

AKPCTA Bulletin

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FOREWORD

We are all caught in a vortex of fears and anxieties.

There lay scattered about us hopes thwarted, expectations belied and promises unfulfilled.

The teachers of the country, along with other sections of the toiling millions, find both their economic security and democratic rights hourly threatened.

The situation presages a long period of agitation and struggles.

By accepting the higher pay scales recommended by the U G C for the teaching staff of colleges and universities the Union Government has, at long last, recognised the claims of the academic community for a better deal. The higher emoluments now sanctioned are sure to be easily negated by the spiralling inflation that is the scourge of our country. Still we laud the nobility of the gesture rather than bewail the sad fate of the quantum.

But in our State, as in many others, there is one big hurdle in the way of the revised scales. It is the stubborn refusal of the present rulers to honour and implement them. The teachers will have to strive hard if the U G C scales are not to remain a dead letter.

Then, it is going to be a tough job for us to get the promises of the Government of Kerala regarding retirement benefits for private college staff fulfilled without delay. The government has been tantalizingly holding out to us some scheme the details of which are kept secret. We must see to it, first, that the scheme satisfies our aspirations and, secondly, that it does not gather dust or get lost in the contrived corridors and cunning passages of a Circumlocution Office.

Finally, there is one more thing that causes much grief and anxiety to all interested in the reform of higher education. It is the hesitancy and halfheartedness shown by the government in the matter of university legislation. We are in the dark about the present state of the Kerala and Calicut University Bills. We also do not know what will happen to them. There are whisperings and rumblings that bode ill.

All these summon us to united and resolute action.



Loopholes and Negative Features

We are giving below a circular (dated 22-4-1974) received from All India Federation of University and College Teachers' Organisations.

The Executive Committee of All India Federation of University and College Teachers' Organisations (AIFUCTO) considered in its meeting held on 19th April, 1974 in Delhi, the Govt. of India's acceptance of the UGC recommendations regarding salary scales of college and university teachers of India.

In a resolution, the Executive noted that this acceptance has come as a result of a strong and united movement of teachers climaxed by a five-thousand strong demonstration before Parliament on 25th March. To the extent the new scales have created a reasonable ground for attracting a good proportion of 'best talents' to the profession, these are to be welcomed. Again, abolition of the multigrade system in colleges introduction of one grade for college teachers, and above all, establishing of parity between college and university lecturers are welcome improvements.

But there are serious lacunae and negative features also. The scales of salary of the DPEs and Librarians are yet to be announced. The AIFUCTO's demand for abolition of the 'assessment' clause—a kind of efficiency bar, hitherto nonexistent—still remains unconceded. The FINANCIAL GAINS accruing to different categories of teachers—with varying lengths of service—are not yet clear. The questions of MODE OF FIXATION OF SALARY and of NEUTRALISATION OF GALLOPING PRICE RISE by payment of D. A. are, therefore crucial questions. Equally important is the question of IMPLEMENTATION of the new scales in all states by the respective Govts. Past experience has shown that a new phase of struggle is required to pressurise the state Govts. to implement the new scales. Already there are strong reasons for apprehending that the past will be repeated this time also. Not many states—in fact not more than two—have so far formally assured implementation of the scales.

In view of this, the Executive demanded: A Principle of fixation of salary giving full weightage to the number of years of service and ensuring a minimum benefit of Rs. 150 to every teacher; adjustment of the rates of increment so that nobody loses in terms of rate of increment; the Central Govt should take the initiative to persuade the state Govts to implement the new scales simultaneously;

Uniform D.A. to all college and university teachers at the central rate w. e. f. 1st January 1973; Immediate announcement of the salary scales of DPEs and Librarians.

In a separate resolution, the Executive noted that its demand for one running grade for all teachers—which alone would establish complete parity between college and university teachers—is yet to be conceded. While deciding to strive for realising this demand, the AIFUCTO pointed out that any short-term measure resulting in reintroducing a multigrade system in colleges will only be a backward step and will, therefore not be acceptable to AIFUCTO.

The Executive noted that no substantial progress has been made regarding statutory security of service in spite of the Prime Minister's assurance and the Education Minister's advise to the state Govts to do the needful. A sub-committee was appointed to make detailed recommendations to the Executive for taking concrete and more effective steps in this regard. Decision was also taken to convene a National Convention on Democratic Management of Education and Educational Institutions.

