

# **MADHYA PRADESH STATE ELECTRICITY BOARD**



**REGULATIONS  
FOR REVISION OF PAY SCALES  
FOR  
CLASS III & IV EMPLOYEES**

**w.e.f. 1-1-2001**

**April, 2006**

# MADHYA PRADESH STATE ELECTRICITY BOARD

## NOTIFICATION

No.01-07/WAC/2486

/Jabalpur, dt. 27.04.2006

In exercise of the powers conferred by Section 79(c) of the Electricity (Supply) Act, 1948, the Madhya Pradesh State Electricity Board (Board) is pleased to make the following regulations for the revision of pay scales for all Class III & IV employees of the Board on the basis of agreement executed with the MPVK Sangh (Federation), the representative union in respect of all class III & IV employees [excluding Junior Engineers(Supervisors)] of the Electricity Supply Industry in the State of Madhya Pradesh.

### 1. Short Title, Scope and Commencement :

(a) These regulations may be called : "**The Madhya Pradesh State Electricity Board (Class III and Class IV employees ) Revision of Pay Regulations 2001**".

(b) **Categories of Employees to whom these Regulations apply :**

Save as otherwise provided by or under these rules, these regulations shall apply to all class III and class IV employees of the Board, who were in service of the Board as on 1.1.2001. These regulations shall also apply to the employees whose services ended during the period from 1.1.2001 to the date of publication of these regulations on account of retirement, death or discharge on abolition of posts.

(c) **These regulations shall not apply to;**

- (i) Re-employed pensioners (i.e. pensioners as on 1.1.2001),
- (ii) Part time or daily rated employees and employees on contract, except the cases where emoluments were related to pre-revised Pay scales.
- (iii) Persons paid from contingencies,
- (iv) Workcharged employees, if not employed in any pre-revised pay scale.
- (v) Servants of the Board whose services were terminated as a result of disciplinary action or who have resigned their appointment.
- (vi) Employees of REC societies absorbed in the services of the Board to whom the pre-revised pay scales were not applicable.

(d) **These regulations shall be deemed to have come into force on 1st January 2001.**

### 2. Definitions :

In these regulations, unless the context otherwise requires :-

- (a) "**Existing Basic Pay**" means the amount drawn monthly by an employee as Basic Pay as on 1.1.2001 or on the date of his appointment, if he/ she was appointed in the Board's service subsequent to 1.1.2001 in the scale of pay applicable w.e.f. 1.4.94 but shall not include special pay or pay granted in lieu of his/ her personal qualification, which has been sanctioned for a

post held by him/ her substantively or in an officiating capacity or to which he/ she is entitled by reasons of his/ her position in a cadre.

- (b) "**Additional pay**" means the 22% benefit as given by the Board with effect from 1.1.96 vide order No. 01-07 /WAC/ 285 dt. 9.1.98.

**Explanation :**

*The intention is that the Basic Pay in the revised scales should be fixed only with reference to the existing Basic Pay and 22% additional pay of the individual and special pay or personal pay should not be taken into account for the purpose of fixation in the revised pay scales effective from 1.1.2001..*

- (c) "Existing scale" means the scale of pay applicable to an employee in respect of a post held by him/ her on 1.1.2001 or on the date of his/ her appointment, if he/ she was appointed in the Board's service subsequent to 1.1.2001.

**Explanation :**

*In the case of an employee on leave or one who would have officiated in one or more lower posts but for his/ her officiation in higher post, 'Existing scale' includes the scale applicable to a post which he/ she would have held, but for his / her being on leave or but for officiating in higher post.*

- (d) "Revised scale" means the scale of Pay prescribed by the Board w.e.f.1.1.2001 indicated in Appendix-I.
- (e) "Fixation benefit" means the benefit of 15% (fifteen percent) on pre-revised basic plus 22% additional pay considered to-gather as on 1.1.2001 shall be allowed and then the fixation shall be done in the revised pay scale with effect from 1.1.2001 or any subsequent date as opted or appointed in the service of the Board after 1.1.2001.

