



KERALA STATE FINANCIAL ENTERPRISES STAFF ASSOCIATION

Reg. No. 181/71, Kottappuram Road, Thrissur - 4
(Affiliated to C.I.T.U.R.No.K.1128)

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President

A.K.Balan MLA

Mob : 9846361111

General Secretary

S.Muraleekrishnapillai

Mob : 9446538432

Dear Comrades,

Wage revision discussion details including the items on which consensus reached and the calculation table for new DA calculation is described in brief.

WAGE REVISION DISCUSSION : CONSENSUS REACHED & OTHER IMPORTANT PROPOSALS(SUMMARY)

I. Allowances will be revised as follows

A	Cashier's Allowance per month	Existing	Revised
(i)	Cashiers working in small branches	450	630
(ii)	Cashiers working in medium branches	500	700
(iii)	Cashiers working in Major/Super Branches	550	770
(iv)	Cashiers Allowance in RR Offices	300	420
(v)	Cashiers charge allowance per day of charge subject to the condition that the total charge allowance for a month shall not exceed the Cashiers Allowance applicable to that branch	Rs.25/- per day	Rs.35/- per day
B	Medical Allowance per year		
(i)	Regular Employees	3850	5000
(ii)	PT employees	2850	3750
C	Cycle Allowance to Office Attendent per month	250	250
D	Franking/Despatch allowance per month	200	300
E	Allowance to Drivers per month	650	750/- (Halt Allowance to Van Drivers@ 350/-)
F	Spectacle Allowance	1000/- (Thrice in service with 5 years gap)	2500 (Four times in service with 4 years gap)
G	Washing Allowance	225	400
H	Chappal Allowance to Office Attendants/Watchmen/Driver/PTS per year	350	550

I	Gold Loan risk allowance to Assistants in Gold Loan Counters	Base rate will be Rs.300/-.The amount can be upto Rs.450/- if the branch possesses a Gold Loan portfolio of Rs,2 Crores and above(as on 31 st March) and also has an annual growth of 10%	The Base rate will be Rs.400/-.The amount can be upto Rs.550/-,if the branch possesses a Gold Loan portfolio of Rs.3 crore and above(as on 31 st March) and also has an annual growth of 10%
J	Conveyance Allowance	100	150

II Medical Benefits

1.The maximum amount of reimbursement of room rent will be **Rs.650/-** per day instead of the present rate of Rs.400/- per day. In case of dependent parents, maximum limit of reimbursement of hospitalisation charges in a financial year is 1.25 times the of the Basic Pay and DA of the employee per month, subject to a minimum of Rs,15,000/-. But for chronic ailments pertaining to Kidney, Cardiac,Cancer etc either Rs. 1Lakh pr annum or 1.25times of monthly Basic Pay + DA whichever is higher shall be allowed.The annual income of the dependent parents should not exceed Rs.20,000/- per annum.(Presently the maximum limit of annual income is 12000/-only).

In case of male child of an employee, medical reimbursement shall be allowed upto attaining 24 years of age or employment whichever is earlier. In case of female child,the base of eligibility will be till the date of employment or marriage whichever is earlier. Further, in the case of mentally challenged children, reimbursement shall be allowed without any condition on the basis of certificate produced from Medical board/Authority constituted by the government.

III. Employees House Loan

This facility shall be extended to PT employees also. However the valuation of the landed property shall also be taken into account before disbursing loan amount to PT employees.

(a) House Loan

Existing: 50 times BP subject to maximum Rs.10 Lakhs

Revised: Condition of 50 times of BP to be removed. However, the Loan will be limited to the availability of at least 40% net salary.(ie. There should have at least 40% net salary after considering all kinds of deductions from salary including the EMI of the applied house loan also) as existing

(b) Additional House Loan

Existing : Rs.3 Lakh

Revised : Rs.5 Lakh(Conditions as in government)

IV. Company Vehicle Loan

(a) Two Wheeler

Existing:Rs.50,000/- interest@11.5%

Revised: Rs.60,000/- interest@11.5%

(b) Four Wheeler

Existing :75% of cost subject to maximum 3 lakh with interest @11.5%

Revised :75% of cost subject to maximum 4.5 lakh with interest@11.5%

V. Mangalya Loan

Existing : Amount equals to 10 times net salary maximum Rs.1.5 Lakh@cost of fund

Revised : Amount equals to 10 times net salary maximum Rs.2.5 lakh@ cost of fund

VI. Sugama Akshaya Overdraft

Existing : 10 times net salary subject to maximum of Rs.50000/- to PTS/Office

Attendants/Drivers and Rs.75,000/- to Assistants

Revised : 10 times net salary subject to a maximum of Rs.75,000/- to PTS, Rs.1,00,000/- to Office Attendants/Drivers and Rs.1,50,000/- to Assistants

