



GENERAL STANDING ORDER NO. 1

Date : 01/07/2009

Sub : Revision of Pay Scales, Allowances and other terms and conditions of employment of employees / officers of Gujarat Urja Vikas Nigam Limited and it's subsidiaries companies.

In pursuance to the Record of Discussion dtd.4.06.2009 with recognized Unions and Associations, and its approval by the State Government vide letter no. GUV-10-2009-126-K dated 29/06/2009 and Board Resolution No. 31.04 dated 29/06/2009 and the settlement dtd. 30/06/2009 arrived amicably during the course of Conciliation proceedings under Section 2(p) of The Industrial Disputes Act, 1947, the following orders are issued.

- 1.0 These orders are applicable to all regular employees/officers of GUVNL and it's subsidiary companies. Provided that these orders shall not be applicable to following:
- (a) Work-charge / NMR / Adhoc and persons who are not in whole time employment, and
 - (b) All Vidyut Sahayaks and
 - (c) Persons employed on contract basis except where the contract provides otherwise and
 - (d) Persons re-employed in company's service after retirement as OSD etc.

These orders are in modification / super-session of existing regulations and orders on the subject to the extent they are covered by these orders.

2.0 **Revision of Scales of pay:**

The existing pay scales mentioned in col. no.(2) below shall stand revised w.e.f. 01.01.2006 to the corresponding Pay Scales mentioned in col. 3.

Sr. No.	Existing Pay Scales Rs.	Revised Pay Scales Rs.
1	2	3
1	2750 - 5215	7300 - 17940
2	3050 - 5985	8100 - 19870
3	3200 - 6905	8800 - 20940
4	3400 - 8300	9700 - 21710
5	3600 - 9350	10100 - 22000
6	4000 - 10025	11300 - 22470
7	5000 - 10525	13600 - 31300
8	6500 - 11750	17300 - 38610
9	8000 - 13600	21200 - 42000
10	8500 - 14250	21900 - 43350
11	10400 - 15525	27000 - 44710
12	13000 - 18600	41200 - 70270
13	16000 - 20050	48590 - 75900
14	18400 - 22400	54700 - 77000

3.0 Definitions

In these orders, unless the context otherwise requires

- 3.1 “**Existing Basic Pay**” means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like ‘special pay’ etc.
- 3.2 “**Existing Scale**” in relation to an employee / officer means the present scale applicable to the post held by the employee/officer or in case of employee/Officer drawing scale according to the higher grade scheme (or, as the case may be, personal scale applicable to him) as on the 1st day of January, 2006 whether in a substantive or officiating capacity.
- 3.3 “**Existing Emoluments**” mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay, and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982 = 100).
- 3.4 “**Present Scale**” in relation to any scale specified in column 2 of para 2 above means the corresponding scale of pay specified in column 3 of para 2.



- 3.5 “**Present Pay In the Pay Scale**” means pay drawn in the pay scale specified in Column 2 of Para 2.
- 3.6 “**Revised Pay Scale**” means the pay scale specified in column 3 corresponding to pre-revised pay scales.
- 3.7 “**Basic Pay**” in the revised pay structure means the pay drawn in the prescribed pay scale but does not include any other type of pay like special pay etc.
- 3.8 “**Revised emoluments**” means the pay in the pay scale of an employee / officer in the revised pay structure or the basic pay and includes the revised non-practicing allowance, if any, admissible to him, in addition.

4.0 **Scale of pay of posts**

The pay scale, as applicable, of every post specified in para 2 shall be as specified against it in columns 3 thereof.

5.0 **Drawal of pay in the revised pay structure**

An employee shall draw pay in the revised pay scale w.e.f. 1.1.2006. The Employees / Officers will have to exercise option for getting revised Pay as per this GSO.

An employee 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 scale or until he vacates his post or ceases to draw pay in that scale.

Explanation:

The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January, 2006. Those promoted on or after 1.1.2006 will not be eligible for option to retain the old scale of the post to which promoted.