### **3. Scale of Pay :**

The scales of pay of various categories of class III & IV employees of the Board are revised with effect from 1.1.2001 as specified in Appendix-I to these regulations.

### **4. Application of Revised Scales of Pay :**

- (i) An employee shall be allowed notional fixation of his/her pay in the revised scale, applicable to the post held by him/ her on 1.1.2001 with effect from 1.1.2001 or from the date of option as defined in Regulation-13 or date of appointment if the employee has been appointed under the Board on or after 1.1.2001.
- (ii) An employee who on the 1st January 2001 was on leave preparatory to retirement shall be entitled to have his/ her pay notionally fixed for his/ her substantive post or officiating post or both fixed in the revised scale with effect from that date for the purpose of computing his/ her pension, if that date falls within the first four months of leave on full pay.

- (iii) If an employee was under suspension on 1st January 2001 or if he/ she had been discharged from a post before that date and is re-appointed to it after that date, he/ she shall be entitled to the revised scale of pay only from the date of his/ her return on duty in the post or from the date of re-appointment to it, whichever is later.
- (iv) If an employee was on leave on 1st January 2001, he/ she shall be entitled for notional fixation in the revised scale of pay from 1st January 2001 which shall be applicable to him/ her only from the date of his/ her return to duty on the post after the expiry of the leave, but the period commencing on 1st January 2001 and ending with the date of such return will, if such period will count for future increment in the existing scale, count for future increments in the revised scale also.

## 5. Fixation of Pay in the Revised Pay Scale :

### A) For employees in the Board's service as on 1.1.2001 :

- (i) Fixation benefit in pay at the rate of 15% of the Basic Pay plus additional pay in the existing scale of pay shall be granted to each employee while fixing his/ her pay in the revised scale of pay on 1.1.2001 or at a later date as per provisions in Regulation 4 (i).
- (ii) Fixation of pay of individual employee in the revised pay scales shall be done by adding the following :-

(a) Pre revised basic pay as on 1.1.2001	-	A
(b) Add, 22% of 'A' termed as additional pay	-	B
(c) Add, 15% of the pre-revised basic pay plus additional pay as on 1.1.2001 i.e. on (A+B), as fixation benefit.	-	C

<b>Total</b>	-	<b>A+B+C</b>
--------------	---	--------------

- (iii) Total sum as per (ii) above, shall be fixed at the next higher stage in the revised scale of pay notionally and the stage so fixed shall be the basic pay in the revised pay scale as on 1.1.2001 in the following manner :
  - (a) If the amount calculated under (ii) above contains fraction of a rupee, amount of 50 paise and above shall be rounded off to the next higher rupee and the amount less than 50 paise shall be ignored.
  - (b) If the total amount so arrived at is less than the minimum of the revised scale, the pay shall be fixed at the minimum of the revised scale.
  - (c) If the total amount so arrived at is equal to a stage in the revised scale, then the pay shall be fixed at the equal stage.
  - (d) If the total amount so arrived at is more than the minimum of the revised scale and the same is in between two stages of the revised scale, then the pay shall be fixed at the next higher stage but shall not be more than the highest stage of the revised pay scale of the employee applicable to the post.

- (e) If the total amount so arrived at is more than the maximum of the revised pay scale, then the pay shall be fixed at the maximum of the pay scale.

**B) For employees appointed on or after 1.1.2001 :**

Employees who have been appointed in the Board's service afresh on or after 1.1.2001 on the minimum of the existing pay scale shall be fixed at the minimum of the revised pay scale applicable to the post. Such employees shall also be eligible to other allowances admissible to the post as per rules.

**6. Next Annual Grade Increment :**

Next annual grade increment of the employee whose pay is fixed in the revised scale will be admissible on the anniversary of last increment i.e. an employee would draw his next increment as he/she would have drawn but for the revision of pay scales. However, in the case of an employee who has reached at the maximum of existing pay scale for a period more than a year as on 1.1.2001, the next increment will be allowed on 2.1.2001. In such a case, the next increment after 2.1.2001 if available in the revised scale, will be admissible on completion of qualifying service of 12 months i.e. on 2.1.2002.

