारसून ९४) सावा ९५) सुकसाळे ९६) तलवाडा ९७) तलावली ९८) सातकोर ९९) कशीवली १००) धेरोडे १०१) टेटवाली १०२) उपराले १०३) वसुरी १०४) विक्रमगड १०५) वडोळी १०६) वाकी १०७) आळवडे १०८) विनवळ १०९) धडपोळी ११०) झाप १११) नांदगाव ११२) व्याहाळे खु. ११३) व्याहाळे बु. ११४) तळवळी (डे. मेट)
- ३) तलासरी
 १) कवाडे २) कोदाड ३) कुर्जे ४) सावरोळी ५) आच्छाड ६) आमगांव ७) अनविरा ८) बोरौछंद ९) बोरमाळ १०) डोंगरी ११) धिमांगियां १२) गिरगांव १३) काजळी १४) करजगांव १५) कोचाई १६) संभा १७) सवने १८) सुत्रकार १९) तळासरी २०) उधवा २१) उपलाट २२) वडोवळी २३) वरवाडे २४) वसां २५) वेक्जी २६) झाई २७) झारी
- ४) मोखाडा
 १) आडोशी २) आखरे ३) अंबाळे ४) आयरे ५) बोंबदरी ६) चास ७) दाभेरी ८) बाटोशी ९) दाभालोन १०) ढोडरी ११) डाहूळ १२) दांडवळ १३) दासकोंड १४) धानवल १५) धिंवडे १६) कायरी १७) कोटाले १८) कोशिमशेत १९) करोळ २०) कोसटी २१) केवनाळे २२) खोच २३) कुर्लौद २४) मोरचघापाडा २५) ओसरविरा २६) ओझर २७) पळशीन २८) पासघर २९) पाथडी ३०) पिंपळशेत ३१) सईघर ३२) साखरी ३३) सावडे ३४) शिवली ३५) वांगणी ३६) वावर ३७) मोखाडा ३८) आसे ३९) वरवाडा ४०) दाभोसा ४१) बेरेस्तं ४२) धामणशेत ४३) धोंडमान्याची मेट ४४) डोलारे ४५) गोमघर ४६) गोदे बु. ४८) गोदे खु. ४९) हिरवे ५०) जोगंलवाडी ५१) कारेगांव ५२) वोडाळा ५३) किनेस्ते ५४) किरमिरे ५५) कोगदे ५६) कोरतड ५७) मेढा ५८) गोन्हांडा ५९) नाशेरा ६०) पळसुंडा ६१) पोशेरा

५) शहापूर

६२) साखरशेत ६३) सातुली ६४) सावरपाडा ६५) सायदे ६६) सूर्यमाळ ६७) तलासरी ६८) उधळे ६९) वाशिद ७०) वाशाळा

१) आवळे २) माहुली ३) रास ४) हाळ ५) मासवणे ६) वावघर ७) भगदाळ ८) चिचवली ९) खेरे १०) खुठाडी ११) बामळी १२) खारीवली १३) पोफोली १४) चोरवली १५) वेलवली १६) पळसोली १७) लवले १८) वेडीसंगाव १९) डुपे २०) कुडशेत २१) आदिवली २२) आंबेखोर २३) आंबिवली (खडी) २४) वेलवड २५) अजनूप २६) दापूर २७) पळशेत २८) धामणी २९) घोळदंड ३०) किर्नई ३१) मोहीली ३२) पेडपन्हाळ ३३) वान्दे ३४) भारोडे ३५) पेंढरी ३६) चोंदे ३७) वावरे ३८) कळभाडे ३९) कोयळे ४०) सुसरवाडी ४१) कुगाळे ४२) ढाकणे ४३) काष्ठी ४४) उंबरखेड ४५) रातांधळे ४६) चावे ४७) कराळे ४८) मागनोली ४९) चांदरोशी ५०) सावरोली ५१) खुटघर ५२) गोठेघर ५३) वापे ५४) चेरपाडी ५५) वाम्हणे ५६) सापगाव ५७) आवरे ५८) कांवारे ५९) पुणघे ६०) खातवली ६१) ताने ६२) पाली ६३) दहागाव ६४) साररमाळ ६५) कातवाव ओ. ६६) वाळशेत ६७) वेहकोली ६८) काजळविहीर ६९) पाशाणे ७०) बोरोशी ७१) कळंबे ७२) हीव ७३) शिरगाव ७४) नेहरोली ७५) जांभे ७६) वाड ७७) शेलवली ७८) कासगांव ७९) अंबर्जे ८०) मद ८१) आंबिवली (कोरकडा) ८२) टेंबरे ८३) शेरे ८४) गेगाव ८५) नांदवलगाव ८६) दहीवली ८७) टिळे ८८) कळगांव ८९) शेणवे ९०) मुसई ९१) कोळरे ९२) पाल्हेरी ९३) पाचिवरे ९४) सारंगपूरी ९५) धसई ९६) शिवनेरी ९७) सातगाव ९८) टिटा पूर ९९) सरलावे १००) अर्जून १०१) वेडात १०२) तुते १०३) नडगाव १०४) किन्हवली १०५) भकरी १०६) शिवाजीनगर १०७) सेलवली १०८) आभळ १०९) शिव ११०) गुगाव १११) परडोळी ११२) कानवे ११३) नांदगांव ११४) नडगाव ११५) आंबिवली (सेरे) ११६) सो ११७) खरांगगाव ११८) खरीवली ११९) कानडी १२०) चिखलगाव १२१) पाचकोली १२२) शिरवजे १२३) तुणे (१२४) घरीव, (१२५) खरोड, (१२६) मळ (१२७) कुल्हे (१२८) नागांव, (१२९) अस्नोली, (१३०) मानेखींड (१३१) ढाडरे, (१३२) बेलवली, (१३३) बेलवली बु (१३४) खराडे (१३५) दहीगांव, (१३६) लाहे, (१३७) बिरवाडी, (१३८) वरसकोल (१३९) बेंडकोण, (१४०) दुधर, (१४१) पिंपळपाडा, (१४२) घाणेपाडा, (१४३) अघई, (१४४) तानसा, (१४५) वाघिवली (१४६) नेंवरे (१४७) वावेघर, (१४८) टहारपूर, (१४९) भवसे (१५०) खोशते (१५१) बेलोंडे, (१५२) पिवळी, (१५३) कोशिबंडे, (१५४) सावरोळी, (१५५) खोर, (१५६) कळबंगाव, १५७) कानविदे (१५८) साखरोली, (१५९) नारायणगांव, (१६०) जांभूळवाड (१६१) तळवाडे, (१६२) गांडूळवाड, (१६३) इंगळूद, (१६४) वेडवहाळ, (१६५) टेंभूली, (१६६) मिनार, (१६७) मांजरे, (१६८) माळद, (१६९) साकुर्ली, (१७०) चौडे बु.ा (१७१) साकडबाव (१७२) गुंडे, (१७३) डेहणे, (१७४) कांबे, (१७५) मोखावणे, (१७६) दांड, (१७७) उंबरवाणे, (१७८) विहिगांव, (१७९) माळगांव, (१८०) शिरोळ, (१८१) वाशाळे बु. (१८२) वाशाळे खु, (१८३) वेळूख, (१८४) पिंपळवाडी, (१८५) पाटोळ (१८६) भातसही, (१८७) शेदुण (१८८) लेनाड खु, (१८९) अल्याणी, (१९०) विठोबाचे गांव, (१९१) आपटे (१९२) दहीवली, १९३) उभरी, १९४) ढोळखांब, १९५) रानविहीर,

जिल्हा	तालुका	तालुक्यातील दुर्गम व दूरची गावे
	६) डहाणू	१९६) हादेवळी, १९७) दलखन, १९८) डोई, १९९) घीसई, २००) सावली २०१) अंदाड २०२) शहापूर, १) घोळ, २) भराड, ३) पेठ, ४) धामटणे, ५) आंबीवली, ६) निकावली, ७) साये, ८) उर्से, ९) म्हसाड, १०) मुरबाड, ११) पिंपलखेत, १२) दहयाळे, १३) कांदरवाडी, १४) चरी १५) पावन, १६) निळापूर, १७) आंबेसरी, १८) गोंगोडी, १९) कोसेसरी, २०) चळणी, २१) सुकडअंबा, २२) किन्हवली, २३) दाभाडी, २४) दिवशी, २५) गडचिंचली, २६) शिल्लोडो, २७) बेंडगांव, २८) आवढाणी, २९) शिसणे, ३०) पारडी, ३१) पुंजावे, ३२) व्हारे, ३३) चिंचळे, ३४) घाडणे, ३५) धामणगांव, ३६) गांगणगांव, ३७) निकणे ३८) दाभोण ३९) ब्राम्हणवाडी ४०) खुवाळे ४१) कोल्हाण ४२) सासवंद ४३) व्याहाळी ४४) कासा खु ४५) चारोटी ४६) तवा ४७) सारणी ४८) वांग्जे ४९) वरोती ५०) वेती ५१) वाघाडी ५२) सोनाळे ५३) खनिव ५४) धरमपूर ५५) वापूगांव ५६) शेणसरी ५७) बांदघर ५८) सायवान ५९) कळमदेवी ६०) रायपूर ६१) आस्टे ६२) महालक्ष्मी ६३) धानोवरी ६४) ओसरवीरा ६५) आंबोळी ६६) करंजवीरा ६७) हळदपाडा ६८) धुदलवाडी ६९) वंक्रास ७०) दापचरी ७१) वधने ७२) शेल्टी ७३) पिंपळशेत कु. ७४) रणकोल ७५) ऐणे ७६) रानशेत ७७) गजाड ७८) मोडगांव.
२) नाशिक	७) पेठ	एकात्मिक आदिवासी विकास प्रकल्प, नाशिक अंतर्गत पेठ तालुक्यातील आदिवासी उपयोजना क्षेत्रातली सर्व १५४ गावे.
	८) सुरगाणा	१) बर्डीपाडा २) चिंचाळे ३) गोंटुणे ४) रांजुणे ५) चिंचपाडा ६) केळावण ७) उदमाले ८) पिंपळसोड ९) सोनगीर १०) गुही ११) खुंटविहीर १२) करंजुळे १३) रानविहिर १४) करंजुळे १५) उदळरी १६) मांदा १७) गाळबारी १८) अमझर १९) देवलदरी २०) डोल्हारे २१) राशा २२) वांगण २३) आंबाठा २४) वाळ जंझिरा २५) निंबाला २६) कोटुळे २७) भवानदगड २८) भदर २९) भोरमाळ ३०) पालविहीर ३१) उंबरपाडा ३२) तोरणडोंगरी ३३) वडपाडा ३४) अंलगुस ३५) बाफळण ३६) सूर्यगड ३७) हनुमंतमाळ ३८) भोरचांडा ३९) बिंबळ ४०) कुकुडगुंडा ४१) नवापूर ४२) करंजाळे ४३) श्रीभवन ४४) तळपाडा ४५) करवदे ४६) मालगव्हाण ४७) लाडगाव ४८) नागशेवडी ४९) अहमदगव्हाण ५०) पोहळी ५१) सांजिली ५२) चिराई ५३) घोडावे ५४) साबरदरा ५५) रोटी ५६) शिंदे ५७) भितघर ५८) वाघधोंड ५९) उंबरदे ६०) मालेगांव ६१) रोकडपाडा ६२) चिकाडी ६३) डोंगराळे ६४) राहुडे ६५) खरुडे ६६) उंबरपाडा दिगर ६७) वरंभा ६८) म्हैसखडक ६९) वांगन ७०) पातळी ७१) हातरुंडी ७२) सुळे ७३) उंबरदे ७४) अमदापळसन ७५) पाथरपाडा ७६) खंडकमाळ ७७) पळशेत ७८) आवळपाडा ७९) वाघाडी ८०) रामसभुवन ८१) बंदोवस ८२) गळवाड ८३) भवाडा ८४) दुधवळ ८५) काहांडोळसा ८६) कोटंबी ८७) मेरदांड ८८) रोंगाणे ८९) म्हैसमाळ ९०) आमदाबाहे ९१) बिजुरपाडा ९२) नागदरी ९३) घाटाविहीर ९४) करंजूलपे ९५) वडपाळा ९६) पिंपळ चोंड ९७) गोपाळपूर ९८) सांबरखळ ९९) मुस्मदर १००) महाले १०१) हस्ते १०२) सादुडणे १०३) मांडवी १०४) गुरुटेबी १०५) गडगा १०६) आंबिपाडा १०७) सरमाळ १०८) बेडसे १०९) आळीवदांड ११०) हेमाडपाडा १११) हुंड्याओहळ ११२) कोंटंबी ११३) वांगणपाडा ११४) सुकधुळे ११५) टापूपाडा ११६) खडकोवाहे ११७) झगडपाडा ११८) खिरमाने ११९) भैगू १२०) मास्तेमान १२१) गांगधे

जिल्हा	तालुका	तालुक्यातील दुर्गम व दूरची गावे
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		१२२) मोहापाडा १२३) कळमाने १२४) सायलपाडा १२५) कोकरविहीर १२६) भेनशेत १२७) कहांडोळपाडा १२८) खामलेदिगर १२९) खिर्डी १३०) भाटो १३१) विंचपाडा १३२) चिकाडे १३३) मोहापाडा १३४) हरणटेकडी १३५) मोठामाळ १३६) बोरीपाडा १३७) कांजूळपाडा १३८) चिखली १३९) बडगदरी १४०) वानखी १४१) भाडगे १४२) जांभूळपाडा १४३) पळसन १४४) सुरगाणा
३) धुळे	१) तळोदा	एकात्मिक आदिवासी विकास प्रकल्प, तळोदा, जिल्हा धुळे अंतर्गत आदिवासी उपयोजना क्षेत्रातील तळोदे तालुक्यातील सर्व ९२ गावे.
	१०) अक्काकुवा	अक्कलकुवा एकात्मिक आदिवासी विकास प्रकल्प, तळोदा, जिल्हा धुळे अंतर्गत आदिवासी उपयोजना क्षेत्रातील तालुक्यातील सर्व १८५ गावे.
	११) अक्राणी	तळोदा एकात्मिक आदिवासी विकास प्रकल्प, अक्राणी, जिल्हा धुळे अंतर्गत आदिवासी उपयोजना क्षेत्रातील अक्राणी तालुक्यातील सर्व १६० गावे.
४) पुणे	१२) आंबेगांव	१) डोंग २) अहुपे ३) न्हावेड ४) असाणे ५) तिरपाड ६) कोंढरे ७) माळीण ८) आडीवरे ९) पंचाळी खु. १०) पंचाळी बु. ११) नानवडे १२) कुशिरे खु १३) कुशिरे बु. १४) पाटण १५) मेघोली १६) सावली १७) कळोदे १८) कळंबाई १९) कोलतावडे २०) जांभोरी २१) चिखली २२) तेरुंगण २३) पिंपरी २४) कोंढरे २५) दिग्गड २६) आंबेदरा २७) आमडे २८) चोरघर २९) कोंढवळ ३०) आपटी ३१) फुलवड ३२) वचपे ३३) राजेवाडी ३४) आंबेगाव ३५) तळेघर ३६) आंबेगाव
५) नांदेड	१३) किन्नवट	१) घोगरवाडी २) भिमपूर ३) दिगडी (मंगवाडी) ४) आमडी ५) मदनपुर (चिखली) ६) दरसांगवी (चिखली) ७) मलकवाडी ८) सिंदगी (चिखली) ९) पेथरडी १०) भंडारवाडी ११) दिग्रस १२) डोंगरगाव (चिखली) १३) वडवली १४) डोंगरगांव (सिंदखेड) १५) जरूर १६) कोठारी (सिंद) १९) नूरगांव २०) पिंपळशेडा २१) पारडी २२) खंबाळा २३) टेंभी २४) पाथरी २५) धानोरा (सिंदखेड) २६) रामपूर २७) नायकवाडी २८) वायफली २९) सायफळ ३०) सिंदगी (किन्नवट) ३१) मोहपूर ३२) दिगडी ३३) साकूर ३४) हिंणी ३५) दिगडी (कुतेमार) ३६) टाकळी ३७) मुरली ३८) बोथें ३९) सिंगोळा (भिकूनाईक तांडा) ४०) सिरपूर ४१) भिलगाव ४२) कनकी ४३) पिंपळगाव ४४) पाचोंदा ४५) मॅडकी ४६) सिंदगी ४७) मुंगशी ४८) अंजी ४९) कनकवाडी ५०) घामंधरी ५१) पांधरा ५२) वेल्लोरी (किन्नवट) ५३) खेरडा ५४) मलकापूर ५५) सिरमेट्टी ५६) पिंपळगाव (किन्नवट) ५७) वेंदी ५८) चिखली ५९) येंदा ६०) भूलजा ६१) येंदा ६२) दहेगाव ६३) आंदबोरी ६४) कोपरा ६५) पिंपरी ६६) धानोरा (विल्लारी) ६७) परोटी ६८) सावरगांव तांडा ६९) कुपटी खु ७०) कुपटी बु. ७१) तल्लारी ७२) आष्टा ७३) तुळशी ७४) चौरड ७५) करजी ७६) उनकदेव ७७) दहेली ७८) पाटोदा बु. ७९) राजगड ८०) लोणी ८१) अंबाडी ८२) किन्नवट ८३) कोठारी ८४) बोधडी खु ८५) जलधारा ८६) परोटी तांडा ८७) घोटी ८८) पाटोदा खु ८९) मांडवा ९०) सिंगारवाडा ९१) वाई ९२) गोंदवडसा ९३) चिंचखेड ९४) उमरी.
६) यवतमाळ	१४) मोरेगाव	१) आंबेझरी २) सुसरी ३) पेंढरी ४) रोहपट ५) वाळोणा बु. ६) खंडणी ७) मॅडणी ८) वांगदरा ९) दुर्गडा १०) खैरगांव भेदी ११) सुरला १२) रायपूर १३) शिंगणापूर १४) मोंधणी १५) हिवरी १६) अर्जुनीपोड १७) वेगाव १८) केगाव १९) निमणी २०) बोरगाव २१) पाचपोहोर

		२२) मांढवी २३) पिवरडोल २४) गवारा २५) जुनोनी २६) कारेगाव खुर्द २७) निंबादेवी २८) आंबेझरी बु. २९) कुंडी ३०) आंबेझरी खु. ३१) महादापूर ३२) कोडपाखडी ३३) मांडवा ३४) दाभाडी ३५) झमकोला ३६) दरारा ३७) येसापूर ३८) येवती ३९) शेकापूर ४०) वीरसापेठ ४१) मार्की खु. ४२) मार्की बु. ४३) अडकोली ४४) डोंगरगाव ४५) वांदोणा बु. ४६) कोसारा ४७) पांढरकवडा ४८) चिचाळ ४९) गवराळा ५०) वरूड ५१) अक्कापूर ५२) डोलडोंगरगाव ५३) वनोजा ५४) लाखापूर, ५५) मारेगांव
१५) केळापूर		१) कृष्णमूर २) चिखलदरा ३) असोली ४) मोहोदरी ५) पोगीनकोहळा ६) झिरा मिरा ७) दाभा ८) घोडदरा ९) वाढोना बु. १०) वाढोना खु. ११) खैरगांव बं. १२) मारेगांव १३) कुसळ मुसळ १४) चोपन १५) वडनेर १६) केगांव १७) वेडद १८) ढोकी १९) ताडमरी २०) नागेश्वरी खु. २१) मोहांदोळी २२) वल्लापूर २३) टेंभी २४) सुसरी २५) पेंढरी २६) खैरी २७) येदलापूर २८) अंधार वाडी २९) सुकळी ३०) हिवरी ३१) वहातर ३२) मारेगांव बु. ३३) पिंपळखेडा ३४) वाघोली ३५) मुंजाळा ३६) चनई ३७) पिंपळापूर ३८) खैरगांव (दिशमुख) ३९) आंभोरा.
११) कळंद		१) शेकरपूर २) सरफधरी ३) म्हासोळा ४) कान्होली ५) दुर्ग ६) खैरी ७) गांढा ८) पिंपळखुटी ९) शिवणी खु. १०) हिवरी ११) तासलोट १२) गणेशवाडी १३) निमगव्हाण १४) खोरद खु. १५) खडकी १६) बालोटी १७) मारेगांव १८) कैलासपूरी १९) पिलखाना २०) मार्कडा २१) कोळझरी २२) पंगडी २३) कळंद
७) अमरावती	१७) चिखलदरा	१) रूईपठार २) डोमो ३) सुमिता ४) भांडुम ५) सलीता ६) एकताई ७) बुतरूम ८) बोरया ९) टेंभरु १०) पिपल्या ११) चोविदा १२) दिवा १३) खारी १४) हिलडा १५) राहू १६) मारीताखेडा १७) कारंजखेडा १८) सिमोरी १९) हातरु २०) चिन्हाती २१) कुडीखेडा २२) रेहटयाखेडा २३) वारुगव्हाण २४) कामिदा २५) लाखेवाडा २६) वोदू २७) वुटोदा २८) भंडोरा २९) जारोक्ष ३०) मेहरीआम ३१) चरणी ३२) पलशा ३३) दहेंद्री ३४) कोटमी ३५) गांगरखेडा ३६) कोरडा ३७) कारादा ३८) पापडोंगरी ३९) काटकुंभ ४०) तोरणवाडी ४१) वागदरी ४२) काजलडोह ४३) डोमा ४४) वामादेही ४५) कन्हेरी ४६) कोलारी ४७) घाणा ४८) चुनखडी ४९) खंडूखेडा ५०) अपागड ५१) खंडमल ५२) नवलगाव ५३) माझीझडप ५४) विच्युखेडा ५५) बोरटया खेडा ५६) रायपूर ५७) चिखली ५८) केशरपूर ५९) भिरोजा ६०) केली ६१) कोलखास ६२) पिली ६३) सेमोडोह ६४) भवई ६५) माखला ६६) सखारखेडा ६७) घटांग ६८) भुलोरी ६९) लवादा ७०) जईतादेही ७१) सलोना ७२) कामापूर ७३) जामली ७४) जामुनवाला ७५) कोणाझिरी ७६) बोरी ७७) टेटू ७८) आमझरी ७९) शहापूर ८०) खटकाली ८१) मेमना ८२) चुणी ८३) पस्तलाई ८४) तारुवांधा ८५) पाटकहू ८६) राक्षा ८७) बोरीखेडा ८८) मडपाभाडूम ८९) अढाव ९०) वैराट ९१) मोझरी ९२) लवादा ९३) बागलिंगा ९४) बेला ९५) आलाडोह ९६) मोथा ९७) मडकी ९८) भांदरी ९९) विहाली १००) हत्तीघाट १०१) कोहाणा १०२) दोमणी पाटा १०३) आडनादी (१०४) मनभंग १०५) भिलखेडा १०६) हिरदामल १०७) चिचाटी १०८) रामटेक १०९) वस्तापूर ११०) कुलंगणा बु. १११) कुलंगणा खु. ११२) चिचखेडा ११३) जामली ११४) आंबापाटी ११५) गिरगुटा ११६) वेलकुंड ११७) कोहा ११८) ढाकाणा ११९) सावच्या १२०) भांडूम

१२१) दामिया १२२) डोलार १२३) कोकटू १२४) खांगडा १२५) टेंबुसोडा १२६) चांदपूर १२७) साईदडी १२८) सोमवारखेडा १२९) मलापूर १३०) वदनापूर १३१) कालापप १३२) नागापूर १३३) मांजरकापडी १३४) गौलखेडा बाजार १३५) ओढापटी १३६) तेलखार १३७) धरमडोह १३८) बहादरपूर १३९) सतीरूई पठार १४०) काकदरी १४१) पिपादरी १४२) खटकाली १४३) गुलरघाट १४४) पिरखेडा १४५) धारगड १४६) वीरी १४७) केलपाणी १४८) सोमठाणा बु. १४९) चांदपूर १५०) सोमठाणा खु. १५१) मोथाखेडा १५२) सोनापूर १५३) गंगाधरी १५४) वोरळा १५५) भिलखेड १५६) कुंड १५७) वान १५८) वारूखेडा १५९) नागरतास १६०) अमोना १६१) आहाड १६२) झिंगापूर १६३) मेनघाट १६४) पांढराखडक १६५) सावरपा १६६) खिरपाळा १६७) चौन्यागल १६८) आकी १७९) मोरगड १७०) चिखलदरा.

१८) धारणी

१) रत्नापूर २) मोखा ३) चिचघाट ४) वेरदाभुरू ५) वांबदा ६) टिंगन्या ७) खान्याटेंभू ८) काल्पी ९) सोनावडी १०) दहेडा ११) कुसूमकोट बु. ११२) कुसूमकोट खु. १३) शिरपूर १४) राणीतवोली १५) कलमखार १६) पाणखात्या १७) अंबाडी १८) गौलखेडा १९) नारवाटी २०) घुलघाट २१) गोंडवाडी २२) गंभेरी २३) भोकरवाडी २४) दाविदा २५) खापरखेडा २६) खारी २७) रोहणीखेडा २८) साद्रावाडी २९) धिलपी ३०) राजपूर ३१) गौलानडोह ३२) सुभरदा ३३) राणापिसा ३४) नागझिरा ३५) दारदू ३६) शिवाझिरी ३७) रेहटिया ३८) भवर ३९) हिरावंई ४०) दादरा ४१) सावलीखेडा ४२) दावका ४३) चेंडो ४४) पळसकुंडी ४५) खिडकीवाला ४६) घुलघाट रेल्वे ४७) राणीगाव ४८) कंजोली ४९) वोवदो ५०) सालई ५१) पाथरपूर ५२) विवामल ५३) लाकटू ५४) मांडू ५५) खिडकी ५६) वारातांडा ५७) जामपाणी ५८) टेंभूखेडा ५९) विरोटी ६०) दाब्याखेडा ६१) तलाई ६२) टिटवा ६३) धोदरा ६४) गोलाई ६५) आकी ६६) सटी ६७) कासमार ६८) धाराकोठ ६९) सावल्या ७०) रावांग ७१) कवडाझिरी ७२) बिजूधावडी ७३) मानसुधावडी ७४) गोगरखा ७५) तातरा ७६) झिलांगपाटी ७७) गडगामालूर ७८) हातीदा ७९) बेरडा बर्डा ८०) मांडवा ८१) वासपाणी ८२) चुटीया ८३) इयापल ८४) टेंभली ८५) वारू ८६) जुटपाणी ८७) टोली ८८) धारणी ८९) दिया ९०) तलाई ९१) बैरागड ९२) हरदार ९३) कुटंगा ९४) सावलखेडा ९५) पाडोदम ९६) कमाईखेडा ९७) केकडा ९८) चटवा वोड ९९) भाडीलावा १००) काटकुंभ १०१) जुलुम गव्हाण १०२) चाकरदा १०३) निरगुडी १०४) धारणमहू १०५) ढाकरमल १०६) गोवरकहू १०७) कारादा १०८) पाटीया १०९) पोदोलावा ११०) चिपोली १११) काकरमल ११२) वेधर ११३) हटनादा ११४) दुनी ११५) पोहरा ११६) उकुपाटी ११७) हरदोली ११८) उतावली ११९) कढाव १२०) बोड १२१) दिदंवा १२२) मालूर १२३) लवादा १२४) कारा १२५) कोट १२६) नांदुरी १२७) कोठा १२८) जांभू १२९) घोटा १३०) भुलोरी १३१) बोधरा १३२) चित्री १३३) हरीसाल १३४) मांगीया १३५) रोरा १३६) बोरी १३७) चौराकुंड १३८) टांगडा १३९) मालूर १४०) चोपण १४१) खोममार १४२) खामदा १४३) धोंकडा १४४) कुंड १४५) रंगुवेली १४६) धारणी.

८) भंडारा

१९) देवरी

१) आलेझिरी २) आलेवाडी ३) आंभोरा ४) आमगाव ५) बाभ्णी ६) बेलगांव ७) भागी ८) भगी - शिरपूर ९) भर्गेगांव १०) बिलारगोंदी ११) बोदालदंड १२) वोडे १३) बोरगांव (भागी)

		<p>१४) बोरगांव १५) चारघाटा १६) चित्तारलोळा १७) चिचेवाडा १८) चिल्हाटी १९) चिपोटा २०) चिरघाडो २१) दल्ली २२) डबकी २३) बडव्या २४) दवळागांव २५) देवपायली २६) धानेरी २७) धवलखेडी २८) धोबीसराड २९) डोडरा ३०) डोंगरगांव ३१) हूगोपार ३२) फुटाना ३३) गडेगांव ३४) गर्टा ३५) घीनाडी ३६) गोटावोडी ३७) हलदी ३८) इस्तारी ३९) जमनापूर ४०) जेठभावडा ४१) कडीकसा ४२) कलचूवा ४३) कन्हारपायली ४४) कवलेपाडा ४५) कान्हाळगांव ४६) केसलवाडा ४७) केसोरी ४८) खडकी ४९) खजरी ५०) खामखुर्ण ५१) खामतलाव ५२) खूर्सीपार ५३) कोहळीपार ५४) ककोडी ५५) कोसबी बु. ५६) कोसुंबी खु. ५७) कोटजाभोरा ५८) कोयनारी ५९) लेंडीजोब ६०) लोहारा ६१) महाका ६२) कमरपोकडा ६३) मल्हारवोडी ६४) मरामजोब ६५) मासलकसा ६६) मसुलभीयडा ६७) मेहताखेडा ६८) म्हैसुली ६९) मिसपीरी ७०) मोगरा ७१) महाघाटा ७२) माहांडी ७३) मोहगांव ७४) मुल्ला ७५) मुडीपार (सुरतोली) ७६) मुर्दोली ७७) मुरमाडी ७८) मुरपार ७९) नकटी ८०) निलज ८१) निशाणी ८२) पदमपूरा ८३) ८४) पांढरवानी ८५) पांढरवानी ८६) परसोडी पलाता त (चींचगड) प्र ८७) पाटेकुरा ८८) पाऊलजोला ८९) पवणी ९०) पिंदकेपार ९१) पिपरखाडी ९२) राजमडोंगरी ९३) राजगुडा ९४) रेहाडी ९५) रेंगपार ९६) रोपा ९७) सहाकेपार ९८) सालई ९९) सालेधारणी १००) सालेगांव १०१) सरेंगांव १०२) सेडेपार १०३) शेरपार १०४) शेंडा १०५) शिलापूर १०६) सिंदिविरी १०७) सिंगडोह १०८) शिरपूर १०९) शिरपूर (भागी) ११०) सुब्रिटोला १११) सुकडी ११२) सुंदरी ११३) सुरतोली ११४) टेकाबेदर ११५) टोयोगोंदी ११६) तुमडीकसा ११७) उचेपूर ११८) उसरीमेंढा (बुटाई) ११९) उशीखेडा १२०) वडेगांव १२१) वडेकसा १२२) वासनी १२३) वांडरा १२४) झुंझारीटोला १२५) पळसगांव १२६) देवरी.</p>
२०) सालेकसा		<p>१) बघेडा २) बकलसरा ३) बेजारी ४) बिजेवार ५) चौदसुरज ६) चिमनटोला ७) भडारी ८) दलदलकुडी ९) दर्कसा १०) देवूटोला ११) धनेगांव १२) धनसुवा १३) दिवटीसुर १४) डोंगरगांव १५) दुर्गटोला १६) फुक्कीमेठा १७) गोंडूरझरी १८) गौर १९) हलबी टोला २०) हरदोली २१) जमाकुडो २२) जांभडी २३) कंचारगड २४) कडोती टोला २५) कमकाझरी २६) कौपालगड २७) कोपीटोला २८) कोसमतरा २९) कोटर् ३०) कुलारभट्टी ३१) लोहारा ३२) मक्काटोला ३३) मानागड ३४) मरामजोब ३५) मुरकुडोह ३६) मुरपार ३७) अकोला ३८) ओवारा ३९) पांढरवानी ४०) पाउलदवणा ४१) पिपरीया ४२) पुराडा ४३) सालेक्षसा ४४) सातगाव ४५) सावली ४६) शेरपार ४७) सिरमलकसा ४८) सोनेखारी ४९) तहकाझारी ५०) तिरखेडी ५१) तोयागोंदी ५२) उच्चेपूर ५३) येरमाडा</p>
१) चंद्रपूर	२२) सिंदेवाही	<p>१) वासेरा २) शिवणी ३) गडबोळी ४) रामाळा ५) टेकरी ६) वाफळ ७) सरांडी ८) पुरकेपार ९) उटीमाळ १०) उमरवाई ११) कारगाटा १२) चकळैरी १३) पारणा १४) खांडला १५) कारवा १६) पागंडी १७) शिंदेवाही.</p>
	२२) नागभोड	<p>१) मांगली २) मोहाडोमोकासा ३) चदकुन्दाडा ४) नौखळा ५) किटाळी (बोरमाळा) ६) सावंगी बडगे ७) चिधोमालगुजारी ८) राजोती ९) बोंड १०) पार्डीजटीन ११) येगांली १२) बाळापूर १३) देवपायली १४) सोनुली खु. १५) नवनगर १६) गोबार पेठ १७) नवेगाव-हुडेलवार १८) कोसंबी-गवळी १९) रमनपरसोडी २०) चककोसंबी २१) सारंगगड</p>

२३) वरोरा

२२) सोनापुर २३) रेयतवारी पैणाली २४) नांदेड २५) सावली २६) वढोणा २७) सोननापुर
 तु. २८) साबरगाव २९) झाडबोरी ३०) गिरगांव ३१) मेंढा उश्वाळा ३२) उमरगाव ३३)
 आलेवाडी ३४) कानपा ३५) बिकली ३६) वनवाही मालगुजारी ३७) रेंगातूर ३८) पेढरी ३९)
 कर्सला ४०) कोरंबी ४१) तिवारणा ४२) घोडेझरी ४३) खडकी ४४) हुमा ४५) मांगरूळ ४६)
 खरबी ४७) गोविंदपूर ४८) आकापूर ४९) तिवर्ला गव्हाण ५०) कैजापूर ५१) कोसंबी ५२)
 कच्चेपार ५३) चकचारगांव ५४) चारगाव मानापूर ५५) सोनुली खु. ५६) चिखलगाव ५७)
 वळणी ५८) सोनुली बु. ५९) कान्हारगाव ६०) नागभोड.

१) खंबाडा २) फत्तेपूर ३) पिंपळगाव खु. ४) बोडखा ५) महारगाव खु. ६) चककवडापूर ७)
 औलोफट ऊर्फ सातारा ८) उमरी १ ९) मांगली-देवतळे १०) विजदूरी ११) मोवाटा १२)
 बेलगाव १३) पांढरताळा १४) ताडगव्हाण १५) गुजगव्हाण १६) भटाळा १७) बोरगाव १८)
 खेमजई १९) पोहे २०) चारगाठ खु. २१) मेंढाळा २२) धानोली २३) दादापूर २४) बोरगांव
 देशपांडे २५) वांद्रा २६) चिनोरा २७) खैरगाव २८) परसोडा २९) सुसा ३०) मोखाळा ३१)
 वडगाव ३२) येरखेडा ३३) भिवकुंड ३४) खापरी ३५) खानगाव ३६) मजररियत ३७) उमरी
 ३८) बोरगाव ३९) गुंजाळा. ४०) कवडसी ४१) नांदरामक्ता ४२) सोनेगाव ४३) वडघातुकूम
 ४४) पिंपळगाव ४५) गुंजगाव ४६) निमढेला ४७) राळेगाव ४८) बेंबाळ तुकूम ४९)
 वायगावभोयर ५०) चारगाव बु. ५१) बायगावचक ५२) शिवणी ५३) अर्जुनी ५४)
 आमहीब्रेगडी ५५) चिचघाट ५६) कूर्सापार ५७) बोधली ५८) खंडाला ५९) पेठ भान्सुली
 ६०) मजरा ६१) परसोडी ६२) शिवापूर ६३) रेंगावोडी ६४) बंदर ६५) बरडगाटा ६६) झरी
 ६७) खातोडी ६८) बोडथा ६९) बेलगाव.

