

## **KSFE STAFF ASSOCIATION (CITU)**

### **SUGGESTIONS FOR EXERCISING OPTION OF DATE FOR THE REVISED PAY**

Option of the date with effect from which revised pay is desired to be introduced in one's scale of pay is the privilege enjoyed by the employees of KSFE as per the provisions contained in the order of pay revision. In accordance with the relevant points in this regard, only those employees whose total service is nearing completion of 4 years or 8 years as on 1-8-2007 are required to exercise this privilege for enjoying the benefit of one or two increments as the case may be as weight age. For others, there is no need of exercising this option facility. If we opt another date instead of 1-8-2007, the next increment will be after completion of one year from the date so opted. Let us see certain precautions to be taken by us while exercising such option,

#### **Points to be remembered**

1. Employees who did not complete 4 years or 8 years of service on 1-8-07 can opt a later date by which they complete 4 or 8 years of service so that they can enjoy the benefit of one or two increments as the case may be as service weight age.
2. Those who joined service before 1/8/1999 need not exercise option as they completed 8 years of service as on 1-8-2007, making them eligible for the two increments as service weight age.
3. Though the employees who joined after 1-8-1999 can opt a suitable date for revision of pay, they should be prudent in exercising the option as they stand in between the reality of immediate foregoing of huge arrear and the reality of giving up the change of potential future increments at higher rate.

4. Here, it is suggested that the employees who completed at least 3 years or 7 years as on 1-8-2007 should think of exercising option for getting the benefit of weight age.
5. Employees in the peon category, who were promoted from the post of PTS in June 2004, should take decision after considering the fact that half of their service in the post of P.T.S. will be reckoned for calculation of period for weight age.

For the purpose of analysis, pay fixation of employees under various categories are calculated below.

**1. Part time sweeper.**

Date of Entry in Service	-	1-7-92
Number of years completed as on 1-8-07	-	10 years
Pay as on 1-8-07 (Pre-revised)	-	3210
Add 41% D4 merged	-	1316
		4526
Add fitment benefit 14.5%	-	656
		5182
Next Stage	-	5200
Pay may be fixed as Rs.		5200/-
Add weight age(two increments( 120+120)		240
		5440

Net benefit Rs914/- as on 1-8-07

PTS employees under this category can opt for revised pay  
w.e.f. 1-8-07.

2. **Employees under peon category who were promoted from PTS to Peon w.e.f. June 2004**

**I case : Opting for the revised pay w.e.f. 1.8.07**

Date of entry in Service	-	Mach, 1984
No. of years completed as on 1-8-07	-	10 years
Pay as on 1-8-07 (pre-revised)	-	5220
Add 41% DA merged	-	<u>2140</u>
		7360
Add fitment benefit 14.5%	-	1067
		8427
Next stage	-	8495
Add 1 increment as weightage( 255)	-	8750
Net benefit Rs. 1390/- as on 1-8-07		

His/Her next increment falls on 1.6.08 & His Pay becomes 9005. His/Her Pay is be fixed on grade promotion as 1.6.08. Then his pay becomes 9515 as on 1.6.08. His/Her next promotion falls on 1.6.12

**II case Opting for the revised pay w.e.f. 1.01.09** (That is by forgoing Arrears for 1 year and 5 months).

His/Her Pay at 1.8.07	5220
His/Her Pay at 1.6.08 (115+155+155)	5645
His/Her Pay at 1.12.009	5645
41% DA Merger	2314
<u>Add@14.5% (Fitment Benefit)</u>	1154
Total	9113
Next Stage	9260
Add two increments(255+325)as	
Weight age	9840

His/Her Pay becomes 9840 as on 1.1.2009. His/Her next increment falls on 1.1.2010

Exercising option w.e.f Jan 2009 will be beneficial for them.

### **3. Employees under Peon category who were promoted from PTS to Peon 4-11-06**

Date of entry in Service	-	21-1-96
No of years completed as on 1-8-07	-	10 Years
(Pay as on 1-8-07 Pre-revised)	-	4875
Add 41% DA Merged	-	1999
		6874
Add fitment benefit @ 14.5%	-	<u>997</u>
		7871
Next Stage	-	7925
Add 1 increment (190) as weight age	-	8115
Net benefit Rs. 1241 as on 1-8-07		

They can opt for the revised scale from 1-8-07 onwards next increment falls on 1-11-07. His Pay will be 8305 on 1.11.07. Net benefit will become Rs.1431/- in November 2007

### **4.A peon who joined in service in October 2003**

Date of entry into service	-	22-10-03
No. of years completed as on 1-8-07	-	3 years & 10 months

They should opt for revised pay from October 2007 onwards by foregoing two months arrears.