REVISION OF PAY AND ALLOWANCES

G. O. (P) No. 91/74 Fin. Dated 5-4-1974

In February 1973, Government announced that the State scales of pay would be revised in the light of the decisions of the Government of India on the Report of the Third Central Pay Commission, taking into account Government's financial position also. After discussions with service organisations and a detailed examination of all relevant aspects Government are pleased to issue the following Orders:

I. Structure of the new scales:

(i) Revised scales are evolved on the basis of a minimum pay of Rs. 196 per mensem and a maximum pay of Rs. 1,900 per mensem for full time employees. The annexure to this order gives the new scales of pay. As indicated in the annexure, the revision of pay for the scales now coming under Class I, will be with reference to the scales recommended for those posts by the 1968 Pay Commission. Separate orders will issue specifying the new scales of each individual post of this category.

(ii) The system of biennial increments now in force in respect of the scales under Classes IV and III will be extended to the scales under Classes II and I also. The span accommodating the increments, meant exclusively for providing relief from stagnation, is incorporated in the scales themselves.

II. Formula for fixation of pay:

(i) The principle of weightage will be adopted. For every completed seven years of (total) service, one increment in the new scale, appropriate to the level where the total emoluments in the existing scale reaches, will be the rate. The maximum permissible number of increments so granted will be three. The benefit under this formula will be further subject to a minimum of Rs. 15 (fifteen) and a maximum of Rs. 50 (fifty). The amount equal to the admissible number of increments subject to the limits, will be added to the total emoluments and pay will be fixed at that stage if it is a stage in the new scale and at the next stage otherwise.

(ii) The employees will be given the right of option. The next increment will be with reference to the date of fixation.

(iii) If, in any case, the existing emoluments exceed the maximum of the new scale that will be protected but if on account of fixation it goes beyond the maximum it will not be protected. If on fixation, pay reaches a stage in the new scale, it will be fixed there without adding another increment.

(iv) *Date of effect:* The date of effect will be the first of July, 1973 (Nineteen hundred and seventy-three). For the purpose of fixation of pay in the revised scale, the existing pay will be reckoned as basic pay plus dearness allowance and ad-hoc increases. (The additional dearness allowance granted from 1st May 1973 onwards will not be reckoned.)

(v) Rules for fixation and option will be issued separately.

III Recoveries:

(i) The minimum rate of Provident Fund Contribution will be reduced from ten per cent to six per cent. However, the Provident Fund rules will be suitably revised restricting withdrawals, so that there will be real savings for the employee.

(iii) Other recoveries will be reviewed by the concerned departments immediately. Similar review will be undertaken by the concerned departments, in respect of payments like Permanent Travelling Allowance, Permanent, Conveyance Allowance, Project Allowance, Special Pay, etc. which are related to pay.

IV, Half-pay leave:

The possibility of affording relief for the lower categories of employees who lose the benefit of full dearness allowance during periods of half-pay leave, consequent on merger of dearness allowance with pay will be examined by Government and orders issued separately.

V. Classification of Officers for the purpose of Travelling Allowance;

The monetary ceilings for classification of Officers for T. A. require revision in the context of revision of pay. Orders in this regard will be issued separately.

VI. House Rent Allowance:

The present system of paying House Rent Allowance at the flat rate of Rs. 7 per mensem to all employees drawing pay below Rs. 90, irrespective of their place of duty will be discontinued. Separate orders will be issued regarding the category of staff who are entitled to rent-free quarters but are not now provided with the same and in respect of police personnel. For the others, House Rent Allowance will be paid at the following rates with effect from 1st April 1974.

- | | <i>Rate per mensem</i> |
|---|--|
| (i) Employees working within the limits of the City Corporations of Trivandrum, Cochin and Calicut. | 8 per cent of pay in the revised scale subject to a maximum of Rs. 30. |
| (ii) Employees working at others places like Municipal Towns, Taluk Headquarters, etc. where House Rent Allowance is now given. | 6 per cent of pay in the revised scale subject to a maximum of Rs. 18. |

VII. Dearness Allowance :

At present the employees are allowed Additional Dearness Allowance as per the Orders in G. O. (P) No. 264/73/Fin. dated 7th July 1973, G. O. (P) No. 394/73/Fin. dated

8th October 1973 and G. O. (P) No. 24/74/Fin. dated 7th February 1974. With effect from 1st January 1974 the rate will be revised as follows:—

Pay range in the revised scale

Upto Rs. 300

Above Rs. 300 but not exceeding Rs. 900

Above Rs. 900 and upto Rs. 926

Rs. 927 and above upto Rs. 1200

Rate of Dearness Allowance per month
16 per cent of pay.

