



RIICO EMPLOYEES SERVICES (REVISED PAY SCALES) RULES, 2008

1. SHORT TITLE AND COMMENCEMENT

- (i) These rules may be called the RIICO Employees Services (Revised Pay Scales) Rules, 2008
- (ii) They shall be deemed to have come into force on the 01.01.2006* (Previously 1st day of September, 2006)

2. APPLICATION

These rules shall apply to all Corporation employees except the following:-

- a) persons not in whole time employment of the Corporation;
- b) persons paid out of contingencies;
- c) persons employed on contract;
- d) Employees who after their retirement, whether on attaining the age of superannuation or otherwise, were re-employed by the Corporation and were in service on 01.01.2006* (Previously 1.9.2006)
- e) persons employed on work-charged & retainers basis
- f) persons who may be specifically excluded wholly or in part by the Corporation from the operation of these rules.


3. RELAXATION OF RULES

Where the Board of the Corporation is satisfied that the operation of any of these rules causes undue hardship in any particular case, it may, by order, relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the cases in a just and equitable manner.

4. POWER OF INTERPRETATION

If any question arises relating to the interpretation of these rules, it shall be referred to the Managing Director of the Corporation, who shall decide the same in consultation with the Financial Advisor.

****(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)***


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikak Marg, JAIPUR-302006

5. DEFINITIONS

In these rules, unless there is anything repugnant in the subject or context.

- (1) "Existing Pay Scale" means scale of pay applicable to a Corporation Employee, but for the coming in to effect of these rules, in respect of a post held by him immediately before 01.01.2006* (Previously 1st September, 2006) substantively or in officiating capacity while retaining lien on a permanent post or in a temporary capacity.


Explanation :-

- (i) In the case of a Corporation Employee on deputation out of India or on leave or on foreign service or one who would have officiated in one or more lower posts but for his officiating in a higher post, "Existing Pay Scale" includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiating in a higher post.
- (ii) In case of a Corporation Employee drawing pay on 31.12.2005* (Previously 31-8-2006) in a scale other than the RIICO Employees Services (Revised Pay Scale) Rules, 1998, as amended from time to time, his fixation of pay in the RIICO Employees Services (Revised Pay Scales) Rules, 2008 shall be made only after his pay has first been fixed in the RIICO Employees Services (Revised Pay Scales) Rules, 1998, as amended from time to time, in respect of post held by him on 31.12.2005* (Previously 31-8-2006).
- (2) "**Existing Corporation employee**" means a Corporation Employee who is in service on 01.01.2006* (Previously 1st September 2006) and drawing pay in an existing pay scale.

Explanation – Corporation Employees, who were appointed on or after 01.01.2006* (Previously 1.9.2006) in the pay scale under RIICO Employee Services (Revised Pay Scales) Rules, 2008 are not 'existing Corporation Employees'. They will draw pay in the Running pay band and Grade pay applicable to their posts under RIICO Employee Services (Revised Pay Scales) Rules, 2008 as a result of retrospective

operation of these rules. Accordingly the fixation tables given in Schedule-II appended to these rules shall not apply to them. In other words, pay of such employees in respect of posts held by them on 01.01.2006* (Previously 1.9.2006) or on the date of appointment subsequent to 01.01.2006 (Previously 1.9.2006), whichever is later, shall be fixed at the minimum of the Running Pay Band plus Grade Pay only after successful completion of the probation period as per provisions of relevant service rules.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**


Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

(3) **"Existing Basic Pay"** means pay as defined in Rule 5 (XXIX) of the RIICO Service Rules.

(4) **"Pre-revised emoluments"** means and includes :-

- (i) Basic Pay as on 01.01.2006* (Previously 1st day of September, 2006) in the existing pay scale.
- (ii) Personal pay, if any.
- (iii) 50% Dearness Pay of Basic Pay at the rates in force on 01.01.2006* (Previously 1.9.2006).
- (iv) 24% Dearness Allowance on Basic Pay plus Dearness Pay.

Note : 1. Where normal date of increment in existing pay scale falls on 01.01.2006* (Previously 1.9.2006), the pay in the running pay bands and grade pay shall be fixed on the basis of pay admissible in the existing pay scale on 01.01.2006* (Previously 1.9.2006) including increment.

2. "In case where a Corporation Employee opts revised pay scale with effect from 01.01.2006 and whose annual grade increment falls between 2nd January, 2006 to 30th June, 2006 (both days inclusive) shall be granted one increment in the existing Pay Scale on 01.01.2006".

(5) **"Running Pay Band"** means the pay band specified in Col. 3 of Schedule-I.

(6) **"Grade Pay"** means the grade pay specified in Col. 4 of Schedule-I.

(7) **"Pay in the Running Pay Band"** means and includes, the pre-revised emoluments as defined in sub-rule (4) rounded off to next multiple of 10.

(8) **"Revised Emoluments"** means the pay in the pay band plus grade pay of a Corporation Employee.

(9) **"Basic Pay"** means sum of pay in the running pay band and grade pay but does not include any other type of pay like special pay, etc.

(10) **"Schedule"** means the schedules appended to these rules.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**



Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

- (11) **"Regular Service"** means and includes service rendered by a Corporation Employee on his appointment after regular selection in accordance with the provisions contained in the relevant recruitment rules for that post. The period of service rendered on ad-hoc basis/urgent temporary basis shall not be counted as the regular service. In other words the period of service, which is countable for seniority shall only be counted as regular service.

6. Scale of pay of Post

- (i) As from the commencement of these rules, the Running Pay Bands and Grade Pay for every post, service/ cadre shall be as indicated in Column 3 and 4 of **Schedule-I**.
- (ii) Running Pay Band and Grade Pay for the existing Corporation Employees drawing pay in Selection Grades granted under order No. A.1(4)153/90 dated 09.02.1993 as amended from time to time shall be the corresponding Running Pay Band and Grade Pays, as indicated in Col. 3 & 4, respectively against existing pay scale in Col. 1 of Schedule-I.

7. Drawal of Pay in the Running Pay Bands and Grade Pays

Save as otherwise provided in these rules, a Corporation Employees shall draw pay in the Running Pay Band and Grade Pay applicable to the post which he is holding as on 01.01.2006* (Previously 1.9.2006) or to which he is appointed on or after 01.01.2006* (Previously 1.9.2006).

8. Option to elect the Existing Pay Scale

- (1) The Running Pay Band and Grade Pay given in the **Schedule-I** shall apply to every existing Corporation Employee provided that a Corporation 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 pay scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Corporation Employee has been placed in a higher pay scale between 01.01.2006 (Previously 1.9.2006) and the date of notification of these Rules on account of promotion, up gradation of pay, selection grade etc., the Corporation Employee may elect to switch over to the Running Pay Band and Grade Pay from the date of such promotion, up gradation, selection grade etc.*

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**



Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

(2) An existing Corporation Employee may exercise option to retain existing pay scale under provisos to sub-rule(1) in any of the following circumstances :-

- (a) While holding a permanent post in substantive capacity, but not officiating on a higher post;
- (b) While holding a permanent or temporary post in a temporary capacity without having any lien on any post;
- (c) While officiating on a higher post, whether permanent or temporary, retaining lien on a permanent post or where he would have officiated in one or more posts but for his being on leave or on foreign service, *provided that* –
 - (i) the option in such cases shall be admissible in respect of existing pay scale attached either to the post held by him in officiating capacity or to his substantive post and not for both the existing pay scales; and if such a Corporation Employee exercises option to retain existing pay scale in respect of the post held by him in officiating capacity, his pay, in the event of his reversion to the lower post held in substantive capacity shall be fixed under these rules only, and
 - (ii) the option to retain existing pay scale in respect of the post held in officiating capacity shall not be allowed to a Corporation Employee who was not qualified to hold the higher post; or who was fortuitously appointed on purely temporary basis, for example against leave vacancy or against a short term vacancy caused by deputation of the senior person for training within India or abroad or deputation to foreign service etc.