Pay as on 1-10-07	-	5645
(Pre-revisal scale)		
Add 41% DA merged	-	2314
		7959
Add @ 14.5% fitment benefit		1154
Next stage	-	9260

Add 1 increment ie 255as waightage : 9515

Net benefit as on 1.10.07 is Rs.1556/-. They will be promoted S.G. Peons as on 1-10-2011.

### **5.Peon who joined service in 2006**

Date of entry in service	-	7-10-06
Pay as on 1-8-07	-	4875
Add41% DA merged	-	1999
		6874
Add fitment benefit 14.5%	-	997
		7871
Next stage		7925

Net benefit Rs. 1051 as on 1-8-07. Pay may be fixed on 7925 w.e.f. 1-8-07. He/She gets the next increment in October 2007 and pay may be refixed as 8115 in October 2007.

### **6.A peon who joined service in September 1997**

Date of entry in service	-	11-9-97
No. of completed years of service		
As on 1-8-07	-	9 years
Pay as on 1-8-07	-	7675
Add 41% DA merged	-	3147
		10,822
Add fitment benefit @ 14.5%	-	1569
		12,391
Next stage	-	12,700
Add weight age (2) (390+465)	-	855
Net benefit Rs. 2733 in August 97	-	13555
Next increment falls in Sept. 07		
His pay may be fixed as		14020 in Sept. 07

as 14485 in Sept. 08

as 14950 in Spet. 09

as 15415 in Sept. 10

and will be promoted as Despatch Assistant in Sept 10. Adding two increment (530+500) his pay may be re fixed as 16475 in Sept. 10. But this will be done only after the employee gets individual promotion order to the post of dispatch assistant. The employees under peon category who completed 13 years of service before 16.6.2010 will be promoted to the post of dispatch assistant w.e.f. 16.6.2010.

### **7. Asst. who joined service in January 06**

Date of entry in service	-	31-1-2006
Pay as on 1-08-07	-	6755
Add 41% DA merged	-	2770
		9525
Add fitment benefit @ 14.5%	-	1381
		10,906
Next stage	-	11,140

Net benefit Rs.1381 as on 1-8-07. They were promoted to Sr.Assts in January '08. Their Pay becomes 12310 in Jan.'08. A sizable number of them were promoted to Special Grade Assistants in September 2010.

### **8. Assistant who joined in service in November 2003**

Date of entry in service	-	12-11-03
She should opt for the revised pay from 12-11-07 onwards		
Pay as on 12-11-07	-	7915
Add DA merge 41%	-	3245
	-	11,160

Add Rs. 14.5% fitment benefit	-	1618
		12,778
Next stage	-	13,090
Add increment (465) as weight age	-	465
		13,555

His pay may be fixed as 13,555 in Nov. 07 net benefit in Rs. 2395 as on 1-11-07.

### **9. Assistant joined service in Feb '99**

Date of entry into service	-	22-2-99
Pay as on 1-8-07	-	9580
Add DA 41%	-	3928
		13,508
Add fitment benefit @ 14.5%	-	1959
		15,467
Next stage	-	15,945
Add weightage 2 increments (530+530)	-	1060
		17,005

Net benefit Rs. 3497 as on 1-8-07

Considering the fact that most of them were promoted to the post of Asst. Manager, their pay will have to be re-fixed on the date of such promotions.

### **10. Typist who joined service in 2007**

Date of joining	:01.02.2007
BP as on 1.8.07	6555
Add 41% DA merged	2688

	9243
Add fitment benefit @14.5%	1340
	10583
Next Stage(New BP as on 1.8.07)	10815

Net benefit in this case will be Rs1572/-, BP as on 1.2.2008, the date of next increment will be Rs.11140/-They will be re-designated as Jr. Assts.

### 11. Typist who joined service in 1998

Date of Joining	20.08.1998
Completed years of service as on 1.8.07	8 years
BP as on 1.8.07	9905
Add 41% DA merged	4061
	13966
Add fitment <a href="#">benefit@14.5%</a>	2025
	15991
Next Stage	16475
Add two increments as weight age	17535

Net benefit in this case will be Rs.3569/-. BP as on 1.2.2008, the date of next increment, will be Rs.18065/-

### 12.Driver who joined service in 2002

Date of joining	30.12.2002s
Completed years of service as on 1.8.2007	4 years
BP as on 1.8.2007	5955
Add 41% DA merged	2442
	8397
Add fitment <a href="#">benefit@14.5%</a>	1218