VII. Concession in interest rates

(a) Consumer Vehicle Loan(C/VL)

Existing : Rs. 1,00,000/- on interest concession of 3%

Revised : Rs. 1,50,000/- on interest concession of 3%

(b) Gold Loan

Existing : Maximum amount of Rs.50,000/- on interest concession of 2.5%

Revised : Maximum amount of Rs1,00,000/- on interest concession of 2.5%

(c)Reliable Customer Loan

Existing : Rs.1,00,000/- on interest concession of 3%

Revised : Rs.2,00,000/- on interest concession of 3 %

(d)New Housing Finance Scheme

1,Those Who Have Not Availed Employees House Loan

Existing : Rs. 5,00,000/- on interest concession of 2.5%

Revised : Rs.7.5 lakhs on interest concession of 2.5%

2.Those Who Have Availed Employees House Loan

Existing : Rs. 1,50,000/- on interest concession of 2.5%

Revised : Rs.2,50,000/- on interest concession of 3%

(e)Fixed Deposit by Employees and Retired employees of KSFE

Existing : Additional interest rate of 0.5%

Revised : Continues without change

(f) FD Loan

Existing : FD Loan upto 90% of FD at FD interest rate

Revised :Continues without change

(g) Liability Waiver on Death

Existing : As in State Government

Revised: No change

VIII. Employees Computer Loan

This facility will be continued with the following additions and conditions. Maximum loan amount will be Rs.30,000/- interest@6.5% for a maximum repayment period of 48 months for the purchase of Desktop Computers/lap top/tab/Smart Phones etc,The employee can avail this facility twice in his service with a gap of 3 years,

IX.Promotional Avenues

- (a) The period of minimum service required for promotion of office attendents to Despatch Assistants will be reduced from the present 13 years to 12 years.
- (b) Drivers who completed 8 years of service will be given a second grade and those who completed 14 years will be given third grade.
- (c) Part Time sweepers who completed 8 years of service will be given a grade promotion
- (d) The retirement age of PTS will be enhanced to 70 years.
- (e) The Special Grade Assistants who completed 8 years of service(It is 10 years now) will be promoted as Assistant Manager(NC)

X. Staff Norms

- (a) Jr Assistants will be given a grade promotion as senior assistants after two years of service (As in the previous agreement)
- (b) Senior Assistants will be given grade promotion as Special grade Assistants after three years of service (As in the previous agreement).
- (c) Seniority list of Assistants will be prepared based on the PSC Advice seniority. The existing seniority list will be re-drafted accordingly.
(Staff Norms discussion is to be continued.....)

XI Service Period in PTS Cadre shall also be reckoned with while allowing one increment in 25 years of service.

XII. Scale and Increment proposed and agreed upon

- (a) Merger of DA at the rate of 80% (As on 31.7.2012)
- (b) Load factor for revision of the scale at 12.5%
- (c) Load factor for determining increment after DA merger at 15%.

Existing Scale: 7735 – 190/4 – 8495 -255/4 – 9515 -325/5 – 11140 – 390/5 – 13090 – 465/5
15415 – 530/5 -18065 -600/5 -21065 – 700/8 – 26665 -815/10 -34815

Proposed Scale: 15665 – 395/4 -17245 -530/4 -19365 -675/5 -22740 -810/5 -26790-965/5-
31615 -1100/5 -37115 -1245/5 -43340 -1450/8 -54940 -1690/10 -71840

How the New Scale is formed : $7735 \times 1.8(\text{DA Merger @}80\%) \times 1.125 = 15,665(\text{rounded to nearest }5)$

Increment : $190 \times 1.8(\text{DA Merger@}80\%) \times 1.15(\text{ie }190 \times 2.07) = 395(\text{Rounded to nearest }5)$ Like wise 255 becomes 530,325 becomes 675,390 becomes 810,465 becomes 965,530 becomes 1100 etc....