Explanation – The aforesaid option shall not be admissible to any person appointed to a post on or after the 01.01.2006*(Previously 1st day of September, 2006), whether for the first time in Corporation service or by transfer from another post and he shall be allowed pay only in the running pay band and grade pay.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**




Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

9. Exercise of Option

- (1) The option under rule 8 shall be exercised in writing in the form appended as **Appendix-I** to these rules, so as to reach the authority mentioned in sub-rule (2) of this rule within three months of the date of publication of these rules, *provided that* –
 - (i) In case of a Corporation Employee who is on that date out of India on leave or deputation or foreign service, the option shall be exercised within three months from the date these rules are brought to the knowledge of the Corporation Employee by his superior authority; and
 - (ii) Where a Corporation Employee is under suspension or on leave or on training or on foreign service within India on the date of publication of these rules, the option may be exercised within three months from the date he takes over the charge of the post.
- (2) The option shall be intimated by the Corporation Employee in the prescribed form appended to these rules in the following manner –
 - (a) All the Corporation employees whose pay and allowance are drawn by the Head Office shall submit their options to Advisor (A&M)
 - (b) All the employees, who are working in the unit offices shall submit their option to their respective Unit Head except the Unit Head, who will submit the option to Advisor (A&M).
 - (c) All the employees who have retired but were in the employment of the corporation service on 01.01.2006* (Previously 1.9.2006) shall submit their option to Advisor (A&M) or concerning Unit Head, as the case may be.
- (3)
 - (i) In case the intimation regarding option is not received within the time specified in sub-rule (1) the Corporation Employee shall be deemed to have elected to draw pay under these rules with effect from 1st September, 2006.
 - (ii) Where a Corporation Employee expires before exercising option within the prescribed period or had expired before publication of these rules, he may be deemed to have exercised option in favour of the existing pay scale or the revised pay scale under these rules, whichever is advantageous to him, and his pay shall be fixed accordingly.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

- (4) Corporation Employee holding post on 01.01.2006* (Previously 1.9.2006) for which no pay scale has been prescribed for any reason, whatsoever or where the pay scale or conditions attached to the drawal of pay under these rules are subsequently changed, amended or revised, shall exercise option/ re-option under this rule within a period of three months of the date of notification of the pay scale or any other change related to the pay scale.
- (5) The option once exercised shall be final.
- (6) A Corporation Employee who has opted revised pay scale from a specific date as per provisions of Rule 9 of these in force prior to issue of these Rules if not willing to revise the existing option he may continue to retain his existing option.

10. Fixation of Initial Pay in the Running Pay Band and Grade Pay

- (1) The initial pay of a Corporation Employee who elects or is deemed to have elected under Rule 9(3) to draw pay in the revised pay scale with effect from 01.01.2006* (Previously 1st day of September 2006) shall be fixed separately in respect of permanent post on which he holds a lien or on which he would have held a lien if it had not been suspended and in respect of officiating post held by him in the following manner, namely :-


in the case of all employees

- (i) the pay in the running pay band will be determined by multiplying the existing basic pay as on 01.01.2006* (Previously 01.09.2006) by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) if the minimum of the running pay band is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the running pay band;

Provided further that -

Where, in the fixation of pay, the pay of Corporation Employee drawing pay at two or more consecutive stages in an existing pay scale gets bunched, that is to say, gets fixed at the same stage in the running pay band, then, for every two stages so bunched, benefit of one increment @ 3% of the pay in the Running Pay Band alone shall be given so as to avoid bunching of more than two stages in the running pay bands. For this purpose, the increment will be calculated on the pay in the running pay band only. Grade Pay would not be taken into account for the purpose of granting increments to alleviate bunching.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

If by stepping up of pay as above, the pay of a Corporation Employee gets fixed at a stage in the running pay band which is higher than the stage in the running pay band at which the pay of a Corporation Employee who was drawing pay at the next higher stage or stages in the same existing pay scale is fixed, the pay of the latter shall also be stepped up only the extent by which it falls short of that of the former.

- (iii) the pay in the running pay band will be determined in the above manner. In addition to the pay in the running pay band, grade pay corresponding to the existing pay scale will be payable. **Illustration- 1** on the above is provided in the Explanatory Memorandum of these Rules.
- (iv) Stage-wise fixation of existing Corporation Employees in the Running Pay Bands shall be made as indicated in **Schedule-II** appended to these rules subject to the provisions of Rule 8 above.

Note - 1 A Corporation employee who is on leave on the 01.01.2006* (Previously 1st day of September 2006) and is entitled to leave salary shall become entitled to pay in the running pay band from 01.01.2006* (Previously 01.09.2006) or the date of option for the running pay band.


Note - 2 A Corporation employee under suspension as on 01.01.2006* (Previously 01.09.2006), shall continue to draw subsistence allowance based on existing pay scale and his pay in the running pay band will be subject to the final order on the pending disciplinary proceedings.

Note - 3 Where a Corporation employee is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under sub-rule (1) with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Corporation employee holding in an officiating capacity, posts on different existing pay scales which have been replaced by the running pay bands.

Note - 4 Where the 'pre-revised emoluments' exceed the Basic Pay in the case of any Corporation employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**


Gaurav Bajad
Adviser (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

Note - 5 Where in the fixation of pay under sub-rule (1), the pay of a Corporation employee, who, in the existing pay scale was drawing immediately before the 01.01.2006* (Previously 1st day of September 2006) more pay than another Corporation employee junior to him in the same cadre, gets fixed in the running pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the running pay band as that of the junior.

- (2) Subject to the provision of Rule 7, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

11. Rate of increment in the running pay band

The rate of increment in the running pay band will be 3% of the sum of the pay in the running pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the running pay band.

Illustration-2 in this regard is in the Explanatory Memorandum to these Rules.

12. Date of next increment in the running pay band

There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the running pay band as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 01.01.2006 in the running pay-band will be granted to the employees, who have completed six months on 01.07.2006.

Provided that in the case of persons who had been drawing maximum of the existing pay scale for more than a year as on the 01.01.2006* (Previously 1st day of September, 2006), the next increment in the running pay band shall be allowed on the 01.01.2006* (Previously 1st day of September, 2006). Thereafter, the provision of Rule 12 would apply.