	9615
Next Stage	9840
Add I increment as weightage	10165

Net benefit in this case will be Rs.1768/-BP as on 1.12.2008, the date of next increment, will be Rs. 10490/-

### **12.Driver who joined service in 2004**

#### **(Case I without exercising option)**

Date of Joining	:29.12.2004
Completed years of service as on 1.8.2007	2 Years & 7 Months
BP as on 1.8.2007	5645
Add 41% DA Merged	2314
	7959
Add fitment <a href="#">benefit@14.5%</a>	1154
	9113
Next Stage	9260
BP as on 1.12.07	9515
BP as on 1.12.2008	9840

Net benefit in this case will be Rs.1301/-

#### **Case II - By opting for revised pay from 29.12.2008 ie by foregoing the arrears of the settlement for 1 year and 4 months)**

Date of Joining	29.12.2004
Completed yeafrs of service as on 1.12.2008	4 years
BP as on 1.12.2008	5955

Add 41% DA merged	2442
	8397
Add fitment <a href="#">benefit@14.5%</a>	1218
	9615
Next Stage	9840
Add I increment as weight age	10165
BP as on 1.12.2008	10165

Exercising option w.e.f. 29.12.2008 will be beneficial for him.

#### Other important points

1 PTS service prior to 1.8.97 will not be taken for the purpose of weight age as the same was not reckoned for normal increments in the scale of pay.

2. The method of calculating their service may be demonstrated as follows. For eg. A PTS who was in service of the company from March 1984 was promoted to the post of peon in June 2004. No of years of service completed by him as on 1.8.2007, had he continued in the post of PTS would have been 10 years. But since he was promoted as peon, his eligible period of service for pay fixation as on 1.8.2007 will be only 6 years and 7 months. The break up of which is as follows.

PTS service from 1.8.1997 to 1.6.2004 = 6 years and 10 months

(The half of which will be only 3 years and 5 months)

Peon service from 1.6.2004 to 1.8.2007 = 3 years and 2 months)

Thus the total service of 6 years and 7 months.

### 3. Dearness Allowance

Date(w.e.f.)	Central	State	KSFE	Managements Calculation(1/1.41) (Expecting)	Our Demand(1/1.32)
1.1.2006	O	(3) 15	24		

1.7.06	2	(5)20	29		
1.1.2007	4	(6)26	35		
1.7.07	3	(6)32	41	0	0
1.1.08	3	(6)38	47	4	5
1.7.08	4	(7)45	54	9	10
1.1.09	6	(10)55	64	16	17
1.7.09	5	(9)64	73	23	24
1.1.10	8	14(78)	87	33	35
1.7.10	10				

Pay Revision 2007 ( PTS )				
Pre-revised Basic Pay	Revised Basic Pay			
	Without Weightage	With Weightage		
		One	Two	
2700	4380	4460	4540	
2745	4460	4540	4620	
2790	4540	4620	4700	
2835	4620	4700	4800	
2880	4700	4800	4900	
<b>2925</b>	<b>4800</b>	<b>4900</b>	<b>5000</b>	
<b>2970</b>	<b>4800</b>	<b>4900</b>	<b>5000</b>	
3015	4900	5000	5100	
3060	5000	5100	5200	
<b>3105</b>	<b>5100</b>	<b>5200</b>	<b>5320</b>	
<b>3150</b>	<b>5100</b>	<b>5200</b>	<b>5320</b>	
3210	5200	5320	5440	
3270	5320	5440	5560	
3330	5440	5560	5680	
3390	5560	5680	5800	
<b>3450</b>	<b>5680</b>	<b>5800</b>	<b>5920</b>	
<b>3510</b>	<b>5680</b>	<b>5800</b>	<b>5920</b>	
3570	5800	5920	6040	
3630	5920	6040	6160	
3690	6040	6160	6280	
3750	6160	6280	6400	

PTS	Existing	2700-45-3150-60-3700		
	Revised	4300-80-4700-100-5200-120-6400		

Pay Revision 2007 ( Workmen )			
Pre-revised Basic Pay	Revised Basic Pay		
	Without Weightage	With Weightage	
		One	Two
4875	7925	8115	8305
4990	8115	8305	8495
5105	8305	8495	8750
5220	8495	8750	9005
5335	8750	9005	9260
5490	9005	9260	9515
5645	9260	9515	9840
5800	9515	9840	10165
5955	9840	10165	10490
6155	10165	10490	10815
6355	10490	10815	11140
6555	10815	11140	11530
6755	11140	11530	11920
6955	11530	11920	12310
7195	11920	12310	12700
7435	12310	12700	13090
7675	12700	13090	13555
7915	13090	13555	14020
8155	13555	14020	14485
8440	14020	14485	14950
8725	14485	14950	15415
9010	14950	15415	15945
9295	15415	15945	16475
9580	15945	16475	17005
9905	16475	17005	17535
10230	17005	17535	18065
10555	17535	18065	18665
10880	18065	18665	19265
11205	18665	19265	19865
11575	19265	19865	20465
11945	19865	20465	21065
12315	20465	21065	21765
12685	21065	21765	22465
13055	21765	22465	23165
13485	22465	23165	23865
13915	22465	23165	23865

