



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.
VIDYUT BHAWAN, JANPATH, JYOTI NAGAR, JAIPUR – 302 005.

No: RVUN/P&A/F.6 PC ID. 541

October 1st, 2008

ORDER

Sub: Revised Pay Scale Rules, 2008 – effective from 01.09.2006.

Pursuant to the decision taken by the Coordination Committee by circulation on dated 1.10.2008, the Chairman & Managing Director in consultation with the Director (Finance), has been pleased to adopt, mutatis mutandis the pay scales revised by the Finance Department, Government of Rajasthan vide Notification No. F.11(7)FD(Rules)/2008 dated 12th September 2008 (**Annexure-'A'**), w.e.f. 1.9.2006 for the Nigam's employees on a scale to scale basis, as per **Annexure-'B'**.

(2) The rules and procedure prescribed under Rajasthan Civil Services (Revised Pay) Rules, 2008 and tables of fixation as at **Annexure – C-1 to C-20** appended to this order will be followed, as it is, for fixation of pay, option to elect the existing pay scale or the revised pay scale, date of increment, removal of anomalies, pay of employees appointed on or after 1.9.2006 and application of Assured Career Progression (ACP) scheme etc. The fixation shall be made in the corresponding running pay band and grade pay. ACP will be granted after sanction by the appointing authority and issuance of detailed guidelines by the Finance Deptt, GOR.

(3) The procedure of fixation in the Revised Pay Scales 2008, as adopted by the Nigam herein above, shall be as laid down in Government of Rajasthan's Memorandum No.F.11(7)FD(Rules)/2008 dated 12.09.2008 (**Annexure- 'D'**). For the purpose of fixation, the employee shall exercise option in the proforma enclosed at **Annexure- 'E'** in writing, to be furnished to the respective Head of Office within a period of **three (3) months** from the date of issue of this order. In the event of not exercising the option within the above stipulated three months' period, such employee shall be deemed to have elected to draw pay under the above Revised Pay Rules, 2008 w.e.f. 01.09.2006.

(4) Notwithstanding anything contained in this order and in the Rajasthan Civil Services (Revised Pay) Rules, 2008, no arrear of pay and allowances thereon whatsoever on any account, shall accrue to any employee, whether existing or appointed between 1.9.2006 to 31.12.2006 (both days inclusive) for the period upto 31.12.2006.

(5) The amount of arrears for the period from 01.01.2007 to 31.08.2008 accruing as a result of adoption of the above Rajasthan Civil Services (Revised Pay) Rules, 2008 shall be payable as under:-

- i) Arrear for the period from 01.01.2007 to 31.12.2007 shall be payable in cash during the current financial year 2008-09 in four equal installments as under:-
- | | | |
|-----|---|-------------------------------|
| (a) | First Installment including the arrear for Sept., 2008) | Oct.,2008 (Before Deepawali) |
| (b) | Second Installment | Nov.,2008 payable in Dec.,08 |
| (c) | Third Installment | Dec.,2008 payable in Jan.,09 |
| (d) | Fourth Installment | Feb., 2009 payable in Mar.,09 |

Note : - The payment of arrears shall be subject to TDS on account of income tax and deduction for CPF (in respect of CPF holders) as per rules applicable at the time of payment.

- ii) Arrears for the period from 01.01.2008 to 31.08.2008 shall be payable during the next financial year 2009-10, for which orders will be issued separately.
- iii) The amount of recovery of rent of Nigam's/ Govt. accommodation w.e.f. 1.1.2007 shall be adjusted from the arrears.

(6) Pay and allowances at the revised rates from the month of September, 2008 and onwards will be paid in cash. However, this payment shall be subject to other deductions as may be necessary as per rules/ regulations/ orders in force or amended from time to time.

Provided that in the case of death of an employee while in service, the entire amount of arrears shall be paid in cash during the current financial year 2008-09.

(7) **Special Pay** – The Special Pay admissible under any existing rules/ regulations/ orders shall stand converted into Special Allowance at existing rate as per **Annexure – 'F'** and as such no Special Pay shall henceforth be admissible with the Running Pay Band and Grade Pay on any post.

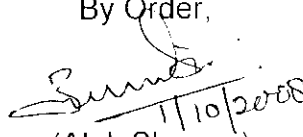
(8) There will be no initial higher start / advance increments to the JEN-I or any other employee.

(9) **Amount of fixed remuneration for a Probationer-trainee –**
A Probationer Trainee shall draw fixed remuneration during the period of Probation Training. Only on successful completion of the period of probation-training, he will be allowed minimum pay in the Running Pay Band and Grade Pay without any initial higher start. These provisions shall be applicable to the existing 'probationer trainees' as well as new recruits. The fixed remuneration shall be as indicated in **Annexure-'G'** enclosed herewith.

(10) In those cases wherein 3rd Selection Grade has been allowed after 1.9.1996 wrongly to the technical workmen in the scale of 5500-9000 (which was infact not admissible), the fixation in the RCS (Revised Pay) Rules, 2008 shall be made after revising the fixation in the existing pay scale 5000-8700 and making adjustment of excess payment from the arrears for the period 1.1.2007 to 31.12.2007.


This is subject to ratification by the Board of Directors.

Encls : As above.

By Order,

 (Alok Sharma)
 Jt. Director (Per. & Admn.)

Copy to the following for information and necessary action :-

1. The Managing Director, M/s GLPL, Giral, Barmer
2. The Managing Director, M/s DGPL, Dholpur.
3. The Director (Finance), RVUN, Jaipur.
4. The Chief Engineer (), RVUN,
5. The Addl. Chief Engineer (), RVUN,
6. The Chief Accounts Officer (), RVUN,
7. The Company Secretary, RVUN, Jaipur.
8. The Jt. Director Personnel (KTPS), RVUN, Kota.
9. The Superintending Engineer (), RVUN,
10. The Sr. AO/AO/AAO (), RVUN,
11. The Public Relations Officer, RVUN, Jaipur.
12. The Dy./ Asstt. Secretary (), RVUN,
13. The Personnel Officer /Asstt. Personnel Officer (). RVUN,


11/10/2008
Jt. Director (Per. & Admn.)

**GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
(RULES DIVISION)**

NOTIFICATION

No. F.11(7)FD(Rules)/2008

Jaipur, Dated : 12th September, 2008

In exercise of the powers conferred by the proviso to Article 309 of Constitution, the Governor is pleased to make the following rules, prescribing revised pay scales and principles governing fixation of pay in the revised pay scales, namely: -

Rajasthan Civil Services (Revised Pay) Rules, 2008

1. **Short title, extent and commencement. -**
 - (i) These rules may be called the Rajasthan Civil Services (Revised Pay) Rules, 2008.
 - (ii) They shall come into force on the 1st day of September 2006 excepting where otherwise specifically provided.

2. **Categories of Government servants to whom the rules apply. -**
 - (i) These rules shall apply to persons other than members of All India services appointed to Civil Services and posts in connection with the affairs of the State and whose pay is debitable to the Consolidated Fund of the State.
 - (ii) These rules shall not apply to.-
 - (a) persons not in whole time employment of the Government;
 - (b) persons paid out of contingencies;
 - (c) persons employed on contract;
 - (d) Government servants who after their retirement, whether on attaining the age of superannuation or otherwise were re-employed by the Government and were in service on 01.09.2006;
 - (e) persons employed on work-charged basis including those who are governed by the Rajasthan Public Works Department (Building & Roads) including Gardens, Irrigation, Water Works and Ayurvedic Department Work Charged Employees Service Rules, 1964;
 - (f) teachers including Librarian and PTI of Government Colleges drawing pay in a scale prescribed under the Rajasthan Civil Services (Revised Pay Scales for Government College Teachers) Rules, 1998;
 - (g) RJS and RHJS Officers drawing pay in the pay scale prescribed on the recommendations of the Shetty Commission.

