

**DAKSHIN HARYANA BIJLI VITRAN NIGAM LIMITED
(FINANCE SECTION)**

CIRCULAR NO. 3

Fitment under New Pay Scales w.e.f 1.1.2006

Office Order No. 200/ Finance

Dated: The 28th Feb., 2009

Sub: Implementation of DHBVNL (Revised Pay) Rules, 2009 and DHBVNL (Assured Career Progression) Rules, 2009 and Payment of Arrears-Instructions regarding.

In terms of the provisions of subject cited Rules, the Nigam employees are required to exercise their option for drawl of their pay in the revised pay structure in the format prescribed in second Schedule (copy enclosed) appended to both of the above said Rules as applicable on the Nigam employees.

2. The sequence of action to be taken on receipt of the option will be as follows:-

- (i) The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the **DHBVNL (Revised Pay) Rules, 2009**. On the basis of this Rule, detailed Fixation Tables for each stage in each of the pre-revised scale have been worked out and are enclosed as Annexure-I to this notification. These tables may be used for the purpose of fixation of pay in the revised pay structure.
- (ii) The tables in Annex-I will be applicable in cases where normal replacement pay scales have been approved by the Nigam. In cases of upgradation of posts, fixation of pay will be done as prescribed in Note-2 below Rule 7 (1) and in the manner indicated in Illustration 4 of the Explanatory Memorandum to the **DHBVNL (Revised Pay) Rules, 2009**
- (iii) In terms of the **DHBVNL (Revised Pay) Rules, 2009**, there shall be a uniform date of increment i.e. 1st July of the year after implementation of the revised pay structure. Consequently, in the case of employees whose date of next increment falls on 1.1.2006, the increment will be drawn in the pre-revised scale and pay be fixed in accordance with the tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1st July, 2006.
- (iv) On fixation of pay in the applicable revised pay band and grade pay or in the pay scale, as the case may be, pay and allowances for the month of March, 2009 to be paid in the month of April, 2009 may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund which will be calculated with reference to the revised basic pay. Insofar as the employees who have joined on or after 1.1.2006 are concerned, the enhanced deductions under the New Pension Scheme will be calculated with reference to the revised basic pay and DA thereon.

- “Basic pay” in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, personal pay, etc.
- (v) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January 1, 2006 to Feb., 2009. The aggregate arrears, computed after deduction of subscription at enhanced rates of GPF and New Pension Scheme with reference to the revised pay, may be paid in two installments, the first installment being restricted to 40% of the aggregate arrears during the current financial year 2008-09. DDOs will ensure that action is taken simultaneously in regard to Nigam’s contribution towards enhanced subscription. Orders about modalities of making of payment in regard to the payment of the second installment of 60% of aggregate arrears will be issued separately in due course.
- (vi) Similar sequential action as indicated above may be taken for the authorization of the revised pay and allowances of those employees whose options might be received later.
3. The arrears claims shall be drawn only after the fixation of pay in the pay band and grade pay has been pre-checked by concerned Accounts personnel and a certification to that effect is endorsed by the concerned Drawing & Disbursing Officer authenticating the correctness of pay fixation and calculation of arrears.
4. In order to ensure correct and systematic fixation of pay in the revised pay structure, a Performa for the purpose (Statement of Fixation of Pay) is enclosed (Annexure –II) . The statement should be prepared in triplicate and a copy of thereof should be pasted in the Service Book of the Nigam’s employee concerned another one copy be made available to the concerned accounting authorities (Chief Account Officer/Senior Account Officer/Accounts Officer/Section Officer). Further, while computing and authorizing the arrear the relevant installment of dearness allowance paid between July 1, 2006 and Feb, 2009 shall also be adjusted.
5. It is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently even after this exercise. The Drawing & Disbursing officers should, therefore, make it clear to the employees under their administrative control, while drawing arrears that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noted later. **For this purpose, an undertaking may also be obtained in writing from every employee at the time of drawal of arrears/pay and allowances** to the effect that in such cases excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised pay structure will be refunded by him to Nigam either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annexure-III).
6. The fixation of pay and calculation of arrears shall also be subject to rectification and adjustments in certain cases where a particular pre-revised scale has been granted to Nigam employees at the strength of some interim orders of the Court of Law or on the basis of some interim orders by any Court of Law, after the case has been decided finally and suitable appropriate decision has been taken by

