

DEPARTMENT OF FINANCE
FINANCE REGULATIONS BRANCH

Notification

The 18th October, 1979

No. 38/4/79-FR (Pay Revision).—In exercise of the powers conferred by the proviso to article 309, read with clause (3) of article 187 of the Constitution of India the Governor of Punjab, after consultation with that Speaker of the Punjab Vidhan Sabha in so far as such consultation is necessary under the aforesaid provisions, is pleased to make the following rules, namely :—

1. **Short title and commencement.**—(1) These rules may be called the Punjab Civil Services (Revised Scales of Pay) Rules, 1979.

(2) They shall be deemed to have come into force on the first day of January, 1978.

2. **Application.**—(1) Save as otherwise provided by or under these rules, these rules shall apply to Government employee holding any post mentioned in Schedule 'B' or Schedule 'C', if the pay scale of the post has been revised under these rules.

(2) These rules shall not apply to —

- (a) members of the All India Services serving in connection with the affairs of the State of Punjab ;
- (b) persons not in the whole time employment of the State Government ;
- (c) persons paid out of contingencies ;
- (d) persons paid as work-charged establishment ;
- (e) persons employed on contract basis, except when the contract provides otherwise ;
- (f) re-employed Government employees ; and
- (g) persons specifically excluded wholly or in part from the operation of these rules.

(3) In the case of posts of the Department of Education (Colleges Cadre) whose scales of pay were revised with effect from the first day of January, 1973, on the U.G.C. pattern, the existing scales of pay shall not undergo any change under these rules, and in their case the Additional Dearness Allowance sanctioned upto and including the instalment sanctioned with effect from the first day of January, 1978, shall be treated as Dearness Pay for all purposes.

3. **Definitions.**—In these rules, unless there is anything repugnant in the subject or context,—

- (a) "appointed day" means the first day of January, 1978 on and from which effect is to be given to the revision of pay scales :

Provided that in the case of a Government employee appointed against any post mentioned in Schedule 'B' or Schedule 'C' between the 2nd January, 1978 and the date of notification of these rules, the appointed day would mean the date on which he joined the post ;

- (b) "basic pay" means pay as defined in rule 2.44 (a)(i) of the Punjab Civil Services Rules, Volume I, Part I ;
- (c) "existing scale" means the scale of pay of a Government employee in respect of the post held by him in substantive or officiating capacity on the appointed day ;
- (d) "existing emoluments" means aggregate of —
 - (i) basic pay of a Government employee in the existing scale on the appointed day ;
 - (ii) Dearness allowance, Dearness Pay, Additional Relief, Additional Dearness Allowance sanctioned upto 12 monthly average consumer price index—320 (1960=100) i.e. upto and including the instalment of Additional Dearness Allowance sanctioned with effect from the first day of January, 1978 ;
 - (iii) *ad hoc* pay, if any, where such *ad hoc* pay is abolished with effect from the appointed day ; and
 - (iv) special pay or part of special pay, if any, which was granted in lieu of a higher time scale and has been abolished as a separate component in the revised scale with effect from the appointed day.

Note.—Normal increment due and granted to any employee with effect from the first day of January, 1978 shall also be treated as part of existing emoluments for the purpose of these rules.

- (e) "revised pay" means basic pay of a Government employee in the revised scale appropriate to the existing emoluments ;
- (f) "revised scale" means the scale of pay specified for a post as the revised scale in Schedule 'B', 'C' and as spelt out in detail in Schedule 'A' ;
- (g) "Schedule" means a schedule annexed to these rules.

Explanation.—In the case of a Government employee on deputation out of India or on leave or on foreign service or one who would have officiated in one or more lower posts but for his officiating in a higher post, existing scale as defined under clause (c) includes the scale applicable to the office which he would have held but for his being on deputation out of India or on leave or on foreign service or but for officiating in a higher post.

4. *Option to elect revised scales.*—Save as otherwise provided for in these rules, a Government employee shall draw pay in the revised scale applicable under these rules to the post to which he is appointed :

Provided that a Government employee whose pay scale has been revised under these rules may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw his pay in that time scale of pay whichever is earlier. Where a Government employee exercises the option to retain the existing scale in respect of post held by him in an officiating capacity, his substantive pay for the purpose of rule 4.4 of the Punjab Civil Services Rules, Volume I, Part I shall be the substantive pay which he should have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien, had his lien not been suspended.

5. *Exercise of Option.*—(1) The option under rule 4 to elect the existing scale or the revised scale shall be exercised in writing in the form appended to these rules, so as to reach the Head of the Department/Office within four months of the date of issue of these rules or of the orders revising the existing scale whichever is later :

Provided that—

- (i) in the case of a Government employee who is on that date out of India or on leave or on deputation, or on foreign service or on active service, the said option shall be exercised in writing so as to reach the prescribed authority within four months of the date of his taking over charge of his post under the State Government ; and
- (ii) where a Government employee is under suspension on that date, the option shall be exercised within four months of the date of his return to duty.

Explanation.—“active service” means service abroad with armed forces, but does not include service in the Indian Missions abroad.

(2) If the declaration regarding option is not received by the prescribed authority within the time mentioned in sub-rule (1), a Government employee shall be deemed to have elected revised scales of pay with effect from the appointed day.

(3) In the case of the Government employee who opts to continue in the existing pay scale and retires from service without coming over to the revised pay-scale, Dearness Pay, Dearness Allowance, Additional Relief and Additional Dearness Allowance upto 12 monthly average consumer price index-320(1960=100) shall be treated as Dearness Pay for all purposes.

(4) The option once exercised shall be final.

6. *Fixation of pay in the revised scales:*—(1) The initial pay of a Government employee in the revised scale shall, unless in any case it is otherwise directed, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien had it not been suspended and in respect of his pay in the officiating post or posts, as the case may be, held by him in the following manner :—

- (i) Where a single existing scale has been replaced by a single revised scale, the pay in the revised scale in which a Government employee is placed shall be fixed at the stage next above the existing emoluments on the appointed day. In case the benefit so accruing is less than the amount equal to the rate of increment at the relevant stage in the revised scale, the employee may be granted another increment in the revised scale of pay :

Provided that, in all cases where the benefit still falls short of twenty rupees per month the employee be given further increment(s) in the revised scale so as to give him a minimum benefit of twenty rupees per month :

Provided further that where the revised pay fixed at such stage exceeds the existing emoluments by more than seventy-five rupees the pay shall be fixed at the highest stage in the revised scale at which the revised pay, so fixed, does not exceed the existing emoluments by more than seventy-five rupees and the difference between the existing emoluments plus seventy-five rupees and the revised pay shall be allowed as personal pay to be absorbed in the pay at the time of next increment.

- (ii) Where more than one existing scale has been replaced by a single revised scale, the initial pay in the revised scale shall be fixed in the manner indicated in clause (i), as if each of the existing scales had been singly replaced by the revised scales.
- (iii) Where an existing scale has been replaced by two revised scales, initial pay of the person fitted in the lower or higher revised scale shall be fixed in the manner indicated in clause (i), as if the existing scale had been replaced by a single lower or higher revised scale, as the case may be, Provided that if the existing emoluments plus the benefit permissible in clause (i) or (ii) or (iii) work out to be less than the minimum of the revised scale, the pay shall be fixed at the minimum of the revised scale :

Provided further that if the existing emoluments plus the benefit permissible in clause (i) or (ii) or (iii) exceeds the maximum of the revised scale, the pay shall be restricted to the maximum thereof, and the difference shall be treated as personal pay.

(iv) Where a Government employee is holding a permanent post and is officiating in a higher post and the scales of pay applicable to those two posts are merged into one scale, the pay shall be fixed under clause (ii) with reference to the officiating post only provided he has continuously officiated in that post for not less than one year and the pay so fixed, shall be treated as substantive pay. Where such a Government employee has not completed one year's continuous service in the higher officiating post on the appointed day, his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scale and his pay in the revised scale as fixed with reference to the officiating pay shall be treated as substantive pay in that scale after rendering service for the period by which it fell short of one year on the appointed day, provided it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period, had the revised scales not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would from the date on which he would have reverted be regulated on the basis of the pay fixed on the appointed day with reference to his substantive pay in the lower post.

(v) Where two pay scales in the same line of promotion are replaced by a single revised scale, the revised pay of the Government employee working in the higher scale will not be fixed at a stage in the revised scale lower than that admissible to a Government employee working in the lower existing scale drawing basic pay at the same or lower rate as the employee working in the higher scale is drawing.

(2) If pay as fixed in higher officiating post under sub-rule (1) is equal to or lower than the pay as fixed in substantive post or a lower officiating post, officiating pay shall be refixed at the stage next above the substantive pay or the lower officiating pay, as the case may be.

(3) Where a Government employee continues to draw his pay in the existing scale and comes over to the revised scale from a date later than the appointed day, his pay in the revised scale from such later date shall be so fixed as if he had elected to be governed by these rules with effect from the appointed day :

Provided that such a Government employee shall not be required to refund the benefit derived by him in the existing scale till the date of his coming over to the revised scale.

(4) A Government employee who has officiated in a post prior to the appointed day but was not holding that post on that day and who on subsequent appointment to that post draws pay in the revised scale of pay shall be allowed the benefit of the previous officiating appointment in the same manner as it would have been admissible to him had he been holding that post on the appointed day and elected the revised scale of pay on that day.