<i>Category</i>	<i>Existing Scale of Pay</i>	<i>Proposed Scale of Pay</i>
<i>Office attendant/Watchman</i>	<i>7735-190/4-8495-255/4-9515-325/5-11140-390/5-13090</i>	<i>15665-395/4-17245-530/4-19365-675/5-22740-810/5-26790</i>
<i>Driver/HG Office Attendant/HG Watchman</i>	<i>8495-255/4-9515-325/5-11140-390/5-13090-465/5-15415-530/5-18065</i>	<i>17245-530/4-19365-675/5-22740-810/5-26790-965/5-31615-1100/5-37115</i>
<i>HG Driver/Despatch Assistant/SG Office Attendant</i>	<i>9260-255/1-9515-325/5-11140-390/5-13090-465/5-15415-530/5-18065-600/5-21065-700/8-26665-815/7-32370</i>	<i>18835-530/1-19365-675/5-22740-810/5-26790-965/5-31615-1100/5-37115-1245/5-43340-1450/8-54940-1690/7-66770</i>
<i>Assistant Grade II</i>	<i>10815-325/1-11140-390/5-13090-465/5-15415-530/5-18065-600/4-20465</i>	<i>22065-675/1-22740-810/5-26790-965/5-31615-1100/5-37115-1245/4-42095</i>
<i>Assistant Grade I</i>	<i>11530-390/4-13090-465/5-15415-530/5-18065-600/5-21065</i>	<i>23550-810/4-26790-965/5-31615-1100/5-37115-1245/5-43340</i>
<i>Special Grade Assistant</i>	<i>12310-390/2-13090-460/5-15415-530/5-18065-600/5-21065-700/8-26655-815/10-34815</i>	<i>25170-810/2-26790-965/5-31615-1100/5-37115-1245/5-43340-1450/8-54940-1690/10-71840</i>
<i>PT Employees</i>	<i>4300-80/5-4700-100/5-5200-120/10-6400</i>	<i>8710-170/5-9560-210/5-10610-250/10-13110</i>

XIV. Concession to Office-bearers of Recognised Trade Unions

The Special Casual leave is enhanced from the present 10 days to 15 days

XV .Clarification on DA rates (Calculation done by our union, Management has not yet proposed new DA rates)

(As on 31.7.12. DA rate applicable to State government employees is 45%. Hence after DA neutralisation as on 31.7.12 our new DA rates will fixed as follows

Period	DA of State Government Employees	DA of KSFE Employees	Our Eligible DA after DA Neutralisation as on 31.7.12
Upto 31.12.2012	45	80	0
1.1.2013 to 30.6.2013	53	90	$53-45/1.45 = 5.52$
1.7.13 to 31.12.2013	63	103	$63-45/1.45=12.41$
1.1.14 to 30.6.2014	73	115	$73-45/1.45=19.31$
1.7.14 to 31.12.2014	80	124	$80-45/1.45=24.14$
1.1.2015 to 30.6.2015	3.33*	131	$24.14+(3.33 \times 180/145) = 24.14+4.13 = 28.27$

Since the 10th pay commission proposed to merge 80% DA applicable as on 1.7.2014, the 6% DA declared will be revised as $6 \times 100/180 = 3.33^*$

XVI. LTC will be introduced in the company as per government.

The items viz. Fitment, weightage, DA recalculation, Minimum benefit, HRA etc. are not discussed and finalised yet. In the last discussion management proposed 14% (No consensus reached)

The actual pay increase(without weightage) for workmen at Fitment level@14%/ 14.5% &15% are also attached herewith for your ready reference.

Comradely Yours

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5.12.2015

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Annexure 1 (Fitment 14%)