GENERAL ORDER No. 121 (P) DATED 22-3-1990

Subject:-Revision of existing pay-scales prescribed for the various categories of posts whose minimum of existing pay-scale is upto and including Rs.1275/- per month and also revision of Dearness Allowance, method of fixation of Pay in the revised pay-scales, payment of arrears, etc. in their respect.

The Board by their Resolution No.379, dated the 30th January, 1990, have taken the following decisions in the matter of revision of pay-scales, Dearness Allowance, method of fixation of pay, payment of arrears, etc., etc. in respect of categories of posts the minimum of whose existing pay-scale is upto and including Rs.1275/- per month.

(A) REVISION OF EXISTING PAY SCALES:- The existing pay-scales indicated in column No.3 of the table set out below (in force under G.O. 107 (P) dated 24-8-1981, G.O. 109(P) dated 30/9/1981, G.O. 111 (P) dated 13/5/1982 and G.O. 113 (P) of 29/6/1982), shall be revised with retrospective effect from 1st April, 1988 as specified against them in column No.4 thereof.

Sr.No	Categoryof Post	Existing scale of pay	Revised scale of pay
1	2	3	4
		Rs	Rs
1.	Helper/Peon and equivalent	355-8-395-10-525	1050-15-1125-20-1325-25-1575
2.	Asstt.Lineman/ Daf-tary and equivalent	380-10-430-15-625	1100-20-1200-25-1450-30-1840
3.	Artisan 'C'/L.D.C. and equivalent	415-15-490-20-730	1175-25-1300-30-1600-35-2230
4.	Artisan 'B'/Driver and equivalent	440-20-540-25-840	1210-30-1360-35-1710-40-2550
5.	Artisan 'A'/U.D.C. and equivalent	465-25-590-30-920	1250-35-1425-40-1825-45-2725
6.	Asstt.Acctt./Head Clerk & equivalent	545-30-695-35-1045	1375-45-1600-55-2150-60-3050
7.	Asstt. Vig.Officer / Asstt. Sec.Officer / and equivalent	585-35-1110	1475-50-1725-60-2325-65-3105

Sr.No	Category of Post	Existing scale of pay	Revised scale of pay
8.	Sub-Engineer and equivalent	600-35-1125	1510-50-1760-60-2360-65-3140
9.	L.C.F./Head Foreman and equivalent	665-40-1265	1675-60-1975-65-2625-70-3325
10.	Estt.Suptd/D.A and equivalent	720-45-1395	1810-70-2160-85-3605
11.	Jr. Engineer and equivalent	775-45-1450	1950-70-2300-85-3660
12.	Labour Officer & Asstt. Medical Officer & equivalent	870-50-1470	2175-70-2525-85-3715
13.	Asstt. Engineer and equivalent	1000-55-1770	2450-85-2875-110-4415
14.	Asstt. Personnel Officer/Accounts Officer & equivalent	1060-55-1830	2525-85-2950-110-4490
15.	Dy. Estt. Officer/ Medical Officer and equivalent	1250-60-2030	2700-90-3150-115-4990
16.	Dy. Ex. Engineer and equivalent	1275-65-2120	2725-90-3175-115-5130

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

(B) COVERAGE (SCOPE AND APPLICABILITY) OF REVISED PAY-SCALES AND PROVISIONS OF THIS GENERAL ORDER:- The revision of pay-scales as shown above and other provisions of this General Order which come into force with effect from 1st April, 1988 shall be applicable to all Technical and Non-Technical employees the minimum of whose existing pay-scale is upto Rs. 1275/- per month but shall not cover other categories of posts/employees the minimum of whose existing pay-scale is more than Rs. 1275/- per month. (Regular, Permanent and temporary employees are covered). Officers of the rank of Executive Engineer, equivalent and above are not covered under this General Order. In this General Order some of the employees or categories of employees have been included only for the purpose of granting benefits of revision of pay-scales etc, 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 admission or precedent in any other context or cases.

(ii) All employees working on work charged establishment in M.S.E.B. and drawing pay in the existing pay-scales laid down in Column No.3 of this table in Paragraph (A) above are also covered under this General Order.

(iii) All employees drawing pay in any of the pay-scales shown in Column No.3 of the table in Paragraph (A) above and who were on deputation or on foreign service as on 1st day of April, 1988 are also covered by this General Order.

(iv) All Workers on the Nominal Muster Roll in M.S.E.B. will be covered under the provisions of graded monetary benefit of this General Order (vide Para (Q) below).

(C) FIXATION OF INITIAL PAY IN THE REVISED SCALE WITH EFFECT FROM 1ST APRIL, 1988:- The initial basic pay of an employee appointed or promoted prior to 1-4-1988 shall be fixed in the revised scale of pay of the post held by him on officiating or permanent or temporary basis or in the revised scale corresponding to the higher scale or grade allowed to him as personal due to grant of the benefit of the G.O. 74, dated 30-4-1974 or of destagnation measures under the G.O. 111 (P), dated 13-5-1982, in the following manner, namely:-

An amount equivalent to 18% of basic pay as on 1st April, 1988 and the fixed Dearness Allowance at the rate fixed on 1st January, 1986 on the basic pay as on 1st April, 1988 shall be added to the basic pay of 1st April, 1988 and thereafter the basic pay in the revised scale shall be fixed as follows:-

(a) If the sum total of the above is less than the minimum of the revised scale of pay, the basic pay shall be fixed at the minimum of the revised scale of pay.

(b) If the sum total is a stage in the revised scale of pay, the basic pay shall be fixed at that stage.

(c) If the sum total is not a stage in the revised scale of pay, the basic pay shall be fixed at the next higher stage in the revised scale.

(d) If the sum total is more than the maximum of the revised scale, the basic pay shall be fixed at the maximum of that scale.

NOTE:- The "employee" in this context means employee as defined under Regulation 9 (11) of M.S.E.B. Employees' Service Regulations.

"Basic Pay" means pay as defined in Regulation 9 (21) of M.S.E.B. Employees' Service Regulations.

(D) FIXATION OF PAY ON 1-4-1988, WHEN THE NORMAL DATE OF INCREMENT IS ALSO 1ST APRIL, 1988:- In case of employees whose normal date of increment is also 1st April, 1988, the initial pay shall be fixed in the revised pay-scale as mentioned in Para (C) above on the basis of basic pay drawn by an employee in the existing pay-scale as on 31-3-1988 and then the increment should be allowed on the 1st April, 1988 in the revised pay-scale.

(E) FIXATION OF PAY ON 1-4-1988 OF EMPLOYEES WHO HAD REACHED THE MAXIMUM OF THE EXISTING PAY-SCALE:- In the case of an employee who had reached the maximum of the existing pay-scale during the period from 1st April, 1985 to 31st March, 1987 (both days inclusive), one Notional Increment equal to the rate of last increment below the maximum of the existing pay-scale, shall be released first and added to the basic pay as on 31-3-1988 (without payment of any arrears thereof to the incumbent) and his pay shall, thereafter, be fixed in the revised scale of pay in accordance with the provisions of para (C) above. In addition to the above, one increment as provided under Note 2 (a) (ii) below Regulation 30 of M.S.E.B. Employees' Service Regulations, shall also be admissible in the revised pay-scale.

(F) FIXATION OF PAY OF AN EMPLOYEE APPOINTED OR PROMOTED TO A HIGHER POST ON OR AFTER 1-4-1988:- In case of a departmental employee appointed by way of direct recruitment or promoted to a higher post on or after 1-4-1988, the pay in the revised scale should be fixed with reference to the lower post held by him and then the pay fixed in the revised scale of the higher post under normal regulations. This will also be applicable to the employee, who was granted the benefit of the next higher pay-scale or grade under the provisions of G.O. 74, dated 30-4-1974 or G.O. 111(P), dated 13-5-1982.

(G) FIXATION OF PAY OF AN EMPLOYEE OFFICIATING IN A HIGHER POST BUT REVERTED THEREAFTER AND SUBSEQUENTLY RE-PROMOTED:- In the case of an employee officiating in a higher post on 1-4-1988, but reverted thereafter and subsequently re-promoted, if his pay in the revised pay-scale of the higher post under Regulation 29 (a) of M.S.E.B. Employees' Service Regulations works out to less than the pay in the revised 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 29 (a) of M.S.E.B. Employees' Service Regulations.

(H) FIXATION OF PAY OF AN EMPLOYEE PLACED UNDER SUSPENSION:- An employee who has been placed under suspension before 1-4-1988 will continue to draw subsistence allowance, as admissible to him under existing normal rules and his pay should not be fixed in the revised pay-scale till he is reinstated in Board's Service.

(I) DATE OF NEXT INCREMENT IN THE REVISED SCALE:- (i) The next increment of an employee whose pay is fixed in the revised pay-scale in accordance with the provisions of Para (C) above, shall be granted on the date he would have drawn his increment, had he continued in the existing scale.

Provided that in cases where the employee reached the maximum of the existing scale prior to 1-4-1987, the next increment in the revised pay- scale shall be allowed on the 1st April, 1988, as indicated in Para (E) above;

Provided further that in cases where the employee reached the maximum of the existing scale during the period from 1-4-1987 to 31-3-1988, the next increment in the revised scale shall be granted on the 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 scale.

Provided also that in cases other than those covered by the preceeding proviso, the next increment of the employee whose pay is fixed on the 1st day of April, 1988, at the same stage as the one fixed for another employee junior to him in the same cadre and drawing pay at a lower stage in the existing 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) Where as a result of departmental enquiry, an employee 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 scale of pay, for the period for which it is/was withheld as a result of disciplinary action.

(J) In cases, where a senior employee promoted to a higher post before 1st April, 1988 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of April, 1988, the pay of the senior employee 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 subject to the fulfilment of the following conditions, namely :-

(a) both the junior and the senior employee should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre,

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) The anomaly should be directly a 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 scale than the senior by virtue of any advance increments granted to him, provisions of this clause will not be applicable to step up pay of the senior employee.

Such employee will be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

Note: The Annexures I to XVI showing the fitment stages in the revised pay-scales are enclosed as ready reckoner.

(K) PROTECTION OF PAY OF NEW ENTRANTS APPOINTED ON OR AFTER 1ST APRIL, 1988 :- (i) An employee recruited by way of direct recruitment on or after the 29th January, 1990 to any post mentioned in Para (A) above, shall be eligible to draw the minimum pay in the revised scale only with effect from the date of joining the said post. However, the "total emoluments" of employees appointed by way of direct recruitment on or after 1-4-1988 but before 29-1-1990 to any post indicated in the Para (A) above, shall be protected by fixing their pay at the appropriate stage in the revised pay-scale.

For this purpose, "total emoluments" shall include only:

(a) minimum pay drawn by an employee in the existing pay-scale as on 1-4- 1988 or thereafter.

(b) Dearness Allowance and *Ad-hoc* Dearness Allowance admissible as on 1-1-1986 on that pay but excluding the amount of Additional Dearness Allowance

Examples :

If an employee is appointed by way of direct recruitment with effect from 1-5-1988 his total emoluments will be protected as under :-

	Existing pay-scale	Revised pay-scale
1. A.L.M.	380-10-430-15-625	1100-20-1200-25-1450-30-1840
Pay	Rs. 380.00	Minimum pay Rs.1140/-
One Addl. increment for I.T.I	Rs. 10.00	
D.A. as on 1-1-1986	Rs. 731.60	
Total	Rs.1121.60	
2. L.D.C.	415-15-490-20-730	1175-25-1300-30-1600-35-2230
Pay	Rs. 415.00	Minimum pay Rs.1250/-
3 Addl. increment for B.Com Graduation	Rs. 45.00	
D.A. as on 1-1-1986	Rs. 771.50	
Total	Rs.1231.50	
3. U.D.C.	465-25-590-30-920	1250-35-1425-40-1825-45-2725
Pay	Rs. 465.00	Minimum pay Rs.1285/-
One Addl. increment for acquiring higher qualification	Rs. 25.00	

	D.A. as on 1-1-1986	Rs. 784.30	
	Total	Rs.1274.30	
4.	Head Clerk	545-30-695-35-1045	1375-45-1600-55-2150-60-3050
	Pay as on 1-5-1988	Rs. 545.00	Minimum pay Rs.1375/- as on 1-5-1988.
	D.A. as on 1-1-1986 on the basic pay	Rs. 820.00	
	Total	Rs.1365.20	
5.	Jr. Engineer	775-45-1450	1950-70-2300-85-3660
	Pay	Rs. 775.00	Minimum pay Rs.2090/-
	One Addl. increment as per G.O. 111	Rs. 45.00	
	D.A. as on 1-1-1986	Rs.1231.60	
	Total	Rs.2051.60	

(ii) The existing provisions regarding grant of higher starting pay to Lower Division Clerks and Typists who are graduates, honours graduates, double graduates and Commerce graduates laid down in the G.S.O. 417, dated 29-11-1958 (read with the G.O. 63 of 15-12-1970, G.O. 80, dated 19-1-1977, G.O. 107, dated 24-8-1981) and also the provisions for grant of higher starting pay to qualified Engineers as laid down in the G.O. 111 (P), dated 13-5-1982 shall stand repealed and cease to operate with effect from 29-1-1990.

(L) OPTION FOR RETAINING THE EXISTING PAY-SCALE:- (i) If any employee is of the opinion that he is not benefited by the above revision of pay-scale and fixation of pay with effect from 1-4-1988 in the revised pay-scale, he may at his option retain his pay in the present scale of pay until the date on which he may earn his next increment or any subsequent increment in the scale of pay 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 herewith within one month from the date of issue of this General Order shall be deemed to have elected to draw pay in the revised pay-scale with effect from 1-4-1988.

(ii) Where an employee already in service as on 31-3-1988 opts to draw pay in the existing pay-scale and elects to come over to the revised pay-scale after 1-4-1988, his pay from the later date in the revised pay-scale shall be fixed in accordance with Para (C) 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 later date. The Dearness Allowance and *ad-hoc* Dearness Allowance to be added, however will be as admissible as on 1-1-1986 appropriate to the basic pay of the later date. Such employee exercising option for the revised scale from a date after 1-4-1988 shall not, however, be eligible for 18 percent of basic pay in the existing scale for fixation of pay in the revised pay-scale.

(M) DEARNESS ALLOWANCE PAYABLE WITH EFFECT FROM 1ST APRIL, 1988 ONWARDS:- (i) Prior to 1st April, 1988, the employees were eligible for Dearness Allowance, *ad-hoc* Dearness Allowance admissible as on 1-1-1986 at index average 608 (1960 = 100) and additional Dearness Allowance on percentage basis as indicated in the Column No.2 and 4 respectively of the Statement 'A' appended to the Correction Slip No.5, dated 6-8-1988 to the G.O. 117, dated 31-3-1986. Since the amount of Dearness Allowance and *ad-hoc* Dearness Allowance admissible as on 1-1-1986 is merged in the basic pay with effect from 1-4-1988, the employees shall not be entitled to the Dearness Allowance and *ad-hoc* Dearness Allowance admissible as on 1-1-1986 with effect from 1-4-1988 onwards. Therefore, the amount of Dearness Allowance and *ad-hoc* Dearness Allowance already drawn by the employee after release of annual increment, due to promotion to the next higher post or due to grant of benefit of the next higher post or grade under the provisions of the G.O.74, dated 30-4-74 or the G.O. 111 (P), dated 13-5-1982 for the period from 1-4-1988 onwards shall be recovered and adjusted while paying arrears of pay and allowances on account of revision of the pay-scales. The amount of Dearness Allowance and *Ad-hoc* Dearness Allowance already drawn and received by the employee for the period from 1-1-1986 to 31-3-1988, should not however, be recovered.

(ii) With the merger of Dearness Allowance and *ad-hoc* Dearness Allowance in the basic pay with effect from 1-4-1988, the existing "Additional Dearness Allowance" shown in the various Correction Slips issued to the G.O.117 dated 31-3-1986 should be termed as "DEARNESS ALLOWANCE" with effect from 1-4-1988 onwards and the same should now be paid on the basis of basic pay drawn in the revised pay-scale instead on the basis of pay as on 1/1/1986.

(iii) A Ready Reckoner (Annexure -XVII) showing the amount of revised "Dearness Allowance" admissible on the various stages in the revised pay-scales with effect from 1-4-1988 onwards is enclosed with this General Order.

Note: With the issue of this Ready Reckoner, the amount of Additional Dearness Allowance shown in the Correction Slips Nos. 5, dated 6-8-1988, 6, dated 8-12-1988, 7, dated 4-8-1989 and 8, dated 3-11-1989 to the G.O. 117, of 31-3-1986, shall stand revised/modified with effect from 1-4-1986 as shown in the Ready Reckoner.

(N) HOUSE RENT ALLOWANCE AND COMPENSATORY LOCAL ALLOWANCE:- House Rent Allowance and Compensatory Local Allowance payable on or after 1-4-1988 shall be calculated and paid with reference to only the basic pay drawn in the revised pay-scale. Accordingly, the definition of "Pay" laid down in the Clause (ii) of the Correction Slip No. 19, dated 6-7-1988 to the G.O. 68 (P) dated 30-6-1972 shall stand modified to read "Pay" as the "basic pay" drawn in the revised pay-scale. Formal Correction Slip to the said G.O. 68 will be issued separately.

(O) RECOVERY OF RENT FROM THE EMPLOYEES OCCUPYING THE BOARD'S QUARTERS/ FLATS ON LEAVE AND LICENCE AT VARIOUS PLACES:- The matter relating

to fixation of the percentages and/or recovery of quarter rent from the employees due to revision of pay-scales after merger of Dearness Allowance and *ad-hoc* Dearness Allowance is separately under consideration of the Board and revised orders may be issued in the near future. Pending issue of such orders, it has been decided that the recovery of house rent in respect of an employee staying in the Board's quarter/flat shall be made on the basic pay of that employee as on 1/1/1990 in the existing (pre-revised) pay-scale, with effect from 1st January, 1990.

(P) ENTITLEMENT TO TRAVEL BY FIRST CLASS :- Pending issue of revised Travelling Allowance Rules of M.S.E.B. Employees, the provisions of S.R. 64 and 65 as regards entitlement to the class of travel, shall stand revised from the date of issue of this General Order. Accordingly, the employees working in the categories of posts of which the minimum of the revised pay-scale is Rs.1250/- and above shall be entitled to travel by First Class of Railways and other employees shall be entitled to travel by Second Class. Necessary Correction Slip to G.O. 18 (P) dated 28/5/1963 will be issued separately.

(Q) ADMISSIBILITY OF CONSOLIDATED MINIMUM WAGE TO NOMINAL MUSTER ROLL WORKERS ENGAGED ON NOMINAL MUSTER ROLL:- (i) Under the provisions of the G.O 81 (P) dated 19-1-1977, the Worker on Nominal Muster Roll who has rendered five years or more of continuous service on Nominal Muster Roll on any date on or after 31/3/1976, is held eligible for the consolidated wages on the basis of the minimum basic pay of the lowest category in Pay Group IV post. Since the pay of an employee whose minimum basic pay is Rs.355/- in the existing pay- scale is to be fixed @ Rs.1110/- in the revised pay-scale of Rs.1050-15-1125-20-1325-25-1575, the consolidated minimum wage in respect of existing Nominal Muster Roll Worker covered under the graded monetary benefit scheme shall, therefore, be worked out on the basis of basic pay of Rs.1110/- and revised Dearness Allowance and House Rent Allowances as may be applicable on that basic pay.

(ii) Similarly, the basic pay of Nominal Muster Roll worker presently covered under the graded monetary benefit scheme and having rendered five years or more service on Nominal Muster Roll on or after 1-4-1988 shall also be fixed @ Rs.1110/- in the revised scale of pay of Rs.1050- 15-1125-20-1325-25-1575 in the event of his absorption/appointment to Pay Group IV post on or after 1/4/1988.

Note:-Exact revised rates of consolidated daily wage under the Graded Monetary Benefit Scheme applicable to N.M.R. Workers are being notified separately.

(R) PAYMENT OF ARREARS:- (i) The amount of arrears as a result of pay fixation in the revised pay-scales, revision of Dearness Allowance, Medical Allowance, Fringe Benefit and introduction of new allowances in the form of Special Compensatory Allowance, Heavy Duty Allowance, Night Shift Allowance, Transport Assistance Allowance and Electricity Charges Allowance in accordance with the provisions of this General Order and other relevant Correction Slips/General Orders issued separately shall be drawn and after making statutory deductions on account of monthly C.P.F. subscription, E.S.I., Professional Tax, etc. and after adjustment of the amount of interim advance, if any, granted to the employees (including N.M.R. workers) vide Head Office circular No. GAD/I-B/259/35355 dated 21st October, 1989, the amount of arrears shall be paid to the employees in Cash in two equal monthly instalments in May, 1990 and June, 1990.

(ii) 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) Special Pay paid under S.R. 9 (26), Travelling Allowance, Daily Allowance, Bonus and Overtime, etc., shall not be reopened and consequently, no arrears on those account shall be payable in respect of period from 31-3-1988 till the date of issue of this General Order.

(iii) The arrears on account of revision of pay-scales and various Allowances should be drawn in the Office where the employee is working at present. The concerned drawing and disbursing Officer are requested to ensure that their requirement of fund for payment of arrears on account of revision of pay-scales, Allowances and introduction of new allowances etc. as per this General Order and other Correction Slips/General Orders are intimated immediately to the Ways and Means Section under the Director of Finance, M.S.E.B., H.O. Bombay. The total arrears paid to the employees on account of revision of pay-scales for the year 1988-89 and 1989-90, should be separately worked out and intimated to the Head Office, Bombay. For pay fixation and calculation of arrears, Service Books and other relevant official records of the employees should be made use of. Necessary entry regarding fixation of pay in the revised pay-scale and payment of arrears should be taken in the Service Books of the respective employees.

(S) ANCILLARY:- (i) The provisions in the Board's various Service Regulations, General Orders, like G.O. 14(P), 26(P), G.O. 65, G.O.68, G.O. 89, G.O.90, G.O.93, etc. wherein various entitlements/conditions are based on the pay-scales/Basic pay shall stand suitably revised corresponding to the revised pay-scales. Necessary amendments to the relevant Rules & Regulations shall be issued in due course wherever necessary.

(ii) In the case of staff on deputation to the Board, the revision of pay-scales under this General Order will not have automatic effect in the revision of their pay-scales, but the Board 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 fulfilling all the relevant conditions but who have resigned/retired/expired on or after 1-4-1988 shall also be entitled to the benefits under this General Order.

2. The M.S.E.B Officers' Association and three others have challenged the Settlement dated 29/1/1990 entered between the Board and various Unions/Association in pursuance of which the revision of pay-scales, etc. is notified as above by a Writ Petition in the High Court of Judicature, Bombay being writ Petition No.339 of 1990. The High Court has admitted the said petition and also passed order, namely, "that such of the employees who do not accept the settlement, the settlement dated 29-1-1990 may not be binding on them." This General Order is, therefore, issued subject to these orders of the High Court and also the final decision of the Court.

3. All other concerned drawing and disbursing Officers are requested to take immediate steps to fix the pay of the employees in the revised pay-scales and make payment to them as per the provisions of this General Order expeditiously. Action to work out arrears and for audit scrutiny (before payment) should be taken immediately. All the concerned Officers are also requested to display this General Order on the Notice Board to enable the employees to exercise their options as stated in para (L) above.

4. This General Order is issued in accordance with the powers delegated by the Board vide Resolution No.379, dated 30th January, 1990 referred to in Para 1 above. Under the same Resolution, the Board authorised the Member (Admn.) and Secretary to interpret in consultation with the Technical Member and the Accounts Member any of the provisions of this General Order and to extend coverage where necessary and to issue clarifications and Circulars. Under the same Resolution, the Board also delegated powers to the Member (Admn.) and Secretary to decide and settle in consultation with the Technical Member and the Accounts Member, cases involving anomalies.

Encl: Annexures I to XVIII
(page No.16 to page No.43)

Sd/-(M.G. VARADE)
Member (Admn.) & Secretary

ANNEXURE I TO G.O. 121 (P)HELPER/PEON/CLEANER AND EQUIVALENT

Existing Pay Scale Rs.355-8-395-10-525		Revised Pay Scale Rs.1050-15-1125-20-1325-25-1575		
Stage in the Existing pay scale as on 31-3-1988/ 1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
355	681.20	63.90	1100.10	1110
363	692.70	65.34	1121.04	1125
371	704.20	66.78	1141.98	1145
379	715.80	68.22	1163.02	1165
387	727.30	69.66	1183.96	1185
395	738.80	71.10	1204.90	1205
405	748.10	72.90	1226.00	1245
415	752.40	74.70	1242.10	1245
425	756.60	76.50	1258.10	1265
435	760.90	78.30	1274.20	1285
445	765.10	80.10	1290.20	1305

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
455	769.40	81.90	1306.30	1325
465	773.60	83.70	1322.30	1325
475	777.90	85.50	1338.40	1350
485	782.10	87.30	1354.40	1375
495	786.40	89.10	1370.50	1375
505	790.60	90.90	1386.50	1400
515	794.90	92.70	1402.60	1425
525	799.10	94.50	1418.60	1425

ANNEXURE II TO G.O. 121 (P) A.L.M/DAFTARY AND EQUIVALENT

Existing Pay Scale Rs.380-10-430-15-625		Revised Pay Scale Rs.1100-20-1200-25-1450-30-1840		
380	717.20	68.40	1165.60	1180
390	731.60	70.20	1191.80	1200
400	746.00	72.00	1218.00	1225
410	750.30	73.80	1234.10	1250
420	754.50	75.60	1250.10	1275
430	758.80	77.40	1266.20	1275
445	765.10	80.10	1290.20	1300
460	771.50	82.80	1314.30	1325
475	777.90	85.50	1338.40	1350
490	784.30	88.20	1362.50	1375
505	790.60	90.90	1386.50	1400
520	797.00	93.60	1410.60	1425

Stage in the Existing pay scale as on 31-3-1988/ 1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
535	805.20	96.30	1436.50	1450
550	827.80	99.00	1476.80	1480
565	850.30	101.70	1517.00	1540
580	872.90	104.40	1557.30	1570
595	895.50	107.10	1597.60	1600
610	918.10	109.80	1637.90	1660
625	940.60	112.50	1678.10	1690

ANNEXURE III TO G.O. 121 (P)ARTISAN 'C'/LINEMAN/L.D.C.AND EQUIVALENT

Existing Pay Scale Rs.415-15-490-20-730 :		Revised Pay Scale Rs.1175-25-1300-30-1600-35-2230		
415	752.40	74.70	1242.10	1250
430	758.80	77.40	1266.20	1275
445	767.10	80.10	1290.20	1300
460	771.50	82.80	1314.30	1330
475	777.90	85.50	1338.40	1360
490	784.30	88.20	1362.50	1390
510	792.80	91.80	1394.60	1420
530	801.30	95.40	1426.70	1450
550	827.80	99.00	1476.80	1480
570	857.90	102.60	1530.50	1540
590	888.00	106.20	1584.20	1600
610	918.10	109.80	1637.90	1670
630	948.20	113.40	1691.60	1705

Stage in the Existing pay scale as on 31-3-1988/ 1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
650	978.30	117.00	1745.30	1775
670	1008.40	120.60	1799.00	1810
690	1038.50	124.20	1852.70	1880
710	1068.60	127.80	1906.40	1915
730	1098.70	131.40	1960.10	1985

ANNEXURE IV TO G.O. 121 (P) ARTISAN-'B'/DRIVER AND EQUIVALENT

Existing Pay Scale Rs.440-20-540-25-840		Revised Pay Scale Rs.1210-30-1360-35-1710-40-2550		
440	763.00	79.20	1282.20	1300
460	771.50	82.80	1314.30	1330
480	780.00	86.40	1346.40	1360
500	788.50	90.00	1378.50	1395
520	797.00	93.60	1410.60	1430
540	812.70	97.20	1449.90	1465
565	850.30	101.70	1517.00	1535
590	888.00	106.20	1584.20	1605
615	925.60	110.70	1651.30	1675
640	963.20	115.20	1718.40	1750
665	1000.80	119.70	1785.50	1790
690	1038.50	124.20	1852.70	1870
715	1076.10	128.70	1919.80	1950
740	1113.70	133.20	1986.90	1990
765	1151.30	137.70	2054.00	2070

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
790	1189.00	142.20	2121.20	2150
815	1224.70	146.70	2186.40	2190
840	1259.20	151.20	2250.40	2230

ANNEXURE V TO G.O. 121 (P) ARTISAN 'A'/U.D.C. AND EQUIVALENT

Existing Pay Scale Rs.465-25-590-30-920 :	Revised Pay Scale Rs.1250-35-1425-40-1825-45-2725			
465	773.60	83.70	1322.30	1355
490	784.30	88.20	1362.50	1390
515	794.90	92.70	1402.60	1425
540	812.70	97.20	1449.90	1465
565	850.30	101.70	1517.00	1545
590	888.00	106.20	1584.20	1585
620	933.10	111.60	1664.70	1665
650	978.30	117.00	1745.30	1785
680	1023.40	122.40	1825.80	1870
710	1068.60	127.80	1906.40	1915
740	1113.70	133.20	1986.90	2005
770	1158.90	138.60	2067.50	2095
800	1204.00	144.00	2148.00	2185
830	1245.40	149.40	2224.80	2230
860	1286.80	154.80	2301.60	2320
890	1328.20	160.20	2378.40	2410
920	1363.60	165.60	2449.20	2455

ANNEXURE VI TO GO121 (P)
ASSTT. ACCTT./HEAD CLERK AND EQUIVALENT

Existing Pay Scale Rs.545-30-695-35-1045		Revised Pay Scale Rs.1375-45-1600-55-2150-60-3050		
Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
545	820.20	98.10	1463.30	1465
575	865.40	103.50	1543.90	1555
605	910.50	108.90	1624.40	1655
635	955.70	114.30	1705.00	1710
665	1000.80	119.70	1785.50	1820
695	1046.00	125.10	1866.10	1875
730	1098.70	131.40	1960.10	1985
765	1151.30	137.70	2054.00	2095
800	1204.00	144.00	2148.00	2150
835	1252.30	150.30	2237.60	2270
870	1300.60	156.60	2327.20	2330
905	1347.40	162.90	2415.30	2450
940	1385.20	169.20	2494.40	2510
975	1423.00	175.50	2573.50	2630
1010	1450.00	181.80	2641.80	2690
1045	1450.00	188.10	2683.10	2690

ANNEXURE VII TO G.O. 121 (P)
ASSTT.VIGILANCE OFFICER/ASSTT. SECURITY OFFICER AND EQUIVALENT

Existing Pay Scale
Rs.585-35-1110 :

Revised Pay Scale
Rs.1475-50-1725-60-2325-65-3105

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
585	880.40	105.30	1570.70	1575
620	933.10	111.60	1664.70	1675
655	985.80	117.90	1758.70	1785
690	1038.50	124.20	1852.70	1905
725	1091.10	130.50	1946.60	1965
760	1143.80	136.80	2040.60	2085
795	1196.50	143.10	2134.60	2145
830	1245.40	149.40	2224.80	2265
865	1293.70	155.70	2314.40	2325
900	1342.00	162.00	2404.00	2455
935	1379.80	168.30	2483.10	2520
970	1417.60	174.60	2562.20	2585
1005	1450.00	180.90	2635.90	2650
1040	1450.00	187.20	2677.20	2715
1075	1450.00	193.50	2718.50	2780
1110	1450.00	199.80	2759.80	2780

**ANNEXURE VIII TO G.O. 121 (P)
SUB-ENGINEER AND EQUIVALENT**

**Existing Pay Scale
Rs.600-35-1125 :**

**Revised Pay Scale
Rs.1510-50-1760-60-2360-65-3140**

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
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1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
600	903.00	108.00	1611.00	1660
635	955.70	114.30	1705.00	1710
670	1008.40	120.60	1799.00	1820
705	1061.00	126.90	1892.90	1940
740	1113.70	133.20	1986.90	2000
775	1166.40	139.50	2080.90	2120
810	1217.80	145.80	2173.60	2180
845	1266.10	152.10	2263.20	2300
880	1314.40	158.40	2352.80	2360
915	1358.20	164.70	2437.90	2490
950	1396.00	171.00	2517.00	2555
985	1433.80	177.30	2596.10	2620
1020	1450.00	183.60	2653.60	2685
1055	1450.00	189.90	2694.90	2750
1090	1450.00	196.20	2736.20	2750
1125	1450.00	202.50	2777.50	2815

**ANNEXURE IX TO G.O. 121 (P)
L.C.F./H.F AND EQUIVALENT**

Existing Pay Scale
Rs.665-40-1265 :

Revised Pay Scale
Rs.1675-60-1975-65-2625-70-3325

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
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1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
665	1000.80	119.70	1785.50	1795
705	1061.00	126.90	1892.90	1915
745	1121.20	134.10	2000.30	2040
785	1181.40	141.30	2107.70	2170
825	1238.50	148.50	2212.00	2235
865	1293.70	155.70	2314.40	2365
905	1347.40	162.90	2415.30	2430
945	1390.60	170.10	2505.70	2560
985	1433.80	177.30	2596.10	2625
1025	1450.00	184.50	2659.50	2695
1065	1450.00	191.70	2706.70	2765
1105	1450.00	198.90	2753.90	2765
1145	1450.00	206.10	2801.10	2835
1185	1450.00	213.30	2848.30	2905
1225	1450.00	220.50	2895.50	2905
1265	1450.00	227.70	2942.70	2975

ANNEXURE X TO G.O. 121 (P)
ESTT.SUPTD/DIVISIONAL ACCOUNTANT AND EQUIVALENT

Existing Pay Scale
Rs.720-45-1395 :

Revised Pay Scale
Rs.1810-70-2160-85-3605

Stage in the Existing pay scale as on 31-3-1988/ 1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised scale-pay as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
720	1083.60	129.60	1933.20	1950
765	1151.30	137.70	2054.00	2090
810	1217.80	145.80	2173.60	2245
855	1279.90	153.90	2288.80	2330
900	1342.00	162.00	2404.00	2415
945	1390.60	170.10	2505.70	2585
990	1439.20	178.20	2607.40	2670
1035	1450.00	186.30	2671.30	2755
1080	1450.00	194.40	2724.40	2755
1125	1450.00	202.50	2777.50	2840
1170	1450.00	210.60	2830.60	2840
1215	1450.00	218.70	2883.70	2925
1260	1450.00	226.80	2936.80	3010
1305	1450.00	234.90	2989.90	3010
1350	1450.00	243.00	3043.00	3095
1395	1450.00	251.10	3096.10	3180

**ANNEXURE XI TO G.O. 121 (P)
JUNIOR ENGINEER AND EQUIVALENT**

**Existing Pay Scale
Rs.775-45-1450 :**

**Revised Pay Scale
Rs.1950-70-2300-85-3660**

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
775	1166.40	139.50	2080.90	2090
820	1231.60	147.60	2199.20	2230
865	1293.70	155.70	2314.40	2385
910	1352.80	163.80	2426.60	2470
955	1401.40	171.90	2528.30	2555
1000	1450.00	180.00	2630.00	2640
1045	1450.00	188.10	2683.10	2725
1090	1450.00	196.20	2736.20	2810
1135	1450.00	204.30	2789.30	2810
1180	1450.00	212.40	2842.40	2895
1225	1450.00	220.50	2895.50	2980
1270	1450.00	228.60	2948.60	2980
1315	1450.00	236.70	3001.70	3065
1360	1450.00	244.80	3054.80	3065
1405	1450.00	252.90	3107.90	3150
1450	1450.00	261.00	3161.00	3235