7. (1) *Date of increment in the revised scale.*—The next increment of a Government employee whose pay has been fixed in accordance with rule 6 shall be granted on the date on which he would have drawn his increment had he continued in the existing scale :

Provided that —

(i) where the revised pay is fixed at the minimum of the time scale and on such fixation the revised pay exceeds the existing emoluments by more than Rupees Seventy-five, the next increment shall be granted on the date it falls due in the revised scale ;

(ii) the next increment shall be granted on the next succeeding day following the appointed day, to a Government employee whose pay fixed on the appointed day in the revised scale is at the same stage as the one fixed for another Government employee drawing pay at a lower stage than his in the same existing scale.

(2) In cases where a Government employee is held up at the maximum after completing the time scale, selection grade or extended scale, as the case may be, on or after the first day of January, 1978, he shall be allowed *ex-gratia* biennial increments, unless it is withheld, not exceeding five such increments, at the rate of last increment in the relevant scale subject to the condition that in no case the pay shall exceed two thousand and four hundred rupees.

18. *Further option in case of certain Government employees.*—Notwithstanding anything contained in these rules, a Government employee appointed to any post, whether by promotion or otherwise, on or after the appointed day but before the date of issue of these rules shall have a further option to continue to draw pay of that post in the scale applicable to it but for these rules. Provided he has opted for the existing scale with effect from the appointed day, if he was in service on that day.

19. *Over-riding effect of these rules.*—In cases where the pay is regulated under the provisions of these rules, the provisions of the Punjab Civil Services Rules shall not apply to the extent they are inconsistent with the provisions of these rules.

10. *Arrears to go in Provident Fund.*—Arrears, if any, payable to a Government employee for the period from the First January, 1978 to the 31st October, 1978, as a result of refixation of pay under these rules shall be treated as his additional contribution to his Provident Fund Account. Interest will accrue on the contribution to the Provident Fund from the date of issue of these rules.

11. *Power to relax.*—Where the Government is satisfied that the operation of any of these rules causes undue hardship to any individual employee or class of employees, it may by order dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary in dealing with the case in a just and equitable manner.

12. **Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Finance Department who shall decide the same.

R. P. OJHA,
Commissioner for Finance &
Secretary to Government of Punjab,
Department of Finance.

No. 38/4/79-FR(Pay Revision), dated Chandigarh, the 18th October, 1979.

Copies are forwarded to all Heads of Departments, the Registrar, Punjab and Haryana High Court, Commissioners of Divisions, District and Sessions Judges and all the Deputy Commissioners in the Punjab, for information and necessary action.

By Order,

Jagjit Singh

(JAGJIT SINGH)
DEPUTY SECRETARY, FINANCE (J),
for Commissioner for Finance and
Secretary to Government, Punjab,
Department of Finance.

No. 38/4/79-FR (Pay Revision), dated Chandigarh, the 18th October, 1979.

A copy is forwarded to the Accountant-General, Punjab, Chandigarh, for information and necessary action.

By Order,

Jagjit Singh

(JAGJIT SINGH)
DEPUTY SECRETARY, FINANCE (J),
for Commissioner for Finance and
Secretary to Government, Punjab,
Department of Finance.

A copy is forwarded to all Financial Commissioners and Administrative Secretaries to Government of Punjab, for information and necessary action.

Jagjit Singh

(JAGJIT SINGH)
DEPUTY SECRETARY, FINANCE (J),
for Commissioner for Finance and
Secretary to Government, Punjab,
Department of Finance.

To

- (i) All Financial Commissioners, Punjab.
- (ii) All Administrative Secretaries to Government, Punjab.

U.O. No. 38/4/79-FR(Pay Revision), dated Chandigarh, the 18th October, 1979.

FORM A FORM OF OPTION

[See Rule 5(1) of the Punjab Civil Services (Revised scales of pay) Rules, 1979]

I, _____, hereby elect the revised scale of pay of Rs _____
with effect from the 1st of January, 1978, and vacate or cease to draw pay in the existing scale of pay of
Rs _____

OR

I, _____, hereby elect to continue in the existing scale of pay of Rs _____
of my substantive/officiating post till _____ (date), [raising my pay to Rs _____]

Signature _____

Name _____

Service, if any _____

Designation _____

Office in which employed _____

Date :

Place :

SCHEDULE 'A'

[Referred to in clause (f) of rule 3]

Grades	Revised scales of pay	Span of years
Rs	Rs	
1. 300—5—325/5—350/10—430	.. 1. 300—5—325/5—350/10—430	18
2. 325—5—350/10—400/10—450—15—495	.. 2. 325—5—350/10—400/10—450—15—495	18
3. 350—10—400/10—450/15—525	.. 3. 350—10—400/10—450/15—525	15
	4. 400—10—450/15—525	10
4. 400—10—450/15—525/15—600—20—700—25—850—30—880	5. 400—10—450/15—525/15—600	15
	6. 400—10—450/15—525/15—600/20—660	18
	7. 450—15—525/15—600/20—700	15
	8. 450—15—525/15—600/20—700—25—800	19
	9. 480—15—525/15—600/20—700	13
	10. 480—15—600/20—700/25—850—30—880	18
5. 510—15—600/20—700/25—850—30—940	.. 11. 510—15—525/15—600/20—620	11
	12. 510—15—600/20—700/25—800	15
	13. 510—15—600/20—700/25—850—30—880	18
	14. 510—15—600/20—700/25—850—30—940	20
	15. 525—15—600/20—700/25—825	15
6. 570—15—600/20—700/25—850/30—1,000—40—1,080	16. 570—15—600—20—700/25—850/30—1,000	18
	17. 570—15—600—20—700/25—850/30—1,000—40—1,080 ✓	20
7. 600—20—700/25—850/30—1,000—40—1,200	.. 18. 600—20—700/25—800	9
	19. 600—20—700/25—850/30—880	12
	20. 600—20—700/25—850/30—1,000	16
	21. 620—20—700/25—850/30—1,000/40—1,200 ✓	20
	22. 680—20—700—25—850/30—1,000/40—1,120	15
8. 700—25—850/30—1,000/40—1,200—50—1,300	.. 23. 700—25—850/30—1,000/40—1,200	16
	24. 700—25—850/30—1,000/40—1,200—50—1,300	18
	25. 750—25—850—30—1,000/40—1,200/50—1,300	16
9. 800—25—850/30—1,000/40—1,200/50—1,400—60—1,700	26. 800—25—850—30—1,000/40—1,200/50—1,400	16
	27. 825—25—850—30—1,000/40—1,200/50—1,400—60—1,580	18
	28. 825—25—850—30—1,000/40—1,200/50—1,400—60—1,700 ✓	20
	29. 850—30—1,000/40—1,200/50—1,400—60—1,700	19
	30. 1,000—40—1,200/50—1,400/60—1,700	14
	31. 1,200—50—1,400/60—1,700	9
10. 940—30—1,000—40—1,200/50—1,400/60—1,700—75—1,850	32. 940—30—1,000—40—1,200/50—1,400/60—1,700—75—1,775	17
	33. 940—30—1,000—40—1,200/50—1,400/60—1,700—75—1,850	18
	34. 1,200—50—1,400/60—1,700/75—1,850	11
	35. 1,400—60—1,700/75—1,850	7
	36. 1,580—60—1,700/75—1,850	4
11. 1,200—50—1,400/60—1,700/75—2,000	.. 37. 1,250—50—1,400/60—1,700/75—2,000	13
	38. 1,400—60—1,700/75—2,000	9
	39. 1,580—60—1,700/75—2,000	6
	40. 1,700—75—2,000	4
	41. 1,775—75—2,000	3

Grades	Revised scales of pay	Span of years
Rs	Rs	
12. 1,400—60—1,700/75—2,000/100—2,400	42. 1,400—60—1,700/75—2,000/100—2,100	10
	43. 1,400—60—1,700/75—2,000/100—2,200	11
	44. 1,580—60—1,700/75—2,000/100—2,200	9
	45. 1,580—60—1,700/75—2,000/100—2,400	10
	46. 1,775—75—2,000/100—2,200	5
	47. 1,775—75—2,000/100—2,300	6
	48. 1,775—75—2,000/100—2,400	7
	49. 2,000—100—2,200	2
13. 2,000—100—2,500/125/2—2,750	50. 2,000—100—2,300	3
	51. 2,000—100—2,400	4
	52. 2,100—100—2,500	4
	53. 2,200—100—2,500	3
	54. 2,300—100—2,500	2
	55. 2,500—125/2—2,750	4

SCHEDULE 'B'

[Referred to in sub-rule (1) of rule 2 and clauses (a) and (f) of rule 3]