**7. Dearness allowance -**

Within the meaning and applicability of these regulations, each dearness allowance instalment sanctioned by the Govt of M.P. for its employees shall become payable to the Board's employees at like rates, for which separate order (s) shall be issued by the Board from time to time.

**8. Stagnation Allowance :**

Stagnation Allowance sanctioned to an employee, if any, as per prevailing order(s), will be adjusted in the revised pay scales on fixation of pay, in case provisions contained in the prevailing order(s) are not fulfilled on implementation of revised pay scales.

**9. Payment of Arrears :**

- i) The employees shall be allowed to draw, by the drawing and disbursing officer, pay in the revised pay scales from the month of April, 2006 i.e. salary of April, 2006 payable on 30-4-2006 .
- ii) The Payment of arrears (net of interim relief already paid) on account of revision of pay scales shall be payable for the period from 1-10-2003 to 31.03.2006 or till the date of retirement, if earlier to 31.03.2006, and shall be paid in cash in 24 equal monthly installments commencing from August 2006.

**10. Punishment of withholding of Increments :**

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

## 11. Special Pay :

Special pay, if any, admissible to any category of employees, as per existing instructions will continue to be paid to the employees as per existing provisions after fixation of their pay in the revised pay scales.

## 12. House Rent (License Fee) :

Detailed orders regarding recovery of fixed rent with effect from 1.1.2001 onwards for a particular type of quarter, irrespective of the pay of employee, shall be issued separately.

## 13. Option :

- (i) The employees in service of the Board as on 1.1.2001, if they so wish, may exercise their option in the form enclosed (Appendix-II) by 30.04.2006 to continue in the existing scale of pay until they earn their next or any subsequent increment in the existing scale, either on account of higher pay scale increments or promotion of his own or his junior for availing the revised scale of pay. The option once exercised shall be final. No option form, however, is required in respect of other employees, who do not want any change in the date of option and the revised pay scale shall apply automatically to such employees with effect from 1.1.2001.
- (ii) All the employees shall be deemed to have opted for the revised pay scale w.e.f. 1.1.2001 except in cases where an employee specifically opts to continue in the existing scale(s) of pay until the date on which, he/ she earns his/ her next increment after 1.1.2001 for the reasons stated in (i) above or for any other reason.
- (iii) A Board's employee, who is on leave or on deputation or under suspension on the date of issue of these regulations and who does not join duty before the last date for the exercise of option under sub regulation 13 (i) above, may exercise his/ her option as aforesaid within a period of one month from the date of resumption of duty after the expiry of leave or from the date of his/her joining the Board's service on the termination of his/ her deputation or reinstatement, as the case may be. If the option is not exercised within the stipulated period, the employee shall be deemed to have opted for the revised scale w.e.f. 1.1.2001.
- (iv) In case, where an employee opts to continue in the existing scale(s) of pay until the date on which he/ she earns his/ her next increment after 1.1.2001, or till any date, his/ her basic existing pay shall be the pay in the existing scale(s). In such cases, where the employee opts to continue in existing scale, he/ she will be entitled for the benefit of 22% additional pay granted vide order No.01-07/WAC/ 285 dt.9.1.98, till a date just prior to the date from which he/ she has opted for revised pay scale.

### Explanation :

- (i) *The option to retain the existing scale under the proviso shall be admissible only in respect of one existing scale.*
- (ii) *The aforesaid option shall not be admissible to any person appointed to a post on or after 1.1.2001, whether for the first time in the Board's service or by transfer or promotion from*

*another post and he/ she shall be allowed pay only as admissible in the revised scale with effect from the date of appointment/ transfer/ promotion, as the case may be.*

