

BOARD'S PROPOSAL ON REVISION OF PAY BAND AND ALLOWANCES TO THE EMPLOYEES OF TANGEDCO DUE FROM 1-12-2011 ALONG WITH AND SUBJECT TO REVISION OF WORK ALLOCATION AND STAFF PATTERN IN AREAS WHICH ARE ALREADY COVERED BY SETTLEMENT

i) PAY BAND:-

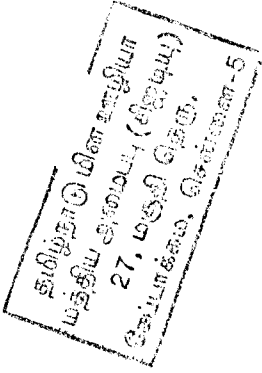
The Revision of Wages to the employees of TANGEDCO will be given effect to from 01.12.2011. Taking Into consideration of the demands already putforth by the Unions/Associations on Revision of wages, the present financial position of the TANGEDCO, and all other relevant factors, the Wage Revision Committee proposes to continue the existing Pay Band duly elongating the maximum of each Pay Band by three stages In the case of Workmen and by five stages in the case of Officers without altering the existing minimum of the Pay Band and Grade Pay. Consequent on the Wage Revision with effect from 1-12-2011, the date of next annual increment will not be changed.

ii) FITMENT BENEFIT AND ENSUREMENT OF MINIMUM:-

A fitment benefit of 5% of Basic pay as on 1-12-2011 will be allowed with a minimum benefit of Rs.500/-. Wherever the difference between the pay and Dearness Allowance in the Revised Scale fixation and the Pay and Dearness Allowance in the existing scale is less than Rs.500/- the pay in the revised pay be stepped to that extent by rounding off the resultant figure to the next multiple of Rs.10/- so that the difference is not less than Rs.500/-.

iii) SERVICE WEIGHTAGE:-

A Service weightage of one increment @ 3% of the Basic Pay plus Grade pay will be allowed to the employees for completion of 15 years of service and above only.



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iv) MERGER OF PERSONAL PAY:-

The Personal pay drawn by the employees while in the pre-revised scale of pay will be taken into account while fixing the pay in the revised scale of pay.

v) DEARNESS ALLOWANCE PATTERN:

The existing arrangement for sanction of Dearness Allowance to the employees of the Board at the same rate and from the same date as granted by the State Government to their employees will continue.

vi) REVISION OF HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES:-

It is proposed to continue the existing rates of House Rent Allowance, City Compensatory Allowance, Special Pays and other allowances as on 1.12.2011.

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A. Jaganmohan Reddy
SECTION OFFICER.



27.12.2011
27.12.2011
27.12.2011

**EXISTING AND REVISED PAY BAND PROPOSED BY THE
WAGE REVISION COMMITTEE**

WORKMEN (3 stages elongated)

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SI No.	Pay Band	Existing Pay Band	Revised Pay Band + Gr. Pay
1	PB1-A	Rs.4900-10000 +1400	Rs.4900-12480 +1400
2	PB-1	Rs.5400-20200 +1900	Rs.5400-24170 +1900
3	PB-1	Rs.5400-20200 +2200	Rs.5400-24500 +2200
4	PB-1	Rs.5400-20200 +2500	Rs.5400-24830 +2500
5	PB-1	Rs.5400-20200 +2700	Rs.5400-25040 +2700
6	PB-1	Rs.5400-20200 +2900	Rs.5400-25260 +2900
7	PB-2(A)	Rs.9600-34800 +4300	Rs.9600-42740 +4300
8	PB-2(A)	Rs.9600-34800 +4400	Rs.9600-42850 +4400
9	PB-2(A)	Rs.9600-34800 +4600	Rs.10100-43070 +4600

**OFFICERS
(5 stages elongated)**

SI No.	Pay Band	Existing Pay Band	Revised Pay Band + Gr. Pay
1	PB-2	Rs.10100-34800 +4600	Rs.10100-45710 +4600
2	PB-3	Rs.15700-39100 +5400	Rs.15700-51610 +5400
3	PB-3	Rs.15700-39100 +6100	Rs.15700-52420 +6100
4	PB-3	Rs.15700-39100 +6200	Rs.15700-52530 +6200
5	PB-3	Rs.15700-39100 +7000	Rs.15700-53470 +7000
6	PB-4	Rs.38200-67000 +8700	Rs.38200-67000 +8700
7	PB-4	Rs.38200-67000 +9500	Rs.38200-67000 +9500