ANNEXURE XII TO G.O. 121 (P)
LABOUR OFFICER AND EQUIVALENT

Existing Pay Scale
Rs.870-50-1470 :

Revised Pay Scale
Rs.2175-70-2525-85-3715

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
870	1300.60	156.60	2327.20	2385
920	1363.60	165.60	2449.20	2455
970	1417.60	174.60	2526.20	2610
1020	1450.00	183.60	2653.60	2695
1070	1450.00	192.60	2712.60	2780
1120	1450.00	201.60	2771.60	2780
1170	1450.00	210.60	2830.60	2865
1220	1450.00	219.60	2889.60	2950
1270	1450.00	228.60	2948.60	2950
1320	1450.00	237.60	3007.60	3035
1370	1450.00	246.60	3066.60	3120
1420	1450.00	255.60	3125.60	3205
1470	1450.00	264.60	3184.60	3205

**ANNEXURE XIII TO G.O. 121 (P)
ASSISTANT ENGINEER AND EQUIVALENT**

**Existing Pay Scale
Rs.1000-55-1770 :**

**Revised Pay Scale
Rs.2450-85-2875-110-4415**

Stage in the Existing pay scale as on 31-3-1988/ 1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
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1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
1000	1450.00	180.00	2630.00	2705
1055	1450.00	189.90	2694.90	2705
1110	1450.00	199.80	2759.80	2790
1165	1450.00	209.70	2824.70	2875
1220	1450.00	219.60	2889.60	2985
1275	1450.00	229.50	2954.50	2985
1330	1450.00	239.40	3019.40	3095
1385	1450.00	249.30	3084.30	3095
1440	1450.00	259.20	3149.20	3205
1495	1450.00	269.10	3214.10	3315
1550	1470.00	279.00	3299.00	3315
1605	1503.00	288.90	3396.90	3425
1660	1543.80	298.80	3502.60	3535
1715	1595.00	308.70	3618.70	3645
1770	1646.10	318.60	3734.70	3755

ANNEXURE XIV TO G.O. 121 (P)
ASSISTANT PERSONNEL OFFICER/ACCOUNTS OFFICER AND EQUIVALENT

Existing Pay Scale
Rs.1060-55-1830 :

Revised Pay Scale
Rs.2525-85-2950-110-4490

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in revised Pay scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
1060	1450.00	190.80	2700.80	2780
1115	1450.00	200.70	2765.70	2780
1170	1450.00	210.60	2830.60	2865
1225	1450.00	220.50	2895.50	2950
1280	1450.00	230.40	2960.40	3060
1335	1450.00	240.30	3025.30	3060
1390	1450.00	250.20	3090.20	3170
1445	1450.00	260.10	3155.10	3170
1500	1450.00	270.00	3220.00	3280
1555	1473.00	279.90	3307.90	3390
1610	1506.00	289.80	3405.80	3500
1665	1548.50	299.70	3513.20	3610
1720	1599.60	309.60	3629.20	3720
1775	1650.80	319.50	3745.30	3830
1830	1701.90	329.40	3861.30	3940

ANNEXURE XV TO G.O. 121 (P)
DY. ESTABLISHMENT OFFICER AND EQUIVALENT

Existing Pay Scale Rs. 1250-60-2030 :		Revised Pay Scale Rs. 2700-90-3150-115-4990		
Stage in the Existing pay scale as on 31-3-1988/ 1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
1250	1450.00	225.00	2925.00	2970
1310	1450.00	235.80	2995.80	3060
1370	1450.00	246.60	3066.60	3150
1430	1450.00	257.40	3137.40	3150
1490	1450.00	268.20	3208.20	3265
1550	1470.00	279.00	3299.00	3380
1610	1506.00	289.80	3405.80	3495
1670	1553.10	300.60	3523.70	3610
1730	1608.90	311.40	3650.30	3725
1790	1664.70	322.20	3776.90	3840
1850	1720.50	333.00	3903.50	3955
1910	1776.30	343.80	4030.10	4070
1970	1832.10	354.60	4156.70	4185
2030	1887.90	365.40	4283.30	4300

ANNEXURE XVI TO G.O. 121 (P)
DY. EXECUTIVE ENGINEER AND EQUIVALENT

Existing Pay Scale
Rs.1275-65-2120 :

Revised Pay Scale
Rs.2725-90-3175-115-5130

Stage in the Existing pay scale as on 31-3-1988/1.4.1988	D.A. admissible at the rate as on 1st Jan., 1986 as per C.S.No.5, dated 6.8.1988 to G.O.117, dt. 31.3.1986	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
1275	1450.00	229.50	2954.50	2995
1340	1450.00	241.20	3031.20	3085
1405	1450.00	252.90	3107.90	3175
1470	1450.00	264.60	3184.60	3290
1535	1461.00	276.30	3272.30	3290
1600	1500.00	288.00	3388.00	3405
1665	1548.50	299.70	3513.20	3520
1730	1608.90	311.40	3650.30	3750
1795	1669.40	323.10	3787.50	3865
1860	1729.80	334.80	3924.60	3980
1925	1790.30	346.50	4061.80	4095
1990	1850.70	358.20	4198.90	4210
2055	1911.20	369.90	4336.10	4440
2120	1971.60	381.60	4473.20	4555

ANNEXURE -XVII : Accompaniment to G.O. 121 (P)
 MAHARASHTRA STATE ELECTRICITY BOARD, H.O., BOMBAY
 GAD/GROUP-VIII-(O&M) CELL, DHARAVI, BOMBAY 19

Statement showing percentage rate of Dearness Allowance admissible with effect from 1st April, 1988, 1st July, 1988, 1st January, 1989 and 1st July, 1989, on different slabs of pay.

Pay Range	Percentage rate of Dearness Allowance with effect from :			
	1/4/1988	1/7/1988	1/1/1989	1/7/1989
Upto Rs.3,500/-	18 percent	23 percent	29 percent	34 percent
Rs.3,501/- to Rs.6,000/-	13 percent subject to a minimum of Rs.630/- per month	17 percent subject to a minimum of Rs.805/- per month	22 percent subject to a minimum of Rs.1015/-per month	25 percent subject to a minimum of Rs.1190/-per month
Rs.6,001 and above	11 percent subject to a minimum of Rs.780/- per month	15 percent subject to a minimum of Rs.1020/-per month	19 percent subject to a minimum of Rs.1320/-per month	22 percent subject to a minimum of Rs.1500/-per month

Statement showing the amount of D.A. admissible on various stages in the revised pay-scales.

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
1050	189	242	305	357
1065	192	245	309	362
1080	194	248	313	367
1095	197	252	318	372
1100	198	253	319	374
1110	200	255	322	377
1120	202	258	325	381
1125	203	259	326	383
1140	205	262	331	388
1145	206	263	332	389
1160	209	267	336	394
1165	210	268	338	396
1175	212	270	341	400
1180	212	271	342	401

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
1185	213	273	344	403
1200	216	276	348	408
1205	217	277	349	410
1210	218	278	351	411
1225	221	282	355	417
1240	223	285	360	422
1245	224	286	361	423
1250	225	288	363	425
1265	228	291	367	430
1270	229	292	368	432
1275	230	293	370	434
1285	231	296	373	437
1300	234	299	377	442
1305	235	300	378	444
1320	238	304	383	449
1325	239	305	384	451
1330	239	306	386	452
1350	243	311	392	459
1355	244	312	393	461
1360	245	313	394	462
1375	248	316	399	468
1390	250	320	403	473
1395	251	321	405	474
1400	252	322	406	476
1420	256	327	412	483
1425	257	328	413	485
1430	257	329	415	486
1450	261	334	421	493
1465	264	337	425	498
1475	266	339	428	502
1480	266	340	429	503
1500	270	345	435	510
1505	271	346	436	512
1510	272	347	438	513

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
1525	275	351	442	519
1535	276	353	445	522
1540	277	354	447	524
1545	278	355	448	525
1550	279	357	450	527
1555	280	358	451	529
1560	281	359	452	530
1570	283	361	455	534
1575	284	362	457	536
1585	285	365	460	539
1600	288	368	464	544
1605	289	369	465	546
1610	290	370	467	547
1625	293	374	471	553
1630	293	375	473	554
1635	294	376	474	556
1640	295	377	476	558
1655	298	381	480	563
1660	299	382	481	564
1665	300	383	483	566
1670	301	384	484	568
1675	302	385	486	570
1690	304	389	490	575
1705	307	392	494	580
1710	308	393	496	581
1720	310	396	499	585
1725	311	397	500	587
1735	312	399	503	590
1740	313	400	505	592
1745	314	401	506	593
1750	315	403	508	595
1760	317	405	510	598
1765	318	406	512	600
1775	320	408	515	604

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
1780	320	409	516	605
1785	321	411	518	607
1790	322	412	519	609
1795	323	413	521	610
1810	326	416	525	615
1820	328	419	528	619
1825	329	420	529	621
1830	329	421	531	622
1840	331	423	534	626
1845	332	424	535	627
1855	334	427	538	631
1870	337	430	542	636
1875	338	431	544	638
1880	338	432	545	639
1905	343	438	552	648
1910	344	439	554	649
1915	345	440	555	651
1930	347	444	560	656
1940	349	446	563	660
1950	351	449	566	663
1960	353	451	568	666
1965	354	452	570	668
1975	356	454	573	672
1985	357	457	576	675
1990	358	458	577	677
2000	360	460	580	680
2005	361	461	581	682
2020	364	465	586	687
2025	365	466	587	689
2030	365	467	589	690
2040	367	469	592	694
2050	369	472	595	697
2055	370	473	596	699
2060	371	474	597	700

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
2070	373	476	600	704
2085	375	480	605	709
2090	376	481	606	711
2095	377	482	608	712
2105	379	484	610	716
2110	380	485	612	717
2120	382	488	615	721
2125	383	489	616	723
2140	385	492	621	728
2145	386	493	622	729
2150	387	495	624	731
2160	389	497	626	734
2170	391	499	629	738
2175	392	500	631	740
2180	392	501	632	741
2185	393	503	634	743
2190	394	504	635	745
2195	395	505	637	746
2205	397	507	639	750
2210	398	508	641	751
2230	401	513	647	758
2235	402	514	648	760
2240	403	515	650	762
2245	404	516	651	763
2265	408	521	657	770
2270	409	522	658	772
2275	410	523	660	774
2300	414	529	667	782
2310	416	531	670	785
2315	417	532	671	787
2320	418	534	673	789
2325	419	535	674	791
2330	419	536	676	792
2350	423	541	682	799

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs. 2360	Rs. 425	Rs. 543	Rs. 684	Rs. 802
2365	426	544	686	804
2385	429	549	692	811
2390	430	550	693	813
2410	434	554	699	819
2415	435	555	700	821
2425	437	558	703	825
2430	437	559	705	826
2450	441	564	711	833
2455	442	565	712	835
2470	445	568	716	840
2490	448	573	722	847
2495	449	574	724	848
2500	450	575	725	850
2510	452	577	728	853
2520	454	580	731	857
2525	455	581	732	859
2535	456	583	735	862
2545	458	585	738	865
2550	459	587	740	867
2555	460	588	741	869
2560	461	589	742	870
2570	463	591	745	874
2585	465	595	750	879
2590	466	596	751	881
2610	470	600	757	887
2620	472	603	760	891
2625	473	604	761	893
2630	473	605	763	894
2635	474	606	764	896
2640	475	607	766	898
2650	477	610	769	901
2670	481	614	774	908
2680	482	616	777	911

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
2685	483	618	779	913
2690	484	619	780	915
2695	485	620	782	916
2700	486	621	783	918
2705	487	622	784	920
2715	489	624	787	923
2725	491	627	790	927
2750	495	633	798	935
2755	496	634	799	937
2765	498	636	802	940
2780	500	639	806	945
2790	502	642	809	949
2810	506	646	815	955
2815	507	647	816	957
2835	510	652	822	964
2840	511	653	824	966
2845	512	654	825	967
2865	516	659	831	974
2870	517	660	832	976
2875	518	661	834	978
2880	518	662	835	979
2895	521	666	840	984
2905	523	668	842	988
2910	524	669	844	989
2925	527	673	848	995
2930	527	674	850	996
2945	530	677	854	1001
2950	531	679	856	1003
2970	535	683	861	1010
2975	536	684	863	1012
2980	536	685	864	1013
2985	537	687	866	1015
2990	538	688	867	1017
2995	539	689	869	1018

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
3010	542	692	873	1023
3035	546	698	880	1032
3040	547	699	882	1034
3045	548	700	883	1035
3050	549	702	885	1037
3060	551	704	887	1040
3065	552	705	889	1042
3075	554	707	892	1046
3085	555	710	895	1049
3095	557	712	898	1052
3105	559	714	900	1056
3115	561	716	903	1059
3120	562	718	905	1061
3140	565	722	911	1068
3150	567	725	914	1071
3170	571	729	919	1078
3175	572	730	921	1080
3180	572	731	922	1081
3185	573	733	924	1083
3205	577	737	929	1090
3235	582	744	938	1100
3255	586	749	944	1107
3265	588	751	947	1110
3280	590	754	951	1115
3290	592	757	954	1119
3315	597	762	961	1127
3320	598	764	963	1129
3325	599	765	964	1131
3350	603	771	972	1139
3375	608	776	979	1148
3380	608	777	980	1149
3390	610	780	983	1153
3405	613	783	987	1158
3425	617	788	993	1165

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
3435	618	790	996	1168
3460	623	796	1003	1176
3490	628	803	1012	1187
3495	629	804	1014	1188
3500	630	805	1015	1190
3520	630	805	1015	1190
3535	630	805	1015	1190
3545	630	805	1015	1190
3575	630	805	1015	1190
3605	630	805	1015	1190
3610	630	805	1015	1190
3630	630	805	1015	1190
3635	630	805	1015	1190
3645	630	805	1015	1190
3660	630	805	1015	1190
3715	630	805	1015	1190
3720	630	805	1015	1190
3725	630	805	1015	1190
3750	630	805	1015	1190
3755	630	805	1015	1190
3830	630	805	1015	1190
3840	630	805	1015	1190
3865	630	805	1015	1190
3940	630	805	1015	1190
3955	630	805	1015	1190
3975	630	805	1015	1190
3980	630	805	1015	1190
4050	630	805	1015	1190
4070	630	805	1015	1190
4085	630	805	1015	1190
4095	630	805	1015	1190
4160	630	805	1015	1190
4185	630	805	1015	1190
4195	630	805	1015	1190

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
4210	630	805	1015	1190
4270	630	805	1015	1190
4300	630	805	1015	1190
4305	630	805	1015	1190
4325	630	805	1015	1190
4380	630	805	1015	1190
4415	630	805	1015	1190
4440	630	805	1015	1190
4490	630	805	1015	1190
4530	630	805	1015	1190
4555	630	805	1015	1190
4645	630	805	1022	1190
4670	630	805	1027	1190
4760	630	809	1047	1190
4785	630	813	1053	1196
4875	634	829	1073	1219
4900	637	833	1078	1225
4990	649	848	1098	1248
5015	652	853	1103	1254
5130	667	872	1129	1283

ANNEXURE -XVIII TO G.O. 121 (P)#

See on page No.259.

ANNEXURE -XVIII TO G.O. 121 (P)
FORM OF OPTION
(See para - L)

*(i) I _____ hereby elect the revised pay-scale with effect from 1-4-1988.

*(ii) I _____ hereby elect to continue on the existing scale of pay of my Temporary/Permanent/Officiating 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).
.....

To be forwarded to -

Head of Division/Major Stores/Circle/Power Station/Zone in Field, or Additional Director (Estt.)/J.S.(T) in Head Office within one month from the date of issue of G.O. No.121 (P)

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**CORRECTION SLIP No.1, DATED 5-9-1990
(to G.O.121 (P), Dated 22-3-1990 and G.O.123 (P), Dated 6-4-1990)**

In exercise of the powers delegated to him under the Board Resolution No.379, dated 30-1-1990, the Member (Adm.)/Secretary in consultation with the Technical Member and the Accounts Member has accorded approval to modify the last sentence in Para (L) (ii) of G.O.121 (P), dated 22-3-1990 and G.O.123(P), dated 6-4-1990, as follows:-

a) Last sentence in Para (L) (ii) of G.O.121 (P) as modified :

"Such employees exercising option for the revised scale from a date after 31-3-1989 shall not, however, be eligible for 18 per cent of basic pay in the existing scale for fixation of pay in the revised pay-scale."

b) Last sentence in Para (L) (ii) of G.O. 123 (P) as modified :

"Such officer exercising option for the revised scale from a date after 31-3-1989 shall not, however, be eligible for 18 per cent of basic pay in the existing scale for fixation of pay in the revised pay-scale."

2. Consequently, the pay of the employees/officers who have opted for the revised pay-scale from date after 1-4-1988 but before 1-4-1989 should be refixed after adding 18% of pay to the pay drawn by them in the old scale as on the date from which revised pay-scale is opted.

3. Such employees/officers who have exercised option for the old scale or who were deemed to have exercised option for the revised scale with effect from 1-4-1988 shall be given a chance to exercise fresh option to switch over to the revised scale under the provisions of this Correction Slip. Those who do not exercise the option as per this Correction Slip within one month from the date of issue of this Correction Slip should be deemed to have elected to draw pay in the revised pay-scale with effect from 1-4-1988.

Sd/-(C.S.Sastry)
Director of Personnel

**CORRECTION SLIP No.2 DATED 10-1-1992
(to G.O.121 (P) Dated 22-3-1990)**

Subject:-Revision of existing pay-scales prescribed for the various categories of posts whose minimum of existing pay-scale is upto and including Rs.1275/- per month and also revision of Dearness Allowance, Method of fixation of pay in the revised pay-scales, Payment of arrears, etc. in their respect.

Para K(ii) of G.O.121 (P), dtd.22-3-1990 deals with protection of pay of New Entrants appointed on or after 1st April, 1988 and repealing with effect from 29-1-1990, the provisions of granting higher starting pay under G.Os/G.S.Os. mentioned therein. The G.O.87(P), dated 20-5-1978 read with its Correction Slip(s) under which one additional increment to the Technical employees having completed Technical Courses on par with I.T.I. Certificate Courses was granted, remained to be included in the Para K (ii) of the G.O.121 (P), dated 22-3-90. As per the powers delegated by the B.R.No.379, dtd.20-1-1990. the Member(Admn.)/Secretary in consultation with the Technical Member and the Accounts Member accorded the approval to treat the G.O.87 (P), dated 20-5-1978 with its Correction Slip(s) deemed to have been included in Para K (ii) of the G.O.121 (P), dated 22-3-1990. Consequently, the Para K (ii) of the G.O.121 (P), dated 22-3-1990 should be read as under :-

"The existing provisions regarding grant of higher starting pay/additional increment to Lower Division Clerks and Typists who are graduates, honours graduates, double graduates and Commerce graduates and to the technical employees as

laid down in the G.S.O.417, dated 29-11-1958, the G.O.63 of 15-12-1970, G.O.80, dated 19-1-1977, G.O.87 (P), dated 20-5-1978, G.O.107, dated 24-8-1981 and also the provisions for grant of higher starting pay to qualified Engineers as laid down in the G.O.111(P), dated 13-5-1982 shall stand repealed and cease to operate with effect from 29th January, 1990."

Other Provisions of the G.O.121 (P) dtd.22-3-1990 notified from time to time remain unchanged.

Sd/-(VIJAY KUMAR AGGARWAL)
Member,(Admn.)/secretary.

GENERAL ORDER No.122 (P) DATED 22-3-1990

Subject:-Introduction of New Allowances - viz. Special Compensatory Allowance, Heavy Duty Allowance, Night Shift Allowance, Transport Assistance Allowance, Electricity Charges Allowance with effect from 1-4-1988

By their Resolution No.379, dated 30th January, 1990, the Board have decided to introduce the following new Allowances payable with effect from 1st April, 1988 to Technical and non-Technical employees covered by the General Order No. 121 (P) (regarding revision of pay-scales with effect from 1-4-1988) except Part-Time employees, persons working on work-charged Establishments and workers engaged on Nominal Muster Roll subject to the terms and conditions applicable to the respective allowances as mentioned hereinafter.

1) Special Compensatory Allowance:- This allowance at the rates mentioned below shall be payable to the categories of employees listed in the Annexure 'A' who are working in the Power Stations, Sub-Stations, Projects, Transmission & Distribution Lines, Security & Vigilance Cadre in consideration of loss of Second and Fourth Saturdays, Public Holidays and local Holidays.

- | | |
|------------------------------|--------------------|
| (1) Pay Group - I employees | Rs.90/- per month. |
| (2) Pay Group - II employees | Rs.70/- per month. |
| (3) Pay Group -III employees | Rs.50/- per month. |
| (4) Pay Group - IV employees | Rs.30/- per month. |

2) Heavy Duty Allowance:- The categories of employees listed in Annexure - 'B' shall be paid this allowance at the following rates :

- | | |
|------------------------------|--------------------|
| (1) Pay Group -III employees | Rs.20/- per month. |
|------------------------------|--------------------|

(2) Pay Group - IV employees Rs.15/- per month.

3) Night Shift Allowance:- The employees covered by this General Order who are performing night shift duty shall be entitled to get Rs.5/- per night shift as and when they perform duty of a complete night shift between 20.00 Hrs and 8.00 Hrs. in the Power Stations, Sub-Stations and other establishments of the Board.

4) Transport Assistance Allowance:- This allowance at the rate of Rs.25/- per month shall be paid to all the employees covered by this General Order whose place of work is situated within the jurisdiction of Municipal Corporations including urban agglomeration areas. Employees provided with Board's vehicles and employees using the Board's vehicles for their daily journey between residence and office and vice-versa and employees availing Conveyance Allowance and Cycle Maintenance Allowance under G.O. 89, 90 and 98 are not entitled to get this allowance.

5) Electricity Charges Allowance:- All the employees covered by this General Order shall be paid Electricity Charges Allowance as reimbursement towards payment of Electricity Charges in respect of their residential premises at the following rates:

- (1) Pay Group - I employees Rs.65/- per month.
- (2) Pay Group - II employees Rs.55/- per month.
- (3) Pay Group -III employees Rs.45/- per month.
- (4) Pay Group - IV employees Rs.35/- per month.

2. The above allowances shall be paid subject to terms and conditions mentioned in Annexure - 'C' appended to this General Order.

3. PAYMENT OF ARREARS:- The amount of arrears as a result of introduction of aforesaid new allowances shall be drawn and paid in the office where the employee is working at present, in cash in two equal monthly instalments in May, 1990 and June, 1990 alongwith the arrears on account of revision of pay-scales under General Order No.121(P).

4. This General Order is issued in accordance with the powers delegated by the Board vide Resolution No. 379, dated 30th January, 1990, referred to in Para 1 above. Under the same resolution, the Board authorised the Member (Admn) and Secretary to interpret in consultation with the Technical Member and the Accounts Member any of the provisions of this General Order and to extend coverage where necessary and to issue clarifications/circulars. Under the same Resolution the Board also delegated powers to the Member (Admn.) and Secretary to decide and settle in consultation with the Technical Member and the Accounts Member, cases involving anomalies, if any.

Encl: Annexures A, B, & C

Sd/-(M.G.VARADE)
Member (Admn.)/Secretary

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Annexure 'A' to G.O. 122(P)

List Of Categories Of Employees Eligible For Special Compensatory Allowance In Consideration Of Loss Of Second & Fourth Saturdays & Public Holidays.

Sr.No	Category	Sr.No	Category
Generation Wing		25.	Time-Keeper
1.	Dy. Executive Engineer	26.	Head Watchman
2.	Head Supervisor	27.	Watchman in Power Station
3.	Assistant Engineer	28.	Semi Skilled Labour
4.	Supervisor	29.	Senior Chemist
5.	High Pressure Welder	30.	Junior Chemist
6.	Junior Engineer	Civil Wing	
7.	Chargeman Grade-I	1.	Dy. Executive Engineer
8.	Sub-Engineer	2.	Assistant Engineer
9.	Chargeman Grade-II	3.	Junior Engineer
10.	Technical Supervisor	4.	Sub-Engineer
11.	Artisan 'A'	5.	Sub-Overseer Grade-I
12.	Artisan 'B'	6.	Sub-Overseer Grade-II
13.	Driver Operator	7.	Artisan 'C' (Mistry)
14.	Bulldozer Driver	8.	Mukadam Grade - I
15.	Loco Driver	9.	Mukadam Grade -II
16.	Road Roller Driver	10.	Civil Helper
17.	Artisan 'D'	T & D Wing	
18.	Tractor Operator	1.	Dy. Executive Engineer
19.	Laboratory Assistant	2.	Assistant Engineer
20.	Junior Laboratory Assistant	3.	Junior Engineer
21.	Laboratory Attendant	4.	Sub-Engineer
22.	Signalman	5.	L.C.F.
23.	Messenger	6.	Head Foreman
24.	Head Time-Keeper	7.	Chief Foreman

Sr.No	Category
8.	Workshop Foreman
9.	Vehicle Mechanic
10.	Senior Vehicle Foreman
11.	Senior Operator
12.	Operator
13.	Junior Operator
14.	Assistant Operator
15.	Meter Reading Supervisor
16.	Line Foreman
17.	Cable Jointer
18.	Artisan 'A'
19.	Workshop Foreman Grade-II
20.	Foreman
21.	Heavy Duty Tractor Operator
22.	Instrument Mechanic
23.	Meter Mechanic
24.	Meter Tester Gr.I/ Meter Inspector Gr.-I
25.	Artisan Grade-'B'
26.	Line Inspector
27.	Meter Tester Grade -II
28.	Assistant Cable Jointer

Sr.No	Category
29.	Supervisor Grade -II
30.	Artisan Grade - 'C'
31.	Lineman
32.	Artisan Grade-'D'
33.	Assistant Lineman
34.	Line Helper
35.	Sub Station Helper
36.	Wireless Mechanic
37.	Head Watchman
38.	Watchman
39.	Telephone Operator
40.	Telephone Attendant
41.	Telex Operator
42.	Workshop Helper
43.	Khansama

Vigilance & Security Staff

1. Security Officer/Vigilance Officer
2. Dy.Security Officer/
Dy.Vigilance Officer
3. Asstt. Security Officer/
Asstt. Vigilance Officer
4. Jr. Security Officer/
Jr.Vigilance Officer

Annexure 'B' to G.O. 122 (P)#

See on next page .

Annexure 'B' to G.O. 122 (P)

CATEGORIES OF EMPLOYEES ELIGIBLE FOR HEAVY DUTY ALLOWANCE

Sr.No	Category	Sr.No	Category
Generation Wing		3.	Cable Jointer
1.	Artisan Grade 'A'	4.	Operator
2.	Artisan Grade 'B'	5.	Artisan Grade - 'A'
3.	Driver Operator	6.	Workshop Foreman Grade - II
4.	Bulldozer Operator	7.	Foreman
5.	Loco Driver	8.	Heavy Duty Tractor Operator
6.	Road Roller Driver	9.	Artisan Grade - 'B'
7.	Tractor Operator	10.	Line Inspector
8.	Artisan Grade 'D'	11.	Assistant Operator
9.	Semi Skilled Labour	12.	Assistant Cable Jointer
Civil Wing		13.	Supervisor Grade - II
1.	Sub Overseer Grade - I	14.	Artisan Grade - 'C'
2.	Sub Overseer Grade - II	15.	Lineman
3.	Artisan Grade 'C' (Mistry)	16.	Junior Operator
4.	Mukadam Grade - I	17.	Artisan Grade 'D'
5.	Mukadam Grade - II	18.	Assistant Lineman
6.	Civil Helper	19.	Line Helper
T & D Wing		20.	Sub Station Helper
1.	Senior Operator	21.	Stores Helper
2.	Line Foreman	22.	Stores Lasker

ANNEXURE - 'C' #

See on next page.

(Annexure - 'C' to G.O. 122 (P))

Terms and conditions regarding admissibility and payment of Special Compensatory Allowance, Heavy Duty Allowance, Night Shift Allowance, Transport Assistance Allowance and Electricity Charges Allowance.

1. The various Allowance shown in this General Order shall be admissible and paid to the employees at rates specified in the General Order No.122 (P) with effect from 1st April, 1988.

2. An employee entitled to receive the Special Compensatory Allowance shall not refuse to work beyond the duty hours/working hours prescribed under Board's Rules.

3. The employees eligible to Special Compensatory Allowance shall not be entitled to avail 2nd and 4th Saturdays, Public Holidays and Local Holidays except the six paid holidays as laid down under Regulation No. 43 of M.S.E.B. Employees' Service Regulations.

4. Excepting Special Compensatory Allowance and Heavy Duty Allowance, no other Allowance shall be classed as Pay for the purpose of calculating 'Leave Salary' as defined in Regulation 9 (17) of the M.S.E.B. Employees' Service Regulations. All these allowances shall not be taken into account for the purpose of calculating/deducting C.P.F. subscription/contribution or calculating Bonus/Ex-gratia payment etc.. However, where statutory provisions are applicable, these statutory provisions will prevail. Further, Special Compensatory Allowance and Heavy Duty Allowance should be taken into account and included in the Leave Salary in respect of the leave on average pay surrendered by the employee and allowed to be encashed by the Competent authority, under G.O. 59 (P), dtd. 27-6-1970, as amended from time to time.

5. Special Compensatory Allowance and Heavy Duty Allowance shall be taken into consideration for the purpose of arriving at Overtime Wages.

6. All Allowances under this General Order shall not be admissible to the employees under suspension. These allowances except Electricity Charges Allowance shall also not be admissible during extra ordinary leave (i.e. Leave without pay).

7. An employee who is given the benefit of next grade (or promotion) under the provisions of G.O.74, dated 30-4-1974 or G.O.111(P), dated 13-5-1982 or under the provisions of Office Order No. GAD/E-VII/STF/ Gen/A/232/9203, dated 27-2-1975 shall be entitled to and paid the allowance at such rate at which he would have been entitled had the said benefit of next grade (or promotion) not been given to him.

8. If an employee is deputed for training and during such period of training he is treated as on tour he will be entitled to the admissible allowances during the training period.

9. The admissible allowances under this General Order shall be payable during the period of handing over/taking over charge and also during admissible joining time on transfer.

10. Employees appointed on deputation or on contract basis on consolidated salary shall not be eligible for these allowances unless specifically permitted by the Chairman.

11. Part Time employees, N.M.R. Workers and the persons engaged on the work-charged establishments shall not be entitled for allowances under this General Order.

12. With the sanction of Electricity Charges Allowance the concession of free supply of Electricity Supply upto 10 units per month shall be withdrawn. Employees who are entitled to free supply of Electricity as per Sr.No. 4(a) of G.O. 26, dated 30-6-1964 shall not be eligible to draw Electricity Charges Allowance w.e.f. 1st April, 1988. Necessary Correction Slip to G.O.26, dated 30-6-1964 is being issued separately. Electricity Charges Allowance shall not be admissible during the period of leave without pay exceeding 120 days.

13. Where both the husband and wife are employees of the Board and posted at the same station and residing in the same premises/flat, the payment of electricity charges allowance will be admissible to only one of them.

14. Employees eligible for Transport Assistance Allowance and Electricity Charges Allowance shall furnish Certificate to the effect that they are incurring expenditure on account of Transport for attending their duty and also incurring expenditure on account of use of Electricity in their residence, for drawal of Transport Assistance Allowance/Electricity Charges Allowance in the month of April each year or whenever there is a change in the circumstances. One single Certificate in respect of entire period from 1/4/1988 to March, 1990 may be accepted while paying arrears.

15. Since the employees of the Vigilance & Security Cadre included in the Annexure-'A' to G.O. 122(P) for the purpose of grant of Special Compensatory Allowance, the working hours of these employees shall be 8 hours per day and they shall work in shift duties, where required.

16. The Transport Assistance Allowance and Electricity Charges Allowance shall be payable without verification of actual expenditure on transport and Electricity.

17. Nothing contained herein shall be construed as entitling any employee to any allowance or benefit for any period prior to 1/4/1988 or conferring any right therefor to which he was not entitled under the rules and orders in force before the issue of the General Order No. 122(P).

**ADDENDUM DATED 3-4-1990
(TO G.O.122 (P), Dated 22-3-90)**

Subject:-Introduction of New Allowances - viz., Special Compensatory Allowance, Heavy Duty Allowance, Night Shift Allowance, Transport Assistance Allowance, Electricity Charges Allowance with effect from 1.4.1988.

In exercise of the powers delegated by the Board under Resolution No.379, dated 30-1-1990 (notified vide Para 4 of G.O.122 (P), dated 22-3-1990), the Member (Admn.) and Secretary in consultation with the Technical Member and the Accounts Member has accorded approval to add the following categories in the Annexures - 'A' & 'B' to the G.O.122 (P), dated 22.3.1990:-

(I) IN ANNEXURE - 'A':

(a) Hospital Staff such as Medical Officer, Assistant Medical Officer, Doctor, Compounder, Nurse, Aya, First-Aid-Attendant, Ward-Jamadar, Ward-Boy.

(b) Watch & Ward Staff such as Head Watchman, Watchman, Chowkidar attached to Administrative Offices, Major Stores, Stores Centres and other units where they have 8 hours duty and have to be on duty even on Second & Fourth Saturdays and can avail only 6 paid Holidays.

(c) Telephone Operator & Telex Operator attached to Load Despatch Centres or other Establishments/Units where they have 8 hours duty and have to be on duty even on Second & Fourth Saturdays and can avail only 6 paid Holidays.

(d) Extra High Pressure Welder (in Power Stations). and Weigh Bridge Clerk.

(e) Computer Operator & Asstt.Computer Operator.

(II) IN ANNEXURE - 'B':

(a) Meter Tester Grade-I. (b) Meter Tester Grade-II.

2/- The Special Compensatory Allowance to categories of employees at (I) above and Heavy Duty Allowance to categories of employees at (II) above shall be payable with effect from 1.4.1988.

3/- The other terms and conditions laid down in G.O.122 (P), dated 22.3.1990 remain unchanged.

Sd/-(C.S.Sastry)
Director of Personnel

**ADDENDUM DATED 18-8-90
TO G.O.122 (P) DATED 22.3.1990.**

Subject:-Introduction of New Allowance viz. Special Compensatory Allowance, w.e.f. 1.4.88.

In exercise of the powers delegated by the Board under Resolution No.379 dt.30.1.1990 (Notified vide G.O.122(P) dt.22.3.90), the Member (Adm.)/Secretary in consultation with the Technical Member and the Accounts Member, has accorded approval to include the following categories in Annexure 'A' to the G.O.122 (P) dt.22.3.90.

(1) Generating Wing/T&D Wing.

Sr.No. Category

1. Vehicle Driver
2. Sr.Sanitary Inspector
3. Vehicle Cleaner
4. Sweeper/Gardeners attached to Power Stations.
5. Rest House Helper

(2) Vigilance Wing

Sr.No. Category

1. Jr.Fire Officer
2. Fireman

(3) Civil Wing

Sr.No. Category

1. Artisan 'B' (Civil)

The special compensatory allowance to the above categories shall be payable w.e.f. 1.4.88.

The other terms and conditions laid down in G.O.122 (P) dt.22.3.90 shall remain unchanged.

Sd/-(C.S.Sastry)
Director of Personnel.

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GENERAL ORDER No.123 (P) DATED 6-4-1990

Subject:-Revision of existing pay-scales prescribed for the various categories of posts minimum of whose existing pay-scale is Rs.1,550/- per month and above and revision of Dearness Allowance, Method of fixation of Pay in the revised pay-scales, payment of arrears, etc.etc., in their respect.