13. Fixation of Pay in case of stagnation at maximum of running pay band for more than a period of one year

In case a Corporation employee reaches the maximum of his running pay band, shall be placed in the next higher running pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the running pay band reaches the maximum of PB-4, after which no further increments will be granted.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**



Gaurav Bajad
Advisor (A&M)

Rejasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikak Marg, JAIPUR-302006

14. Removal of anomalies

In case where a senior Corporation employee promoted to a higher post before the 01.01.2006* (Previously 1st day of September 2006) draws less pay in the running pay band than his junior who is promoted to the higher post on or after the 01.01.2006* (Previously 1st day of September, 2006), the pay in the running pay band of the senior Corporation employee should be stepped up to an amount equal to the pay in the running pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Corporation employee subject to the fulfillment of the following conditions, namely:-

- a) both junior and the senior Corporation employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- b) the existing pay scale of pay and the grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- c) the senior Corporation employees at the time of promotion should have been drawing equal or more pay than the junior.
- d) the anomaly should be directly as a result of the application of the provisions of Rule 22 of these rules regulating pay fixations on such promotion in the running pay band. If even in the lower post, the junior officer was drawing more pay in the existing pay scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

15. Allowances

Dearness Allowance, House Rent Allowance and all allowances, facilities, etc. shall be payable on the sum of pay in the running pay band and grade pay i.e. on 'basic pay'.

16. Facilities

Facilities like Corporation housing, etc., will be governed by the grade pay. An employee in the higher grade pay will be senior to an employee in a lower grade pay.

****(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)***



Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

17**. Scheme of Assured Career Progression

In lieu of selection grades, the scheme of Assured Career Progression (ACP) with three financial up gradations shall be allowed as under :

- 1) The scheme will be available to those employees who are drawing pay in the RIICO Employees Services (Revised Pay Scale) Rules, 2008 upto grade pay of Rs. 4200."
- 2) Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial up gradations under the scheme. Thus, an increase of 3% of sum of pay in the running pay band and grade pay shall be available as financial up gradation under the scheme.
- 3) The grade pay shall change at the time of financial up gradation under this scheme. The grade pay given at the time of financial up gradation under ACPs will be the immediate next higher grade pay in the hierarchy of Running Pay Bands and grade pay being prescribed. This, grade pay at the time of financial up gradation under ACPs can, in certain cases where regular promotion is not between two successive grades, be different that what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/ organization will be given only at the time of regular promotion.
- 4) Financial up gradation under the scheme will be available whenever a person has spent 10 years continuous regular service in the same grade pay. However, not more than three financial up gradations shall be given in the entire career.
- 5) Existing Corporation employees who have already availed benefit of three selection grades will not be eligible for the grant of ACP. Those Corporation employees who have availed benefit of one selection grade/ one promotion will be eligible for second and third ACP on completion of 18 and 27 years of regular service, respectively. Similarly those Corporation employees who have availed benefit of two selection grades/ two promotions/one promotion and one selection grade, as the case may be, will be eligible for third ACP on completion of 27 years of regular service.
- 6) The authority competent to make appointment on the post held by the Corporation employees shall be competent to grant ACP."

****Substituted vide order no. A.1(9)93/2008 dated 16.12.2008**


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikla Marg, JAIPUR-302008

17(1)*The scheme will be available to those employees who are drawing pay in the RIICO Employees Services (Revised Pay Scales) Rules, 2008 upto grade pay of Rs. 4800 as per Schedule 1-A appended to RIICO Employees Services (Revised Pay Scales) Rules 2008.

18. Scheme of Assured Career Progression (ACP) for Corporation Service Officers:-**

The scheme of ACP with three financial up gradations shall be allowed to Corporation Service Officers as under:

- (1) The scheme will be available to all posts in Corporation services and isolated posts in the Grade Pay of Rs. 5400 and above.
- (2) Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial up gradations under the scheme. Thus, an increase of 3% of sum of pay in the running pay band and grade pay shall be available as financial up gradation under the scheme.
- (3) The grade pay shall change at the time of financial up gradation under this scheme. The grade pay given at the time of financial up gradation under ACPs will be the immediate next higher grade pay in the hierarchy of Running Pay Bands and grade pay being prescribed. Thus, grade pay at the time of financial up gradation under ACPs can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organization will be given only at the time of regular promotion.
- (4) Financial up gradation under the scheme will be available whenever a person has spent 10 years continuous regular service in the same grade pay. However, not more than three financial up gradations shall be given in the entire career.

Provided that the existing Corporation employees who have already availed benefit in ministerial/subordinate service of three selection grade will not be eligible for the grant of ACP. Those Corporation employees who have availed benefit of one selection grades/one promotion will be eligible for second and third ACP on completion of 20 and 30 years of regular service, respectively. Similarly those Corporation employees who have availed benefit of two selection grades/to promotions/one promotion and one selection grade, as the case may be, will be eligible for third ACP on completion of 30 years of regular service.

- (5) The authority competent to make appointment on the post held by the Corporation employees shall be competent to grant ACP.

***Inserted vide order no. A.1(9)89/2011 dated 08.04.2011**

****Substituted vide order no. A.1(9)93/2008 dated 16.12.2008**


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

18(1)**The scheme will be available to all posts in Corporation service including isolated posts drawing grade pay of Rs. 5400 & above as per Schedule-1-A appended to RIICO Employees Services (Revised Pay Scales) Rules, 2008.

19. Amount of fixed remuneration for a Probationer-trainee

A probationer trainee shall draw fixed remuneration during the period of probation training. Only on successful completion of period of probation training, he will be allowed pay in the Running Pay Band and Grade Pay. These provisions will be applicable to the existing probationer trainees as well as new recruits. The fixed remuneration shall be as indicated in **Schedule-III** appended to these rules.

20. Fixation of pay in the running pay band of a probationer-trainee completing probation period successfully on or after 01.01.2006* (Previously 01.09.2006).

A probationer trainee on successful completion of probation period will be allowed pay in the running pay band and grade pay, as indicated in **Schedule - IV** appended to these rules.

Provided that a Corporation employee who is already in regular service of the Corporation, if appointed on another post as a probationer-trainee and has opted to draw pay in the pay scale of the previous post, on successful completion of probation period his pay will be fixed in the running pay band of the new post at the equal stage with reference to the pay of the previous post and grade pay.


21. Fixation of pay in the running pay band subsequent to the 01.01.2006* (Previously 1st day of September, 2006)

Where a Corporation employee continues to draw his pay in the existing pay scale and is brought over to the running pay band from a date later than the 01.01.2006*(Previously 1st day of September, 2006), his pay from the later date in the running pay band shall be fixed in the following manner:-

Pay in the running pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates in force w.e.f. 01.01.2006 and applicable as on 01.01.2006* (Previously 01.09.2006). This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable running pay band. In addition to this, the grade pay corresponding to the existing pay scale will be payable.

***(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)**

****Inserted vide order no. A.1(9)89/2011 dated 08.04.2011**


Gaurav Bajad
Advisor (AS/M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

22. Fixation of pay on promotion on or after 01.01.2006* (Previously 01.09.2006)

In the case of promotion from one grade pay to another in the running pay band, the fixation will be done as follows:-

One increment equal to 3% of the sum pay in the running pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the running pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the running pay band. In cases where promotion involves change in the running pay band also, the same methodology will be followed. However, if the pay in the running pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the running pay band will be stepped to such minimum.

