ANNEXURE - I (Para 7 refers)

SCALES OF PAY & APPOINTING AUTHORITIES

The Scales of Pay and the Appointing Authorities thereto are as follows:-

EXECUTIVES

Grade/Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
Grade IX	Executive Director	20500-500-26500	Chairman & Managing Director with the approval of Board
Grade VIII	General Manager	18500-450-23900	- do -
Grade VII	Addl. General Manager	17500-400-22300	Chairman & Managing
			Director
Grade VI	Dy. Gen. Manager	16000-400-20800	- do -
Grade V	Senior Manager	14500-350-18700	- do -
Grade IV	Manager	13000-350-18250	Functional Directors
Grade III	Deputy Manager	10750-300-16750	- do -
Grade II	Asst. Manager	8600-250-14600	- do -
Grade I	Junior Manager	6550-200-11350	- do -

NON- EXECUTIVES

Wage Group	Minimum Basic (Open ended scale) w.e.f. 01-01-1992 (Under revision)	Rate of Increment	Appointing Authorities
1	1880/-	2.00%	E.D./G.M.
2	1965/-	2.25%	- do -
3	2055/-	2.50%	- do -
4	2150/-	2.75%	- do -
5	2250/-	3.25%	- do -
6	2460/-	3.50%	- do -
7	2570/-	3.75%	- do -
8	2820/-	4.00%	- do -
9	2950/-	4.25%	- do -
10	3085/-	4.25%	- do -

SCALES OF PAY & APPOINTING AUTHORITIES

The Scales of Pay and the Appointing Authorities thereto are as follows:-

EXECUTIVES

Grade/Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
Grade IX	Executive Director	20500-500-26500	Chairman & Managing Director
Grade VIII	General Manager	18500-450-23900	- do -
Grade VII	Addl. General Manager	17500-400-22300	- do -
Grade VI	Dy. Gen. Manager	16000-400-20800	- do -
Grade V	Senior Manager	14500-350-18700	- do -
Grade IV	Manager	13000-350-18250	Functional Directors
Grade III	Deputy Manager	10750-300-16750	- do -
Grade II	Asst. Manager	8600-250-14600	- do -
Grade I	Junior Manager	6550-200-11350	- do -
		SUPERVISORS	
Grade/Group	Designation	Scales of pay	Appointing Authorities
S-1		Rs.5200-140-8000	- do -
S-2		Rs.5600-150-8600	- do -
S-3		Rs.6000-160-9200	- do -
S-4		Rs.6400-180-10000	- do -
		NON- EXECUTIVES	
Wage Group	Minimum Basic (Open ended scale) w.e.f. 01-01-1992 (Under revision)	Rate of Increment	Appointing Authorities
1	1880/-	2.00%	GMs
2	1965/-	2.25%	- do -
3	2055/-	2.50%	- do -
4	2150/-	2.75%	- do -
5	2250/-	3.25%	- do -
6	2460/-	3.50%	- do -
7	2570/-	3.75%	- do -
8	2820/-	4.00%	- do -
9	2950/-	4.25%	- do -
10	3085/-	4.25%	- do -

Note: Designations of Non-Executives as in P.C.No.19, dt.11.08.1982 enclosed

SCALES OF PAY & APPOINTING AUTHORITIES

The Scales of Pay and the Appointing Authorities thereto are as follows:-

EXECUTIVES

Grade/Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
Grade IX*	Executive Director	20500-500-26500	Chairman & Managing Director
Grade VIII	General Manager	18500-450-23900	- do -
Grade VII	Addl. General Manager	17500-400-22300	- do -
Grade VI	Dy. Gen. Manager	16000-400-20800	- do -
Grade V	Senior Manager	14500-350-18700	- do -
Grade IV	Manager	13000-350-18250	Functional Directors
Grade III	Deputy Manager	10750-300-16750	GM/AGMs
Grade II	Asst. Manager	8600-250-14600	- do -
Grade I	Junior Manager	6550-200-11350	- do -