- (h) teachers of Polytechnic Colleges drawing pay in the Rajasthan Civil Services (Revised Pay Scales for Government Polytechnic College Teachers) Rules, 2001.
- (i) librarian and Physical Training Instructor of Government Polytechnic Colleges drawing pay in the Rajasthan Civil Services (Revised Pay Scales for Government Polytechnic College Librarian and Physical Training Instructor) Rules, 2003.
- (j) teachers of Diploma in Pharmacy course drawing pay under the Rajasthan Civil Services (Revised Pay Scales for Diploma in Pharmacy Course Teachers) Rules, 2001;
- (k) persons who may be specifically excluded wholly or in part by the Governor from the operation of these rules.

3. Relaxation of Rules. – Where the Governor is satisfied that the operation of any of these rules causes undue hardship in any particular case, he may, by order, relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

4. Power of Interpretation. – If any question arises relating to the interpretation of these rules, it shall be referred to the Government in the Finance Department whose decision thereon shall be final.

5. Definitions. – In these rules, unless there is anything repugnant in the subject or context,-

- (1) - “Existing Pay Scale” means scale of pay applicable to a Government servant but for coming into effect of these rules, in respect of a post held by him immediately before 1st September 2006 substantively or in officiating capacity while retaining lien on a permanent post or in a temporary capacity.

Explanation: -

- (i) In the case of a Government servant 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 Pay Scale” includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiation in a higher post.
- (ii) In case of a Government servant drawing pay on 31.08.2006 in a scale other than the Rajasthan Civil Services (Revised Pay Scale) Rules, 1998, as amended from time to time, his fixation of pay in the Rajasthan Civil Services (Revised Pay) Rules, 2008 shall be made only after his pay has first been fixed in the Rajasthan Civil Services (Revised Pay Scales) Rules, 1998, as amended from time to time, in respect of post held by him on 31.08.2006.

- (2) **“Existing Government Servant”** means a Government servant who is in service on 1st September 2006 and drawing pay in an existing pay scale.

Explanation – Government servants, who were appointed on or after 01.09.2006 in the pay scale under the Rajasthan Civil Services (Revised Pay) Rules, 2008 are not ‘existing Government servants’. They will draw pay in the Running pay band and Grade pay applicable to their posts under the Rajasthan Civil Services (Revised Pay) Rules, 2008 as a result of retrospective operation of these rules. Accordingly the fixation tables given in Schedule-III appended to these rules shall not apply to them. In other words, pay of such employees in respect of posts held by them on 01.09.2006 or on the date of appointment subsequent to 01.09.2006, whichever is later, shall be fixed at the minimum of the Running Pay Band plus grade pay only after successful completion of the probation period as per provisions of relevant service rules.

- (3) **“Existing Basic Pay”** means pay drawn in the existing pay scale but does not include any other type of pay like Special Pay, etc.
- (4) **“Pre-revised emoluments”** means and includes: -
- (i) Basic Pay as on 1st day of September, 2006 in the existing pay scale.
 - (ii) Personal pay, if any but excluding personal pay granted under Rule 26B of Rajasthan Service Rules where a Government servant is in receipt of such personal pay on 01.09.2006 with existing pay scale.
 - (iii) 50% Dearness Pay of Basic Pay at the rates in force on 01.09.2006 sanctioned vide Order No. F.6(3)FD(Rules)/2004 dated 24.05.2004.
 - (iv) 24% Dearness Allowance on Basic Pay plus Dearness Pay.

Note: Where normal date of increment in existing pay scale falls on 01.09.2006, the pay in the running pay bands and grade pay shall be fixed on the basis of pay admissible in the existing pay scale on 01.09.2006 including increment.

- (5) **“Running Pay Band”** means the pay band specified in Col. 4 of Section ‘A’ of Schedule-I.
- (6) **“Grade Pay”** means the grade pay specified in Col. 6 of Section ‘A’ of Schedule – I.
- (7) **“Pay in the Running Pay Band”** means and includes, the pre-revised emoluments as defined in sub-rule (4) rounded off to next multiple of 10.
- (8) **“Revised Emoluments”** means the pay in the pay band plus grade pay of a Government servant.
- (9) **“Basic Pay”** means sum of pay in the running pay band and grade pay but does not include any other type of pay like special pay, etc.

- (10) "Schedule" means the schedules appended to these rules.
- (11) "Regular Service" means and includes service rendered by a Government servant on his appointment after regular selection in accordance with the provisions contained in the relevant recruitment rules for that post. The period of service rendered on ad-hoc basis / urgent temporary basis shall not be counted as the regular service. In other words the period of service which is countable for seniority shall only be counted as regular service.

6. Scale of pay of Post. –

- (1) As from the commencement of these rules, the Running Pay Bands and Grade Pay for every post, service / cadre shall be as indicated in Col. 5 and 7 respectively of Section 'B', 'C' and 'D' of Schedule- I.
- (2) Running Pay Band and Grade Pay for the existing Government servants drawing pay in Selection Grades granted under Finance Department Order No. F.16(2)FD(Rules)/98 dated 17.02.1998 as amended from time to time, employees of Education Department (including Sanskrit Education Department) drawing pay in senior and selection scales under FD Notification No. F.16(5)FD(Rules)/98 dated 07.08.1998 and for the Government servants drawing pay in the personal pay scales, shall be the corresponding Running Pay Band and Grade Pays, as indicated in Col. 4 and 6 respectively against the existing pay scale in Col. 2 of Section 'A' of the Schedule – I appended to these rules.

Provided that the pay of existing Government servants drawing pay in the existing pay scale of 8000-13500, as selection grade, senior scale or selection scale, as the case may be, shall be fixed in the running pay band PB-2 '9300-34800' and Grade Pay of Rs.5400/-.

7. Drawal of Pay in the Running Pay Bands and Grade Pays. –

- (1) Save as otherwise provided in these rules, a Government servant shall draw pay in the Running Pay Band and Grade Pay applicable to the post which he is holding as on 01.09.2006 or to which he is appointed on or after 01.09.2006.
- (2) In respect of any service/ cadre or class of posts for which no rules regulating recruitment and conditions of service have been framed under proviso to Article 309 of the Constitution or where a post/ posts have not been included in the Schedule appended to the rules regulating recruitment and conditions of service, the academic qualifications and experience as prescribed by or with the concurrence of the Finance Department from time to time shall continue to be operative and shall be deemed to have been made applicable to such service / cadre or class of posts in Running Pay Band and Grade Pay w.e.f. 01.09.2006.

8. **Special Pay.** – Special Pay, as admissible in Schedule – II of Rajasthan Civil Services (Revised Pay Scale) Rules, 1998, has been converted into Special Allowance and as such it shall not be admissible with the pay in the Running Pay Bands and Grade Pay for any post.

9. **Special Allowance.** – Rates of Special Allowance, which shall be drawn with the Running Pay Bands and Grade Pay, are given in **Schedule – II** appended to these rules.

10. **Option to elect the Existing Pay Scale.** –

(1) The Running Pay Band and Grade Pay given in the **Schedule - I** shall apply to every existing Government servant provided that a Government servant may elect to continue to draw pay in the existing pay scale until the date on which he earns his next or any subsequent increment in the existing pay scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Government servant has been placed in a higher pay scale between 01.09.2006 and the date of notification of these Rules on account of promotion, upgradation of pay, selection grade etc., the Government servant may elect to switch over to the Running Pay Band and Grade Pay from the date of such promotion, upgradation, selection grade etc.

(2) An existing Government servant may exercise option to retain existing pay scale under provisos to sub-rule (1) in any of the following circumstances: -

- (a) while holding a permanent post in substantive capacity, but not officiating on a higher post;
- (b) while holding a permanent or temporary post in a temporary capacity without having any lien on any post;
- (c) while officiating on a higher post, whether permanent or temporary, retaining lien on a permanent post or where he would have officiated in one or more posts but for his being on leave or on foreign service, provided that -

(i) the option in such cases shall be admissible in respect of existing pay scale attached either to the post held by him in officiating capacity or to his substantive post and not for both the existing pay scales; and if such a Government servant exercises option to retain existing pay scale in respect of the post held by him in officiating capacity, his pay, in the event of his reversion to the lower post held in substantive capacity shall be fixed under these rules only; and

(ii) the option to retain existing pay scale in respect of the post held in officiating capacity shall not be allowed to a Government servant who was not qualified to hold the higher post; or who was fortuitously appointed on

purely temporary basis, for example against leave vacancy or against a short term vacancy caused by deputation of the senior person for training within India or abroad or deputation to foreign service etc.