23. Overriding effects of Rules

The provisions of the RIICO Service Rules, The RIICO Employees (Revised Pay Scale) Rules, 1998 and order no. A.1(4)153/90 dated 09.02.1993 as amended from time to time, regarding grant of selection grades shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

24. Non-accrual of arrears

Notwithstanding anything contained in these rules, no arrear of pay and allowances thereon, on any account, shall accrue to a Corporation employee, whether existing or appointed between 01.09.2006 to 31.12.2006 (both days inclusive), for the period upto 31.12.2006.

25*. Notwithstanding anything contained in these Rules, no arrear of pay and allowances thereon, on any account shall accrue to a Corporation Employee whether existing or appointed between 01.01.2006 to 30.06.2013 (both days inclusive) for the period upto 30.06.2013.

****(Substituted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)***



Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

- 26*. Method of Fixation of Pay in the Running Pay Band and Grade Pay further revised after 01.01.2006:-

The initial pay of a Corporation employee who elects or is deemed to have elected Running Pay Band and Grad Pay further revised after 01.01.2006 shall be fixed at an equal stage in the Running Pay Band plus Revised Grade Pay of the post. In case the pay last drawn in the existing Running Pay Band is less than the minimum of the further Revised Pay Band, he shall be fixed at the minimum of the Running Pay Band plus Grade Pay of the post.

- 27**. One Time increase in Running Pay Band:- The Corporation employees excluding those who are drawing fixed remuneration in service as on 01.07.2013 shall be allowed one time increase in pay admissible in the Running Pay Band as indicated below:-

Existing Grade Pay No.	Existing Grade Pay	Pay Band	Running Pay Band	Revised Grade Pay No.	Grade Pay	Increase in Pay in Running Pay Band
1	1300	PB-I	5200-20200	2	1700
2	1400	PB-I	5200-20200	2	1700	100
3	1650	PB-I	5200-20200	3	1750	150
4	1800	PB-I	5200-20200	4	1900	150
5	1850	PB-I	5200-20200	5	2000	150
6	1900	PB-I	5200-20200	9	2400
7	2000	PB-I	5200-20200	9	2400	100
8	2100	PB-I	5200-20200	9	2400	200
9	2400	PB-I	5200-20200	10	2800
10	2800	PB-I	5200-20200	10	2800	300

****(Inserted vide Board meeting by circulation dated 22.5.13 vide office order dated 23.5.13)***

***** Inserted vide order A.1(9)/93/2008-13 dated 29.07.2013***



Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

APPENDIX - I

FORM OF OPTION

* (i) I, hereby elect the Running Pay Band and Grade Pay with effect from 01.09.2006.

* (ii) I, hereby elect to continue in the existing scale of pay of my substantive/officiating post mentioned below until :-

* the date of my next increment falling on

* the date of my subsequent increment raising my pay to Rs.

* I vacate or cease to draw pay in the Existing Pay Scale.

Existing Pay Scale for the post

2. The option hereby exercised is final and will not be modified at any subsequent date.

3. I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Corporation either by adjustment against future payments due to me or otherwise.

Signature.....

Name

Designation

Office in which employed

Signed before me.

Date
Place


Signature
(Controlling Officer/ Unit Head)

Date
Place

Received the above declaration

Signature
(Deputy Manager (HRD))

* To be scored out, if not applicable.



Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

***SCHEDULE - I**

RUNNING PAY BANDS AND GRADE PAYS

Existing Scale No.	Existing Pay Scale	Prior to 1.7.2013			w.e.f. 1.7.2013 & onwards		
		Pay Band	RPB	GP	Pay Band	RPB	GP
1	2	3	4	5	6	7	8
1.	2550-55-2660-60-3200	-1S	4750-7440	1300	PB-I	5200-20200	1700
2.	2610-60-3150-65-3540	-1S	4750-7440	1400	PB-I	5200-20200	
3.	2650-65-3300-70-4000	-1S	4750-7440	1650	PB-I	5200-20200	
4.	2750-70-3800-75-4400	PB-1	5200-20200	1800	PB-I	5200-20200	1900
5.	2950-75-4075-80-4475	PB-1	5200-20200	1850	PB-I	5200-20200	2000
6.	3050-75-3950-80-4590	PB-1	5200-20200	1900	PB-I	5200-20200	2400
7.	3200-85-4900	PB-1	5200-20200	2000	PB-I	5200-20200	
8.	3400-90-5200	PB-1	5200-20200	2100	PB-I	5200-20200	
9.	4000-100-6000	PB-1	5200-20200	2400	PB-I	5200-20200	2800
10.	5000-150-8000	PB-2	9300-34800	3600*	PB-I	9300-34800	3600
11.	5500-175-9000	PB-2	9300-34800	4200*	PB-I	9300-34800	4200
12.	6500-200-10500	PB-2	9300-34800	4600*	PB-I	9300-34800	4800
13.	8000-275-13500	PB-3	15600-39100	5400	PB-I	15600-39100	5400
14.	9000-300-14400	PB-3	15600-39100	6000	PB-I	15600-39100	6000
15.	10000-325-15200	PB-3	15600-39100	6600	PB-I	15600-39100	6600
16.	12000-375-16500	PB-3	15600-39100	7600	PB-I	15600-39100	7600
17.	13500-400-17500	PB-3	15600-39100	8200	PB-I	15600-39100	8200
18.	14300-400-18300	PB-4	37400-67000	8700	PB-I	37400-67000	8700
19.	16400-450-20000	PB-4	37400-67000	8900	PB-I	37400-67000	8900

*Substituted vide order no. A.1(9)/93/2008-13 dated 29.07.2013



Gaurav Bajad
 Advisor (A&IA)
 Rajasthan State Industrial Development
 and Investment Corporation Ltd.
 Udyog Bhawan, Tikka Marg, JAIPUR-302008