The Chairman has accorded approval to issue the following orders in the matter of revision of pay-scales, Dearness Allowance, Method of fixation of pay, payment of arrears, etc., etc. in respect of Senior Officers of the rank of Executive Engineer, equivalent and above:-

(A) REVISION OF EXISTING PAY SCALES:- The existing pay-scales indicated in column No.3 of the table set out below (in force under G.O. 106 (P) dated 19-8-1981, and G.O. 111(P) dated 13/5/1982), shall be revised with retrospective effect from 1st April, 1988 as specified against them in column No.4 thereof.

Sr.No.	Category of Post	Existing scale of pay	Revised scale of pay wef 1-4-1988
1.	2	3	4
		Rs.	Rs.
1.	Ex. Engineer & equivalent	1550-70-2390	3300-120-3900-140-5860
2.	Sr.Ex. Engineer & equivalent	1750-80-2630	3700-140-4400-160-6480
3.	Supdtg. Engineer & equivalent	1960-100-2760	4200-160-5000-180-6620
4.	Dy. Chief Engr. & equivalent	2460-125-2960	4800-200-7000
5.	Chief Engineer & equivalent	2710-125-3210	5400-225-7200
6.	Tech. Director	3000-125-3500	6000-250-7500

NOTE: The term "equivalent" in the above table implies all Senior Officers whose existing pay-scales are the same. For example, Sr. No.3 covers Chief Publicity & Public Relations Officer and Sr. No. 4 covers Law Officers

(B) COVERAGE (SCOPE AND APPLICABILITY) OF REVISED PAY-SCALES AND PROVISIONS OF THIS GENERAL ORDER:- (i) The revision of pay-scales as shown above and other provisions of this General Order which come into force with effect from 1st April, 1988 shall be applicable to all Technical and Non-Technical Officers the minimum of whose existing pay-scale is Rs. 1550/- per month and above but shall not cover other Officers the minimum of whose existing pay-scale is less than Rs. 1550/- per month. (Regular, Permanent officiating and temporary Officers are covered).

(ii) All Officers drawing pay in any of the pay-scales shown in Column No.3 of the table in Sub-Para (A) above and who were on deputation or on foreign service as on 1st day of April, 1988 are also covered by this General Order.

(C) FIXATION OF INITIAL PAY IN THE REVISED SCALES WITH EFFECT FROM 1ST APRIL, 1988:-The initial basic pay of an Officer appointed or promoted prior to 1-4-1988 shall be fixed in the revised scale of pay of the post held by him on officiating or permanent or temporary basis or in the revised scale corresponding to the higher scale or grade allowed to him as personal due to grant of the benefit of the G.O. 74, dated 30-4-1974 read with Head Office Order No. GAD/E-VII/STF/Gen/A/232/9203, dated 27/2/1975 or of destagnation measures under the G.O. 111 (P), dated 13-5-1982, in the following manner, namely:-

An amount equivalent to 18% of basic pay as on 1st April, 1988 and the fixed Dearness Allowance at the rate fixed on 1st January, 1986 on the basic pay as on 1st April, 1988 shall be added to the basic pay of 1st April, 1988 and thereafter the basic pay in the revised scale shall be fixed as follows:-

(a) If the sum total of the above is less than the minimum of the revised scale of pay, the basic pay shall be fixed at the minimum of the revised scale of pay..

(b) If the sum total is a stage in the revised scale of pay, the basic pay shall be fixed at that stage.

(c) If the sum total is not a stage in the revised scale of pay, the basic pay shall be fixed at the next higher stage in the revised scale.

(d) If the sum total is more than the maximum of the revised scale, the basic pay shall be fixed at the maximum of that scale.

NOTE:- "Basic Pay" means pay as defined in Regulation 9 (21) of M.S.E.B. Employees' Service Regulations.

(D) FIXATION OF PAY ON 1-4-1988, WHEN THE NORMAL DATE OF INCREMENT IS ALSO 1ST APRIL, 1988:-In case of Officers whose normal date of increment is also 1st April, 1988, the initial pay shall be fixed in the revised pay-scale as mentioned in Sub-Para (C) above on the basis of basic pay drawn by an Officer in the existing pay-scale as on

31-3-1988 and then the increment should be allowed on the 1st April, 1988 in the revised pay-scale.

(E) **FIXATION OF PAY ON 1-4-1988 OF OFFICERS WHO HAD REACHED THE MAXIMUM OF THE EXISTING PAY-SCALE:**-In the case of an Officer who had reached the maximum of the existing pay-scale prior to 1st April, 1987 one Notional Increment equal to the rate of last increment below the maximum of the existing pay-scale, shall be released first and added to the basic pay as on 31-3-1988 (without payment of any arrears thereof to the incumbent) and his pay shall, thereafter, be fixed in the revised scale of pay in accordance with the provisions of sub-para (C) above. In addition to the above, one increment as provided under Note 2 (a) (ii) below Regulation 30 of M.S.E.B. Employees' Service Regulations, shall also be admissible in the revised pay-scale.

(F) **FIXATION OF PAY OF AN OFFICER APPOINTED OR PROMOTED TO A HIGHER POST ON OR AFTER 1-4-1988:**-In case of a departmental Officer appointed by way of direct recruitment or promoted to a higher post on or after 1-4-1988, the pay in the revised 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 scale of the higher post under normal regulations. This will also be applicable to the officer, who was granted the benefit of the next higher pay-scale or grade under the provisions of G.O. 74, dated 30-4-1974 read with the Head Office Order No. GAD/E-VII/STF/Gen/A-232/9203 dated 27/2/1975 or of destagnation measures under the G.O. 111(P), dated 13-5-1982.

(G) **FIXATION OF PAY OF AN OFFICER OFFICIATING IN A HIGHER POST BUT REVERTED THEREAFTER AND SUBSEQUENTLY RE-PROMOTED:**-In the case of an Officer officiating in a higher post on 1/4/1988, but reverted thereafter and subsequently re-promoted, if his pay in the revised pay-scale of the higher post under Regulation 29 (a) of M.S.E.B. Employees' Service Regulations works out to less than the pay in the revised 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 29 (a) of M.S.E.B. Employees' Service Regulations.

(H) **FIXATION OF PAY OF AN OFFICER PLACED UNDER SUSPENSION:**-An Officer who has been placed under suspension before 1/4/1988 will continue to draw subsistence allowance, as admissible to him under existing normal rules and his pay should not be fixed in the revised pay-scale till he is reinstated in Board's Service.

(I) **DATE OF NEXT INCREMENT IN THE REVISED SCALE:**-(i) The next increment of an Officer whose pay is fixed in the revised pay-scale in accordance with the provisions of Sub-Para (C) above, shall be granted on the date he would have drawn his increment, had he continued in the existing scale.

Provided that in cases where an Officer reached the maximum of the existing scale prior to 1-4-1987, the next increment in the revised pay- scale shall be allowed on the 1st April, 1988, as indicated in Sub-Para (E) above.

Provided further that in cases where the Officer reached the maximum of the existing scale during the period from 1-4-1987 to 31-3-1988, the next increment in the revised scale shall be granted on the 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 scale.

Provided also that in cases other than those covered by the preceding proviso, the next increment of the Officer whose pay is fixed on the 1st day of April, 1988, at the same stage as the one fixed for another Officer junior to him in the same cadre and drawing pay at a lower stage in the existing 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) 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 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.

(J) In cases where a Senior Officer promoted to a higher post before 1st April, 1988 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of April, 1988, the pay of the Senior 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 Officer, subject to the fulfilment of the following conditions, namely :-

(a) both the junior and the senior Officer should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) the anomaly should be directly a 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 scale than the senior by virtue of any advanced increments granted to him, provisions of this clause will not be applicable to step up pay of the senior Officer.

Such Officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note: The Annexure I to VI showing the fitment stages in the revised pay-scale are enclosed as ready reckoner.

(K) PROTECTION OF PAY OF NEW ENTRANTS APPOINTED ON OR AFTER 1ST APRIL, 1988: (i) An Officer recruited by way of direct recruitment on or after the 29th January, 1990 to any post mentioned in Sub-Para (A) above, shall be eligible to draw the minimum pay in the revised scale only with effect from the date of joining the said post. However, the "total emoluments" of Officers appointed by way of direct recruitment on or

after 1-4-1988 but before 29-1-1990 to any post indicated in the Sub-Para (A) above, shall be protected by fixing their pay at the appropriate stage in the revised pay-scale.

For this purpose, "total emoluments" shall include only:-

(a) minimum pay drawn by an Officer in the existing pay-scale as on 1-4-1988 or thereafter.

(b) Dearness Allowance and *Ad-hoc* Dearness Allowance admissible as on 1-1-1986 on that pay but excluding the amount of Additional Dearness Allowance

(L) OPTION FOR RETAINING THE EXISTING PAY-SCALE:- (i) If any Officer is of the opinion that he is not benefited by the above revision of pay-scale and fixation of pay with effect from 1/4/988 in the revised pay-scale, he may at his option retain his pay in the present scale of pay until the date on which he may earn his next increment or any subsequent increment in the scale of pay 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 herewith within one month from the date of issue of this General Order shall be deemed to have elected to draw pay in the revised pay-scale with effect from 1-4-1988.

(ii) Where an Officer already in service as on 31-3-1988 opts to draw pay in the existing pay-scale and elects to come over to the revised pay-scale after 1-4-1988, his pay from the later date in the revised pay-scale shall be fixed in accordance with Sub-Para (C) 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 later date. The Dearness Allowance and *ad-hoc* Dearness Allowance to be added, however, will be as admissible as on 1-1-1986 appropriate to the basic pay of the later date. Such Officer exercising option for the revised scale from a date after 1-4-1988 shall not, however, be eligible for 18 percent of basic pay in the existing scale for fixation of pay in the revised pay-scale.

(M) DEARNESS ALLOWANCE PAYABLE WITH EFFECT FROM 1ST APRIL, 1988 ONWARDS:- (i) Prior to 1st April, 1988, the Officers were eligible for Dearness Allowance, *ad-hoc* Dearness Allowance admissible as on 1-1-1986 at index average 608 (1960 = 100) and additional Dearness Allowance on percentage basis as indicated in the Column No.2 and 4 respectively of the Statement 'A' appended to the Correction Slip No.5, dated 6-8-1988 to the G.O. 117, dated 31-3-1986. Since the amount of Dearness Allowance and *ad-hoc* Dearness Allowance admissible as on 1-1-1986 is merged in the basic pay with effect from 1-4-1988, the Officers shall not be entitled to the Dearness Allowance and *ad-hoc* Dearness Allowance admissible as on 1-1-1986 with effect from 1-4-1988 onwards. Therefore, the amount of Dearness Allowance and *ad-hoc* Dearness Allowance already drawn by the Officer after release of annual increment, due to promotion to the next higher post or due to grant of benefit of the next higher post or grade under the provisions of the G.O.74, dated 30-4-74 or the G.O. 111 (P), dated 13-5-1982 for the period from 1-4-1988 onwards shall be recovered and adjusted while paying arrears of pay and allowances on

account of revision of the pay-scales. The amount of Dearness Allowance and *Ad-hoc* Dearness Allowance already drawn and received by the Officer for the period from 1-1-1986 to 31-3-1988, should not however, be recovered.

(ii) With the merger of Dearness Allowance and *ad-hoc* Dearness Allowance in the basic pay with effect from 1-4-1988, the existing "Additional Dearness Allowance" shown in the various Correction Slips issued to the G.O.117 dated 31-3-1986 should be termed as "DEARNESS ALLOWANCE" with effect from 1-4-1988 onwards and the same should now be paid on the basis of basic pay drawn in the revised pay-scale instead of on the basis of pay as on 1/1/1986.

(iii) A Ready Reckoner (Annexure -VII) showing the amount of revised "Dearness Allowance" admissible on the various stages in the revised pay-scales with effect from 1-4-1988 onwards is enclosed with this General Order.

Note: With the issue of this Ready Reckoner, the amount of Additional Dearness Allowance shown in the Correction Slips Nos. 5, dated 6-8-1988, 6, dated 8-12-1988, 7, dated 4-8-1989 and 8, dated 3-11-1989 to the G.O. 117, of 31-3-1986, shall stand revised/modified with effect from 1-4-1988, as shown in the Ready Reckoner.

(N) HOUSE RENT ALLOWANCE AND COMPENSATORY LOCAL ALLOWANCE:- House Rent Allowance and Compensatory Local Allowance payable on or after 1-4-1988 shall be calculated and paid with reference to only the basic pay drawn in the revised pay-scale. Accordingly, the definition of "Pay" laid down in the Clause (ii) of the Correction Slip No. 19, dated 6-7-1988 to the G.O. 68 (P) dated 30-6-1972 shall stand modified to read "Pay" as the "basic pay" drawn in the revised pay-scale. A formal Correction Slip to the said G.O. 68 will be issued separately.

(O) RECOVERY OF RENT FROM THE OFFICERS OCCUPYING THE BOARD'S QUARTERS/ FLATS ON LEAVE AND LICENCE AT VARIOUS PLACES:- The matter relating to fixation of the percentages and/or recovery of House rent/Licence Fee from the Officers due to revision of pay-scales after merger of Dearness Allowance and *ad-hoc* Dearness Allowance is separately under consideration of the Board and revised orders may be issued in the near future. Pending issue of such orders, it has been decided that the recovery of house rent/Licence Fee in respect of an Officer staying in the Board's quarter/flat shall be made on the basic pay of that Officer as on 1/1/1990 in the existing (pre-revised) pay-scale, with effect from 1st January, 1990.

(P) PAYMENT OF ARREARS:- (i) The amount of arrears as a result of pay fixation in the revised pay-scales, revision of Dearness Allowance, Medical Allowance, Fringe Benefit and introduction of new allowances in the form of Special Duty Allowance, Car Conveyance Allowance, Transport Assistance Allowance and Electricity Allowance, etc. in accordance with the provisions of this General Order and other relevant Correction Slips/General Orders issued separately shall be drawn and after making statutory deductions on account of monthly C.P.F. subscription, Professional Tax, etc. and after adjustment of the amount of interim advance, if any, granted to the Officers vide Head Office Circular No. GAD/I-B/259/35355 dated 21st October, 1989, the amount of arrears shall be paid to the Officers in Cash in two equal monthly instalments in May, 1990 and June, 1990.

(ii) 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), Special Pay paid under S.R. 9 (26), Travelling Allowance, Daily Allowance, etc., shall not be re-opened and consequently no arrears on those account shall be payable in respect of the period after 31-3-1988 till the date of issue of this General Order.

(iii) The arrears on account of revision of pay-scales and various Allowances should be drawn in the Office where the Officer is working at present. The concerned drawing and disbursing Officers are requested to ensure that their requirement of funds for payment of arrears on account of revision of pay-scales, Allowances and introduction of new allowances, etc. as per this General Order and other Correction Slips/General Orders are intimated immediately to the Ways and Means Section under the Director of Finance, M.S.E.B., Head Office, Bombay.

The total arrears paid to the Officers on account of revision of pay-scales for the year 1988-89 and 1989-90, should be separately worked out and intimated to the Head Office, Bombay. For pay fixation and calculation of arrears, Service Books and other relevant official records of the Officers should be made use of. Necessary entry regarding fixation of pay in the revised pay-scale and payment of arrears should be taken in the Service Book of the respective Officers.

(Q) ANCILLARY:- (i) The provisions in the Board's various Service Regulations, General Orders, like G.O. 14(P), 26(P), G.O. 65, G.O.68, G.O.90, G.O.93, etc. wherein various entitlements/ conditions are based on the pay-scales/Basic pay shall stand suitably revised corresponding to the revised pay-scales. Necessary amendments to the relevant Rules & Regulations shall be issued in due course, wherever necessary.

(ii) In the case of Officers on deputation to the Board, the revision of pay-scales under this General Order will not have automatic effect in the revision of their pay-scales, but the Board 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 Officers fulfilling all the relevant conditions but who have resigned/retired/ expired on or after 1-4-1988 shall also be entitled to the benefits under this General Order.

2. All the concerned drawing and disbursing Officers are requested to take immediate steps to fix the pay of the Officers in the revised pay-scales and make payment to them as per the provisions of this General Order expeditiously. Action to work out arrears and for audit scrutiny (before payment) should be taken immediately. All the concerned officers are also requested to display this General Order on the Notice Board to enable the Officers to exercise their options as stated in para (L) above.

3. This General Order No. 123 (P) is issued subject to any changes/modifications/alterations/clarifications that may be required to be made/issued hereafter and the same shall be binding on the concerned Officers.

Encl: Annexures I to VIII (page No.10 to page No.19)

Sd/- (A.B. PALEKAR)
Accounts Member

ANNEXURE I TO G.O. 123 (P)
EXECUTIVE ENGINEER AND EQUIVALENT

Existing Pay Scale Rs.1550-70-2390		Revised Pay Scale Rs.3300-120-3900-140-5860		
Stage in the Existing pay scale as on 31-3-1988/ 1-4-1988	D.A. admissible at the rate as on 1st January, 1986 as per C.S.No.5, dated 6.8.1988	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
1550	1470.00	279.00	3299.00	3300
1620	1512.00	291.60	3423.60	3540
1690	1571.70	304.20	3565.90	3660
1760	1636.80	316.80	3713.60	3780
1830	1701.90	329.40	3861.30	3900
1900	1767.00	342.00	4009.00	4040
1970	1832.10	354.60	4156.70	4180
2040	1897.20	367.20	4304.40	4320
2110	1962.30	379.80	4452.10	4460
2180	2027.40	392.40	4599.80	4600
2250	2092.50	405.00	4747.50	4880
2320	2157.60	417.60	4895.20	5020
2390	2222.70	430.20	5042.90	5160

ANNEXURE II TO G.O. 123 (P)
SENIOR EXECUTIVE ENGINEER/ESTT.OFFICER AND EQUIVALENT

Existing Pay Scale Rs.1750-80-2630 :		Revised Pay Scale Rs.3700-140-4400-160-6480		
Stage in the Existing pay scale as on 31-3-1988/1-4-1988	D.A. admissible at the rate as on 1st January, 1986 as per C.S.No.5, dated 6.8.1988	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
1	2	3	4	5
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
1750	1627.50	315.00	3692.50	3700
1830	1701.90	329.40	3861.30	3980
1910	1776.30	343.80	4030.10	4120
1990	1850.70	358.20	4198.90	4260
2070	1925.10	372.60	4367.70	4400
2150	1999.50	387.00	4536.50	4560
2230	2073.90	401.40	4705.30	4720
2310	2148.30	415.80	4874.10	4880
2390	2222.70	430.20	5042.90	5200
2470	2297.10	444.60	5211.70	5360
2550	2368.50	459.00	5377.50	5520
2630	2438.10	473.40	5541.50	5680

ANNEXURE III TO G.O. 123 (P) : SUPERINTENDING ENGINEER AND EQUIVALENT

Existing Pay Scale Rs.1960-100-2760 :		Revised Pay Scale Rs.4200-160-5000-180-6620		
1960	1822.80	352.80	4135.60	4200
2060	1915.80	370.80	4346.60	4360

Stage in the Existing pay scale as on 31-3-1988/1-4-1988	D.A. admissible at the rate as on 1st Janury, 1986 as per C.S.No.5, dated 6.8.1988	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
2160	2008.80	388.80	4557.60	4680
2260	2101.80	406.80	4768.60	4840
2360	2194.80	424.80	4979.60	5000
2460	2287.80	442.80	5190.60	5360
2560	2377.20	460.80	5398.00	5540
2660	2464.20	478.80	5603.00	5720
2760	2550.00	496.80	5806.80	5900

ANNEXURE IV TO G.O. 123 (P) : DY.CHIEF ENGINEER AND EQUIVALENT

Existing Pay Scale : Rs.2460-125-2960 Revised Pay Scale : Rs.4800-200-700

2460	2287.80	442.80	5190.60	5200
2585	2398.90	465.30	5449.20	5600
2710	2507.70	487.80	5705.50	5800
2835	2550.00	510.30	5895.30	6000
2960	2550.00	532.80	6042.80	6200

ANNEXURE V TO G.O. 123 (P) : CHIEF ENGINEER AND EQUIVALENT

Existing Pay Scale : Rs.2710-125-3210 Revised Pay Scale : Rs.5400-225-7200

2710	2507.70	487.80	5705.50	5850
2835	2550.00	510.30	5895.30	6075
2960	2550.00	532.80	6042.80	6075
3085	2550.00	555.30	6190.30	6300
3210	2550.00	577.80	6337.80	6525

ANNEXURE VI TO G.O. 123 (P) : TECHNICAL DIRECTOR AND EQUIVALENT

Existing Pay Scale : Rs.3000-125-3500

Revised Pay Scale : Rs.6000-250-7500

Stage in the Existing pay scale as on 31-3-1988/ 1-4-1988	D.A. admissible at the rate as on 1st January, 1986 as per C.S.No.5, dated 6.8.1988	18% of basic pay	Total	Fitment stage in the revised pay-scale as on 1-4-88
Rs.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs.
3000	2550.00	540.00	6090.00	6250
3125	2550.00	562.50	6237.50	6250
3250	2550.00	585.00	6385.00	6500
3375	2550.00	607.50	6532.50	6750
3500	2550.00	630.00	6680.00	6750

ANNEXURE -VII TO G.O. 123 (P)

Statement showing percentage rate of Dearness Allowance admissible with effect from 1st April, 1988, 1st July, 1988, 1st January, 1989 and 1st July, 1989, on different slabs of pay.

Pay Range	Percentage rate of Dearness Allowance with effect from :			
	1/4/1988	1/7/1988	1/1/1989	1/7/1989
Upto Rs.3,500/-	18 percent	23 percent	29 percent	34 percent
Rs.3,501/- to Rs.6,000/-	13 percent, subject to a minimum of Rs.630/- per month	17 percent, subject to a minimum of Rs.805/- per month	22 percent, subject to a minimum of Rs.1015/-per month	25 percent, subject to a minimum of Rs.1190/-per month
Rs.6,001 and above	11 percent, subject to a minimum of Rs.780/- per month	15 percent, subject to a minimum of Rs.1020/-per month	19 percent, subject to a minimum of Rs.1320/-per month	22 percent, subject to a minimum of Rs.1500/-per month

Statement showing the amount of Dearness Allowance admissible on various stages in the revised pay-scales.

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
1	2	3	4	5
Rs.	Rs.	Rs.	Rs.	Rs.
3300	594	759	957	1122
3420	616	787	992	1163
3540	630	805	1015	1190
3660	630	805	1015	1190
3700	630	805	1015	1190
3780	630	805	1015	1190
3840	630	805	1015	1190
3900	630	805	1015	1190
3980	630	805	1015	1190
4040	630	805	1015	1190
4120	630	805	1015	1190
4180	630	805	1015	1190
4200	630	805	1015	1190
4260	630	805	1015	1190
4320	630	805	1015	1190
4360	630	805	1015	1190
4400	630	805	1015	1190
4460	630	805	1015	1190
4520	630	805	1015	1190
4560	630	805	1015	1190
4600	630	805	1015	1190
4680	630	805	1030	1190
4720	630	805	1038	1190
4740	630	806	1043	1190
4800	630	816	1056	1200
4840	630	823	1065	1210
4880	634	830	1074	1220
5000	650	850	1100	1250
5020	653	853	1104	1255
5040	655	857	1109	1260
5160	671	877	1135	1290
5180	673	881	1140	1295

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs. 5200	Rs. 676	Rs. 884	Rs. 1144	Rs. 1300
5300	689	901	1166	1325
5360	697	911	1179	1340
5400	702	918	1188	1355
5440	707	925	1197	1360
5520	718	938	1214	1380
5540	720	942	1219	1385
5580	725	949	1228	1395
5600	728	952	1232	1400
5625	731	956	1238	1406
5680	738	966	1250	1420
5720	744	972	1258	1430
5800	754	986	1276	1450
5840	759	993	1285	1460
5850	761	995	1287	1463
5860	762	996	1289	1465
5900	767	1003	1298	1475
6000	780	1020	1320	1500
6075	780	1020	1320	1500
6080	780	1020	1320	1500
6160	780	1020	1320	1500
6200	780	1020	1320	1500
6250	780	1020	1320	1500
6260	780	1020	1320	1500
6300	780	1020	1320	1500
6320	780	1020	1320	1500
6400	780	1020	1320	1500
6440	780	1020	1320	1500
6480	780	1020	1320	1500
6500	780	1020	1320	1500
6525	780	1020	1320	1500
6600	780	1020	1320	1500
6620	780	1020	1320	1500
6750	780	1020	1320	1500

Stages in the revised pay-scale	Amount of D.A. w.e.f. 1.4.1988	Amount of D.A. w.e.f. 1.7.1988	Amount of D.A. w.e.f. 1.1.1989	Amount of D.A. w.e.f. 1.7.1989
Rs.	Rs.	Rs.	Rs.	Rs.
6800	780	1020	1320	1500
6975	780	1046	1325	1535
7000	780	1050	1330	1540
7200	792	1080	1368	1534
7250	798	1088	1378	1595
7500	825	1125	1425	1650

ANNEXURE - VIII TO G.O. 123 (P) : FORM OF OPTION #

Same as ANNEXURE XVIII TO G.O. 121(P) printed on page No.259 of this Volume.

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**CORRECTION SLIP No.1 DATED 5-9-1990 #
(To G.O.123 (P) Dated 6-4-1990)**

See on pages 259 & 260 of this Volume.

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GENERAL ORDER NO 124(P) 6-4-1990

Subject:-Introduction of New Allowances namely Car Conveyance Allowance, Electricity Allowance, Transport Assistance Allowance, and Special Duty Allowance for Senior Officers of the rank of Executive Engineer, equivalent and above.

The Chairman has accorded approval to introduce the following new Allowances payable with retrospective effect from 1-4-1988 to the Technical and non-Technical Senior Officers of the rank of Executive Engineer, equivalent and above covered by the General Order No.123 (P), subject to the terms and conditions mentioned hereinafter:-

(1) CAR CONVEYANCE ALLOWANCE:- All Senior Officers of the rank of Executive Engineer, equivalent and above who are not allotted any Vehicle by the Board but are using their own Car for official purpose/journey shall be entitled to receive Car Conveyance Allowance @ Rs.600/- per month. Officers drawing Car Conveyance Allowance shall not be entitled to receive Conveyance Allowance under the provisions of G.O. 90

dated 31-3-1979. They shall not be entitled to receive Transport Assistance Allowance also.

Car Conveyance Allowance at the above rate shall be payable to Senior Officers of the rank of Executive Engineer, equivalent and above only if they own and maintain a Car in good running condition and use it for official work/journey and give necessary declaration-cum-intimation with necessary essential particulars about registration Number, Licence Number, Make, etc., etc. to the Office/Drawing and Disbursing Officer so as to include this allowance in monthly salary bill. Terms and conditions governing Conveyance Allowance under G.O. 90, dated 31-3-1979 shall apply *mutatis mutandis* to Car Conveyance Allowance. A form of declaration-cum-intimation to be furnished in triplicate is enclosed (Annexure - 'A'). (No formal Office Order need to be issued for sanctioning the Car Conveyance Allowance in individual cases but action should be taken on the declaration-cum-intimation).

(2) ELECTRICITY ALLOWANCE:-Electricity Allowance shall be paid @ Rs.100/- per month to all the Senior Officers of the rank of Executive Engineer, equivalent and above.

(3) TRANSPORT ASSISTANCE ALLOWANCE:- All the Senior Officers of the rank of Executive Engineer, equivalent and above whose place of work is situated within the jurisdiction of Municipal Corporations including Urban agglomeration area shall be paid this allowance at the rate of Rs.50/- per month

This allowance shall not be admissible to the Officers who are provided with Board's vehicle or are in receipt of Car Conveyance Allowance under the provisions of this General Order or Conveyance Allowance under the provisions of G.O. 90 (P), dated 31.3.1979.

(4) SPECIAL DUTY ALLOWANCE:- This allowance at the rate of Rs.150/- per month is payable to the Executive Engineers who are In-Charge of Operation & Maintenance or performing Shift duties in Power Stations, EHV, Receiving Stations, E.H.V. Lines and Load Despatch Centres.

2. The above allowances shall be paid subject to terms and conditions mentioned in Annexure - 'B' appended to this General Order.

3. The amount of arrears as a result of introduction of aforesaid new allowances shall be drawn and paid in the office where the Officer is working at present in Cash in two equal monthly instalments in May, 1990 and June, 1990 alongwith the arrears on account of revision of pay-scales under General Order No. 123(P)

4. This General Order is issued subject to any changes/modifications/ alterations/Clarifications that may be required to be made/issued hereafter and the same shall be binding on the concerned Officers.

Encl: Annexures 'A' & 'B' (Page No.3 to 8)

Sd/-(C.S.Sastry)
Director of Personnel

MAHARASHTRA STATE ELECTRICITY BOARD, H.O., BOMBAY

ANNEXURE - 'A'

Accompaniment to G.O. No.124 (P) dt. 6.4.1990

Form of declaration-cum-intimation for claiming Car Conveyance Allowance at the rate of Rs.600/- per month under G.O. No.124 (P), dated 6.4.1990

(A) I, the undersigned, hereby declare that I owned a car and maintained it in good running condition for official work/journey during the period from _____ to _____ (both days inclusive) except the following period/s:

(1) of more than 15 days at a time during which I was not maintaining the car or the car was out of order/was not used for official work/journey

(2) during which I was on regular leave (except casual leave) including holidays prefixed and/or suffixed to regular leave)

From _____ to _____ From _____ to _____

From _____ to _____ From _____ to _____

(B) I, the undersigned, hereby declare that I own a car and maintain it in good running condition for official work/journey w.e.f. _____ The essential particulars of my car and driving licence are as follows :

- (1) Car Registration No. _____ Place _____
- (2) Make _____
- (3) Date of Purchase _____
- (4) Chassis No. _____
- (5) Engine No. _____
- (6) Car Insurance Policy No. _____
with name & place of the Insurance Company/Corporation.
- (7) Driving Licence No. _____
- (8) Validity period/date of Driving Licence _____
- (9) Any other important particular/identification of the car _____

Further, I hereby undertake to intimate the date from which payment of my monthly car conveyance allowance should be discontinued owing to the fact that the car is disposed of or its use is discontinued for official work/journey for some reasons.

Date: _____
Place _____

Signature _____
Name _____

Designation : _____

Name of zone : _____

(If in H.O., pl. mention Dept/Section where working)
Name of Circle/P.S./Name of Division/Major Stores :

Note: This declaration-cum-intimation should be sent to the concerned drawing and disbursing Officer/Officer or Staff in charge of salary Unit/Section/Group in triplicate. One copy should be retained by the salary Unit/Section/Group. The second copy should be sent to the Controlling Officer of the Officer claiming the car Conveyance Allowance and the third copy should be sent positively to the Director of Personnel (Statistical Cell) Dharavi Office, Bombay-19.

MAHARASHTRA STATE ELECTRICITY BOARD, H.O., BOMBAY

ANNEXURE - 'B'

Annexure - 'B' to G.O. 124 (P)

Terms and conditions regarding admissibility and payment of Special Duty Allowance, Car Conveyance Allowance, Transport Assistance Allowance and Electricity Allowance.

1. The various Allowances shown in this General Order No.124 (P) shall be admissible and paid to the Senior Officers at the rates specified therein, with effect from 1st April, 1988.

2. Excepting Special Duty Allowance, no other Allowances shall be classed as Pay for the purpose of calculating 'Leave Salary' as defined in Regulation 9 (17) of the M.S.E.B. Employees' Service Regulations. All these allowances shall not be taken into account for the purpose of calculating/deducting C.P.F. subscription/ contribution. Further, Special Duty Allowance should be taken into account and included in the Leave Salary in respect of the leave on average pay surrendered by the Senior Officer, and allowed to be encashed by the Competent authority, under G.O. 59 (P), dated. 27/6/1970, as amended from time to time.

3. All Allowances under this General Order shall not be admissible to the Officers under suspension. These allowances except Electricity Allowance shall also not be admissible during extra ordinary leave (i.e. Leave without pay).

4. An Officer who is given the benefit of next grade (or promotion) under the provisions of G.O.74, dated 30-4-1974 or G.O.111(P), dated 13-5-1982 or under the provisions of Office Order No. GAD/E-VII/STF/Gen/A/252/9203, dated 27-2-1975 shall be entitled to and paid the allowances at such rate at which he would have been entitled had the said benefit of next grade (or promotion) not been given to him.

5. If an Officer is deputed for training and during such period of training he is treated as on tour he will be entitled to the admissible allowances during the training period.

6. The admissible allowances under this General Order shall be payable during the period of handing over/taking over charge and also during admissible joining time on transfer. However, the Car Conveyance Allowance shall not be admissible during joining time, regular leave (i.e. leave other than Casual Leave) including holidays prefixed and/or suffixed to leave.

7. Employees/Senior Officers on deputation or on contract basis on consolidated salary shall not be eligible for these allowances unless specifically permitted by the Chairman.

8. With the sanction of Electricity Allowance the concession of free supply of Electricity Supply upto 10 units per month shall be withdrawn. Electricity Allowance shall not be admissible during the period of leave without pay exceeding 120 days.

9. Where both the husband and wife are employees of the Board and posted at the same station and residing in the same premises/flat, the payment of Electricity Allowance will be admissible to only one of them.

10. Officers eligible for Transport Assistance Allowance and Electricity Allowance shall furnish Certificate to the effect that they are incurring expenditure on account of Transport for attending their duty and also incurring expenditure on account of use of Electricity in their residence, for drawal of Transport Assistance Allowance/ Electricity Allowance in the month of March each year or whenever there is a change in the circumstances. One single Certificate in respect of entire period from 1/4/1988 to March, 1990 may be accepted while paying arrears.

11. The Transport Assistance Allowance and Electricity Allowance shall be payable without verification of actual expenditure on transport and Electricity. Officers claiming Car Conveyance Allowance are not eligible to receive Transport Assistance Allowance.

12. Nothing contained herein shall be construed as entitling any Officer to any allowance or benefit for any period prior to 1/4/1988 or conferring any right therefor to which he was not entitled under the rules and orders in force before the issue of the General Order No. 124(P).

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GENERAL ORDER NO 125(P) DATED 6-4-1990

Subject:-Reimbursement of expenditure incurred on purchase of professional books, periodicals and journals and towards membership fees of professional Associations and Institutions for Senior Officers of the rank of Executive Engineer, equivalent and above.

The Chairman has accorded approval to allow the Senior Officers covered under General Order No. 123 (P), dated 6-4-1990 reimbursement of expenditure incurred on purchase of professional books, periodicals and journals and towards membership fees of professional Associations and Institutions as indicated below

Category	Admissible amount of reimbursement
1. (a) All Engineers.	Rs.100/- per month (Rupees One Hundred only per month).
(b) Other Officers belonging to Medical, L.I.R., Legal, E.D.P. Cadres.	
2. For other Officers	Rs.50/- per month (Rupees Fifty only p.m.)

2. Officers claiming reimbursement under the provisions of this General Order should produce yearly certificate in the form appended to this General Order. The certificate should be produced in the month of March every year. A single certificate may be accepted for the period from 1.4.1988 to 31.3.1990 to facilitate drawal of arrears.

3. Reimbursement of expenditure mentioned above should be made in 'arrears' on a separate bill as in the case of Orderly Allowance. (For example, the expenditure incurred in April, 1990 should be reimbursed in May, 1990).

4. Arrears on account of reimbursement of expenditure incurred on purchase of professional books, periodicals and journals etc. should be drawn and paid in two equal monthly instalments in May, 1990 and June, 1990 alongwith arrears on account of revision of pay-scales under G.O. 123 (P) in the Office where the Officer is working at present.