14345	23165	23865	24565
14775	23865	24565	25265
15205	24565	25265	25965
15635	25265	25965	26665
16065	25965	26665	27480
16495	26665	27480	28295
16995	27480	28295	29110
17495	28295	29110	29925
17995	29110	29925	30740
18495	29925	30740	31555
18995	30740	31555	32370
19495	31555	32370	33185
19995	32370	33185	34000
20495	33185	34000	34815
20995	34000	34815	
21495	34815		

FIXATION OF PAY BASED ON FITMENT AT 14.5% AND WEIGHTAGE AT 4 TH YEAR AND 8TH YEAR							
PRE-REVISED PAY	MERGER	Sub Total	FITMENT 14.5%	Sub Total	Without wightage	With Single weintage	With double weightage
4875	1999	6874	997	7871	7925		
4990	2046	7036	1020	8056	8115		
5105	2093	7198	1044	8242	8305		
5220	2140	7360	1067	8427	8495	8750	
5335	2187	7522	1091	8613	8750	9005	
5490	2251	7741	1122	8863	9005	9260	
5645	2314	7959	1154	9114	9260	9515	
5800	2378	8178	1186	9364	9515	9840	10165
5955	2442	8397	1217	9614	9840	10165	10490
6155	2524	8679	1258	9937	10165	10490	10815
6355	2606	8961	1299	10260	10490	10815	11140
6555	2688	9243	1340	10583	10815	11140	11530
6755	2770	9525	1381	10906	11140	11530	11920
6955	2852	9807	1422	11228	11530	11920	12310
7195	2950	10145	1471	11616	11920	12310	12700
7435	3048	10483	1520	12003	12310	12700	13090
7675	3147	10822	1569	12391	12700	13090	13555
7915	3245	11160	1618	12778	13090	13555	14020
8155	3344	11499	1667	13166	13555	14020	14485
8440	3460	11900	1726	13626	14020	14485	14950
8725	3577	12302	1784	14086	14485	14950	15415
9010	3694	12704	1842	14546	14950	15415	15945

9295	3811	13106	1900	15006	15415	15945	16475
9580	3928	13508	1959	15466	15945	16475	17005
9905	4061	13966	2025	15991	16475	17005	17535
10230	4194	14424	2092	16516	17005	17535	18065
10555	4328	14883	2158	17041	17535	18065	18665
10880	4461	15341	2224	17565	18065	18665	19265
11205	4594	15799	2291	18090	18665	19265	19865
11575	4746	16321	2367	18687	19265	19865	20465
11945	4897	16842	2442	19285	19865	20465	21065
12315	5049	17364	2518	19882	20465	21065	21765
12685	5201	17886	2593	20479	21065	21765	22465
13055	5353	18408	2669	21077	21765	22465	23165
13485	5529	19014	2757	21771	22465	23165	23865
13915	5705	19620	2845	22465	23165	23865	24565
14345	5881	20226	2933	23159	23865	24565	25265
14775	6058	20833	3021	23853	24565	25265	25965
15205	6234	21439	3109	24548	25265	25965	26665
15635	6410	22045	3197	25242	25965	26665	27480
16065	6587	22652	3284	25936	26665	27480	28295
16495	6763	23258	3372	26630	27480	28295	29110
16995	6968	23963	3475	27438	28295	29110	29925
17495	7173	24668	3577	28245	29110	29925	30740
17995	7378	25373	3679	29052	29925	30740	31555
18495	7583	26078	3781	29859	30740	31555	32370
18995	7788	26783	3884	30666	31555	32370	33185
19495	7993	27488	3986	31474	32370	33185	34000
19995	8198	28193	4088	32281	33185	34000	34815
20495	8403	28898	4190	33088	34000	34815	34815
20995	8608	29603	4292	33895	34815	34815	34815
21495	8813	30308	4395	34703	34815	34815	34815

**22.12.10**

**With Red Salute,  
General Secretary  
Muraleekrishna PillaiS**

**9446538432**