SCHEDULE - I-A*

RUNNING PAY BANDS AND GRADE PAYS FOR SANCTION OF ASSURED CAREER PROGRESSION

Existing Pay Scale	Prior to 1.7.2013			w.e.f. 1.7.2013 & onwards		
	PB	RPB	GP	PB	RPB	GP
1	2	3	4			
2550-55-2660-60-3200	- IS	4750-7440	1300	PB - 1	5200-20200	
2610-60-3150-65-3540	- IS	4750-7440	1400	PB - 1	5200-20200	1700
2650-65-3300-70-4000	- IS	4750-7440	1650	PB - 1	5200-20200	1750
2750-70-3800-75-4400	PB - 1	5200-20200	1800	PB - 1	5200-20200	1900
2950-75-4075-80-4475	PB - 1	5200-20200	1850	PB - 1	5200-20200	2000
3050-75-3950-80-4590	PB - 1	5200-20200	1900	PB - 1	5200-20200	
3200-85-4900	PB - 1	5200-20200	2000	PB - 1	5200-20200	2400
3400-90-5200	PB - 1	5200-20200	2100	PB - 1	5200-20200	
4000-100-6000	PB - 1	5200-20200	2400	PB - 1	5200-20200	
4500-125-7000	PB - 1	5200-20200	2800	PB - 1	5200-20200	2800
5000-150-8000	PB - 2	9300-34800	3600	PB - 2	9300-34800	3600
5500-175-9000	PB - 2	9300-34800	4200	PB - 2	9300-34800	4200
6500-200-10500	PB - 2	9300-34800	4600	PB - 2	9300-34800	4800
7500-250-12000	PB - 2	9300-34800	4800	PB - 2	9300-34800	
8000-275-13500	PB - 3	15600-39100	5400	PB - 3	15600-39100	5400
9000-300-14400	PB - 3	15600-39100	6000	PB - 3	15600-39100	6000
10000-325-15200	PB - 3	15600-39100	6600	PB - 3	15600-39100	6600
10650-325-15850	PB - 3	15600-39100	6800	PB - 3	15600-39100	6800
11300-350-16200	PB - 3	15600-39100	7200	PB - 3	15600-39100	7200
12000-375-16500	PB - 3	15600-39100	7600	PB - 3	15600-39100	7600
13500-400-17500	PB - 3	15600-39100	8200	PB - 3	15600-39100	8200
14300-400-18300	PB - 4	37400-67000	8700	PB - 4	37400-67000	8700
16400-450-20000	PB - 4	37400-67000	8900	PB - 4	37400-67000	8900

*Substituted vide order no. A.1(9)/93/2008-13 dated 29.07.2013


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

SCHEDULE - II

TABLE NO. : 1

Existing Pay Scale : Rs. 2550-55-2660-60-3200
Running Pay Band -1S + Grade Pay : Rs. 4750-7440 + Rs. 1300

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2,550	4750	1,300	6,050
2,605	4850	1,300	1,150
2,660	4950	1,300	6,250
2,720	5060	1,300	6,360
2,780	5180	1,300	6,480
2,840	5290	1,300	6,590
2,900	5400	1,300	6,700
2,960	5510	1,300	6,810
3,020	5620	1,300	6,920
3,080	5730	1,300	7,030
3,140	5840	1,300	7,140
3,200	5960	1,300	7,260



Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikak Marg, JAIPUR-302008

TABLE NO. : 2

Existing Pay Scale : Rs. 2610-60-3150-65-3540

Running Pay Band-1S + Grade Pay : Rs. 4750-7440 + Rs. 1400

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2,610	4860	1,400	6,260
2,670	4970	1,400	6,370
2,730	5080	1,400	6,480
2,790	5190	1,400	6,590
2,850	5310	1,400	6,710
2,910	5420	1,400	6,820
2,970	5530	1,400	6,930
3,030	5640	1,400	7,040
3,090	5750	1,400	7,150
3,150	5860	1,400	7,260
3,215	5980	1,400	7,380
3,280	6110	1,400	7,510
3,345	6230	1,400	7,630
3,410	6350	1,400	7,750
3,475	6470	1,400	7,870
3,540	6590	1,400	7,990

Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

TABLE NO. : 3

Existing Pay Scale : Rs. 2650-65-3300-70-4000

Running Pay Band-1S + Grade Pay : Rs. 4750-7440 + Rs. 1650

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2,650	4930	1,650	6,580
2,715	5050	1,650	6,700
2,780	5180	1,650	6,830
2,845	5300	1,650	6,950
2,910	5420	1,650	7,070
2,975	5540	1,650	7,190
3,040	5660	1,650	7,310
3,105	5780	1,650	7,430
3,170	5900	1,650	7,550
3,235	6020	1,650	7,670
3,300	6140	1,650	7,790
3,370	6270	1,650	7,920
3,440	6400	1,650	8,050
3,510	6530	1,650	8,180
3,580	6660	1,650	8,310
3,650	6790	1,650	8,440
3,720	6920	1,650	8,570
3,790	7050	1,650	8,700
3,860	7180	1,650	8,830
3,930	7310	1,650	8,960
4,000	7440	1,650	9,090



Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

TABLE NO. : 4

Existing Pay Scale : Rs. 2750-70-3800-75-4400

Running Pay Band PB-1 + Grade Pay : Rs. 5200-20200 + Rs. 1800

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2,750	5200	1,800	7,000
2,820	5250	1,800	7,050
2,890	5380	1,800	7,180
2,960	5510	1,800	7,310
3,030	5640	1,800	7,440
3,100	5770	1,800	7,570
3,170	5900	1,800	7,700
3,240	6030	1,800	7,830
3,310	6160	1,800	7,960
3,380	6290	1,800	8,090
3,450	6420	1,800	8,220
3,520	6550	1,800	8,350
3,590	6680	1,800	8,480
3,660	6810	1,800	8,610
3,730	6940	1,800	8,740
3,800	7070	1,800	8,870
3,875	7210	1,800	9,010
3,950	7350	1,800	9,150
4,025	7490	1,800	9,290
4,100	7630	1,800	9,430
4,175	7770	1,800	9,570
4,250	7910	1,800	9,710
4,325	8050	1,800	9,850
4,400	8190	1,800	9,990


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

TABLE NO. : 5

Existing Pay Scale : Rs. 2950-75-4075-80-4475

Running Pay Band PB-1 + Grade Pay : Rs. 5200-20200 + Rs. 1850

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
2,950	5490	1,850	7,340
3,025	5630	1,850	7,480
3,100	5770	1,850	7,620
3,175	5910	1,850	7,760
3,250	6050	1,850	7,900
3,325	6190	1,850	8,040
3,400	6330	1,850	8,180
3,475	6470	1,850	8,320
3,550	6610	1,850	8,460
3,625	6750	1,850	8,600
3,700	6890	1,850	8,740
3,775	7030	1,850	8,880
3,850	7170	1,850	9,020
3,925	7310	1,850	9,160
4,000	7440	1,850	9,290
4,075	7580	1,850	9,430
4,155	7730	1,850	9,580
4,235	7880	1,850	9,730
4,315	8030	1,850	9,880
4,395	8180	1,850	10,030
4,475	8330	1,850	10,180



Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

TABLE NO. : 6

Existing Pay Scale : Rs. 3050-75-3950-80-4590

Running Pay Band PB-1 + Grade Pay : Rs. 5200-20200 + Rs. 1900

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
3,050	5680	1,900	7,580
3,125	5820	1,900	7,720
3,200	5960	1,900	7,860
3,275	6100	1,900	8,000
3,350	6240	1,900	8,140
3,425	6380	1,900	8,280
3,500	6510	1,900	8,410
3,575	6650	1,900	8,550
3,650	6790	1,900	8,690
3,725	6930	1,900	8,830
3,800	7070	1,900	8,970
3,875	7210	1,900	9,110
3,950	7350	1,900	9,250
4,030	7500	1,900	9,400
4,110	7650	1,900	9,550
4,190	7800	1,900	9,700
4,270	7950	1,900	9,850
4,350	8100	1,900	10,000
4,430	8240	1,900	10,140
4,510	8390	1,900	10,290
4,590	8540	1,900	10,440



Gaurav Bajad
 Advisor (A&M)
 Rajasthan State Industrial Development
 and Investment Corporation Ltd.
 Udyog Bhawan, Tikas Marg, JAIPUR-302006