5. This General Order is issued subject to any changes/modifications/alterations/clarifications that may be required to be made/issued here after and the same shall be binding on the concerned Officers.

Encl: Form of yearly Certificate.

Sd/-(C. S. Sastry)
Director of Personnel

REIMBURSEMENT OF EXPENDITURE ON PURCHASE OF PROFESSIONAL BOOKS, PERIODICALS & JOURNALS AND TOWARDS MEMBERSHIP FEES OF PROFESSIONAL ASSOCIATION AND INSTITUTIONS

FORM OF CERTIFICATE/DECLARATION

I hereby certify that I have actually incurred expenditure not less than * Rs.1,200/- / * Rs.600/- during the period from March, _____ to February, _____ towards purchase of Professional Books, Periodicals and Journals and towards membership fees of professional Associations and Institutions which expenditure has been reimbursed to me during the financial year 19__ to 19__

Signature _____
Name _____
Designation _____
Section/Office _____

* (Score out whichever is not applicable).

GENERAL ORDER No.126(P) DATED 14-5-1991

By their Resolution No.836, dated 25-4-91, the Board accorded their approval to equate the post of Secretary to the post of Technical Director in the pay-scale of Rs.6000-250-7500 instead of the existing equation to the post of Chief Engineer i.e. in the pay-scale of Rs.5400-225-7200.

The Board, further, directed that whenever the post of Secretary is held by an employee of the Board, the condition of experience should be on par with that of the post of Technical Director.

Formal Correction Slips to relevant regulations like Service Regulations, seniority Regulations, Recruitment Regulations, etc. for making consequential changes wherever necessary will be issued separately. This is effective from the date of the Resolution.

Sd/-(C.S.Sastry)
Director of Personnel.

GENERAL ORDER No.127(P) DATED 25-5-1992.

Subject:-Giving rank of Technical Director to Shri S.B.Kulkarni, present
Director of Finance.

The Board by their Resolution No.123, dated 12th May, 1992 have accorded approval to equate the post of Director of Finance to that of Technical Director so long as the present incumbent shri S.B.Kulkarni remains in Board as Director of Finance, on deputation.

2. This General Order should be deemed to have come into force with effect from 12-5-1992.

Sd/-Director of Personnel.

GENERAL ORDER No.128 (P) DATED 4-7-1992

Subject:-Formation of EDP cadre staff set up.

The Board has established various Computer Centres at different places viz. Bombay, Pune, Kolhapur, Nagpur, Nasik & Aurangabad. At present EDP cadre is staffed by the employees deployed from other cadres on ex-cadre transfer basis. The question of streamlining different posts sanctioned for EDP cadre, based on the functions the incumbents of those posts are required to perform, prescribing pre-requisites, mode of

recruitment to these posts, their hours of work, holidays, etc. was under consideration of the Board for some time.

2. The Board by their Resolution No.101 dated 21-4-1992 have accorded approval to form the EDP cadre as under :-

EDP CADRE I - SYSTEM WING

- 1) Additional Director (EDP)
- 2) Joint Director (EDP)
- 3) System Analyst
- 4) Programmer
- 5) Assistant Programmer
- 6) Trainee Assistant Programmer

EDP CADRE II - OPERATION WING

- 1) Shift In-charge
- 2) Computer Operator
- 3) Assistant Computer Operator
- 4) Trainee Assistant Computer Operator

EDP CADRE III - DATA ENTRY WING

- 1) Senior Data Supervisor
- 2) Junior Data Supervisor
- 3) Data Entry Operator

3. The above change with other modifications approved by the Board, so far they relates to the M.S.E.B. Employee's Seniority Regulations, M.S.E.B. Classification & Recruitment Regulations and M.S.E.B. Employees' Service Regulations, have already been notified vide correction slip No.44 dt.3-6-92 to G.O.14(P) dt.11-4-63 and Correction Slip No.215 dt.3-6-92 to G.S.O.112 dt.12-2-62 and Correction Slip No.358 dt.3-6-92 to G.O.18(P) dt.28-5-63, respectively.

4. The Board in the above Resolution have further taken the following decisions in the matter.

A) HOURS OF WORK AND HOLIDAYS

i) the Officers/employees working in the System Wing upto the level of Joint Director(EDP) shall have 8 hours duty per day 6 and days in a week. They shall be eligible for and 6 paid holidays only in a year.

ii) The Officers/employees working in Operation Wing shall have 8 hours duty per day and 6 days in a week. They shall have to work in any of the shifts in a day. They shall be eligible for 6 paid holidays only in a year.

iii) The Officers/employees working in the Data Entry Wing shall have 6 1/2 hours duty per day and other benefits as at present. They shall have to work in first shift, second shift or general shift.

iv) The shift timings in the Computer Centres shall be as under :-

First shift	6.30 hours to 15.00 hours with half an hour recess for lunch.
Second shift	14.30 hours to 23.00 hours with half an hour recess for lunch.
Third shift	22.30 hours to 7.00 hours with half an hour recess for lunch.
General shift	9.30 hours to 18.00 hours with half an hour recess for lunch.

v) The Officers/employees working in System Wing upto Joint Director(EDP) shall work in General shift. However, in the exigencies of work, they shall have to work in any other shift.

vi) The timings of shifts in the Data Entry Wing shall be as under :-

First shift	6.45 hours to 13.45 hours with half an hour recess for lunch.
Second shift	13.30 hours to 20.30 hours with half an hour recess for lunch.
General shift	10.00 hours to 17.00 hours with half an hour recess for lunch.

The specific timings of lunch recess shall be uniform for all employees in a particular shift.

vii) In the exigencies of work, the Chief Engineer, in consultation with the Joint Director (EDP) and Director EDP Management is authorised to make changes in the shift timings without change in total working hours.

B) DEPARTMENTAL EXAMINATIONS

i) Departmental examination as well as aptitude test have been prescribed in the Classification and Recruitment Regulations for the employees borne on the EDP cadre. The Director, EDP Management will prepare the guidelines and syllabus for the

departmental examinations to be conducted by the C.E. (TRD), Nasik as well as for the aptitude test to be conducted by him from time to time for the concerned posts in EDP department. The Chairman in consultation with the Accounts Member, the Technical Member and the Member (Admn.)/Secy. shall be the Competent Authority to approve the guidelines/syllabus for departmental examinations and the aptitude test.

ii) Candidates appointed as System Analyst and Shift Incharge by way of direct recruitment, shall have to pass the prescribed Departmental Exam. They shall be governed by other conditions as mentioned in para (D) (ii) below.

iii) The Director, EDP Management will prepare and update the list of computer courses and Institutes for approval of the Board.

C) ADMINISTRATIVE AND FINANCIAL POWERS

Computer centres will be treated as separate units/offices attached to the zonal offices for the purpose of drawal of salary, etc. The functional control shall be with the Director EDP Management. The Officers in EDP department shall exercise all administrative and financial powers on par with the equivalent officers belonging to other cadres.

D) OPTIONS

i) The present employees working on ex-cadre transfer basis against the posts in EDP department should give an option as to whether they would like to get appointed in the suitable posts in EDP cadre or whether they would like to get re-patriated to their parent cadre. They shall not necessarily be appointed to the same post against which they are working for the present. The suitability of the employees working on ex-cadre transfer basis will be decided by the Accounts Member in consultation with the Technical Member and the Director, EDP Management.

ii) Employees working in EDP department on ex-cadre basis, if selected for the post of System Analyst or Shift Incharge shall have to successfully pass the departmental examination before confirmation in the said post, within 3 chances or within 2 years w.e.f. the date of appointment in the said post, whichever is later. In case they do not successfully pass the departmental examination within the aforesaid time limit, they shall not be eligible for further increments after 2 years and that they shall not be considered for promotion to the higher posts till such time they pass the departmental examination.

iii) Officers/employees working on ex-cadre basis, if appointed against EDP cadre posts, as a result of the option given by them, shall have 8 hours duty per day and 6 days in a week. They shall have to work in shift and shall have only 6 paid holidays in a year.

iv) The incumbents at present working on ex-cadre transfer basis who are not willing to continue in the EDP Department and also the employees to whom the post offered by the Board after deciding their suitability is not acceptable, shall be repatriated to their

original cadre in a phased manner as and when vacancies in the EDP cadre as a whole get filled in, in due course of time. Till such time they will continue to work in the EDP department as per the existing arrangements, carrying existing pay scale, existing hours of work and other existing facilities, if any.

v) The employees at present working as Shift Incharge or Computer Operator in the pre-revised scale of pay of the post of Shift Incharge and the Computer Operator (viz. Rs.3300-120-3900-140-5860 and Rs.2525-85-2950-110-4490, respectively) shall continue in the same pay scale as "personal" to them till they cease to hold that post due to repatriation or till they are promoted or granted the benefit of higher scale of pay under G.O.74/G.O.111(P).

5. This G.O. comes into force with immediate effect.

Sd/-Director of personnel.

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GENERAL ORDER No. 129 (P) DATED 4-2-1993.

Subject:-Fixation of Pay and Seniority in respect of Released Defence Services personnel, working in M.S.E.B.

By their Resolution No. 297, dated 4-1-1993, the Board have accorded approval to adopt the provisions of the following Government Notifications/Resolutions, regarding fixation of pay and Seniority of Released Defence Services Personnel, for finalising the cases of released Defence Service Personnel working in the Board:-

- (1) G.N. GAD No. RTA-1074/3130-V, dated 16-11-1974 (Maharashtra Released Defence Services Personnel, (Fixation of pay and Seniority) Rules, 1974).
- (2) G.R. GAD No. RTA-1075/273-XVI, dtd. 4-10-1976.
- (3) G.N. GAD No. RTA-1080/1374/CR-154/XVI, dated 16-4-1983.
- (4) G.N. GAD No. RTA-1083/2264/CR-77/XVI-A, dated 29-9-1988.

(Copies of the above Govt. Notifications/Resolution are appended).

2/-The Board also accorded approval to adopt any further orders, Notifications/Clarifications issued by the Government in future, regarding service conditions, pay fixation, etc. in respect of Released Defence Services Personnel.

3/-This General Order comes into force with immediate effect.

Encl: 4 Govt. Notifications/Resolutions.

Sd/-(V.G.DESHMUKH)
Director Of Personnel.

GENERAL ADMINISTRATION DEPARTMENT
Sachivalaya, Bombay-400032. 16th Nov.1974.

CONSTITUTION OF INDIA.

No. RTA 1074/3130-V: In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules for fixation of pay and seniority of released defence services personnel in the state service, namely:-

1. These rules may be called the Maharashtra Released Defence Services Personnel (Fixation of pay and seniority) Rules 1976.

2. In these rules, unless the context otherwise requires-

(a) "Emergency Commissioned Officer/Short Service Regular Commissioned Officer" means a person commissioned Gazetted or is pay as an officer in the defence force during the proclamation of the National Emergency for the period commencing on the 26th Oct. 1962 and ending on the 10th January 1968.

(b) "released defence services personnel" means emergency commissioned officers/short service regular commissioned officers and other ranks who have been released by the defence services after completing fixed tenure.

(c) "reserved posts" means fifty per cent of the permanent posts reserved by the Govt. of Maharashtra for being filled in by the Govt. from the released defence service personnel.

3. For the purpose of fixation of pay and seniority:-

(a) an officer of the rank of an Emergency Commissioned Officer appointed to a reserved post, after selection at the first attempt shall be treated as a candidate belonging to the year in which he could have been appointed to a vacancy in that post after the date of joining the defence service or training had he not joined the defence forces.

(b) an Emergency Commissioned Officer appointed to such post after selection at the second or third attempt, shall be treated as belonging to the corresponding succeeding years in which appointments to the unreserved vacancies were made by nomination.

(c) No officer shall on his pay being fixed on the basis of his seniority as aforesaid, be eligible for any arrears of pay for the period commencing on the date of his appointment to the reserved post on the basis of his pay fixed as aforesaid.

ILLUSTRATION

'A' had three chances to complete for the competitive examination for the posts of Deputy Collectors in 1963, 1964, and 1965. He would have been treated as a candidate belonging to the year 1963, if he had passed the examination at the first attempt and been appointed in that year; to the year 1964 if he has passed the examination at the second attempt and been appointed in that year, and to the year 1965, if he had passed in at the third attempt and been appointed in that year. 'A' joined defence service and was not able to avail himself of pay of these chances until his release, from the defence service in 1967. On his release, if he passes the examination at the first attempt in 1968 and is appointed, he will be treated as a candidate belonging to the year 1968 (the year in which he could have appeared for the examination and been appointed had he not joined the defence service). If he passed the examination at the second attempt in 1969 and is appointed he will be treated as a candidate belonging to the year 1969 and if he passes it at the third attempt in 1970 and is appointed he will be treated as a candidate belonging to the year 1970.

4. The drawal of pay as determined according to the principles mentioned in the last preceding rule shall be subject to the provisions of the Bombay Civil Services Rules, 1959 where an officer appointed on probation is required to remain on fixed pay during the period of his probation, the pay determined according to the foregoing principles shall be fixed for such period, and his future increments shall be regulated accordingly.

5. Seniority *inter-se* of the Emergency Commissioned Officer belonging to a particular year shall be determined, in the case of those appointed to posts within the purview of the Maharashtra Public Service Commission, by the order of merit or preference in which they are recommended by the Commission and in the case of those appointed to posts outside the purview of the Commission, by the order of merit determined by the State Govt. according to the academic and service records of the officers.

6. All Emergency Commissioned Officers belonging to a particular year shall rank below all candidates appointed to unreserved posts by nomination in that year.

7. The specific date on which an Emergency Commissioned Officer shall be deemed to have been appointed to the reserved posts shall be decided by the State Govt.

8. The seniority of Emergency Commissioned Officers who would not have been eligible to compete for the reserved vacancies without availing themselves of the concession in age or educational qualifications admissible to them shall be fixed from the dates of their actual appointment.

9. In the case of released defence services personnel who cannot be appointed to a civil service or post immediately after their release, the break in service upto one year between the military service and the civil service shall be treated as condoned. The break in service exceeding one year but not exceeding 3 years may, for purpose of pension be

condoned under special orders of the State Govt. The break in service will not however, be counted for purpose of grant of notional increments.

10. The provisions of these rules shall also apply to the released defence services personnel belonging to the all other ranks (including released short service regular commissioned officers) in their appointment to the reserved vacancies in the services and posts under the State Government.

By order and in the name of the Governor of Maharashtra.

Sd/-K.A.GAFOOR
SECRETARY TO GOVERNMENT.

Emergency Commissioned Officers and
Short Service Commissioned Officers -
Fixation of pay in the Civil posts
on appointment to unreserved
vacancies.

Government of Maharashtra,
General Administration Department, Resolution No.RTA-1075/273-XVI,
Sachivalaya, Bombay-400 032, Dated the 4 th October, 1976.

READ:- 'Government Notification, General Administration Department,
No.RTA-1074-3130-V, dated the 16th November, 1974.

RESOLUTION

1. Rule 3 of the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) Rules 1974, provides inter alia the procedure for pay fixation of Commissioned Officers/Short Service Commissioned Officers who have been appointed against reserved posts. The provisions of this rule, however, do not cover the released Emergency Commissioned Officers/Short Service Commissioned Officers who are appointed against vacancies not reserved for them. A question has been raised whether this category of officers would be given the weightage for their army service for fixation of intitial pay on appointment to unreserved vacancies in civil posts. It has been decided that the initial pay (but not the seniority) of the officers who are appointed to unreserved vacancies shall also be fixed according to the provisions of Rule 3 of the aforesaid Rules. For the purpose of fixation of pay of such Emergency Commissioned Officers and Short Service Commissioned Officers who were commissioned to Army between 1st November 1962 and 10th January 1968 and were/are appointed against unreserved vacancies the following procedure should be followed:-

(I) IN CASE OF APPOINTMENT OF EMERGENCY COMMISSIONED OFFICERS AND SHORT SERVICE COMMISSIONED OFFICERS AGAINST NON-TECHNICAL POSTS.

The pay (but not the seniority) of Emergency Commissioned Officers/Short Service Commissioned Officers who joined pre-commission training or were commissioned to Army between 1st November 1962 and 10th January 1968 and who were/are appointed against unreserved vacancies shall be determined on the assumption that they entered the service or the posts, as the case may be, at the first opportunity they had after joining the training prior to their commission or the date of their commission where there was only post-commission training, that is - in the case of services or posts recruitment to which is made on the results of a competitive examination conducted by the Commission, the released Emergency Commissioned Officer or Short Service Commissioned Officer who competes successfully at the first or second available opportunity would be deemed to have passed the examination at the first or second occasion he could have appeared at the relevant examination had he not joined military service and shall be assigned the year of allotment correspondingly.

(II) IN CASE OF APPOINTMENT OF EMERGENCY COMMISSIONED OFFICERS/SHORT SERVICE COMMISSIONED OFFICERS AGAINST ENGINEERING AND MEDICAL SERVICES.

The pay (but not the seniority) of the released Emergency Commissioned Officers/Short Service Commissioned Officers who joined pre-commission training or were commissioned to the Army between 1st November 1962 and 10th January 1968 and were/are appointed against unreserved vacancies, shall be fixed on the assumption that they would have been appointed to the service or posts, as the case may be, on the date arrived at after giving credit for their approved military service as Emergency Commissioned Officer/Short Service Commissioned Officer, as the case may be, including the period of training.

2. The drawal of pay as determined according to the principles mentioned above shall be subject to the provisions of the Bombay Civil Services Rules, 1959. Where an officer appointed on probation is required to remain on fixed pay during the period of his probation, the pay determined according to the foregoing principles shall be fixed for such period, and his future increments shall be regulated accordingly.

3. In the case of released defence services personnel who cannot be appointed to a civil service or post immediately after their release, the period of break in service upto - one year between the military service and the civil service should be treated as condoned. The break in service exceeding one year but not exceeding 3 years may for purpose of pension be condoned under special orders of State Government. The break in service will not, however, be counted for the purpose of grant of notional increments.

4. The above provisions regarding fixation of pay should also apply to the released defence services personnel belonging to all other ranks (including released Short Service Regular Commissioned Officers) on their appointment to unreserved vacancies in the services and posts under the State Government.

5. These orders should take effect from 1st October 1975. The pay fixation in all existing cases should be revised and the revised rates of pay should be allowed from 1st October 1975. No arrears on account of refixation of pay as aforesaid shall be payable for any period prior to 1st October 1975.

6. The Secretariat Departments are requested to bring these instructions to the notice of the Public Sector Undertakings under their administrative control and request them to implement these instructions.

7. This Resolution issues with the concurrence of the Finance Department - vide its u.o.r. No.CR-1585/76/SER-3, dated the 22nd September 1976.

By order and in the name of the Governor of Maharashtra,

Sd/-Under Secretary to the Government of Maharashtra.

GENERAL ADMINISTRATION DEPARTMENT
Mantralaya, Bombay 400 032, dated the 16th April 1983

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CONSTITUTION OF INDIA.

No. RTA-1080/1374/CR-154/XVI.--In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules further to amend the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) Rules, 1974, namely:-

1. These rules may be called the Maharashtra Released Defence Service Personnel (Fixation of Pay and Seniority) (Amendment) Rules, 1983.

2. In rule 3 of the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) Rules, 1974 (hereinafter referred to as "the said rules").

(a) for the words "for the purpose of fixation" the brackets, figure and words "(1) For the purpose of fixation" shall be substituted;

(b) in clause (a) after the words "year in which" the words, "being eligible for that post", shall be inserted;

(c) for the heading "Illustration, the heading "Illustrations" shall be substituted;

(d) in the existing Illustration, for the letter and word "A' had " the words, figure and letter "Illustration I 'A' had" shall be substituted;

(e) after the existing Illustration, the following shall be inserted, namely:-

"Illustration II.--B.A. degree was prescribed as an educational qualification for a reserved post and certain minimum and maximum age limits were also prescribed for that post. 'A' was studying in the first year of the two-year B.A. course in 1963 but discontinued his studies for joining the defence service or training in that year. He would have ordinarily obtained the B.A. degree in 1965 had he not joined the defence service or training. In such case. 'A' shall be deemed to have been qualified for appointment to the reserved post in 1965 provided in 1965 he fulfilled the requirements as respect the age limits".

3. After rule 3 of the said rules, the following shall be inserted, namely:-

"3A. Notwithstanding anything contained in rule 3, no Emergency Commissioned Officer shall be promoted by reverting to a lower post any other officer who was senior to him immediately before the commencement of the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) (Amendment) Rules, 1983".

4. After rule 8 of the said rules, the following shall be inserted namely:-

"8A. Notwithstanding anything contained in rule 8, no Emergency Commissioned Officer shall be promoted by reverting to a lower post any other officer who was senior to him immediately before the commencement of the Maharashtra Released Defence Service Personnel (Fixation of Pay and Seniority)(Amendment) Rules, 1983".

By order and in the name of the Governor of Maharashtra.

Sd/- V.T. CHARI,
Secretary to Government.

NOTIFICATION

General Administration Department,
Mantralaya, Bombay- 400 032,
Dated the 29th September 1988

CONSTITUTION OF INDIA

NO.RTA-1083/2264/CR-77/XVI-A.- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules further to amend the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) Rules, 1974, namely:-

1. These rules may be called the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) (Amendment) Rules, 1988.
2. In rule 3 of the Maharashtra Released Defence Services Personnel (Fixation of Pay and Seniority) Rules, 1974, in sub-rule (1), after clause (b), the following proviso shall be inserted, namely:-

"Provided that an Emergency Commissioned Officer who is overage with reference to the provisions of clause (a) above, shall be allowed weightage equal to his total defence service for the purposes of fixation of his pay and seniority. In such case the seniority of an Emergency Commissioned Officer shall also be decided in accordance with the provisions of rule 7".

By order and in the name of the Governor of Maharashtra,

Sd/-S.Ramkrishna
Additional Chief Secretary to Government.

GENERAL ORDER No.130 (P) DATED 5-2-1993.

Subject:- Issue of Uniform to Board's Vigilance Officers & Security Officers.

By their Resolution No.293, dated the 4th January, 1993, the Board accorded approval to the following:-

(A) To issue uniform to the Board's Vigilance Officers and Security Officers of the following categories:-

- | Sr.No. | Category. |
|--------|---|
| 1. | Assistant Director. |
| 2. | Vigilance Officer/Security Officer. |
| 3. | Dy.Vigilance Officer/Dy.Security Officer. |
| 4. | Asstt.Vigilance Officer/Asstt.Security Officer. |
| 5. | Jr.Vigilance Officer/Jr.Security Officer. |

(B) i) The uniform will consist two Trousers and two half sleeve Shirts made of Khaki terricot material as may be prescribed by Director of Vigilance and Security.

ii) In addition, ancillaries as per Annexure to this General Order would be provided.

iii) The above uniform shall be provided once in two years per Officer:

iv) Washing Allowance at the rate of Rs.60/- per month would be given to all the above Officers.

2. Under the same Resolution, the Board authorised Director - (Vigilance & Security) to decide the pattern of uniform and badges and other ancillary articles.

3. The Board also accorded approval for a yearly expenditure of Rs.6,16,090-60 approximately per annum towards the uniform of Vigilance and Security Officers to the Board.

4. The Board further noted that the Vigilance Staff shall not use uniform while carrying out their Vigilance duties.

Encl.: Annexure showing uniform .
Articles (Ancillaries) #

Sd/- (V.G.DESHMUKH)
Director Of Personnel.

See on next page.

ANNEXURE TO GENERAL ORDER No.130, DATED 5-2-1993.

Uniform articles for Asstt. Director /Security-Vigilance Officer/Dy. Vigilance-Security Officer/Asstt. Vigilance-Security Officer/Jr. Vigilance-Security Officer.

Sr.No.	Name of the article.	Quantity.	Period.	Remarks.
1.	2.	3.	4.	5.
1.	Barret cap (khaki woollen)	1 each.	Once in two years.	
2.	Woollen Jersey.	1 each.	-do-	
3.	Black leather belt mounted with MSEB Emblem.	1 each.	-do-	
4.	Nylon Khaki Socks.	4 Pairs.	-do-	
5.	Lane Yard Khaki.	1 each.	-do-	
6.	Black Shoes.	1 Pair.	-do-	
7.	MSEB Mongoram (Steel)	2 Nos.	Only once.	(To be issued if damaged/lost etc.on demand)
8.	Name plate (Bakelite).	1 each.	Only once.	-do-
9.	Shoulder letter MSEB (Steel)	2 Pairs.	Only once.	-do-
10.	Whistle (Steel).	1 No.	Only once.	-do-
11.	Shoulder Ribbon.	3 Pairs.	Once in two years.	
12.	Stars (Steel).	674 Nos.	Only once.	(To be issued if damaged/lost etc.on demand)
13.	Monogram on left hand sleeves.	1 No.	Once in two years.	

...

GENERAL ORDERS (PERSONNEL)
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(G.O.Nos. 101 TO 130)

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~	Substitute to head word(s)	GSOs	General Standing Orders
&	And	HAP	Half Average Pay
AC	Air Conditioned	HBA	House Building Advance
Addl.	Additional	HRA	House Rent Allowance
AMIE	Associate Member of Institute of Engineers	ITI	Industrial Training Institute
BC	Backward Classes	Jr.	Junior
BSEB	Bombay State Electricity Board	L.D.	Lower Division Clerk(s)
CEA	Central Electricity Authority	Clerk(s)	
CLA	Compensatory Local Allowance	LTC	Leave Travel Concession
Co.	Company	MLAs	Members of Legislative Assembly
CPF	Contributory Provident Fund	MO	Medical Officer
CR(s)	Confidential Report(s)	MPEB	Madhya Pradesh Electricity Board
Dept.	Department	MSEB	Maharashtra State Electricity Board
Deptl.	Departmental	NMR	Nominal Muster Roll
DOF	Director of Finance	O&M	Operation & Maintenance
Dy.	Deputy	OSD	Officer on Special Duty
EB	Efficiency Bar	OT	Overtime
EDP	Electronic Data Processing	(P)	Personnel
EEs	Executive Engineer(s)	Pvt.	Private
EOL	Extra Ordinary Leave	PWD	Public Works Department
Etc.	Etcetera	r/o	Respect of
Exam.	Examination	SEA	Subordinate Engineers Association
GAD	General Administration Department	Sr.	Senior
Gen.	Generation	SR(s)	Service Regulation(s)
GO(s)	General Order(s)	Stn.	Station
Govt.	Government	T&D	Transmission & Distribution
Gr.	Group	TA	Travelling Allowance
Grd.	Grade	TB	Tuberculosis
		VO	Vigilance Officer

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- Poona [31,31/1,31/2,31/3,68/9,68/15,68/17,68/19]
- Procedure of adding Dearness & Addl.Dearness Pay in Basic Pay discontinued [106,107,109,111,113]
- Samgaon village deleted from Nasik Municipal Corporation area [68/22]
- Solapur [68/9,68/19]
- Thane [68/19]
- To be calculated on revised Basic Pay from April 1980 [106,107,109,111,113]
- To be calculated on revised Basic Pay from April-1988 [121,123]
- Treating portion of Dearness Allowance as Dearness/Addl.Dearness Pay Procedure [68/8,106,107,109,111,113]

- Turt Panchanand as admissible to Thane City [68/15,68/17]
- Ulhasnagar [68/15,68/17,68/19]
- Uran as admissible to New Bombay [68/12]
- Villages incorporated in Thane Municipal Corporation as admissible to Thane City [68/15,68/17]
- Wadi Lawa as admissible to Nagpur [68/7]
- Washi as admissible to Thane [68/7]
- Workcharged employees [68/14,68/20.]

COMPETENT AUTHORITY

- Advance against Gratuity [3/8,3/11,3/13,3/15,3/16]
- Advance on shifting of Head Quarters of Office [18/178,64,64/1]
- Allotment of Residential Quarters [19,26]
- Allowing concessional rent for deteriorated/dilapidated Quarters [26/18]
- Appointment of Part Time Doctor in Board's Dispensary [20/25]
- Arranging Bail/Release of arrested Vehicle Driver/Cleaner in Police case [104]
- Book Advance [7/1]
- Change in list of Drugs [20/7]
- CLA to employees working at non qualified places but compelled to reside in nearby qualified place [68/7]
- Concessional rent for deteriorated/dilapidated Quarters [26/18]
- Conveyance Allowance to employees other than incharge of Sectional Office [90,90/5,90/6,90/7,90/8,90/9]
- Conveyance Allowance to Engineers incharge of Sectional Offices in Rural area [89]
- Cycle Maintenance Allowance [57,57/2]
- Deciding cases involving anomalies in Medical Reimbursement Scheme [20/54]
- Deciding matters pertaining to Uniform [41]
- Deciding Menu & Rates for it in Boards Rest Houses [54,54/3]
- Deciding Next Higher Grade/Scale where there is no channel of promotion [74,74/6,74/10]
- Deciding place of Duty in Rural areas for HRA [68/15,68/17]
- Declaring Board's Dispensary as non existing [18/171,20/15]
- Deployment of Staff [118]
- Diet charges for Cancer [20,20/57]

Competent Authority (Contd..)

- Diet charges for Leprosy [20/5,20/57]
- Diet charges for Tuberculosis [20,20/57]
- EDP Cadre [128]
- Encashment of HAP Leave on Retirement/ Death of employee [114]
- Encashment of Leave in case of Death of employee [59/4,59/9,59/11,114]
- Engaging local Doctor during Leave vacancy [20]
- Expenses for purchase of medicines for Filaria treatment [20/4,20/57]
- Fixing Rates for meals within ceiling in Rest Houses [54/1/A]
- Fixing Rates for Stitching charges of Uniforms [41,69]
- Foreign training [9,9/1,46]
- Funeral Assistance [18/171,60,60/1]
- Granting Benefit of Next Higher Grade/Scale [74,74/1]
- Gratuity [3,3/9,3/12,3/15,3/16,18/171]
- Gratuity Advance [3/8,3/11,3/13,3/15,3/16]
- Home Guard Joining [15]
- House/Flat Building Advance [65/7,65/10,65/11,65/13,65/17,65/23]
- House rent if residential Quarter not provided [19,26,26/10]
- HRA admissible at old place permitting on Transfer [26/19]
- HRA to employees working at non qualified places but compelled to reside in nearby qualified place [68/7]
- Improving Medical Reimbursement Scheme [20/56]
- Incentive Increment to Technical employees passing AMIE Exam [105,105/2]
- Interpretation of provisions of Destagnation Benefit on Second occasion [111/1]
- Interpretation of provisions of HBA [65/29]
- Interpretation of provisions of New Allowances introduced from April 1988 [122]
- Interpretation of provisions of Next Higher Grade/Scale on Second occasion [74/15]
- Interpretation of provisions of Pay revision from 1988 for Dy.EEs & below [121]
- Interpretation of provisions of Residential Quarters allotment [26,26/21]
- Interpretation of provisions of Special Incentive Allowance in Tribal area [120]
- Joining Home Guard [15]
- Joining Territorial Army [15]
- Leave Travel Concessions [93]
- Medical Exam [20,20/12]
- Nominating advocates for investigation of title & execution of Mortgage deed for HBA [65/1]
- Nomination under Gratuity Regulations [3,3/5]
- Payment of undisbursed Wages to successors of deceased employee [75]
- Pension [3/9]
- Permitting one more chance for passing Deptl.Accounts Exam [7]
- Permitting one more chance for passing Deptl.Security & Vigilance Exam [88]
- Prescribing procedure for Legal Assistance to Vehicle Drivers/Cleaners [104]
- Purchase of Medicines/Drugs required for Dispensaries [18/171,20]
- Quarter retaining by dependents of deceased employee [26/24]
- Quarter retaining on Retirement [26/17]
- Quarter retaining on Transfer [19,26,26/20]
- Realignment in sanctioned pattern [118]
- Reimbursement of expenses for fixing of Pacemaker in Heart Operation [20/57]
- Reimbursement of expenses on replacement of Valve in Heart Operation [20/57]
- Reimbursement of Fee paid for anti rabic treatment [20,20/57]
- Reimbursement of Fee paid for snake bite treatment [20,20/57]
- Reimbursement of forfeited amount paid to Travel Agent on cancellation of LTC [93/8]
- Reimbursement of Hotel Charges in excess of prescribed limits [101]
- Reimbursement of Medical expenses for Cancer treatment [18/171,20,20/57]
- Reimbursement of Medical expenses for Heart Operation [20/57]
- Reimbursement of Medical expenses for Leprosy treatment [20/5,20/57]
- Reimbursement of Medical expenses for Major Illness/Operation in Govt.Hospital [18/171,20/42,20/43,20/56]
- Reimbursement of Medical expenses for Major Illness/Operation in Pvt.Hospital [20/44,20/57]

Competent Authority (Contd..)

- Reimbursement of Medical expenses for Tuberculosis in Private Hospital [20/9,20/57]
- Reimbursement of Medical expenses for Tuberculosis treatment in recognised Hospital [18/171,20/57]
- Reimbursement of Medical expenses in accident in non Govt.Hospital [18/171,20/10,20/42,20/43]
- Reimbursement of Medical expenses in accident in Govt.Hospital [18/171,20,20/6,20/17,20/42,20/43]
- Reimbursement of Medical expenses which do not come squarely within ambit of Rules [20/31,20/43,20/57]
- Reimbursement of rent if not provided with Quarter [19,26]
- Relaxation of any condition of Recruitment Regulations [38]
- Relaxation of condition of upper cost ceiling for HBA [65/28]
- Relaxation of experience [37]
- Resolving difficulties in implementing Rules of grant of Next Higher Grade/Scale [74,74/3,74/6]
- Retaining Quarters on Transfer [19,26,26/20]
- Revising Rates of fees for Medical Exam [20/21]
- Special Casual Leave for Sterilisation Operation [11/1,20]
- Special Casual Leave to attend function of Honour in recognition of act of Courage [115]
- Special Leave for Coronary by-pass Operation [20/51]
- Special Leave for Myocardial Infarction (Heart Attack) [20/51]
- Special Leave for Paralysis treatment [20/48]
- Staying charges for Cancer treatment [20,20/57]
- Syllabus prescribing for Deptt.Accounts Exam [7]
- Syllabus prescribing for Deptt.Exam for EDP Cadre [128]
- Syllabus prescribing for Deptt. ~ Security & Vigilance Exam [88]
- TA for Cancer treatment [18/171,20,20/57]
- TA for Leprosy treatment [20/5,20/57]
- TA for Tuberculosis treatment [20,20/57]
- Territorial Army Joining [15]

-Waiving charging of Higher Rate of interest on HBA [65/30]

(Please also See Delegation of Powers)

COMPILATION/CLASSIFICATION

(Please See Classification/Compilation)

COMPULSORY RETIREMENT

- Absence of any Member of Review Committee shall not render decision invalid [76/3]
- Age for Review [76,76/2,76/3,78,85]
- Appellate Authorities [76,76/1,76/3]
- Cancellation of notices to employees who have been held unfit as per old Criterion [85]
- Chairman of Review Committee may nominate another Member to preside over Meeting [76/3]
- Criterion [76,78,85]
- Eligible for Retirement Benefits [76]
- Encashment of HAP Leave admissible [114]
- Member of Review Committee not to participate in decision in his own case [76/2,76/3,78/1]
- Notice period [76]
- Officers appointed as Members of Board by Govt.exempted from Review [76/2,78/1]
- Quorum for Review Committee [76/3]
- Reinstatement of employees retired as per old Criterion [85]
- Retaining Gratuity on ~ as per old Criterion even after reinstatement [85]
- Review Committees [76/2,76/3,78]
- Review in substantive posts for Officers promoted on Adhoc basis [76/2,78/1,85/1]
- Review of employees cleared earlier for retention if subsequently found necessary [85,85/2]
- Review on ground of Physical unfitness [85,85/2]
- Reviewing afresh as per revised Criterion [85]
- Rules [76,76/1,76/2,76/3,78,78/1,85,85/1,85/2]
- Standard to be adopted for Review [76,78,85]
- Supernumerary posts for absorbing employees retired as per old Criterion [85]
- Time limit for submission of Appeal [76,76/3]
- Treating absence from ~ as per old Criterion till reinstatement as Duty [85]
- Treating CPF withdrawal on ~ as per old Criterion as final & allotting New [85]

Compulsory Retirement (Contd..)