the Nigam as such final decision. The Drawing and Disbursing officer should, therefore, also make it clear to such employees under their administrative control, while disbursing the arrear/pay and allowances in the revised pay structure, that payments are being made subject to approximate decision taken by the Nigam on such final decision of the Court of Law. A specimen form of undertaking is also enclosed (Annexure-IV).

7. In authorizing the arrears, Income Tax as due may also be deducted in accordance with the instructions on the subject. In case a Nigam employee wishes to deposit his arrears in his General Provident Fund account, this may be permitted.

8. On receipt of the necessary options, action for drawl and disbursement of arrears should be completed immediately.

9. A Nigam employee has an option under CSR to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, viz. 1st July of the year.

10. Where pre-revised pay scales have been modified subject to amendment in service rules, concerned authority/Accounts Personnel shall ensure that such modification in pay scales are given effect only after amendment in the relevant service rules.

11. The selection grade for all groups i.e. group 'A', 'B' 'C' and 'D' shall be discontinued w.e.f. 01.01.2006 for the posts to which selection grade was admissible prior to 01.01.2006.

CGM (Finance)
DHBVNL, Hisar

UNDERTAKING

I, hereby undertake that as a result of any rectification or adjustment in the pay scale granted to me on the strength of any interim order by any Court of law or on the basis of any interim order by any Court of Law, any excess amount which may be found to have been made as a result of relevant appropriate decision taken by the Nigam on the final decision of the Court of Law, will be refunded by me to the Nigam either by adjustment against future payments due to me or otherwise. I further undertake to abide by such relevant appropriate decision of the Nigam taken on the final decision of such Court of Law as the case may be.

Signature_____

Name_____

Designation_____

Date:

Station:

UNDERTAKING

I hereby undertake that any 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 adjustments against future payments due to me or otherwise.

Signature_____

Name_____

Designation_____

Date:

Station:

THE SECOND SCHEDULE
Form of Option
(See Rule 6 (1))

• (i) I, _____ hereby elect the revised pay structure with effect from 1st January 2006.

• (ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

• The date of my next increment

The date of my subsequent increment raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to _____

Existing Scale _____

Signature _____

Name _____

Designation _____

Office in which employed _____

Date:

Station:

* To be scored out, if not applicable.

Statement of fixation of pay under DHBVNL (Revised Pay) Rules, 2009

Sr. No.		Particulars
1.	Name of the Nigam Employee	
2.	Designation of the post in which pay is to be fixed as on January 1, 2006	
3.	Status (Substantive/Officiating)	
4	Pre-revised scale(s) of pay applicable for the post (In case more than one scale of pay is applicable for the post and these have been merged in a single revised scale, the scale of the pay in which the employee was actually drawing his pay should be specified)	
5	Existing emoluments as on January 1, 2006.	
	a) Basic Pay (including Stagnation Increments, if any)	
	b) Dearness Pay	
	c) Dearness Allowance applicable at AICPI average 536 (1982=100)	
	d) Total existing emoluments [(a) to (c)]	
6.	Revised pay band and grade pay corresponding to the pre-revised scale shown at Sr. No.4 above.	
7.	Pay in the revised pay band/scale in which pay is to be fixed as per the fitment table attached at Annex-I.	
8.	Grade Pay to be applied in terms of Rule-4 of DHBVNL (Revised Pay) Rules, 2009	
9.	Stepped up pay with reference to the revised pay of Junior, if applicable [Note 7 below rule 7(1) of DHBVNL (Revised Pay) Rules, 2009 . Name and pay of the Junior also to be indicated distinctly.	
10.	Revised pay with reference to the Substantive Pay in the cases where the pay fixed in the Officiating post is lower than the pay fixed in the Substantive post if applicable [Sub Rule (2) of Rule 7]	
11.	Personal Pay, if any [Note 6 below Rule 7(1)].	