6.0 **Exercise of Option**

- 6.1 The option under the para 5 shall be exercised in writing in the form appended to this GSO as per First schedule so as to reach the controlling authority within One month of the date of issuance of the GSO or where an existing scale has been revised by any order made subsequent to that date, within one month of the date of such order:

PROVIDED that -

- (i) In the case of an Employee/Officer who is, on the date of issue of this order, out of India, on leave, training or active service, on deputation, the said option shall



be exercised in writing so as to reach the controlling authority within one month of joining regular duty and;

(ii) Where an Employee/Officer is under suspension on the 1st day of January, 2006, the option may be exercised within One month of the date of his reinstatement in service.

6.2 The option shall be intimated by the Employee/Officer to the Head of his Office.

6.3 If the intimation regarding option is not received within the time mentioned in para 6.1, the Employee / Officer shall be deemed to have elected not to be governed by the revised pay structure and other terms and conditions of this order and shall continue to be governed by existing pay scales and Terms and Conditions.

6.4 The Option once exercised shall be **final**. The conditional/partial acceptance of any provisions / benefits of the GSO will not be entertained and such conditional / partial **Option Form** shall be treated as **No Option**.

Note 1:

Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears should be taken by the Heads of their Office.

Note 2:

Persons who were on earned leave or any other leave on 1/1/2006 which entitled them to leave salary will be allowed the benefits of this rule.

Note 3:

Persons who have retired/resigned shall submit their option within **3** months of date of issuance of this GSO.

7.0 **Fixation of basic pay in the revised pay scale :**

1 The initial basic pay of the Employee/Officer who elects under para 6.1 to be governed by the revised pay scale on and from the 1st day of January, 2006, shall, unless in any case the Competent Authority 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 had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-



(A) in the case of all employees-

- i. Employees/Officers in the pre-revised Pay Scale No. 1 to 11 of para 2 above their pay will be determined by multiplying the existing Basic Pay as on 1/1/2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10 wherein an amount of weightage as shown against each Scale in **Annexure – A** shall be added to derive Revised Pay as on 01/01/2006.
- ii. Employees/Officers in the pre-revised Pay Scale No. 12 of para 2 above their pay will be determined by multiplying the existing Basic Pay as on 1/1/2006 by a factor of 2.50 and rounding off the resultant figure to the next multiple of 10 wherein an amount of weightage of Rs. 8700/- shall be added to derive Revised Pay as on 01/01/2006.
- iii. Officers in the pre-revised Pay Scale No. 13 & 14 of para 2 above their pay will be determined as per **Annexure - B** to derive Revised Pay as on 01/01/2006.
- iv. If the minimum of the revised pay scale is more than the amount arrived at as per i & ii above, the pay shall be fixed at the minimum of the revised pay scale.

(B) In the case of medical officers who are in receipt of non-practicing allowance, the pay in the revised pay scale shall be fixed in accordance with clause “A” above except that, in such cases, the pre-revised Dearness Allowance appropriate to the non-practicing allowance admissible at Index Average 536 (1982 = 100) shall be added while fixing the pay in the revised pay scale, and in such cases, non-practicing allowance at the new rates shall be drawn w.e.f. 1.1.2006 or the date of option for revised pay scale, in addition to the pay so fixed in the revised pay scale.

(C) Annexure A and B are exclusively for the purpose of fixation of pay as on 1/1/2006 or from the date exercised under the option as one time exercise and not for any other purpose except in case of reversion



wherein at the time of re-fixation he/she would be allowed weightage only of the post / scale to which he/she is reverted. Similar actions shall also be taken in case of refusal of absorption and consequent re-fixation upon withdrawal of Higher Grade.

Note : 1

An Employee/ Officer who is on leave on the 1st day of January, 2006 and is entitled to leave salary shall be come entitled to pay in the revised pay scale from 1/1/2006 or the date of option for the revised pay structure. Similarly, where an Employee/Officer is on study leave on the first day of January, 2006 he will be entitled to the benefits under the GSO from 1/1/2006 or the date of option.

Note : 2

An Employee/Officer under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay scale will be subject to the final order on the pending disciplinary proceedings. Hence forth subsistence allowance shall comprise of Basic Pay, HRA, CLA & D.A. only.