- When to be reviewed [76,76/2,76/3,78,85,85/2]
- Workmen not covered [76,78,85/2]

CONCESSIONS TO EMPLOYEES

- Attending Office Late/Leaving early for Marathi Typing/Shorthand training [51]
 - Encashment of Leave surrendered [59]
 - Free Electricity withdrawn [122,124]
 - Free supply of Electricity [19,26,26/9,26/21,122,124]
 - Free supply of Water [19,26,26/9,26/21]
 - Free use of Vehicle for removal of cases of serious illness [20/18]
 - Free use of Vehicle for removal of dead body of employee or Family Member [20/18]
 - Leave Travel ~ [93,121,123]
 - Rent free Quarters [26/9,26/21]
- (Please also See **Facilities to Employees**)

CONDITIONS

- Abroad training [9,46]
- Car Conveyance Allowance [90,124]
- Conveyance Allowance to employees other than incharge of Sectional Office [90]
- Conveyance Allowance to Engineers incharge of Sectional Office in Rural area [89]
- Cycle Advance [2,2/1#]
- Encashment of Leave surrendered [59]
- Foreign training [9,46]
- Fringe Benefits introduced from April 1988 [122,124,125]
- Fringe Benefits to Engineers of rank of EE & above [95]
- Fringe Benefits to non qualified Engineers [97]
- Fringe Benefits to non Technical Officers [97]
- Fringe Benefits to other non Technical categories including NMR [99,99/3]
- Fringe Benefits to other Technical categories including NMR [98]
- Fringe Benefits to Subordinate Engineers [96]
- Newly introduced Allowances from April 1988 [122,124]
- Part Time appointment of Doctors in Board's Dispensary [20]
- Scheme for Private use of Boards vehicles [50,50/3]
- Special Compensatory Allowance [122]

- Special Conveyance Allowance to handicapped employees [100]

CONDUCT & DISCIPLINE

- Officers to call on Regional Member on Joining/Transfer [5]
- Recipients of Energy Allowance to work beyond Duty hours [99]
- Recipients of Special Compensatory Allowance to work beyond Duty hours [122]
- Recipients of Special Overtime Allowance to work beyond Duty hours [98]

CONFIDENTIAL REPORTS

- Accounts Staff [10,10/1,10/2,10/3,10/4,10/7,10/10,10/12,10/15,10/21,10/23,10/24,10/26,10/35]
- Blank Form to be shown to employee [10]
- Categories & type of Form [10]
- Countersigning Officer not to be lower than Reporting Officer [10/12]
- Custody [10/2,10/4]
- EDP Cadre [10/29,10/33]
- Establishment Superintendent in Zone [10/20,10/23]
- Fire Fighting Wing [10/32,10/34]
- Forms [10/5,10/11,10/14,10/18]
- GAD Staff [10,10/1,10/2,10/4,10/10,10/12,10/15,10/20,10/23,10/24,10/31]
- Inspection cell [10/16]
- Junior most to act as Reporting Officer if more than one exists [10/1]
- Legal Staff [10/12]
- LIR wing Staff [10/3,10/12]
- Medical Staff [10/6,10/12]
- Officer in charge defined [10/12]
- Pay Group IV employees [10,10/1,10/2,10/4,10/12]
- Personal Staff attached to Members [10/2]
- Personal Staff attached to Officers [10/12,10/23]
- PPRO in field [10/12,10/13]
- Publicity Staff [10/12,10/13]
- Security & Vigilance Staff [10,10/1,10/3,10/8,10/16,10/19,10/28]
- Self Assessment [10/9,10/27]
- Sports Personnel [10/22]
- Stores Cadre [10/4,10/10,10/12,10/25,10/26]

Confidential Reports (Contd..)

- Technical Staff [10,10/1,10/2,10/10,10/12,10/15,10/16,10/30]
- Training cum Inspection Team Nasik [10/34]
- Vigilance & Security Staff [10,10/1,10/3,10/8,10/16,10/19,10/28]
- When worked commonly under two Officers then Higher Officer to write [10/15]

CONTRACT EMPLOYEES

- Fringe Benefits not admissible [95,96,97,98,99]
- Gratuity not entitle [3]
- New Allowances introduced from April 1988 not admissible [122,124]
- Orderly Allowance not admissible [103]

CONTRIBUTORY PROVIDENT FUND

- Allotting New account number on reinstatement from Compulsory Retirement as per old Criterion [85]
- Allowances introduced from April 1988 not to be considered [122,124]
- Encashment of Leave surrendered not attracts [59,59/3]
- Fringe Benefit not to be considered [97,98,99]
- No matching Subscription to increased Dearness Allowance credited [117/10,117/11,117/13,117/14]
- Orderly Allowance not to be considered [103]
- Treating withdrawal on Compulsory Retirement as per old Criterion as final [85]

CONVEYANCE ALLOWANCE

- Car ~ [124]
- Ceases to draw on Transfer [90]
- Certificate to be given every month [89,90]
- Competent Authority for employees other than incharge of Sectional Offices [90,90/5,90/6,90/7,90/8,90/9,90/11]
- Competent Authority for incharge of Sectional Offices in Rural areas [89]
- Declaration cum Intimation for Car ~ [124]
- Deducting charges as per Private for use of Deptl.Vehicle for Duty [90]
- EDP Staff covered [90/12]
- Entitlement stand revised corresponding to revised Pay Scales [106,107,109,111,113,121,123]
- Formal order not necessary for Car ~ [124]

- Hydro Power Station Staff covered [90/3]
- Journey from residence to attend Shift Duty treated as Official [90/1,90/2,90/4]
- Major Stores incharge covered [90/5]
- Medical Personnel covered [90/6]
- Minimum distance between residence to place of Shift Duty [90/1,90/2,90/4]
- Moped Conveyance permitted [89/1,90/1]
- Not admissible during Joining Time [89,90]
- Not admissible for hired Vehicle [89,90]
- Not entitle to road mileage within jurisdiction [89,90]
- Not inclusive in Encashment of HAP Leave on Retirement [114]
- Not permissible if Conveyance not used for any period more than fifteen days [89,90]
- Not to use Deptl.Vehicle in jurisdiction [90]
- Other categories of certain posts covered [90/7,90/9]
- Power Station Staff covered [90/9]
- Rates for employees other than incharge of Sectional Offices in Rural area [90,90/1,90/10,90/13]
- Rates for incharge of Sectional Offices in Rural areas [89,89/1,89/2,89/3]
- Recipients not entitle to Car ~ [124]
- Recipients not entitle to Transport Assistance Allowance [122]
- Recipients of Car ~ not entitle to Transport Assistance Allowance [124]
- Security & Vigilance Staff covered [90/8]
- Special ~ to Handicapped employees [100,100/1,100/2]
- Terms & Conditions applicable to Car ~ [124]
- Terms & Conditions for employees other than incharge of Sectional Office [90]
- Terms & Conditions for Engineers incharge of Sectional Office in Rural area [89]
- To be drawn in Salary Bills [89,90]
- Weigh Bridge Clerk working in Power Stations [90/11]

CO-OPERATIVE SOCIETIES

- Dues not to be recovered from Encashment of Leave surrendered [59,59/3]

COURT MATTERS

- Employee summoned by Court [17,17/1]

Court Matters (Contd..)

- Revision of Pay Scales of Dy.EE & below subject to decision of High Court [121]

CREATION OF POSTS

- Deployment of posts [118]
- Equating post of Secretary to Technical Director [126]
- Formation of EDP Cadre [128]
- Intimation about realignment to be serially numbered [118]
- Realignment in sanctioned pattern [118]
- Realignment to be noted in separate register [118]

(Please also See Staff Sanction)

CRIMINAL MATTERS

- Legal Assistance to Vehicle Drivers/Cleaners involved in Police case [104]

CYCLE ADVANCE

- Agreement Form [2,2/1]
- Application Form [2/1]
- Competent Authority [2,2/2]
- Conditions [2,2/1#]
- Eligibility [2]
- Interest Rate [2/1#,2/3]
- Making own arrangements for parking Cycle [2/1#]
- Procedure [2]
- Quantum [2,2/1#,2/3,2/5,2/8]
- Recovery in smaller instalments [2/8]
- Repayment [2,2/1#,2/3,2/5,2/8]

DEARNNESS ALLOWANCE

- Additional ~ formula revised [117/9]
- Adhoc for April 1985 [117]
- Adhoc from January 1986 & onwards [117/1]
- Adhoc from May 1985 & onwards [117]
- April 1969 & onwards [63,63/1]
- April 1974 [80,83]
- April 1980 to April 1982 [111]
- April 1980 to August 1981 [106,106/1,107,107/1]
- April 1980 to June 1982 [113]
- April 1980 to September 1981 [109,109/1]
- April 1985 [117]
- April 1986 & onwards [117/2]

- April 1987 & onwards (Additional) [117/3]
- April 1988 & onwards [121,123]
- August 1962 & onwards [16,16/1]
- August to October 1985 [117]
- Deputation Allowance not to be considered [117/9 to 117/15]
- During Foreign training [9,46]
- Heavy Duty Allowance not to be considered [117/9 to 117/15]
- Ignoring less than fifty paise [117/3 to 117/15]
- Increase of ~ to employees drawing Basic Pay above Rs.3500/- to be credited to CPF [117/10,117/11,117/13,117/14]
- January 1975 & onwards [44,44/1]
- January 1986 & onwards [117/1]
- January 1988 & onwards (Additional) [117/5]
- January 1989 & onwards [121,123]
- January 1989 & onwards (Additional) [117/7]
- January 1990 & onwards [117/9]
- January 1991 & onwards [117/11]
- January 1992 & onwards [117/13]
- January 1993 & onwards [117/15]
- January to March 1987 (Additional) [117/3]
- July 1987 & onwards (Additional) [117/4]
- July 1988 & onwards [121,123]
- July 1988 & onwards (Additional) [117/6]
- July 1989 & onwards [121,123]
- July 1989 & onwards (Additional) [117/8]
- July 1990 & onwards [117/10]
- July 1991 & onwards to employees drawing Basic Pay above Rs.3500/-p.m. [117/13]
- July 1991 & onwards to employees drawing Basic Pay upto Rs.3500/- p.m. [117/12]
- July 1992 & onwards [117/14]
- July to December 1986 (Additional) [117/3]
- March 1964 & onwards [28]
- May to July 1985 [117]
- Merging in Pay not to be considered for CLA [80,80/2]
- Merging in Pay not to be considered for HRA [80,80/2]
- Merging in Pay not to be considered for Quarter rent [80,80/2]
- Merging in Pay revision of 1974 [80,83]
- November 1974 [80]

Dearness Allowance (Contd..)

- November 1985 & onwards [117]
- On par with State Government from April 1985 [117]
- Revised formula for calculation of Additional ~ [117/3]
- Rise/Fall in Basic Pay after 1st January 1986 not to be considered for Addl. ~ [117/3 to 117/8]
- Rounding off to nearest multiple of ten paise [117,117/1,117/2,117/3]
- Rounding off to Next Higher rupee [117/3 to 117/15]
- Special Compensatory Allowance not to be considered [117/9 to 117/15]
- Special Pay not to be considered [117/9 to 117/15]
- Variation due to All India Consumer Price Index [44,63/1,80,83,106,107,109,111,113]

DEATH OF EMPLOYEE

- Encashment of HAP Leave admissible even pending Disciplinary Action [114]
- Encashment of Leave [59/4,114]
- Entitled for revision of Pay Scales of 1988 [121,123]
- Exgratia in lieu of unavailed Compensatory off [48,48/2]
- Exgratia in lieu of unavailed Leave [48,48/2]
- Exgratia payment if not governed under Workmen's Compensation Act [18/171,48,48/1]
- Free use of Vehicle for removal of dead body [20/18]
- Funeral Assistance [18/171,60,60/1]
- Gratuity [3/6]
- Leave Travel Concessions claim [93/3]
- Out of turn allotment of Quarter to dependents [26/15]
- Payment of undisbursed Wages to Successors [75]
- Repaying outstanding HBA with interest in suitable instalments by successor [65]
- Retaining Quarter [26/3,26/5,26/22]

DEFINITIONS

- Accounts Member [79]
- Age (Service Regulations) [25]

- Annual Renewal Date (Group Insurance Scheme) [71]
- Appropriate Authority [65]
- Approved Service (Gratuity) [3]
- Assurance (Group Insurance Scheme) [71]
- Average Emoluments (Gratuity) [3,3/2,3/11]
- Beneficiary (Group Insurance Scheme) [71]
- Board [14,20,45,65,79]
- Cadre (Seniority) [14]
- Category of Post (Seniority) [14]
- Chairman [20,45,65,79]
- Colony [19,26]
- Continuous Service (Gratuity) [3]
- Corporation (Group Insurance Scheme) [71]
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- Disability (Gratuity) [3]
- Effective Date (Group Insurance Scheme) [71]
- Emoluments (Gratuity) [3,3/1,3/11]
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- Employee (HBA) [65]
- Employee (Medical Benefits) [20]
- Employer (Group Insurance Scheme) [71]
- Entry Date (Group Insurance Scheme) [71]
- Excadre Post (Seniority) [14]
- Excadre Transfer (Seniority) [14]
- Family (Gratuity) [3]
- Family (LTC) [93]
- Family (Medical Benefits) [20/52]
- Home Town (LTC) [93]
- Medical Adviser [20]
- Member (Group Insurance Scheme) [71]
- Officer in charge in the matter of CRs [10/12]
- Once in a period of two calendar years for LTC [93]
- Place (Medical Benefits) [20]
- Rules (Group Insurance Scheme) [71]
- Salary (Group Insurance Scheme) [71]
- Scheme (Group Insurance Scheme) [71]
- Secretary [20,45,65]
- Seniority [14]
- Seniority Group [14]
- Service (Group Insurance Scheme) [71]
- Service Regulations [14]
- Technical Member [79]

Definitions (Contd..)

- Terminal Date (Group Insurance Scheme) [71]
- Year (Medical Benefits) [20,20/49]
- Year of Service (Gratuity) [3]
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DELEGATION OF POWERS

- Absorption of surplus Staff [33]
 - Awarding contract on single quotation for 400 Kv Koradi-Satpura Lines project [116]
 - Condoning break between War service & Civil service for Pension [49]
 - EDP Cadre [128]
 - Entertainment expenditure on 400 Kv Koradi-Satpura Lines Project [116]
 - Holidays declared by Collector [24/1]
 - Holidays on account of demise of National Leader [24]
 - Inoperative GSOs [23]
 - Issue of Bills of 400 Kv Koradi-Satpura Lines Project [116]
 - Of Member (Adm) & Secretary to Accounts Member due to resignation of Shri Vinay Bansal [112,112/1]
 - OSD EDP to exercise ~ of Director EDP Management [14/41]
 - Posting of employees against post in lower Grade or vice versa [33]
 - Practical training for Staff of other Organisations [29]
 - Primary Unit classes under Workers Education Scheme [12]
 - Removing anomalies due to Pay revision of January 1961 [32]
 - Training in Refresher Course to Worker Teacher [39]
 - Water Allowance [72]
 - Withdrawing Bills of 400 Kv Koradi-Satpura Lines Project [116]
- (Please also See **Competent Authority**)

DEPARTMENTAL ACCOUNTS EXAM

- Absence treated as Duty [7]
- Chances for appearing [7]
- Direct recruits [7/4,7/9]
- Exemption [7/1,7/2,7/3,7/5,7/10,58,58/1,58/2]
- Higher ~ [7]

- Increments not admissible to direct recruits till passing [7/9]
 - Lower ~ [7]
 - No promotion till passing [7]
 - Officiating service prior to exemption not counts for Seniority [7/5]
 - One more chance to BC employees [7/8]
 - One more year to BC employees [7/8]
 - Permitting one more chance in exceptional circumstances [7]
 - Rounding off fraction of Marks [7/11]
 - Seniority of direct recruits on passing [7/9]
 - Switching over to Deptl.GAD Exam & vice versa [7/6]
 - Syllabus [7.7/12]
 - TA for appearing [7]
- (Please also See **Examinations**)

DEPARTMENTAL SECURITY & VIGILANCE EXAM

- Absence treated as Duty [88]
 - Chances for appearing [88]
 - Direct recruits [88]
 - Exemption [88/2]
 - Higher ~ [88]
 - Lower ~ [88]
 - Permitting one more chance in exceptional circumstances [88]
 - Rounding off fraction of Marks [88/1]
 - Syllabus prescribing Authority [88]
 - TA for appearing [88]
- (Please also See **Examinations**)

DEPUTATION

- Employees appointed on ~ not entitle to Fringe Benefits [95,96,97,98,99]
- Employees on ~ not entitle to New Allowances introduced from April 1988 [122]
- Employees on ~ not entitle to Orderly Allowance [103]
- Employees on ~ to Board will not have automatic effect of Pay revision [83,106,107,121,123]
- Encashment of Leave surrendered permissible during ~ [59]
- Enhanced Daily Allowance to employees deputed to Indian Telephone Industry Bangalore [94]
- Foreign training [9,46]

Deputation (Contd..)

- Government employees on ~ to Board eligible for HBA [65/23]
- Grace period for availing LTC if deputed for training during last year of Block [93/7]
- Orderly Allowance not admissible during Conference more than sixty days [103/3]
- Orderly Allowance not admissible during ~ more than sixty days [103/3]
- Orderly Allowance not admissible during Seminar more than sixty days [103/3]
- Retaining Quarter after termination of ~ with Board [26/22]

DESTAGNATION

- Allowances introduced from April 1988 admissible as if no Benefit given [122,124]
- Benefit available twice [111]
- Measures [111]
- Reckoning service for Second Benefit [111/1]
- Scale to be given to Posts which have no channel of promotion [111/2]
- Subordinate Engineers excluded from Next Higher Grade/Scale [74/9]

DISCIPLINARY ACTION

- Encashment of HAP Leave to deceased employee even pending ~ [114]
- Legal Assistance to Vehicle Drivers/Cleaner without prejudice to ~ [104]
- Next Higher Grade/Scale not to be considered during pendency of ~ [74]
- Next Higher Grade/Scale to be considered after punishment period is over [74]
- Pendency to be considered for Gratuity Advance [3/8]
- Reverted employee as punishment to be considered after two years for Next Higher Grade/Scale [74]
- Utilisation of HBA for other purpose renders employee liable for ~ [65,65/21]

DUTIES & FUNCTIONS

- Accounts Member [79]
 - Continue to perform same ~ on grant of Next Higher Grade/Scale [74]
 - Keeping Board Members in touch with working [5]
 - Technical Members [79]
- (Please also See Responsibilities)

EFFICIENCY BAR

- Loyal employees deemed to have crossed in revised Scales of January 1965 [44/2]
- Removed from Scales [106,107,109,111,111]
- Shifting due to Pay revision of January 1965 [44/2]

EMPLOYMENT TO DEPENDENTS

- Out of turn allotment of Quarter [26/15]

ENCASHMENT OF LEAVE

- Considering Additional Dearness Allowance [117/3 to 117/8]
 - Half Average Pay standing to credit on Retirement/Death [114]
 - Heavy Duty Allowance inclusive [122]
 - NMR Workers not entitle [119]
 - Special Compensatory Allowance inclusive [122]
 - Special Duty Allowance inclusive [124]
- (Please also See Leave Encashment)

ESTABLISHMENT MATTERS

- Absorption of surplus Staff [33]
- Effective date of Board resolutions [34,34/1]
- Formal order not necessary for Car Conveyance Allowance [124]
- Orderly Allowance to be paid in arrears monthly [103/1]
- Posting of employees against post in lower Grade or vice versa [33]
- Protection of total emoluments of Staff rendered surplus [18/171,36]

EXAMINATIONS

- Deptl.Accounts ~ [7,7/1 to 7/12]
- Deptl. ~ for EDP Cadre to be prescribed [128]
- Deptl.Vigilance & Security ~ [88,88/1,88/2]
- Direct recruits lose seniority if not passed Deptl.within three chances [14/10]
- Entrance ~ [7,27/1,27/2,86,102]
- Exemption [58,58/1,58/2]
- Medical ~ [20]
- Oral Test of Marathi Language ~ equivalent to Paper for remuneration [67]
- Paper Setter of Entrance ~ to maintain Secrecy [86]
- Remuneration for assessing answer papers [27,27/1,67,67/2,67/3,67/4]

Examinations (Contd..)

- Remuneration for Conductor [67/3,67/4]
- Remuneration for Daftary [35,67,67/2,67/3,67/4]
- Remuneration for Invigilators [35,67,67/2,67/3,67/4]
- Remuneration for Oral Test of Marathi Language ~ [67,67/4]
- Remuneration for Peon [35,67,67/2,67/3,67/4]
- Remuneration for Security Staff [67/1,67/3,67/4]
- Remuneration for setting question papers [27,27/1,67,67/2,67/3,67/4]
- Remuneration for Supervisors [35,67,67/2,67/3,67/4]
- Telephone Operator allowed to appear Entrance ~ [102]
- Teleprinter Operator allowed to appear Entrance ~ [102]
- Telex Operator allowed to appear Entrance ~ [102]
- Time Keeper allowed to appear Entrance ~ [102]
- Typist allowed to appear Entrance ~ [7/7]

(Please also See **Departmental Accounts Exam & Departmental Security & Vigilance Exam**)

EXEMPTIONS

- Deptl.Accounts Exam [7/1,7/2,7/3,7/5,7/10,58,58/1,58/2]
- Deptl.Exam on attaining age of 45 years [7/10,58,58/1,58/2,88/2]
- Deptl.Security & Vigilance Exam [88/2]

EXTRA ORDINARY LEAVE WITHOUT PAY

- Electricity Allowance during ~ [124]
- Electricity Charges Allowance during ~ [122]
- Fringe Benefits not payable during ~ [97,98,99]
- New Allowances introduced from April 1988 not admissible during ~ [122,124]

FACILITIES TO EMPLOYEES

- Attending Office Late/Leaving early during Marathi Typing/ Shorthand training [51]
- (Please also See **Concessions to Employees**)

FAMILY PLANNING

- Special Casual Leave for undergoing Sterilisation Operation [11,11/1,20,20/8,20/23]

FEE

- Marathi Language training [51]
- Marathi Shorthand training [51]
- Marathi Typing training [51]
- Medical Exam [20,20/21,20/21/A1]

FILING SYSTEM

- Custody of CR files [10/2,10/4]
- Custody of Master files [1]
- Indices preparing [1]
- Master files [1]
- Preservation period [1]
- Procedure for issuing GOs [1]
- Reference file to be available to employee for reference [1]
- Reference files [1]

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- Bond execution [9,46]
- CLA [9,46]
- Competent Authority [9,9/1,46]
- Dearness Allowance [9,46]
- Emoluments during ~ [9,46]
- Equipment Allowance [9/2,46,46/1,46/2,46/3,46/4]
- HRA [9,46]
- Incidental expenses [9/2,46]
- Inter se seniority to be maintained [9,46]
- Leave salary [9,46]
- Lien in substantive post [9,46]
- Next Below Rule Benefit [9,46]
- Obligation to serve Board [9,46]
- Own arrangements permissible [9,46]
- Passage [9,46]
- Salary Advance [9,46]
- Security furnishing [9,46]
- Special Leave [9,46]
- Stipend [9,46]
- Supernumerary posts [52]
- TA during transit [9,46]
- Terms & Conditions [9,46]
- Transit period treated as Duty [9,46]

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- Agreement for Cycle Advance [2,2/1]
- Agreement for HBA under old Mortgage Scheme [65/19]
- Agreement for Marathi Shorthand training [51]
- Agreement to draw HBA for purchase of Flat in Building to be constructed by Society(Form 18) [65/20]
- Agreement to draw HBA for purchase of land with a view to construct House later(Form 3) [65/20]
- Agreement to draw HBA for purchase of ready built House (Form 7) [65/20]
- Agreement to draw HBA partly for land & partly for construction of House(Form 1) [65/20]
- Agreement to draw HBA for purchase of a Flat in Building owned by Society(Form 13) [65/20]
- Application for HBA under Personal Bond & Surety Bond Scheme [65/10]
- Application for Recognition of Association of Employees [45]
- Application to join Group Insurance Scheme [71]
- Appointment of Beneficiary under Group Insurance Scheme [71]
- Certificate for claiming HRA [68/19]
- Certificate for Orderly Allowance [103/1]
- Certificate for Reimbursement of expenditure on Books & Membership of Institutions [125]
- Certificates for LTC claim [93]
- Confidential Reports [10/5,10/11,10/14,10/18]
- Cycle Advance application [2/2]
- Declaration cum intimation for Car Conveyance Allowance [124]
- Declaration for diet charges [20/34]
- Declaration/Undertaking for Tripartite Agreement for Mortgage under HBA on land leased by Govt./MHADA/CIDCO [65/29]
- Endorsement for release of Mortgage deed of HBA [65/18]
- Gratuity calculations [3]
- Guarantee Bond for HBA by Society for creating First charge on free hold land (Form 14) [65/20]
- Guarantee Bond for HBA by Society for creating First charge on lease hold land (Form 16) [65/20]
- Guarantee Bond for HBA by Society for creating further charge on lease hold land(Form 17) [65/20]
- Guarantee Bond for HBA by Society for creating further charge on free hold land (Form 15) [65/20]
- Letter of cognisance for Medical Exam [20,20/34]
- Medical fitness Certificate [20,20/34]
- Medical Reimbursement Bills [20]
- Mortgage deed (old) for HBA [65]
- Mortgage for HBA for Constructing/Purchasing a House for Enlarging/Repairing (Form 11) [65/20]
- Mortgage for HBA for Construction of House (Form 5) [65/20]
- Mortgage for HBA for Construction of House on lease hold land (Form 10) [65/20]
- Mortgage for HBA for Enlarging/Repairing to existing House (Form 6) [65/20]
- Mortgage for HBA for partly for Land & partly for Construction of House(Form 2)-[65/20]
- Mortgage for HBA for partly for purchase of lease hold Land & partly for Construction of House(Form 9) [65/20]
- Mortgage for HBA for purchase of Land with a view to construct House later(Form 4) [65/20]
- Mortgage for HBA for purchase of Ready Built House (Form 8) [65/20]
- Mortgage for HBA for purchase of Ready Built House on lease hold Land(Form 12) [65/20]
- Nominations under Gratuity Regulations [3]
- Option for grant of Next Higher Grade/Scale [74,74/16]
- Option for Medical Allowance or Reimbursement & vice versa [20/54]
- Option for revised Pay Scales of 1988 [121,123]
- Option to Project Staff to avail facility in Dispensary or Cash Benefit [20/53,20/54]
- Option to retain Pay Scales prior to April 1988 [121,123]
- Personal Bond 'B1' for HBA [65/10,65/12,65/21]
- Reconveyance deed for release of Mortgage deed of HBA [65/18]
- Self Assessment [10/9]
- Surety Bond 'B2' for HBA [65/10,65/21]
- Undertaking for grant of Next Higher Grade/Scale [74]

FRINGE BENEFITS

- Adjustment of Overtime [99,99/3]
- Admissible during Handing/Taking over charge [95,96,97,98,99]
- Admissible during Joining Time on Transfer [95,96,97,98,99]
- Admissible during training if treated on tour [97,98,98/4,99]
- Certificate for Reimbursement of expenditure on Books & Membership of Institutions [125]
- Chemist Cadre [97]
- Contract employees not entitle [95,96,97,98,99]
- Doctors in receipt of Non Practicing Allowance not entitle for other allowances [97]
- Employee getting Benefit of Next Higher Grade entitle as if no Benefit given [97,98,99]
- Employees appointed on Deputation not entitle [95,96,97,98,99]
- Employees belonging to Stores Cadre not entitle to continue Stores Allowance [95,96]
- Encashment of HAP Leave on Retirement/ Death inclusive of ~ [114]
- Engineers of rank of EE & above [95,95/1,95/2,95/3]
- Extra High Pressure Welder [97]
- Inclusive in Leave salary [95,96,97,98,99]
- Interpreting Authority [122]
- Introduction of New Allowances [122,124,125]
- Koyna Compensatory Allowance at Koyna & Kandalgaon to continue [95]
- Laboratory Personnel [98]
- Leave Travel Concessions [93]
- New Allowances introduced from April 1988 [122,122/A1,122/A2,124,125]
- New Allowances introduced from April 1988 not admissible during Suspension [122,124]
- Non qualified Engineers [97,97/2,97/4,97/6,97/8]
- Non Technical Officers [97,97/1,97/2,97/3,97/5,97/6,97/7]
- Not admissible during EOL without Pay [97,98,99]
- Not admissible during Suspension [97,98,99]
- Not to consider for Bonus [97,98,99]
- Not to consider for CPF Subscription [97,98,99]
- Not to Pay more than one type of Allowance simultaneously [95,96,97,98]

- Other non Technical categories including NMR [98/12,99,99/1,99/2,99/3]
- Other Technical categories including NMR [98,98/1 to 98/12]
- Part Time employees not entitle [97,98,99]
- Recipients of Electricity Supervisory Allowance not entitle for EDP Allowance [95/1,96/1,97]
- Reimbursement of expenditure on Books & Membership of Institutions [125]
- Subordinate Engineers [96,96/1,96/2,96/3]
- Terms & Conditions of newly introduced Allowances [95,96,97,98,99,99/3,122,124,125]
- Workcharged Staff covered [96/2,97/2,98/2,99/1]

GOVERNMENT

- Adopting orders on Special Incentive Allowance for employees in Tribal area [120]
- Employee on Deputation to Board eligible for HBA [65/23]
- Orders in r/o Air Force following [15]
- Orders in r/o Army following [15]
- Orders in r/o Auxiliary Air Force following [15]
- Orders in r/o Navy following [15]
- Orders in r/o Territorial Army following [15]
- Rules & Regulations for grant of Bad Climate Allowance following [42]

GRATUITY

- Apprentices not entitle [73]
- Calculation considering a Month of 26 days [73/2]
- Considering Additional Dearness Allowance [117/3 to 117/8]
- Death Gratuity also to employees governed under Payment of Gratuity Act [73/1]
- Employees governed under Act also entitle to better Terms under Regulations [73]
- Group Insurance Scheme [71]
- Implementation of provisions of Payment of Gratuity Act 1972 [73]
- NMR employees entitle under Payment of Gratuity Act [73]
- Recovering dues of Board from Death claim excluding amount payable under Act [73/1]
- Regulations [3,3/1 to 3/6]
- Repaying unpaid balance of HBA with interest from ~ on Retirement [65]

Gratuity (Contd..)

- Retaining on Compulsory Retirement as per old Criterion after reinstatement [85]
- Workcharged employees entitle under Payment of Gratuity Act [73]
- (Please also see **MSEB Employees Gratuity Regulations**)

GUIDELINES

- Appointing SSC pass Pay Gr.IV employees as L.D.Clerk [82]
- Filling in post of L.D.Clerk [86]
- To be prepared for Deptl.Exam for EDP Cadre [128]

HANDICAPPED (PROVISIONS)

- Absence for getting Medical recommendation for Conveyance Allowance is treated as Duty [100]
- Special Conveyance Allowance to handicapped employees [100,100/1,100/2]
- TA for getting Medical recommendations for Special Conveyance Allowance [100]
- Tricycle Advance [2/1#]

HANDING/TAKING OVER CHARGE

- Allowances introduced from April 1988 admissible [122,124]
- Fringe Benefits admissible [95,96,97,98,99]
- Orderly Allowance admissible [103]

HIGHER START

- Addl.Increment to ITI Certificate holder Technical categories [80,80/4]
- Assistant Engineer [63,63/4,80/1,111]
- Assistant Shift Engineer [63,63/4,80/1]
- Chargeman Grd.I [63,63/4,80/1,111]
- Chargeman Grd.II [63,80/1,111]
- Courses treated equivalent to ITI Certificate Exam [80/4,87/1]
- Diploma holder Engineers who have passed AMIE Exam [80/1]
- Dy.Executive Engineer [63/4]
- Jr.Control Engineer Grd.I [63,63/4,80/1]
- Jr.Engineer [63,63/4,80/1,111]
- L.D.Clerk [44/2,44/4,63,63/4,80]
- Maintenance Engineer [63/4]
- Provisions Repealed [121,121/2]
- Shift Engineer [63/4]

- Sr.Operator [63,80/1,113]
- Steno Typist [44/2,63]
- Steno Typist discontinued [63]
- Sub Engineer [63,80/1,111]
- Typist [44/2,44/4,63/4,80]
- Workcharged employees [63/5]

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- Conveyance Allowance not payable on ~ prefixed/suffixed to Leave [89,90]
- Demise of National Leader [24]
- EDP Cadre [128]
- Local ~ declared by Collectors [24/1]
- Recipients of Special Compensatory Allowance not entitle to ~ [122]
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HOME GUARDS

- Authority to allow Joining [15]
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- Following Government Orders [15]

HOTEL CHARGES

- Admissible for overnight halt [55,101]
- Checking out time to be indicated [55,101]
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- Leaving Hotel before checking out time if place to be left on same evening [55,101]
- Pay Group II & III employees [55/2,55/8,101,101/1,102/2]
- Pay Group IV employees [101/2]
- Places where admissible [55,55/3,101,101/1,101/2]
- Rates of Reimbursement [55,55/1,55/2,55/5,55/7,101,101,101/1,101/2]
- Reimbursement in excess of prescribed limits [55/6,101]

HOURS OF ATTENDANCE

- Appendix 'A' employees [8]
- EDP Cadre [128]
- Hamals [8/1]
- Ministerial Staff in Administrative Offices [8]
- Pay Gr.IV employees attached to Administrative Offices [8/1]

Hours Of Attendance (Contd..)