POSTS BELONGING TO COMMON CATEGORIES

Serial No.	Designation of posts	Existing scale of pay	Revised scale of pay	Special pay	Remarks
1	2	3	4	5	6
		Rs.	Rs.	Rs.	
I. GENERAL HELPERS AND MAINTENANCE STAFF					
1	Peon, Chowkidar, Sweeper, Mali, Guard, Bah ist, Frash, Cook and all other whole-time Class IV employees in the existing pay scale of Peon	(i) 70—95 (ii) 75—95	300—430	..	
2	Head Mali, Head Chowkidar	70—95	300—430	20	
3	Jam adar, Daftri, Record Lifter	75—105	300—430	20	
4	Excise Peon	75—105	300—430	..	
II. SEMI-SKILLED AND OPERATIONAL STAFF					
5	Restorer, Duplicating Machine Operator and Gestetner	100—160	400—600	..	
6	Pump Driver, Tube-well Operator and Motorman	(i) 80—120 (ii) 100—160	(i) 325—495 (ii) 400—600	..	
7	Indian Cooks, Senior Waiter, Cook and Bar Tender	80—120	325—495	..	
8	Pentryman, Tanduri	(i) 90—140 (ii) 90—120	325—495	..	
9	Senior Indian Cook, Halwai, Assistant Indian Cook, Cook and Head Cook	(i) 110—180 (ii) 100—160	400—600	..	
10	Head English Cook, Head Cook, Halwai Cook	(i) 130—200 (ii) 110—250	400—660	..	
III. TECHNICAL PERSONNEL					
11	(a) Drivers of Ministers/Punjab Civil Secretariat/Financial Commissioners' Office Cars	110—180	400—600 (Time scale) 510—800 (Selection Grade @ 20%)	60	

Span of years	1	2	3	4	5	6
			Rs	Rs		
		(b) Drivers of other Departments	.. 100—160	400—600 (Time Scale) 510—800 (Selection Grade @ 20%)	..	..
10		(c) Bus Drivers of Punjab/Roadways	.. 130—200 (Time Scale) 140—300 (Selection Grade)	400—660 (Time Scale) 510—800 (Selection Grade @ 20%)	..	..
11						
9						
10		12 Junior Librarians/Librarians	.. (a) 110—250 (b) 125—300	450—800 (Time Scale) 600—1,000 (Selection Grade @ 20%)	...	Be designated as School Librarians/ Assistant Librarians
5						
6						
7		13 Librarians/Assistant Librarians	.. 220—500	570—1,080	..	Be designated as Librarians
2						
3		14 Senior Librarians/Librarians	.. 300—600	700—1,200 (Time Scale) 800—1,400 (Selection Grade @ 20%)	..	Be designated as Senior Librarians
4						
4						
3		15 Librarian/Librarian Class II	.. 400—800	825—1,580	..	Be designated as Chief Librarians
2						
4		16 (a) Cinema Assistant/Operator	.. 125—250	400—660 (Time Scale) 510—800 (Selection Grade 20%)	..	..
		(b) Cinema Assistant in Forest Department	160—400	510—800	..	..
		IV MINISTERIAL ESTABLISHMENT				
		17 Clerks	.. 110—250	(i) 400—600 (ii) 510—800	..	Cadre strength in each Department as on 1st January, 1978 be divided in the ratio of 50:50 in the scale of pay at (i) & (ii) and designated as Clerks and Senior Clerks respectively
arks						
6						
		18 Assistants	.. (i) 160—400 (ii) 225—500 (iii) 300—600	570—1,080	..	..
		19 Assistants (In the Punjab Civil Secretariat and Financial Commissioners' Office)	(i) 225—500 (Time Scale) (ii) 300—600 (Selection Grade at 20%)	(a) 570—1,080 (b) 700—1,200	..	Cadre strength as on 1st January, 1978 be divided in the ratio of 50:50 as at (a) & (b) and designated as Assistants and Senior Assistants respectively
		20 Junior Auditors/Accountants	.. 160—400 160—450	570—1,080	..	..
		21 Steno-typists	.. 110—250 +Rs. 25/- Special Pay	As for Clerks/Senior Clerks	25	..
		22 Junior Scale Stenographers	.. 140—300 (with a start of Rs. 158)	480—880	..	..
		23 Junior Scale Stenographers in the Punjab Civil Secretariat and Financial Commissioner's Office	140—300 (with a start of Rs. 158/- plus Rs. 30/- as Special Pay)	480—880	30	..
		24 Senior Scale Stenographers	.. (i) 160—400 (ii) 225—500 (iii) 300—600	} 570—1,080	40	(For those attached with Heads of Departments only)
		25 Senior Scale Stenographers in the Punjab Civil Secretariat and Financial Commissioner's Office	225—500 (Time Scale) Plus Rs. 40/- as Special Pay 300—600 (Selection Grade at 20%) Plus Rs. 40/- as Special Pay	(i) 570—1,080 (ii) 700—1,200	40 40	Cadre strength as on 1st January, 1978 be divided in the ratio of 50:50 in the scale as at (i) & (ii) and be designated as Senior Scale Stenographers Grade II and I respectively

1	2	3	4	5	6
		Rs.	Rs.	Rs.	
26	Personal Assistants to Joint Secretaries/ Administrative Secretaries/Ministers	350—800+ Rs. 50/- Special Pay	800—1,400]	50	..
V. MINISTERIAL SUPERVISORS					
27	Head Clerks, Assistant Superintendent Head Assistant	(i) 160—400 (ii) 200—450 (iii) 225—500	} 620—1,200]	..	Be designated as Superintendents Grade IV
28	(a) Head Assistants/Assistant Super- intendent/Superintendent (b) Deputy Superintendent	300—550 350—650	} 750—1,300]	..	Be designated as Superintendent Grade III
29	(a) Deputy Superintendent/Assistant Section Officers in the Punjab Civil Secretariat and Financial Commissioner's Office (b) Superintendent (other than those in the offices of Heads of Departments)	350—800 (i) 400—650 (ii) 400—800	} 800—1,400]	..	Be designated as Superintendent Grade II
30	Superintendents in the offices of the Heads of Department	(i) 400—650 (ii) 500—900	} 825—1,580]	..	Be designated as Superintendents Grade I
31	Superintendent in the Punjab Civil Secretariat and Financial Commissioners Office	(i) 500—900 (Time Scale) (ii) 900—1,100 (Selection Grade at 20%)	825—1,580 (Time Scale) 1,200—1,700 (Selection Grade 20%)	..	Ditto
32	Private Secretaries to Ministers/Chief Secretary/Financial Commissioners	(i) 500—900 (Time Scale) Plus Rs. 100/- as Special Pay (ii) 900—1,100 (Selection Grade at 20%) plus Rs. 100 as Special Pay	825—1,580 (Time Scale) 1,200—1,700 (Selection Grade at 20%)	100 100	....

SCHEDULE 'C'

(Referred to in sub-rule (1) of rule 2 and clauses (a) and (f) of rule 3)
(This will be notified separately)

No. 38/4/79-1FR/

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE REGULATIONS)

To
All the Heads of Departments ;
Commissioners of Divisions ;
Registrar, High Court of Punjab and Haryana ;
District and Sessions Judges ; and
all Deputy Commissioners in the State.

Dated Chandigarh, the 19th October, 1979,

Subject.—Fixation of Pay in the revised scales under the provisions of the Punjab Civil Services (Revised Scales of Pay) Rules, 1979.

Sir,

I am directed to refer to Punjab Government notification No. 38/4/79-FR (Pay Revision), dated the 18th October, 1979 on the above subject and to enclose a Fitment Table showing existing emoluments and the pay admissible in the revised scale on the 1st of January, 1978, in terms of the provisions of clause (i) of sub-rule (1) of rule 6 of the rules referred to above. This table is applicable in general to all categories of posts irrespective of different revised scales sanctioned for the respective posts subject to the condition that the employee was holding only one post on the appointed day whether in substantive or officiating capacity, and in the latter case had no lien or suspended lien on any other post and subject further to the conditions laid down in para 1 of the Table.

In cases where an employee was holding lien on a substantive post and officiating in another post/posts or where more than one existing scales have been replaced by a single revised scale or where existing scale has been replaced by more than one revised scales the pay shown in column 7 of the Table will be subject to further adjustment/refixation in terms of clauses (ii to v) of sub-rule (1) and sub-rule (2) to (4) of rule 6 of the rules referred to above.

It is, therefore, requested that the pay of the employees whose scales of pay have been revised may please be determined keeping in view the broad outlines referred to above and the directions embodied in the "Fitment Table" to obviate any chances of over-payment as a result of wrong fixation of pay.

Yours faithfully,

Jagjit Singh

(JAGJIT SINGH),

Deputy Secretary to Government of Punjab.

No. 38/4/79-1FR/ , dated Chandigarh, the 19th October, 1979.

A copy, together with two spare copies, is forwarded to the Accountant-General, Punjab, Chandigarh, for information and necessary action, with reference to the communication noted in the margin.

D.O. No. TM-I/Revision of Pay Scales/79-80/1107, dated 18-10-1979, from the Deputy Accountant-General, Punjab.

Jagjit Singh

(JAGJIT SINGH),

Deputy Secretary to Government of Punjab.

A copy each is forwarded to all the Financial Commissioners and Administrative Secretaries to Government of Punjab, for information and necessary action.

Jagjit Singh

(JAGJIT SINGH),

Deputy Secretary to Government of Punjab.

To

All the Financial Commissioners and
Administrative Secretaries,
Government of Punjab.

U.O. No. 38/4/79-1FR/ , dated Chandigarh, the 19th October, 1979.

Fitment Table for appropriate stages in the revised pay scales, under the Punjab Civil Services (Revised Scales of Pay) Rules, 1979 applicable in general to all categories of posts and scales of pay.