Table No. : 7

Existing Pay Scale : Rs. 3200-85-4900

Running Pay Band PB-1 + Grade Pay : Rs. 5200-20200 + Rs. 2000

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
3,200	5960	2,000	7,960
3,285	6110	2,000	8,110
3,370	6270	2,000	8,270
3,455	6430	2,000	8,430
3,540	6590	2,000	8,590
3,625	6750	2,000	8,750
3,710	6910	2,000	8,910
3,795	7060	2,000	9,060
3,880	7220	2,000	9,220
3,965	7380	2,000	9,380
4,050	7540	2,000	9,540
4,135	7700	2,000	9,700
4,220	7850	2,000	9,850
4,305	8010	2,000	10,010
4,390	8170	2,000	10,170
4,475	8330	2,000	10,330
4,560	8490	2,000	10,490
4,645	8640	2,000	10,640
4,730	8800	2,000	10,800
4,815	8960	2,000	10,960
4,900	9120	2,000	11,120


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

TABLE NO. : 8

Existing Pay Scale

: Rs. 3400-90-5200

Running Pay Band PB-1 + Grade Pay

: Rs. 5200-20200 + Rs. 2100

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
3,400	6330	2,100	8,430
3,490	6500	2,100	8,600
3,580	6660	2,100	8,760
3,670	6830	2,100	8,930
3,760	7000	2,100	9,100
3,850	7170	2,100	9,270
3,940	7330	2,100	9,430
4,030	7500	2,100	9,600
4,120	7670	2,100	9,770
4,210	7840	2,100	9,940
4,300	8000	2,100	10,100
4,390	8170	2,100	10,270
4,480	8340	2,100	10,440
4,570	8500	2,100	10,600
4,660	8670	2,100	10,770
4,750	8840	2,100	10,940
4,840	9010	2,100	11,110
4,930	9170	2,100	11,270
5,020	9340	2,100	11,440
5,110	9510	2,100	11,610
5,200	9680	2,100	11,780

Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikak Marg, JAIPUR-302008

TABLE NO. : 9

Existing Pay Scale : Rs. 4000-100-6000

Running Pay Band PB-1 + Grade Pay : Rs. 5200-20200 + Rs. 2400

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
4,000	7440	2,400	9,840
4,100	7630	2,400	10,030
4,200	7820	2,400	10,220
4,300	8000	2,400	10,400
4,400	8190	2,400	10,590
4,500	8370	2,400	10,770
4,600	8560	2,400	10,960
4,700	8750	2,400	11,150
4,800	8930	2,400	11,330
4,900	9120	2,400	11,520
5,000	9300	2,400	11,700
5,100	9490	2,400	11,890
5,200	9680	2,400	12,080
5,300	9860	2,400	12,260
5,400	10050	2,400	12,450
5,500	10230	2,400	12,630
5,600	10420	2,400	12,820
5,700	10610	2,400	13,010
5,800	10790	2,400	13,190
5,900	10980	2,400	13,380
6,000	11160	2,400	13,560



Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikla Marg, JAIPUR-302006

TABLE NO. : 10

Existing Pay Scale

; Rs. 5000-150-8000

Running Pay Band PB-2 + Grade Pay

: Rs. 9300-34800 + Rs. 3200

Basic Pay in the existing pay scale 1	Revised Pay in the running pay Band 2	Grade Pay 3	Total Pay (2+3) 4
5,000	9300	3,200	12,500
5,150	9580	3,200	12,780
5,300	9860	3,200	13,060
5,450	10140	3,200	13,340
5,600	10420	3,200	13,620
5,750	10700	3,200	13,900
5,900	10980	3,200	14,180
6,050	11260	3,200	14,460
6,200	11540	3,200	14,740
6,350	11820	3,200	15,020
6,500	12090	3,200	15,290
6,650	12370	3,200	15,570
6,800	12650	3,200	15,850
6,950	12930	3,200	16,130
7,100	13210	3,200	16,410
7,250	13490	3,200	16,690
7,400	13770	3,200	16,970
7,550	14050	3,200	17,250
7,700	14330	3,200	17,530
7,850	14610	3,200	17,810
8,000	14880	3,200	18,080


Gaurav Bajad
Advisor (A&M)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikak Marg, JAIPUR-302008

TABLE NO. : 11

Existing Pay Scale

: Rs. 5500-175-9000

Running Pay Band PB-2 + Grade Pay

: Rs. 9300-34800 + Rs. 3600

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
5,500	10230	3,600	13,830
5,675	10560	3,600	14,160
5,850	10890	3,600	14,490
6,025	11210	3,600	14,810
6,200	11540	3,600	15,140
6,375	11860	3,600	15,460
6,550	12190	3,600	15,790
6,725	12510	3,600	16,110
6,900	12840	3,600	16,440
7,075	13160	3,600	16,760
7,250	13490	3,600	17,090
7,425	13820	3,600	17,420
7,600	14140	3,600	17,740
7,775	14470	3,600	18,070
7,950	14790	3,600	18,390
8,125	15120	3,600	18,720
8,300	15440	3,600	19,040
8,475	15770	3,600	19,370
8,650	16090	3,600	19,690
8,825	16420	3,600	20,020
9,000	16740	3,600	20,340



Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302008

TABLE NO. : 12

Existing Pay Scale : Rs. 6500-200-10500
Running Pay Band PB-2 + Grade Pay : Rs. 9300-34800 + Rs. 4200

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
6,500	12090	4,200	16,290
6,700	12470	4,200	16,670
6,900	12840	4,200	17,040
7,100	13210	4,200	17,410
7,300	13580	4,200	17,780
7,500	13950	4,200	18,150
7,700	14330	4,200	18,530
7,900	14700	4,200	18,900
8,100	15070	4,200	19,270
8,300	15440	4,200	19,640
8,500	15810	4,200	20,010
8,700	16190	4,200	20,390
8,900	16560	4,200	20,760
9,100	16930	4,200	21,130
9,300	17300	4,200	21,500
9,500	17670	4,200	21,870
9,700	18050	4,200	22,250
9,900	18420	4,200	22,620
10,100	18790	4,200	22,990
10,300	19160	4,200	23,360
10,500	19530	4,200	23,730



Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.