12.	Revised emoluments after fixation	
	a) Pay in the Revised Pay Band/ Pay Scale	
	b) Grade Pay	
	c) Special Pay, if admissible (Sub Rule 1(C) of Rule 7)	
	d) Personal Pay, if admissible	
	e) Non-Practicing Allowance, if admissible [Sub Rule 1(D) of Rule 7]	
13.	Date of next increment (Rules 9 & 10) and pay after grant of increment.	

Date of Increment

Pay after Increment

Pay in the Pay Band/Scale	Grade Pay (Wherever applicable)

14. Any other relevant information

Date:

Signature & Designation
of Head of Office

Statement of fixation of pay under **DHBVNL (Assured Career Progression) Rules, 2009**

Sr. No.		Particulars
1	Name of the Nigam Employee	
2	Designation of the post in which pay is to be fixed as on January 1, 2006	
3	Status (Substantive/Officiating)	
4	Pre-revised scale(s) of pay applicable for the post (In case more than one scale of pay is applicable for the post and these have been merged in a single revised scale, the scale of the pay in which the employee was actually drawing his pay should be specified)	
5	Existing emoluments as on January 1, 2006.	
	a) Basic Pay (including Stagnation Increments, if any)	
	b) Dearness Pay	
	c) Dearness Allowance applicable at AICPI average 536 (1982=100)	
	d) Total existing emoluments [(a) to (c)]	
6	Revised pay band and grade pay corresponding to the pre-revised scale shown at Sl. No.4 above.	
7	Pay in the revised pay band/scale in which pay is to be fixed as per the fitment table attached at Annex-I.	
8	Grade Pay to be applied in terms of Rule-4 DHBVNL (Assured Career Progression) Rules, 2009	
9	Stepped up pay with reference to the revised pay of Junior, if applicable also. [Name and pay of the Junior also to be indicated distinctly and Rule under which stepping up is possible.	
10	Revised pay with reference to the Substantive Pay in the cases where the pay fixed in the Officiating post is lower than the pay fixed in the Substantive post if applicable [Sub Rule (2) of Rule 7]	
11	Personal Pay, if any [Note 6 Rule 7(1)].	
12	Revised emoluments after fixation	
	a) Pay in the Revised Pay Band/ Pay Scale	
	b) Grade Pay	

	c) Special Pay, if admissible (Sub Rule 1(C) of Rule 7)	
	d) Personal Pay, if admissible	
	e) Non-Practicing Allowance, if admissible [Sub Rule 1(D) of Rule 7]	
13.	Date of next increment (Rules 9 & 10) and pay after grant of increment.	

Date of Increment

Pay after Increment

Pay in the Pay Band/Scale	Grade Pay (Wherever applicable)

14. Any other relevant information

Date:

**Signature & Designation
of Head of Office**

Fitment Tables

Annexure -1

Pre-revised scale (1)

Revised Pay Band + Grade Pay

Rs. 2650-65-3300-EB-70-4000

-IS Rs. 4440-7440 + Rs. 1650

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
4070	7570	1650	9220
4140	7700	1650	9350
4210	7840	1650	9490

Pre-revised scale (2)
Rs. 2750-70-3800-EB-75-
4400

Revised Pay Band + Grade Pay
PB-1 Rs. 5200-20200 + Rs. 1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2750	5200	1800	7000
2820	5250	1800	7050
2890	5380	1800	7180
2960	5510	1800	7310
3030	5640	1800	7440
3100	5770	1800	7570
3170	5900	1800	7700
3240	6030	1800	7830
3310	6160	1800	7960
3380	6290	1800	8090
3450	6420	1800	8220
3520	6550	1800	8350
3590	6680	1800	8480
3660	6810	1800	8610
3730	6940	1800	8740
3800	7070	1800	8870
3875	7210	1800	9010
3950	7350	1800	9150
4025	7490	1800	9290
4100	7630	1800	9430
4175	7770	1800	9570
4250	7910	1800	9710
4325	8050	1800	9850
4400	8190	1800	9990
4475	8330	1800	10130
4550	8470	1800	10270
4625	8610	1800	10410