Explanation - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of September, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the running pay band and grade pay.

11. Exercise of Option. -

- (1) The option under Rule 10 shall be exercised in writing in the form appended to these rules, so as to reach the authority mentioned in sub-rule (2) of this rule within three months of the date of publication of these rules, provided that -
- (i) in case of a Government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or in case of Rajasthan Armed Constabulary Personal posted in the border areas or a Civilian Government servant permitted to take up Military Service, the said option shall be exercised within three months from the date these rules are brought to the knowledge of the Government servant by his superior authority; and
 - (ii) where a Government servant is under suspension or on leave or on training or on foreign service within India on the date of publication of these rules, the option may be exercised within three months of the date he takes over the charge of the post.
- (2) The option shall be intimated by the Government servant in the prescribed form appended to these rules in the following manner: -
- (i) if he is a non-gazetted Government servant or a gazetted Government servant whose pay and allowances are drawn by the head of office to the head of office concerned;
 - (ii) if he is himself a head of office / head of department to the Accounts Officer or Assistant Accounts Officer, as the case may be, of the department in which he is posted;
 - (iii) if he is a retired Government servant on the date of publication of these rules but was in Government service on 01.09.2006 to head of office of the office where from he had retired.
- (3) (i) In case the intimation regarding option is not received within the time specified in sub-rule (1) the Government servant shall be deemed to have elected to draw pay under these rules w.e.f. 01.09.2006.

- (ii) where a Government servant expires before exercising option within the prescribed period or had expired before publication of these rules, he may be deemed to have exercised option in favour of the existing pay scale or the running pay band and grade pay under these rules, whichever is advantageous to him, and his pay shall be fixed accordingly.
- (4) Government servant holding post on 01.09.2006 for which no pay scale has been prescribed for any reason, whatsoever or where the pay scale or conditions attached to the drawal of pay under these rules are subsequently changed, amended or revised, shall exercise option / re-option under this rule within a period of three months of the date of notification of the running pay band and grade pay or any other change related to the running pay band and grade pay.
- (5) The option once exercised shall be final.

12. Fixation of Initial Pay of existing Government servants in the running pay band and grade pay. –

- (1) The initial pay of a Government servant who elects or is deemed to have elected under sub-rule (3) of Rule 11 to be governed by the running pay band and grade pay on and from the 1st day of September 2006 shall, unless in any case the Governor by special order otherwise directs 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 if it has not been suspended, and in respect of officiating post held by him in the following manner, namely: -

(A) in the case of all employees -

- (i) the pay in the running pay band will be determined by multiplying the existing basic pay as on 01.09.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) if the minimum of the running pay band is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the running pay band;

Provided further that -

Where, in the fixation of pay, the pay of Government servant drawing pay at two or more consecutive stages in an existing pay scale gets bunched, that is to say, gets fixed at the same stage in the running pay band, then, for every two stages so bunched, benefit of one increment @ 3% of the pay in the Running Pay Band alone shall be given so as to avoid bunching of more than two stages in the running pay bands. For this purpose, the increment will be calculated on the pay in the running pay band only. Grade Pay would not be taken into account for

the purpose of granting increments to alleviate bunching.

If by stepping up of pay as above, the pay of a Government servant gets fixed at a stage in the running pay band which is higher than the stage in the running pay band at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing pay scale is fixed, the pay of the latter shall also be stepped up only the extent by which it falls short of that of the former.

- (iii) the pay in the running pay band will be determined in the above manner. In addition to the pay in the running pay band, grade pay corresponding to the existing pay scale will be payable. *Illustration - 1 on the above is provided in the Explanatory Memorandum of these Rules.*
 - (iv) Stage-wise fixation of existing Government servants in the Running Pay Bands shall be made as indicated in Schedule - III appended to these rules subject to the provisions of Rule 10 above.
- (B) In the case of employees who are in receipt of special pay/ allowance in addition to pay in the existing pay scale which has been replaced by a running pay band and grade pay without any special pay / allowance, pay shall be fixed in the running pay band in accordance with the provisions of clause (A) above.

Note - 1 Where the post has been upgraded the fixation of pay in the applicable running pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 12 by multiplying the existing basic pay as on 01.09.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in Col. 7 of Section 'B', 'C' and 'D' of Schedule - I will be payable in addition. *Illustration - 2 in this regard is in the Explanatory Memorandum of these Rules.*

Note - 2 In the case of merger of pay scales, pay in the running pay band will be fixed in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 12 by multiplying the existing basic pay as on 01.09.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the merged scale as indicated in Col. 7 of Section 'B', 'C' and 'D' of Schedule - I will be payable in addition. *Illustration - 3 in*

this regard is in the Explanatory Memorandum of these Rules.

Note - 3 A Government servant who is on leave on the 1st day of September 2006 and is entitled to leave salary shall become entitled to pay in the running pay band from 01.09.2006 or the date of option for the running pay band.

Note - 4 A Government servant under suspension as on 01.09.2006, shall continue to draw subsistence allowance based on existing pay scale and his pay in the running pay band will be subject to the final order on the pending disciplinary proceedings.

Note - 5 Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under sub-rule (1) with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Government servants holding in an officiating capacity, posts on different existing pay scales which have been replaced by the running pay bands.

Note - 6 Where the 'pre-revised emoluments' exceed the Basic Pay in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note - 7 Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay scale was drawing immediately before the 1st day of September 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the running pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the running pay band as that of the junior.

Note - 8 Where a Government servant is in receipt of personal pay on the 1st day of September 2006, which together with his pre-revised emoluments exceeds the Basic Pay, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

(2) Subject to the provisions of Rule 7, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

13. Rate of increment in the running pay band. – The rate of increment in the running pay band will be 3% of the sum of the pay in the running pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the running pay band. **Illustration 4** in this regard is in the Explanatory Memorandum to these Rules.

14. Date of next increment in the running pay band. – There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the running pay band as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 01.09.2006 or thereafter as per option in the running pay band will be granted to the employees, who have completed 6 months and above as on 01.07.2007.

Provided that in the case of persons who had been drawing maximum of the existing pay scale for more than a year as on the 1st day of September, 2006, the next increment in the running pay band shall be allowed on the 1st day of September, 2006. Thereafter, the provision of Rule 14 would apply.

Note - In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the running pay band than the pay of the senior Government servant in the existing higher scale, the pay in the running pay band of the senior Government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 14.

15. Fixation of Pay in case of stagnation at maximum of running pay band for more than a period of one year. – In case a Government servant reaches the maximum of his running pay band, shall be placed in the next higher running pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the running pay band reaches the maximum of PB-4, after which no further increments will be granted.

16. Removal of anomalies. – In case where a senior Government servant promoted to a higher post before the 1st day of September 2006 draws less pay in the running pay band than his junior who is promoted to the higher post on or after the 1st day of September, 2006, the pay in the running pay band of the senior Government servant should be stepped up to an amount equal to the pay in the running pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely: -

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.

- (b) the existing pay scale of pay and the grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) the senior Government servants at the time of promotion should have been drawing equal or more pay than the junior.
- (d) the anomaly should be directly as a result of the application of the provisions of Rule 24 of these rules regulating pay fixations on such promotion in the running pay band. If even in the lower post, the junior officer was drawing more pay in the existing pay scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

17. Dearness Allowance, House Rent Allowance and all allowances, facilities, pension etc. shall be payable on the sum of pay in the running pay band and grade pay i.e. on 'basic pay'.

18. Facilities like Government housing, etc., will be governed by the grade pay. An employee in the higher grade pay will be senior to an employee in a lower grade pay.