DESIGN	BP	NUM	BP*1.8	E*1.14	Stage	Increase	Increase%
ASST. MANAGER(NC)	22645	2	40761	46468	48075	7314	18
ASST. MANAGER(NC)	23480	18	42264	48181	49805	7541	18
ASST. MANAGER(NC)	25985	1	46773	53321	55285	8512	18
ASST. MANAGER(NC)	26960	2	48528	55322	57305	8777	18
ASST. MANAGER(NC)	27935	14	50283	57323	59325	9042	18
ASST. MANAGER(NC)	28910	19	52038	59323	59325	7287	14
ASST. MANAGER(NC)	29885	6	53793	61324	61345	7552	14
ASST. MANAGER(NC)	36410	1	65538	74713	74765	9227	14
ASST. MANAGER(NC)	37660	5	67788	77278	77355	9567	14
ASST. MANAGER(NC)	38910	3	70038	79843	79945	9907	14
ASST. MANAGER(NC)	40160	5	72288	82408	82535	10247	14
ASST. MANAGER(NC)	45160	1	81288	92668	93600	12312	15
SP. GRADE ASST.	13555	65	24399	27815	28720	4321	18
SP. GRADE ASST.	14020	2	25236	28769	29685	4449	18
SP. GRADE ASST.	14485	44	26073	29723	30650	4577	18
SP. GRADE ASST.	14950	387	26910	30677	31615	4705	17
SP. GRADE ASST.	15415	8	27747	31632	32715	4968	18
SP. GRADE ASST.	15945	73	28701	32719	33815	5114	18
SP. GRADE ASST.	16475	224	29655	33807	33815	4160	14
SP. GRADE ASST.	17005	25	30609	34894	34915	4306	14
SP. GRADE ASST.	18065	50	32517	37069	37115	4598	14
SP. GRADE ASST.	18665	14	33597	38301	38360	4763	14
SP. GRADE ASST.	19265	14	34677	39532	39605	4928	14
SP. GRADE ASST.	19865	108	35757	40763	40850	5093	14
SP. GRADE ASST.	20465	39	36837	41994	42095	5258	14
SP. GRADE ASST.	21065	44	37917	43225	43340	5423	14
SP. GRADE ASST.	21765	46	39177	44662	44790	5613	14
SP. GRADE ASST.	22465	58	40437	46098	46240	5803	14
SP. GRADE ASST.	23465	1	42237	48150	49140	6903	16
SP. GRADE ASST.	24565	1	44217	50407	50590	6373	14
SP. GRADE ASST.	25265	1	45477	51844	52040	6563	14
SP. GRADE ASST.	25965	5	46737	53280	53490	6753	14
SP. GRADE ASST.	26665	1	47997	54717	54940	6943	14
SENIOR ASSISTANT	11140	1	20052	22859	23550	3498	17
SENIOR ASSISTANT	11530	3	20754	23660	24360	3606	17
SENIOR ASSISTANT	12310	132	22158	25260	25980	3822	17
SENIOR ASSISTANT	12700	34	22860	26060	26790	3930	17
SENIOR ASSISTANT	13090	12	23562	26861	27755	4193	18
SENIOR ASSISTANT	13555	12	24399	27815	28720	4321	18

SENIOR ASSISTANT	15415	1	27747	31632	32715	4968	18
SENIOR ASSISTANT	21065	4	37917	43225	43340	5423	14
SENIOR ASSISTANT	22465	1	40437	46098	46240	5803	14
JUNIOR ASSISTANT	8750	1	15750	17955	18305	2555	16
JUNIOR ASSISTANT	9515	50	17127	19525	20040	2913	17
JUNIOR ASSISTANT	9840	1	17712	20192	20715	3003	17
JUNIOR ASSISTANT	10815	415	19467	22192	22740	3273	17
JUNIOR ASSISTANT	11140	446	20052	22859	23550	3498	17
JUNIOR ASSISTANT	11530	262	20754	23660	24360	3606	17
JUNIOR ASSISTANT	11920	2	21456	24460	25170	3714	17
JUNIOR ASSISTANT	17005	2	30609	34894	34915	4306	14
JUNIOR ASSISTANT	17535	1	31563	35982	36015	4452	14
JUNIOR ASSISTANT(HG)	20465	3	36837	41994	42095	5258	14
JUNIOR ASSISTANT(HG)	21065	15	37917	43225	43340	5423	14
JUNIOR ASSISTANT(HG)	23465	6	42237	48150	49140	6903	16
JUNIOR ASSISTANT*	12700	1	22860	26060	26790	3930	17
JUNIOR ASSISTANT*	13090	1	23562	26861	27755	4193	18
	10815	2	19467	22192	22740	3273	17
HG DRIVER	11920	2	21456	24460	25170	3714	17
HG DRIVER	12700	4	22860	26060	26790	3930	17
DRIVER	10490	1	18882	21525	22065	3183	17
DESP.AST./REC.KEEPER	21065	1	37917	43225	43340	5423	14
DESPATCH ASSISTANT	15945	2	28701	32719	33815	5114	18
DESPATCH ASSISTANT	16475	2	29655	33807	33815	4160	14
DESPATCH ASSISTANT	17005	86	30609	34894	34915	4306	14
DESPATCH ASSISTANT	17535	1	31563	35982	36015	4452	14
DESPATCH ASSISTANT	21065	1	37917	43225	43340	5423	14
DESPATCH ASSISTANT	23165	1	41697	47535	47690	5993	14
DESPATCH ASSISTANT	23865	1	42957	48971	49140	6183	14
OFFICE ATTENDANT SG	10815	2	19467	22192	22740	3273	17
OFFICE ATTENDANT SG	11530	44	20754	23660	24360	3606	17
OFFICE ATTENDANT SG	11920	16	21456	24460	25170	3714	17
OFFICE ATTENDANT SG	12310	2	22158	25260	25980	3822	17
OFFICE ATTENDANT SG	13090	1	23562	26861	27755	4193	18
OFFICE ATTENDANT SG	14020	3	25236	28769	29685	4449	18
OFFICE ATTENDANT SG	14485	2	26073	29723	30650	4577	18
OFFICE ATTENDANT HG	9005	16	16209	18478	18835	2626	16
OFFICE ATTENDANT HG	9260	3	16668	19002	19365	2697	16
OFFICE ATTENDANT HG	9515	68	17127	19525	20040	2913	17
OFFICE ATTENDANT HG	9840	57	17712	20192	20715	3003	17
OFFICE ATTENDANT HG	10165	2	18297	20859	21390	3093	17
OFFICE ATTENDANT HG	10490	4	18882	21525	22065	3183	17