#### **14. Disbursement of Pay and Allowance :**

- (i) Pay fixation in the revised pay scale, will be done by the Head of Office/Drawing and Disbursing Officer, to which an employee is attached or by an Officer authorized by the Head of Department, in accordance with these regulations as per entries recorded in the service book. Based on the pay fixation statement, the Drawing and Disbursing Officer will draw the amount of arrears of pay and allowance as per entries recorded in the service book and disburse the amount payable to the employee concerned, as admissible under these regulations.
- (ii) In case, where an employee has worked in more than one office or accounting unit, his/ her arrears of pay and allowances on account of fixation of pay in the revised pay scale, for the admissible period, will be drawn and disbursed by the office to which he/ she is presently attached. The details of pay and allowances drawn for the period an employee was attached to other offices, be intimated to those offices concerned also, alongwith a copy of pay fixation statement, so that necessary remarks in this behalf be recorded on the office copies of the pay bills of the relevant period, after due verification by those offices.
- (iii) In cases, where an employee was in service of the Board as on 1.1.2001 and has retired subsequently but before 31.03.2006, his/ her arrears of pay and allowances on account of fixation in the revised pay scale, for the admissible period, will be drawn and disbursed by the office/ accounting unit from where he retired either voluntarily/ compulsorily/ on superannuation. The details of pay and allowances so fixed, drawn and disbursed be informed to those other offices/ accounting units where he/ she may have served during the period 1.1.2001 onwards.

#### **15. Manner of Pay Fixation :**

The following instructions should be followed by the Head of Office /Drawing and Disbursing Officer in connection with the fixation of pay and payment of arrears :

- (i) A Statement (Ready Reckoner) showing various stages at which pay shall be fixed in the revised pay scales, corresponding to the stage in the pre-revised pay scales, according to these regulations, has been prepared and is enclosed as Appendix-III to enable the Drawing / Disbursing Officer / RAOs to fix the pay accordingly.
- (ii) A specimen form of pay fixation statement is appended (Appendix-IV) which shall be prepared in triplicate by the Head of Office/Drawing and disbursing Officer for each employee in service of the Board as on 1.1.2001. He/ she will retain one copy and forward two copies to the RAO concerned alongwith the arrears bills and service books etc. The RAO will retain one copy and return other copy after approval of pay fixation done by the Head of Office/Drawing and Disbursing Officer. The approved copy should be pasted in the service book of the employee concerned, and produced to the Audit later on.
- (iii) A written undertaking in the following form should be obtained from each employee :

***"I understand that my pay as fixed now in the revised scale of pay is provisional and I undertake to repay to the Board either in cash or deduction from my salary including pension and DCR Gratuity, or any other form of retirement benefits, if any, due to me all amounts objected to on account of errors in the pay so fixed as well as any amounts that may be found to have been overpaid to me as a result of such fixation."***

The above undertaking should be witnessed by two employees and countersigned by the Head of Office.

- (iv) Claims of arrears of pay on account of fixation of pay in the revised scales of pay be drawn separately.
- (v) Every bill for arrears of pay should be supported by the following certificates besides the usual ones viz :
  - (a) A certificate that pay fixation statement in the prescribed form alongwith all relevant service records necessary for checking the statement in case of each employee whose claim is included in the bill, has been appended.
  - (b) A certificate that each employee whose claim has been included in the bill, has furnished a written undertaking for the refund of excess payment, if any detected, at a later date.

#### **16. Fixation of pay of an employee placed under suspension:**

An employee who has been placed under suspension on or before 1.1.2001 will continue to draw subsistence allowance as admissible to him/ her under rules and his/ her pay will not be fixed in the revised pay scale till he/ she is reinstated in Board's service. He/ she will, however, be entitled to the benefit of fixation of his/ her pay with effect from 1.1.2001 onwards according to these regulations, in case his/ her period of suspension is treated as on duty and he/ she is allowed to draw full pay and allowances for the said period, on his/ her reinstatement in service. In case of an employee placed under suspension after 1.1.2001, his/ her pay will be fixed in the revised pay scale with effect from 1.1.2001, or as per the option exercised by him/ her and subsistence allowance will be paid to him/ her for the period of suspension accordingly. In case, the period of suspension is not considered as on duty and he/ she is not allowed to draw full pay and allowances, the entitlement of revised pay shall be from the date of his joining service on reinstatement or any subsequent date opted by him, within one month from the date of joining duty.