Udyog Bhawan, Tilak Marg, JAIPUR-302006

TABLE NO. : 13

Existing Pay Scale

: Rs. 8000-275-13500

Running Pay Band PB-3 + Grade Pay

: Rs. 15600-39100 + Rs. 5400

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
8,000	15600	5,400	21,000
8,275	15600	5,400	21,000
8,550	15910	5,400	21,310
8,825	16420	5,400	21,820
9,100	16930	5,400	22,330
9,375	17440	5,400	22,840
9,650	17950	5,400	23,350
9,925	18470	5,400	23,870
10,200	18980	5,400	24,380
10,475	19490	5,400	24,890
10,750	20000	5,400	25,400
11,025	20510	5,400	25,910
11,300	21020	5,400	26,420
11,575	21530	5,400	26,930
11,850	22050	5,400	27,450
12,125	22560	5,400	27,960
12,400	23070	5,400	28,470
12,675	23580	5,400	28,980
12,950	24090	5,400	29,490
13,225	24600	5,400	30,000
13,500	25110	5,400	30,510



Gaurav Bajad
Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tilak Marg, JAIPUR-302006

TABLE NO. 14

Existing Pay Scale : Rs. 9000-300-14400

Running Pay Band PB-3 + Grade Pay : Rs. 15600-39100 + Rs. 6000

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
9,000	16740	6,000	22,740
9,300	17300	6,000	23,300
9,600	17860	6,000	23,860
9,900	18420	6,000	24,420
10,200	18980	6,000	24,980
10,500	19530	6,000	25,530
10,800	20090	6,000	26,090
11,100	20650	6,000	26,650
11,400	21210	6,000	27,210
11,700	21770	6,000	27,770
12,000	22320	6,000	28,320
12,300	22880	6,000	28,880
12,600	23440	6,000	29,440
12,900	24000	6,000	30,000
13,200	24560	6,000	30,560
13,500	25110	6,000	31,110
13,800	25670	6,000	31,670
14,100	26230	6,000	32,230
14,400	26790	6,000	32,790

Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikka Marg, JAIPUR-302008

TABLE NO. 15

Existing Pay Scale

:

Rs. 10000-325-15200

Running Pay Band PB-3 + Grade Pay

:

Rs. 15600-39100 + Rs. 6600

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
10,000	18600	6,600	25,200
10,325	19210	6,600	25,810
10,650	19810	6,600	26,410
10,975	20420	6,600	27,020
11,300	21020	6,600	27,620
11,625	21630	6,600	28,230
11,950	22230	6,600	28,830
12,275	22840	6,600	29,440
12,600	23440	6,600	30,040
12,925	24050	6,600	30,650
13,250	24650	6,600	31,250
13,575	25250	6,600	31,850
13,900	25860	6,600	32,460
14,225	26460	6,600	33,060
14,550	27070	6,600	33,670
14,875	27670	6,600	34,270
15,200	28280	6,600	34,880



Gaurav Bajad

Advisor (ASIA)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikas Marg, JAIPUR-302008

TABLE NO. : 16

Existing Pay Scale : Rs. 12000-375-16500

Running Pay Band PB3+Grade Pay : Rs. 15600-39100+Rs. 7600

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
12,000	22320	7,600	29,920
12,375	23020	7,600	30,620
12,750	23720	7,600	31,320
13,125	24420	7,600	32,020
13,500	25110	7,600	32,710
13,875	25810	7,600	33,410
14,250	26510	7,600	34,110
14,625	27210	7,600	34,810
15,000	27900	7,600	35,500
15,375	28600	7,600	36,200
15,750	29300	7,600	36,900
16,125	30000	7,600	37,600
16,500	30690	7,600	38,290



Gaurav Bajad
Advisor (ASM)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikka Marg, JAIPUR-302006

TABLE NO. : 17

Existing Pay Scale : Rs. 13500-400-17500

Running Pay Band PB3+Grade Pay : Rs. 15600-39100+Rs. 8200

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
13500	25110	8,200	33,310
13900	25860	8,200	34,060
14300	26600	8,200	34,800
14700	27350	8,200	35,500
15100	28090	8,200	36,290
15500	28830	8,200	37,030
15900	29580	8,200	37,780
16300	30320	8,200	38,520
16700	31070	8,200	39,270
17100	31810	8,200	40,010
17500	32550	8,200	40,750



Gaureav Bajad
Advisor (A.S.M.)
Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikka Marg, JAIPUR-302008

TABLE NO. 18

Existing Pay Scale : **Rs. 14300-400-18300**

Running Pay Band PB4+Grade Pay : **Rs. 37400-67000+Rs. 8700**

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
14,300	37400	8,700	46,100
14,700	37400	8,700	46,100
15,100	38530	8,700	47,230
15,500	38530	8,700	47,230
15,900	39690	8,700	48,390
16,300	39690	8,700	48,390
16,700	40890	8,700	49,590
17,100	40890	8,700	49,590
17,500	42120	8,700	50,820
17,900	42120	8,700	50,820
18,300	43390	8,700	52,090



Gaurev Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikri Marg, JAIPUR-302006

Table No. 19

Existing Pay Scale : Rs. 16400-450-20000

Running Pay Band PB4+Grade Pay : Rs. 37400-67000+Rs. 8900

Basic Pay in the existing pay scale	Revised Pay in the running pay Band	Grade Pay	Total Pay (2+3)
1	2	3	4
16,400	39690	8,900	48,590
16,850	40890	8,900	49,790
17,300	40890	8,900	49,790
17,750	42120	8,900	51,020
18,200	42120	8,900	51,020
18,650	43390	8,900	52,290
19,100	43390	8,900	52,290
19,550	44700	8,900	53,600
20,000	44700	8,900	53,600



Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikal Marg, JAIPUR-302008

Schedule-III*

Amount of Fixed Remuneration for Probationer Trainee

Existing Pay Scale No.	Pay Scales under RPS 1998 (Allowed on successful completion of Probation Period)	Existing Amount of Fixed Remuneration per month (Rs.) (During the period of probation period)	Pay Band	Corresponding Running Pay Band	Grade Pay No.	Amount of Fixed Remuneration per Month (Rs.)		Corresponding Running Pay Band	Grad Pay No.	G.P.	Amount of Fixed remuneration per month w.e.f. 1.7.2011	Amount of Fixed Remuneration per month w.e.f. 01.09.2014**	Amount of Fixed Remuneration per month w.e.f. 01.07.2015***		
				(On successful completion of Probation Period Prior to 1.7.13)	Grade Pay	(w.e.f. 01.01.06 to 31.08.2008	(Probation Period) (w.e.f. 01.09.08 to 30.6.2013								
					No.									Month (Rs.)	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1.	2550-55-2660-60-3200	2500	-IS	4750-7440	1	1300	3500	4850	PB-1	5200-20200			5400		16
2.	2610-60-3150-65-3540	2550	-IS	4750-7440	2	1400	3600	5050	PB-1	5200-20200	2	1700		6060	6670
3.	2650-65-3300-70-4000	2600	-IS	4750-7440	3	1650	3650	5300	PB-1	5200-20200	3	1750	5500	6360	7000
4.	2750-70-3800-75-4400	2700	PB-1	5200-20200	4	1800	3800	5600	PB-1	5200-20200	4	1900	6100	6720	7400
5.	2950-75-4075-80-4475	2900	PB-1	5200-20200	5	1850	4100	5900	PB-1	5200-20200	5	2000	6400	7080	7790
6.	3050-75-3950-80-4590	3000	PB-1	5200-20200	6	1900	4200	6100	PB-1	5200-20200					
7.	3200-85-4900	3150	PB-1	5200-20200	7	2000	4450	6400	PB-1	5200-20200	9	2400	7900	8100	8910
8.	3400-90-5200	3350	PB-1	5200-20200	8	2100	4700	6750	PB-1	5200-20200					
9.	4000-100-6000	3950	PB-1	5200-20200	9	2400	5550	7900	PB-1	5200-20200					
9A.	4500-125-7000	4450	PB-1	5200-20200	10	2800	6250	8950	PB-1	5200-20200	10	2800	8950	10740	11820
10.	5000-150-8000	4950	PB-2	9300-34800	11	3200	6950	10000	PB-2	9300-34800	11	3600	10000	12000	13200
11.	5500-175-9000	5450	PB-2	9300-34800	12	3600	7650	11100	PB-2	9300-34800	12	4200	11100	13320	14660
12.	6500-200-10500	6450	PB-2	9300-34800	13	4200	9050	13050	PB-2	9300-34800	14	4800	15000	15660	17230
12A.	7500-250-15000	7450	PB-2	9300-34800	14	4800	10450	15000	PB-2	9300-34800			16800	20160	22180
13.	8000-275-13500	7950	PB-3	15600-39100	15	5400	11150	16800	PB-3	15600-39100	15	5400			
14.	9000-300-14400	8950	PB-3	15600-39100	16	6000	12550	18200	PB-3	15600-39100	16	6000	18200	21840	24030
15.	10000-325-15850	9950	PB-3	15600-39100	17	6600	13950	20200	PB-3	15600-39100	17	6600	20200	24240	26670
16.	10650-325-15850	10600	PB-3	15600-39100	18	6800	14850	21300	PB-3	15600-39100	18	6800	21300	25560	28120
17.	11300-350-16200	11250	PB-3	15600-39100	19	7200	15750	22600	PB-3	15600-39100	19	7200	22600	27120	29840
18.	12000-375-16500	11950	PB-3	15600-39100	20	7600	16750	23950	PB-3	15600-39100	20	7600	23950	28740	31620
19.	13500-400-17500	13450	PB-3	15600-39100	21	8200	18850	26650	PB-3	15600-39100	21	8200	26650	31980	35180
20.	14300-400-18300	14250	PB-4	37400-67000	22	8700	19950	36900	PB-4	37400-67000	22	8700	36900	44280	48710
21.	16400-450-20000	16350	PB-4	37400-67000	23	8900	22900	38900	PB-4	37400-67000	23	8900	38900	46680	51350
22.	18400-500-22400	18350	PB-4	37400-67000	24	10000	25700	43800	PB-4	37400-67000	24	10000	43800		