(NOTE : *** CMD is empowered to effect promotions to Executives upto and including Grade IX (Below Board Level)

NON- EXECUTIVES

Wage Group	Designati	on	Scales of pay	Appointing	
	Tech.	Non-Tech.	w.e.f. 01-01-1997	Authorities	
1	Helper	Helper	3500-65-4150-70-6040	GM/AGMs	
2	Junior Technician	Junior Assistant	3660-75-4410-80-6810	- do -	
3	Junior Technician	Junior Assistant	3830-85-4680-90-7110	- do -	
4	Technician	Assistant	4020-100-5020-105-7435	- do -	
5	Technician	Assistant	4200-115-5350-120-7630	- do -	
6	Senior Technician	Senior Assistant	4620-135-5970-140-8350	- do -	
7	Master Technician	Office Superintendent	4870-155-6420-160-8980	- do -	
8	Sr.Master Technician	Senior Office Superintendent	5000-165-6650-170-9370	- do -	
9**	Sr.Master Technician	Senior Office Superintendent	5200-170-6900-175-9700	- do -	
10	Sr.Master Technician	Senior Office Superintendent	5400-180-7200-190-9860	- do -	

NOTE:

Authority

- * PC No. 19/99 dt.25-08-1999 (Para-1)
- ** PC No.9/2001 dt.31-05-2001 (Para-1)
- *** PC No.42/2002 dt.25-11-2002

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linin	num Qualification	and Expe	rience for vario	ous Technical	Posts below Gr	ade-l	(Paras 23 & 41.3 refe	
l lo.	Categoty	Group A	Group B	Group C	Group D	Group E	Poromotion Extent to which qualifications can be relaxed.	
1	2	3	4	5	6	7	8	
	Fitter Turner		ITI - do -	ITI (3 years) - do -	ITI (6 years) - do -	ITI (9 years) - do -	For Promotion of eligible employees upto and including	
3	Grinder		- do -	- do -	- do -	- do -	Group 'F' (WG-10) the educational	
4	Heat Treatment Operator	-	- do -	- do -	- do -	- do -	qualifications will be relaxed to the extent indicated at	
5	Miller		- do -	- do -	- do -	- do -	the entry point	
6	Mill wright		- do -	- do -	- do -	- do -		
7	Plater		- do -	- do -	- do -	- do -		
8	Welder		- do -	- do -	- do -	- do -		
9	Radio Mechanic		- do -	- do -	- do -	- do -		
	Electrician		- do -	- do -	- do -	- do -		
	Mechanic (Refrigerator/	-	- do -	- do -	- do -	- do -		
	Automobile)							
12	Plumber	-	- do -	- do -	- do -	- do -	Contd	
. I	/ CHAPTER - II						74	
JI -	I/ CHAPTER - II					ANNEXURE -		
1	2	3	4	5	6	7	8	
13	Painter	-	ITI	ITI (3 years)	ITI (6 years)	ITI (9 years)	For Promotion of eligible employees upto and including	
14	Carpenter	-	- do -	- do -	- do -	- do -	Group 'F' (WG-10	
15	Photographer		SSC with experience	SSC (3 years)	SSC (6 years)	SSC (9 years)	the educational qualifications will be relaxed to the	
16	Jr. Technician (Potting)	-	ITI/SSC	ITI/SSC (3 years)	ITI/SSC (6 years)	ITI/SSC (9 years)	extent indicated a the entry point	
17	Screening and Etching Operator	-	ITI	ITI (3 years)	ITI (6 years)	ITI (9 years)		
18	Diesel & Compressor Operator	-	ITI/SSC	ITI/SSC (3 years)	ITI/SSC (6 years)	ITI/SSC (9 years)		
19	Horticulturist	-	Graduate with Certificate in Horticulture	Graduate with Certificate in Horticulture (3 years)	Graduate with Certificate in Horticulture (6 years)	Graduate with Certificate in Horticulture (9 years)		
20	Planner	-	-	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)		
21	Droughtsman	-	ITI	Diploma	Diploma (3 years)	Diploma (6 years)		
22	Inspector	-	т	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)		
23	Scientific Assistant	-	-	- do -	- do -	- do -		
J.	/ CHAPTER - II						Contd 75	
JI -	I/ CHAPTER - II					ANNEXURE II	A Contd	
1	2	3	4	5	6	7	8	
24	Overseer (Civil/ Electrical)	-	-	Diploma	Diploma (3 years)	Diploma (6 years)	For Promotion of eligible employees upto and including	
25	Work Study Assistant	-	-	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)	Group 'F' (WG-10 the educational qualifications will be relaxed to the	
26	Eletrician (WSW)	-	-	ITI (3 years)	ITI (6 years)	ITI (9 years)	extent indicated a the entry point	