#### **17. Other Claims :**

Traveling allowance claims for the period prior to date of issue of this notification will be admissible to the employees based on their pay in their pre-revised pay scales.

The Traveling allowance claims and entitlement of class of traveling hereafter shall also be admissible to the employees based on their notional pay in the pre-revised pay scales, until further orders in this respect.



## **18. Relaxation of Regulations :**

The Board may relax or suspend the operation of the provisions of these regulations in the case of an employee or category of employees in such manner, and to such extent, as may appear to it to be just and appropriate, or necessary or expedient in the Board's interest, provided that such relaxation or suspension shall not operate to the disadvantage of the employee or categories of employees concerned.

## **19. Interpretation :**

If any question arises relating to the interpretation of these regulations, it shall be referred to the office of the Addl. Secy.(P)I, MPSEB for consideration of the Board whose decision thereon shall be final.

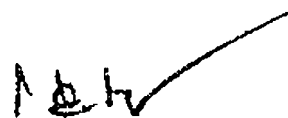
## **20. Over-riding effect of the rules :**

In case where the pay is regulated under these regulations, the provisions of M.P.Fundamental Rules as adopted by the Board, or any other rules/regulations of pay fixation issued by the Board shall not apply.

## **21. Apportionment of Employees between MPSEB & CSEB:**

Since final cadre division of MPEB is yet to take place, therefore, every employee shall give an undertaking that in case of his/ her allocation to CSEB, an amount paid as a consequence of this pay revision shall be refunded by him/ her or shall be deducted from his/ her GPF or any amount payable to him/ her by MPSEB. The format for such declaration is enclosed as **Appendix-V**. The Controlling officers shall ensure that payments are made only after receipt of undertaking from the employee.

**BY ORDER OF THE BOARD**



**SECRETARY**

**M.P. STATE ELECTRICITY BOARD**

**APPENDIX-I**

**REVISED SCALES OF PAY WITH EFFECT FROM 1.1.2001**

<b>S.No.</b>	<b>Name of post</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
1	(a) Attdt.Gr.III(Plant)/(Line)/(Civil)/(Store),Lab. Boy and other equivalent posts. (b) Peon, Ward Boy, Lady Attdt., Ward Ayah, Cook, Sweeper, Farrash, Security Guard, Gardener, Cleaner, Dhobi, Khansama and other equivalent posts.	2250-60(8)-2730-70(5)-3080-90(4)-3440-120(3)-3800	3200-75(4)-3500-100(12)-4700-200(4)-5500
2	(a) Attdt.Gr.II(Plant) / (Line) /(Civil) /(Store) and other equivalent posts. (b) Daftary, Bill Distributor, Asstt.Dresser, Jamadar, Security Guard (Selection Grade), Courier and other equivalent posts.	2310-60(7)-2730-70(5)-3080-90(4)-3440-120(3)-3800-150(2)-4100	3275-75(3)-3500-100(12)-4700-200(6)-5900
3.	(a) Attdt.Gr.I (Plant)/ (Line) /(Civil)/ (Store), Drawing Office Asstt.Gr.II, Telephone Attdt. and other equivalent posts. (b) Head Security Guard, Store Asstt., Meter Reader and other equivalent posts.	2370-60(6)-2730-70(5)-3080-90(4)-3440-120(3)-3800-150(5)-4550	3350-75(2)-3500-100(12)-4700-200(9)-6500
4.	(a) Asstt.Gr.II (Plant)/(Line)/ (Civil), Testing Asstt.Gr.II, Motor Driver, Telephone Lineman-cum-Mechanic, Drawing Office Asstt.Gr.I (Civil)/(Elec.), Art.Gr.II, Mains Asstt.Vaccinator and other equivalent posts. (b) Office Asstt.Gr.III, Mid-Wife (ANM), Male Nurse, Dresser, Dark Room Attdt., ECG Technician, Steno-Typist, Telephone operator, Telephone Attdt., Caretaker-cum-Khansama, Telex Operator, Teleprinter Operator, Wireless Operator, Guide and other equivalent posts.	2490-60(4)-2730-70(5)-3080-90(4)- 3440-120(3)-3800-150(5)-4550-175(3)-5075	3500-100(12)-4700-200(10)-6700-250(2)-7200