19. **Scheme of Assured Career Progression.** – In lieu of selection grades, the scheme of Assured Career Progression (ACP) with three financial upgradations shall be allowed as under: -

- (1) The scheme will be available to all posts including State services.
- (2) Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradations under the scheme. Thus, an increase of 3% of sum of pay in the running pay band and grade pay shall be available as financial upgradation under the scheme.
- (3) The grade pay shall change at the time of financial upgradation under this scheme. The grade pay given at the time of financial upgradation under ACPs will be the immediate next higher grade pay in the hierarchy of Running Pay Bands and grade pay being prescribed. Thus, grade pay at the time of financial upgradation under ACPs can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre / organisation will be given only at the time of regular promotion.
- (4) Financial upgradation under the scheme will be available whenever a person has spent 10 years continuous regular service in the same grade pay. However, not more than three financial upgradations shall be given in the entire career.

- (5) In the case of Government servants who become eligible for ACP on completion of requisite period of service while drawing pay in the Grade Pay of Rs.4800/- in the running pay band PB-2 '9300-34800' shall be granted ACP in the grade pay of Rs.5400/- in the running pay band PB-2 '9300-34800'.

20. Existing Government servants who have already availed benefit of three selection grades will not be eligible for the grant of ACP. Those Government servants who have availed benefit of one selection grade / one promotion will be eligible for second and third ACP on completion of 20 and 30 years of service, respectively. Similarly those Government servants who have availed benefit of two selection grades / two promotions will be eligible for third ACP on completion of 30 years of service.

21. **Amount of fixed remuneration for a Probationer-trainee.** – A probationer trainee shall draw fixed remuneration during the period of probation training. Only on successful completion of period of probation training, he will be allowed pay in the Running Pay Band and Grade Pay. These provisions will be applicable to the existing probationer trainees as well as new recruits. The fixed remuneration shall be as indicated in Schedule – IV appended to these rules.

22. **Fixation of pay in the running pay band of a probationer-trainee completing probation period successfully on or after 01.09.2006.** – A probationer trainee on successful completion of probation period will be allowed pay in the running pay band and grade pay, as indicated in Schedule - V appended to these rules.

Provided that a Government servant who is already in regular service of the State Government, if appointed on another post as a probationer-trainee and has opted to draw pay in the pay scale of the previous post, on successful completion of probation period his pay will be fixed in the running pay band of the new post at the equal stage with reference to the pay of the previous post and grade pay.

23. **Fixation of pay in the running pay band subsequent to the 1st day of September, 2006.** – Where a Government servant continues to draw his pay in the existing pay scale and is brought over to the running pay band from a date later than the 1st day of September, 2006, his pay from the later date in the running pay band shall be fixed in the following manner: -

- (i) Pay in the running pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates in force w.e.f. 01.01.2006 and applicable as on 01.09.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable running pay band. In addition to this, the grade pay corresponding to the existing pay scale will be payable. Where the Government servant is in receipt of special pay or non-practising allowance, the methodology followed will be as

prescribed in Rule 12 (1) (B) or (C) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 01.01.2006.

24. Fixation of pay on promotion on or after 01.09.2006. – In the case of promotion from one grade pay to another in the running pay band, the fixation will be done as follows: -

- (i) - One increment equal to 3% of the sum of the pay in the running pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the running pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the running pay band. In cases where promotion involves change in the running pay band also, the same methodology will be followed. However, if the pay in the running pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the running pay band will be stepped to such minimum.

25. Overriding effects of Rules. – The provisions of Rajasthan Service Rules, the Rajasthan Civil Services (Revised Pay Scales) Rules, 1998 and FD Order No. F.16(2)FD(Rules)/98 dated 17.02.1998 as amended from time to time, regarding grant of selection grades shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

26. Non-accrual of arrears. – Notwithstanding anything contained in these rules, no arrear of pay and allowances thereon, on any account, shall accrue to a Government servant, whether existing or appointed between 01.09.2006 to 31.12.2006 (both days inclusive), for the period upto 31.12.2006.

By Order of the Governor,


(Subhash Garg)

Principal Secretary to the Government

RAJASTHAN RAJYA VIDYUT UTPADAN NIAMG LTD.**PAY SCALES OF NIGAM'S EMPLOYEES**

(w.e.f. 01-09-2006)

S. No.	Existing Pay Scales	Pay Band	Revised Pay Scales to be allowed w.e.f. 01-09-2006		
			Running Pay Band	Grade Pay No.	Grade Pay
1	2650-65-3300-70-4000	-1S	4750-7440	1	1650
2	2950-75-4075-80-4475	PB-1	5200-20200	2	1850
3	3050-75-3950-80-4590	PB-1	5200-20200	3	1900
4	3200-85-4900	PB-1	5200-20200	4	2000
5	3400-90-5200	PB-1	5200-20200	5	2100
6	4000-100-6000	PB-1	5200-20200	6	2400
7	5000-150-8000	PB-2	9300-34800	7	3200
8	5000-150-8000-175-8700	PB-2	9300-34800	8	3500
9	5500-175-9000	PB-2	9300-34800	9	3600
10	6500-200-10500	PB-2	9300-34800	10	4200
11	8000-275-13500	PB-2	9300-34800	11	5400
12	8000-275-13500	PB-3	15600-39100	12	5400
13	9000-300-14400	PB-3	15600-39100	13	6000
14	10000-325-15200	PB-3	15600-39100	14	6600
15	10650-325-15850	PB-3	15600-39100	15	6800
16	11300-350-16200	PB-3	15600-39100	16	7200
17	12000-375-16500	PB-3	15600-39100	17	7600
18	13500-400-17500	PB-3	15600-39100	18	8200
19	14300-400-18300	PB-4	37400-67000	19	8700
20	16400-450-20000	PB-4	37400-67000	20	8900

Note 1: The pay of existing employees drawing Pay in the existing Pay Scale of 8000-13500 as Selection Scale, Senior Scale or Selection Scale, as the case may be, shall be fixed in the running Pay band PB-2 9300-34800 and Grade pay of Rs. 5400/-

Note 2: There will be no initial higher start/advance increment to degree holder JENs or other employees/officers.

Note 3: Direct recruits appointed on or after 1.9.2006, on satisfactory completion of probation training period, shall be allowed minimum pay in the running pay band and grade pay of their corresponding post.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 1**Existing Pay Scale (No.1)
Rs. 2650-65-3300-70-4000Running Pay Band - 1S + Grade Pay (No. 1)
Rs. 4750-7440 + Rs. 1650

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2650	4930	1650	6580
2715	5050	1650	6700
2780	5180	1650	6830
2845	5300	1650	6950
2910	5420	1650	7070
2975	5540	1650	7190
3040	5660	1650	7310
3105	5780	1650	7430
3170	5900	1650	7550
3235	6020	1650	7670
3300	6140	1650	7790
3370	6270	1650	7920
3440	6400	1650	8050
3510	6530	1650	8180
3580	6660	1650	8310
3650	6790	1650	8440
3720	6920	1650	8570
3790	7050	1650	8700
3860	7180	1650	8830
3930	7310	1650	8960
4000	7440	1650	9090

Name of the posts covered under above Pay Scale / Pay Band**Technical Posts**

Helper-II

Administrative Posts

Guard/ Chowkidar/ Watchman/ Diesel Chowkidar

Peon/ Cyclesawar

Sweeper

Attendent (Room, Resthouse, Welfare Centre)

Assistant Cook

Caretaker

Daftari

Ward Boy

**Note : In case, any post has been left out from inclusion in this table,
the same shall be covered by the above table.**



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 2**

Existing Pay Scale (No.2)

Running Pay Band PB-1+ Grade Pay (No. 2)