Pre-revised scale (3)
Rs. 3050-75-3950-EB-80-
4590

Revised Pay Band + Grade Pay
PB-1 Rs. 5200-20200 + Rs. 1900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
4670	8690	1900	10590
4750	8840	1900	10740
4830	8990	1900	10890

Pre-revised scale (4)**Revised Pay Band + Grade Pay**

Rs. 3050-85-4325-EB-100-5325

PB-1 Rs. 5200-20200 + Rs. 1950

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3050	5680	1950	7630
3135	5840	1950	7790
3220	5990	1950	7940
3305	6150	1950	8100
3390	6310	1950	8260
3475	6470	1950	8420
3560	6630	1950	8580
3645	6780	1950	8730
3730	6940	1950	8890
3815	7100	1950	9050
3900	7260	1950	9210
3985	7420	1950	9370
4070	7580	1950	9530
4155	7730	1950	9680
4240	7890	1950	9840
4325	8050	1950	10000
4425	8240	1950	10190
4525	8420	1950	10370
4625	8610	1950	10560
4725	8790	1950	10740
4825	8980	1950	10930
4925	9170	1950	11120
5025	9350	1950	11300
5125	9540	1950	11490
5225	9720	1950	11670
5325	9910	1950	11860
5425	10100	1950	12050
5525	10280	1950	12230
5625	10470	1950	12420

Pre-revised scale (5)**Revised Pay Band + Grade Pay****Rs. 4000-100-4300-EB-100-6000****PB-1 Rs. 5200-20200 + Rs. 2400**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
6100	11350	2400	13750
6200	11540	2400	13940
6300	11720	2400	14120

Pre-revised scale (6)**Rs. 4500-125-6000-EB-125-7000****Revised Pay Band + Grade Pay****PB-1 Rs. 5200-20200 + Rs. 2800**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4500	8370	2800	11170
4625	8610	2800	11410
4750	8840	2800	11640
4875	9070	2800	11870
5000	9300	2800	12100
5125	9540	2800	12340
5250	9770	2800	12570
5375	10000	2800	12800
5500	10230	2800	13030
5625	10470	2800	13270
5750	10700	2800	13500
5875	10930	2800	13730
6000	11160	2800	13960
6125	11400	2800	14200
6250	11630	2800	14430
6375	11860	2800	14660
6500	12090	2800	14890
6625	12330	2800	15130
6750	12560	2800	15360
6875	12790	2800	15590
7000	13020	2800	15820
7125	13260	2800	16060
7250	13490	2800	16290
7375	13720	2800	16520

Pre-revised scale (7)
Rs. 4625-125-6000-EB-125-7250

Revised Pay Band + Grade Pay
PB-1 Rs. 5200-20200 + Rs. 2900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4625	8610	2900	11510
4750	8840	2900	11740
4875	9070	2900	11970
5000	9300	2900	12200
5125	9540	2900	12440
5250	9770	2900	12670
5375	10000	2900	12900
5500	10230	2900	13130
5625	10470	2900	13370
5750	10700	2900	13600
5875	10930	2900	13830
6000	11160	2900	14060
6125	11400	2900	14300
6250	11630	2900	14530
6375	11860	2900	14760
6500	12090	2900	14990
6625	12330	2900	15230
6750	12560	2900	15460
6875	12790	2900	15690
7000	13020	2900	15920
7125	13260	2900	16160
7250	13490	2900	16390
7375	13720	2900	16620
7500	13950	2900	16850

Pre-revised scale (8)
Rs. 5000-150-7100-EB-150-8000

Revised Pay Band + Grade Pay
PB-2 Rs. 9300-34800 + Rs. 3200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
8150	15160	3200	18360
8300	15440	3200	18640
8450	15720	3200	18920