1. The table will not apply in cases where :—

- (a) the pay shown in column 7 is less than the minimum of the revised scale in which a particular employee has been placed and the employee will draw that minimum from the appointed day [Proviso to clause (iii) of sub-rule (1) of rule 6].
- (b) existing emoluments shown in column 6 exceed the maximum of the revised scale in which a particular employee has been placed and the employee will draw that maximum in addition to difference between the existing emoluments plus Twenty Rupees and the maximum in the form of personal pay from the appointed day [Proviso to clause (i) and (iii) of sub-rule (1) of rule 6].
- (c) pay shown in column 7 exceeds the maximum of the revised scale in which a particular employee is placed and the employee will draw the maximum in addition to the difference between the existing emoluments plus Twenty Rupees and the maximum of the revised scale in the form of personal pay from the appointed day [Proviso to clause (i) and (iii) of sub-rule (1) of rule 6].

2. The pay as shown in column 7 will be subject to readjustment/refixation in terms of clause (ii to v) of sub-rule (1) and sub-rule (2) to (4) of rule 6 wherever applicable in case of an individual Government employee.

Existing Emoluments as on the 1st January, 1978.

Pay	Dearness Allowance	Additional relief	Additional Dearness Allowance		Total	Pay admissible in the revised scale on 1st January, 1978 under clause (i) of sub-rule (1) of rule 6
			Upto 272 CPI	From 272 to 320 CPI		
1	2	3	4	5	6	7
Rs 70	Rs 71	Rs 29	Rs 51.80	Rs 42.00	Rs 263.80	300
72	71	29	52.50	42.00	266.50	
74	71	29	53.20	42.00	269.20	
75	71	29	53.60	42.00	270.60	
76	71	29	54.00	42.00	272.00	
78	71	29	54.70	42.00	274.70	
80	71	29	55.40	42.00	277.40	
81	71	29	55.80	42.00	278.80	305
82	71	29	56.10	42.00	280.10	
83	71	29	56.50	42.00	281.50	
84	71	29	56.80	42.00	282.80	
86	71	41	52.30	42.00	292.30	315
87	71	41	52.60	42.00	293.60	
88	71	41	53.00	42.00	295.00	
89	71	41	53.40	42.20	296.60	320
90	71	41	53.70	42.40	298.10	
92	71	41	54.40	42.80	301.20	325
93	71	41	54.80	43.10	302.90	
95	71	41	55.50	43.50	306.00	330
96	71	41	55.90	43.70	307.60	
99	71	41	57.00	44.30	312.30	335
100	71	41	57.30	44.50	313.80	
102	71	41	58.00	44.90	316.90	340

1	2	3	4	5	6	
Rs	Rs	Rs	Rs	Rs.	Rs	Rs
164	122	41	90.00	60.00	477.00	510
165	122	41	90.00	60.00	478.00	
168	122	41	90.00	60.00	481.00	
170	122	41	90.00	60.00	483.00	
171	122	41	90.00	60.00	484.00	
174	122	41	90.00	60.00	487.00	
175	122	41	90.00	60.00	488.00	
177	122	41	90.00	60.00	490.00	
178	122	41	90.00	60.00	491.00	525
180	122	41	90.00	60.00	493.00	
185	122	41	90.00	60.00	498.00	
186	122	41	90.00	60.00	499.00	
188	122	41	90.00	60.00	501.00	
190	122	41	90.00	60.00	503.00	
192	122	41	90.00	60.00	505.00	
194	122	41	90.00	60.00	507.00	540
195	122	41	90.00	60.00	508.00	
196	122	41	90.00	60.00	509.00	
198	122	41	90.00	60.00	511.00	
200	122	41	90.00	60.00	513.00	
202	122	41	90.00	60.00	515.00	
204	122	41	90.00	60.00	517.00	
205	122	41	90.00	60.00	518.00	
210	146	50	87.90	60.90	554.80	585
212	146	50	88.40	61.20	557.60	
215	146	50	89.20	61.70	561.90	
218	146	50	90.00	62.10	566.10	
220	146	50	90.60	62.40	569.00	600
225	146	50	91.90	63.20	576.10	
226	146	50	92.20	63.30	577.50	
228	146	50	92.70	63.60	580.30	
230	146	50	93.30	63.90	583.20	620
234	146	50	94.40	64.50	588.90	
235	146	50	94.60	64.70	590.30	
236	146	50	94.90	64.80	591.70	
240	146	50	96.00	65.40	597.40	640
242	146	50	96.50	65.70	600.20	
244	146	50	97.10	66.00	603.10	
245	146	50	97.30	66.20	604.50	
250	146	50	98.70	66.90	611.60	660
252	146	50	99.20	67.20	614.40	
255	146	50	100.00	67.70	618.70	
260	146	50	101.40	68.40	625.80	
268	146	50	103.50	69.60	637.10	660
270	146	50	104.10	69.90	640.00	

1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
275	146	50	105.40	70.70	647.10	680
276	146	50	105.70	70.80	648.50	
280	146	50	106.80	71.40	654.20	
284	146	50	107.90	72.00	659.90	
285	146	50	108.10	72.20	661.30	700
290	146	50	109.50	72.90	668.40	
292	146	50	110.00	73.20	671.20	
295	146	50	110.80	73.70	675.50	
300	146	50	112.20	74.40	682.60	725
305	146	50	113.50	75.20	689.70	
310	146	50	114.90	75.90	696.80	
315	146	50	116.20	76.70	703.90	
320	146	0	117.60	77.40	711.00	750
325	146	50	118.90	78.20	718.10	
330	146	50	120.30	78.90	725.20	775
335	146	50	121.60	79.70	732.30	
340	146	50	123.00	80.40	739.40	
345	146	50	124.30	81.20	746.50	
350	146	50	125.70	81.90	753.60	800
355	146	50	127.00	82.70	760.70	
360	146	50	128.40	83.40	767.80	
365	146	50	129.70	84.20	774.90	
370	146	50	131.10	84.90	782.00	825
375	146	50	132.40	85.70	789.10	
380	146	50	133.80	86.40	796.20	
385	146	50	135.10	87.20	803.30	
390	146	50	136.50	87.90	810.40	850
400	160	50	143.50	91.50	845.00	880
405	160	50	144.80	92.30	852.10	910
410	160	50	146.20	93.00	859.20	
415	160	50	147.50	93.80	866.30	
420	160	50	148.90	94.50	873.40	
425	160	50	150.20	95.30	880.50	940
430	160	50	151.60	96.00	887.60	
435	160	50	152.90	96.80	894.70	
440	160	50	154.30	97.50	901.80	
450	164	50	158.50	99.60	922.10	970
460	164	50	161.20	101.10	936.30	
475	164	50	165.30	103.40	957.70	1000
480	164	50	166.60	104.10	964.70	
490	164	50	169.30	105.60	978.90	1040
500	163	70	165.20	110.00	1008.20	1080
510	153	70	165.20	110.00	1008.20	
520	143	70	165.20	110.00	1008.20	
525	138	70	165.20	110.00	1008.20	
530	133	70	165.20	110.00	1008.20	1080
540	123	70	165.20	110.00	1008.20	
550	120	70	167.10	111.00	1018.10	
560	120	70	169.80	112.50	1032.30	

1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
570	120	70	172.50	114.00	1046.50	1120
575	120	70	173.80	114.80	1053.60	1120
580	120	65	161.60	114.80	1041.40	1080+36.40
590	120	60	162.90	115.50	1048.40	1120
600	120	60	165.60	117.00	1062.60	1120
610	120	60	168.30	118.50	1076.80	1120
620	120	60	171.00	120.00	1091.00	1160
640	120	60	176.40	120.00	1116.40	1200
650	120	60	179.10	120.00	1129.10	1200
660	120	60	181.80	120.00	1141.80	1200
670	120	60	184.50	120.00	1154.50	1200
680	120	60	187.20	120.00	1167.20	1200+42.20
700	120	60	192.60	120.00	1192.60	1250
710	120	60	195.30	120.00	1205.30	1250+30.30
720	120	60	198.00	120.00	1218.00	1250+43.00
740	120	60	198.00	120.00	1238.00	1300
750	120	60	198.00	120.00	1248.00	1300
760	120	60	198.00	120.00	1258.00	1300+33.00
770	120	60	198.00	120.00	1268.00	1300+43.00
780	120	60	198.00	120.00	1278.00	1350
800	120	60	198.00	120.00	1298.00	1350
820	120	60	198.00	120.00	1318.00	1350+43.00
830	120	60	198.00	120.00	1328.00	1400
840	120	60	198.00	120.00	1338.00	1400
850	120	60	198.00	120.00	1348.00	1400
860	120	60	198.00	120.00	1358.00	1400+33.00
865	120	60	198.00	120.00	1363.00	1400+38.00
880	120	60	198.00	120.00	1378.00	1400+53.00
900	120	60	198.00	120.00	1398.00	1460
920	120	60	198.00	120.00	1418.00	1460+33.00
940	120	60	198.00	120.00	1438.00	1460+53.00
950	120	60	198.00	120.00	1448.00	1520
960	120	60	198.00	120.00	1458.00	1520
980	120	60	198.00	120.00	1478.00	1520+33.00
1000	119	60	198.00	120.00	1497.00	1520+52.00
1020	100	60	198.00	120.00	1498.00	1520+53.00
1040	100	60	198.00	120.00	1518.00	1580
1050	100	60	198.00	120.00	1528.00	1580+23.00
1060	100	60	193.00	120.00	1538.00	1530+33.00
1100	100	60	198.00	120.00	1578.00	1640
1120	100	60	198.00	120.00	1598.00	1640+33.00
1150	100	60	198.00	120.00	1628.00	1700
1180	100	60	198.00	120.00	1658.00	1700+33.00
1200	100	60	198.00	120.00	1678.00	1700+53.00
1240	100	60	198.00	120.00	1718.00	1775+18.00
1250	100	60	198.00	120.00	1728.00	1775+28.00
1300	100	10	243.00	120.00	1773.00	1775+73.00
1350	100	..	243.00	120.00	1813.00	1850+38.00
1360	100	..	243.00	120.00	1823.00	1850+48.00