5	<p>(a) Asstt.Gr.I(Plant)/ (Line)/(Civil), Testing Asstt.Gr.I, Asstt.Draftsman, Modeller, Asstt.Driller, Rigger, Radiographer, Lab.Technician, Telephone Supervisor, Security Sub Inspector, Time Keeper (Workshop), Horticulture Asstt., Trailer Driver and other equivalent posts.</p> <p>(b) Office Asstt.Gr.II, Staff Nurse, Sanitary Inspector, Junior Steno, Key Punch Operator, Proof Reader, Compounder and other equivalent posts.</p>	2800-70(4)-3080-90(4)-3440-120(3)-3800-150(5)-4550-175(6)-5600-225(1)- 5825	4000-100(7)-4700-200(10)-6700-250(4)-7700-300(2)-8300
6	<p>(a) Supervisor Gr.III (Plant)/(Line), Draftsman, Estimator, Driller, Crane Operator, Sr.Draftsman (Arch.), Horticulture Supr., Physiotherapist, Foreman Gr.II (Civil), Vehicle Foreman, Permanent Ways Inspector and other equivalent posts.</p> <p>(b) Office Asstt.Gr.I, Store Keeper Gr.II, Hindi Translator,Sr.Stenographer, Security Inspector, Console Operator, Key Punch Operator(Sel.Gr.), Publicity Asstt., Nursing Sister, Caretaker(Office Supervisor Selection Grade) and other equivalent posts.</p>	3560-120(2)-3800-150(5)-4550-175(6)-5600-225(8)-7400-300(1)-7700	5100-200(8)-6700-250(4)-7700-300(9)-10400-450(1)-10850
7	<p>(a) Junior Engineer, Supervisor Gr.II(Plant)/(Line), Sr.Draftsman, Testing Supr.Gr.I, Drilling Forman Gr.I(Civil), Testing Supr.Gr.I(Communication), Asstt.Fire Officer and other equivalent posts.</p> <p>(b) Vigilance Inspector, Cartographer and other equivalent posts.</p>	3680-120(1)-3800-150(5)-4550-175(6)-5600-225(8)-7400-300(1)-7700	5300-200(7)-6700-250(4)-7700-300(9)-10400-450(3)-11750
8	<p>(a) Supervisor Gr.I (Plant)/(Civil)/(Line), Head Draftsman, Sub Station Supervisor (Testing) and other equivalent posts.</p> <p>(b) Section Officer, Stock Verifier, Personnel Assistant, Librarian, Store Keeper Gr.I, Punch Room Supervisor, Operation Supervisor , Asstt. Statistician, Asstt. Codefire, Confidential Asstt. and other equivalent posts.</p>	4100-150(3)-4550-175(6)-5600-225(8)-7400-300(5)-8900	5900-200(4)-6700-250(4)-7700-300(9)-10400-450(5)-12650

  
**SECRETARY**  
**M.P.STATE ELECTRICITY BOARD**

**APPENDIX-II**

**FORM OF OPTION**

\*I \_\_\_\_\_ hereby elect the revised scale of pay of Rs. \_\_\_\_\_ with effect from 1st January 2001 and shall abide by all the provisions of the regulations in this behalf.

**OR**

\*I \_\_\_\_\_ hereby elect to continue in the existing scale of pay of my post mentioned below upto \_\_\_\_\_ to enable me to avail the benefit of next increment due on \_\_\_\_\_ after 1.1.2001 and shall abide by all the provisions of the regulations in this behalf, on fixation of my pay in the revised pay scale.

Existing scale \_\_\_\_\_.