12 per cent of pay subject to a ~~minimum~~ ^{maximum} of Rs. 108 per mensem.

Marginal adjustments so that pay plus dearness allowance does not exceed Rs. 1008 per mensem.

Rs. 81 per mensem.

VIII. *Date of Superannuation :*

Retirement of Government employees will take effect from the afternoon of the last date of the month in which they attain the age of superannuation. This will come into force from the date of this order.

IX. *Date of increment:*

In future, increments will be granted from the first of the month in which it falls due. This will be effective from 1st April, 1974.

X *General:*

(i) Separate orders will issue in respect of revisions sanctioned after the general pay revision of 1968 which can be classified under the following categories:—

(a) Cases in which the 1968 pay Commission did not make any evaluation.

(b) Revision to an existing standard scale of pay, but without the benefit of evaluation

(c) Revision to one of the scales recommended by the Pay Commission but without the benefit of evaluation.

(d) Revision to a scale which is neither one of the standard scales nor to one of the scales recommended by the Pay Commission.

(e) Scales sanctioned for new categories of posts created after the first revision.

(ii) Orders regarding relief to pensioners and improvements in the emoluments of part-time contingent employees will issue shortly.

(iii) The revised scales of pay and other benefits sanctioned above will be applicable to all full-time State Government Employees, aided school and private college staff including those employed in private polytechnics, full time employees borne on contingency and work charged establishments and employees of local bodies subject to the condition that the expenditure on this account in respect of local bodies will be met from the funds of the respective local bodies.

By order of the Governor,
P. VELAYUDHAN NAIR,
Special Secretary to Government
(Finance)

Existing Scale

Revised Scale

(1)

(2)

Existing Scale (1)	Revised Scale (2)
Class IV 70-3-115 (15)	196 .. 3 .. 229... 4 .. 245... 4/2... 265 (15+10)
Class III 75-3-96-4-120-5-130 (15)	200 .. 3 .. 206 .. 4... 250 .. 5 .. 260 .. 5/2... 285 (15+10)
80-3-89-4-109-5-144-6-150 (16)	210...4...218 ..5 .. 228... 6... 270 .. 7... 305 .. 7/2 ...340 (16+10)
85-5-115-6-175 (16)	215 .. 5 .. 225 .. 6...237...7... 258 8 ... 330 .. 8/2 .. 370 (16+10)
90-5-100-6-190 (17)	230 .. 6... 236 ...7 .. 257 .. 8 .. 345... 8/2... 385 (15+10)
95-5-100-6-190 (16)	235...7.. 256 .. 8... 296 .. 9...350...9/2... 395 (14+10)
100-6-136-7-178 8-210 (16)	240 .. 9 .. 285...10 .. 395 .. 10/2 .. 445 (16+10)
100-10-190-15-280 (15)	240 15 .. 465 .. 15/2 .. 540 (15+10)
110-6-134-7-162-8-202-9-220 (15)	255...10 .. 405 .. 10/2 .. 455 (15...10)
130-7-151-8-175-9-220-10-270 (16)	275-11-330-13-460-13/2-525 (15...10)
140 8 172 9 208 10 258 12 270 (14)	285 12 333 13 450 15 465 15/2 540 (14...10)
140 10 290 (15)	285 13 389 14 445 15 475 15/2 550 (14 10)
170 10 190 15 385 (15)	325 15 400 16 480 18 570 18/2 660 15 ...10
175 10 255 12 315 (13)	330 13 395 15 500 15/2 575 (12 ...10)
190 10 260 12 320 (12)	345 13 358 14 400 15 505 15/2 580 (11...10)
220 10 250 15 370 (11)	405 15 540 20 560 20/2 660 (10 ...10)
225 10 245 15 350 20 450 (14)	410 15 515 20 655 20/2 715 (14 ...6)
250 15 340 20 500 25 525 (15)	435 15 510 20 650 25 700 25/2 775 (14...6)
250 20 350 25 600 (15)	435 20 535 25 760 25/2 835 (14...6)
260 14 350 25 600 (16)	445 20 585 25 760 25/2 835 (14...6)
280 15 340 20 500 25 525 (13)	465 20 625 25 700 25/2 775 (11...6)
310 20 350 25 600 (12)	495 20 535 25 760 25/2 835 (11...6)
325 25 500 30 650 35 685 40 725 (14)	510 25 635 30 695 35 835 40 875 40/2 995 (12...6)
350 25 600 (10)	535 25 760 25/2 835 (9...6)
375 25 450 30 600 35 670 40 750 50 800 (13)	560 25 635 30 785 35 820 40 900 950 50/2 1100 (12...6)