Note : 3

Where the 'existing emoluments' exceed the revised emoluments in the case of any Employee/Officer, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note : 4

Where in the fixation of pay under the GSO, the pay of an Employee/Officer, who, in the existing scale was drawing immediately before the 1st day of January, 2006 more pay than another Employee/Officer junior to him in the same cadre / scale, gets fixed in the revised pay scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay scale as that of the junior.

on 1/1/2006

Note : 5

Where an Employee/Officer is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Employee/Officer as personal pay to be absorbed in future increases in pay.

Note : 6

In cases where a senior Employee/Officer promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay scale of the senior Employee/Officer should be stepped up at an amount equal to the pay in the pay scale as fixed for his junior in that higher post. The stepping up shall be granted with effect from the date of promotion of the junior Employee/Officer subject to the fulfillment of the following conditions, namely:

- (a) Both the junior and the senior Employee/Officers should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
 - (b) The pre-revised scale of pay and the revised scale of the lower and higher posts in which they are entitled to draw pay should be identical.
 - (c) The senior Employee/Officers at the time of promotion should have been drawing equal or more pay than the junior.
 - (d) Anomalies in pay shall not be applicable in case of the junior drawing more pay than senior on account of any award, special pay, increments etc. exclusive to him.
- (2) Subject to the provisions of para 5, if the pay as fixed in the officiating post is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay



EXAMPLE

Illustration I:	Fixation of Initial Pay in the revised pay structure	
1	Existing scale of Pay	10400 - 15525
2	Revised Scale of Pay	27000 - 44710
3	Existing Basic Pay as on 01/01/2006	13275
4	Pay after multiplication by a factor of 1.86	24692
5	Pay rounded up to next multiple of 10	24700
6	Weightage attached to the Scale	7600
7	Revised Basic Pay as on 01/01/2006	32300
Illustration II:	Fixation of Initial Pay in the revised pay structure for Medical Officers	
1	Pay Scale Applicable	8500 - 14250
2	Revised Scale of Pay	21900 - 43350
3	Existing Basic Pay as on 01/01/2006	10000
4	Pay after multiplication by a factor of 1.86	18600
5	DA on NPA 24% of 2500 (25% of 10000)	600
6	Total of 4 & 5 rounded upto nex multiple of 10	19200
7	Weightage attached to the Scale	6000
8	Revised Basic Pay as on 01/01/2006 (6 + 7)	25200
9	Revised NPA 25% of 25200	6300

8.0 **Fixation of pay in the revised pay scale of employees appointed as fresh recruits on or after 01-01-2006 :**

Column 3 of para 2 indicates the entry level pay in the pay scale at which the pay of direct recruits to a particular post will be fixed on or after 1/1/2006.

This will also be applied in the case of those recruited between 1/1/2006 and the date of issuance of GSO. In such cases, where the emoluments in the pre-revised pay scales (s) [i.e, basic pay in the pre-revised pay scale (s) plus Dearness Pay plus dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay scale and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

Note 1 :- The Provisions of this GSO shall not apply to those employees/officers recruited on fixed pay or those on contractual basis.

Note 2 :- Pay of Vidyut Sahayaks shall be fixed in the revised pay scales after successful completion of fixed period and appointment on regular post as stipulated in the respective schemes.

9.0 Rate of increment in the revised pay scale:

The rate of increment in the revised pay scale shall be 3% of the sum of the pay in the pay scale which shall be rounded off to the next multiple of 10. All the regular employees / officers who have reached to the maximum of the scale or have already been drawing stagnation increment shall be granted increment @ 3% on compounding basis. The present practice of granting increment after completion of the incremental period shall continue.

10.0 Date of next increment in the revised pay scale:

10.1 The next increment of an employee/officer whose pay has been fixed in the revised scale in accordance with para 7 above shall generally be granted on the date he would have drawn his increment had he continued in the existing pre-revised scale.