- Peon [8]
- Sweepers [8/1]
- Vigilance & Security Cadre [122]

HOUSE/FLAT BUILDING ADVANCE REGULATIONS

- Admissible only if no House/Flat owned at any place [65/7]
- Change of Surety [65/21]
- Charges of investigation of Title & preparation of Mortgage deed to be borne by employee [65/14]
- Competent Authority [65/7,65/10,65/11,65/13,65/17,65/23]
- Conditions for standing Surety [65/21]
- Difference between Advance under Mortgage Scheme & Personal Bond Scheme [65/21]
- Employees eligible to apply under Personal Bond & Surety Bond Scheme [65/10,65/11]
- Entitlement stand revised corresponding to revised Pay Scales [106,107,109,111,113,121,123]
- Form 1 of Agreement to draw Advance partly for Land & partly for Construction of House [65/20]
- Form 2 of Mortgage for Advance of partly for Land & partly for Construction of House [65/20]
- Form 3 of Agreement to draw Advance for purchase of Land with a view to Construct House later [65/20]
- Form 4 of Mortgage for Advance of purchase of Land with a view to Construct House later [65/20]
- Form 5 of Mortgage for Advance for Construction of House [65/20]
- Form 6 of Mortgage for Advance of Enlarging/ Repairing to existing House [65/20]
- Form 7 of Agreement to draw Advance for purchase of Ready Built House [65/20]
- Form 8 of Mortgage for Advance of purchase of Ready Built House [65/20]
- Form 9 of Mortgage for Advance of partly for purchase of lease hold Land & partly for Construction of House [65/20]
- Form 10 of Mortgage for Advance of Construction of House on lease hold Land [65/20]

- Form 11 of Mortgage for Advance of Constructing/Purchasing a House for Enlarging/Repairing [65/20]
- Form 12 of Mortgage for Advance of purchase of Ready Built House on lease hold Land [65/20]
- Form 13 of Agreement to draw Advance for purchase of a Flat in Building owned by Society [65/20]
- Form 14 of Guarantee Bond by Society for creating First charge on free hold Land [65/20]
- Form 15 of Guarantee Bond by Society for creating further charge on free hold Land [65/20]
- Form 16 of Guarantee Bond by Society for creating First charge on lease hold Land [65/20]
- Form 17 of Guarantee Bond by Society for creating further charge on lease hold Land [65/20]
- Form 18 of Agreement to draw Advance for purchase of Flat in Building to be Constructed by Society [65/20]
- Form of Agreement under old Mortgage Scheme [65/19]
- Form of Application under Personal Bond & Surety Bond Scheme [65/10]
- Form of Declaration/Undertaking for Tripartite Agreement for Mortgage of land leased by Govt./MHADA/CIDCO [65/29]
- Form of endorsement of receipt on Mortgage deed [65/18]
- Form of Mortgage deed (old) [65]
- Form of Personal Bond 'B1' [65/10,65/12,65/21]
- Form of Reconveyance deed [65/18]
- Form of Surety Bond 'B2' [65/10,65/21]
- Government employees on Deputation to Board eligible [65/23]
- If both Husband & Wife are working in Board one of them will be entitle [65/20]
- If House already owned by Employee/his Spouse or minor Child [65/20,65/25]
- If transaction involves between Employee & Parents for ancestral property [65/25]
- Interpretation of provisions [65/29]
- Interest [65,65/21,65/24,65/26,65/30]
- Liability of employee [65]
- Limit of Advance [65,65/12,65/26,65/27]

House/Flat Building Advance Regulations (Contd..)

- Limit of construction cost or cost of ready built House/Flat [65/27,65/28]
- Member of a Co-operative Housing Society [65,65/2,65/20]
- Minimum service for grant of Advance [65/4,65/12,65/16]
- Mode of disbursement [65,65/20]
- MSEB House/Flat Building Advance Regulations [65,65/1 to 65/30]
- Nominating advocates for investigation of title & execution of Mortgage deed [65/1]
- Not to reopen due to revision of Pay Scales [106,107,109,111,113,121,123]
- Pay Certificate [65]
- Penal interest [65,65/9,65/21,65/24]
- Personal Bond & Surety Bond Scheme [65/10,65/12,65/15,65/21,65/24,65/26,65/27]
- Proof of title [65,65/20]
- Purpose of Advance [65,65/12,65/20]
- Reconveyance deed if employee so chooses at his cost [65/18]
- Reimbursement of Stamp Duty & registration charges for mortgaging property [65/8,65/14]
- Reimbursement of Stamp Duty of Personal Bond & Surety Bond [65/12,65/14]
- Relaxation of condition of upper cost ceiling [65/28]
- Release of Mortgage deed [65,65/18]
- Release of Surety on mortgaging property [65/21]
- Releasing mortgaged property by endorsing receipt [65/18]
- Repaying outstanding balance with interest in suitable instalments by successor on death of employee [65]
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- Repayment of Advance [65]
- Sanction to lapse if Advance not drawn before 31st March [65/3]
- Supplementary Advance [65/5,65/27]
- Surrendering House/Flat built with Advance to Board if not able to occupy [65/6,65/22]
- Territorial restrictions under Mortgage Scheme [65/20,65/21]
- Transferring liability to any employee of equal or Higher rank [65]

- Tripartite Agreement for Mortgage of land leased by Govt./MHADA/CIDCO [65/29]
- Utilisation for other purpose renders employee liable for disciplinary action [65,65/21]
- Vacating Quarter if House/Flat built at place of Duty [65/6,65/22]
- Waiving of condition of charging of Higher Rate of interest [65/30]

HOUSE RENT ALLOWANCE

- As per Central Wage Board recommendations [63,63/2]
- As per Government Rules & Rates [68,68/5]
- At Achalpur [22/8,68/1,68/3,68/8,68/9,68/19,68/21]
- At Ahemadnagar [22/1,68/1,68/3,68/8,68/9,68/19,68/21]
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- At Allbag(Kulaba) [68/9,68/19,68/21]
- At Amalne? [68/2,68/3,68/8,68/9,68/19,68/21]
- At Ambazari as admissible to Nagpur [22/9]
- At Ambernath [68/2,68/8,68/9,68/15,68/17,68/19,68/21]
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- At Diwa as admissible to Thane City [68/15,68/17]
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- At Eklahare [22/5,68/22]
- At Fekri as admissible to Bhusawal [22/9]
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- At Gondia [22/6,22/7,68/1,68/3,68/8,68/9,68/19,68/21]
- At Hinganghat [68/15,68/17,68/19,68/21]
- At Hingna as admissible to Nagpur [68/7]
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- At Kalyan [22/6,22/7,68/1,68/3,68/8,68/9,68/15,68/17]
- At Kamptee [22/9,68/2,68/3,68/8,68/9]
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- At Khaperkheda [22/5]
- At Kolhapur [22/1,68/1,68/3,68/8,68/9,68/19,68/21]
- At Kolshet (Near Thana) [22/3]
- At Kolshewadi as admissible to kalyan [68/7]
- At Koradi as admissible to Nagpur [22/9]
- At Latur [68/2,68/3,68/8,68/9,68/19,68/21]
- At Madhavnagar as admissible to Sangli [68/7]
- At Malegaon [22/4,68/1,68/3,68/8,68/9,68/19,68/21]
- At Manmad [68/15,68/17,68/19,68/21]
- At Miraj [22,22/1,68/1,68/3,68/8,68/9,68/19,68/21]
- At Mudshingi as admissible to Kolhapur [68/7]
- At Mumbra as admissible to Thane City [68/15,68/17]
- At Municipal Towns [68/9,68/18]
- At Nadurbar [68/2,68/3,68/8,68/9,68/19,68/21]
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- At Nanded [22/6,22/7,68/1,68/3,68/8,68/9,68/19,68/21]
- At Nasik [22,22/1,68/1,68/3,68/8,68/9,68/19,68/21]
- At Nerpodi as admissible to Bhiwandi [68/7]
- At Osmanabad [68/9,68/19,68/21]
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- At Panvel as admissible to Bombay [68/12]
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- At Sangli [22,22/1,68/1,68/3,68/8,68/9,68/19,68/21]
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- At Shahad as admissible to Ulhasnagar [68/7]
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- At Sholapur [22/1,68/1,68/3,68/8,68/9,68/19,68/21]
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- At Sindhudurg(Kudal) [68/19,68/21]
- At Tahsil Head Quarters [68/9]
- At Thane [68/19,68/21]
- At Turf Panchanand as admissible to Thane City [68/15,68/17]
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- At Uran as admissible to Bombay [68/12]
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- At Washi as admissible to Thane [68/7]
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- Categories entitle where it is not admissible as per Govt.orders [68/9,68/15,68/17,80,80/2,107]

House Rent Allowance (Contd..)

- Ceiling of Pay for Flat Rate without production of rent receipt [68/13,68/15,68/17]
- Certificate to be furnished in April each year [68/19,68/21]
- Computing Daily Wages of NMR based on revised Rates [68/19,68/21]
- Continue to draw as admissible at old place on Transfer [19,26,26/19]
- Continue to receive Higher quantum [68]
- Discontinuing procedure of adding Dearness & Addl.Dearness Pay [106,107,109,111,113]
- During Foreign training [9,46]
- Effect from which Government Rules & Rates are applicable [68,68/1]
- Eklahare village deleted from Nasik Municipal Corporation area [68/22]
- Employees compelled to reside in nearby qualified area [68/7]
- Employees of Major Stores 'A' Gokul Shirgaon as admissible to Kolhapur [68/16]
- Employees posted to work at Goa [21]
- Employees residing in Quarters not entitle [68/19,68/21]
- Employees residing in Rest House on Transfer not entitle [68/21]
- Employees working at constituent Units of Urban Agglomeration eligible as per qualified place [68/10]
- Fixed Rate for all employees where it is not admissible as per Govt.Rules [80/2]
- If not provided with Quarters [19,26,26/16]
- In lieu of rent free Quarters [68/19,68/21]
- Kotamgaon village deleted from Nasik Municipal Corporation area [68/22]
- List of 'A', 'B1', 'B2' & 'C' Class Cities [68/19,68/22]
- List of District Head Quarters [68/19]
- List of Municipal Towns [68/9,68/15,68/17]
- List of Panchayat Samiti Head Quarters [68/9,68/15,68/17]
- List of Tahsil Head Quarters [68/9,68/15,68/17]
- List of Urban Agglomerations & their Constituent Units [68/10,68/19]
- Merging of Dearness Allowance in Pay not to be considered [80,80/2]
- Not entitle if provided with Quarters [19,26]

- Not inclusive in Encashment of HAP Leave on Retirement/Death [114]
- Pimpri chinchwad treated as contiguous to Poona City [68/6]
- Rural areas [68/15,68/17]
- Samangaon village deleted from Nasik Municipal Corporation area [68/22]
- Set off Rule where Rent free/Concessional rent Quarters provided [63,80/2,107]
- To be calculated on revised Basic Pay [106,107,109,111,113,121,123]
- Treating portion of Dearness Allowance as Dearness Pay & Addl.Dearness Pay [68/8,106,107,109,111,113]
- Vehicle Drivers treated as Technical category for drawal of ~ [70]
- Villages incorporated in Thane Municipal Corporation as admissible to City [68/15,68/17]
- Workcharged employees [68/14,68/20,68/21]

INCOME TAX

- Orderly Allowance not reckoned as income [103/1]
- Reimbursement of Stamp Duty & Registration charges of Mortgage in HBA treated as perquisites [65/8,65/14]
- Reimbursement of Stamp Duty of Personal Bond & Surety Bond for HBA treated as perquisites [65/12,65/14]

INCREMENTS

- Addl. ~ to ITI Certificate holder Technical categories [80,80/4,87,87/1]
- Adhoc ~ to Assistant Engineer [84]
- Adhoc ~ to Assistant Shift Engineer [84]
- Adhoc ~ to Chargeman Grd.I/Chargeman Grd.II [84]
- Adhoc ~ to employees covered under GO-80(P) [87]
- Adhoc ~ to Jr.Control Engineer Grd.I [84]
- Adhoc ~ to Sr.Operator [84]
- Adhoc ~ to Sub Engineer/Jr.Engineer [84]
- Courses treated equivalent to ITI Certificate Exam [80/4,87/1]
- Direct recruits not eligible till passing Deptl.Exam [7/9]
- Incentive ~ for Technical employees passing AMIE Exam [105,105/1,105/2]
- Workcharged Staff eligible [44]

INSURANCE

- Group ~ Scheme [71]

JOINING TIME

- Allowances introduced from April 1988 admissible [122,124]
- Car Conveyance Allowance not admissible [124]
- Conveyance Allowance not payable during ~ [89,90]
- Fringe Benefits admissible [95,96,97,98,99]
- Orderly Allowance not admissible [103,103/3]
- Special Conveyance Allowance to handicapped employees not admissible during ~ [100]

LEAVE

- Additional quantum in recognition of loyalty during SEA Strike of November 1981 [110]
- Car Conveyance Allowance not admissible during ~ [124]
- Conveyance Allowance not admissible during ~ including holidays combined [89,90]
- Earned ~ to NMR Workers [119,119/1]
- Employee proceeding on ~ preparatory to Retirement entitle to LTC for onward journey to Home Town [93]
- Employee resigning without returning to Duty from ~ not entitle to LTC [93]
- Encashment [59]
- Engaging Local Doctor during ~ [20]
- Increased ceiling of accumulation of Earned ~ [119/1]
- Orderly Allowance not admissible for ~ more than sixty days [103]
- Scheme of Regulated ~ [59/10]
- Special Casual ~ for Blood donation [40]
- Special Conveyance Allowance to handicapped employees not admissible during ~ [100]
- Special ~ during Foreign training [9,46]
- Special ~ for anti rabic or snake bite treatment [20,20/57]
- Special ~ for Cancer [20/39,20/41,20/57]
- Special ~ for Coronary by-pass Operation [20/51,20/57]
- Special ~ for Leprosy [20/5,20/22,20/39,20/57]
- Special ~ for Myocardial infarction (Heart Attack) [20/51,20/57]

- Special ~ for open Heart Surgery for Valve replacement [20/58]
- Special ~ for Paralysis [20/48,20/57]
- Special ~ for Tuberculosis [20/3,20/22,20/27,20/39,20/57]
- Special ~ for undergoing Sterilisation Operation [11,11/1,20,20/8,20/23]
- Special Pay to Personnel of 400 Kv Koradi-Satpura Lines Project not admissible [116]
- Travel Concessions [99]

LEAVE ENCASHMENT

- Admissible during Deputation [59]
 - Block of two years commences from April 1970 [59]
 - Certificate about debiting Leave account to be given in Bill [59]
 - Competent Authority to permit in case of Death of employee [59/4,59/9,59/11]
 - Death of employee [59/4,59/9,59/11]
 - Employee of Board appointed by Govt. for cause of Board entitle to ~ [59/8]
 - Employees in Appendix 'A' [59/1,59/10]
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 - Fringe Benefit payable [97,98,99]
 - Half Average Pay on Retirement/Death [114]
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 - No deduction of Quarter rent [59,59/3]
 - Not to reopen due to revision of Pay Scales of 1980 [106,107,109,111,113]
 - Orderly Allowance not payable [103]
 - Permitting in subsequent Block not allowed [59/6,59/7]
 - Refusal of availment of Leave [59/2,59/5]
 - Scheme of Regulated Leave [59/10]
 - When to be paid [59,59/3]
- (Please also See Encashment of Leave)

LEAVE SALARY

- During Foreign training [9,46]
- Encashment of HAP on Retirement/Death to be converted to Commuted Leave [114]

Leave Salary (Contd..)

- Fringe Benefits inclusive [95,96,97,98,99]
- Heavy Duty Allowance inclusive [122]
- Orderly Allowance not included [103]
- Special Compensatory Allowance inclusive [122]
- Special Duty Allowance inclusive [124]
- Special Pay to Personnel of 400 Kv Koradi-Satpura Lines Project not payable [116]

LEAVE TRAVEL CONCESSIONS

- Advance [93,93/6]
- Any place in India Block of four calendar years starting from year 1980 [93]
- Any place in India is in lieu of Home Town [93]
- Cancellation charges including cost of telegram owing to Administrative exigencies [93/5,93/8]
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- Certificate to be given by employee [93]
- Claim for Air fare to be restricted to fare of entitle railway Class [93,93/5]
- Claim for Higher Class to be limited to amount admissible for entitle Class [93,93/4,93/5]
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- Claim for travel by route which is not Shortest to be restricted by Shortest route [93,93/4]
- Claim in adjustment of Advance should be preferred within one month from return [93]
- Claim may be presented in TA Bill Form [93]
- Claim must invariably be supported by necessary vouchers [93]
- Claim not supported by proper evidence liable to be disallowed to that extent [93]
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- Controlling Officers [93]
- Controlling Officers to satisfy about genuineness & bonafides before Countersigning Bills [93]
- Criteria for detailed check when change of Home Town sought [93]
- Declared place of Home Town of Husband & Wife treated as their joint Home Town [93]

- Declared place of visit can not be changed after commencement of journey [93]
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- Distance restriction [93,93/4]
- Employee away from Family may avail for himself alone every year for Home Town [93]
- Employee going to Home Town proceeds to place of Transfer entitle to TA also [93,93/4]
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- Employee on Leave resigns without returning to Duty not entitle [93]
- Employee proceeds to tour Station from Home Town entitle to TA also [93]
- Employee should inform Controlling Officer before Undertaking journey [93]
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- Entitlement of Class of accommodation [93]
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- Entry of claim settled to be made in Service Book [93]
- Family (Definition) [93]
- Family Members not necessarily travel with employee in same year [93]
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- Home Town Block of two calendar years starting from year 1980 [93]
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- Home Town once declared is final [93]
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Leave Travel Concessions (Contd..)

- Minimum period of absence for availing [93,93/1]
- NMR Staff not entitle [93]
- No elaborate check on Declaration of Home Town made initially [93]
- No particular Form of Declaration for Home Town prescribed [93,93/2]
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- Not to reopen due to revision of Pay Scales [106,107,109,111,113,121,123]
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- Restricted to journeys within India [93]
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- Workcharged Staff not entitle [93]
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- Anti Rabic OR Snake Bite Treatment**
- Reimbursement of actual fee paid [20,20/57]
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- Cancer Treatment**
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MSEB Employees Medical Reimbursement Scheme (Contd..)

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- Special Leave for anti rabic or snake bite treatment [20/57]
- Special Leave for Cancer [20/57]
- Special Leave for Coronary by-pass Operation [20/51,20/57]
- Special Leave for Leprosy [20/57]
- Special Leave for Myocardial Infarction (Heart Attack) [20/51,20/57]
- Special Leave for Paralysis [20/48,20/57]
- Special Leave for Tuberculosis [20/57]
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MSEB Employees Medical Reimbursement Scheme (Definitions) (Contd..)

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- Engaging local Doctor during Leave vacancy [20,20/25]
- List of Drugs to be kept [20/1,20/7,20/7/A1,20/7/A2,20/7/A3,20/37,20/47,20/47/A1,20/47/A2,20/47/A3,20/47/A4]
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-Heart Diseases

- Cost of fixing Pacemaker in Human Heart Operation [20/57]
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- Declaration for Diet charges [20/34]
- Diet charges [20/5,20/22,20/27,20/34,20/57]
- Employees eligible for Diet charges [20/5,20/22,20/27,20/34]
- Employees eligible for Special Leave [20/5,20/22]
- Hospitals recognised for treatment [20/5]
- Reimbursement of Medical expenses [20/5,20/57]
- Special Leave [20/5,20/22,20/57]
- Travelling allowance [20/5,20/57]
- Major Medical Diseases**
- Hypertension disease recognised as ~ [18/171,20/20]
- List of ~ [20/13,20/13/A1,20/20]
- Reimbursement for treatment of employee in Govt.Hospital [18/171,20/13,20/42,20/43,20/56]
- Reimbursement for treatment of employee in Private Hospital [20/44,20/57]
- Reimbursement for treatment of Family members in Govt.Hospital [18/171,20/42,20/43]

MSEB Employees Medical Reimbursement Scheme (Contd..)

-Major Surgical Diseases

- List of ~ [20/13,20/40,20/44,20/58]
- Reimbursement for treatment of employee in Government Hospital [18/171,20/13,20/42,20/43,20/56]
- Reimbursement for treatment of employee in Private Hospital [20/44,20/57]
- Reimbursement for treatment of Family members in Govt. Hospital [18/171,20/42,20/43]
- Replacement of Valve recognised as ~ [20/40,20/58]
- Rheumatic Heart disease recognised as ~ [20/58]

-Medical Allowance

- Conditions for extending to Temporary Employees [20/30,20/38]
- NMR Staff [20/36,20/45,20/54]
- Option to Project Staff at Power Stn.to avail Medical Facility or Cash Benefit [20/53,20/54,20/55]
- Option to switch over to annual reimbursement Scheme [20/36,20/46,20/50,20/53,20/54,20/55]
- Rates of ~ [20/36,20/45,20/49,20/54]
- Workcharged Staff eligible [20/36]

-Medical Fitness

- Absence for Medical Exam treated as duty [20]
- Appeal against Medical unfitness [20]
- Employees continued beyond age of Superannuation require to obtain [20]
- Expenditure on first Medical Exam reimbursable [20]
- Fees [20,20/21,20/21/A1]
- Fitness certificate (Form) [20,20/34]
- Letter of cognisance (Model) [20,20/34]
- Physical fitness standard [20]
- Prospective employees to produce X ray report of chest [20/34]
- Revising rates of fee for Medical Exam [20/21]

-Other Facilities

- Free use of Vehicle for removal of cases of serious illness [20/1,20/18]
- Free use of Vehicle for removal of dead body of Employee or Family member [20/18]

-Paralysis

- Special Leave on par with treatment of Tuberculosis [20/48,20/57]

-Reimbursement (Annual)

- Accumulation limit [20,20/15,20/49]
- Balance amount to carry forward till retirement [20/49]
- Conditions for extending to Temporary Employees [20/30,20/38]
- Condoning delay in submission of Bills [20]
- Diary to record entries before payment to be provided to each employee [20]
- Dispensary facilities may be availed even though consumed amount before transfer [20]
- Employees who do not reside in Power Station Colony entitle to ~ [20/2]
- Form for submission of Bills [20]
- Husband & Wife both will be eligible separately [20]
- Medical Allowance in lieu of ~ [20/36]
- No restriction to choice of treatment but from Registered Medical Practitioner [20]
- Not admissible at places where Dispensaries of Board exists [20,20/32]
- Option to Project Staff at Power Stn.to avail Medical facility or Cash Benefit [20/53,20/54,20/55]

- Option to switch over to monthly Medical Allowance [20/36,20/46,20/50,20/53,20/54,20/55]

- Prorata basis on transfer to place where there is no Dispensary [20]

- Rates of ~ [20,20/13,20/15,20/26,20/29,20/45,20/49,20/54]

- Time limit for submission of Bills [20]

-Reimbursement (Other)

- Filaria treatment in Government Hospital [20/4,20/57]
- Medical expenses which do not come squarely within ambit of Rules [20/31,20/43,20/57]
- Treatment taken in Govt.Hospital on the advice of MO of Board's Dispensary [20/33]
- Treatment taken in Private Hospital on directives of Govt.Hospital [20/24]

-Tuberculosis Treatment

- Concessions available for three times [20/28]
- Concessions of reimbursement & Special Leave extended to all employees [20/39]
- Declaration for Diet charges [20/34]

MSEB Employees Medical Reimbursement Scheme (Tuberculosis Treatment) (Contd..)

- Diet charges [20,20/22,20/27,20/34,20/57]
- Employee asking for concession fourth time should be put for invalidation [20/28]
- Employees eligible for Diet charges [20,20/22,20/27,20/34]
- Employees eligible for Special Leave [20,20/22]
- Hospitals recognised for treatment [20,20/11]
- Reimbursement of Medical expenses for treatment taken in Private Hospital [20/9]
- Reimbursement of Medical expenses for treatment taken in recognised Hospital [20,20/57]
- Special Leave [20/3,20/22,20/28,20/57]
- Travelling allowance [20,20/57]

(Please also See Medical Facilities)

MSEB EMPLOYEES SENIORITY REGULATIONS

- Accounts Cadre [14]
- Board (Definition) [14]
- Cadre (Definition) [14]
- Category of Post (Definition) [14]
- Change of nomenclature of post of Director of Management Accounts [14/41]
- Change of nomenclature of posts in Stores Cadre [14/39]
- Chemist Cadre [14/29]
- Diploma holder promotee Engineers [14/5,14/7,14/9,14/14,14/46]
- Direct recruitees failing to pass Deptl.Exam within three chances [14/10]
- Distribution Cadre Civil [14,14/45]
- Distribution Cadre E&M [14,14/15,14/38,14/45]
- Distribution Cadre Line Staff [14]
- Divisions under Administrative Control of Head Office [14/3]
- Drawing Section Cadres [14]
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- Equating post of Secretary to Technical Director [14/43]
- Excadre Post (Definition) [14]
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- Excadre Transfer on Administrative grounds [18/178,14/26]
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- Generation Cadre [14,14/15,14/19,14/22,14/37,14/38]
 - Heavy Duty Tractor Operator [14/21]
 - Helpers working in Testing Division [14/11,14/12]
 - Industrial Relations Cadre [14/17,14/33,14/34]
 - Laboratory Cadre [14,14/29]
 - Legal Cadre [14/24]
 - Non Accounts Cadre [14]
 - Non Technical employees working in Generation Project [14/40]
 - Operators [14/28]
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 - Redesignation of posts in Generation Cadre [14/37]
 - Refusal of promotion [14/4,14/16]
 - Renaming Cadres [14/45]
 - Repatriation of Staff appointed/promoted by T&D O&M Circles [14/40]
 - Reselection of categories equal to Labour Officer/Dy.VO & above for absorption in Next Higher Grade [74/14]
 - Scope of Seniority groups [14,14/8,14/20,14/21,14/22,14/42]
 - Seniority (Definition) [14]
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 - Stores Wing [14/35,14/39]
 - Sub Engineer [14/30]
 - Sub Engineer having AMIE or equivalent degree appointed as Jr.Engineer [14/46]
 - Treating Bhusawal Division linked up with Bombay Circle [14/1,14/2]
 - Treating Stores Organisation as a separate Circle [14/6,14/8]
- (Please also See Seniority)

MSEB EMPLOYEES SERVICE REGULATIONS

- Age determining if Month of Birth is known [25]
- Categories covered in Appendix 'A', 'B', & 'C' [18]

MSEB Employees Service Regulations (Contd..)

- Competent Selection Committees to function till State/Regional Selection Board constituted [74/7]
- Deciding cases of Next Higher Grade/Scale [74/1]
- Deployment of Staff [118]
- Employees to produce 'X' ray report of chest with Physical fitness [20/34]
- Encashment of HAP Leave on Retirement/ Death [114]
- Entitlement to travel by First Class [121]
- Increased ceiling of Earned Leave accumulation [18/329,119/1]
- OT to Peons & other Pay Gr.IV employees working in Administrative Office [53]
- Realignment in Sanctioned pattern [118]
- Reselection of categories equal to Labour Officer/Dy.VO & above for absorption in Next Higher Grade [74/14]

NAVY

- Following Govt.Orders [15]
- Govt.Orders following [15]

NEW ALLOWANCES FROM 1988

- Admissible during Handing/Taking over charge [122,124]
- Admissible during Joining Time [122,124]
- Admissible during Training [122,124]
- Allowances which are included in Leave Salary [122]
- Allowances which are not admissible during EOL [122,124]
- Allowances which are to be considered for Overtime [122]
- Car Conveyance Allowance [124]
- Car Conveyance Allowance not admissible during Joining Time [124]
- Categories eligible for Heavy Duty Allowance [122,122/A1]
- Categories eligible for Special Compensatory Allowance [122,122/A1,122/A2]
- Certificate for Electricity Allowance in April every year [124]
- Certificate for Electricity Charges Allowance in April every year [122]
- Certificate for Transport Assistance Allowance in April every year [122,124]

- Concession of Free Electricity withdrawn [122,124]
- Contract employees not eligible [122,124]
- Declaration cum Intimation for Car Conveyance Allowance [124]
- Electricity Allowance [124]
- Electricity Allowance not admissible during EOL exceeding 120 days [124]
- Electricity Allowance payable without verification [124]
- Electricity Charges Allowance [122]
- Electricity Charges Allowance not admissible during EOL exceeding 120 days [122]
- Electricity Charges Allowance payable without verification [122]
- Employees entitle to free Electricity not eligible for Electricity Charges Allowance [122]
- Employees granted Destagnation Benefit entitle as if no Benefit given [122,124]
- Employees granted Next Higher Scale entitle as if no Benefit is given [122,124]
- Employees on Deputation to Board not eligible [122,124]
- Employees provided with Vehicle not entitle to Transport Assistance Allowance [122,124]
- Employees using Vehicle not entitle to Transport Assistance Allowance [122]
- Formal order not necessary for Car Conveyance Allowance [124]
- Heavy Duty Allowance [122]
- Interpreting Authority [122]
- Night Shift Allowance [122]
- NMR employees not eligible [122]
- Not admissible during Suspension [122,124]
- Not to be considered for calculating Bonus [122]
- Not to be considered for deducting CPF Subscription [122,124]
- Part Time employees not eligible [122]
- Recipients of Car Conveyance Allowance not entitle to Conveyance Allowance [124]
- Recipients of Car Conveyance Allowance not entitle to Transport Assistance Allowance [124]
- Recipients of Special Compensatory Allowance not entitle to avail Public Holidays [122]
- Recipients of Special Compensatory Allowance to work beyond Duty hours [122]

New Allowances From 1988 (Contd..)

- Reimbursement of expenditure on Books & Membership of Institutions [125]
- Senior Officers equivalent to EE & above [124]
- Special Compensatory Allowance [122,122/A1,122/A2]
- Special Duty Allowance [124]
- Terms & Conditions [122,124]
- Terms & Conditions of Conveyance Allowance also applicable to Car Conveyance Allowance [124]
- Transport Assistance Allowance [122,124]
- Transport Assistance Allowance payable without verification [122,124]
- Where Husband & Wife residing in same premises [122,124]
- Workcharged employees not eligible [122]
- Working hours of Vigilance & Security Cadre shall be eight hours [122]

NEXT HIGHER GRADE/SCALE

- Absorption in Higher post [74,74/14]
- Allowances introduced from April 1988 payable as if no Benefit is given [122,124]
- Applicability [74,74/9]
- Benefit available twice in Career [74/9]
- Competent Authority to give Benefit [74,74/1]
- Competent Selection Committees to function till State/Regional Selection Board constituted [74/7]
- Continue to perform same Functions & Duties [74]
- Deciding Higher Grade where there is no channel of promotion [74,74/6,74/10]
- Eligibility for Second Benefit [74/9,74/10,74/15]
- Employee facing Disciplinary Action not to be considered during pendency [74]
- Employee refusing promotion debarred from Benefit [74]
- Employee refusing to join post on absorption forfeits Benefit [74]
- Employee reverted as punishment to be considered after two years [74]
- Employee transferred losing seniority not entitle till Next above person promoted [74]
- Employee undergoing punishment to be considered after period of punishment [74]

- Failure to exercise Option within stipulated time means not interested [74,74/6]
- Form of Option [74,74/16]
- Form of Undertaking [74]
- Fringe Benefits payable as if no Benefit is given [97,98,99]
- Interpretation of provisions relating to Second Benefit [74/15]
- Liberty to select date from which like to avail Benefit [74,74/14]
- List of employees granted Benefit to be maintained categorywise for absorption [74,74/14]
- List of employees refused promotion after 1st May 1974 to be prepared [74,74/14]
- Minimum service in a given Post/Scale for eligibility of Benefit [74,74/9,74/12]
- No change in designation or position on granting Benefit [74]
- No interview for granting Benefit [74]
- No recovery of amounts paid before forfeiting Benefit [74]
- On forfeiting Benefit Pay to be fixed as if no Benefit was given [74]
- Option received late to be considered from date of receipt [74/16]
- Option to be exercised [74,74/16]
- Orderly Allowance not admissible [103]
- Probation applies from date of absorption [74]
- Relaxation of academic qualification [74/4,74/5]
- Reselection for absorption in Higher Grade to Labour Officer/Dy.VO & above [74/14]
- Resolving difficulties in implementing Rules [74,74/3,74/6]
- Review if not granted Benefit for Unsatisfactory record [74/2,74/8]
- Rules [74]
- Scale to be given on First Second Occasion to Posts which have not channel of promotion [74/10,74/11,74/13,74/17,74/18,74/19]
- Selection Committee for Staff recruited by Chief Engineer (Gen)(Project) [14/40]
- Subordinate Engineers covered by Destagnation Measures excluded from these Rules [74/9]
- Undertaking to be given [74]

NOMINAL MUSTER ROLL

- Additional Dearness Allowance not admissible [117/3]
- Allowances introduced from April 1988 not admissible [122]
- Computing Daily Wages based on revised Rates of HRA [68/19,68/20#]
- Consequences of absence for greater period than prescribed for Graded Benefit [81]
- Consolidated Wages include minimum Pay plus Dearness Allowance & HRA of Pay Gr.IV Category [81]
- Earned Leave accumulation [119,119/1]
- Earned Leave availment [119]
- Earned Leave earning Rate [119]
- Encashment of Leave not allowed [119]
- Entitle to Gratuity under Payment of Gratuity Act [73]
- Fringe Benefits [98,99]
- Graded Benefit after completion of stipulated years of service [81,108]
- Increase in Rates from January 1965 [44]
- Leave Travel Concessions not admissible [93]
- Lumpsum Adhoc payment in nature of Exgratia till March 1980 [87]
- Medical Allowance [20/36,20/38,20/45,20/54]
- No appointment against Leave period [119]
- Rent for Quarters of asbestos/tin sheets [26/13]
- Rent for temporary Quarters [26/13]
- Residential accommodation [26/13]
- Revised Rates of Consolidated Wages from April 1980 [108]
- Revised Rates of Consolidated Wages from April 1988 [121]
- Revision of Daily Wages from April 1969 [62]
- Special Casual Leave for Blood donation [40]
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- Variation in Dearness Allowance to change Daily Rate [44]

NOMINATIONS

- Authorities to accept Gratuity ~ under Regulations [3,3/5]
- Forms of Gratuity ~ under Regulations [3]
- Group Insurance Scheme [71]
- Indemnity Bond in absence of ~ [75]

- Pasting ~ in service Books [3/5]
- Payment of Undisbursed monetary claims in absence of ~ [75]
- Recording ~ in Service Books [3/5]

OFFICE PROCEDURE

- Intimation about realignment in Sanction pattern to be serially numbered [118]
- Introduction of Marathi as the Language of Administration [47]

OPTIONS

- Benefit of Next Higher Grade/Scale [74,74/16]
- EDP Cadre [128]
- Medical Allowance or Reimbursement & vice versa [20/36,20/46,20/50,20/54,20/55]
- Pay revision of 1980 [106,107,109]
- Pay revision of 1988 [121,121/1,123,123/1]
- Project Staff to avail facility in Dispensary or Cash Benefit [20/53,20/54]
- Scheme for Private use of Board's Vehicle [50,50/3]

OVERTIME

- Adjustment in Fringe Benefit [99,99/3]
- Arrears due to Pay revision of 1980 on percentage basis [107,111,113]
- Considering Additional Dearness Allowance [117/3 to 117/8]
- Head Typist conducting Typing Test not entitle [43]
- Heavy Duty Allowance to be considered [122]
- Not to reopen due to revision of 1988 [121]
- Peons & other Pay Gr.IV employees working in Administrative Offices [53]
- Special Compensatory Allowance to be considered [122]
- Stenographer conducting Shorthand Test not entitle [43]

PART TIME EMPLOYEES

- Additional Dearness Allowance not admissible [117/3]
- Doctors in Board's Dispensaries [20,20/25]
- Fringe Benefit not admissible [97,98,99]
- Gratuity not admissible [3]
- New Allowances introduced from April 1988 not admissible [122,124]
- Orderly Allowance not admissible [103]

PAY

- Personal ~ arising out of 1974 revision to carry till Increment due in 1979 [83/1]
- Personal ~ for Licensee Staff deriving less Benefit in Pay revision of 1980 [107,109]
- Protection of emoluments of Staff rendered surplus [18/171,36]
- Special ~ to extent of loss resulted due to Pay revision of 1961 [32]
- Special ~ to Personnel earmarked for 400 Kv Koradi-Satpura Lines Project [116]

PAY FIXATION

- On forfeiting Benefit of Next Higher Grade/Scale [74]
- Protecting emoluments of Staff rendered surplus [36]
- Released Defence Services Personnel [129]
- Removing anomalies due to Pay revision of January 1961 [32]
- Reverted employee getting less Pay on promotion [44/2,63/3,80/3,107,109,121,123]

PAY REVISION OF 1961

- Removing anomalies [32]
- Special Pay to extent of loss resulted due to ~ [32]