(1)				(2)												
400	25	450	30	480	35	550	40	*600	25	650	30	710	40	750	50	1050
		750	50	900	(13)									50/2	1200	(11...6)
515	35	550	40	750	50	900	(9)	700	40	900	50	1050	50/2	1200	(8...6)	
550	40	750	50	900	(8)			✓ 710	40	750	50	1050	50/2	1200	(7...6)	
600	50	900	(6)					†750	50	1050	50/2	1200	(6...6)			

Scale recommended by the 1968
Pay Commission

Revised scale

Class. I	
600	50 1000 (8)
700	50 1200 (10)
800	50 1200 (8)
900	50 1300 (8)
1000	50 1400 (8)
1300	50 1700 (8)
	750 50 1150 50/2 1250 (8...4)
	850 50 1350 50/2 1450 (10...4)
	950 50 1350 50/2 1450 (8...4)
	1050 50 1450 50/2 1550 (8...4)
	1150 50 1550 50/2 1650 (8...4)
	‡1400 50 1800 50/2 1900 (8...4)

* Promotees to the Cadres of Deputy Collectors and Deputy Superintendent of Police will start at Rs. 710 if the pay fixed under the normal rules on promotion is below Rs. 710

† Applies to posts, the scales of pay of which were revised to Rs. 600-900 from 1st July 1968

‡ Promotee District and Sessions Judges will start at Rs. 1500.

FIXATION OF PAY IN THE REVISED SCALES

G. O. (P) 122/74/Fin. Dated 22-5-1974

Read: G O. (P) 91/74/Fin. dated 5-4-1974

Orders have been issued in the G. O. read above revising the scales of pay of State Government employees, aided school and private college staff including those employed in private polytechnics, full-time employees of local bodies, with effect from 1st July, 1973. Government are now pleased to approve the rules appended to this G. O. for fixation of pay in the revised scales

2. The pay fixed in the revised scales in accordance with these rules will be paid with effect from 1-4-1974. Separate orders will issue regarding the mode and time of payment of the arrears of pay and dearness allowance for the period prior to 1-4-1974.

3. The revised rates of Dearness Allowance from 1-1-1974 and House Rent Allowance from 1-4-1974 are sanctioned as percentages of the revised pay. In the case of an employee opting a date after 1-1-1974 (or 1-4-1974) for change over to the revised scale, the amounts of the Dearness Allowance (or the Dearness Allowance and the House Rent

Allowance) will be determined with reference to the existing emolument for the period upto the date on which the employee changes over to the revised scale plus the Dearness Allowance and Adhoc Increases admissible on such pay at the rates mentioned in Annexure II to the rules for fixation of pay. The amounts will be rounded off to the nearest rupee, by taking fifty paise and above as one rupee and by ignoring less than fifty paise.

4. The payments of additional Dearness Allowance sanctioned from 1-5-1973, 1-8-1973 and 1-10-1973 for the period upto 31-12-1973 and of the House Rent Allowance for the period upto 31-3-1974 will not be reviewed as a result of the implementation of the pay revision orders.

By order of the Governor,
P. VELAYUDHAN NAIR,
Special Secretary (Finance).

RULES

PART A.

1 An employee whose scale of pay immediately prior to 1st July 1973 is revised will be allowed to exercise option to remain in the existing scale whether substantive or officiating, until such date as he considers necessary. A specimen form for the exercise of option is given at Annexure I. A period of three months from the date of this order is allowed for the exercise of option.

2 Where the pay of an employee has to be fixed in more than one post, option will have to be exercised separately in respect of each such post. If such an officer exercises option within the time limit only in respect of one scale, he will be deemed to have opted for the revised scale/scales with effect from 1st July 1973 in respect of the other scale/scales.

3 The option once exercised will be final. If an employee does not exercise option in writing within the time specified and tender the same to the officer competent to fix his pay, he will be deemed to have come over to the revised scale with effect from 1st July 1973.