1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1400	100	..	243.00	120.00	1863.00	1925+13.00
1420	100	..	243.00	120.00	1883.00	1925+33.00
1450	100	..	243.00	120.00	1913.00	1925+63.00
1480	100	..	243.00	120.00	1943.00	2000+18.00
1500	100	..	243.00	120.00	1963.00	2000+38.00
1540	100	..	243.00	120.00	2003.00	2000+78.00
1550	100	..	243.00	120.00	2013.00	2000+88.00
1600	100	..	243.00	120.00	2063.00	2100+38.00
1650	100	..	243.00	120.00	2113.00	2100+88.00
1700	100	..	243.00	120.00	2163.00	2200+38.00
1750	100	..	243.00	120.00	2213.00	2200+88.00
1800	100	..	243.00	120.00	2263.00	2300+38.00
1900	100	..	243.00	120.00	2363.00	2400+38.00
2000	100	..	243.00	57.00	2400.00	} 2400+75.00
2125	100	..	175.00	..	2400.00	
2250	100	..	50.00	..	2400.00	
2375	..	..	25.00	..	2400.00	
2500	..	..	..	..	2500.00	2500+75.00
2625	..	..	..	..	2625.00	2625+75.00
2750	..	..	..	..	2750.00	2750

Jagjit Singh

(JAGJIT SINGH)

Deputy Secretary to Government of Punjab,
Department of Finance.

List of unutilised scales.

1. 480-15-525/15-600/20-700
2. 510-15-525/15-600/20-620
3. 600-20-700/25-800
4. 600-20-700/25-850/30-880
5. 1580-60-1700/75-1850
6. 1250-50-1400/60-1700/75-2000
7. 1580-60-1700/75-2000/100-2200
8. 1775-75-2000/100-2400
9. ~~2100-100-2500~~

List of ... Scales not appearing in Notification

1. 700-25-850-30-1000/40-1200/50-1400-60-1580 plus Rs. 20/- as personal pay at the maximum of Scale.
2. 700-40-1100/50-1300/50-1600
3. 1200-50-1300/60-1540/60-1900
4. 1500-60-1800/100-2000/125/2-2500
5. 1200-50-1400/60-1700/75-2000

} u.g.c scales.

no. of scales notified : 55
 no. of scales not utilized = $\frac{8}{47}$
 no. of scales yet to be notified $\frac{5}{52}$

Revised scale
of pay.Unrevised scale
of pay.

Page.

1			Emoluments		No. of /posts.
			Minimum	Maximum	
1	2	3	4	5	6
1. 300-430	1)	70-95	(269-311)	37184	
	2)	75-105	(276-327)	3457	
	3)	75-95	(276-311)	225	14-18
	4)	32-62	()	1	
	5)	125-150	(396-367)	138	
	6)	70-105	(269-327)	9	
			Total	41014	
2. 325-495	1)	80-120	(283-394)	2886	
	2)	90-120	(304-394)	32	
	3)	90-140	(304-420)	16	19-21
	4)	75-105	(276-327)	91	
	5)	70-95	(269-311)	89	
	6)	80-160	(283-473)	1	
			Total	3115	
3. 350-525	1)	90-140	(304-420)	73	
	2)	80-120	(283-394)	151	
	3)	100-140	(319-420)	232	
	4)	100-150	(319-463)	13	22
	5)	100-160	(319-473)	3	
	6)	100-130	(319-404)	6	
			Total	478	
4. 400-525	1)	125-150	(396-463)	2	23
			Total	2	
5. 400-600	1)	100-160	(319-473)	5729	
	2)	110-160	(373-473)	50	
	3)	110-180	(373-493)	152	
	4)	110-250	(373-612)	10278	
	5)	110-200	(373-513)	5379	
	6)	70-95	(269-311)	1	
	7)	130-200	(404-513)	996	
	8)	120-200	(394-513)	107	24-29
	9)	100-150	(314-463)	10	
	10)	120-250	(394-612)	--	
	11)	80-120	(283-394)	248	
	12)	150-180	(463-493)	31	
	13)	125-150	(396-463)	357	
	14)	100-200	(319-513)	3	
	15)	125-175	(396-488)	2	
	16)	90-140	(304-420)	1	
				23344	

Revised scale
of payUnrevised scale
of pay.

Page

1	2.	Emoluments		Number of posts	5
		Minimum	Maximum		
1	2.	3.	4.	5.	
6. 400-660	1) 130-200	(404-513)	2759		
	2) 110-250	(373-612)	7141		
	3) 125-250	(396-612)	192		
	4) 130-250	(404-612)	191		
	5) 120-250	(394-612)	2028		
	6) 110-200	(373-513)	10	30-35	
	7) 110-180	(373-493)	875		
	8) 140-300	(420-683)	1		
	9) 125-150	(396-463)	21617		
	10) 100-160	(314-473)	47		
	11) 100-250	(319-612)	1		
	12) 110-220	(373-569)	4		
7. 450-700	1) 150-180	(463-493)	3979	34866	Total 36
	2) 125-300	(396-683)	1		
	3) 110-250	(373-612)	9		
		Total	3989		
8. 450-800	1) 110-250	(373-612)	1973		
	2) 125-300	(396-683)	46		
	3) 130-250	(404-612)	1761		
	4) 140-300	(420-683)	2718		
	5) 120-300	(394-683)	8	37-40	
	6) 100-300	(319-683)	8		
	7) 110-200	(373-513)	1082		
	8) 100-160	(319-473)	--		
	9) 120-250	(394-612)	39		
		Total	7535		
9. 480-700	--			41	
10. 480-880	1) 140-300	(420-683)	837		
	2) 150-300	(463-683)	47631		
	3) 125-300	(396-683)	689		
	4) 110-250	(373-612)	121	42	
	5) 120-250	(394-612)	191		
		Total	49469		
11. 510-620	--			43	
12. 510-800	1) 110-180	(373-493)	8		
	2) 100-160	(314-473)	210		
	3) 140-300	(420-683)	315	44	
	4) 110-250	(373-612)	8154		
	5) 125-250	(396-612)	8		

Revised Scale
of pay.Unrevised Scale
of pay.

Page

1.	2.	Emoluments Minimum-Maximum		No. of Posts 4.	4.	5.

	6)	160-400	(473-845)	2		
	7)	200-270	(513-640)	2		
	8)	125-300	(396-683)	439		
	9)	110-200	(373-513)	24		
	10)	200-280	(513-654)	2		
		Total		<u>9164</u>		
13.	510-880	1)	140-300 (420-683)	64		
		2)	210-300 (555-683)	1		45
		3)	200-300 (513-683)	19		
		Total		<u>84</u>		
14.	510-940	1)	160-400 (473-845)	5797		
		2)	140-300 (420-683)	167		
		3)	200-400 (513-845)	2		
		4)	150-300 (463-683)	--		
		5)	125-300 (396-683)	200		46-49
		6)	170-300 (483-683)	30		
		7)	120-250 (394-612)	705		
		8)	220-400 (569-845)	--		
		9)	120-300 (394-683)	1		
		Total		<u>6902</u>		
15.	525-825		180-250 (493-612)	<u>1 582</u>		50
		Total		<u>1582</u>		
16.	570-1000	1)	200-450 (513-929)	290		
		2)	220-400 (569-845)	1		
		3)	200-400 (513-845)	1		51-52
		4)	200-430 (513-888)	1		
		5)	350-450 (754-929)	1		
		Total		<u>294</u>		

Revised Scale of Pay	Unrevised Scale of pay.		Emoluments Minimum-Maximum	No. of posts	Page
1	2	3	4	5	
17. 570-1080	1)	220-500	(569-1009)	- 43 +10	
	2)	160-400	(473-845)	1377) \neq +4094	
	3)	225-500	(577-1009)	335) + 296	
	4)	300-600	(683-1063)	18	
	5)	160-450	(473-929)	2	
	6)	200-500	(513-1009)	362	
	7)	200-550	(513-1019)	4	
	8)	200-450	(513-923)	708	
	9)	200-400	(513-845)	779	
	10)	220-450	(569-923)	1	53-5
	11)	250-500	((612-1009)	77 2	
	12)	250-450	(612-923)	3	
	13)	250-550	(612-1019)	12	
	14)	140-300	(420-683)	883	
	15)	350-500	(754-1009)	6	
	16)	170-300	(483-683)	8101	
	17)	450-500	(923-1009)	1	
	18)	120- 250	(394-612)	31	
	19)	450-800	(923-1298)	1	
	20)	350-800	(754-1298)	2	
	21)	200-430	(513-888)	2	
				<u>13443 +4400=17843</u>	
18. 600-800	-	--	--		59
19. 600-830	-	--	--		60
20. 600-1000	1)	110-250	(373-612)	"(	61
	2)	125-300	(396-683)	29	
	3)	250-450	(612-923)	<u>273</u> 302	
21. 620-1200	1)	160-400	(473-845)	188	62-64
	2)	200-450	(513-923)	845	

Revised Scale of Pay Unrevised Scale of Pay No. of posts Page

Emoluments
Minimum-Maximum

.....1.....2.....3.....4.....5.....