Provided that, the next increment of an employee whose pay is fixed on the 1st day of January 2006 at the same stage as the one fixed for another employee junior to him in the same cadre drawing pay at a lower stage in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

11.0 Fixation of pay in the revised pay scale subsequent to the 1st day of January, 2006:

Where an Employee / Officer continues to draw his pay in the existing scale and is brought over to the revised pay scale from a date later than the 1st day of January, 2006, his pay from the later date in the revised pay scale shall be fixed in the following manner :



- (l) Pay in the pay scale shall be fixed by considering the Basic Pay applicable on the later date as opted and fixation shall be made as per fixation formula indicated in para 7 (A) and (B) above as the case may be, which will become Revised Pay in the applicable Pay Scale.

12.0 **Fixation of pay on promotion on or after 1/1/2006**

In case of promotion from one scale to another in the revised pay structure, the pay fixation in the revised pay scale shall be made as per S.R. 102(b) and existing rules.

Note – 1

A separate stage-wise reckoner for fixing of pay notionally on Promotion / Higher Grade is attached as Annexure “C”.

Illustration III:	Fixation on Promotion in Revised Pay	
1	Existing pay as on promotion date i.e. 04/07/2007 in the scale 8100 - 19870	10210
2	Basic after one Increment at the rate of 3% in the scale 8100 – 19870	10520
3	Fitment in the next Scale 8800-20940	10540
	Stage 10230 - 10540 - 10860	
Illustration IV:	Fixation on Promotion in Revised Pay	
1	Existing pay as on promotion date i.e. 09/10/2007 in the scale 17300-38610	18770
2	Basic after one Increment at the rate of 3% in the scale 17300-38610	19340
3	Fitment in the next Scale 21900-43350	21900 *
	* Initial of the Scale	

13.0 **Dearness Allowance**

Dearness allowance will be paid as per Central Government rates from 1/1/2006 and from time to time on revised Basic Pay. Dearness allowance will be paid with effect from 1/1/2006 at the rates shown below.

Date from which applicable	Rate of Dearness Allowance on Basic Pay + (NPA wherever applicable)
From 1/1/2006	No Dearness Allowance
From 1/7/2006	2% of Basic Pay
From 1/1/2007	6% of Basic Pay
From 1/7/2007	9% of Basic Pay
From 1/1/2008	12% of Basic Pay
From 1/7/2008	16% of Basic Pay
From 1/1/2009	22% of Basic Pay

on 1/1/2006

14.0 **House Rent Allowance**

The House Rent Allowance will be paid on State Government rates with effect from 1.4.2009 and as may be revised from time to time by GOG.

Classification of Cities/Towns	Rate of H.R.A. on Basic Pay + (NPA wherever applicable)
X (earlier classification A-1)	30% of actual basic pay drawn
Y (earlier classification A,B1 and B2)	20% of actual basic pay drawn
Z (earlier classification C & Unclassified)	10% of actual basic pay drawn

The list of Towns/Cities classified shall be as per State Government orders.

15.0 **Compensatory Local Allowance**

The Compensatory Local allowance will be paid on State Government rates with effect from 1st April, 2009 and as may be revised from time to time.

Revised Pay Scale	Amount of C.L.A. in class of cities (per month)	
	X (earlier A-1)	Y (earlier A,B1, & (B2)
11300-22470 and above	Rs.300	Rs.240
Below 11300-22470	Rs.200	Rs.150

16.0 **Leave/LTC etc.**

The existing rules regarding LTC Encashment, Earned Leave Encashment, Maternity Leave, Paternity Leave, Sick Leave etc. will be as per State Government lines.

17.0 **NPA and Special Grade to Doctors**

The Doctors will be eligible for NPA and Selection Grade as per State Government rates as may be revised from time to time. Revised N.P.A. will be paid as per GOG.

18.0 **HBA , Vehicle Advance and other Advances**

The existing limit and guidelines shall continue. However for enhancing the existing limits of these advances a committee would be formed wherein one representative of recognized Union / Association would be included.

19.0 **Food/Festival Advance**

The existing amount of advances granted shall be continued for employees having revised Basic Pay of less than Rs. 20000/-.