Pre-revised scale (9)**Revised Pay Band + Grade Pay****Rs. 5450-150-6950-EB-150-8000****PB-2 Rs. 9300-34800 + Rs. 3300**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5450	10140	3300	13440
5600	10420	3300	13720
5750	10700	3300	14000
5900	10980	3300	14280
6050	11260	3300	14560
6200	11540	3300	14840
6350	11820	3300	15120
6500	12090	3300	15390
6650	12370	3300	15670
6800	12650	3300	15950
6950	12930	3300	16230
7100	13210	3300	16510
7250	13490	3300	16790
7400	13770	3300	17070
7550	14050	3300	17350
7700	14330	3300	17630
7850	14610	3300	17910
8000	14880	3300	18180
8150	15160	3300	18460
8300	15440	3300	18740
8450	15720	3300	19020

Pre-revised scale (10)**Revised Pay Band + Grade Pay****Rs. 5500-175-8300-EB-175-9000****PB-2 Rs. 9300-34800 + Rs. 3600**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
9175	17070	3600	20670
9350	17400	3600	21000
9525	17720	3600	21320

Pre-revised scale (11)
Rs. 6000-175-8450-EB-175-9500

Revised Pay Band + Grade Pay
PB-2 Rs. 9300-34800 + Rs. 3800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6000	11160	3800	14960
6175	11490	3800	15290
6350	11820	3800	15620
6525	12140	3800	15940
6700	12470	3800	16270
6875	12790	3800	16590
7050	13120	3800	16920
7225	13440	3800	17240
7400	13770	3800	17570
7575	14090	3800	17890
7750	14420	3800	18220
7925	14740	3800	18540
8100	15070	3800	18870
8275	15400	3800	19200
8450	15720	3800	19520
8625	16050	3800	19850
8800	16370	3800	20170
8975	16700	3800	20500
9150	17020	3800	20820
9325	17350	3800	21150
9500	17670	3800	21470
9675	18000	3800	21800
9850	18330	3800	22130
10025	18650	3800	22450
10200	18980	3800	22780

Pre-revised scale (12)**Revised Pay Band + Grade Pay**

Rs. 6500-200-8500-EB-200-9900

PB-2 Rs. 9300-34800 + Rs. 4000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6500	12090	4000	16090
6700	12470	4000	16470
6900	12840	4000	16840
7100	13210	4000	17210
7300	13580	4000	17580
7500	13950	4000	17950
7700	14330	4000	18330
7900	14700	4000	18700
8100	15070	4000	19070
8300	15440	4000	19440
8500	15810	4000	19810
8700	16190	4000	20190
8900	16560	4000	20560
9100	16930	4000	20930
9300	17300	4000	21300
9500	17670	4000	21670
9700	18050	4000	22050
9900	18420	4000	22420
10100	18790	4000	22790
10300	19160	4000	23160
10500	19530	4000	23530
10700	19910	4000	23910
10900	20280	4000	24280
11100	20650	4000	24650

Pre-revised scale (13)**Revised Pay Band + Grade Pay****Rs. 6500-200-8500-EB-200-10500****PB-2 Rs. 9300-34800 + Rs. 4200**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
10700	19910	4200	24110
10900	20280	4200	24480
11100	20650	4200	24850

Pre-revised scale (14)

Rs. 6700-200-8500-EB-200-10500

Revised Pay Band + Grade Pay

PB-2 Rs. 9300-34800 + Rs. 4300

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6700	12470	4300	16770
6900	12840	4300	17140
7100	13210	4300	17510
7300	13580	4300	17880
7500	13950	4300	18250
7700	14330	4300	18630
7900	14700	4300	19000
8100	15070	4300	19370
8300	15440	4300	19740
8500	15810	4300	20110
8700	16190	4300	20490
8900	16560	4300	20860
9100	16930	4300	21230
9300	17300	4300	21600
9500	17670	4300	21970
9700	18050	4300	22350
9900	18420	4300	22720
10100	18790	4300	23090
10300	19160	4300	23460
10500	19530	4300	23830
10700	19910	4300	24210
10900	20280	4300	24580
11100	20650	4300	24950