Rs. 2950-75-4075-80-4475

Rs. 5200-20200 + Rs. 1850

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2950	5490	1850	7340
3025	5630	1850	7480
3100	5770	1850	7620
3175	5910	1850	7760
3250	6050	1850	7900
3325	6190	1850	8040
3400	6330	1850	8180
3475	6470	1850	8320
3550	6610	1850	8460
3625	6750	1850	8600
3700	6890	1850	8740
3775	7030	1850	8880
3850	7170	1850	9020
3925	7310	1850	9160
4000	7440	1850	9290
4075	7580	1850	9430
4155	7730	1850	9580
4235	7880	1850	9730
4315	8030	1850	9880
4395	8180	1850	10030
4475	8330	1850	10180

Name of the posts covered under above Pay Scale / Pay Band**Technical Posts**

Helper-I/Tech. Helper

SBA-III

Lift attendant

SSA-III

Consumer Call Attendant

Semi Skilled Carriage Fitter

Technician-III

Technical Posts

Helper-I

Fireman

Loco Fitter-IV

Mate

Operator-III

Plant Attendant-III

Pointsman

Administrative Posts

Cook

Guestetnor Operator

Note : In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 3**

Existing Pay Scale (No.3)

Running Pay Band PB-1+ Grade Pay (No. 3)

Rs. 3050-75-3950-80-4590

Rs. 5200-20200 + Rs. 1900

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
3050	5680	1900	7580
3125	5820	1900	7720
3200	5960	1900	7860
3275	6100	1900	8000
3350	6240	1900	8140
3425	6380	1900	8280
3500	6510	1900	8410
3575	6650	1900	8550
3650	6790	1900	8690
3725	6930	1900	8830
3800	7070	1900	8970
3875	7210	1900	9110
3950	7350	1900	9250
4030	7500	1900	9400
4110	7650	1900	9550
4190	7800	1900	9700
4270	7950	1900	9850
4350	8100	1900	10000
4430	8240	1900	10140
4510	8390	1900	10290
4590	8540	1900	10440

Name of the posts covered under above Pay Scale / Pay Band**Technical Posts**

Elect.-II/ Lineman-II

SBA-II/ SSA-II

Vehicle Driver

Fitter-II/ Loco Fitter-II

Filter Attendant II

Mech./Tech.-II

Welder-III

C.R.O.

Carriage Fitter

Fitter-II/ Operator-II

Electrician-II

Mech./ Fitter-II

Mechanic-II (Diesel)

Technical Posts

Tracer

Tools-keeper

Fire Tenderer Driver

Lead Fireman

Diesel Driver

Plant Attendant-II

Pump Operator-II

Sample Collector

Sarang-II

Mechanic-II

Operator-II

Technician-II

Mechanic-II (Inst.)

Administrative Posts

LDC

Asstt. Store-Keeper

Telephone Operator

ANM

Note : In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.

RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 4**Existing Pay Scale (No.4)
Rs. 3200-85-4900Running Pay Band PB-1+ Grade Pay (No. 4)
Rs. 5200-20200 + Rs. 2000

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
3200	5960	2000	7960
3285	6110	2000	8110
3370	6270	2000	8270
3455	6430	2000	8430
3540	6590	2000	8590
3625	6750	2000	8750
3710	6910	2000	8910
3795	7060	2000	9060
3880	7220	2000	9220
3965	7380	2000	9380
4050	7540	2000	9540
4135	7700	2000	9700
4220	7850	2000	9850
4305	8010	2000	10010
4390	8170	2000	10170
4475	8330	2000	10330
4560	8490	2000	10490
4645	8640	2000	10640
4730	8800	2000	10800
4815	8960	2000	10960
4900	9120	2000	11120

Note:

Presently no post under the existing pay scale exists, as per record, never the less, if any employee is drawing pay in the existing pay scale No. 4, his fixation will be made in the above corresponding running pay band and grade pay



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 5**Existing Pay Scale (No.5)
Rs. 3400-90-5200Running Pay Band PB-1+ Grade Pay (No. 5)
Rs. 5200-20200 + Rs. 2100

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
3400	6330	2100	8430
3490	6500	2100	8600
3580	6660	2100	8760
3670	6830	2100	8930
3760	7000	2100	9100
3850	7170	2100	9270
3940	7330	2100	9430
4030	7500	2100	9600
4120	7670	2100	9770
4210	7840	2100	9940
4300	8000	2100	10100
4390	8170	2100	10270
4480	8340	2100	10440
4570	8500	2100	10600
4660	8670	2100	10770
4750	8840	2100	10940
4840	9010	2100	11110
4930	9170	2100	11270
5020	9340	2100	11440
5110	9510	2100	11610
5200	9680	2100	11780

Note:

This table is applicable to those Nigam's employees who were recruited, appointed or promoted on the post of LDC or an equivalent post before 28.11.1996 and in technical post before 17.4.98 in the Pay Scale 1025-1800



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 6**Existing Pay Scale (No.6)
Rs. 4000-100-6000Running Pay Band PB-1+ Grade Pay (No.6)
Rs. 5200-20200 + Rs. 2400

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
4000	7440	2400	9840
4100	7630	2400	10030
4200	7820	2400	10220
4300	8000	2400	10400
4400	8190	2400	10590
4500	8370	2400	10770
4600	8560	2400	10960
4700	8750	2400	11150
4800	8930	2400	11330
4900	9120	2400	11520
5000	9300	2400	11700
5100	9490	2400	11890
5200	9680	2400	12080
5300	9860	2400	12260
5400	10050	2400	12450
5500	10230	2400	12630
5600	10420	2400	12820
5700	10610	2400	13010
5800	10790	2400	13190
5900	10980	2400	13380
6000	11160	2400	13560

Name of the posts covered under above Pay Scale / Pay Band**Technical Posts**

SSA-I
Electrician-I
Pump operator-I
Sarang-I
Painter-I
Fitter-I / Fitter-I (Loco)
Welder-II
Loco Operator
Machine Hall Operator
Mech./ Tech.-I
Mechanist-I
Mech -I (Inst.)
Mech./ Fitter-I
Wireman-I

Technical Posts

Black Smith
Crane/ EOT Crane Opr.
Diesel Opr./ Mech.-I
Dozer Operator
Draught Man-II
Operator-I
Plant Attendant-I
PLCC/ Electronic Mech.-I
Pump Mech.-I
Sr. Carriage Fitter
Telephone Mech.-I
Mechanic-I
Mistry (Civil)

Administrative Posts

U.D.C.
Store Keeper
Compounder-III
Male Nurse
Staff Nurse

Note : In case, any post has been left out from inclusion in this table,
the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 7**Existing Pay Scale (No.7)
Rs. 5000-150-8000Running Pay Band PB-2+ Grade Pay (No.7)
Rs. 9300-34800 + Rs. 3200

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
5000	9300	3200	12500
5150	9580	3200	12780
5300	9860	3200	13060
5450	10140	3200	13340
5600	10420	3200	13620
5750	10700	3200	13900
5900	10980	3200	14180
6050	11260	3200	14460
6200	11540	3200	14740
6350	11820	3200	15020
6500	12090	3200	15290
6650	12370	3200	15570
6800	12650	3200	15850
6950	12930	3200	16130
7100	13210	3200	16410
7250	13490	3200	16690
7400	13770	3200	16970
7550	14050	3200	17250
7700	14330	3200	17530
7850	14610	3200	17810
8000	14880	3200	18080

Name of the posts covered under above Pay Scale / Pay Band**Technical Posts**

Foreman-II
Welder-I
Asstt. PWI
Chargeman
Crane Operator-I
Foreman / (Hydel)/ TA

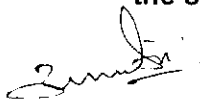
Technical Posts

Supervisor-II
Yard Master
Loco Operator-I
Sr. Operator-II
Sub Fire Officer

Administrative Posts

Jr. Acctt.
O.S. Gr. II
Asstt. Stock Verifier
Statistical Asstt.
Steno Gr. II
Compounder-II

**Note : In case, any post has been left out from inclusion in this table,
the same shall be covered by the above table.**



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 8**Existing Pay Scale (No.8)
Rs. 5000-150-8000-175-8700Running Pay Band PB-2+ Grade Pay (No.8)
Rs. 9300-34800 + Rs. 3500