PAY REVISION OF 1965

- Additional increments in revised Scale [44,44/1,44/4#]
- Annual increments to Workcharged Staff [44]
- Conversion of Pay in City Scales into Mofussil Scales [44/2]
- Dearness Allowance [44,44/1]
- Higher starting Pay to graduate L.D.Clerks [44/2,44/4]
- Higher starting Pay to graduate Steno Typists [44/2]
- Higher starting Pay to graduate Typists [44/2,44/4]
- Identical Pay Scales not covered in Award deemed to have been covered [44/2#]
- Increase in Daily Wages of NMR [44]
- Interim relief to cease [44]
- Kalelkar Award Part II [44]
- Librarians Scale [44/2]
- Loyal employees deemed to cross EB [44/2]
- Manner of fixation [44,44/1,44/4#]

- Promotees relieved late [44/4#]
- Removing anomalies [44/4#]
- Reverted employee getting less Pay on repromotion [44/2]
- Shifting of EB [44/2]
- Variation in Dearness Allowance to change Daily Rates of NMR [44]
- Workcharged Staff also governed [44]

PAY REVISION OF 1969

- Dearness Allowance from April 1969 [63,63/1]
- Fitment of Pay Scales [63]
- Higher start to Assistant Engineer [63,63/4]
- Higher start to Assistant Shift Engineer [63,63/4]
- Higher start to Chargeman Grd.I [63,63/4]
- Higher start to Chargeman Grd.II [63]
- Higher start to Dy.Executive Engineer [63/4]
- Higher start to Jr.Control Engineer Grd.I [63,63/4]
- Higher start to Jr.Engineer [63,63/4]
- Higher start to L.D.Clerk [63,63/4]
- Higher start to Maintenance Engineer [63/4]
- Higher start to Shift Engineer [63/4]
- Higher start to Sr.Operator [63]
- Higher start to Steno Typist discontinued [63]
- Higher start to Sub Engineer [63]
- Higher start to Typist [63,63/4]
- Higher start to Workcharged employees [63/5]
- HRA as per Central Wage Board recommendations [63,63/2]
- Merit Allowance to Typists discontinued [63]
- Method of fixation of Pay [63,63/1]
- Punch Operating Allowance [63]
- Reverted employee getting less Pay on repromotion [63/3]
- Roneo Allowance [63]
- Set off Rule for HRA where Rent free/ Concessional rent Quarters provided [63]
- Shorthand Allowance to Steno Typist discontinued [63]
- Typing Allowance [63]
- Variation in Dearness Allowance due to All India Consumer Price Index [63/1]
- Workcharged employees covered [63]

PAY REVISION OF 1974

- Additional Chief Engineer [83/A]
- Additional Emoluments Compulsory Deposit Act 1974 not attracts to Pay [80,83]
- Additional Increment to ITI Certificate holder Technical categories [80,80/4]
- Arrears to be invested in National Saving Certificates [80,83]
- Categories equivalent to Assistant Engineer & below [80]
- Courses treated equivalent to ITI Certificate Exam [80/4]
- Dearness Allowance [80,83]
- Employees on Deputation to Board will not have automatic effect [83]
- Fitment in revised Scales [80,83]
- Generation Allowance to continue [80]
- Head Foreman in Power Station [80/5]
- Heavy Duty Tractor Operator [80/A]
- Higher start to Assistant Engineer [80/1]
- Higher start to Assistant Shift Engineer [80/1]
- Higher start to Chargeman Grd.I [80/1]
- Higher start to Chargeman Grd.II [80/1]
- Higher start to diploma holder Engineers who have passed AMIE Exam [80/1]
- Higher start to Jr.Control Engineer Grd.I [80/1]
- Higher start to Jr.Engineer [80/1]
- Higher start to L.D.Clerk to continue [80]
- Higher start to Sr.Operator [80/1]
- Higher start to Sub Engineer [80/1]
- Higher start to Typists to continue [80]
- HRA at uniform Rate where it is not admissible as per Govt.Orders [80/2]
- Licensees Staff's prior service to be counted for granting minimum Benefit [80]
- Merging of Dearness Allowance in Pay [80,83]
- Minimum Monetary Benefit [80,80/6,83]
- Officers in Pay Group I & II [83]
- Personal Pay to carry till Increments due in 1979 [83/1]
- Punch Operating Allowance to continue [80]
- Redesignation of Head Foreman in Power Station as Supervisor [80/5]
- Repatriation of Head Foreman working in Receiving/Sub Station to Generation [80/5]

- Reverted employee getting less Pay on repromotion [80/3]
- Roneo Allowance to continue [80]
- Set off Rule for HRA where rent free/ Concessional rent Quarters provided [80/2]
- Supervisor in Power Station [80/5]
- Workcharged employees covered [80,80/6]

PAY REVISION OF 1980

- Additional Increment [106,107,109,111,113]
- Categories equivalent to EE & above [106]
- Categories excluding Workers & Engineers [109]
- Categories of certain posts against which Subordinate Engineers also posted [113]
- Categories of Subordinate Engineers [111]
- Categories of Workers & certain Supervisory Staff excluding Engineers [107]
- Charge Allowance not to be reopened [106,107,109,111,113]
- CLA payable on revised Basic Pay [106,107,109,111,113]
- Date of Next Increment [106,107,109,111,113]
- Dearness Allowance from April 1980 [106,106/1,107,107/1,109,109/1,111,113]
- Deciding cases involving anomalies [106]
- Destagnation Measures [111,111/1,111/2]
- Discontinuing procedure of adding Dearness & Addl.Dearness Pay for HRA/CLA [106,107,109,111,113]
- EB removed from Scales [106,107,109,111,113]
- Employee Officiating in Higher post not to fix in Lower post [109,111,113]
- Employees appointed between April 1979 & March 1980 [106,107,109]
- Employees appointed on or after 1st April 1980 [106,107,109,111,113]
- Employees on Deputation to Board will not have automatic effect [106,107,109]
- Encashment of Leave not to be reopened [106,107,109,111,113]
- Entitlement to Conveyance Allowance stand revised correspondingly [106,107,109,111,113]
- Entitlement to HBA stand revised correspondingly [106,107,109,111,113]
- Entitlement to LTC stand revised correspondingly [106,107,109,111,113]

Pay Revision Of 1980 (Contd..)

- Entitlement to Quarters stand revised correspondingly [106,107,109,111,113]
- HBA cases not to be reopened [106,107,109,111,113]
- Higher start to Sr.Operator [113]
- Higher start to Assistant Engineer [111]
- Higher start to Chargeman Grd.I/Chargeman Grd.II [111]
- Higher start to Engineers passing AMIE Exam [111]
- Higher start to Sub Engineer/Jr.Engineer [111]
- HRA not payable to employees occupying Quarters [107]
- HRA payable on revised Basic Pay [106,107,109,111,113]
- HRA where it is not admissible as per Govt.Orders [107]
- Increment difference [106,107,109,111,113]
- Licensee Staff deriving less Benefit than minimum Benefit to draw Personal Pay [107,109]
- LTC cases not to be reopened [106,107,109,111,113]
- Merging of Dearness Allowance in Pay [106,107,109,111,113]
- Method of fixation [106,107,109,111,113]
- Minimum monetary Benefit [106,107,109,111,113]
- Option for retaining existing Pay Scale [106,107,109]
- Overtime arrears payable on percentage basis [107,111,113]
- Quarter rent recovery on revised Basic Pay [106,107,109,111,113]
- Resigned employees entitled [106,107,109]
- Retired employees entitled [106,107,109]
- Reverted employee getting less Pay on promotion [107,109]
- Set off Rule for HRA to employees occupying Quarters discontinued [107]
- Special Compensatory Allowance of Ex-NELP & Co.treated as Pay [107]
- Variation in Dearness Allowance due to All India Consumer Price Index [106,107,108,109,111,113]
- Workcharged employees [107,111,113]

PAY REVISION OF 1988

- Bonus not to be reopened [121]
- Categories equivalent to EE & above [123]
- Categories equivalent to Helper & above upto Dy.EE [121]
- Charge Allowance cases not to be reopened [121,123]
- CLA to be calculated on revised Basic Pay [121,123]
- Conditions of Pay Scales for seniority stand revised correspondingly [121,123]
- Consolidated Minimum Wages to NMR Worker [121]
- Date of Next Increment [121,123]
- Dearness Allowance from 1st April 1988 [121,123]
- Deceased employees also entitle [121]
- Employees appointed on or after 1st April 1988 [121,123]
- Employees on Deputation to Board will not have automatic effect [121,123]
- Employees on Deputation to Foreign service covered [121,123]
- Employees placed under suspension [121,123]
- Employees promoted on or after 1st April 1988 [121,123]
- Employees reverted & subsequently repromoted [121,123]
- Employees who had reached maximum of existing Pay Scales [121,123]
- Entitlement to Conveyance Allowance stand revised correspondingly [121,123]
- Entitlement to HBA stand revised correspondingly [121,123]
- Entitlement to LTC stand revised correspondingly [121,123]
- Entitlement to Quarters stand revised correspondingly [121,123]
- Entitlement to travel by First Class [121]
- HBA cases not to be reopened [121,123]
- Higher starting Pay provisions Repeated [121,121/2]
- HRA to be calculated on revised Basic Pay [121,123]
- Interpreting Authority [121]
- LTC cases not to be reopened [121,123]
- Method of fixation of Pay [121,123]

Pay Revision Of 1988 (Contd..)

- Not binding on employees who do not accept settlement of 29th January 1990 [121]
- Option for retaining existing Pay Scale [121,121/1,123]
- Option Form [121,123]
- Overtime not to be reopened [121]
- Protection of Pay of New entrants appointed on or after 1st April 1988 [121,123]
- Quarter rent recovery [121,123]
- Resigned employees also entitle [121]
- Retired employees also entitle [121]
- Stepping up Pay of senior employee equal to junior [121,123]
- Subject to orders of the High Court [121]
- TA cases not to be reopened [121,123]
- Time limit for exercising Option to retain existing Pay Scale [121,121/1,123,123/1]
- When normal date of Increment is also 1st April 1988 [121,123]
- Workcharged employees covered [121]

PAY SCALE

- Additional Chief Engineer [83/A]
- Head Foreman in Power Station [80/5]
- Heavy Duty Tractor Operator [80/A]
- Librarian [44/2]
- Supervisor in Power Station [80/5]

PENALTY

- Non passing Marathi Shorthand training [51]
- Penal interest on HBA [65,65/9,65/21,65/24]

PENSION

- Competent Authority [3/9]
- Condonation of break between War service & Civil service [49]
- Counting Military service [49]
- Employees of erstwhile MPEB opted for BSEB [66,66/1,66/2]
- MPEB Pension Scheme [66,66/1,66/2]

PHYSICALLY HANDICAPPED EMPLOYEES

(Please See Handicapped (Provisions))

PRINCIPLES

- Appointing SSC pass Pay Gr.IV employees as L.D.Clerk [82]

- Filling in post of L.D.Clerk [86]
- Residential Quarters allotment [19,26]
- Seniority [14]

PROBATION

- Applicable from date of absorption in Next Higher Grade/Scale [74]
- Legal Assistance to Vehicle Driver/Cleaner [104]
- Orderly Allowance admissible [103]
- Woollen clothing not to be supplied during ~ [30]

PROCEDURE REGARDING

- Accounting for 400 Kv Koradi-Satpura Lines Project [116]
- Cycle Advance [2]
- Gratuity under Regulations [3,3/4]
- Issuing GOs instructions [1]
- Orderly Allowance payment [103/1]
- Residential accommodation allotment [19,26]

PROFORMA

(Please See Forms)

PROMOTION

- Absorption in Next Higher Grade [74,74/14]
- List of employees who refused after 1st May 1974 to be prepared [74]
- Loss of Seniority on refusing [14/4]
- Next below Rule after Foreign training [9,46]
- Officiating service prior to exemption in Deptl.Exam not to count for seniority [7/5]
- Passing Deptl. Accounts Exam necessary [7]
- Refusal debars from Benefit of Next Higher Grade/Scale [74]
- Refusal not entitles retention at same place [14/4]
- Reselection for categories equal to Labour Officer/Dy.VO & above for absorption in Next Higher Grade [74/14]
- Reverted employee as punishment entitle for Next Higher Grade/Scale after two years [74]
- Review for Compulsory Retirement in substantive post in case of Adhoc ~ [76/2,78/1,85/1]
- Selection Committee for Staff recruited by Chief Engineer (Gen)(Project) [14/40]

RECRUITMENT

- Absorption of Typists as L.D.Clerks on passing Entrance Exam [7/7]
- Courses treated equivalent to ITI Certificate Exam [80/4,87/1]
- Direct recruitees to continue even on failing Deptl.Exam [7/9]
- Displaying list of candidates selected for L.D.Clerk on Notice Board [86]
- Guidelines for appointing SSC pass Pay Gr.IV employees as L.D.Clerk [82]
- Guidelines for filling in post of L.D.Clerk [86]
- Interviews of BC candidates to be held on day other than fixed for general candidates [86]
- Part Time appointment of Doctor in Board Dispensary [20,20/25]
- Passing Deptl.Accounts Exam by direct recruitees [7/4,7/9]
- Principles for appointing SSC pass Pay Gr.IV employees as L.D.Clerk [82]
- Principles for filling in post of L.D.Clerk [86]
- Relaxation of any condition of ~ Regulations [38]
- Relaxation of experience (Competent Authority) [37]
- Remuneration for conducting Shorthand Test [43,67/4]
- Remuneration for conducting Typing Test [43,67/4]
- Remuneration for Driving Test [67/4]
- Remuneration for Entrance Exam [27,27/1,67,67/3,67/4]
- Remuneration for Trade Test [67/4]
- Remuneration for Written Test for Translator cum Proof Readers [67/2,67/4]
- Reservation for SSC pass Pay Gr.IV employees for appointment as L.D.Clerk [82]
- Telephone Operator allowed to appear Entrance Exam [102]
- Teleprinter Operator allowed to appear Entrance Exam [102]
- Telex Operator allowed to appear Entrance Exam [102]
- Time Keeper allowed to appear Entrance Exam [102]
- Training to Personnel to be recruited for O&M of 210 MW sets [92]
- Typist allowed to appear Entrance Exam [7/7]

(Please also See MSEB Classification & Recruitment Regulations)

REGISTERS

- Realignment in sanctioned pattern to be noted in separate ~ [118]

REGULATIONS

- MSEB Classification & Recruitment ~ [37,38,126]
- MSEB (Duties, Powers & Functions of Technical Members & Accounts Member) ~ [79]
- MSEB Employees Gratuity ~ [3,3/1 to 3/16]
- MSEB Employees Service ~ [18,18/1 to 18/365,25,53,74/1,74/14,114,118,119/1,121,123]
- MSEB House/Flat Building Advance ~ [65,65/1 to 65/30]
- MSEB Seniority ~ [14,14/1 to 14/46,121,123]

REIMBURSEMENT

- Cost of expenses for fixing Pacemaker in Heart Operation [20/57]
- Cost of replacement of Valve in Heart Operation [20/57]
- Expenditure on Books & Membership of Institutions [125]
- Expenses incurred for defending Civil/Criminal proceeding to Vehicle Driver/Cleaner [104]
- Expenses on treatment of Filaria [20/4,20/57]
- Fee paid for anti rabic treatment [20,20/57]
- Fee paid for First Medical Exam [20,20/21,20/21/A1]
- Fee paid for Snake bite treatment [20,20/57]
- Forfeited amount paid to Travel Agent on cancellation of LTC [93/8]
- Hotel charges [55,55/1 to 55/8,101,101/1,101,2]
- Hotel charges in excess of prescribed limits [101]
- Medical expenses for Cancer treatment [18/171,20,20/19,20/39,20/41,20/57]
- Medical expenses for Heart Operation [20/57,20/58]
- Medical expenses for Leprosy treatment [20/5,20/39,20/57]
- Medical expenses for Major illness Operation in Govt.Hospital [18/171,20/42,20/43,20/56]
- Medical expenses for Major illness Operation in Pvt.Hospital [20/44,20/57]

Reimbursement (Contd..)

- Medical expenses for treatment taken in Private Hospital [20/24,20/44,20/57]
- Medical expenses for Tuberculosis treatment in Private Hospital [20/9,20/57]
- Medical expenses for Tuberculosis treatment in recognised Hospitals [18/171,20,20/9,20/39,20/57]
- Medical expenses in Accident treatment in Govt. Hospital [18/171,20,20/6,20/10,20/17,20/42,20/43]
- Medical expenses in Accident treatment in non Govt. Hospital [20/10,20/42,20/43]
- Medical expenses on Major Medical surgical treatment [20/13,20/13/A1,20/20,20/40,20/44,20/56,20/58]
- Medical expenses which do not come squarely within ambit of Rules [20/31,20/43,20/57]
- Medical ~ not permissible at places where Board's Dispensaries exists [20/32]
- Rent if not provided with Quarter [19,26]
- Stamp Duty & registration charges for mortgaging property against HBA [65/8]
- Stamp Duty of Personal Bond & Surety Bond executed for HBA [65/12]
- Treatment taken in Govt. Hospital on advice of MO of Board [20/33]

REMUNERATION

- Assessing papers of Deptl. Exam [27,67,67/3,67/4]
- Assessing papers of Entrance Exam [27/1,67,67/3,67/4]
- Conductor of Deptl. Exam [67/3,67/4]
- Daftary for Deptl. Exam [35,67,67/2,67/3,67/4]
- Driving Test [67/4]
- Invigilator for Deptl. Exam [35,67,67/2,67/3,67/4]
- Oral Test of Marathi Language Exam [67,67/4]
- Peon for Deptl. Exam [35,67,67/2,67/3,67/4]
- Security Staff at Deptl. Exam [67/1,67/3,67/4]
- Setting question papers of Deptl. Exam [27,67,67/3,67/4]
- Setting question papers of Entrance Exam [67,67/3,67/4]
- Short Hand Test [43,67/4]
- Special Allowance to Demonstrator for imparting training to Engineers recruited for Generation [92,92/1]

- Supervision for Deptl. Exam [35,67,67/2,67/3,67/4]
- Trade Test [67/4]
- Treating Oral Test of Marathi Language Exam equal to Paper [67]
- Typing Test [43,67/4]
- Written Test for Translator cum Proof Readers [67/2,67/4]

RESERVATION

- Diploma holder Dy.EEs for the post of EEs [14/5,14/7]
- Pay Gr. IV employees who pass SSC Exam for appointment as L.D. Clerk [86]

RESIDENTIAL QUARTERS

- Accrual of rent to employee on surrendering House/Flat built with HBA [65/6,65/22]
- Allotment of surrendered House/Flat built with HBA [65/6,65/22]
- Can not be claimed as a matter of right [19,26]
- Categories eligible to House rent if not provided Quarter [19,26,26/16,26/23]
- Categories to whom concessional rent is chargeable [19,19/1,26]
- Colony (Definition) [19,26]
- Concessional rent for Quarters in deteriorated/dilapidated condition [26/18]
- Electricity [19,26,26/9]
- Entitlement stand revised corresponding to revised Pay Scales [106,107,109,111,113,122,123]
- Fireman on par with Power Station Staff [26/7]
- Free Electricity [19,26,26/9]
- Free supply of Electricity to Care Taker [26/21]
- Free supply of Electricity to Gardener [26/9]
- Free supply of Electricity to Khansama [26/9]
- Free supply of Electricity to Power Station Staff [19,26]
- Free supply of Electricity to Sweeper (Rest House) [26/9]
- Free supply of Electricity to Watchman (Rest House) [26/9]
- Free supply of Water to Care Taker [26/21]
- Free supply of Water to Gardener [26/9]
- Free supply of Water to Khansama [26/9]
- Free supply of Water to Power Station & Sub Station Staff [19,26]

Residential Quarters (Contd..)

- Free supply of Water to Sweeper (Rest House) [26/9]
- Free supply of Water to Watchman (Rest House) [26/9]
- Frequently transferable categories [19]
- Half rent for two steps lower Quarters [19,26]
- Hired Quarters [19,26]
- House rent Benefit to Pole Factory Khaperkheda employees [26/10]
- House rent if not provided Quarters [19,26,26/10]
- HRA admissible at old place on Transfer to continue [19/1,26,26/19]
- HRA in lieu of rent free Quarters [68/19]
- HRA not admissible on providing Quarters [19,26,68/19,68/21,107]
- Interpretation of provisions [26/21]
- Koyana Organisation employees absorbed in Board [26/2]
- Merging of Dearness Allowance in Pay not to be considered for rent recovery [80/2]
- NMR Staff [26/13,26/13/A]
- No deduction of Quarter rent from Encashment of Leave surrendered [59,59/3]
- Not to refuse allotted Quarter [19,26]
- Officers in charge of Major Stores/Centre to be treated on par with O&M [26/4,26/14]
- Out of turn allotment to dependent of deceased employee [26/15]
- Power Stations where Board has its own Quarters [19,26,26/1,26/2,26/6,26/8]
- Principles for allotment (General) [19,26]
- Priority for allotment [19,26,26/4,26/7,26/14]
- Priority for Stores Staff [26/14]
- Procedure for allotment [19,26]
- Quarter retaining at old place on posting to Tribal area on Transfer [120/2]
- Quarters built at Power/Sub/Receiving Stn.deemed to have included in Annexure [26/8,26/16]
- Receiving Stations provided with Quarters [26/16]
- Rent [19,26]
- Rent for temporary Quarters given to NMR/Workcharged Staff [26/13,26/13/A,26/18]

- Rent free accommodation to Care Taker [26/21]
- Rent free accommodation to Gardener [26/9]
- Rent free accommodation to Khansama [26/9]
- Rent free accommodation to Sweeper (Rest House) [26/9]
- Rent free accommodation to Watchman (Rest House) [26/9]
- Rent recovery after revision of Pay Scales from April 1988 [121,123]
- Rent to Family of deceased employee [26/3,26/15,26/22,26/24]
- Rent to NMR/Workcharged Staff for structures of asbestos/tin sheets [26/13,26/13/A,26/18]
- Retaining after termination of Deputation with Board [26/22]
- Retaining during training [19,26]
- Retaining on Death of employee [26/3,26/15,26/22,26/24]
- Retaining on Retirement [26/11,26/17,26/22]
- Retaining on Transfer [19,26,26/20,120/2]
- Sanitary & other Municipal Taxes recovering [19,26]
- Security Staff on par with Power Station Staff [26/7]
- Set off against HRA where Rent free/ Concessional rent Quarters provided [63,80/2,107]
- Standard rent [19,26]
- Sub Stations provided with Quarters [19,26,26/2,26/5,26/8]
- Types of Quarters [19,26]
- Vacating Quarters on completion of own House/Flat with HBA at place of Duty [65/6]
- Watch & Ward Staff on par with Power Station Staff [26/7]
- Water charges [26/12]
- Water supply [19,26,26/9]
- Workcharged Staff [26/13,26/13/A]

RESIGNATION

- Employee proceeding on LTC resigns without returning to Duty not entitle to LTC [93]
- Employees entitle to revision of Pay Scales of 1980 [106,107,109]
- Employees entitle to revision of Pay Scales of 1988 [121,123]
- Encashment of HAP Leave not admissible [114]

Resignation (Contd..)

- Transferring liability of HBA to any employee of equal or Higher rank [65]

RESPONSIBILITIES

- Ensure candidates called for Entrance Exam fulfill prerequisites [86]
 - Ensure candidates securing less than 40 Marks in Entrance Exam not called for Interview [86]
 - Ensuring Guidelines prescribed for appointing L.D.Clerk [86]
 - Ensuring procedure of giving Marks/Ranking for appointing L.D.Clerk followed [86]
 - Keeping Board Members in touch with working [5]
 - Officers to call on Regional Member on Joining/Transfer [5]
 - Paper Setter of Entrance Exam to maintain Secrecy [86]
- (Please also See Duties & Functions)

REST HOUSES

- Allowing Out House to Care Taker [26/21]
- Allowing Out House to Gardener rent free [26/9]
- Allowing Out House to Khansama rent free [26/9]
- Allowing Out House to Sweeper rent free [26/9]
- Allowing Out House to Watchman rent free [26/9]
- Attendant Uniform [30]
- Deciding Menu & ceiling on its Rates [54,54/3]
- Deducting charges from Daily Allowance while reimbursing Hotel charges [101,101/1]
- Employees residing in ~ on Transfer not entitle to HRA [68/21]
- Fixing Rates for Meals within ceiling [54/1/A]
- Free Electricity to Care Taker [26/21]
- Free Electricity to Khansama/Attendants [26/9]
- Free Water supply to Care Taker [26/21]
- Free Water supply to Khansama/Attendants [26/9]
- Khansama Uniform [30]
- Rates ceiling for Breakfast, Meals Etc. [54,54/1,54/2]

RETIREMENT

- Carry forwarding unutilised amount of Medical Reimbursement till ~ [20/49]

- Compulsory ~ before Superannuation [76,78]
- Concession available for Leprosy to cease on attaining age of Superannuation [20/5]
- Employee continued after Superannuation require to obtain physical fitness [20]
- Employee proceeding on Leave Preparatory to ~ entitle to LTC for onward journey to Home Town [93]
- Employees entitle to revision of Pay Scales of 1980 [106,107,109]
- Employees entitle to revision of Pay Scales of 1988 [121,123]
- Encashment of Half Average Pay Leave [114]
- Leave Encashment increased ceiling [18/329,119/1]
- Not to reopen Leave Encashment due to Pay revision of 1980 [106,107,109]
- Repaying unpaid balance of HBA with interest from Gratuity on ~ [65]
- Retaining Quarter on ~ [26/11,26/17,26/22]
- Voluntary ~ [76]

REVISION OF PAY SCALES

- Central Wage Board recommendations [63]
- From April 1969 [63]
- From April 1974 [80,83]
- From April 1980 [106,107,109,111,113]
- From April 1988 [121,123]
- From January 1961 [32]
- From January 1965 [44]
- Kalelkar Award [44]

REWARDS TO EMPLOYEES

- Marathi Shorthand Exam passing [51]
- Marathi Typing Exam passing [51,51/1]

RULES REGARDING

- Compulsory Retirement [76,78,85]
- Encashment of Half Average Pay Leave on Retirement/Death of employee [114]
- Fixation of Pay & Seniority of Released Defence Services Personnel [129]
- Leave Travel Concessions [93]
- Legal Assistance to Vehicle Driver/Cleaner involved in Police case [104]
- MSEB Employees Group Insurance Scheme [71]
- Next Higher Grade/Scale Benefit [74]

Rules Regarding(Contd..)

- Payment of undisbursed Wages/Monetary claims of deceased employee [75]
- Promotion to Higher Grade/Scale to employees who remained in a given post [74]
- Recognition of Association of Employees [45]
- Special Conveyance Allowance to Handicapped employees [100]
- Voluntary Retirement [76]

SELECTION OF CANDIDATES

- Competent Selection Committees to function till State/Regional Selection Boards constituted [74/7]
- Selection Committees reconstitution [4]

SENIORITY

- Conditions stand revised corresponding to revised Pay Scales [107,109,111,113,121,123]
- Counting from passing Deptl.Exam in case of direct recruits [7/9]
- Employees transferred losing ~ not entitle to Next Higher Grade/Scale till next above is promoted [74]
- Inter se during Foreign training [9]
- Losing ~ on not passing Deptl.Exam within three chances [7/7]
- Officiating service prior to exemption from Deptl.Exam not counts [7/5]
- Released Defence Service Personnel [129]
- Switching over to Accounts Dept.to GAD & vice versa [7/6]
- Telephone Operator absorbed as L.D.Clerk [102]
- Teleprinter Operator absorbed as L.D.Clerk [102]
- Telex Operator absorbed as L.D.Clerk [102]
- Time Keeper absorbed as L.D.Clerk [102]
- Typist absorbed as L.D.Clerk [7/7]

(Please also See MSEB Employees Seniority Regulations)

SERVICE BOOK

- Home Town for LTC to be entered [93,93/2]
- LTC claim settled to be entered [93]
- Pasting Nominations [3/5]
- Recording Nominations [3/5]

SPECIAL LEAVE

- Anti rabic treatment [20,20/57]

- Attending Function of Honour in recognition of act of courage [115]
- Blood donation [40]
- Cancer treatment [20/39,20/41,20/57,]
- Coronary by-pass Operation [20/51,20/57]
- Leprosy treatment [20/5,20/22,20/39,20/57]
- Myocardial Infarction(Heart Attack) [20/51,20/57]
- Open Heart Surgery for Valve replacement [20/58]
- Paralysis treatment [20/48,20/57]
- Snake bite treatment [20,20/57]
- Sterilisation Operation [11,11/1,20,20/8,20/23]
- Tuberculosis treatment [20/3,20/22,20/28,20/39,20/57]

STAFF SANCTION

- Absorption of surplus Staff [33]
- Deployment of Staff [118]
- Posting of employees in Higher Grade against post in lower or vice versa [33]
- Realignment of sanctioned pattern [118]
(Please also See Creation of Posts)

STORES(SUPPLIES & SERVICES)

- Inoperative GSOs [23]

STRIKES & AGITATIONS

- Additional Leave in recognition of loyalty during SEA strike of November 1981 [110]
- Commendation Certificates in recognition of loyalty during SEA strike of November 1981 [110]
- Grace period for availing LTC due to ~ [93/7]
- Loyal Workers deemed to have crossed EB [44/2]

SUPERNUMERARY POSTS

- Abroad training [6,6/1,52]
- Absorbing Compulsorily retired employees as per old Criterion on reinstatement [85]
- Departmental training Scheme [6,6/1]
- During training [6,6/1,52,91]
- Foreign Countries training [6,6/1,52]
- High Pressure Welding training [6,6/1]
- Refresher Courses [6,6/1]
- Short Term Courses [6,6/1]
- Territorial Army training [6,6/1]

Supernumerary Posts (Contd..)

- Training of Staff transferred from Hydro to Thermal & vice versa [91]
- Training to Engineers having experience in Generation Stn. at CEA Institute [92]
- Training to freshly recruited Engineers at Power Stations [92]

SURPLUS STAFF

- Absorption [33]
- Posting of employees in Higher Grade against post in lower or vice versa [33]
- Protection of total emoluments [18/171,36]
- Training in allied trades for utilising Man Power usefully [33]

SUSPENSION

- Employee not entitle for LTC but admissible to his Family Members [93]
- Fringe Benefits not admissible [97,98,99]
- New Allowances introduced from April 1988 not admissible [122,124]
- Not to fix Pay in revised Pay Scale of 1988 till reinstatement [121,123]
- Orderly Allowance not admissible [103,103/3]
- Special Conveyance Allowance to hand-capped employees not admissible [100]

SYLLABUS

- All classes of trainee in Power Plant Description [92]
- Deptl. Accounts Exam [7,7/12]
- Deptl. Exam for EDP Cadre (Prescribing Authority) [128]
- Deptl. Security & Vigilance Exam (Prescribing Authority) [88]
- On Job Training in Power Plant Operation Manual [92]
- Plant Training Practical [92]
- Safety Training in Power Station [92]
- Training Course for freshly recruited Engineers for O&M of 210 MW sets [92]
- Training in Power Plant Operation [92]

TECHNICAL MATTERS

- Collaboration with M/s Richardson & Cruddas for 400 Kv Koradi-Satpura Lines Project [116]

TERMINATION OF SERVICES

- Encashment of Half Average Pay Leave not admissible [114]

TERRITORIAL ARMY

- Following Govt. orders [15]
- Supernumerary post during training [6,6/1]

TRAINING

- Abroad [9,46]
- Adoption of courses prepared by CEA for fresh entrants & experienced Engineers [92]
- Allowances introduced from April 1988 admissible [122,124]
- Bond period of two ~ would not run concurrently [77]
- Daily Allowance for residential training at Head Quarters [56/1]
- Daily Allowance to employees deputed to Indian Telephone Industry Bangalore [94]
- Deputing experienced Engineers in O&M Generation Station to CEA Institute [92]
- Fees for Marathi Language ~ [51]
- Fees for Marathi Typing Shorthand ~ [51]
- Foreign ~ [9,46]
- Fringe Benefit admissible [97,98,98/4,99]
- Grace period for availing LTC if deputed for ~ during last calendar year of Block [93/7]
- Imparting to freshly recruited Engineers at Power Stations [92]
- Lodging expenditure for freshly recruited Engineer trainee [92]
- Marathi Language ~ [51]
- Marathi Shorthand ~ [51]
- Marathi Typing ~ [51,51/1]
- Orderly Allowance not admissible during Conference more than sixty days [103/3]
- Orderly Allowance not admissible during ~ for more than sixty days [103,103/3]
- Orderly Allowance not admissible during Seminar more than sixty days [103/3]
- Penalty for non passing Marathi Shorthand ~ [51]
- Personnel to be recruited for Operation & Maintenance of 210 MW sets [92]
- Refresher course to Worker Teacher [39]
- Retaining Quarters [19,26]
- Reward on passing Marathi Shorthand ~ [51]
- Reward on passing Marathi Typing ~ [51,51/1]
- Special Allowance to Demonstrator for imparting to freshly recruited Engineers at Power Stn. [92,92/1]

Training (Contd..)

- Staff of other Organisations [29]
- Staff transferred from Hydro to Thermal & vice versa [91]
- Supernumerary post during ~ [6,6/1,52,91]
- Supernumerary posts for imparting ~ to freshly recruited Engineers at Power Stn. [92]
- Supernumerary posts to depute Engineers in Generation Station to CEA Institute [92]
- Surety Bond for Marathi Shorthand ~ [51]
- Surplus Staff due to closure of Diesel Power Stations [33]
- Syllabus for ~ to Personnel to be recruited for O&M of 210 MW sets [92]
- TA for residential ~ [56]
- Transportation expenditure for freshly recruited Engineer trainees [92]

TRANSFER

- Advance on shifting of Head Quarters of Office [18/178,64,64/1]
- Allowances introduced from April 1988 admissible during Handing/Taking over [122,124]
- Allowances introduced from April 1988 admissible during Joining Time [122,124]
- Conveyance Allowance cease to draw on ~ [90]
- Drawal of HRA admissible at old place on ~ [19/1,26,26/19,120/2]
- Employee going to Home Town on LTC proceeds to place of ~ entitle for TA & LTC [93,93/4]
- Employees posted to Tribal areas to draw HRA at old Rate till Quarter allotted [120]
- Employees residing in Rest House on ~ not entitle to HRA [68/21]
- Employees transferred losing seniority not entitle to Next Higher Grade till next above is promoted [74]
- Excadre ~ [14]
- Excadre ~ in EDP Dept. [128]
- Frequently transferable categories [19]
- Officers to call on Regional Member on Joining [5]
- Quarter retaining at old place on posting to Tribal area [120/2]
- Refusing promotion not entitles retention at same place on ~ [14/4]

- Retaining Quarter on ~ [19,26,26/20]
- Transferring liability of HBA to any employee of equal or Higher rank [65]

TRAVELLING ALLOWANCE

- Anti rabic treatment [20,20/57]
- Appearing Deptl.Accounts Exam [7]
- Appearing Deptl.Security & Vigilance Exam [88]
- Cancer treatment [18/171,20,20/19,20/57]
- Charges for occupying Inspection Bungalows [13]
- Charges for occupying MLAs Quarters [13]
- Charges for occupying PWD Bungalows [13]
- Daily Allowance deduction in lieu of Hotel charges [55,55/1,101,101/1]
- Daily Allowance for attending Seminars at Head Quarters [56/1]
- Daily Allowance for attending Workshops at Head Quarters [56/1]
- Daily Allowance for Residential Training Courses at Head Quarters. [56/1]
- Daily Allowance to employees deputed to Indian Telephone Industry Bangalore [94]
- Deducting Rest House charges from Daily Allowance while reimbursing Hotel Charges [101,101/1]
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