20.0 **CONVEYANCE ALLOWANCE TO BLIND & ORTHOPEDICALLY HANDICAPPED EMPLOYEES:**

The existing allowance being paid to blind and Orthopedically handicapped employees at the rate of Rs. 100/- pm shall stand revised to Rs. 500/- pm. w.e.f. 1.4.2009.

21.0 **FAMILY PLANNING INCENTIVE :**

The existing Family Planning Incentive shall be paid at the rates and terms as decided by the State Govt. from time to time.

22.0 The Tribal Allowance and bad climate allowance will be paid on State Government rates as revised from time to time.

23.0 Following allowances paid over and above the State Govt. norms shall stand revised w.e.f. 1.1.2006 as mentioned in col.no.5.

Sr. No.	Type of Allowance	Payable to	Existing Rate (Basic+DP)	Revised Percentage on Basic
(1)	(2)	(3)	(4)	(5)
1.	Fringe Benefit	All employees	10%.	8.00(*)
2.	Special Allowance	All Non-Tech. employees and engineers working in other than Power Stn. & Sub-Station.	5%	3.75
3.	Medical-cum-Misc. Allowance	All employees	Rs.100/-p.m.	Rs. 100/- p.m.
4.	Generation/ Sub-Stn.	Engineers and Medical Doctors	8%	5.50

Sr. No.	Type of Allowance	Payable to	Existing Rate (Basic+DP)	Revised Percentage on Basic
(1)	(2)	(3)	(4)	(5)
	Allowance	working in PS/SS		
5.	Field / SS / Gen. Allowance	Class III/IV Technical employees and Sr. Security Officer /P.O. /IRO / LWO in Power Station & Doctors Working at other than Power Stations	11%	7.75
6.	Field Allowance	JE/DE working in S/Dn.	19%	13.00
		JE/DE working in Dn./C.O.	16%	11.00
		JE/DE working in Corp.office/Z.O.	6%	4.00
		EE working in Dn./C.O.	14%	9.50
		EE working in Corp. Office / Z.O.	5%	3.50
7.	Special Comp. Allowance (Power Station)	JE/DE working in PS	19%	13.00
		EE and Safety Officer in PS	16%	11.00
		SE/ACE/CE in PS	12%	8.00
8.	Special Comp. Allowance (Sub-Station)	JE/DE working in S/S	19%	13.00
		EE working in S/S	16%	11.00
9.	Shift Charge Allowance	EE working in Shift in P.S.	5%	3.50
10.	Transport Allowance	To handicapped children of employees	Rs.40/- p.m. per child	Rs.100/- P.M. per Child

Note: (i) Fringe Benefit Allowance shall hence forth be drawn in the name of General Facility Allowance.

(ii) Existing rules, applicability and guidelines for drawal of above allowances remains unchanged except altered by the settlement entered.

(iii) The categories of officers i.e. Sr. Security Officer, IRO, Personnel Officer and Labour Welfare Officer working in Power Station including Medical Officer & Asst. Medical Officer working at Vadodara / Rajkot Dispensaries

shall only be eligible for Generation Allowance / Field Allowance at the rate of 7.75% of Basic Pay and entitle for 8 Public Holidays in a year.

Above Officers working at locations other than Power Stations and dispensaries shall be entitled to only Special Allowance at the rate of 3.75% of Basic Pay and holidays at par with other administrative staff with effect from the date of issue of this GSO. However, there shall be neither recovery nor payment of arrears on this account.

- A. The existing amount & rules of Kutch allowance, Hotline allowance shall remain unchanged. Charge allowance shall be paid as per rules and regulations of Government of Gujarat in this regard as applicable from time to time.
- B. (*)An incentive scheme shall be introduced with effect from 01/04/2009 covering 50% amount of the General Facility Allowance and shall be paid in the form of Performance Incentive at the end of the financial year. Management to give matching contribution of the above amount towards the corpus. Further depending upon company's performance, Management may consider giving higher contribution to corpus to incentivise and motivate employees to achieve higher productivity. Consequently, the rate of General Facility Allowance shall stand revised to 4% from 01/04/2009.
- C. Within a period of one year a Performance - Based Variable Pay on individual basis for all Employees / Officers covering Pay and Allowances will be introduced after working out modalities with the recognized Unions / Associations and appropriate contribution will be provided by the management of the Companies.