NOTE: (i) Upper age limit for direct recruitment to posts in Wage Groups mentioned above is 35 years for open mental candidates and \$5 years for Departmental Candidates.

group/grade to become eligible for appointment in the next grade/group either by direct recruitment or promotion.

[SIN 10/17 Lend candidates for the state of The candidates.]

trin	num Qualification and	Experience for	various Non-Te	chrical Posts be	low Grade I	9947	PA ANADOSE I S (Para-Zilál 3 rele)
io.	Campay	unuq.x	Group is	unapt	Group D	una s	Extension which qualification can be interest
	2	Literate with		-	-		
2	Ayan	- 41 -					
3	Scavenger! Sweeper	- 46 -					-
4	Maii	- da -					-
	Waiter-curr-cleaner	- da -					
7	Grain Cleaner-cum Water	- 44 -					-
	Plastic Cane Weaver	- 44 -	_	_	_	_	COMM .
61 - 6.	Category	Group A	Group St	-2- Group C	Group D	ликиски и с Опир Б	Phonoson Extension which qualification can
	,	,		-		-,	Serviced
٠	Stue Print Operator		missc	(Thissic (It years)	(N years) SSC (N years)	(Tyears)	For Promotion of eligible employees upto and including Group F (ING-10). the educational qualifications will be related to extent indicated at the entry point.
10	Duplicating/Photostat Operator		SSC with 1 year experience	SSC (Ryears)	SSC (6 years)	SSC (Tyears)	Group F (MG-10) the educational
11	X-Ray Operator		SSC with 1 year experience	SSC (Eyears)	SSC (6 years)	SSC (Tyran)	be related to the extent indicated at
	Junto Osessor				(a pean)	(a years)	and may post.
			Middle School (1 year) with Scence	(3 year) with Scence			
13	Crane Operator		Middle School (1 year)				
14	CWK		SSC & Typewriting 30 WPM	Degree & Typewriting 30 WPM	Degree & Typewriting 30 WPM	Degree & Typewriting 30 WPM (Kyears)	
15	Sterographer						
_	I/OWPTER-II			arting (65 apro & Shuthand (80 WPM)	Degree, Type I writing (62 wpm) & Shothand (80 MPM)	writing jet won & Shorhand and WPMI	Cores.
at-	I/OWPIEK-II		-1-			ANNEXURE II	Cont.
à	Landgilly	undep A	unicip III	undap C	unitip D	uniig li	Promotion Extent to which qualification can be relaxed
79	2 Storeheeder	-	SSC & Type	Degree & Tyres	Degre & Tyrn	Deges & Tyre	B For Promotion of
			writing 30 SIPM Prodes- sional Tro	writing 30 WPM Professional Tro.	Degree & Type witing 30 WPM (2 years)	writing 30 WPS (Kyears)	eligible employees upto and including Group F (185). Fee
17	Cask		Literate - Pro Sessional Trg.	Literate (Il years)	Literate (Kyeans)		the educational qualifications will be related to the extent indicated at the entity point
18	Nursing Asistant/ Staff Nurse		SSC & Pro Sessor Trp.	Diploma (Nursino)			extent indicated at the entry point
					(Nursing) Degree (Nursing)	Diploma (Numing)' (Kyeans)' Degree (Numing) (Xyeans)	
	Dresser		Middle Signer			(Iryeard	
_	_		Middle School with certificate of Training in First Aid.				
20	Pharmacie			Degree in Plasmacy	Degree in Pharmacy	Degree in Pharmacy	
					Classical Control	(\$ years)	Cores
oi -	I/CHAPTER - II		-4-			AMEXURE I	79 Cares
à	Category	Group A	Group W	Group C	Group D	Group E	Parameter Extent to which qualification can
	-		-	-	-	-,	qualification can be related # For Promotion of