Substituted vide order no. A.1(9)/93/2008-13 dated 29.07.2013

*Substituted vide order no. A.1(9)/93/2008-13 dated 29.07.2013

**Amended vide office order no. A.3(2)/260/15 dated 19.02.2015

*** Amended vide office order no. A.1 (9)93/2008-13 dated 11.08.2015

Gaurav Dated

Regional Officer Development
 and Training, Probation Department
 Udyog Bhawan, 2nd Floor, J.P. Nagar, Jaipur-302006

Note:

1. The probationer-trainee shall be entitled only to fixed remuneration as above and he/she will not be entitled to Special Allowance, Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Washing Allowance or any other allowance(s) called by whatever name. Similarly, he/she will not be eligible for Bonus and uniform/liveries.
2. No Travelling Allowance shall be admissible for joining as a probationer-trainee. In case journey on duty, he/she shall be allowed TA as on tour and in case of transfer only Mileage Allowance and incidental on the basis of fixed remuneration shall be admissible. In case of transfer only the actual period required for travel will be treated as on duty.
3. Probationer-trainee shall be eligible for Casual Leave of 12 days in a calendar year and for period of less than a calendar year, it shall be admissible in proportion on the basis of completed months.
4. No deputation allowance shall be admissible to a probationer-trainee, if, deputed to "Foreign Service" for training etc.
5. An existing employee already in regular service shall have an option to opt either for the "fixed remuneration" or the pay in the running pay band and grade pay (not the scale of his/her new appointment), whichever is beneficial to him/her while he/she is under probation. After successful completion of probation period, pay may be fixed as per the rules, where such a Government servant will get due advantage of being in a regular pay scale, and will get due protection of his/her pay.
6.
 - (i) Probationer trainee shall earn no leave during the period of probation.
 - (ii) Female probationer trainee shall be granted maternity leave as per RIICO Service Rules.
 - (iii) Male probationer trainee shall be granted paternity leave as per RIICO Service Rules.
7. Extra ordinary leave upto 3 months may be sanctioned by the appointing authority to a probationer trainee during the entire period of probation training.

Gaurav Bajad

Advisor (A&M)

Rajasthan State Industrial Development
and Investment Corporation Ltd.
Udyog Bhawan, Tikka Marg, JAIPUR-302006

***SCHEDULE-IV**

Entry Pay in the Running Pay Bands and Grade Pays for Direct Recruits Appointed on or after 01.01.2006 on Satisfactory Completion of Probation Period

-1S (Rs. 4750-7440)			PB-I (Rs. 5200-20200)		
Existing Grade Pay	Existing Pay in the Running Pay Band	Existing Basic Pay for Direct Recruits	Revised Grade Pay	Revised Pay in the RPB	Revised basic pay for direct recruits
Prior to 01.07.2013			w.e.f.1.7.13 & onwards		
1300	4750	6050	1700		
1400	4860	6260	1700	5200	6900
1650	4930	6580	1750	5250	7000

PB-I (5200-20200)

Existing Grade Pay	Existing Pay in the Running Pay Band	Existing Basic Pay for Direct Recruits	Revised Grade Pay	Revised Pay in the RPB	Revised basic pay for direct recruits
Prior to 01.07.2013			w.e.f.1.7.13 & onwards		
1800	5200	7000	1900	5680	7580
1850	5490	7340	2000	5960	7960
1900	5680	7580	2400		
2000	5960	7960	2400	7440	9840
2100	6330	8430	2400		
2400	7440	9840	2800	8370	11170

PB-2 (9300-34800)

Existing Grade Pay	Existing Pay in the Running Pay Band	Existing Basic Pay for Direct Recruits	Revised Grade Pay	Revised Pay in the RPB	Revised basic pay for direct recruits
Prior to 01.07.2013			w.e.f.1.7.13 & onwards		
3200	9300	12500	3600	9300	12900
3600	10230	13830	4200	10230	14430
4200	12090	16290	4800	13950	18750


PB-3 (15600-39100)

Existing Grade Pay	Existing Pay in the Running Pay Band	Existing Basic Pay for Direct Recruits	Revised Grade Pay	Revised Pay in the RPB	Revised basic pay for direct recruits
Prior to 01.07.2013			w.e.f.1.7.13 & onwards		
5400	15600	21000	5400	15600	21000
6000	16740	22740	6000	16740	22740
6600	18600	25200	6600	18600	25200
6800	19810	26610	6800	19810	26610
7600	22320	29920	7600	22320	29920
8200	25110	33310	8200	25110	33310

PB-4 (37400-67000)

Existing Grade Pay	Existing Pay in the Running Pay Band	Existing Basic Pay for Direct Recruits	Revised Grade Pay	Revised Pay in the RPB	Revised basic pay for direct recruits
Prior to 01.07.2013			w.e.f.1.7.13 & onwards		
8700	37400	46100	8700	37400	46100
8900	39690	48590	8900	39690	48590

*Substituted vide order no. A.1(9)/93/2008-13 dated 29.07.2013


Gaurav Bajad
 Advisor (A&M)
 Rajasthan State Industrial Development
 and Investment Corporation Ltd.
 Udyog Bhawan, Tikka Marg, JAIPUR-302006