3)	225-500	(577-1009)	56
4)	250-550	(612-1019)	89
5)	220-500	(569-1009)	17955
6)	220-430	(569-888)	3472
7)	250-450	(612-923)	953
8)	250-500	(612-1009)	<u>55</u>
			<u>23613</u>

22. 680-1120

1)	250-550	(612-1019)	1
2)	160-400	(473-845)	422
3)	200-450	(513-929)	414
4)	300-500	(683-1009)	59
5)	250-500	(612-1009)	11
6)	225-500	(577-1009)	24
7)	300-600	(683-1063)	<u>1</u>
			<u>932</u>

65

23. 700 -1200

1)	225-500	(577-1009)	442
2)	300-600	(683-1063)	508
3)	320-750	(711-1249)	760
4)	250-550	(612-1019)	13
5)	200-550	(513-1019)	2
6)	250-450	(612-923)	41
7)	200-450	(513-923)	70
8)	350-600	(754-1063)	105
9)	300-550	(683-1019)	33
10)	200-500	(513-1009)	33
11)	160-400	(473-845)	3
12)	320-600	(711-1063)	99
13)	350-650	(754-1130)	24
14)	250-500	(612-1009)	3
15)	300-650	(683-1130)	<u>3</u>
		Total	<u>2139</u>

66-71

24. 700-1300

1)	300-600	(683-1063)	199
2)	250-600	(612-1063)	1494
3)	250-550	(612-1019)	29
4)	200-450	(513-923)	3
5)	220-500	(569-1009)	3
6)	300-700	(683-1194)	<u>87</u>
			<u>1815</u>

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Revised Scale of Pay.	Unrevised Scale of Pay		No. of posts	Page
	Emoluments Minimum-Maximum			
1	2	3	4	5
25. 750-1300	1) 300-550	(683-1019)	305	74-75
	2) 350-650	(754-1130)	46	
	3) 350-600	(754-1063)	430	
	4) 300-600	(683-1063)	22	
	5) 400-800	(845-1298)	1	
	6) 300-800	(683-1298)	302	
	7) 225-500	(577-1009)	6	
	8) 350-800	(754-1298)	11	
	9) 300-500	(683-1009)	178	
	10) 450-500	(923-1009)	390	
	11) 300-700	(683-1194)	2	
	12) 250-550	(612-1019)	4	
	13) 450-650	(923-1130)	2	
			<u>1693</u>	
26 800-1400	1) 350-800	(754-1298)	85	76-78
	2) 400-650	(845-1130)	106	
	3) 400-800	(845-1298)	1	
	4) 300-800	(683-1298)	88	
	5) 450-550	(923-1009)	6	
	6) 300-600	(683-1063)	84	
	7) 250-550	(612-1019)	48	
	8) 300-650	(683-1130)	1	
	9) 300-700	(683-1194)	85	
	10) 350-650	(754-1130)	12	
	11) 320-600	(711-1063)	197	
	12) 450-800	(923-1298)	11	
			<u>724</u>	
27. 700-250-850-300 -1000/40-1200/50- 1400-60-1580 plus Rs.20/- as personal pay at the maximum of scale.	300-600	(683-1063)	1254	73

Revised Scale of Pay		Unrevised Scale of Pay		No. of posts	Page
		Emoluments			
		Minimum	Maximum		
1	2	3	4	5	
28. <u>825-1580</u>	1) 400-800	(845-1298)	153	79-83	
	2) 400-650	(845-1130)	93		
	3) 500-900	(1009-1398)	136		
	4) 350-900	(754-1398)	518		
	700-1100	(1193-1578)			
	(S.G.)				
	5) 450-800	(923-1298)	23		
	6) 350-800	(754-1298)	314		
	7) 750-1000	(1248-1497)	6		
	8) 300-700	(683-1194)			
	9) 300-600	(683-1063)	44		
	10) 400-900	(845-1398)	22		
	11) 400-1100	(845-1578)	1		
	12) 300-800	(683-1298)	5		
	13) 350-950	(754-1448)	3		
	14) 350 -1000	(754-1497)	1		
			<u>1319</u>		
29. 825-1700	1) 400-1100	(845-1578)	115	84-85	
	2) 350-900	(754-1398)	54		
	3) 350-1000	(754-1497)	23		
	4) 400-800	(845-1298)	1		
			<u>193</u>		
30. <u>850-1700</u>	1) <u>400-1100</u>	(845-1578)	558	86	
	2) 350-900	(754-1398)	61		
	700-1100	(1193-1578)	1		
	(S.G.)				
	3) 350-1000	(754-1497)	7		
	4) 700-1200	(1193-1678)	3		
			<u>630</u>		
32. 1000-1700	500-1000	(1009-1497)	1	87	
		Total	<u>1</u>		
32. 1200-1700	1) 900-1100	(1398-1578)	25	88	
	2) 700-1100	(1193-1578)	150		
	3) 700-1000	(1193-1497)	2		
	4) 400-1250	(845-1728)	2		

Revised Scale of Pay	Unrevised Scale of Pay.	Emoluments Minimum-Maximum	No. of posts	Page
1	2	3	4	5
	5) 400-800	(845-1298)	2	
	6) 350-900	(754-1398)	•	
	7) 350-800	(754-1298)	-	
	8) 300-700	(683-1194)	2	
	9) 900-1150	(1398-1628)	3	
	10) 680-1000	(1168-1497)	3	
			<u>198</u>	
33. <u>940-1775</u>	1) <u>400-1100</u>	(845-1578)	58	89
	2) 670-1200	(1156-1678)	4	
	3) 400-1200	(845-1678)	95	
	4) 400-1250	(845-1728)	4	
	5) 350-1000	(754-1497)	8	
			<u>169</u>	
34. <u>940-1850</u>	1) 400-1250	(845-1728)	398	90
	2) 350-900	(754-1398)	2	
	700-1100 (S.G.)	(1193-1578)		
	3) <u>400-1100</u>	(845-1578)	1983	
	4) 300-600	(683-1063)	1	
	5) 750-1250	(1248-1728)	4	
	6) 350-600	(754-1063)	1	
	7) 700-1250	(1193-1728)	2	
			<u>2391</u>	
35. <u>1200-1850</u>	1) 450-1100	(923-1578)	1	92
	2) 400-1250	(845-1728)	134	
	3) 800-1300	(1296-1773)	1	
	4) <u>400-1100</u>	(845-1578)	17	
	5) 350-900	(754-1398)	3	
	6) 900-1250	(1398-1728)	3	
	7) 1500-1800	(1963-2263)	1	
	8) 700-1250	(1193-1728)	21	
	9) 500-1000	(1009-1497)	1	
	10) 750-1300	(1248-1773)	4	
	11) 700-1300	(1193-1773)	3	
			<u>189</u>	

Revised Scale of Pay

Unrevised Scale
of Pay

No.
po

Emoluments
Minimum-Maximum

1

2

3

4

36. 1400-1850

1) 900-1250 (1398-1728)

30

94

2) 400-1250 (845-1728)

1

3) 900-1150 (1398-1628)

1

4) 700-1300 (1193-1773)

3

5) 750-1250 (1248-1728)

4

6) 900-1200 (1398-1678)

2

7) 850-1250 (1348-1728)

1

42

37. 1580-1850

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95

37-A 1200-2000

400-1250 (845-1728)

96

Revised scale of pay.	Unrevised scale of pay.	Emoluments Minimum-Maximum	No. of Posts	Page
1	2	3	4	5
38. <u>1400-2000</u>	1) 400-1250	(845-1728)	2	97
	2) 700-1250	(1193-1728)	1	
	3) 750-1300	(1248-1773)	11	
	4) 850-1250	(1348-1728)	1	
	5) 800-1600	(1298-2063)	8	
	6) 900-1300	(1398-1773)	137	
	7) 900-1500	(1398-1963)	2	
	8) 1000-1500	(1497-1963)	10	
	9) <u>400-1100</u>	(845-1578)	9	
	10) 1100-1600	(1578-2063)	1	
	11) 1300-1600	(1773-2063)	<u>182</u>	
39. 1580-2000	1300-1450	(1773-1913)	24	98
40. 1700-2000	1) 400-1250	(845-1728)	1	99
	2) 900-1250	(1398-1728)	10	
	3) 800-1300	(1298-1773)	1	
	4) 1000-1300	(1497-1773)	3	
	5) 1200-1500	(1678-1963)	1	
	6) 1250-1500	(1728-1963)	<u>1</u>	
			<u>17</u>	
41. 1775-2000	1) 1300-1500	(1773-1963)	49	100
	2) 1300-1600	(1773-2063)	32	
	3) 1100-1300	(1578-1773)	<u>2</u>	
			<u>83</u>	
42. 1400-2100	1) 400-1250	(845-1728)	5	101
	2) 800-1600	(1298-2063)	<u>3</u>	
			<u>8</u>	
43. 1400-2200	900-1800	(1398-2263)	1	102