21	Compounder		SSC with certificate Course	SSC with certificate course (3 years)	SSC with certi- ficate course (6 years)	SSC with cent- ficate course (tryears) -ds -	For Promotion of eligible employees upto and including Group F (ING-10) the educational qualifications will be related to the the error point.
23	Lab Technician (Hospital)			Diploma in Pathology	Diploma in Pathology (3 years)	-	be related to the the entry point
24	Radiographer				(I years) SSC with our		
	,			SSC with cedificate Course	SSC with certificate course (3 years)		
26	Record Assistant (Hospital)			Degree with Retruset Exper ence.			
26	Diver		Literate with Relevant	Literate with relevant Driving	Liberate with relevant Driving License (6 years)		
			Relevant Driving License	Literate with relevant Driving License (I years) SSC with cent- ficate course	(g heart) (reserve		
_					SSC with certi- ficate course		
27	Sanitary Inspector	٠	SSC with certificate Course	Scate course Ct years)	(Byears)		Count
27	Sanitary Inspector	•	SSC with certificate Course - 6 -	State course Chiveano	STANCE.	AMENURE I	
27	Santary Inspector	-	SSC with centificate Counte -5- Group M	Scate course (It wasts)	STANCE.	AMEXURE II	Promotion Extent to which
27	Sanitary Inspector Category	anapx a	окар и	diano diapo	STANCE.	AMEXURE III	Promotion Extent to which
27	Stantony Inspector Lategory Telephone/Tales Operator	uapx	окар и	Greens Gr	STANCE.	AMEDIANE III	Promotion Extent to which
28	Category 3 Yelephone/Teles Operator	anapx	SSC with Professional Ing.	Greats Greats SSC (Tyeans)	0000 D	7	Promotion Extent to which
28	Sanitary Inspector Category Yespoon Trine Country Sacutey Guard' Substantiar Librarian Librarian	Group X	SSC with Pothesional Tig. SSC + Profes sonal tig.	SSC (3 years)	Group D Group D Group D Group D Group D Group D	ANNEXURE E	
28	Category Telephone/Tales Operator Security Guard Substativispector Lody Security	3	SSC with Professional Ing.	SSC (3 years)	0000 D	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton	Goop A	SIC + Professional trg.	SSC (3 years) SSC (3 years) Diptoma/Degree	Group D Group D Group D Group D Group D Group D	7	Promotion Extent to which
28	Category Telephone/Tales Operator Security Guard Substativispector Lody Security	3 ·	SIC + Professional trg.	SSC (3years) Degree (3 ys)	Group D Group D Group D Group D Group D Group D	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton	шоф.X	SIC + Professional trg.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton	3 -	Side with Profesional Tig. Side + Profes sional tig.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton		Side with Profesional Fig. Side + Profes sional fig.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Group D Group D Group D Group D Group D Group D	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton		Side with Profesional Fig. Side + Profes sional fig.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton	Book A	SIGC with Professional Ing. SiGC - Professional Ing. Degree SiGC - Professional Ing.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton		SIGC with Professional Ing. SiGC - Professional Ing. Degree SiGC - Professional Ing.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Telephone/Teles Cyenitor Seculty Guard Sacusty Guard Sacusty Guard Sacusty Sacuster Librarian Assistant Maton	1000pA	SIGC with Professional Ing. SiGC - Professional Ing. Degree SiGC - Professional Ing.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Temphysoral Fines Cynesia Temphysoral Fines Cynesia Temphysoral Fines Cynesia Lidy Sanctin Lidy	3	SIGC with Professional Ing. SiGC - Professional Ing. Degree SiGC - Professional Ing.	Greater SSC (3 years) SSC (3 years) SSC (3 years) Degree (3 yes) SSC will central color to the color to	Charge D Charge D Charge Control of the Control o	Degree (Kyears)	Promotion Extent to which