Date :

Place:

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

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

\_\_\_\_\_

**Signature of Head of the Office**

**\*To be scored out if not applicable.**

**APPENDIX-III**

**READY RECKONER (CLASS III & IV)**

**Master Scale :** 3200-75(4)-3500-100(12)-4700-200(10)-6700-  
250(4)-7700-300(9)-10400-450(5)-12650

<b>S. N.</b>	<b>Existing Basic Pay</b>	<b>Add Pay @ 22%</b>	<b>Fix.benefit @ 15%</b>	<b>Total</b>	<b>Stage in which pay to be fixed</b>
1	2250	495	412	3157	3200
2	2310	508	423	3241	3275
3	2370	521	434	3325	3350
4	2430	535	445	3409	3425
5	2490	548	456	3493	3500
6	2550	561	467	3578	3600
7	2610	574	478	3662	3700
8	2670	587	489	3746	3800
9	2730	601	500	3830	3900
10	2800	616	512	3928	4000
11	2870	631	525	4027	4100
12	2940	647	538	4125	4200
13	3010	662	551	4223	4300
14	3080	678	564	4321	4400
15	3170	697	580	4448	4500
16	3260	717	597	4574	4600
17	3350	737	613	4700	4700
18	3440	757	630	4826	4900
19	3560	783	651	4995	5100
20	3680	810	673	5163	5300
21	3800	836	695	5331	5500
22	3950	869	723	5542	5700
23	4100	902	750	5752	5900
24	4250	935	778	5963	6100
25	4400	968	805	6173	6300
26	4550	1001	833	6384	6500
27	4725	1040	865	6629	6700
28	4900	1078	897	6875	6950
29	5075	1117	929	7120	7200
30	5250	1155	961	7366	7450
31	5425	1194	993	7611	7700

32	5600	1232	1025	7857	8000
33	5825	1282	1066	8172	8300
34	6050	1331	1107	8488	8600
35	6275	1381	1148	8804	8900
36	6500	1430	1190	9120	9200
37	6725	1480	1231	9435	9500
38	6950	1529	1272	9751	9800
39	7175	1579	1313	10067	10100
40	7400	1628	1354	10382	10400
41	7700	1694	1409	10803	10850
42	8000	1760	1464	11224	11300
43	8300	1826	1519	11645	11750
44	8600	1892	1574	12066	12200
45	8900	1958	1629	12487	12650

**APPENDIX-IV**

**MADHYA PRADESH STATE ELECTRICITY BOARD  
FIXATION OF PAY**

1. Name of employee : .....
2. Designation : .....
3. Name of Office to which attached : .....
4. Existing pay scale : .....
5. Existing pay : .....
6. Revised pay scale : .....
7. Date of next increment on or after 1.1.2001 : .....
8. Date of option : .....
9. Fixation of Pay :-
- (a) Pre revised basic pay as on 1.1.2001 - A
- (b) Add additional pay @ 22% of 'A' above. - B
- (c) Add, 15% of the pre-revised basic pay and addl.pay i.e.(a+b) above as fixation benefit. - C
10. Total (A+B+C) : .....
11. Pay fixed : .....
12. Date of next increment : .....
13. Remarks, if any : .....

14.

S.No.	Date of next increment	Year	Pay fixed	Remark
01.	.....	2001	Rs.....	
02.	.....	2002	Rs.....	
03.	.....	2003	Rs.....	
04.	.....	2004	Rs.....	
05.	.....	2005	Rs.....	
06.	.....	2006	Rs.....	

**Signature of Head of the Office with  
his Office Stamp**

**FOR USE IN OFFICE OF REGIONAL ACCOUNTS OFFICER**

Approved pay fixation of Shri .....Designation .....  
attached to .....at Rs.....per month in the revised scale of  
pay of Rs.....with effect from .....with the date of next  
increment on .....

**SR./REGIONAL ACCOUNTS OFFICER**



**APPENDIX-V**

**UNDERTAKING**

I, .....hereby declare and undertake that in case of my allocation to CSEB, consequent upon final cadre division of MPEB, the amount paid to me due to consequence of this pay revision will be refunded by me or the same shall be deducted from my GPF or any amount payable to me by MPSEB.

Date:

Place:

Signature .....

Name .....

Designation .....

Office .....