Pre-revised scale (15)**Revised Pay Band + Grade Pay**

Rs. 7450-225-9025-EB-225-11500

PB-2 Rs. 9300-34800 + Rs. 4600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7450	13860	4600	18460
7675	14280	4600	18880
7900	14700	4600	19300
8125	15120	4600	19720
8350	15540	4600	20140
8575	15950	4600	20550
8800	16370	4600	20970
9025	16790	4600	21390
9250	17210	4600	21810
9475	17630	4600	22230
9700	18050	4600	22650
9925	18470	4600	23070
10150	18880	4600	23480
10375	19300	4600	23900
10600	19720	4600	24320
10825	20140	4600	24740
11050	20560	4600	25160
11275	20980	4600	25580
11500	21390	4600	25990
11725	21810	4600	26410
11950	22230	4600	26830
12175	22650	4600	27250

Pre-revised scale (16)	Revised Pay Band + Grade Pay		
Rs. 7500-225-10000-EB-250-13000	PB-2 Rs. 9300-34800 + Rs. 5200		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7500	13950	5200	19150
7750	14420	5200	19620
8000	14880	5200	20080
8250	15350	5200	20550
8500	15810	5200	21010
8750	16280	5200	21480
9000	16740	5200	21940
9250	17210	5200	22410
9500	17670	5200	22870
9750	18140	5200	23340
10000	18600	5200	23800
10250	19070	5200	24270
10500	19530	5200	24730
10750	20000	5200	25200
11000	20460	5200	25660
11250	20930	5200	26130
11500	21390	5200	26590
11750	21860	5200	27060
12000	22320	5200	27520
12250	22790	5200	27990
12500	23250	5200	28450
12750	23720	5200	28920
13000	24180	5200	29380
13250	24650	5200	29850
13500	25110	5200	30310
13750	25580	5200	30780

Pre-revised scale (17)**Revised Pay Band + Grade Pay****Rs. 8000-275-10200-EB-13500****PB-2 Rs. 9300-34800 + Rs. 5400**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

Pre-revised scale (18)

**Rs. 8000-275-10200-EB-13500
(Group A Entry)**

Revised Pay Band + Grade Pay

PB-3 Rs. 15600-39100 + Rs. 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

Pre-revised scale (19)**Revised Pay Band + Grade Pay****Rs. 9025-325-14550****PB-3 Rs. 15600-39100 + Rs. 5900**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
9025	16790	5900	22690
9350	17400	5900	23300
9675	18000	5900	23900
10000	18600	5900	24500
10325	19210	5900	25110
10650	19810	5900	25710
10975	20420	5900	26320
11300	21020	5900	26920
11625	21630	5900	27530
11950	22230	5900	28130
12275	22840	5900	28740
12600	23440	5900	29340
12925	24040	5900	29940
13250	24650	5900	30550
13575	25250	5900	31150
13900	25860	5900	31760
14225	26460	5900	32360
14550	27070	5900	32970
14875	27670	5900	33570
15200	28280	5900	34180
15525	28880	5900	34780
15850	29490	5900	35390
16175	30090	5900	35990
16500	30690	5900	36590
16825	31300	5900	37200

Pre-revised scale (20)**Revised Pay Band + Grade Pay****Rs. 10000-325-15200****PB-3 Rs. 15600-39100 + Rs. 6400**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10000	18600	6400	25000
10325	19210	6400	25610
10650	19810	6400	26210
10975	20420	6400	26820
11300	21020	6400	27420
11625	21630	6400	28030
11950	22230	6400	28630
12275	22840	6400	29240
12600	23440	6400	29840
12925	24050	6400	30450
13250	24650	6400	31050
13575	25250	6400	31650
13900	25860	6400	32260
14225	26460	6400	32860
14550	27070	6400	33470
14875	27670	6400	34070
15200	28280	6400	34680
15525	28880	6400	35280
15850	29490	6400	35890
16175	30090	6400	36490