OFFICE ATTENDANT HG	10815	43	19467	22192	22740	3273	17
OFFICE ATTENDANT	7735	77	13923	15872	16060	2137	15
OFFICE ATTENDANT	7925	2	14265	16262	16455	2190	15
OFFICE ATTENDANT	8115	40	14607	16652	16850	2243	15
OFFICE ATTENDANT	8305	82	14949	17042	17245	2296	15
OFFICE ATTENDANT	8495	48	15291	17432	17775	2484	16
OFFICE ATTENDANT	8750	1	15750	17955	18305	2555	16
PTS	4300	7	7740	8824	8880	1140	15
PTS	4380	46	7884	8988	9050	1166	15
PTS	4460	18	8028	9152	9220	1192	15
PTS	4540	19	8172	9316	9390	1218	15
PTS	4620	45	8316	9480	9560	1244	15
PTS	4700	5	8460	9644	9770	1310	15
PTS	4800	19	8640	9850	9980	1340	16
PTS	4900	83	8820	10055	10190	1370	16
PTS	5320	1	9576	10917	11110	1534	16
PTS	5440	1	9792	11163	11360	1568	16
PTS	5920	7	10656	12148	12360	1704	16
PTS	6040	19	10872	12394	12610	1738	16
PTS	6160	10	11088	12640	12860	1772	16

Annexure 2 (Fitment 14.50%)

DESIGN	BP	NUM	BP*1.8	E*1.145	Stage	Increase	Increase %
ASST. MANAGER(NC)	22645	2	40761	46671	48075	7314	18
ASST. MANAGER(NC)	23480	18	42264	48392	49805	7541	18
ASST. MANAGER(NC)	25985	1	46773	53555	55285	8512	18
ASST. MANAGER(NC)	26960	2	48528	55565	57305	8777	18
ASST. MANAGER(NC)	27935	14	50283	57574	59325	9042	18
ASST. MANAGER(NC)	28910	19	52038	59584	61345	9307	18
ASST. MANAGER(NC)	29885	6	53793	61593	63365	9572	18
ASST. MANAGER(NC)	36410	1	65538	75041	77355	11817	18
ASST. MANAGER(NC)	37660	5	67788	77617	79945	12157	18
ASST. MANAGER(NC)	38910	3	70038	80194	82535	12497	18
ASST. MANAGER(NC)	40160	5	72288	82770	85125	12837	18
ASST. MANAGER(NC)	45160	1	81288	93075	93600	12312	15
SP. GRADE ASST.	13555	65	24399	27937	28720	4321	18
SP. GRADE ASST.	14020	2	25236	28895	29685	4449	18
SP. GRADE ASST.	14485	44	26073	29854	30650	4577	18
SP. GRADE ASST.	14950	387	26910	30812	31615	4705	17
SP. GRADE ASST.	15415	8	27747	31770	32715	4968	18