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
5000	9300	3500	12800
5150	9580	3500	13080
5300	9860	3500	13360
5450	10140	3500	13640
5600	10420	3500	13920
5750	10700	3500	14200
5900	10980	3500	14480
6050	11260	3500	14760
6200	11540	3500	15040
6350	11820	3500	15320
6500	12090	3500	15590
6650	12370	3500	15870
6800	12650	3500	16150
6950	12930	3500	16430
7100	13210	3500	16710
7250	13490	3500	16990
7400	13770	3500	17270
7550	14050	3500	17550
7700	14330	3500	17830
7850	14610	3500	18110
8000	14880	3500	18380
8175	15210	3500	18710
8350	15540	3500	19040
8525	15860	3500	19360
8700	16190	3500	19690

Name of the posts covered under above Pay Scale / Pay Band**Technical Posts**Junior Engineer
Junior Chemist
Hydel Supervisor-II
Loco Foreman**Technical Posts**Sr. Operator-I
Supervisor-I

Note1 : This running pay band and grade pay is admissible to JEN and III selection scale holder technical workmen. No initial higher start / advance increment(s) is admissible to probationers trainees appointed on or after 1.9.2006. After completion of probation trainee period they will be fixed at minimum of pay-band.

Note 2 : In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 9**Existing Pay Scale (No.9)
Rs. 5500-175-9000Running Pay Band PB-2+ Grade Pay (No.9)
Rs. 9300-34800 + Rs. 3600

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
5500	10230	3600	13830
5675	10560	3600	14160
5850	10890	3600	14490
6025	11210	3600	14810
6200	11540	3600	15140
6375	11860	3600	15460
6550	12190	3600	15790
6725	12510	3600	16110
6900	12840	3600	16440
7075	13160	3600	16760
7250	13490	3600	17090
7425	13820	3600	17420
7600	14140	3600	17740
7775	14470	3600	18070
7950	14790	3600	18390
8125	15120	3600	18720
8300	15440	3600	19040
8475	15770	3600	19370
8650	16090	3600	19690
8825	16420	3600	20020
9000	16740	3600	20340

Name of the posts covered under above Pay Scale / Pay Band**Administrative Posts**Accountant/ IA
Asstt. Personnel Officer
Compounder-I
Manager
Stock Verifier**Administrative Posts**O.S. Gr.I
Legal Assistant
Stenographer Gr.I
Statistician**Technical Posts**

Plant Supervisor

Note1: In the cases where 3rd selection grade has been allowed after 1.9.1996 wrongly to the technical workmen in the scale of 5500-9000 (which was not admissible), the fixation in the RCS (Revised Pay) Rules, 2008 shall be made after revising the fixation in the existing pay scale 5000-8700 and making adjustment of excess payment from the arrears for the period 1.1.2007 to 31.12.2007.

Note 2 : In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 10**Existing Pay Scale (No.10)
Rs. 6500-200-10500Running Pay Band PB-2+ Grade Pay (No.10)
Rs. 9300-34800 + Rs. 4200

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
6500	12090	4200	16290
6700	12470	4200	16670
6900	12840	4200	17040
7100	13210	4200	17410
7300	13580	4200	17780
7500	13950	4200	18150
7700	14330	4200	18530
7900	14700	4200	18900
8100	15070	4200	19270
8300	15440	4200	19640
8500	15810	4200	20010
8700	16190	4200	20390
8900	16560	4200	20760
9100	16930	4200	21130
9300	17300	4200	21500
9500	17670	4200	21870
9700	18050	4200	22250
9900	18420	4200	22620
10100	18790	4200	22990
10300	19160	4200	23360
10500	19530	4200	23730

Name of the posts covered under above Pay Scale / Pay Band**Administrative Posts**

Asstt. Accounts Officer

P. A.


Section Officer

Computer programmer

Secretarial Officer

Head Legal Asstt.

**Note : In case, any post has been left out from inclusion in this table,
the same shall be covered by the above table.**




RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 11**Existing Pay Scale (No.11)
Rs. 8000-275-13500Running Pay Band PB-2+ Grade Pay (No.11)
Rs. 9300-34800 + Rs. 5400

Basic Pay in the Existing Pay Scale	Revised Pay in the Running Pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
8000	14880	5400	20280
8275	15400	5400	20800
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510

Note :-

The pay of existing employees drawing Pay in the existing Pay Scale of 8000-13500 as Selection grade, Senior Scale or Selection Scale, as the case may be, shall be fixed in the running Pay band PB-2 Rs.9300-34800 and Grade pay of Rs. 5400/-



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 12**

Existing Pay Scale No. 12 Running Pay band PB-3+Grade Pay (No. 12)

Rs. 8000-275-13500

Rs. 15600-39100+Rs.5400

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510

Note 1: Applicable to the Posts: AEN, PO, AO, AS/ADMO/EO/PS, MEDICAL OFFICER, CHEMIST

Note 2: In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 13**

Existing Pay Scale No. 13 Running Pay band PB-3+Grade Pay (No. 13)

Rs. 9000-300-14400

Rs. 15600-39100+Rs.6000

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
9000	16740	6000	22740
9300	17300	6000	23300
9600	17860	6000	23860
9900	18420	6000	24420
10200	18980	6000	24980
10500	19530	6000	25530
10800	20090	6000	26090
11100	20650	6000	26650
11400	21210	6000	27210
11700	21770	6000	27770
12000	22320	6000	28320
12300	22880	6000	28880
12600	23440	6000	29440
12900	24000	6000	30000
13200	24560	6000	30560
13500	25110	6000	31110
13800	25670	6000	31670
14100	26230	6000	32230
14400	26790	6000	32790

Note 1: This table is applicable to existing AENs(SG) drawing pay in Pay Scale of Rs.9000-14400

Note 2: In case, any post has been left out from inclusion in this table, the same shall be covered by the above table



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 14**

Existing Pay Scale No. 14 Running Pay band PB-3+Grade Pay (No. 14)

Rs. 10000-325-15200

Rs. 15600-39100+Rs.6600

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880

Note 1: Applicable to the Posts: XEN, SR. AO, DDP, DY.SECY.,
SR.CHEMIST, PRO, SR.MEDICAL OFFICER

Note 2: In case, any post has been left out from inclusion in this
table, the same shall be covered by the above table



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 15**

Existing Pay Scale No. 15 Running Pay band PB-3+Grade Pay (No. 15)

Rs. 10650-325-15850

Rs. 15600-39100+Rs.6800

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
10650	19810	6800	26610
10975	20420	6800	27220
11300	21020	6800	27820
11625	21630	6800	28430
11950	22230	6800	29030
12275	22840	6800	29640
12600	23440	6800	30240
12925	24050	6800	30850
13250	24650	6800	31450
13575	25250	6800	32050
13900	25860	6800	32660
14225	26460	6800	33260
14550	27070	6800	33870
14875	27670	6800	34470
15200	28280	6800	35080
15525	28880	6800	35680
15850	29490	6800	36290

Note 1: This table is applicable to existing XENs(SG) drawing pay in Pay Scale of Rs.10650-15850

Note 2: In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 16**

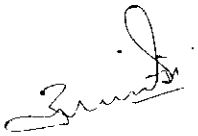
Existing Pay Scale No. 16 Running Pay band PB-3+Grade Pay (No. 16)

Rs. 11300-350-16200

Rs. 15600-39100+Rs.7200

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
11300	21020	7200	28220
11650	21670	7200	28870
12000	22320	7200	29520
12350	22980	7200	30180
12700	23630	7200	30830
13050	24280	7200	31480
13400	24930	7200	32130
13750	25580	7200	32780
14100	26230	7200	33430
14450	26880	7200	34080
14800	27530	7200	34730
15150	28180	7200	35380
15500	28830	7200	36030
15850	29490	7200	36690
16200	30140	7200	37340

Note : In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 17**

Running Pay Scale No. 17		Running Pay band PB-3+Grade Pay (No. 17)	
12000-375-16500		Rs. 15600-39100+Rs.7600	
Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290

Note 1: Applicable to the Posts: COMPANY SECY., JDP, SE, CAO.