Pre-revised scale (21)**Revised Pay Band + Grade Pay****Rs. 12750-375-16500****PB-3 Rs. 15600-39100 + Rs. 7600**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390

Pre-revised scale (22)**Revised Pay Band + Grade Pay****Rs. 14300-400-18300****PB-4 Rs. 37400-67000 + Rs. 8700**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
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
18700	43390	8700	52090
19100	44700	8700	53400
19500	44700	8700	53400

Pre-revised scale (23)

Rs. 14700-400-18700

Revised Pay Band + Grade Pay

PB-4 Rs. 37400-67000 + Rs. 8800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14700	37400	8800	46200
15100	38530	8800	47330
15500	38530	8800	47330
15900	39690	8800	48490
16300	39690	8800	48490
16700	40890	8800	49690
17100	40890	8800	49690
17500	42120	8800	50920
17900	42120	8800	50920
18300	43390	8800	52190
18700	43390	8800	52190
19100	44700	8800	53500
19500	44700	8800	53500

Pre-revised scale (24)**Rs. 15950-450-20000****Revised Pay Band + Grade Pay****PB-4 Rs. 37400-67000 + Rs. 8900**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
15950	39690	8900	48590
16400	40890	8900	49790
16850	40890	8900	49790
17300	42120	8900	51020
17750	42120	8900	51020
18200	43390	8900	52290
18650	43390	8900	52290
19100	44700	8900	53600
19550	44700	8900	53600
20000	46050	8900	54950
20450	46050	8900	54950
20900	47440	8900	56340
21350	47440	8900	56340
21800	48870	8900	57770

Pre-revised scale (25)**Rs. 18400-500-22400****Revised Pay Band + Grade Pay****PB-4 Rs. 37400-67000 + Rs. 10000**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18400	43390	10000	53390
18900	44700	10000	54700
19400	44700	10000	54700
19900	46050	10000	56050
20400	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51850	10000	61850

Note:- The last three stages in each of the pay scales above rates to pay fixation for those drawing stagnation increment in the pre-revised scale

Pre-revised scale (26)**Rs. 22400-525-24500****Revised Pay Band + Grade Pay****PB-4 Rs. 37400-67000 + Rs. 12000**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
22400	48870	12000	60870
22925	50340	12000	62340
23450	50340	12000	62340
23975	51850	12000	63850
24500	51850	12000	63850

**AGM/F&B,
DHBVN, Hisar.**

Copy of the above is forwarded to the following for information and necessary action:-

1. ADGP/V&S, DHBVN, Panchkula.
2. All CGM,/GM/DGM/AGM in DHBVNL.
3. LR/DMS, Haryana Power Utilities, Panchkula.
4. DGM/Training, DHBVN. Hisar/Gurgaon
5. Sr. Medical Officer, DHBVN, Hisar.
6. Medical Officer/ Gurgaon/ Bhiwani.
7. Secretary/Finance, UT Admn., Deluxe Building, Sector-9, Chandigarh
8. Secretary, BBMB, Sector 19, Chandigarh.
9. CE/TS, BBMB, Sector 28, Chandigarh,
10. CE/Generation, BBMB, Nangal.
11. FA& CAO/BBMB(PW) Nangal/Chandigarh.
12. Chief Electrical Inspector to Govt. Haryana Chandigarh.
13. R.A.O., DHBVN, Chandigarh
14. CCO, DHBVN, Hisar
15. All Sectional Heads Incharge in DHBVN.
16. Sr. PS to Chairman/MD/Directors, PS to LR/PA to GM/Admn. in DHBVN.
17. President of all recognized Unions/Associations/Federations in DHBVN.
18. General Secretary of all recognized Unions/Associations/Federations in DHBVN.
19. DGM/IT, DHBVN, Hisar. He is requested to upload the circular of revision of pay scale on the Nigam's website.

**AGM/F&B,
DHBVN, Hisar.**