4. An employee on leave or on deputation or on foreign service or under suspension will be allowed to exercise option within a period of two months from the date of return to duty or within three months for the date of this order whichever is later.

5. The pay of an employee who opts to remain in the existing scale for a period will, on his coming over to the revised scale, also be fixed in accordance with these rules.

6. "Existing scale" for the purpose of these rules is the scale immediately prior to 1st July 1973.

7. "Existing Emelument" for the purpose of these rules shall be the total of:—

(i) basic pay in the existing scale as on the date of change over to the revised including the increment whether annual or biennial if any, accruing on such date in the existing scale;

(ii) Personal pay, if any, not specifically ordered to be absorbed in future increases of pay;

(iii) dearness allowance admissible on such pay as under (i) and (ii) above at the rates in force immediately preceding 1st May 1973 (The additional dearness allowance sanctioned from 1st May 1973 and after shall not be taken into account); AND

(iv) the total ad hoc increases admissible on the pay mentioned in (i) and (ii) above.

A table indicating the rates of Dearness Allowances and Ad hoc increases in the various pay ranges in the existing scales, is given in Annexure II

8. To the existing emolument computed as above shall be added, advance increments (weightage) at the rate of one increment for every completed seven years of (total) service, subject to a maximum of three such increments, provided that the monetary benefit of the total of such advance increments shall not be less than Rs. 15 (Fifteen rupees) and more than Rs. 50 (Fifteen rupees). The amount of the advance increments shall be the one appropriate to the level where the existing emolument reaches in the revised scale, irrespective of whether such level is where the increment is biennial. If such level is a stage where the rate of increment changes in the new scale, the rate shall be the one immediately following such stage. If the second and/or the third increment(s) to be taken, where admissible, is/are different, the rate of the first increment alone will be reckoned for second and/or third advance increments (weightage)

[Note:—"Service" for the purpose of the above rule means service, including broken periods of service, qualifying for normal increments in the scales of pay and will include also the following:

- (i) the Contingency/Work Establishment service rendered in full time posts in the case of those absorbed into regular service;
- (ii) in the case of Panchayat Executive Officers, their Panchayat service prior to 1-1-1962;
- (iii) service during the period of bar on increment without cumulative effect;
- (iv) in the case of teachers/instructors in Government schools, their continuous teaching service in private aided school;
- (v) in the case of others who rendered service in private aided schools prior to their entry in Government service, such continuous service if it counts for pension;
- (vi) service on fixed pay;

- (vii) in the case of those absorbed into Government service on the abolition of the hereditary system of village establishment, 50% of their continuous service;
- (viii) 50% of Municipal service in respect of officers taken over to Government service from Municipal service;
- (ix) provisional/temporary service preceding regular appointments.

Time spent on leave not counting for normal increments will not be reckoned.]

9. If the amount arrived at, under Rule (8) above is a stage in the revised scale, pay shall be fixed at that stage and, if not, at the stage next above, provided that;

(i) if the increase over the existing emolument (as computed under Rule 7) on such fixation in any case, irrespective of the length of service, is less than Rs. 15 (fifteen rupees) pay fixed as above shall be stepped up to such higher stage as may be necessary to ensure a minimum increase of Rs. 15 (fifteen rupees);

(ii) if the pay fixed as above goes beyond the maximum of the revised scale, pay shall be fixed at the maximum.

(iii) if the existing emolument is more than the maximum of the revised scale, pay shall be fixed only at such maximum, the difference being allowed as personal pay; and

(iv) if the minimum of the revised scale is more than the pay fixed as above, pay in the revised scale shall be fixed at its minimum.

10. Where an employee's pay has to be fixed in more than one revised scale, his pay in each such scale will be fixed under these rules. If however, the pay admissible to him in the higher scale (revised) applying Rule 28 (A)/37 Part I—Kerala Service Rules, with reference to the pay fixed in the lower scale (revised) is higher than the pay fixed as above in the higher scale (revised), such higher pay shall be allowed, provided the employee opts to change over to the revised scales of both the posts with effect from the same date.

11. These rules for fixation of pay in the revised scales will also apply to persons holding provisional appointments

12. Promotions or appointments made on or after 1st July 1973 will be deemed to have been made to the revised scale of the post and pay in such cases refixed, if necessary, under the normal rules.