Note 2: In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 18**

Existing Pay Scale No. 18 Running Pay band PB-3+Grade Pay (No. 18)

Rs. 13500-400-17500

Rs. 15600-39100+Rs.8200

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
13500	25110	8200	33310
13900	25860	8200	34060
14300	26600	8200	34800
14700	27350	8200	35550
15100	28090	8200	36290
15500	28830	8200	37030
15900	29580	8200	37780
16300	30320	8200	38520
16700	31070	8200	39270
17100	31810	8200	40010
17500	32550	8200	40750

Note 1: Applicable to the Posts: DY.CE.**Note 2:** In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.


RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 19**


Existing Pay Scale no. 19

Running Pay band PB-4+Grade Pay (No. 19)

Rs. 14300-400-18300

Rs. 37400-67000+Rs.8700

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
14300	37400	8700	46100
14700	37400	8700	46100
15100	38530	8700	47230
15500	38530	8700	47230
15900	39690	8700	48390
16300	39690	8700	48390
16700	40890	8700	49590
17100	40890	8700	49590
17500	42120	8700	50820
17900	42120	8700	50820
18300	43390	8700	52090

Note 1: Applicable to the Posts: ADDL.CE, CCOA**Note 2:** In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.


RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Table No. 20**

Existing Pay Scale No. 20 Running Pay band PB-4+Grade Pay (No. 20)

Rs. 16400-450-20000

Rs. 37400-67000+Rs.8900

Basic Pay in the	Revised Pay in the running	Grade Pay	Total Pay (2+3)
1	2	3	4
16400	39690	8900	48590
16850	40890	8900	49790
17300	40890	8900	49790
17750	42120	8900	51020
18200	42120	8900	51020
18650	43390	8900	52290
19100	43390	8900	52290
19550	44700	8900	53600
20000	44700	8900	53600

Note 1: Applicable to the Post: CE**Note 2:** In case, any post has been left out from inclusion in this table, the same shall be covered by the above table.


**GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
(RULES DIVISION)**

MEMORANDUM

No. F.11(7)FD(Rules)/2008

Jaipur, Dated: 12th September, 2008

Sub.: - Fixation of pay of Government servants in the Rajasthan Civil Services (Revised Pay) Rules, 2008.

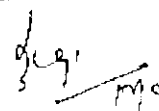
The undersigned is directed to invite attention to this Department Notification No. F.11(7)FD(Rules)/2008 dated 12.09.2008, under which the Rajasthan Civil Services (Revised Pay) Rules, 2008 have been promulgated. The tables of fixation of pay have been appended to the aforesaid rules with a view to facilitating and expediting fixation of pay in the running pay bands and grade pays thereon.

2. The rules provide that Government servants should exercise option within three months from the date of publication of these rules indicating whether they desire to come over to the running pay band and grade pay or to retain their existing pay scales. In the case of a Government servant who does not exercise option to retain the existing scale of pay within the prescribed time, he will be deemed to have opted for the Rajasthan Civil Services (Revised Pay) Rules, 2008 and thereupon his pay shall be fixed in the running pay band and grade pay. The option given by the Government servant may be pasted in his Service Book and a true copy of it be placed in his personal file. The fixation of pay in the running pay band and grade pay of the individual Government servant may, therefore, be done as and when option is received. The Heads of Departments / Offices should not wait or postpone action in this respect until options from all Government servants serving under them are received.

3. (i). The pay of Government servants may be drawn in the running pay bands and grade pays thereon after pay fixation statements have been checked by the Accounts Officer(s)/ Assistant Accounts Officer(s) of the Department or the officer(s) specially authorised in this connection. A proforma for the purpose of fixation of pay in the Running Pay Band and Grade Pay is enclosed.

(ii) The Heads of Offices / Departments shall prepare pay fixation statements of each Government servant in the prescribed proforma in triplicate and send the same to the authorities as specified in para 5 of this Memorandum. The original and duplicate copy of the fixation statement, after checking by Accounts Officer/ Assistant Accounts Officer or Treasury Officer/ Assistant Treasury Officer, as the case may be, shall be returned to the concerned Head of Office / Department of the employee. The triplicate copy shall be retained by the checking authority for record of his office. The Head of Office shall attach original copy of the pay fixation statement with the

- arrear bill and retain duplicate copy in his office in the personal file of the respective employee.
4. In the absence of pre-audit, there is a possibility of fixation of pay being done wrongly resulting in over-payments which shall have to be recovered subsequently. To safeguard against such a contingency, the disbursing officers shall obtain undertaking from each Government servant that in the event of overpayment as a result of incorrect fixation of pay, recovery may be made from his pay.
5. The Accounts Officer(s)/ Assistant Accounts Officer(s) are hereby authorised to check the pay fixation statements of employees serving in their respective Departments. Where there is no Accounts Officer/ Assistant Accounts Officer in a Department the fixation statement for checking will be sent by the Head of Office to the Treasury Officer who passes salary claims of that office. The Treasury Officer(s) and Assistant Treasury Officer(s) of such Treasuries are authorised to check such fixation statements.
6. The fixation of pay of Government servants on deputation to various undertakings, autonomous bodies etc. in the running pay bands and grade pays under the Rajasthan Civil Services (Revised Pay) Rules, 2008 shall be done by the Accounts Officer/ Assistant Accounts Officer of their parent departments to which they belong. In case of members of Rajasthan Administrative Service and Rajasthan Accounts Service and Rajasthan Subordinate Accounts Service, fixation of pay of deputationists in the running pay bands and grade pays, shall be done by the Department of Personnel, Government of Rajasthan and Director, Treasuries & Accounts, Rajasthan, Jaipur respectively.
7. (i) Fixation of pay in the running pay bands and grade pays prescribed under Rajasthan Civil Services (Revised Pay) Rules, 2008 in respect of left out posts which do not find place in the department-wise Schedule-I, appended to these rules, may not be done until the posts have been included in Section 'B', 'C' and 'D' of Schedule-I of the rules.
- (ii) No payment of Special Allowance be made in any case where the entry of Special Allowance has not been included in Schedule-II regardless of drawal of special pay / special allowance in the existing pay scale.
8. The Heads of Offices/ Departments will ensure that entries with respect to fixation of pay in the running pay bands and grade pays are made on the basis of fixation statements approved by the Accounts Officer/ Treasury Officer/ Assistant Accounts Officer/ Assistant Treasury Officer in the Service Books of the employees under his attestation.
9. The fixation statement checked and approved by the authorities specified in para 5 above will be subject to check by the audit parties of the Accountant General's Office and internal check / audit parties of the State Government when they visit Offices/ Departments for conducting normal audit.



(Subhash Garg)

Principal Secretary to the Government

RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**STATEMENT OF FIXATION OF PAY IN THE RUNNING PAY BAND
AND GRADE PAY PRESCRIBED IN NIGAM.**

Name of the Office.....

1. Name & designation of Nigam's employee
2. For substantive/officiating post
3. (i) Existing pay scale
- (ii) Date of last increment in the existing pay scale
4. (i) Running Pay Band
- (ii) Grade Pay
5. Date from which Running Pay Band and Grade Pay opted, if permissible as per rules
6. Details of pre-revised emoluments as defined in Rules
 - (A) Basic Pay, as defined in Rules
 - (B) Personal Pay, if any
 - (C) 50% Dearness Pay on Basic Pay
 - (D) Dearness Allowance at the rate of 24% on the total of Basic Pay plus Dearness Pay
 - (E) Total of pre-revised emoluments {(A) to (D)}
7. Number of Pay Fixation Table applicable
8. (A) Pay fixed in Running Pay Band as per pay fixation table
- (B) Grade Pay
- Total of (A+B)**
9. Date of next increment under rules
10. Remarks.

Certified that :-

- (i) Pay in the Running Pay Band and Grade Pay has been fixed as above of Table No.
- (ii) The entry of the post is appearing in the aforesaid Table No.
- (iii) An undertaking has been obtained from the employee to refund overpayments, if any, which may be subsequently deducted.