SP. GRADE ASST.	15945	73	28701	32863	33815	5114	18
SP. GRADE ASST.	16475	224	29655	33955	34915	5260	18
SP. GRADE ASST.	17005	25	30609	35047	36015	5406	18
SP. GRADE ASST.	18065	50	32517	37232	38360	5843	18
SP. GRADE ASST.	18665	14	33597	38469	39605	6008	18
SP. GRADE ASST.	19265	14	34677	39705	40850	6173	18
SP. GRADE ASST.	19865	108	35757	40942	42095	6338	18
SP. GRADE ASST.	20465	39	36837	42178	43340	6503	18
SP. GRADE ASST.	21065	44	37917	43415	44790	6873	18
SP. GRADE ASST.	21765	46	39177	44858	46240	7063	18
SP. GRADE ASST.	22465	58	40437	46300	47690	7253	18
SP. GRADE ASST.	23465	1	42237	48361	49140	6903	16
SP. GRADE ASST.	24565	1	44217	50628	52040	7823	18
SP. GRADE ASST.	25265	1	45477	52071	53490	8013	18
SP. GRADE ASST.	25965	5	46737	53514	54940	8203	18
SP. GRADE ASST.	26665	1	47997	54957	56630	8633	18
SENIOR ASSISTANT	11140	1	20052	22960	23550	3498	17
SENIOR ASSISTANT	11530	3	20754	23763	24360	3606	17
SENIOR ASSISTANT	12310	132	22158	25371	25980	3822	17
SENIOR ASSISTANT	12700	34	22860	26175	26790	3930	17
SENIOR ASSISTANT	13090	12	23562	26978	27755	4193	18
SENIOR ASSISTANT	13555	12	24399	27937	28720	4321	18
SENIOR ASSISTANT	15415	1	27747	31770	32715	4968	18
SENIOR ASSISTANT	21065	4	37917	43415	44790	6873	18
SENIOR ASSISTANT	22465	1	40437	46300	47690	7253	18
JUNIOR ASSISTANT	8750	1	15750	18034	18305	2555	16
JUNIOR ASSISTANT	9515	50	17127	19610	20040	2913	17
JUNIOR ASSISTANT	9840	1	17712	20280	20715	3003	17
JUNIOR ASSISTANT	10815	415	19467	22290	22740	3273	17
JUNIOR ASSISTANT	11140	446	20052	22960	23550	3498	17
JUNIOR ASSISTANT	11530	262	20754	23763	24360	3606	17
JUNIOR ASSISTANT	11920	2	21456	24567	25170	3714	17
JUNIOR ASSISTANT	17005	2	30609	35047	36015	5406	18
JUNIOR ASSISTANT	17535	1	31563	36140	37115	5552	18
JUNIOR ASSISTANT(HG)	20465	3	36837	42178	43340	6503	18
JUNIOR ASSISTANT(HG)	21065	15	37917	43415	44790	6873	18
JUNIOR ASSISTANT(HG)	23465	6	42237	48361	49140	6903	16
JUNIOR ASSISTANT*	12700	1	22860	26175	26790	3930	17
JUNIOR ASSISTANT*	13090	1	23562	26978	27755	4193	18
	10815	2	19467	22290	22740	3273	17
HG DRIVER	11920	2	21456	24567	25170	3714	17
HG DRIVER	12700	4	22860	26175	26790	3930	17

DRIVER	10490	1	18882	21620	22065	3183	17
DESP.AST./REC.KEEPER	21065	1	37917	43415	44790	6873	18
DESPATCH ASSISTANT	15945	2	28701	32863	33815	5114	18
DESPATCH ASSISTANT	16475	2	29655	33955	34915	5260	18
DESPATCH ASSISTANT	17005	86	30609	35047	36015	5406	18
DESPATCH ASSISTANT	17535	1	31563	36140	37115	5552	18
DESPATCH ASSISTANT	21065	1	37917	43415	44790	6873	18
DESPATCH ASSISTANT	23165	1	41697	47743	49140	7443	18
DESPATCH ASSISTANT	23865	1	42957	49186	50590	7633	18
OFFICE ATTENDANT SG	10815	2	19467	22290	22740	3273	17
OFFICE ATTENDANT SG	11530	44	20754	23763	24360	3606	17
OFFICE ATTENDANT SG	11920	16	21456	24567	25170	3714	17
OFFICE ATTENDANT SG	12310	2	22158	25371	25980	3822	17
OFFICE ATTENDANT SG	13090	1	23562	26978	27755	4193	18
OFFICE ATTENDANT SG	14020	3	25236	28895	29685	4449	18
OFFICE ATTENDANT SG	14485	2	26073	29854	30650	4577	18
OFFICE ATTENDANT HG	9005	16	16209	18559	18835	2626	16
OFFICE ATTENDANT HG	9260	3	16668	19085	19365	2697	16
OFFICE ATTENDANT HG	9515	68	17127	19610	20040	2913	17
OFFICE ATTENDANT HG	9840	57	17712	20280	20715	3003	17
OFFICE ATTENDANT HG	10165	2	18297	20950	21390	3093	17
OFFICE ATTENDANT HG	10490	4	18882	21620	22065	3183	17
OFFICE ATTENDANT HG	10815	43	19467	22290	22740	3273	17
OFFICE ATTENDANT	7735	77	13923	15942	16060	2137	15
OFFICE ATTENDANT	7925	2	14265	16333	16455	2190	15
OFFICE ATTENDANT	8115	40	14607	16725	16850	2243	15
OFFICE ATTENDANT	8305	82	14949	17117	17245	2296	15
OFFICE ATTENDANT	8495	48	15291	17508	17775	2484	16
OFFICE ATTENDANT	8750	1	15750	18034	18305	2555	16
PTS	4300	7	7740	8862	8880	1140	15
PTS	4380	46	7884	9027	9050	1166	15
PTS	4460	18	8028	9192	9220	1192	15
PTS	4540	19	8172	9357	9390	1218	15
PTS	4620	45	8316	9522	9560	1244	15
PTS	4700	5	8460	9687	9770	1310	15
PTS	4800	19	8640	9893	9980	1340	16
PTS	4900	83	8820	10099	10190	1370	16
PTS	5320	1	9576	10965	11110	1534	16
PTS	5440	1	9792	11212	11360	1568	16
PTS	5920	7	10656	12201	12360	1704	16
PTS	6040	19	10872	12448	12610	1738	16
PTS	6160	10	11088	12696	12860	1772	16