13. An employee whose increment is withheld for want of declaration of probation on 1st July 1973 or on the date of change-over to the new scale, will also be allowed the benefit of fixation of pay under these rules, in relaxation of Rule 37 (B) (b) Part I Kerala Service Rules, subject to the condition that the next increment after such fixation will be allowed only after he is declared to have satisfactorily completed his probation and after the period of approved service required to earn an increment from the date of such fixation. In fixing pay as above, increment accrued but withheld, will be notionally counted.

14. In fixing the pay of an employee whose increment is withheld for want of obligatory test qualifications the full benefit of the revision will be given by notionally counting one increment in the pre-revision scale for each completed year of service, which would have counted for normal increment but for want of test qualification. This benefit will not, however, entitle him to any arrears for the period prior to the date of change-over to the revised scale. Subsequent increment shall, however, be given only after the test qualification is acquired.

15. In the case of an employee whose increment stands barred with or without cumulative effect in the pre-revision scale on the date of change-over to the revised scale, the pay in the revised scale will be fixed by notionally counting one increment in the pre-revision scale for every completed year of service, which would have counted for normal increment but for the punishment. The next increment after such fixation will be allowed only after the expiry of the balance period of punishment as on the date of fixation.

PART - B

1. The pay of all non-Gazetted Officers will be fixed in accordance with these rules by the officers who draw and disburse their salary. The pay fixation statement of those who draw salary on countersigned bills shall be approved by the Countersigning authority. In the case of Gazetted Officers the drawal of the revised salary will be authorised by the Accountant General on the basis of the existing nomination. The non-Gazetted Officers will forward their option to the officer who draws their salary or countersigns the salary bills as the case may be and the Gazetted Officers to the Accountant General. The option statement will be pasted on to the Service Book in the case of the Non-Gazetted Officers.

2. If in any case it is found by the authority competent to approve the pay fixation statement that the option exercised by an employee is invalid on account of his reversion before the date of effect of option such authority may ask the employee to forward re-option within one month from the date of intimation and accept the re-option if received within the time limit. If the re-option is not received within the stipulated time the employee will be deemed to have opted the revised scale with effect from 1st July 1973.

3. Arrear claims preferred in pursuance of these rules will be paid without pre-audit in relaxation of Article 63 Kerala Financial Code Volume I.

4. The Departmental Officers, including Heads of Departments who inspect their subordinate offices, will check as far as possible all cases of fixation of pay in the revised scales and indicate in the Service Books of the persons concerned the fact of having checked the pay fixation. In cases where fixations are found to be incorrect, the check-

ing officer should record in the Service Books concerned that instructions have been given to the concerned officers to rectify the defects. In the departments where there are arrangements for internal audit, the audit staff shall review the fixation of pay, verify the entries in the Service Books and record the fact therein.

5. Recoveries will be insisted upon in cases where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these rules or approve the of the Government before approving the pay fixation and disbursing the pay. In cases of wrong fixation resulting in over-payments not only will the beneficiary be asked to refund the excess amount, but the officer who fixed the pay wrongly will also be held responsible for the mistake and suitable action taken against him.

ANNEXURE I
FORM OF OPTION

* (i) I, hereby elect the revised scale of Rs. with effect from
* (ii) I, hereby elect to continue in the existing scale of pay of Rs. of my substantive/officiating post mentioned below till

Signature
Name
Designation
Office/Department

Station:

Date:

* To be scored off if not applicable.

Note:—Separate option should be exercised in respect of each scale, if pay has to be fixed in more than one scale.

ANNEXURE II

RATES OF DEARNESS ALLOWANCE AND AD HOC INCREASE
IN EMOLUMENTS REFERRED TO IN RULE 7

Pay Range		Dearness allowance	Ad hoc increase in emoluments
(1)		(2)	(3)
Below	Rs. 85	Rs. 71	Rs. 25
	Rs. 85-89	71	26
	Rs. 90-109	85	26
	Rs. 110-149	98	29
	Rs. 150-209	122	31
	Rs. 210-399	146	37
	Rs. 400-449	160	37
	Rs. 450-499	164	37
	Rs. 500-542	164	37
	Rs. 543-575	*163 to 121	37
	Rs. 576-999	120	37
	Rs. 1000-1250	120	27
	Rs. 1251-1700	100	27
		100	...

* Amount by which pay falls short of Rs. 663.