Date
PlaceSignature & Desig. of
Head of office/Head of Deptt.Checked, approved and entry made in Service Book

Sr. Accounts Officer/ Accounts Officer/ Asstt. Accounts Officer (with seal)

No.

Dated.....

Copy to:-

1. Head of office/ Department.....
2. Sr. AO/ Accounts Officer/ Asstt. Accounts Officer.....
3. Employee

Sr. AO/ AO/ AAO
(Seal)

RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**FORM OF OPTION**

- * (i) I.....hereby elect the Running Pay Band and Grade Pay with effect from 01.09.2006.
- * (ii) I..... hereby elect to continue in the existing scale of pay of my substantive/ officiating post mentioned below until:-
- * the date of my next increment falling on.....
 - * the date of my subsequent increment raising my pay to Rs.....
 - * I vacate or cease to draw pay in the Existing Pay Scale.
Existing Pay Scale..... for the post.....
2. The option hereby exercised is final and will not be modified at any subsequent date.
3. I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently, will be refunded by me to the Nigam either by adjustment against future payments due to me or otherwise.

Signature

Name.....

Designation.....

Office in which employed.....

Signed before me.

Signature
(Head of the Office)Date
Place

Date

Received the above declaration


Place

Signature
(Head of the Office)

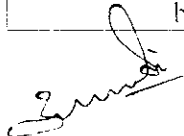
*To be scored out, if not applicable.

RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**Rates of Special Allowance**

Name of the Post	Rate of Special allowance in Rs. per month	Remarks
1	2	3
[1] Nigam's employees handling Cash/stores on furnishing cash security or Fidelity bond from Insurance Company as under :		
(a) For Cashier:		
Amount of average monthly cash handled during the preceding year	Amount of security	
i) Upto Rs.75,000/-	Rs. 20,000/-	50/-
ii) Over Rs.75,000/- and upto Rs.2 lacs	Rs. 25,000/-	75/-
iii) Over Rs.2 lacs and upto Rs.5 lacs	Rs. 35,000/-	100/-
iv) Over Rs.5 lacs	Rs. 50,000/-	125/-
(b) For Store-keeper		
Who handles Stores of average monthly value of not less than Rs. 75,000/-. The average, monthly value of Stores is to be reckoned as per book value during the preceding year.	20,000/-	50/-
<p>The grant of aforesaid Special Allowance to the Cashier and Store-Keeper shall be subject to the following conditions :-</p> <ol style="list-style-type: none"> 1.The Head of the Department concerned should certify on the basis of the previous financial years average the amount of cash handled/Stores handled as the case may be and sanction the rate of Special Allowance appropriate to that quantum. The average amount of cash handled should be arrived at by taking the total amount shown as disbursed in the Cash Book reduced by the items disbursed in the form of cheques/drafts etc. All transactions made through Bank should be omitted. The average monthly value of stores handled should be verified on the basis of book value of the previous financial year. 2.Every official who is appointed as Cashier/Store Keeper, unless he is exempted by a competent authority should invariably furnish security in accordance with the provisions contained in Chapter XIX of General Financial & Accounts Rules Volume-I and Orders issued there under from time to time. 3.The Special allowance is to be granted from the date of issue of orders of appointment as Cashier/Store Keeper or from the date of furnishing security, whichever is later. In case any modification in the existing fidelity is required the special allowance at revised rates shall be sanctioned from the date of furnishing the additional security. 4.Not more than one official should be allowed the Special Allowance as Cashier/store-Keeper in an office/department. 		



Name of the Post 1	Rate of Special allowance in Rs. per month 2	Remarks 3
<p>5.Sanction for grant of Special Allowance should invariably be issued in the name of the person who is appointed to do the work of Cashier/Store-Keeper and for whom the Special Allowance is sanctioned.</p> <p>Note: The custodians of office furniture , stationery and other articles required for office management shall not be entitled to special allowance as provided in rule 313(chapter-XIX of GF&AR Vol.-I.</p>		
<p>[2] UDC/LDC working as Steno cum clerk, working either against the sanctioned post of Steno cum clerk or Stenographers</p> <p>Special allowance will be admissible only after certifying by the following conditions by the appointing authority</p> <p>(i) that the person possess speed of 70/60 words per minutes in English/Hindi respectively in Stenography and 25/20 words per minute in English/Hindi respectively in typewriting</p> <p>(ii) that the post of Steno cum clerk/Stenographer against which the person has been appointed is continuing upto the date the special allowances drawn.</p>	25/-	
<p>[3] Typist – A person already actually working (not merely posted against that post)</p> <p>Special allowance shall be allowed with the following conditions</p> <p>(i) This special allowance will be admissible only to the persons who have a typing speed of 40 words per minute to be certified by Head of office after conducting a typing test if not already taken at the time of appointment and to be enclosed with the bill in which the arrear of special allowance is drawn.</p> <p>(ii) This special allowance will be admissible so long as a person is actually engaged as a typist against the sanctioned post and a certificate to that effect will be recorded in the salary bill in respect of the persons for whom the special allowance is drawn</p> <p>Note: If a qualified Steno typist with requisite speed is not available, the post shall be treated to have been downgraded to that of a typist</p>	12/-	



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.**AMOUNT OF FIXED REMUNERATION FOR PROBATIONER TRAINEE**

Existing Pay Scale No.	Pay Scales Under RPS 1998 (Allowed on successful completion of Probation Period)	Existing amount of fixed Remuneration per month(Rs.) (During the period of Probation Period)	Pay Band	Corresponding Running Pay Band (On successful completion of Probation Period)	Grade Pay No.	Grade Pay	Amount of Fixed Remuneration per Month(Rs.) (Probation Period)	
							(w.e.f. 01.09.06 to 31.08.2008)	(w.e.f. 01.09.08)
1	2650-65-3300-70-4000	2600	-1S	4750-7440	1	1650	3650	5300
2	2950-75-4075-80-4475	2900	PB-1	5200-20200	2	1850	4100	5900
3	3050-75-3950-80-4590	3000	PB-1	5200-20200	3	1900	4200	6100
4	3200-85-4900	3150	PB-1	5200-20200	4	2000	4450	6400
5	3400-90-5200	3350	PB-1	5200-20200	5	2100	4700	6750
6	4000-100-6000	3950	PB-1	5200-20200	6	2400	5550	7900
7	5000-150-8000	4950	PB-2	9300-34800	7	3200	6950	10000
8	5000-150-8000-175-8700	Diploma holder- 4950 Degree holder- 6450/8000	PB-2	9300-34800	8	3500	* 6950	10000
9	5500-175-9000	5450	PB-2	9300-34800	9	3600	7650	11100
10	6500-200-10500	6450	PB-2	9300-34800	10	4200	9050	13050
12	8000-275-13500	7950/13000	PB-3	15600-39100	12	5400	** 11150	16800
14	10000-325-15200	9950	PB-3	15600-39100	14	6600	13950	20200
16	11300-350-16200*	11250	PB-3	15600-39100	16	7200	15750	22600
17	12000-375-16500	11960	PB-3	15600-39100	17	7600	16750	23950
18	13500-400-17500	13450	PB-3	15600-39100	18	8200	18850	26650
19	14300-400-18300	14250	PB-4	37400-67000	19	8700	19950	36900
20	16400-450-20000	16350	PB-4	37400-67000	20	8900	22900	38900

Note:

- (i)* The fixed remuneration in respect of the JEN-I for the period 24.06.08 to 31.08.08 shall be Rs.8,000/- instead of Rs.6,950/-
- (ii) ** The fixed remuneration to the Feeder Manager/ Asstt Engineer for the period 24.06.08 to 31.08.08 and to the Accounts Officer for the period 27.05.08 to 31.08.08 shall be Rs. 13,000/- instead of Rs.11,150/-.

Note: Except fixed remuneration, for other matters the Probationer Trainees will be governed by the orders issued from time to time.