Annexure 3 (Fitment 15%)

DESIGN	BP	NUM	BP*1.8	E*1.15	Stage	Increase	Increase%
ASST. MANAGER(NC)	22645	2	40761	46875	48075	7314	18
ASST. MANAGER(NC)	23480	18	42264	48604	49805	7541	18
ASST. MANAGER(NC)	25985	1	46773	53789	55285	8512	18
ASST. MANAGER(NC)	26960	2	48528	55807	57305	8777	18
ASST. MANAGER(NC)	27935	14	50283	57825	59325	9042	18
ASST. MANAGER(NC)	28910	19	52038	59844	61345	9307	18
ASST. MANAGER(NC)	29885	6	53793	61862	63365	9572	18
ASST. MANAGER(NC)	36410	1	65538	75369	77355	11817	18
ASST. MANAGER(NC)	37660	5	67788	77956	79945	12157	18
ASST. MANAGER(NC)	38910	3	70038	80544	82535	12497	18
ASST. MANAGER(NC)	40160	5	72288	83131	85125	12837	18
ASST. MANAGER(NC)	45160	1	81288	93481	93600	12312	15
SP. GRADE ASST.	13555	65	24399	28059	28720	4321	18
SP. GRADE ASST.	14020	2	25236	29021	29685	4449	18
SP. GRADE ASST.	14485	44	26073	29984	30650	4577	18
SP. GRADE ASST.	14950	387	26910	30947	31615	4705	17
SP. GRADE ASST.	15415	8	27747	31909	32715	4968	18
SP. GRADE ASST.	15945	73	28701	33006	33815	5114	18
SP. GRADE ASST.	16475	224	29655	34103	34915	5260	18
SP. GRADE ASST.	17005	25	30609	35200	36015	5406	18
SP. GRADE ASST.	18065	50	32517	37395	38360	5843	18
SP. GRADE ASST.	18665	14	33597	38637	39605	6008	18
SP. GRADE ASST.	19265	14	34677	39879	40850	6173	18
SP. GRADE ASST.	19865	108	35757	41121	42095	6338	18
SP. GRADE ASST.	20465	39	36837	42363	43340	6503	18
SP. GRADE ASST.	21065	44	37917	43605	44790	6873	18
SP. GRADE ASST.	21765	46	39177	45054	46240	7063	18
SP. GRADE ASST.	22465	58	40437	46503	47690	7253	18
SP. GRADE ASST.	23465	1	42237	48573	49140	6903	16
SP. GRADE ASST.	24565	1	44217	50850	52040	7823	18
SP. GRADE ASST.	25265	1	45477	52299	53490	8013	18
SP. GRADE ASST.	25965	5	46737	53748	54940	8203	18
SP. GRADE ASST.	26665	1	47997	55197	56630	8633	18
SENIOR ASSISTANT	11140	1	20052	23060	23550	3498	17
SENIOR ASSISTANT	11530	3	20754	23867	24360	3606	17
SENIOR ASSISTANT	12310	132	22158	25482	25980	3822	17
SENIOR ASSISTANT	12700	34	22860	26289	26790	3930	17
SENIOR ASSISTANT	13090	12	23562	27096	27755	4193	18
SENIOR ASSISTANT	13555	12	24399	28059	28720	4321	18