BENEFITS & FACILITIES :

24.0 **Medical Facilities :**

The existing medical facilities and medical reimbursement scheme will be continued. The levy of Rs.2/- per case for availing facilities in GUVNL's Dispensaries shall be stopped. Matter regarding extending the facility in GUVNL Dispensaries to retired employee / officer or spouse and dependents of compassionate appointee would be examined separately.



25.0 **Workman Compensation**

The employees covered by Workman compensation Act, 1923 and who meet with an accident arising out of and during the course of employment, shall be given 100% reimbursement of medical expenditure and granted special leave for the period of medical treatment.

However, in case of employees who are incapacitated due to accident while on duty and sustain 60% & above permanent partial disablement shall have the option of either seeking employment for their dependent as per compassionate appointment norms or a lumpsum amount equivalent to the amount of workman compensation, provided the concerned employee resigns.

26.0 **Over Time** :

All eligible employees / workmen defined under the Bombay Shops & Establishment Act and Rules, Factories Act and Gujarat Factories Rules as the case may be, shall be paid the overtime as per applicable rules. Since Engineers are not covered for the purpose of over time under these Acts and rules, they shall be given Compensatory Off when they perform extra hours of work to be utilized within two months. This shall be effective prospectively from the date of issue of this GSO. Over time based on revised pay shall be payable w.e.f. 01/06/2009.

27.0 **Holidays** :

The officers mentioned in note (iii) of clause no. 23.0 and Engineers working in general and rotating shifts in power stations and sub-stations shall be eligible for 8 public holidays in a year. If a public holiday falls on the day of a weekly off / leave, then Compensatory Off towards the said public holiday shall not be granted. The above arrangement shall come into force w.e.f. July, 2009.

28.0 **Gratuity**

The maximum financial ceiling on the amount of gratuity payable will be as per the Payment of Gratuity Act, 1972 as amended from time to time.

29.0 **Bonus**

The Bonus will be paid in accordance with Payment of Bonus Act, 1965.

30.0 **FACILITIES TO UNION :**

The existing facility of considering union leaders on duty for attending conciliation and court cases shall be continued for general demands and general disputes only and not for individual employees cases.

31.0 **Shoes/Sandals & Socks :**

Employees/officers working in administrative offices for more than two years shall be paid Rs.1000/- at the end of second financial year for purchase of shoes and sandals. Those of the employees working in field, sub-station, and power plants shall be given industrial safety shoes of ISI mark every two years. They shall also be eligible for reimbursement towards purchase of two pairs of socks of not more than Rs.150/- per pair every two years.

32.0 **HIGHER GRADE :**

The existing scheme of grant of higher grade as per GSO 334 and its amendments shall continue. Similarly, the benefit of GSO-247, GSO-253 & GSO-43 as available at present shall continue.

33.0 No other allowances / benefits except which are specified in this GSO will be admissible.

34.0 These orders shall be applicable to all the employees/officers of the GUVNL & its subsidiaries companies except those mentioned in para 1.0 above.

35.0 Any grievance arising in connection with implementation of this GSO, the same shall be examined by the Grievance Committee constituted by GUVNL headed by M.D. whose decision shall be final.

36.0 Any wrongful payment made to employee/officer pursuant to these orders or any other justified action of the company, being public money, the same shall be recovered in suitable equal installments. Further those of the employees/officers who have been charge sheeted for loss to the companies, misappropriation etc. the amount of loss/misappropriation shall be recovered from arrears payment and / or other sources. Such disciplinary action cases shall be finalized preferably within one year from the date of this GSO.



37.0 The revised pay will be paid from the salary of 01.06.2009 onwards. However, revised pay for the month of June-2009 will be paid to only those employees / officers who submit option form before 05/07/2009 by exercising option to avail Revised Pay Structure and other terms and conditions as per this GSO in toto.

In respect of employees who are submit option form after 05/07/2009 but within prescribed time limit of 30 (Thirty) days, payment of their Revised Pay will be made from salary of July, 2009 onwards.