28	Temporarities (cylentale de la constitución de la c	1500p A	SSIC with Profesional Sign and SSIC SSIC SIGN and SSIC SSIC SIGN and SSIC SSIC SSIC SSIC SSIC SSIC SSIC SSI	Green	Company Discovery Discover	Degree (Krystell) Degree is Sico Number (Crystell) ANNEXUSE II I STORE II	Promotion Extent to which
28	Temporarities (cylentale de la constitución de la c	Strong A. 3 40 April 15 Co.	SSIC with Profesional Sign and SSIC SSIC SIGN and SSIC SSIC SIGN and SSIC SSIC SSIC SSIC SSIC SSIC SSIC SSI	Green	Company Discovery Discover	Degree (Krystell) Degree is Sico Number (Crystell) ANNEXUSE II I STORE II	Promotion Extent to which
28	Temphysoral Fines Cynesia Temphysoral Fines Cynesia Temphysoral Fines Cynesia Lidy Sanctin Lidy	Strong A.	SSIC with Profesional Sign and SSIC SSIC SIGN and SSIC SSIC SIGN and SSIC SSIC SSIC SSIC SSIC SSIC SSIC SSI	Green	Company Discovery Discover	Degree (Krystell) Degree is Sico Number (Crystell) ANNEXUSE II I STORE II	Promotion Extent to which
28	Tempory Tem		SSC with SSC Professional SS	Green	Company Discovery Discover	Dages in Social Support of Suppor	Promotion Extent to which
28	Campay TrapponerTrans Campay TrapponerTrans Campay	REMUSTERS IS SETS - CO-TO	SSC view. SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Lateria L	Supply Su	State of the state	Dages in Social Support of Suppor	Promotion Extent to which
28	Campay TrapponerTrans Campay TrapponerTrans Campay	REMUSTERS IS SETS - CO-TO	SSC view. SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Lateria L	Supply Su	Salary D. Dayres (3) year) (3) year) (4) year) (5) year) (6) year) (7) year) (8) year) (8) year) (9) year	Dages in Social Support of Suppor	Promotion Extent to which
28	Transplantar/Trans Cyanista Transplantar/Trans Cyanista Transplantar/Trans Transplantar/Trans Transplantar/Tr	REMUSTERS BLOSTS TO	SSC with SSC Professional SS	Supply Su	State of the state	Dages in Social Support of Suppor	Promotion Extent to which
28	Transplantar/Trans Cyanista Transplantar/Trans Cyanista Transplantar/Trans Transplantar/Trans Transplantar/Tr	REMUSTERS BLOSTS TO	SSC view. SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Lateria L	Supply Su	State of the state	Dages in Social Support of Suppor	Promotion Extent to which
28	Transport Transp	RESERVENTESS RED AT THOSE GROUP Up and underg Royees will her I to be gud in son to next estimated to	SSC view. SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Lateria L	Supply Su	State of the state	Dages in Social Support of Suppor	Promotion Extent to which
28	Transport Transp	REMUSTERS BLOSTS TO	SSC view. SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Pg. Diagna SSC view. Publishmonia Lateria L	Supply Su	State of the state	Dages in Social Support of Suppor	Promotion Extent to which

into Since with effect from Stift July, 1989.