Revised scale of pay.	Unrevised scale of pay.	Emoluments		No. of posts	Page
		Minimum	Maximum		
1	2	3	4	5	
44. 1580-2200	Not utilised				103
45. 1580-2400	1200-2000	(1678-2468)	34		104
46. 1775-2200	1)	850-1250 (1348-1728)	1		105
	2)	1000-1500 (1497-1963)	2		
	3)	1100-1600 (1578-2063)	2		
	4)	1250-1500 (1728-1963)	2		
	5)	1300-1600 (1773-2063)	2		
	6)	1600-1800 (2063-2263)	1		
	7)	1600-2000 (2063-2468)	1		
			<u>11</u>		
47. 1775-2300	1)(a)	1300-1500 Merged (1773-1963)	45		106
	(b)	1500-1750 to- together 0(1963-2213)	45		
	2)	1300-1800 (1773-2263)	10		
	3)	2000 fixed. (2468)	<u>16</u>		
			116		
48. 1775-2400	1)	-	-		107
49. 2000-2200		1600-1800 (2063-2263)	6		108
50. 2000-2300	1)	1300-1500 (1773-1963)	1		109
	2)	1300-1600 (1773-2063)	7		
	3)	1600-1800 (2063-2263)	3		
	4)	1500-1800 (1963-2263)	<u>1</u>		
			12		

Revised Scale of pay.	Unrevised scale of pay.		Emoluments Minimum-Maximum	No. of posts.	Page
	1	2			
51. 2000-2400	1) 1200-2000	(1678-2400)	2	110	
	2) 1300-1800	(1773-2263)	2		
	3) 1600-1800	(2063-2263)	1		
	4) 2250 fixed	(2400)	4		
			<u>9</u>		
52. 2100-2500	--	--		111	
53. 2200-2500	1) 1500-1800	(1963-2263)	3	112	
	2) 1800-2000	(2263-2400)	2		
	3) 1800-2250	(2263-2400)	2		
			<u>7</u>		
54. 2300-2500	1) 1300-2000	(1773-2400)	1	113	
	2) 1600-1800	(2063-2263)	1		
	3) 1600-2000	(2063-2400)	3		
	4) 1800-2100	(2263-2400)	1		
	5) 1800-2200	(2263-2400)	1		
	6) 1800-2250	(2263-2400)	6		
	7) 2250-2500	(2400-2500)	3		
			<u>16</u>		
55. 2500-2750	1) 1800-2250	(2263-2400)	1	114	
	2)(a) 2000-2250	(2400-2400)	6		
	(b) 2500-2750	(2500-2750)	2		
	3) 2500-2750	(2500-2750)	2		
			<u>11</u>		

300-5-325/5-350/10-430

Existing Scale	Number of posts
Rs.	
70-95	37184
75-105	3457
75-95	225
32-3-62	1
125-150	138
70-105	9
Total	41014

Name of the Department	Name of the Post	Number of post	Existing Scale of post
All Departments	(i) Peon, Chowkidar, Sweeper, Mali, Guard, Bahisti, Frash Cook, and all other whole time Class IV employees in the existing scale of Peon	19,164	70-95 75-95
	(ii) Head Chowkidar, Head Mali	37	70-95
	(iii) Jamadar, Daftri, Record Lifter	573	75-105
	(iv) Excise Peon	215	75-105
Agriculture	Laboratory Attendant, Beldar Trained Mali, Head Mali, Budder	1184	70-95
Mali,	Helper, Mechanic, Khalasi Motorman, Fieldman, Van Cleaner Sweeper-cum-Chowkidar, Blacksmith, Mason, Packer, Mate, Cartman :		
Animal Husbandry.	(1) Dresser, Cultivator, Jamadar (72-84)	765	75-105
	(2) Water Carrier.	190	70-95
	(3) Sheep Attendant Agricultural Beldar (93 to 106)	250	70-95
	(4) Gateman, Ploughman	2	70-95
Archives	Dusting Bearer, Kahar, Gatekeeper, Attendant	7	70-95
Ayurveda	(1) Cleaner, Attendant, Ward Attendant, Labourer, Kitchen Bearer, Dissection Hall Assistant, Water Carrier, Kahar, Khalasi, Dhobi, Kahar-cum-Chowkidar	86	70-95
	(2) Daftri-cum-Book Binder, Book Binder, Packer	5	75-105
Civil Secretariat	Committee Room Attendant		75-105

Name of the Department	Name of the Post	Number of post	Existing Scale of post.

Education (Schools)	(1) Cleaner	1	70-95
	(2) Beldar, Other Class IV posts, post Senior Lab. Attendant Junior Lab. Attendant.	12	70-95
Education (Colleges)	Boat Keeper	7	70-95
Excise & Taxation	(1) Process Server	61	75-105
	(2) Cleaner	1	70-95
F.C. Office	Process Server, Khalasi	2	70-95
Fisheries	Lab. Attendant, Lab Attendant-cum- Cleaner, Cleaner	8	70-95
Forests	Vet. Attendant, Zoo Keeper, Night Watchman, Gatekeeper, Grass Cutter, Attendant, Timber Wacher Khalasi, Tubewell Cleaner	35	70-95
Governor Secretary	Asstt. Camp Jamadar, Scooter Driver	4	75-105)
	Jamadar of Sweeper, Cleaner Messenger, Khalsi Mate to Dhobi, Dispensary Attendant, Masalchi	24	70-95)
Information & Publicity	(1) Lib. Attendant	1	75-105
	(2) Attendant, Cleaner, Helper Dak Runner, Equipment Attendant, Helper, Workshop Attendant, Radio Attendant	53	70-95
Health	(1) Operation Theatre Assistant	1	32-3-62
	(2) Attendant, Operation Theatre Assistant, Gangman, Helper /Cleaner, Class IV employees	3423	70-95
	(3) Swasthya Sahayak, Field Worker	229	75-105
Home Guards	(1) Despatch Rider	66	
	(2) Chowkidar, Orderly, Peon	72	125-150
	(3) Water, Carrier, Dhobi, Boot Maker, Banker	4	70-95
Hospitality	Junior Waitor, Langri, Mate, Halwai Mate, Cleaner, Dhobi, Masalchi, Jhatkai, Tola, Salesman, Assistant Cook.	69	70-95

Name of the Department	Name of the Post	Number of post	Existing Scale of post
Industries	1. Semi Skilled Operator-cum-Lab Boy/ Helper, Technical Bearer, Field Attendant, Museum Attendant, Process Server	22	75-105
	2. Process Server, Helper, Cleaner, Mining Guard, Chainman Lab. Attendant, Expert Weaver Sample Weaver, Gateman Fireman, Waterman, Dye House Mazdoor, Watchman-cum-Chowkidar.	52	70-95) 75-95)
Industrial Training	Cinema Attendant, Store Attendant, Dresser, Sweeper	664	70-95
Judicial Services	Process Server	349	75-105
Labour	Organiser	25	70-95
Languages	Dusting Bearer, Kahar GateKeeper, Attendant.	7	70-95
Planning Board	Committee Room Attendant	1	75-105
Police	1. Lib. Attendant	1	75- 105
	2. Water Carrier/ Bahasti, Cobbler, Barbars, Khalasi Dhobi Tailor, Headsycc, Syce Grass Cutter, Ward Attendant, Cannelman	324	70-95
Prison	Attendant, Orderly, Water Carrier, Carrier	15	70-95
Printing & Stationery	1. Packer, Counter	56	75-105
	2. Mono Attenant	3	70-105
	3. Mazdoor, Ward Servant, Learner Binder, Proof Runner, Forma Washer	129	70-95
Public Service Commission.	Committee Room Attendant	1	75-105
Research & Medical	Photographic Asstt. O.T. Boy Jamadar (92 to 127)	1	70-95

Name of Department	Name of Post	Number of posts	Existing Scale

Revenue	Class IV including Pujari, Mufti & Granthi etc. Waterman	1287	70-95
	Waterman	1	70-95
Rural Development	Equipment Attendent	1	70-95
Social Welfare	Gateman, Attendant, GateKeeper	15	70-95
Soil Conservation	Beldar, Barkandaz, Lab Attendant, Chainman, Truck Cleaner, Tractor Cleaner, Khalasi Dak Runner	298	70-95
Tourism	Rugi, Frash, Rahu Rasia, Sipahi, Cleaner, GateKeeper etc. (65 to 78)	172	75-95) 70-95)
Transport	Mali, Sweeper/ Water Carrier/ Chowkidar/ Peon/ Gunman		70-95
T & A	Saraf	1	75-105
Vidhan Sabha	Cycle Shed Attendant, Store Keeper, Messenger	15	75-105
Welfare of S.C. & B.C.	Cleaner, Lady Attendant, Nurse-cum-Lady Attendant	132	70-95
Architecture	Ferro Khalasi	4	70-95
Housing	1. Khalasi 2. Process Server	46 6	70-95 75-105) 70-105)
PWD (B&R)	1. Khalasi, Ferro Khalasi, Road Mate Fireman/ Cleaner, Farash, Boatman Care Taker cum- Chowkidar, Road Mate Beldar, Supervisor, Fitter (G.II) Cleaner, Mate, Lab. Boy, Lab. Asstt. T. Mate. Skill ed Helper	3399	70-95
	2. Cane Maker, Store man	19	75-105
	3. Telephone Attendant	1	75-95