So far the payment of arrears is concerned; a separate circular in this regard shall be issued. However the amount of revised HRA, CLA and NPA shall be paid from April, 2009.

The interpretation of the Management with regard to provisions of this GSO (including removal or rectification of any anomalies) shall be final.



(Dr. Nilesh C. Munshi)
I/C General Manager(H.R.)

To
As per mailing list.



Annexure – A

(See Para 7)

Sr. No.	Existing GUVNL Pay Scales	Weightage
1	2	3
1	2750-5215	2100
2	3050-5985	2400
3	3200-6905	2800
4	3400-8300	3300
5	3600-9350	3400
6	4000-10025	3800
7	5000-10525	4300
8	6500-11750	5200
9	8000-13600	6250
10	8500-14250	6000
11	10400-15525	7600
12	13000-18600	8700

on 11/12/18

Annexure - B

(See Para 7)

Pre-revised Scale 16000-20050

Revised Pay Scale 48590 - 75900

Pre-Revised Basic Pay	Revised Pay		
	Basic Pay	Weightage	Revised Basic Pay
16000	39690	8900	48590
16450	39690	8900	49790
16900	40890	8900	49790
17350	40890	8900	51020
17800	42120	8900	51020
18250	42120	8900	52290
18700	43390	8900	52290
19150	43390	8900	53600
19600	44700	8900	53600
20050	44700	8900	54950
20500	46050	8900	54950
20950	46050	8900	56340
21400	47440	8900	56340

Pre-revised Scale 18400-22400

Revised Pay Scale 54700 – 77000

Pre-Revised Basic Pay	Revised Pay		
	Basic Pay	Weightage	Revised Basic Pay
18400	44700	10000	54700
18900	46050	10000	56050
19400	46050	10000	56050
19900	47440	10000	57440
20400	47440	10000	57440
20900	48870	10000	58870
21400	48870	10000	58870
21900	50340	10000	60340
22400	51850	10000	61850
22900	53410	10000	63410
23400	55020	10000	65020
23900	56680	10000	66680

Annexure "C"
(See Para 12)
Stages

Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
7300-17940	7300	7520	7750	7990	8230	8480	8740	9010	9290	9570	9860	10160	10470	10790	11120	11460
8100-19870	8100	8350	8610	8870	9140	9420	9710	10010	10320	10630	10950	11280	11620	11970	12330	12700
8800-20940	8800	9070	9350	9640	9930	10230	10540	10860	11190	11530	11880	12240	12610	12990	13380	13790
9700-21710	9700	10000	10300	10610	10930	11260	11600	11950	12310	12680	13070	13470	13880	14300	14730	15180
10100-22000	10100	10410	10730	11060	11400	11750	12110	12480	12860	13250	13650	14060	14490	14930	15380	15850
11300-22470	11300	11640	11990	12350	12730	13120	13520	13930	14350	14790	15240	15700	16180	16670	17180	17700
13600-31300	13600	14010	14440	14880	15330	15790	16270	16760	17270	17790	18330	18880	19450	20040	20650	21270
17300-38610	17300	17820	18360	18920	19490	20080	20690	21320	21960	22620	23300	24000	24720	25470	26240	27030
21200-42000	21200	21840	22500	23180	23880	24600	25340	26110	26900	27710	28550	29410	30300	31210	32150	33120
21900-43350	21900	22560	23240	23940	24660	25400	26170	26960	27770	28610	29470	30360	31280	32220	33190	34190
27000-44710	27000	27810	28650	29510	30400	31320	32260	33230	34230	35260	36320	37410	38540	39700	40900	42130
41200-70270	41200	42440	43720	45040	46400	47800	49240	50720	52250	53820	55440	57110	58830	60600	62420	64300
48590-75900	48590	50050	51560	53110	54710	56360	58060	59810	61610	63460	65370	67340	69370	71460	73610	75820
54700-77000	54700	56350	58050	59800	61600	63450	65360	67330	69350	71440	73590	75800				