SENIOR ASSISTANT	15415	1	27747	31909	32715	4968	18
SENIOR ASSISTANT	21065	4	37917	43605	44790	6873	18
SENIOR ASSISTANT	22465	1	40437	46503	47690	7253	18
JUNIOR ASSISTANT	8750	1	15750	18113	18305	2555	16
JUNIOR ASSISTANT	9515	50	17127	19696	20040	2913	17
JUNIOR ASSISTANT	9840	1	17712	20369	20715	3003	17
JUNIOR ASSISTANT	10815	415	19467	22387	22740	3273	17
JUNIOR ASSISTANT	11140	446	20052	23060	23550	3498	17
JUNIOR ASSISTANT	11530	262	20754	23867	24360	3606	17
JUNIOR ASSISTANT	11920	2	21456	24674	25170	3714	17
JUNIOR ASSISTANT	17005	2	30609	35200	36015	5406	18
JUNIOR ASSISTANT	17535	1	31563	36297	37115	5552	18
JUNIOR ASSISTANT(HG)	20465	3	36837	42363	43340	6503	18
JUNIOR ASSISTANT(HG)	21065	15	37917	43605	44790	6873	18
JUNIOR ASSISTANT(HG)	23465	6	42237	48573	49140	6903	16
JUNIOR ASSISTANT*	12700	1	22860	26289	26790	3930	17
JUNIOR ASSISTANT*	13090	1	23562	27096	27755	4193	18
	10815	2	19467	22387	22740	3273	17
HG DRIVER	11920	2	21456	24674	25170	3714	17
HG DRIVER	12700	4	22860	26289	26790	3930	17
DRIVER	10490	1	18882	21714	22065	3183	17
DESP.AST./REC.KEEPER	21065	1	37917	43605	44790	6873	18
DESPATCH ASSISTANT	15945	2	28701	33006	33815	5114	18
DESPATCH ASSISTANT	16475	2	29655	34103	34915	5260	18
DESPATCH ASSISTANT	17005	86	30609	35200	36015	5406	18
DESPATCH ASSISTANT	17535	1	31563	36297	37115	5552	18
DESPATCH ASSISTANT	21065	1	37917	43605	44790	6873	18
DESPATCH ASSISTANT	23165	1	41697	47952	49140	7443	18
DESPATCH ASSISTANT	23865	1	42957	49401	50590	7633	18
OFFICE ATTENDANT SG	10815	2	19467	22387	22740	3273	17
OFFICE ATTENDANT SG	11530	44	20754	23867	24360	3606	17
OFFICE ATTENDANT SG	11920	16	21456	24674	25170	3714	17
OFFICE ATTENDANT SG	12310	2	22158	25482	25980	3822	17
OFFICE ATTENDANT SG	13090	1	23562	27096	27755	4193	18
OFFICE ATTENDANT SG	14020	3	25236	29021	29685	4449	18
OFFICE ATTENDANT SG	14485	2	26073	29984	30650	4577	18
OFFICE ATTENDANT HG	9005	16	16209	18640	18835	2626	16
OFFICE ATTENDANT HG	9260	3	16668	19168	19365	2697	16
OFFICE ATTENDANT HG	9515	68	17127	19696	20040	2913	17
OFFICE ATTENDANT HG	9840	57	17712	20369	20715	3003	17
OFFICE ATTENDANT HG	10165	2	18297	21042	21390	3093	17
OFFICE ATTENDANT HG	10490	4	18882	21714	22065	3183	17

OFFICE ATTENDANT HG	10815	43	19467	22387	22740	3273	17
OFFICE ATTENDANT	7735	77	13923	16011	16060	2137	15
OFFICE ATTENDANT	7925	2	14265	16405	16455	2190	15
OFFICE ATTENDANT	8115	40	14607	16798	16850	2243	15
OFFICE ATTENDANT	8305	82	14949	17191	17245	2296	15
OFFICE ATTENDANT	8495	48	15291	17585	17775	2484	16
OFFICE ATTENDANT	8750	1	15750	18113	18305	2555	16
PTS	4300	7	7740	8901	9050	1310	17
PTS	4380	46	7884	9067	9220	1336	17
PTS	4460	18	8028	9232	9390	1362	17
PTS	4540	19	8172	9398	9560	1388	17
PTS	4620	45	8316	9563	9770	1454	17
PTS	4700	5	8460	9729	9770	1310	15
PTS	4800	19	8640	9936	9980	1340	16
PTS	4900	83	8820	10143	10190	1370	16
PTS	5320	1	9576	11012	11110	1534	16
PTS	5440	1	9792	11261	11360	1568	16
PTS	5920	7	10656	12254	12360	1704	16
PTS	6040	19	10872	12503	12610	1738	16
PTS	6160	10	11088	12751	12860	1772	16