Name of Department.	Name of Post	Number of posts.	Existing Scale
PWD(PH)	1. Regul Survey Khalasi, Pump Attendant Store Coolie, Oilman, Mazdoor, Sewerman Helper, Cleaner, Keyman, Fitter Coolie, Patrolman, Beldar Daroga, Distributions Mistri, Pipe Lineman, Bill Messenger	327	70-95
	2. Store man	1	75-105
PWD (Irrigation)	1. Regulator Jamadar (G.II), Seasonal Guage Reader, Lab Attendant, Boat Jamadar, Asstt Regulation Jamdar(G-II) Head GateKeeper. Telephone Attendant, Daffadar, Guage Reader, Head Boatman, Gaug Mate, Asstt. Naib Jamadar, Material Mistry, Artificer.	1116	75-105
	2. Sounder, T. Mate Store Attendant Ferro Khalasi, Ferro Printer, Foot Dak Runner/ Railway Dak Runner/ Cycle Sawar/ Cycle Dak Runner, Ferry man, Berkandaz Fitter Regulations/ Belder, Boatman, Canal Patrol, Diver Driaman, Beldar, Gatkeeper, Bhisti, Gaug man, Workshop Gaugman, Cleaner Mate, Bullock man, Asstt. Lab Attendant, Greazer, Chainman, Hammerman, Security Patrol, Mason Mistry, Pump Attendant/Head Attendant, Store Attendant, Gaugman, Ganger, Telephone Attendant, Discharge Sounding, Attendant, Oilman.	5788	70-95
Technical Education	1. Lab Attendant, Workshop Attendant	22	75-105
	2. Other Class IV	90	70-95

325-5-350/10-400/10-450-15-495

Existing Scale	80-120	2886
	90-120	32
	90-140	16
	75-105	91
	70-95	89
	80-160	1
Total		<u>3115</u>

Name of the Department	Name of the Post	Number of posts	Existing Scale
All Departments	1. Pump Driver, Tubewell Operator Motor man, Indian Cook, Senior Waitor Cook and Bar Tender	833	80-120
	2. Pentryman, Tanduri	31	90-140 90-120
Agriculture	Well Borer, Office Borer, Truck Cleaner, Hamorman	34	80-120
Animal Husbandry	Farrier, Carpenter, Carp nter-cum- Blacksmith	5	80-120
Ayurveda	Dai, Carpenter, Head Gardner	424	80-120
Civil Aviation	Cleaner	8	80-120
Civil Secretariat	Cleaner, Gate Massenger	3 17	80-120 75-105
E & S.O.	Book Binder	1	80-120
Education (Schools)	Workshop Attendant.	150	80-120
Education (Coll eges)	Gasman, Gasman-cum-Mechanic, Book Binder, Motorman	26	80-120
Fisheries	1. Field Assistant 2. Fisherman	74 89	75-105 70-95
Governor Secretary	House Bearer, Khitmatgar, Jamadar(Peon) Camp Jamadar	10	80-120

Name of Department	Name of the Post	Number of posts	Existing Scale of Pay.
Information & Publicity	Photodar, Khalasi	2	80-120
Health	Trained Dai, Gate Keeper, Sanitary Patrol	754	80-120
Industries	Skilled Worker/ Silk Seed Examiner/ Sericulture Sub-Inspector, Beldar, Helper	5	80-120
Industrial Training	Workshop Attendant, Saw Puller	271	80-120
Law	Book Binder	1	80-120
Police	Book Binder	2	80-120
Printing & Stationery	Roller Caster, Galley Proof Pressman, Asstt. Plate Grainer Press Daftri, Metal Melter Inker, Distributor	138	80-120
R & Medical	Bottle Washer, Bone Keeper		80-120
Resident F. Commissioner	Cleaner	1	80-120
Social Welfare	Nurse /Dai	2	80-120
Soil Conservation	Bulldozer Helper/ Motor Grader Helper / Workshop Helper	1	80-120
Tourism	1. Tandoori	16	90-120
	2. Sikligar, Waitor, Bearer, Bar Tender, Cook, Pantry man	56	80-120
Transport	Helper, Cleaner, Store Boy Washing Boy		80-120
PWD B&R	Upholster, Tailor, Wireman 'B'	6	80-120
PWD (PH)	Plumber(B), Pump Driver(B) Pressman	57	80-120

Name of the Department.	Name of the Post	Number of posts	Existing Scale of Pay.
PWD Irrigation	1. Mason, Store Jamadar, Shillin.gir Earth Work Mistri, Parth Work Munshi	89	80-120
	2. Sounting Mistry	1	90-140
	3. Parth Work Munshi	1	80-160

350-10-400-450/15-525

Existing Scale	90-140	73
	80-120	151
	100-140	232
	100-150	13
	100-160	3
	100-130	6
		<u>478</u>

Name of Department	Name of the Post	Number of posts	Existing Scale of Pay.
Ayurveda	Laboratory Attendant, Pharmacy Preparer	21	90-140
F.C.Office	Stamper	4	90-140
Health	1. Nurse Dai. 2. Warden	151 232	80-120 100-140
Industries	Pump Operator, Dyeing Asstt, Dyer-cum- Block Printer, Sizing Asstt, Boilerman	10	100-150
Police	Lab. Attendant	9	90-140
Prisons	Executioner	1	90-140
Social Welfare	Watch & Warden, Head Warden	19	90-140
Tourism	Granthi, Pujari	4	90-140
Housing	Jamadar	3	100-160
PWD (B&R)	Lab. Attendant	7	90-140
PWD(PH)	Work Munshi	2	90-140
PWD (Irrigation)	1. Chargeman Misc. 2. Regulator Jamadar (G I), WorkMunshi Plantation Daroga, Lab.Attendant, Head Jamadar 3. Gate Keeper (HQ)	6 6 3	100-130 90-140 100-150

400-10-450/15-525

Existing Scale : 125-150 2

Name of Department	Name of the Post	Number of posts	Existing Scale of pay.
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Lotteries	Gunman	2	125-150
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400-10-450/15-525/15-600

Existing Scale :	100-160	5729
	110-160	50
	110-180	152
	110-250	10278
	110-200	5379
	70-95	1
	130-200	996
	120-200	107
	100-150	10
	90-140	1
	80-120	48
	150-180	31
	125-150	357
	100-200	3
	125-175	2
Total		<u>23344</u>

Name of the Department	Name of the Post	Number of posts	Existing Scale of Pay.
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All Departments	1. Restorer, Duplicating Machine Operator	295	100-160
	Gestetner, Pump Driver, Tubewell Operator, Motorman))
	2. Senior Indian Cook, Halwai, Assistant	45	100-160
	Indian Cook, Cook, Head Cook	)	110-180
	3. Driver of Ministers/ Punjab Civil Secretariat, F.C.'s Office.	31	110-180
	4. Driver of other Departments	830	100-160
Advocate General	5. Clerk	8134	110-250
	6. Steno-typists	1551	110-250
Agriculture	1. Incharge Copying Branch	1	110-250
	2. Record Supervisor	2	110-250
Animal Husbandry	1. Laboratory Assistant	11	110-200
	2. Pump fitter, Asstt. Mechanic, Borer, Welder, Asstt. Press Operator, Book Binder, Grader, Mistry, Head Mistry	59	100-160
Animal Husbandry	1. Motorman, Tubewell Operator	10	100-160
	2. Stock Assistant/Inseminator Grade II	574	130-200
	3. Veterinary Compounder Grade II	337	130-200
	4. Live Stock Supervisor, Milk Recorder	27	130-200
	5. Field Assistant	2	110-250)
			130-200)
	6. Sheep Extension Assistant	26	130-200
	7. Semen Carrier, Cattle Catcher, Wool Rasser	7	100-160
	8. Poultry Stock Assistant	31	130-200
	9. Laboratory Assistant	18	110-200
	10. Boiler Operator, Incubator Operator	2	100-160

Name of the Department	Name of the Post	Number of posts	Existing Scale of Pay.
Archives	1. Copy Holder	1	110-250
	2. Book Binder	8	110-180
Ayurveda	1. Dispenser, UpVaidya Grade II, Unani Dispenser, Homoeopathic Dispenser, Mechanic, Tailor, Gas Supervisor	249	100-160
Civil Secretariat	Telephone Attendant	3	110-200
	2. Record Supervisor, Furniture Supervisor, Cash & Bill Massenger.	3	110-180
	3. Photedar, Book Binder, Cycle Mechanic	7	100-160
	Pradma Operator, Carpenter	10	100-150
	4. Gate Keeper		
Co-Operation	1. Field Assistant	1	70-95
	2. Leather Supervisor	4	100-160
Dairy Development	Dairy Extension Worker	67	110-250
D.S.S. & A. Board	Welfare Worker	42	110-250
Education (Schools)	1. Copy Holder	1	110-250
	2. Book Binder	8	110-180
	Book Binder, Machineman	5	100-160
	Computer	4	110-250
Education (Colleges)	1. Harmonium Asstt, Junior Lecturer	170	110-200
	Asstt. (Sc)	31	100-160
	2. Receptionist	31	110-250
	3. Store Keeper/ Ship Modelling Store-Keeper	252	125-150
	4. Lascar	10	100-150
Elections	Moharrer	1	100-160
P.C. Office	1. Bill & Cash Massanger, Supervisor	3	110-180
	Record, Supervisor, Furniture	1	100-160
	2. Book Binder		
Fisheries	1. Tubewell Driver, Pumping Set Driver	7	100-160
	2. Farm Assistant	6	80-120
Food & Supplies	1. Computer	2	110-250
	2. Packer	11	100-160