Scale	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
7300-17940	11810	12170	12540	12920	13310	13710	14130	14560	15000	15450	15920	16400	16900	17410	17940
8100-19870	13090	13490	13900	14320	14750	15200	15660	16130	16620	17120	17640	18170	18720	19290	19870
8800-20940	14210	14640	15080	15540	16010	16500	17000	17510	18040	18590	19150	19730	20330	20940	
9700-21710	15640	16110	16600	17100	17620	18150	18700	19270	19850	20450	21070	21710			
10100-22000	16330	16820	17330	17850	18390	18950	19520	20110	20720	21350	22000				
11300-22470	18240	18790	19360	19950	20550	21170	21810	22470							
13600-31300	21910	22570	23250	23950	24670	25420	26190	26980	27790	28630	29490	30380	31300		
17300-38610	27850	28690	29560	30450	31370	32320	33290	34290	35320	36380	37480	38610			
21200-42000	34120	35150	36210	37300	38420	39580	40770	42000							
21900-43350	35220	36280	37370	38500	39660	40850	42080	43350							
27000-44710	43400	44710													
41200-70270	66230	68220	70270												

FIRST SCHEDULE

Form of Option

(see para 6)

N.B. : Option once exercised is final.

I, _____ working as _____ at _____ have gone through all the provisions of GSO No.-1 dtd.01/07/2009.

(1) After careful consideration, I, hereby willingly opt for the revised pay scale, allowances and other terms & conditions in toto as under:

* (I) I, _____ hereby elect the revised scale 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 _____

I am aware the option once exercised is final and can not be revoked or amended.

Signature _____

Name _____

Designation _____

Date : _____

Employee No. _____

Station : _____

Office to which employed _____

Signed before me

Signature
Head of Unit

N.B.:

- To be scored out if not applicable.
- Partial or conditional acceptance of any provision of GSO-1 will be treated as in valid option.



નમૂનો - ૧
વિકલ્પનો નમૂનો
[જુઓ ફકરા નંબર ૬(૧)]
નોંધ:— સદર વિકલ્પ અંતિમ ગણાશે

હું _____ હોદ્દો _____ આથી
જી.એસ.ઓ. ૧ તા. ૦૧.૦૭.૨૦૦૮ ની જોગવાઈઓ કાળજીપૂર્વક વાંચી/સમજી
સ્વેચ્છાએ નીચે મુજબનો વિકલ્પ આપુ છું.

* (૧) હું _____ આથી, સન
૨૦૦૬ના જાન્યુઆરી મહિનાની ૧લી તારીખથી સુધારેલું પગાર માળખું, ભથ્થાઓ તથા
અન્ય શરતો સંપૂર્ણ સ્વિકારી તે મુજબ વિકલ્પ પસંદ કરુ છું.

* (૨) હું _____ આથી, નીચે
જણાવેલી મુદત સુધી, મારી કાયમી / કાર્યકારી જગાના હાલનો પગાર ધોરણમાં પગાર
લેવાનું ચાલુ રાખવાનું પસંદ કરુ છું. (યોગ્ય જગ્યાએ ✓ કરવી)

- () મારા આગામી ઈજાફાની તારીખ _____ સુધી,
() મારા ત્યાર પછીના ઈજાફાની તારીખ _____ સુધી,
() મારી _____ જગ્યાની બદલીની તારીખથી,

આથી હું _____ જાણુ છું કે, એક વખત
સદર વિકલ્પ આપ્યા પછી તે અંતિમ ગણાશે અને તેમાં કોઈ ફેરફાર કરવાની કે પાછો
ખેંચવાની તક રહેશે નહીં.

તારીખ _____
સ્થળ _____

સહી _____
નામ _____
હોદ્દો _____
કર્મચારી નંબર _____

મારી સમક્ષ સહી કરી

કચેરીના વડાની સહી

નોંધ: * લાગુ પડતો ન હોય તે મજકૂર છેકી નાખવો.

* જી.એસ.ઓ. - ૧ ની આંશિક (partial) / શરતી (conditional) સ્વિકૃતિનો વિકલ્પ
આપો આપ રદબાતલ ગણાશે.

